



**SUSTAINING** THE MOVEMENT  
**FOSTERING** CHANGE  
**ENVISIONING** SOCIAL JUSTICE

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**JANE DOE INC.** ANNUAL REPORT 2009

LETTER FROM  
THE  
DIRECTOR  
CHAIR

Dear Friends,

Imagine what it was like to answer the first hotline call at a rape crisis center or provide safe refuge for a battered woman in your community. Remember a time before we had the language to even discuss sexual assault and domestic violence.

Thirty years ago several of our member organizations began to provide these life-saving and life-changing services for the first time. In their wisdom, these early leaders formed coalitions that evolved into Jane Doe Inc. with the purpose of sharing and learning from one another, amplifying our voices on Beacon Hill and in communities across Massachusetts and the country, and creating a society that would not tolerate abuse. Throughout these decades JDI has helped pioneer campaigns, programs and state and federal laws to help achieve these goals.

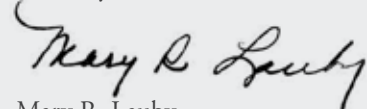
Today, we continue to celebrate firsts in our effort to provide safety, dignity and liberty for ALL victims of sexual assault and domestic violence – regardless of age, race, religion, geography, sexual orientation, gender identity or other characteristic. From the first statewide White Ribbon Day Campaign to the first state Public Health Advisory on Domestic Violence, JDI's work has taken us into new arenas, connected us with new partners and strengthened relationships with old ones. At the same time, we've sought to put the focus back on some elemental tenets of our work, as evidenced by our role in reinvigorating police trainings and anti-oppression work.

This past year has had a particular set of challenges given the economic crisis in the Commonwealth and across the country. A bad economy doesn't create new batterers or cause sexual assault, but it does create new and greater dangers for victims. We have seen our members facing a greater demand for services and fewer resources, straining advocates and the network of programs. JDI has played a strong role in ensuring that economic stimulus monies flowed into Massachusetts and to local community programs to continue life-saving support at the local level.


For the past thirty years, survivors have inspired a movement.

And together we have never stopped working for justice. Thanks to our incredible member organizations, generous supporters, and devoted allies in government as well as the private and non-profit sectors, we have hope for a future free of fear and violence.

Sincerely,



Mary R. Lauby  
Executive Director



Linda A. Standley  
Board Chair



# JDI IS THE STATEWIDE COALITION

**Of over 60 independent community based sexual assault and domestic violence organizations across Massachusetts.**

Advocates and community supporters prepare for legislative visits at JDI Advocacy Day; Organizer and Presenters celebrate successful "In our Lifetimes: Current Conversations in Primary Prevention" Training Series; JDI staff participate in membership activities across the Commonwealth.



## SUSTAINING THE MOVEMENT

By definition the primary function of a coalition is to mobilize and to work in concert with and on behalf of our membership in the name of survivors. We help bridge the diverse needs and priorities of over sixty member organizations while fostering a shared vision for a world free of inequality, oppression and violence. Everything the Coalition does is informed by and accountable to our members and the survivors and families with whom they work every day.

We remain current with the evolving research and best practices across the globe and bring those lessons back to Massachusetts. We stay connected to the grassroots and advocate for much needed resources in local communities. We analyze and interpret data and experiences across communities and systems to understand ongoing and emerging needs for practice, policy changes and capacity building.

- **Sexual Assault Response and Services:** With its 18 sexual violence provider members, JDI laid the groundwork for a statewide plan for sexual violence prevention, intervention and services. Together we will next determine strategic goals for a sexual violence response and prevention initiative to address the priority themes of social norms, social investment, leadership and network building.
- **Capacity Building:** Several multi-day retreats attended by 85% of the JDI member programs Executive and/or Program Directors addressed how basic values regarding anti-oppression and social justice provide a foundation for support and services for victims and survivors. Ad-hoc groups were established to help JDI continue these critical conversations around sexual assault as well as working with and on behalf of immigrants, people of color, and lesbian, gay, bisexual and transgender survivors. In FY2009 the JDI Training Institute offered 12 workshops attended by a total of 507 participants on topics ranging from Responding to the “Public Health Advisory on Domestic Violence: The Role of MA Health Care Providers” and “Setting the Framework for Primary Prevention.”

- **Networking & Support:** Monthly and quarterly meetings of the Sexual Assault Advisory Board, Shelter and Safe Home Working Group, Education and Training Working Group, Development Working Group, JDI Policy Committee and the new Men’s Engagement Working Group offered a sounding board and information sharing with and among the membership and Coalition staff.
- **Membership liaisons:** Individual JDI staff members served as a liaison with member organizations in each region, getting to know the programs and their staff and deepening our understanding of the expertise, needs, challenges and strengths of our members and their communities across Massachusetts.
- **Data Collection Project:** JDI designed and began testing a leading edge data collection system that guarantees confidentiality of survivors and other users of services, allows member programs to streamline their reporting and evaluation systems and creates a platform for the most consistent and comprehensive statewide data collection effort of sexual assault and domestic violence service requests and delivery in Massachusetts. An initial pilot involving 14 JDI member programs will inform the next development phase.
- **Educational Outreach:** Through JDI Publications and Lending Library, publications, videos and a new “Educators Toolbox” were distributed to over 300 local programs, health care professionals, teachers, students and the general public. JDI also updated training manuals such as the core staff and volunteer curriculum for MA rape crisis centers, including a new medical advocacy chapter.

“From its unique vantage point as the statewide coalition, JDI helps us all connect the dots between policy, practice and services. As a local member organization, I rely on the Coalition to leverage resources and identify and share best practices as well as for networking and one-on-one technical assistance to address the complex causes and far-reaching consequences of sexual and domestic violence that manifest in our communities.”

— Sarah Dudzic, Executive Director, NELCWIT, Greenfield

1. JDI staff and members with Caucus of Women Legislators at JDI’s Annual Advocacy Day
2. JDI 30th Anniversary Celebration
3. Awareness Month activities focus on local and statewide needs and initiatives



# FOSTERING

## FOSTERING CHANGE

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JDI facilitates advocacy at the state and national levels for legislative, budget and legal action and systems change that address both immediate needs and long-term solutions. This work also ranges from shifting public attitudes through awareness campaigns and media advocacy to preventing domestic violence homicide through detailed analysis of cases for policy and practice implications.

- **State Policy:** The Public Policy Committee helped JDI implement a year-round advocacy strategy of one-on-one meetings with legislators and JDI's Advocacy Day at the State House. Despite the state's fiscal crisis, this effort succeeded in maintaining core sexual assault and domestic violence services through a combination of state funding and federal stimulus monies. Momentum continued to build for our three legislative priorities. JDI was also proud to stand with our allies in opposition to Question One that would have drastically reduced public funding and in support of the Transgender Non-Discrimination and Hate Crimes Bill.
- **Federal Policy:** Through our membership and active involvement in the National Network to End Domestic Violence and other national partnerships, JDI successfully advocated for increases in federal funding and passage of legislation that has an impact here in Massachusetts and around the country. JDI was active in securing first time federal funds for local sexual assault services through the Sexual Assault Service Program of the Violence Against Women Act.

- **Domestic Violence Homicide Prevention:** Our annual tracking and analysis of domestic violence homicide cases helps us identify gaps in response and services as well as opportunities for improved multi-disciplinary coordination. We were instrumental in the Governor's Domestic Violence Public Health Advisory issued in response to the three-fold increase in DV homicides from 2005 to the middle of 2008. Finally in FY09, we saw the incidence of domestic violence homicides decrease even while demands for services and police response to domestic violence incidents were skyrocketing.

- **Law Enforcement Training:** Through a grant from the Executive Office of Public Safety and Security's Grants to Encourage Arrest Project, JDI designed and delivered three Training for Trainers events for training teams of law enforcement officers, advocates and prosecutors using the new sexual assault and domestic violence curriculum. We worked with the Boston Area Rape Crisis Center who wrote the SA curriculum and with Romano Associates who wrote the DV curriculum.

In collaboration with SAGE-Boston, Emerge, BARCC, Passageway, Ethos, the Office of the Boston District Attorney and the Family Justice Division of the Boston Police Department, JDI received an Office on Violence Against Women Abuse in Later Life Grant to train new and veteran police officers in Boston on abuse in later life issues. JDI will ensure that the lessons from this project build deeper capacity statewide.

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“When JDI speaks, they give voice to every survivor in every community within Massachusetts needing access to support, resources and options for themselves and their families. We need to wake people up to the attitudes and actions that continue to keep victims at risk and our communities unsafe. There is no question that JDI and local services save lives. Our communities—cities, towns and cultural communities—are safer because of JDI.”

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— Paulo Pinto, MPA, Executive Director, MAPS (Massachusetts Alliance of Portuguese Speakers)



1. Public Service Announcement Launch with First Lady Diane Patrick and Mary Lauby

2. JDI's Massachusetts White Ribbon Day 2009

# ENVISIONING SOCIAL JUSTICE

## ENVISIONING SOCIAL JUSTICE AND LIBERTY

Every act of sexual assault and domestic violence erodes the very fabric of society. Each person struggling to find safety and support is a reminder that we have more to do to ensure the safety, liberty and dignity of survivors. Each person also has a role to play –whether in their relationships, families, neighborhoods or workplaces –to support survivors, hold offenders accountable and create a safer society by shifting social norms away from violence and towards equality and justice.

- **Engaging Men:** Through years of dialogue and community organizing, JDI has brought more men into the work to end men’s violence against women. JDI held the 2nd annual statewide White Ribbon Day (WRD) Campaign. To date over 300 men have signed up as WRD Ambassadors and fifty groups have joined as WRD Affiliates. JDI also provided technical support and training for members to find other ways to engage men and boys as volunteers, supporters and activists.
- **Preventing Sexual Violence:** As part of The Massachusetts Sexual Violence Prevention Planning Committee convened by the Massachusetts Department of Public Health through a CDC EMPOWER (Enhancing and Making Programs and Outcomes Work to End Rape) grant, JDI has focused on building statewide capacity for comprehensive planning and evaluation of sexual violence primary prevention activities in Massachusetts, and creating a statewide plan for the primary prevention of sexual violence in Massachusetts.

- **Preventing Domestic Violence:** JDI was one of nine state coalitions to receive a three-year planning grant through The Centers for Disease Control and Prevention, with support from the Robert Wood Johnson Foundation, to build organizational capacity and understanding of primary prevention of domestic violence. Known as a DELTA grant, this funding will help JDI to move forward in primary prevention work with an emphasis on GLBT (gay, lesbian, bisexual and transgender) and immigrant and refugee communities. As a result of the Public Health Advisory, JDI also jointly conducted trainings for health care with the MA Department of Public Health and created a public service announcement featuring First Lady Diane Patrick. Urging viewers to trust their gut and talk to a domestic violence program, the PSA ran on dozens of television, radio and cable outlets and reached approximately 6 million people through a summer run at 45 movie theaters. Over a dozen JDI member organizations coordinated visibility and educational activities in conjunction with the showing in their local theaters.
- **Addressing Economic Justice:** Through a grant from Allstate, JDI will join national partners and other domestic violence coalitions to establish a focus on economic advocacy. This will include working with the National Network to End Domestic Violence to train interested member programs on financial literacy, job readiness and job training, match savings programs and micro-loan programs.

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“JDI addresses the root problem by fighting the injustices and oppressions that foster sexual and domestic violence. By forging new partnerships and shifting the public dialogue, JDI has helped the Commonwealth to focus on the possibility of prevention of first time assaults and repeat violence.”

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— Marylou Buyse, MD, President and CEO, Massachusetts Association of Health Plans

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1. Training of Trainers Team for Law Enforcement Curriculum
  2. JDI Training Institute session on Demystifying the Media
  3. Men’s Initiative Brown Bag Lunch Series



# COLLABORATING FOR CHANGE

**JDI is actively involved in dozens of local, statewide and national organizations and inter-disciplinary efforts.**

# CHANGE

Be SAFE (coordinated by AIDS Action Committee)

Center for Family Policy and Practice

Community Works

Conference of Boston Teaching Hospitals, Domestic Violence Council

Garden of Peace (MA memorial to homicide victims)

Governor's Council to Address Sexual and Domestic Violence

Massachusetts Coalition for Sex Offender Management

Massachusetts Department of Children and Families Statewide Advisory Board

Massachusetts Department of Public Health, Rural Sexual and Domestic Violence Project Advisory Committee

Massachusetts Department of Public Health, Statewide Prevention Team

Massachusetts Executive Office of Public Safety and Security, Law Enforcement Training Development Advisory Committee

Massachusetts Responsible Fatherhood Working Group

National Alliance to End Sexual Violence

National Network to End Domestic Violence

Sexual Assault Nurse Examiner (SANE) Board

SAGE-Boston (Stop Abuse Gain Empowerment)

# LEADING THE COALITION

It is JDI's honor to work with the brave, dedicated and compassionate staff and volunteers at our member organizations. We applaud them for their leadership, especially during these economically uncertain times, as they strive to serve the needs of over 30,000 people each year and create safer communities for us all.

## CORE MEMBERS

A Safe Place  
Alternative House  
Asian Task Force Against Domestic Violence  
Boston Area Rape Crisis Center  
Brockton Family & Community Resources  
Cape Cod Center for Women  
Casa Myrna Vazquez  
Center for Violence Prevention & Recovery at Beth Israel Deaconess Medical Center  
CONNECT to End Violence  
Daybreak /YWCA of Central MA  
DOVE Inc.  
Elizabeth Freeman Center  
Elizabeth Stone House  
Everywoman's Center  
FINEX House  
HarborCOV (Communities Overcoming Violence)  
HAWC - Healing Abuse Working for Change  
Horizon's Housing Program of the Crittenton Women's Union  
Independence House Inc.  
Jeanne Geiger Crisis Center Inc.  
NELCWIT - New England Learning Center for Women in Transition  
New Hope, Inc.  
North Shore Rape Crisis Center  
Rape Crisis Center of Central Massachusetts  
Rape Crisis Services of Greater Lowell  
REACH Beyond Domestic Violence  
Renewal House  
RESPOND Inc.  
Safe Passage  
South Shore Women's Resource Center

Spanish American Center  
SSTAR - Stanley Street Women's Center  
Supportive Care Inc.  
The Network/La Red  
The Second Step  
The Women's Center  
Transition House  
Voices Against Violence  
Wayside Trauma Intervention Services  
Womanshelter/Compañeras  
Womansplace Crisis Center  
Women's Resource Center/YWCA of Haverhill  
YWCA of Greater Lawrence  
YWCA/Battered Women's Resources

## GENERAL MEMBERS

AWAKE Program at Children's Hospital Boston  
Close to Home  
Community Advocacy Program of CCHERS  
Domestic Violence Services Network (DVSN)  
DV/SA Program of Newton-Wellesley Hospital  
HAVEN at Massachusetts General Hospital  
International Institute of Boston  
Kol Isha of Jewish Family & Children's Service  
Massachusetts Alliance of Portuguese Speakers (MAPS)  
Mentors in Violence Prevention (MVP) Program  
Passageway at Brigham and Women's Hospital  
Project "We Can Talk About It" (Children's Charter)  
Roxbury Multi-Service Center Inc.  
Safe Havens Interfaith Partnership Against Domestic Violence  
SAHELI Friendship for South Asian Women  
Scattered Sites Transitional Apartment Program

## AD-HOC PLANNING WORK GROUPS

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

Kevin Galipeau  
 .....  
 Beth Leventhal  
 .....  
 Sabrina Santiago  
 .....  
 Paula Gomez-Stordy  
 .....  
 Lisa Tieszen  
 .....

### Refugee and Immigrant Communities and People of Color

Linda Chin  
 .....  
 Mary Gianakis  
 .....  
 Olga Gurevich  
 .....  
 Vilma Lora  
 .....  
 Kourou Pich  
 .....  
 Paulo Pinto  
 .....  
 Osvalda Rodrigues  
 .....  
 Lynn Peters  
 .....

### Sexual Assault Prevention, Intervention and Services

Kim Dawkins  
 .....  
 Becky Lockwood  
 .....  
 Pamela MacLeod-Lima  
 .....  
 Sun He Pak Gage  
 .....  
 Gina Scaramella  
 .....

### MEMBER WORKING GROUP AND ADVISORY BOARD CHAIRS:

#### Member Working Group and Advisory Board Chairs:

#### Development:

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

#### Education and Training:

Denise Roy, *Rape Crisis Center of Central Massachusetts*

#### Men's Engagement:

Jarrold Chin, *Mentors in Violence Prevention*

#### Shelter and Safe Home:

Wendy Lajoie, *Our Sister's Place*

#### Sexual Assault Advisory Board:

Becky Lockwood, *Everywoman's Center*, and Kim Dawkins, *Rape Crisis Center of Central Massachusetts*

### BOARD OF DIRECTORS

Linda Standley, *Chair*  
 Mary Gianakis, *Chair Elect*  
 Shannon Norton, *Treasurer*  
 Lysetta Hurge-Putnam, *Clerk*  
 Jacquelynne J. Bowman  
 Dr. Ylisabyth Bradshaw  
 Karen Cavanaugh  
 Sheila Green  
 Rev. Dr. Anne Marie Hunter  
 La Wanza Lett-Brewington

Shiela Y. Moore  
 Ana Nava  
 Mary O'Brien  
 Diane Patrick  
 Kourou Pich  
 Gina Scaramella  
 Ann Wallace  
 Mary R. Lauby

### JANE DOE INC. STAFF

(as of 10/1/2009)

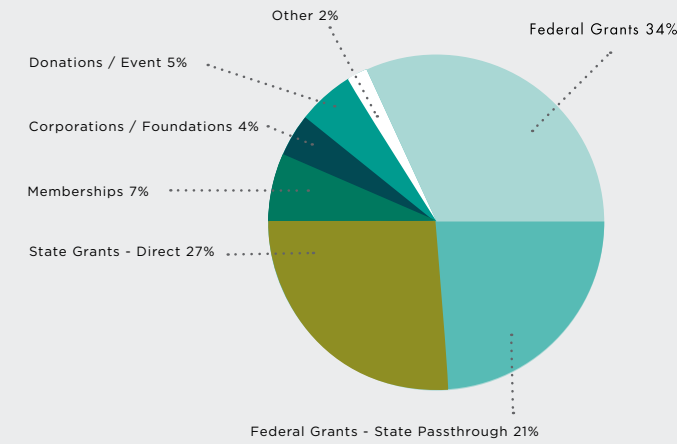
Mary R. Lauby, *Executive Director*  
 Meggy Daily, *Program Assistant*  
 Crystal Kelley, *Program Assistant*  
 Amy Magiera, *Office Manager*  
 Craig Norberg-Bohm, *Men's Initiative for JDI Coordinator*  
 Terry Person, *Chief Operating Officer*  
 Debra Robbin, *Deputy Director*  
 Liza Sirota White, *Education Manager*  
 Toni Troop, *Director of Communications*  
 Cynthia Wilkerson, *Research Manager*  
 Isa Woldeguorguis, *Director of Membership*

#### Contractual/Consulting Staff

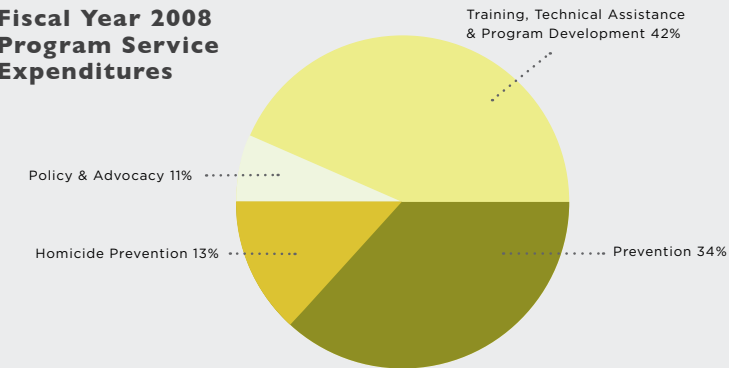
Thomas Cahill, *Senior Accountant, Accounting Management Solutions, Inc.*  
 Ellen Chulak, *Management Consultant*  
 Marcia Palmisano, *Junior Accountant, Accounting Management Solutions, Inc.*  
 Marianne Winters, *Founder/Director, Praxis for Change*

## JANE DOE INC. FINANCIALS

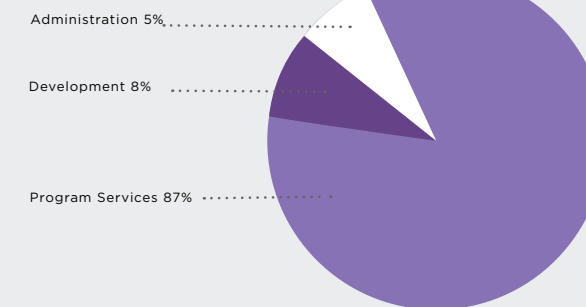
### Fiscal Year 2009 Funding Sources



### Fiscal Year 2008 Program Service Expenditures



### Fiscal Year 2009 Use of Funds



Jane Doe Inc.  
 Fiscal Year 2009

### STATEMENT OF ACTIVITIES

#### Revenues

Federal Grants - Direct	\$560,739
Federal grants - State pass-through	\$348,627
State Grants - Direct	\$456,180
Corporations/Foundations	\$61,284
Donations/Events	\$84,891
Membership	\$119,792
Other	\$39,963
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	\$1,671,476

Pass-through programs	\$82,460
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Total Revenues	\$1,753,936

#### Expenses

Development	\$129,396
Administration	\$84,413
Program Services	\$1,425,658
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	\$1,639,467
Pass-through programs	\$82,460
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	\$1,721,927

Net Surplus/(Deficit)	\$32,009
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# MOVING FORWARD JDI IN 2010

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If you want to learn more about JDI and how you can get involved in this life-saving work, check out [www.janedoe.org](http://www.janedoe.org)



JANE DOE INC. 14 Beacon St. Suite 507 Boston MA 02108 [janedoe.org](http://janedoe.org)  
617-248-0922 tty: 617-263-2200