End Violence Against Women International (EVAWI)

2017 Annual Report

**OUR MISSION**

We inspire and educate those who respond to gender-based violence, equipping them with the knowledge and tools they need to support victims and hold perpetrators accountable.

We promote victim-centered, multidisciplinary collaboration, which strengthens the response of the criminal justice system, other professionals, allies, and the general public – making communities safer.

**OUR VISION**

We envision a world where gender-based violence is unacceptable; where perpetrators are held accountable, and victims receive the compassion, support, and justice they deserve.
LETTER FROM THE CHIEF EXECUTIVE OFFICER

It’s hard to believe that I retired from the San Diego Police Department 15 years ago. Sometimes, people think I retired and then founded EVAWI. The truth is I loved my job as a sergeant supervising the Sex Crimes Unit and I really didn’t want to leave the Department or the many officers and detectives I enjoyed working with and admire. I retired because of my love and respect for the law enforcement profession. Because of my own career path and my experience as a nationally recognized subject matter expert, I was heartbroken to realize that historically, the criminal justice system has failed too many sexual assault victims, as well as victims of other gender-based crimes, such as domestic violence.

Although the general public is often unaware of the challenges, within the US, as in other countries, the criminal justice response to sexual assault all too often represents missed opportunities for justice. Attrition rates are very high. Of 100 forcible rapes, an estimated 5 to 20 will be reported; 0.4 to 5.4 will be prosecuted; 0.2 to 5.2 will result in a conviction; 0.2 to 2.9 will yield a felony conviction; and only 0.2 to 2.8 will result in incarceration of the defendant, with 0.1 to 1.9 in prison and 0.1 to 0.9 in jail (Lonsway & Archambault, 2012).

Such high rates of attrition severely limit a victim’s ability to pursue justice and healing. And then because perpetrators often re-offend, this leaves each of our communities vulnerable to more violence.

I knew that law enforcement could do better, and I was confident that the majority of peace officers throughout the nation wanted to know how to effectively respond to survivors and improve their ability to successfully investigate these crimes. Yet, it was clear to me that we had a long way to go before we could fulfill our sworn oath to protect and serve by responding to these crimes using a victim-centered and trauma informed approach. EVAWI was specifically created to help law enforcement and our allies to be successful by giving them the tools and resources they need to have - and want to have - to improve their training, policies, procedures, and skills.
It is extremely rewarding to see my vision, and my belief in law enforcement professionals, validated year after year, by the number of criminal justice professionals who utilize EVAWI’s training resources and apply that knowledge to implement many of our recommendations for best practice. However, no matter what EVAWI has accomplished, we recognize that our work is only successful because of the many professionals who work so hard to do better. So, as another year ends, we're grateful - not only for our achievements and growth - but also for the important work of the many professionals we serve. It is your work that makes a difference in the lives of survivors each and every day, throughout the country and around the world. Thank you for all you do.

Joanne Archambault
Chief Executive Officer
2017 was a milestone year for us. We won our first-ever grant from the Office for Victims of Crime, US Department of Justice; we broke the previous year’s record of attendance at our annual conference in Orlando, and we hired and onboarded three new executive positions, more than doubling EVAWI’s leadership team.

This was a momentous year for other reasons, too. Our work to respond to gender-based violence became more important than ever as the #Metoo and #Timesup movements took hold and gave survivors unprecedented power to come forward and tell their stories. We worked extensively with the media to promote accurate information about the issues and highlight the need for supportive responses; in so doing, we illuminated the critical importance of our Start by Believing philosophy.

During this tumultuous time, our commitment to educating criminal justice professionals never wavered – we provided 162,533 hours of training to law enforcement and allied professionals in the field.

The current shift in attitudes about sexual assault and survivors underscores the significance of a trauma-informed, multi-disciplinary response to gender-based violence. As a result, we doubled-down on our efforts to provide new evidence-based training modules, training bulletins, and webinars. We introduced no-cost subscriptions to a new alternative reporting platform called Seek Then Speak/Victim Link and provided responses to almost 1,000 requests for technical assistance from the field.

We invite you to peruse our Annual Report to learn more about how our organization continues to grow and evolve as we work diligently to honor our commitment to serving the dedicated field of professionals doing this work every day.
EXPANDING LEADERSHIP

One of the most significant areas of growth for EVAWI was in its executive leadership. As outlined in our 2015-2017 Strategic Plan, EVAWI had set its sights on bringing an executive director on board. After a national search, more than 300 people applied for the job. In August 2017, Kristina Rose was selected as the new Executive Director and began work with EVAWI that same month.

Building upon our 15 1/2 years of success, she established a new office for EVAWI in the Washington, DC area, to help forge new partnerships, implement our Strategic Plan, and expand EVAWI's impact both domestically and internationally.

In addition to an Executive Director, EVAWI added two more key executive positions: A Law Enforcement Liaison and a Director of Community Outreach and Public Policy.

The Law Enforcement Liaison was hired to specifically focus on promoting and sharing EVAWI’s law enforcement training tools, as well as playing a key role in enlisting law enforcement subscribers for the new OVC Victim Link grant. The Director of Communications and Systems Innovation was hired to manage the OVC Victim Link grant and help build EVAWI’s capacity to reach its intended audience of criminal justice practitioners throughout the United States.

Executive Director: Kristina Rose

Law Enforcement Liaison: Jerald Monahan

Director of Communications and Systems Innovation: Ann Burdges

Improving the criminal justice system’s response to violence against women is deeply important to me. Ensuring law enforcement has access to the tools and information they need to address implicit bias is a crucial step toward changing the culture.

Kristina Rose, Executive Director
EVAWI is a multiplier – there’s a ripple effect. When we train one person and they take that training back to their agency, we’ve impacted an entire community. For example, with our training and technical assistance, law enforcement interviews of survivors can evolve from outdated practices (as described by the survivor in the quote to the left), to best practices (as described by the quote from the detective on the right).

I have been working through the EVAWI OLTI [OnLine Training Institute] and recently completed Interviewing the Victim: Techniques Based on the Realistic Dynamics of Sexual Assault. Less than 48 hours later, I had a sexual assault victim in my office. I was able to easily adapt my interviewing style to include several of the techniques addressed in the training. Those new techniques were valuable and allowed me to be even more focused and supportive of my victim. She responded well to this adapted style and I have a new and improved approach thanks to this training.

Detective Adrienne B. Wallace, Rutherford County Sheriff’s Office, NC

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He [the detective] wouldn’t let up, pounding me with question after question after question. Trying to trick me, trying to get me to mess up. I wanted to say, ‘Hold on, give me a minute to think.’ No, he kept coming at me.

Quote drawn from Campbell (2015), The Neurobiology of Sexual Assault
BRINGING PROFESSIONALS TOGETHER

Annual Conference

EVAWI supports a multi-disciplinary response to sexual assault, which is why we go the extra mile to bring criminal justice, health, and community professionals together in one place. Our annual conference has become the “go-to” conference on sexual assault because participants know they will have the opportunity to engage with their colleagues from law enforcement, prosecution, victim advocacy, forensics, academia, and healthcare. The importance of the multi-disciplinary response cannot be overstated. When criminal justice and community professionals work hand-in-hand to solve problems, we know there are no limits as to what can be accomplished.

EVAWI set another record with 2,069 registrations for our annual conference in Orlando, Florida

2017 Conference by Discipline

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<thead>
<tr>
<th>Discipline</th>
<th>Registrations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Victim Advocates</td>
<td>713</td>
</tr>
<tr>
<td>Criminal Justice Professionals</td>
<td>614</td>
</tr>
<tr>
<td>Health Care / Forensic Examiners</td>
<td>208</td>
</tr>
<tr>
<td>Military</td>
<td>121</td>
</tr>
<tr>
<td>Other Advocacy / Human Services /</td>
<td></td>
</tr>
<tr>
<td>Government Agencies</td>
<td>115</td>
</tr>
<tr>
<td>Other</td>
<td>100</td>
</tr>
<tr>
<td>Education / Campus Professionals</td>
<td>95</td>
</tr>
<tr>
<td>Social Workers</td>
<td>48</td>
</tr>
<tr>
<td>Tribal Groups</td>
<td>31</td>
</tr>
<tr>
<td>Multidisciplinary Groups</td>
<td>23</td>
</tr>
<tr>
<td>Faith-Based Organizations / Spiritual Leaders</td>
<td>1</td>
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</tbody>
</table>

This will be the third year I attend the annual conference! I was so enthralled when I went two years ago after becoming the SARC in Maine. I knew I had to make it a recurring event. It’s a great opportunity for me, a SARC who doesn’t see a lot of sexual assaults each year (thankfully) to stay current on what is going on in all the different professions that play a part in response and prevention. You do a great job with this event. It’s no small task, and it seems like a well-oiled machine.

Military Sexual Assault Response Coordinator
Regional Trainings

EVAWI hosted 3 regional trainings; in Cincinnati, St. Louis, and New York City. These multidisciplinary trainings allow EVAWI staff and expert consultants to work with smaller groups of professionals to enhance their sexual assault investigation skills. Topics ranged from Investigating and Responding to Difficult Cases to Unfounded and False Reports, to a full day on The Neurobiology of Trauma and Sexual Assault. A total of 260 individuals took part in these trainings. We are proud to report that the evaluations from these trainings were overwhelmingly positive.

Webinars

EVAWI webinars continued to be a popular training tool and were well-attended by criminal justice professionals across the country. In 2017, 10,736 individuals registered for the 6 webinars we offered.

We select our webinar topics based on the real and immediate needs of the field. These webinars offer a window into the solutions others are using to improve the response to sexual assault, which lessens the negative reactions survivors all too often experience.

Victims may be better off receiving no support at all than receiving reactions they consider to be hurtful.


Due to the growing demand for our webinars, we were fortunate to be able to increase the limit for attendance from 500 to 1000 at each event. We are grateful to the National Conference on Juvenile and Family Court Judges, a Technical Assistance Provider for the Office on Violence Against Women (OVW), Department of Justice, for their support to make this possible. A total of 5,057 professionals listened to webinars archived on our website. The most popular webinar, which was accessed 3,224 times this year, was A Dangerous Defense: Blackout in Drug & Alcohol Sexual Assault.
Trainings for Others

EVAWI subject matter experts presented 13 trainings for other organizations, at events hosted in 11 states. Topics included the Start by Believing program, alternative reporting options for law enforcement, forensic compliance provisions of the Violence Against Women Act (VAWA), successful victim interviews, and effective report writing.

LAUNCHING INNOVATIVE TECHNOLOGY

One of EVAWI’s crowning achievements was a 24-month, $1.4 million-dollar grant award from the Office for Victims of Crime (OVC), Department of Justice, to provide no-cost Victim Link subscriptions to law enforcement and victim services around the country. We are grateful to OVC for awarding us this cutting-edge technology grant.

Victim Link is groundbreaking technology that transforms sexual assault reporting and links victims with community resources. It works in partnership with the victim-focused site, Seek Then Speak. Together, they break down traditional barriers of shame and fear, so victims can gather information, explore options, and take action through gradual dialogue on a multilingual platform (web, phone, or mobile app). Victims can even begin the process of reporting the crime to law enforcement and connecting with rape crisis centers for support and services if or when they choose.

Working in concert with our technology partner, Ten8Tech, EVAWI began preparing to kick off the new award, which was officially approved to start in November 2017. EVAWI’s goal is to sign up 200 law enforcement and victim services agencies each year over the course of the two-year grant.
IMPACTING POLICY

One of EVAWI's strategic goals is to raise its visibility among federal policymakers and enable EVAWI’s priorities to be represented during major policy discussions. Soon after the Executive Director was hired, plans were made to engage in an “EVAWI Hill Day.” In October, EVAWI leadership met with various Congressional members and their staff to discuss the critical importance of training law enforcement and allied professionals on how to conduct a trauma-informed sexual assault investigation. As a result of these visits, as well as other focused efforts to engage in policy discussions, EVAWI experienced a marked increase in Congressional requests for information and expertise on the criminal justice response to sexual assault.

SHARING KNOWLEDGE AND BEST PRACTICES

New OLTI Modules

We added 2 new training modules to our OnLine Training Institute (OLTI):

*Untested Evidence and the Investigation of Cold Sexual Assault Cases*

*Crime Scene Processing and Recovery of Physical Evidence from Sexual Assault Scenes*

This brings our total number of modules to 18, representing 198 hours of training. People registered for the OLTI from all over the world. A total of 4,284 people registered for the OLTI in 2017 alone, completing 72,917 hours of training.

New Training Bulletins

We also produced 2 new training bulletins:

*Gender Bias in Sexual Assault Response and Investigation*

*Start by Believing to Improve Responses to Sexual Assault and Prevent Gender Bias*

They were developed under our OVW grant to provide Comprehensive Training and Technical Assistance for Law Enforcement on Sexual Assault to Prevent Gender Bias.
WORKING HAND IN HAND WITH PRACTITIONERS

EVAWI’s Media Outreach Committee created a blog entitled, From the Trenches, to provide a landing space for criminal justice practitioners to share tips, tools, insight, and experience. Fourteen professionals posted interesting and eloquent statements on our blog on topics ranging from teen dating violence and sexual assault, to mass shootings. This outlet has given voice to detectives, advocates, and other allied professionals who hope that others in the field will benefit from their first-hand accounts.

START BY BELIEVING: GAINING TRACTION AND REFRESHING OUR LOOK

Our entire Start by Believing multi-media website was redesigned to better support individual, corporate, and community efforts to transform our responses to sexual assault. The new website provides all the necessary materials to get started with a campaign, including graphics and templates to create proclamations, brochures, posters, pledge cards, and presentations. There are action kits specially customized for community organizations, law enforcement, prosecutors, health care, college campuses, and the military. Individuals can even take the Start by Believing pledge online.

My daughter was 13 years old when she was raped by an employee at the church she attended. She had the courage to tell her youth leaders that she had trusted. Sadly, those youth leaders didn’t believe her. Instead of getting her help, they intimidated, interrogated, and shamed her. She thought if they didn’t believe her, no one would believe her.

Shared story posted on www.startbybelieving.org

The detectives, they believed me; they never said, I believe you. But just their work ethic and how they handled themselves and how they talked to me and treated me is you can tell…. they just made me feel so good and that I was doing the right thing, and I mean to me there was no doubt that they ever thought for a minute that I was lying, never for a minute.


In 2017, we documented more than 329 communities, in 48 states, participating in the SBB campaign. We also celebrated the 2nd annual Start by Believing Day on April 5th.
SPENDING WISELY: FINANCIAL HIGHLIGHTS

Current Funding

By the end of the year, EVAWI had been awarded $7,502,332 in grant funding since our inception. In October of 2017, EVAWI received funding from the Office on Violence Against Women (OVW), US Department of Justice, to continue providing Comprehensive Training and Technical Assistance for Law Enforcement on Sexual Assault and Forensic Compliance. As noted earlier, EVAWI was also awarded our first-ever grant from the Office for Victims of Crime, US Department of Justice, entitled: Victim Link: Connecting Victims with Advocacy, Services and Reporting.

This grant funding is supplemented with other sources of income, including fees generated by conference registrations and consulting activities, as well as charitable contributions from individuals and the Combined Federal Campaign (the program for workplace giving by federal employees).

Financial Highlights

At the end of the year, EVAWI had income of $1,952,401 and expenses of $1,667,938 for a change in net assets of $284,463 with beginning assets of $830,262. The Summarized Statement of Financial Position (Balance Sheet) below shows that EVAWI ended the year with $1,114,725 in total assets.

An independent audit was conducted by Thomas D. Dingus & Associates PLLC of organizational practices. This audit concluded that all financial transactions of EVAWI were conducted “in conformity with accounting principles generally accepted in the United States of America.”
ASSETS

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<th>2016</th>
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<td>Cash</td>
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<tr>
<td>Accounts receivable</td>
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<tr>
<td>Grants receivable</td>
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<tr>
<td>Promises to give, net of allowance for doubtful pledges of $3,741 and $4,032, respectively</td>
<td>$1,509</td>
<td>$3,670</td>
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<td>Prepaid expenses</td>
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<tr>
<td><strong>Total current assets</strong></td>
<td><strong>$1,538,246</strong></td>
<td><strong>$1,169,528</strong></td>
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LIABILITIES AND NET ASSETS

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<tr>
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<th>2017</th>
<th>2016</th>
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</thead>
<tbody>
<tr>
<td>Current liabilities</td>
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<tr>
<td>Accounts payable</td>
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<tr>
<td>Accrued payroll and leave</td>
<td>40,734</td>
<td>26,251</td>
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<td>Deferred revenue</td>
<td>337,835</td>
<td>288,948</td>
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<tr>
<td><strong>Total current liabilities</strong></td>
<td><strong>$423,521</strong></td>
<td><strong>$339,266</strong></td>
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<tr>
<td>Net assets</td>
<td></td>
<td></td>
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<tr>
<td>Unrestricted</td>
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<td>$817,741</td>
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<tr>
<td>Temporarily restricted</td>
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<td>12,521</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
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<td>$830,262</td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>$1,538,246</strong></td>
<td><strong>$1,169,528</strong></td>
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DISCLOSURES

End Violence Against Women International (EIN: 75-3095110), Doing Business as End Violence Against Women International, and EVAW International, is a non-profit organization that is exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code and is classified as a public charity under section 509(a)(2). End Violence Against Women International is incorporated under the laws of the State of California and registered as a foreign corporation in the State of Washington.

A number of disclosures are publicly available on our website including significant policies that we believe promote transparency. Also available are three years of our annual reports, tax returns, complete audited financial statements, and our 501(c)(3) IRS Determination Letter.
EVAWI BOARD OF DIRECTORS

Herman Millholland  
*President*  
Independent Consultant  
Millholland & Associates  
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Elizabeth Donegan  
Sergeant (Ret.), Austin SAKI Site Coordinator  
Austin Police Department  
Lago Vista, TX

Left to Right: Elizabeth Donegan, Varsha N., Herman Millholland, Joanne Archambault, Aurelia Sands Belle, Elizabeth Gallus, Ann Burdges, Catherine Johnson, Eugenia Barr
EVAWI STAFF

Sergeant Joanne Archambault (Ret.)  Founder/Chief Executive Officer  Colville, WA

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