

Jane Doe Inc. 

# BUILDING SAFER COMMUNITIES

HUMAN RIGHTS  
SAFETY  
LIBERTY

# HUMAN RIGHTS SAFETY, LIBERTY

## MISSION

Jane Doe Inc., The Massachusetts Coalition Against Sexual Assault and Domestic Violence (JDI, the Coalition) brings together organizations and people committed to ending domestic violence and sexual assault. JDI creates social change by addressing the root causes of this violence and promotes safety, justice and healing for survivors. JDI advocates for responsive public policy, raises awareness, promotes collaboration and supports its member organizations to provide comprehensive prevention and intervention services. We are guided by the voices of survivors.

# DEAR FRIENDS,

We're often asked how we can imagine liberty, dignity and justice when horrifying and heart-breaking stories of sexual abuse, rape, stalking and domestic violence bombard us daily. The answer is found in the bravery and resilience of survivors and the compassion and dedication of advocates working in this arena.

As the only statewide advocacy coalition of sixty community-based sexual and domestic violence programs in Massachusetts, Jane Doe Inc. (JDI) has both the responsibility and the privilege of working on behalf of survivors and victims of sexual and domestic violence. We hear the stories of the college student who was raped by a classmate and then stalked online for months; the mother who is embroiled in years of a custody battle with an abusive former husband; the young transgender man who is assaulted by teammates because of their perception of his gender identity; the immigrant who fears speaking with police because they suffered police violence in their home country and also for fear of deportation.

We also hear the endless stories of the survivors who find the strength to finish school, lead a support group for other survivors, and settle into a new and safe home for themselves and their children. This is the difference that JDI members make every day; the lives of survivors and their children are changed and saved.

And we hear the stories of those advocates who offer unwavering and non-judgmental support to thousands of victims/survivors throughout the Commonwealth. These are stories of overcoming impossible odds. Stories that also end with geographic and cultural communities changed and engaged to support survivors and JDI members.

This is the change that is possible when our work is advocate driven and informed by survivors. We are building safer communities, promoting healthy relationships and preventing sexual and domestic violence.

Over the past year, JDI has continued to focus on the foundational needs of human rights, safety and liberty in our aim to create complex and effective solutions that truly meet the needs of survivors/victims and their families. With our members and others, we are addressing the systemic, structural and societal factors that foster violence against women, sexual and domestic violence. Through our organizing, training, analysis, networking and advocacy, JDI, along with our membership, has pushed an ambitious social justice agenda.

Your support matters! It is critical to help us keep telling these stories, working for justice and leading a movement that is making a difference. On behalf of the board, membership and staff of Jane Doe Inc., thank you for your support.

In peace,



Mary R. Lauby  
Executive Director



Mary Gianakis  
Board President

# FY2010 PROGRAM HIGHLIGHTS

At the core of Jane Doe Inc.'s work is our commitment to ensure a strong, vibrant, flexible and resourced movement. We promote and fight for community-based responses, services and systems that result in improved prevention outcomes, research and services and support for victims/survivors, offender accountability and safer communities throughout Massachusetts.

## THIS WORK TAKES MANY FORMS:

- Promoting deep discussion and analysis to foster a sustainable social justice agenda and movement;
- Deepening JDI capacity for leadership and collaboration in local, state and national economic empowerment collaboration;
- Providing technical assistance, training, and information to our membership and beyond;
- Advocating for public policy reform and best practices that are in the best interests of victims and survivors;

- Engaging and mobilizing men as part of the solution in ending violence against women;
- Promoting leadership of women of color;
- Conducting, initiating, and participating in state and national research and analysis to ensure that our leadership is evidence-informed;
- Confronting racism, sexism, heterosexism and other oppressions that foster and sustain marginalization, violence and injustice;
- Collaborating with researchers, academia, corporations, foundations, law enforcement, health care, faith communities, government and industry; and
- Offering leadership to create effective and life sustaining solutions that promote human rights, dignity, safety and liberty for everyone.

Thanks to JDI's unique vantage point as a statewide membership coalition, this work is informed by the experiences of victims/survivors and the programs that serve them. It also means that JDI serves as a central point of contact for survivors, victims' advocates, sexual and domestic



violence service providers and other local, state and national advocates, researchers, industry leaders, health, social service, law enforcement and criminal justice professionals, educators and policy makers. By paying attention to the building blocks of our work, we also sharpen our collective analysis of sexual and domestic violence through the lens of the national and international human rights movements to end gender-based violence here and around the globe.



*“Because of the YWCA’s membership in Jane Doe Inc., I have found a statewide support network, particularly from people of color at all leadership levels, which has provided me with a deepened sense of purpose and vision, helped support my ongoing professional growth, enabled me to forward the mission of the YWCA to eliminate racism and empower women, and ultimately enhanced the YWCA’s work with survivors.”*

VILMA LORA

Co-Director of Women’s Services, YWCA of Greater Lawrence

*“I know and see the difference Jane Doe is making every day across the state. I am so proud to be able to serve on the JDI board of directors and of the work of the board and staff. I know that my volunteer time is an investment that is well spent and bringing benefit statewide.”*

STEPHANIE LEE

JDI board member and Regional Director of Public Affairs, Verizon



# SUSTAINING AND MOBILIZING THE MOVEMENT

The bricks and mortar of the Coalition's foundation is shaped by our membership, the victims they support and serve and our national and state colleagues. Our activities and priorities reflect the needs and diversity of our sixty-plus member programs and the communities they serve, which brings a richness and authenticity to our work. JDI and its sister sexual and domestic violence coalitions represent more than 3,000 local sexual and domestic violence programs throughout 56 US states and territories. From this platform, JDI fosters and brokers relationships and synergy among and between our members and other stakeholders and advocates.

By supporting the capacity of our member programs to be responsive and integrate best practices, we sustain these individual organizations and the movement. Along with the rewards of bearing witness to and helping victims/survivors and communities in their journey towards healing and justice, this work can take an incredible toll. The Coalition takes seriously our responsibility to create an environment that sustains the individuals doing the work.

*"JDI's support and expertise in organizational and program development, organizing and topical resources nationally and statewide as well as their national affiliations have had an exponentially positive impact on me as a new director, on my organization, and those we support and serve."*

MAHIMA SUBRAMANIAN  
Executive Director, Center for Hope & Healing

*"JDI's work with sexual violence service providers is creating a new, exciting and viable statewide plan for local communities, government, systems and industry for preventing and ending sexual violence across the Commonwealth."*

KIM DAWKINS  
Executive Director of the Rape Crisis Center of Central MA and Sexual Assault Advisory Board Co-Chair

*"This was easily one of the best workshops on this topic I've been to – perfect balance of practical and more global thinking- so revitalizing and helpful. Thank you!"*

PARTICIPANT



## 2010 ACCOMPLISHMENTS

Continued member driven efforts to:

- Define a statewide vision for community-based sexual violence services and activism in addressing and ultimately ending sexualized violence in Massachusetts;
- Define and focus JDI direction and build capacity of JDI and local programs to address needs of immigrant and refugee communities and communities of color;
- Establish and adopt an analysis of LGBT (lesbian, gay, bisexual and transgender) domestic violence and determine JDI direction to address and represent needs of LGBT victims, advocates and communities;
- Nurture and promote the leadership of women of color in our movement.

Continued to focus on capacity and skill building for members and other advocates and professionals through cutting edge training, support, and technical assistance.

Established High Risk Advisory Group to support member program executive directors to deepen their capacity for leadership in local homicide prevention efforts and to integrate homicide high risk knowledge and practice

throughout their agencies.

Embarked upon a website upgrade set to go live in 2011, that will provide a state of the art Members Only, password protected site with new tools for member collaboration and ready access to resources and information for the general public, including victims and survivors.

Released publications including “Introduction to Sexual Violence Prevention: Guide for Trainers” and “Prevention in Action at Rape Crisis Centers in MA.”

Participated in and supported members attendance at the National Women of Color Network National Conference in May and the National Sexual Violence Conference in September.

Successfully advocated alongside our partners in other state coalitions for increased federal funding for local services and mobilized our membership for ongoing budget advocacy on state and federal levels.



## FOSTERING CHANGE

In our role as an advocacy coalition, JDI first works with our member programs to help the public and all the various systems truly understand the impact of sexual and domestic violence on victims, their children and local communities. We then combine this knowledge and experience with a strategic approach to help create effective and life sustaining solutions to foster communities that are safe and healthy.

With our membership, JDI speaks with a single powerful voice in matters of public policy and advocacy on the state and federal levels for improved responses, policies, resources and options for victims and survivors of SA/DV and their families. Within the Commonwealth of Massachusetts, JDI is recognized as an authority on these issues and works closely with state agencies, the Governor's administration, other statewide advocacy organizations and the media. Our goal is to create a multitude of opportunities for people to take a stand against sexual and domestic violence and help save lives.

*"Jane Doe Inc. is a vital partner in our community based Domestic Violence Prevention efforts. Our combined focus on prevention and creative solutions is making a difference in the lives of many. The support and guidance provided by JDI has resulted in all of us operating very differently across the Commonwealth than just 3 years ago, and victims are safer and better protected and served today because of it."*

GERRY LEONE  
Middlesex District Attorney

*"As a policy committee member and executive director, I experience how JDI is leading members and other allies in the important work of fostering a movement and building and resourcing a viable vision that will put MA back on the national map as a leader in SA and DV prevention, policy and practice."*

LAURA VAN ZANDT  
Executive Director, REACH Beyond Domestic Violence



## 2010 ACCOMPLISHMENTS

Facilitated the JDI Public Policy Committee comprised of representatives from JDI member programs who volunteer to help strategize and advocate for budget and legislative priorities and engage the full membership in the Coalition's policy efforts.

Established a *Media Protocol* to improve how domestic violence homicides are reported in the media; to support local members in coordinating media messaging; and to work with local DA's offices and media in that regard.

Selected as one of four state coalitions for participation in a national study on non-residential domestic violence services.

Designed and presented the three-day *Institute in Advanced Practice in Law Enforcement Response to Sexual Assault and Domestic Violence* attended by over 120 veteran police officers, in collaboration with the Executive Office of Public Safety and Security and the MA Municipal Police Training

Committee and contributed to the adoption and creation of updated standards and curriculum.

Collaborated with MCSOM (Massachusetts Coalition on Sex Offender Management) to bring the victim advocacy perspective to policy development.

Hosted national seminar for sexual violence advocates and journalists designed and delivered jointly by the Poynter Institute and the National Sexual Violence Resource Center to enhance the capacity of advocates and journalists to work together to tell accurate and useful stories about sexual assault and rape through the media.

Collaborated with the MA Department of Public Health and others working in the area of responsible fatherhood on ways to integrate sexual and domestic violence prevention into work with fathers and to improve practices for promotion of healthy relationships.



# ENVISIONING SOCIAL JUSTICE

There is no liberty without dignity, no safety without justice and no freedom without human rights. By adopting a human rights and gender analysis of sexual and domestic violence, JDI stands for more than an end to individual instances of violence. We are working toward a world without gender inequity on a personal, community, institutional and societal level. This requires us to look to the margins to identify victims, members, advocates communities and populations that may be underrepresented, overlooked, disenfranchised or otherwise made invisible. It means that we take an expansive view of violence, from physical and sexual to economic and political.

Driving our social justice work is the belief that coalitions are most effective when they are member-centric and victim/survivor focused and informed. This strategic vision provides a roadmap for our prevention, technical assistance and policy advocacy actions.

*“I was proud to be part of JDI’s WRD campaign with male role models expressing what positive masculinity can be: speaking out against violence, standing up to homophobia, biphobia, and transphobia, valuing all gender identities and gender expressions and using compassion to show strength. I applaud JDI for its leadership in making clear that we’re all in the same struggle for peace and gender equality.”*

GUNNER SCOTT

Executive Director, Massachusetts Transgender Political Coalition



## 2010 ACCOMPLISHMENTS

Organized the 3rd annual *MA White Ribbon Day Campaign*, bringing a very diverse group of hundreds of men and boys and JDI members to the State House in a demonstration of widespread support of the ways men can - and are - part of the solution in ending gender based crimes, including domestic and sexual violence.

Celebrated passage, after many years of advocacy, of a new legal option for victims of sexual assault: *258e, Restraining Order for Sexual Assault & Stalking Victims*.

Hosted exciting and energizing Annual Meeting in October 2009 with special guest Lynn Rosenthal, White House Liaison on Violence Against Women.

Launched an economic empowerment project with support from The Allstate Foundation to participate in their innovative and comprehensive national economic advocacy initiative developed in collaboration with NNEDV and other

state domestic violence coalitions; and offered training for our members on Allstate's "Financial Empowerment Curriculum."

Embarked on a statewide domestic violence primary prevention initiative with support from the Centers for Disease Control and Prevention to expand our ability to collectively define prevention and promotion, to support our men's engagement work and to focus on GLBT DV primary prevention.



## COMMUNITY PARTNERS, COLLABORATIONS

Children's Trust Fund  
Community Works  
Employers Against Domestic Violence  
Garden of Peace (MA memorial to homicide victims)  
Greater Boston Legal Services  
Governor's Council to Address Sexual and Domestic Violence  
MA Coalition for Sex Offender Management  
MA Department of Children and Families  
MA Department of Public Health  
MA Municipal Police Training Committee  
MA Responsible Fatherhood Working Group  
MA Rural Sexual and Domestic Violence Project Advisory Committee  
MA Violence Against Women's Office, Executive Office of Public Safety and Security  
Sexual Assault Nurse Examiner's Board  
SAGE-Boston – Stop Abuse Gain Empowerment  
Governor's Council on Veteran's Affairs

## NATIONAL

National Network to End Domestic Violence  
National Alliance to End Sexual Violence  
National Sexual Violence Resource Center  
Center for Family Policy and Practice National Advisory Committee

## BOARD

Mary Gianakis, President	Stephanie Lee
Kourou Pich, President Elect	La Wanza Lett-Brewington
Shannon Norton, Treasurer	Ana Nava
Lysetta Hurge-Putnam, Clerk	Mary O'Brien
Karen Cavanaugh	Diane Patrick
Monica Cowart, Ph.D.	Linda Standley
Suzanne Dubus	Ann Wallace
Sheila Green	Mary R. Lauby,
Rev. Dr. Anne Marie Hunter	Executive Director

## STAFF

Mary R. Lauby, Executive Director  
Terry Person, Chief Operating Officer  
Debra Robbin, Deputy Director  
Maureen Gallagher, Policy Director  
Monique Jemmott, Administrative Staff  
Amy Magiera, Office Manager  
Keysha Montgomery, Administrative Staff  
Craig Norberg-Bohm, Men's Initiative Coordinator  
Toni K. Troop, Communications Director  
Liza Sirota White, Education Manager  
Cynthia Wilkerson, Research Manager  
Isa Woldegiorgis, Membership Director

## CONTRACTUAL/CONSULTING STAFF

Thomas Cahill and Marcia Palmisano,  
Accounting Management Solutions  
Ellen Chulak, Management Consultant  
Marianne Winters, Praxis for Change

## AD-HOC PLANNING WORK GROUPS

### Communications

Kim Dawkins  
Suzanne Dubus  
Sarah Dudzic

Elizabeth Speakman  
Marcia Szymanski

### High Risk Advisory Group

Ronit Barkai  
Sue Chandler  
Suzanne Dubus  
Kelly Dunne  
Michelle Fine  
Mary Gianakis

Gretchen Golz  
Paula Gomez-Stordy  
Patricia Kelleher  
Pamela MacLeod-Lima  
Marcia Szymanski  
Joanne Tulonen

### Lesbian, Gay, Bisexual and Transgender (LGBT)

Rev. Susan Chorley  
Kevin Galipeau  
Paula Gomez-Stordy  
Daniel Hamilton  
Beth Leventhal  
Erin C. Miller

Elizabeth Rivera-Valentine  
Tre'Andre Rivera-Valentine  
Sabrina Santiago  
Gunner Scott  
Marcia Szymanski  
Laura Van Zandt

### Refugee and Immigrant Communities and People of Color

Linda Chin  
Mary Gianakis  
Olga Gurevich  
Vilma Lora

Lynn Peters  
Kourou Pich  
Paulo Pinto  
Osvalda Rodrigues

### Sexual Violence: Building Strength and Visibility

Monica Cowart  
Kim Dawkins  
Ann Dextraze  
Lisa Hartwick  
La Wanza Lett-Brewington

Lucille Persing  
Susan Staples  
Elisabeth Wrenn  
Marianne Winters,  
Consultant

## MEMBER WORKING GROUP AND ADVISORY BOARD CHAIRS

### Development

Elaine Cohen, Jeanne Geiger Crisis Center  
Laura Martens, New Hope, Inc.

### Education and Training

Samantha King, New Hope, Inc.  
Daniel Basil Hamilton, Rape Crisis Services of Greater Lowell

### Men's Engagement:

Jarrod Chin, Mentors in Violence Prevention

### Shelter and Safe Home

Wendy LaJoie, Our Sister's Place of the Women's Center  
Susan Doody, REACH Beyond Domestic Violence

### Sexual Assault Advisory Board

Becky Lockwood, Everywoman's Center  
Kim Dawkins, Rape Crisis Center of Central MA

## POLICY COMMITTEE

Sue Chandler, DOVE, Inc.  
Rev. Susan Chorley, Renewal House  
Kim Dawkins, Rape Crisis Center of Central MA  
Sarah Dudzic, NELCWITT  
Patricia Kelleher, Family and Community Resources  
Kim Thomas, New Hope, Inc.  
Mahima Subramanian, Rape Crisis Services of Greater Lowell  
Joanne Tulonen, YWCA/BWRI  
Laura Van Zandt, REACH Beyond Domestic Violence  
Candace Waldron, HAWC

# MEMBERS

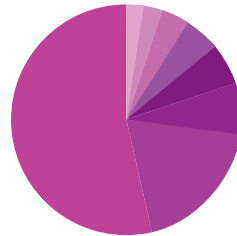
A New Day  
A Safe Place  
Alternative House  
Asian Task Force Against Domestic Violence  
AWAKE Program  
Boston Medical Center Domestic Violence Program  
Cape Cod Center for Women  
Casa Myrna Vazquez  
Center for Hope & Healing  
Center for Violence Prevention & Recovery  
Close to Home  
Community Advocacy Program (CAP) of CCHERS  
CONNECT to End Violence  
Daybreak Resources of the YWCA of Central Massachusetts  
The DV/SA Program of Newton-Wellesley Hospital  
DVSN - Domestic Violence Services Network  
DOVE Inc.  
Elizabeth Freeman Center  
The Elizabeth Stone House  
Everywoman's Center  
Family & Community Resources

FINEX House  
HarborCOV  
HAVEN  
HAWC - Healing Abuse Working for Change  
Horizon's Housing Program  
IMPACT  
Independence House, Inc.  
International Institute of Boston  
Jeanne Geiger Crisis Center  
Journey to Safety, the Domestic Abuse Program of Jewish Family & Children's Service  
Massachusetts Alliance of Portuguese Speakers (MAPS)  
Mentors in Violence Prevention (MVP) Program  
NELCWIT - New England Learning Center for Women in Transition  
The Network/La Red  
New Hope, Inc.  
North Shore Rape Crisis Center  
Passageway at Brigham and Women's Hospital  
Project We Can Talk About It (Children's Charter)  
Rape Crisis Center of Central Massachusetts

REACH Beyond Domestic Violence  
Renewal House  
RESPOND Inc.  
Safe Passage  
Roxbury Multi-Service Center  
Safe Havens Interfaith Partnership Against Domestic Violence  
SAHELI Friendship for South Asian Women  
Scattered Site Transitional Apartment Program  
The Second Step  
South Shore Women's Resource Center  
Spanish American Center  
SSTAR Women's Center  
Supportive Care Inc.  
Transition House  
Voices Against Violence  
Wayside Valley Rape Crisis Program  
Womanshelter/Compañeras  
Women's Resource Center at the YWCA of Haverhill  
The Women's Center  
YWCA of Greater Lawrence  
YWCA/Battered Women's Resources

# TECHNICAL ASSISTANCE

In January 2010, JDI adopted an internal system to track the types and frequency of requests received. Staff provides assistance to our members and a wide range of other entities seeking advice, information, referrals and support.



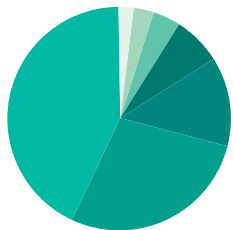
CONTACT SOURCE

- 2% Health Care System
- 2% State SADV Coalition
- 4% Student
- 5% State Agency
- 7% Legal System
- 9% Victim/Survivor
- 19% All Other
- 52% JDI Member Programs

MOST FREQUENT TYPE OF INFORMATION/ ASSISTANCE REQUESTED

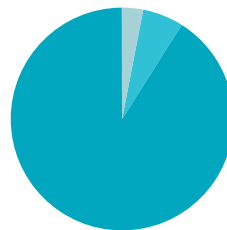
	By Type	By Time Spent
Programmatic Support	25.78%	50.54%
Legal/Housing/Economic	24.61%	3.41%
DV/SA Information	22.27%	19.28%
Media	10.55%	12.22%
Men's Engagement	10.35%	5.81%
Legislative	6.45%	8.74%
Total	100.00%	100.00%

# JANE DOE INC. FINANCIALS FISCAL YEAR 2010



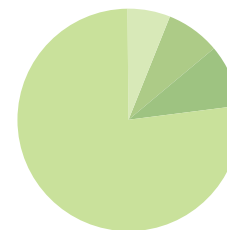
FUNDING SOURCES

- 43% Federal Grants
- 28% Federal Grants – State Pass-through
- 13% State Grants – Direct
- 7% Membership
- 4% Corporations/Foundation
- 3% Other
- 2% Donations/Events



USE OF FUNDS

- 91% Program Services
- 6% Development
- 3% Administration



PROGRAM SERVICE EXPENDITURES

- 77% Member Service & Coalition Building
- 9% Prevention
- 8% Homicide Prevention
- 6% Policy & Advocacy

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