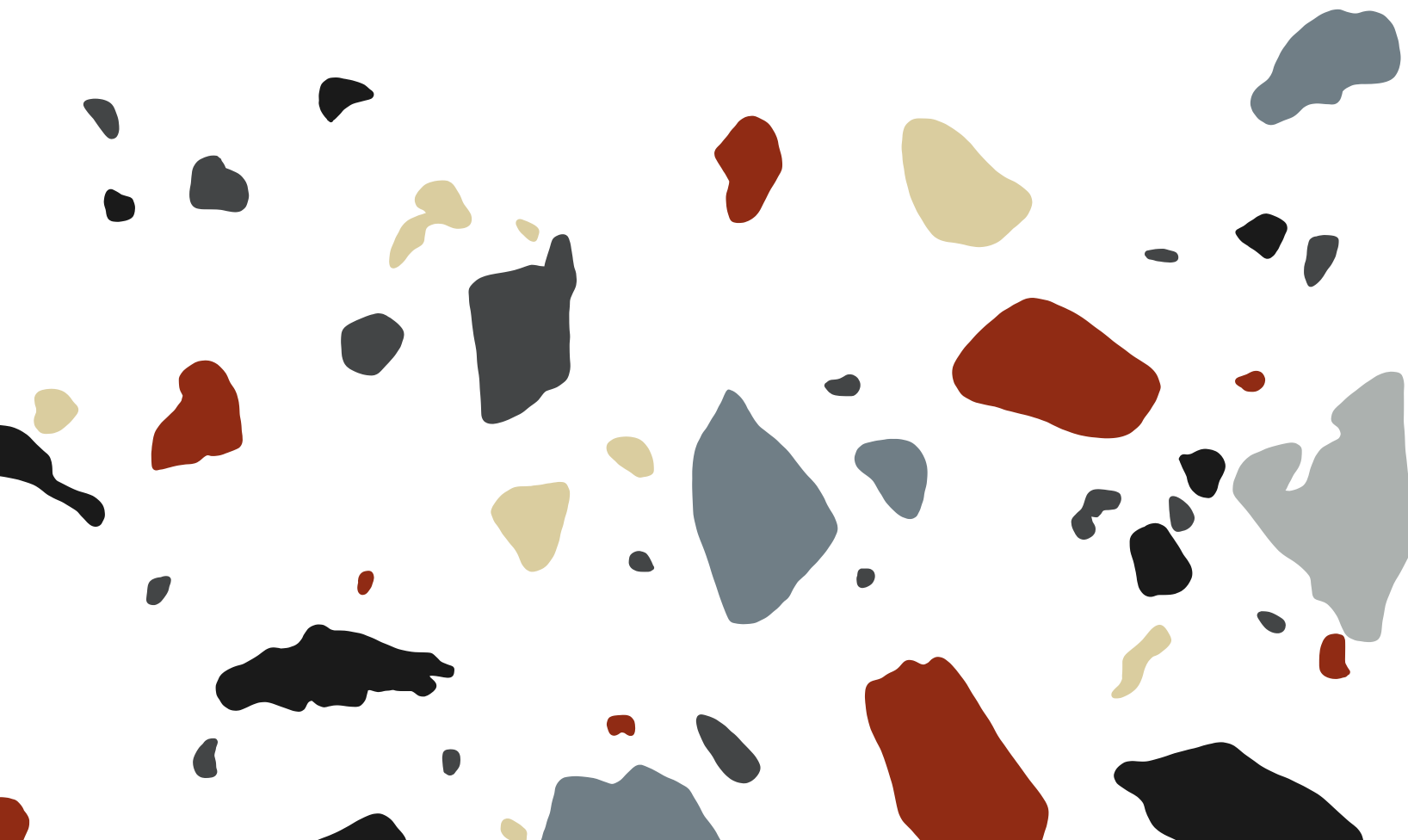


# ADWAS

Spring 2021



# core values



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# Our VISION



— *Napal Tesfai*  
Executive Director

We enter our organization's 35th year of service amidst a relentless pandemic that continues to challenge our aims and commitment to support our community. As we look forward to this new year, let us reflect on our past shortcomings as well as our substantial achievements with rejuvenated resolve to maximize our combined strength and move closer to our vision of a more unified and safer community for all. As I sit here writing this, I am mindful that I live and work on the lands of the Duwamish people; a tribe that today is still fighting to be federally recognized and has been seeking restoration since the devastating reversal of recognition in 2002.

Just three months into my new role, it is difficult to find the right words to comfort others when many of us are living in fear. With many individuals continuing to work from home and sheltering in place, we are witnessing a staggering increase in Domestic Violence cases within the communities we serve. As survivors are isolated and more vulnerable than ever, we must make it our collective duty to respond as swiftly as possible with the support needed by implementing creative safety planning. We must be even more relentless than the pandemic, and more fervent than those who seek to dim that vision by opposing our resolve to create safer communities. We, the community, are in it to win it.

Although we have much work ahead of us, we have not been sidelined: We have been successfully coordinating with local food banks and school districts to provide weekly meals to survivors and their

families. We have also procured vital Covid Relief Funding that will be distributed to survivors to maintain housing, thereby averting eviction. The funding will also help to boost economic stability. In addition, we are working to deepen the engagement of survivor support through the provision of fully accessible and customized medical and legal advocacy services.

The survivors we support have lived through traumatic experiences and they are tired of fighting against a system that was not built for them. They are not in this fight alone...we have their backs. We are fiercely working on strengthening programs in collaboration with our diverse communities. We will embody the values we seek to nourish and strengthen our communities, and we will work to abolish existing programs that are in opposition to our efforts.

Going forward, we will continue to align our efforts toward race, equity, and social justice; with a concentration on the liberation of those experiencing domestic violence and working determined and undividedly to build a just, oppression free and violence free community.

To commemorate our 35 years of service to the community, we are planning a wide scope of programming of upcoming events that will include stories from over three and a half decades of service. For more information, please visit [adwas.org/adwas35](http://adwas.org/adwas35).



# New Leadership Team



*Napal Tesfai*  
Executive Director

Napal has been connected to ADWAS since being a volunteer in 2005 during the Capital Campaign. After receiving training and mentoring from Jeannie Brown and Cathy Hoog, she went on to become a volunteer for the crisis hotline, which supports survivors after hours. Napal became a staff member of ADWAS in 2007 where she continued to grow in various roles within the agency under the leadership of Marilyn J. Smith. It was during this era that Napal was able to build and support survivor leadership and community power. Napal has worked alongside numerous community members and organizations to support survivors in crisis, while simultaneously developing long term strategies to end harm and violence.

In 2013, Napal left to work as one of the first digital advocates for the National Domestic Violence Hotline (and Love is Respect) in Central Texas. There she played an important role in the growth of digital services to include online chats, texts and emails- technological aspects of services crucial to creating more and varied access to resources and support for survivors. In 2017, she returned to the Pacific Northwest and continued to work in various capacities as a community organizer within the nonprofit, healthcare, and social services fields. She is dedicated to the growth and wellbeing of ADWAS, and will work alongside communities, partners, staff, and board members to move us towards healthy communities. She will utilize her executive leadership and public affairs skills to facilitate organizational development that is aligned with our mission, vision, and values.

Being first generation Eritrean American, she has a deep-rooted belief that we can transform and uplift our communities through tireless and strategically implemented community activism affected by the whole community embracing the most vulnerable members of the community via this type of activism, sustainable change may be achieved.

Academically, Napal studied Public Affairs at Seattle University for her Bachelor of Arts, and later received a Certificate in Nonprofit Management from the University of Washington. If you would like to connect with Napal, send a message to [adwas@adwas.org](mailto:adwas@adwas.org)



*Stephanie Mathis*  
Development Director

Stephanie Mathis, a Southern California native, is the new development director at ADWAS. She is excited to work with an amazing team and to celebrate ADWAS' 35th anniversary this year!

Stephanie brings with her 12 years of experience in the field of anti-violence and anti-oppression. She served as the Executive Director, program director and therapist for Segó Lily Center for the Abused Deaf (SLCAD). She has helped plan national conferences, and hosted successful gala fundraisers collaborating with great teams of volunteers, sponsors and donors.

Stephanie is also passionate about her family (3 sons, one daughter/son in law, a loving husband) AND dancing. Stephanie is a certified Zumba instructor and her outlook on life is much like the Leann's Womack's song "When you have the choice to sit it out or dance..I hope you DANCE!"



*Jeniffer Mendoza-Morales*  
Program Director

Jeniffer Mendoza-Morales grew up in the Philippines and moved to Seattle, WA in 2008; She is Filipino, Deaf, married, and has a family. In the Philippines, she graduated from De La Salle University-College of Saint Benilde (DLSU-CSB) with a Bachelor's degree in Deaf Studies, specialized in guidance and counseling program (2001). She was previously an advocate at ADWAS. For 11 years, she worked with residents, community clients, as well as specialized in helping immigrant deaf survivors of domestic/sexual violence. Jeniffer values every Deaf person passionately.

She believes in ADWAS' core values, mission, and vision. She loves learning people's diversity, LGBTQIA, and cultural differences. She likes having dialogue/discussion with them on issues regarding social injustice within deaf communities. She is excited to work within departments to step up and lead our community toward a brighter future and to stop abuse, violence, and systemic oppression.



*Olivia Mackey*  
Hotline Manager

Olivia Mackey, born and lives in the Washington state, recently became the Hotline Manager. She has worked with the Hotline Department for three and half years. She has the passion to continue doing crisis intervention with survivors and sharing the knowledge of violent experiences.

In her house, she has two dogs, two cats, two daughters and one fiancé. Her daughters; five and two years old are energetic, love to play outside most of the time, and enjoy movie night time. Her family loves the winter season, the best out of the four seasons.

They love to go to Crystal Mountain to sled in the snow days.

Olivia spends her time doing DIY projects around the house to bring the modern of farm house. She recently learned how to refurbish the dresser, table, and chairs. She also loves to read books in her quiet time.



# Direct Services Expands

ADWAS is excited to welcome Nori Rittenhouse as a Children's Advocate and Tash Hansen-Day as an Advocate! In January of 2021, Tash and Nori virtually completed the 30-hour Sexual Assault training provided by the Washington Coalition Against Sexual Assault Programs (WCSAP) and the 20-hour Domestic Violence training provided by the Washington State Coalition Against Domestic Violence (WSCADV).

ADWAS' Direct Services department helped DV/SA survivors and children (residents and community clients) who have experienced hardships related to COVID. Advocates assisted Deaf/DeafBlind/Hard of Hearing/Disabled survivors with financial support, food assistance, and household supplies.

As ADWAS continues to get support from the community, COVID related funds have been used to help many families. ADWAS has extended their community resources by allocating funds for rental assistance so that families will have a means to support their families with food and other

household supplies; Through the financial relief program, they can maintain stable housing.

The Children's Program has also been heavily impacted by COVID-19. When online learning became mandatory, our priority was to solidify extra food support since many children rely on the food provided at school. We partnered with the Hunger Intervention Program to provide breakfast and lunch every day in the spring through the summer. We also worked closely with Seattle Public Schools who provide boxes of frozen meals for the week. In addition, if families want to use our recreational room/children's room for school work, they are able to reserve it.

During the holidays, we were able to keep activities fun while maintaining safety. Nori held a Halloween door decorating competition within our supportive housing. We also had our own Halloween parade and handed out candy. This time, adults received candy too! For Thanksgiving, the Hotes Foundation provided full meals to the families in need. In addition, our

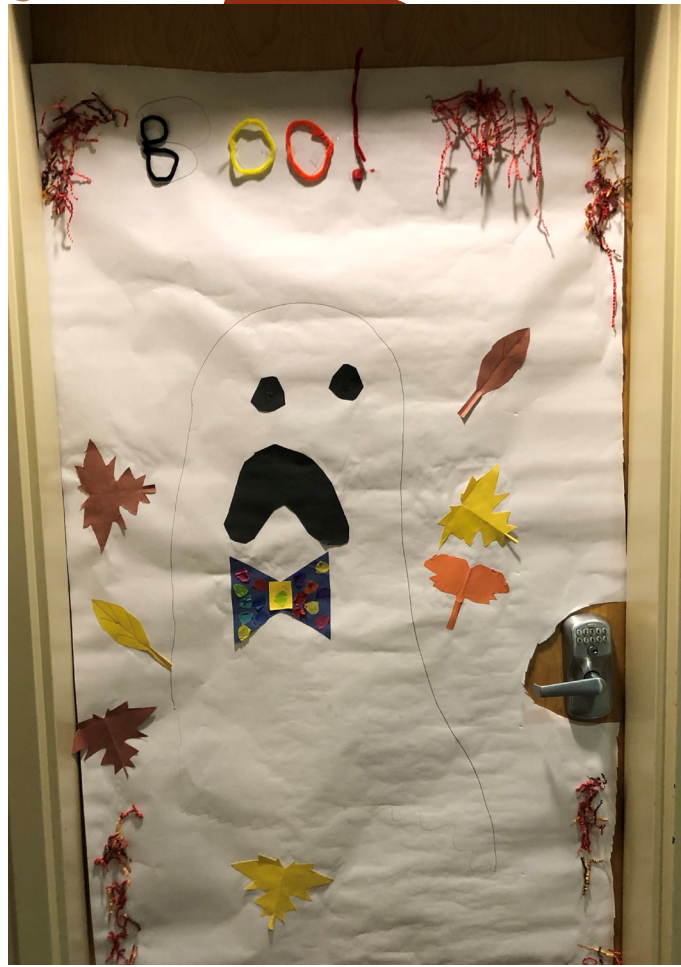


*Nori Rittenhouse*  
Children's Advocate



*Tash Hansen-Day*  
Advocate





# COVID Hits Home

neighborhood St. Catherine's church provided financial support for BIPOC families during the holidays. Lastly, we had a special guest named Santa who gifted stocking stuffers, clothes, and toys for everyone in our program. We missed having our traditional Family Night celebrating the season with each other, but we look forward to that in the future.

In Spring 2021, the Seattle Children's Theatre (SCT), who we've partnered with for the last 3 years, will be back with free virtual acting classes! Join SCT's Acting Coach and our Children's Advocate's for exciting new classes right to your home. If you are not already on our list to be notified of details, please email [Nancy@adwas.org](mailto:Nancy@adwas.org). We will also be bringing virtual Word Art Movement (WAM) classes to the teenagers in our program. We look forward to working with children in person soon!



Jeniffer Mendoza-Morales, our Program Director, shares her experience with COVID in her home. COVID affected every member of her family in their own way. In the month of December, 3 of her family members contracted COVID. There were scary moments when family members were hospitalized, and dealing with uncertainty, not knowing whether they would recover. It was also a painful time for the family; they were unable to honor holiday traditions such as gift exchanges, singing songs, eating food, and sharing cheerful vibes because everyone had to be quarantined and distanced from each other. Feeling exhausted after caring for her family during the holidays and previously testing negative for COVID, Jeniffer contracted COVID in January.

During her time of being quarantined, she received tremendous support from friends, family, and colleagues. Jeniffer would not have survived without the support of her friends and family in laws who extended help by cooking healthy food for her family. Jeniffer thanks the ADWAS staff for helping out during these difficult times.

She is grateful to all ADWAS staff who supported her, brought food, household supplies, and food gift cards for her family. After 2 weeks of quarantine, she recovered and returned to work ready to connect with DV/SA survivors again.



# DEAF HOTLINE REACHES NEW HEIGHTS

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ADWAS has faced many changes in 2020 along with all of you. Some changes include internal restructuring and staffing. We have a new Hotline Advocate to the team--Dawn. One of our Hotline Advocates Olivia, who has been with the Hotline since 2017 was promoted to Hotline Manager in November 2020. Currently, our hotline department has two hotline advocate positions available.

Our hotline team had our first retreat in December 2020 where we discussed ADWAS' core values and how the hotline department can practice these values daily. We developed some new goals which we will list below and share our progress on them. Our first goal is to provide at least one presentation per month for DV/SA agencies and/or community members. The Deaf Hotline provided several presentations and workshops over the last months of 2020.

In September, we provided three presentations ("What is the Deaf Hotline", "Domestic Violence 101", and "Healthy vs. Unhealthy Relationships") for the North Carolina Deaf community members. In October, we provided training on "Deaf Culture & Domestic Violence" for employees of the North Carolina Division of Services for the Deaf and Hard of Hearing under Department of Health and Human Services (DHHS).

"Deaf Awareness Training with Law Enforcement" were provided to North Carolina police and criminal justice workers. In December, "What is the Deaf Hotline" presentation was provided to the Alabama Deaf community members and lastly, in Seattle, the University of Washington Sexual Assault Nurse Examiners (SANE) program invited the ADWAS Outreach and Hotline staff to present "Understanding the Needs of Victims of Abuse in the Deaf Community". Some of the comments

made regarding the presentation were:

*"I really enjoyed this presentation. Caring for deaf patients takes a specific type of awareness, and being able to discuss this with individuals who are deaf was very enlightening."*

*"This was a very helpful and informative presentation. The presenters were so knowledgeable and I learned more about the Deaf culture in general and DV resources specifically. Great presentation!"*

Our second goal was to improve the Live Chat access for survivors. We changed the platform for our Live Chat from Tawk to app to the Tidio app on our website during spring 2020. Our report of Live Chat has increased from 3 chats to 19 chats in December. The highest number of chats we received was October with 65 chats. Our hotline's availability via videophone, email, and live chat have

enabled us to help DV/SV survivors by providing information and resources they need in urgent time.

There has been a 600% increase in contacts and our impact report shows that the Deaf hotline has received a total of 3,209 through the year. These numbers indicate that there has been a rise in domestic violence during the pandemic because people are spending more time at home. The rising number of domestic violence calls impacted our hotline services and we have been able to provide resources and safety planning 24/7 throughout the pandemic. With limited resources due to the lockdown and closure of public service, we worked harder to find available resources for survivors. We are looking forward to how 2021 will be for all of us! May this year bring new hope, new goals, new accomplishments, and a parcel of new motivations in our agency.





*(Conference Room B) This space is for the advocates' and survivors' meeting. There are two computer monitors, two keyboards, two mice, and two VP units so that they both have their own keyboards and mouse without sharing it. There is a plexiglass barrier between the advocate(s) and survivor(s). We provide cleaning supplies and signages to communicate whether the area had been sanitized.*



*This space is for 1-on-1 sessions/meetings.*



*We installed the hand sanitizer in the elevator lobby area and will keep it filled up.*



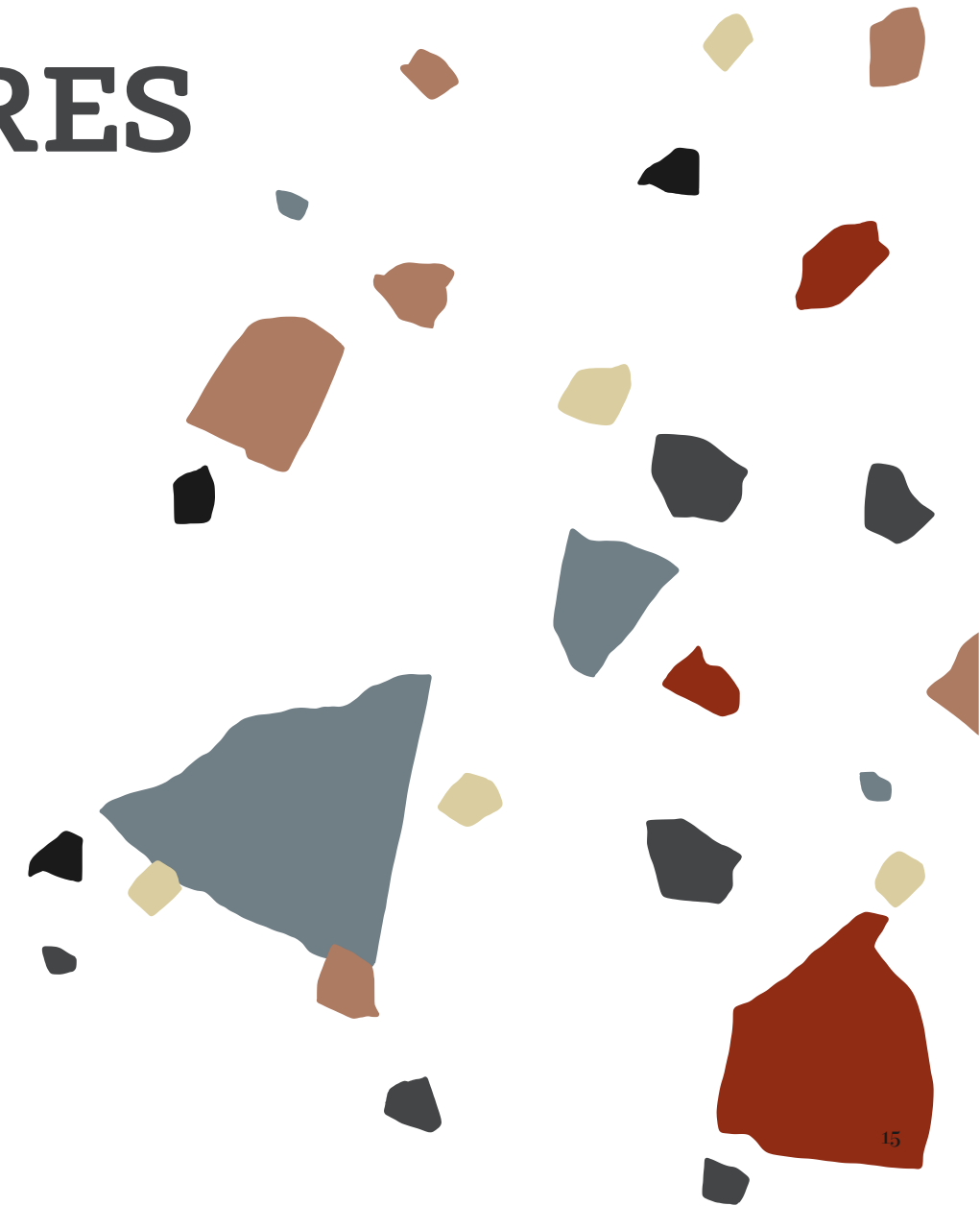
*The front desk with the newly installed plexiglass barrier and it is now permanent because it will not be used only for the COVID-19 pandemic, but for other common contagions such as the Flu, colds, MRSA, etc, throughout the year.*

# COVID-19 SAFETY MEASURES

ADWAS continues to serve DV/SA survivors during this tough time with the COVID-19 pandemic. The ADWAS team is practicing all safety precautions according to the Center for Disease Control (CDC) guidelines. We have installed the plexiglass barrier at the front desk and divided Conference Room B into two spaces. The reason the Conference Room B was divided into two separate spaces was to provide advocates and survivors the space to practice safe distancing and the advocates' offices are too small to maintain a safe distance of 6 feet apart.

We have also received several donated boxes of facial coverings and we have given them to residents and community survivors.

We hope that if you visit us, you will feel comfortable in our building!





# 2021 Events

March 25-April 29

35th Anniversary Celebration  
*Via Facebook @ADWAServices*

April 1-30

Sexual Assault Awareness Month (SAAM)  
*Via Instagram @adwas\_seattle*



April 6

SAAM: Day of Action  
*Wear teal - the color of sexual violence prevention*

April 19 & 20

35th Anniversary Celebration: Virtual Meet & Greet  
*Come meet the new ADWAS leadership! More information on our website [adwas.org/events](https://adwas.org/events).*

April 28

SAAM: Denim Day  
*Wear jeans to take a stand against victim-blaming*

April 28

Got #Consent? 18+ Workshop  
*Contact [outreach@adwas.org](mailto:outreach@adwas.org) for more information.*

May 4-5

GiveBIG\*  
*A statewide fundraising campaign!*

August 14

Community Appreciation Luncheon\*  
*A day for us to express gratitude!*

November 6

Hope & Justice Gala\*  
*Our biggest event of the year!*

November 30

Giving Tuesday\*  
*Invest in your community during the holidays!*

\*More information will be posted on our website [adwas.org](https://adwas.org).

# WAYS TO GIVE

## 01 Online

Visit our website, [adwas.org/donate](https://adwas.org/donate) to make a donation. You can also send us a check addressed to “Abused Deaf Women’s Advocacy Services” Mail it to us: 8623 Roosevelt Way NE, Seattle, WA 98115.

## 02 Pledge

A gift paid over the year(s) and may be made to the General Programs at ADWAS. To set up a pledge, please contact [adwas@adwas.org](mailto:adwas@adwas.org).

## 03 Legacy

A charitable bequest is one of the most meaningful legacies you can provide for your favorite organizations and can be an effective way to make a significant contribution that might not otherwise be possible. If you would like to have ADWAS added to your will, please e-mail [Development@adwas.org](mailto:Development@adwas.org) and we will help you with the details.

## 04 Shop

Shop on AmazonSmile and designate ADWAS as your charity. You shop. Amazon Gives. AmazonSmile.

Shop with CouponBirds coupons to save, earn cash, and support us! Visit [adwas.org/donate](https://adwas.org/donate) for more details.

## 05 Volunteer

We provide opportunities for volunteers to contribute to our work in meaningful way. Duties range from organizing and filing, interpreting, supporting the children’s program with summer camps, assisting Development with fundraising tasks and/or landscaping. If you are interested in volunteering, please contact [adwas@adwas.org](mailto:adwas@adwas.org) for more information.

## 06 Serve

Influence and develop policies, participate in fundraising, build community relationships, provide budget oversight, participate in strategic planning, attend six board meetings annually, commit to at least a one-year term, publicly support the work of ADWAS, represent ADWAS occasionally at external events, and more. To apply, or for more information, please contact [board@adwas.org](mailto:board@adwas.org).

## 07 Apply

ADWAS is an Equal Opportunity Employer. Survivors of interpersonal violence, BIPOC, and LGBTQIA+ identified persons are encouraged to apply. For job opportunities, visit [adwas.org/jobs](https://adwas.org/jobs).





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