End Violence Against Women International (EVAWI)

2018 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
AND EXECUTIVE DIRECTOR

We are delighted to present our 2018 Annual Report. As you will see, EVAWI experienced diverse and unprecedented growth over the past 12 months, and our commitment to educating criminal justice professionals never wavered. Working hand-in-hand with more criminal justice professionals than ever, we provided 151,850 hours of training to law enforcement and allied professionals, we released groundbreaking training resources, and we secured important new grant awards. This all took place with a backdrop of growing national interest in understanding and improving the response to sexual assault.

In addition to our Annual Report, we are also, for the first time, publicly releasing our 2019-2023 Strategic Plan. The Strategic Plan outlines our goals and priorities for the coming years as we continue to evolve and progress as an organization. We hope you take the time to read it and encourage you to share it with others.

As we prepare for our upcoming 2019 international conference in San Diego, California, we are already thinking ahead to our 2020 annual conference to be held in Washington, DC. We will take this opportunity to pay special tribute to the Violence Against Women Act (VAWA) and celebrate its impact on the criminal justice field. The enormity of VAWA’s influence is nearly impossible to capture, but from our vantage point, there has been marked, positive change which deserves to be highlighted and celebrated.

We know most law enforcement officers want to do the best job possible. VAWA helps provide the means to support their efforts. Prior to VAWA’s passage in 1994, law enforcement often lacked the resources and tools to respond effectively to crimes like sexual assault and domestic violence. Training was not readily available, leaving individual departments responsible for finding, implementing, and paying for their own. As a field, we also didn’t know enough about the dynamics of violence against women, and criminal justice responses were often ineffective at best, or harmful at worst.

Our relatively new understanding of how trauma impacts the brain has revolutionized not only victim interviewing, but the entire sexual assault investigative process. We have watched as many law enforcement officers and other criminal justice professionals experience that “aha moment” that often accompanies their new understanding.

VAWA’s critical focus on the coordinated community response enables law enforcement to partner with prosecutors, victim advocates, health care providers, forensic scientists, and other professionals, contributing to a much better appreciation for each other’s roles. At EVAWI, we believe this collaboration is the key to improving the criminal justice system and ensuring that victims are treated with the respect and dignity they deserve. This is reflected in our mission and vision, and it guides our work each and every day. We look forward to continuing this commitment in 2019 and beyond.
Our greatest inspiration, however, comes from the survivors of these crimes and all of you; our colleagues, Board members, allies, funders, and donors. It is a privilege to work side by side with every one of you, as we create meaningful change in the world.

Sincerely,

Joanne Archambault
Chief Executive Officer

Kristina Rose
Executive Director

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**2018 BY THE NUMBERS**

- **7.6 MILLION** webs page views
- **355,236** unique visitors
- **3,200 professionals** completed **69,945 hours** of training through our Online Training Institute
- **359,829** resources downloaded, almost **1,000 downloads a day**
- **45,862** email subscribers
- **14,506** Facebook page likes
- **4,058** Twitter followers
- **20,412** webinar participants completing **30,567 hours of training**
- **956 technical assistance requests** answered in **424 hours by staff**
WHY WE DO WHAT WE DO

On November 19, 2018, Chelsea Young sent EVAWI this private Facebook message, and CEO Joanne Archambault reached out to her the same day. Chelsea shared more of the details of her story and explained how devastating it was when multiple systems failed her following a sexual assault by a college classmate. After talking to our CEO, Chelsea immediately reached out to Commonwealth Attorney Dwight Rudd and both agreed to allow EVAWI to post Chelsea’s message publicly on social media and to use their names to support the importance of Start by Believing and the critical need for training and resources for professionals responding to gender-based violence.

It is important to understand that what happened to Chelsea isn’t about one or two bad persons, but systemic failures by several different institutions and individuals. Her friends, who asked if she was sure about what happened. The police, who asked what she was wearing, if she was drunk, and again, whether she was sure about what happened. And the nurse, who said she didn’t want to “waste time and money on a rape kit” if Chelsea wasn’t sure she wanted to press charges. Chelsea concluded that no one believed her, and after suffering for 10 months, she realized that she wouldn’t be able to obtain justice unless she took charge of advancing her case.
The police investigator – who Chelsea said didn’t believe her – presented Chelsea’s case to a grand jury, so Chelsea wasn’t surprised when they returned with no true bill. Yet Chelsea continued to show amazing strength and courage by advocating for herself and asking what else could be done. In her pursuit for justice, she learned she could present her own case to the grand jury, which she did. After hearing her testimony, the grand jury came back with a true bill, which led to a trial and a 50-year sentence for her rapist. Chelsea ultimately wrote a detailed blog for EVAWI, so others could hear from her, in her own voice, about what she went through and how hard it was to keep going.

We encourage you to read Chelsea’s blog because her story poignantly reflects why we do what we do here at EVAWI, and why we are so grateful for federal leadership through the Violence Against Women Act (VAWA) and our grant awards from the Office on Violence Against Women (OVW) and Office for Victims of Crime (OVC). It is incredible how much this funding has advanced our work and the field as a whole.

Chelsea’s experience illustrates why we need sustained funding and public support to continue making the advances needed to ensure that other victims have a better chance of obtaining justice without having to personally fight for every inch gained. It also highlights why we are so proud of the many professionals and agencies using our resources and those working so hard to implement these reforms in their own communities, with the goal of paving an easier path forward for all victims to pursue justice and healing.
PARTNERING WITH OVW TO IMPROVE CRIMINAL JUSTICE RESPONSES

We are extremely grateful to the US Department of Justice, Office on Violence Against Women (OVW) for their continued support of our work, through multiple grants awarded since 2004. With OVW’s backing, we have seen our vision of an improved criminal justice system blossom into reality, with real and lasting benefits for survivors of sexual assault, intimate partner violence, and other forms of gender-based violence including stalking, trafficking, and elder abuse. Perhaps the most stunning advances have resulted from our first 5-year Comprehensive Grant to Provide Training and Technical Assistance for Law Enforcement on Sexual Assault. With this grant, OVW propelled our vision forward, investing in the long-term sustainability of our training and technical assistance initiatives, and fueling individual changes and reforms on the level of agencies, communities, states, regions, and the country as a whole. One professional with a new way of doing things can spark the momentum that changes the way we all work.

OnLine Training Institute

This 5-year comprehensive technical assistance grant began in 2014, allowing us to sustain our OnLine Training Institute (OLTI) as a free resource for law enforcement and allied professionals. At the beginning of this grant, the OLTI included 14 modules, providing 123 hours of training on law enforcement investigations and community responses to sexual assault. In 2014, professionals from across the country and around the world completed 4,493 modules, representing 35,550 training hours – all at no cost to the trainee or their organization.

By 2018, we had developed four additional modules with funding from this grant. This increased the training hours available to 198. We were also able to consistently update, enhance, and promote the OLTI which yielded increased interest and participation. As a result, both the number of modules completed, and the total training hours almost doubled in 2018, to 8,241 modules completed and 69,945 training hours provided.

<table>
<thead>
<tr>
<th>OLTI by the Numbers</th>
<th>2014</th>
<th>2018</th>
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<tbody>
<tr>
<td>New Registrations</td>
<td>2,793</td>
<td>4,134</td>
</tr>
<tr>
<td>Module Completions</td>
<td>4,493</td>
<td>8,241</td>
</tr>
<tr>
<td>Training Hours Completed</td>
<td>35,550</td>
<td>69,945</td>
</tr>
<tr>
<td>Total Registrations</td>
<td>10,361</td>
<td>27,596</td>
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Webinars

Similar increases were seen in webinar participation. In 2014, for example, we hosted four live webinars with a total of 2,051 registrants and 2,738 training hours. In 2018, we hosted three times as many webinars, but the number of registrations multiplied by almost six to 11,990, and the training hours increased by more than six times to 17,985.

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<th>2014</th>
<th>2018</th>
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<tbody>
<tr>
<td>Registrations</td>
<td>2,051</td>
<td>11,990</td>
</tr>
<tr>
<td>Training Hours</td>
<td>2,738</td>
<td>17,985</td>
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A total of 33 recorded webinars are now available in our webinar archive and an additional 8,547 individuals listened to these recordings in 2018, proving that webinars do not have to be live to be valued as an important training resource. A full list of our webinars, including the nine offered in 2018, can be found on our website.

Online Resources

As dramatic as these increases are, the growth in web traffic has been frankly astounding. Part of this is explained by the new content we developed. In 2014, for example, we produced two new training bulletins; in 2018, we produced four. However, more significant is the launch and expansion of our online resource library. We first designed and developed our resource library in late 2014, but we continuously add new training documents, along with sample policies, template materials, videos, websites, and other tools. These resources are clearly utilized and valued.

I have over 40 years of investigative experience, both nationally and internationally, as a major crimes detective, detective sergeant, international war crimes tribunal senior criminal investigator, and chief resident investigator assigned to a UN peacekeeping mission. I wish to compliment you on the quality of your training material, which I have been using in my work with the NGOs. Your efforts are having a positive influence, not only in the United States, but internationally, and are helping to meet the needs of some of the world's most victimized populations. Thank you for your work.

Rob Hotston, Investigative Advisor, AidsFree World
Increasing Reach

We were thrilled with the reach of our online resources in 2014. That year, our website saw a total of 143,797 unique visitors and 2 million page views. We could not have imagined that by 2018 we would more than double the number of unique visitors and see 7.6 million page views; an average of 20,996 page views every single day. At the same time, our email list doubled from 22,851 to 44,548. Our announcements are a critical means of reaching professionals with training bulletins, promising practices, and other key content.

<table>
<thead>
<tr>
<th>Website Traffic &amp; Email Subscribers</th>
<th>2014</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unique Visitors</td>
<td>143,797</td>
<td>355,236</td>
</tr>
<tr>
<td>Page Views</td>
<td>1,955,448</td>
<td>7,663,652</td>
</tr>
<tr>
<td>Average Per Day</td>
<td>5,533</td>
<td>20,996</td>
</tr>
<tr>
<td>Email Subscribers</td>
<td>22,851</td>
<td>44,548</td>
</tr>
</tbody>
</table>

Thanks to OVW

We could not have achieved this growth without OVW’s support, and our gratitude extends far beyond our organization; we recognize the impact this work has on the way criminal justice professionals do business. Because of our programs, we believe professionals are doing a better job responding to gender-based violence. Victims and their loved ones have a better chance of being treated with respect and compassion; law enforcement professionals have better tools and resources to conduct more thorough, professional, and fair investigations; greater attention is paid to balancing the interests of justice and due process during the course of an investigation; and those who perpetrate crimes are more likely to be held accountable.

The strides we are taking are monumental and I believe the stage is set to make meaningful changes that will finally turn the page on the bias and misconceptions that still plague our society. This is an exciting time in the field of ending gender bias and holding perpetrators accountable and I want to do what I can to help succeed in this area, so we continue to make a positive impact nationally.

Sergeant Mike Crumrine, Austin Police Department, EVAWI cadre of experts
BRINGING PROFESSIONALS TOGETHER

Annual Conference

At EVAWI, few things are more important than connecting professional colleagues to one another in the spirit of learning and sharing. Our annual conference is one of the key ways we achieve that goal, bringing together practitioners from the diverse fields of criminal justice, victim advocacy, health care, research, education, and science for 3-4 days of thought-provoking education and training. Why do these professionals choose the EVAWI annual conference over others, year after year? Here’s what they tell us:

This is one of the best for bringing together law enforcement, social service, rape crisis and nurse examiners. Professionally done. Organized. Thank you, thank you, thank you!

Kathleen Kempke, Senior Director of Corbett Trauma Center

Rejuvenated my passion for the tough work I do. Was able to network with colleagues in person. Gathered great information on new practice research and innovations.

Catherine Rossi, Forensic Nursing Program Manager

What an incredible event. I learned so much and am excited about bringing this back to Gainesville Police Department staff and our wonderful community. Thank you!!

Lieutenant Mike Schentrup, Criminal Investigations Commander

Our 2018 conference in Chicago brought together a record-breaking 2,156 people to the Windy City. The conference was especially energizing because it incorporated EVAWI’s 3rd annual Start by Believing Day, commemorated on April 4, 2018.

2018 Conference Participants

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Victim Advocates</td>
<td>892</td>
</tr>
<tr>
<td>Criminal Justice / Legal Professionals</td>
<td>549</td>
</tr>
<tr>
<td>Health Care / Forensic Examiners</td>
<td>206</td>
</tr>
<tr>
<td>Education / Campus Professionals</td>
<td>113</td>
</tr>
<tr>
<td>Human Services / Government Agencies</td>
<td>108</td>
</tr>
<tr>
<td>Military</td>
<td>74</td>
</tr>
<tr>
<td>Social Workers</td>
<td>65</td>
</tr>
<tr>
<td>Tribal Groups / Agencies / Representatives</td>
<td>24</td>
</tr>
<tr>
<td>Multidisciplinary Groups</td>
<td>21</td>
</tr>
<tr>
<td>Faith-Based Organizations / Spiritual Leaders</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>107</td>
</tr>
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</table>

A Unified, Multidisciplinary Response
Regional Trainings

This year, EVAWI hosted two regional conferences, providing 2,210 hours of training for 199 people. The first was an innovative “Train-the-Trainer” program hosted in Phoenix, Arizona with the goal of preparing professionals to offer their own training on sexual assault response and investigation, and to implement a Start by Believing philosophy in their agency’s policies and practices. With two full days of training, in a program exclusively limited to an audience of 120 participants, leading national experts shared information on a range of timely topics, so participants returned home better equipped with research findings, practitioner experience, and strategic tools to create change.

We know the program was a success, because many participants went on to enact significant reforms in their agencies and communities after returning home. Several developed and hosted their own training inspired by the program, launched or expanded their Start by Believing campaign, or signed their agency up to join Victim Link and Seek Then Speak. Wyoming also became a Start by Believing State shortly afterward, with key leadership from participants in the Phoenix Train-the-Trainer program. We believe the ripple effect of this unique program will continue to benefit survivors for years.

The second regional training was co-hosted with the Sheriff’s Office in rural Stevens County, Washington, where EVAWI’s headquarters is based. The training was provided by EVAWI’s CEO Joanne Archambault and Law Enforcement Liaison Chief Jerald Monahan. There is no greater privilege than “teaching at home,” bringing cutting-edge national best practices to the practitioners who serve EVAWI’s home community.

Increasing Capacity

Throughout the year, EVAWI receives hundreds of requests for professional training. Unfortunately, we don’t have the capacity to respond to even a small percentage of these requests, but staff members presented at 36 national or regional events in 2018, hosted in 16 states and the District of Columbia. We are also working to increase our national training capacity by supporting a cadre of 19 criminal justice experts who can offer this service. By enhancing their expertise and promoting their professional development, we hope to help meet the urgent need for law enforcement training on sexual assault response and investigation.

This is easily the best training I have ever attended. I loved that all the presenters had years of experience in their various fields and were competent and not afraid to address change and take on challenges. All the information presented was backed with research and I liked that things such as victim interviews were presented in a manner where it didn't matter your profession, it could all be applied in some way.

Detective Melanie Greene, Charlotte-Mecklenburg Police Department

I absolutely love being a part of the cadre and EVAWI – knowing we are making a difference in the lives of victims / survivors. And most importantly changing and educating law enforcement about this crime to do better!

Sergeant Liz Donegan (Retired)
IMPROVING RESPONSES TO SURVIVORS

New research confirms what many practitioners have always recognized: That sexual assault victims typically receive more negative reactions from friends and family members than they do from law enforcement or community-based service providers. They also receive less helpful information and tangible aid from these support people than professionals.

This study, published by the National Institute of Justice involved asking sexual assault survivors what criminal justice personnel and community-based providers could do to better serve their needs. Of the six themes most commonly mentioned, one was “believing survivors, not blaming them” and another was to improve the information provided to survivors about their resources and helping them to access these services. They also highlighted the need for increased understanding, so professionals treat them with more care and compassion.¹

Start by Believing / Seek Then Speak

This research highlights the critical need for our Start by Believing campaign which is not supported with federal funds, but conference registration fees and public support. As it continues to gain momentum around the world, EVAWI is working to enhance the Start by Believing website and resources. In December, we added several new features, including resources for survivors and their support people to Get Help, and a page with information to address Frequently Asked Questions. We also paired the Start by Believing website with Seek Then Speak, so survivors and their support people are instantly provided the option of learning about the campaign and exploring their options.

Seek Then Speak was created because when we reviewed the information available to the public, it became apparent that most websites provide a very narrow scope of information for sexual assault victims and their loved ones. The information is often outdated and typically limited to only one aspect of the response system (reporting to police, obtaining a medical forensic exam, accessing advocacy services). We designed Seek Then Speak to help survivors and others understand what the entire system might look like.

In other words, the Start by Believing campaign is designed to prepare friends and family members to respond positively when someone they love utters those terrible words, “I was raped.” But what happens next? After they Start by Believing, how do they help? Seek then Speak provides the tools they need to respond supportively to help the survivor explore their options and take action if the survivor chooses.

**Campaigns in Action**

So far, we know of 400 Start by Believing campaigns launched across the country. In addition, Illinois, Wyoming, and Louisiana signed proclamations in April 2018, bringing the total to 7 states that have declared themselves Start by Believing States. In March, Arizona State Senators Katie Hobbs and Karen Fann also publicly acknowledged the value of the Start by Believing campaign during a session of the Arizona State Senate.

**Start by Believing Day**

The 3rd annual Start by Believing Day was commemorated on April 4th, 2018, while we were gathered in Chicago for our annual conference. Communities across the globe celebrated with us, but the activity on social media surpassed even our expectations. On April 4th, our social media reach more than tripled from the previous year. In a single day, more than 2 million people saw our content, in large part due to our #StartbyBelieving hashtag and supporters from all over the world sharing our content. We are well on our way to creating a Start by Believing Nation and perhaps even a world where Start by Believing is the social norm!

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2 “Reach” refers to the total number of unique Twitter accounts that viewed our social media content.
Seek Then Speak / Victim Link

With our Start by Believing campaign, and the Victim Link grant project funded by the Office for Victims of Crime (OVC), we hope to achieve the goals articulated by survivors in the research study described earlier. 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 and their loved ones 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 advocacy agencies for support and services, if or when they choose.

With funding provided by OVC, EVAWI focused our efforts throughout the year on publicizing no-cost subscriptions for Victim Link and providing technical assistance to agencies and organizations that enable this technology solution. We also created educational materials for agencies to inform the public about the new program; in the last three months of the year, we mailed out 35,900 pocket cards, 11,170 posters, 12,520 information sheets and 12,270 brochures to communities working to increase access for survivors.

Working collaboratively with our project partner, Voice Inc., we successfully launched Victim Link and Seek Then Speak in 94 new sites across 27 states in 2018. While this program can potentially improve responses in any type of community, we believe the most significant gains may be seen for survivors living in rural, remote, and Tribal communities, which often have limited resources and underserved populations.

As a Chief of Police at a university, former Special Victim’s Unit investigator, husband and father of three daughters, I have dedicated my career and personal life to helping victims of sexual abuse. I start all of my investigations by believing, and I require my investigators and officers do the same.

Police Chief Blair Barfuss, Dixie State University

It is my hope that this program can eliminate the distrust that some victims may have regarding the system I know can help them.

Sheriff Scott Mascher, Yavapai County Sheriff’s Office

Seek Then Speak posters blanket the city and county of Denver
IMPACTING POLICY AND CHANGING THE CULTURE

2018 proved to be a pivotal year for sexual assault policy. Not only was the Violence Against Women Act (VAWA) up for reauthorization, but sexual assault and harassment legislation dominated state legislatures. EVAWI was proud to host a press conference for Illinois Attorney General Lisa Madigan, to address the need for trained medical-forensic examiners in all hospitals throughout the state. EVAWI’s Executive Director also participated in a state summit with the Governor and First Lady of Michigan, moderating a bipartisan panel of state legislators discussing campus sexual assault.

Informing Policymakers

On the federal level, EVAWI met with policymakers on both sides of the aisle to provide information on topics such as law enforcement training on investigations, alternative reporting options for victims, the neurobiology of trauma, transportation, evidence storage, campus sexual assault, and gender bias. In March, EVAWI’s CEO participated in an educational briefing for Congressional staff on the impact of VAWA on the law enforcement response to sexual assault. The event was sponsored by the National Task Force to End Sexual and Domestic Violence.

Then in October, EVAWI’s Research Director, Dr. Kim Lonsway advised members of Senator Diane Feinstein’s staff, as the ranking member of the Senate Judiciary Committee where Dr. Christine Blasey-Ford provided her highly publicized testimony. This discussion focused on the common responses of sexual assault victims, and frequently misunderstood aspects of victim behavior, memory, and recall.

EVAWI also spearheaded our first Congressional briefing on, Improving Access to Health Care and Forensic Evidence Collection for Victims of Sexual Assault. Hosted by Senator Patty Murray and Senator Lisa Murkowski, the briefing featured experts who are transforming access to medical-forensic exams in rural and remote areas. It was attended by staff from 14 different Senate offices, and representatives from the Department of Justice, Department of Health and Human Services, national sexual assault organizations, and the US military. We hope this was the first of many such events to educate lawmakers about the needs of practitioners across the country.
Educating the Media

The news media has an enormous impact on the type of information that is shared daily with the millions of individuals who get their news from television, newspapers, or online. In 2018, we worked extensively with media representatives to promote accurate information about sexual assault issues and highlight the need for supportive responses.

As one example, EVAWI’s CEO and current Board President worked for two years with CNN on a widely-acclaimed investigative story on the destruction of rape kits called, “Destroyed.” Released in November 2018, the story inspired policymakers to direct reforms, including the Governor of New York and the Attorney General of Washington State. EVAWI also used our national platform to weigh in on the highly publicized testimony of Christine Blasey-Ford before the Senate Judiciary Committee. EVAWI issued a press release that was accessed 1,875 times from our website in just 11 days, and most likely shared and tweeted by thousands more. EVAWI is clearly relied upon and recognized as a thought leader in the field.

Multiplying Our Impact

As they say in the military, EVAWI is a “force multiplier,” meaning there’s a ripple effect from our efforts. When we train one person, assist one agency, or educate one policymaker or media representative, we impact entire communities and potentially improve responses to hundreds or thousands of survivors and their support people.

The same is true when we support other organizations that share our vision. In 2018, we helped the National Sexual Violence Resource Center (NSVRC) as they developed their Sexual Assault Response Team (SART) Toolkit. We also provided training for professionals serving on Crime Victim Compensation Boards across the country and VOCA (Victims of Crime Act) Administrators; these are the professionals responsible for administering billions of dollars of grant funding for US states and territories to support critical programs for victims of crime.

We worked with representatives from the US Department of the Interior, to offer our OnLine Training Institute (OLTI) to more than 4,300 federal law enforcement officers across the country. Similarly, the California Victim Compensation Board (CalVCB) incorporated EVAWI’s recorded materials in their own training. While we can track the number of people who access our training resources directly, we have no way to estimate the number of people impacted through alliances like these.

Thank you so much for your support of this project in so many ways! I personally appreciate you answering more than a few phone calls and emails as we worked our way through some of the tough stuff … Thanks for being a great partner!

Christina Presenti, SART Project Coordinator, National Sexual Violence Resource Center
WORKING HAND IN HAND WITH PRACTITIONERS

Every day, EVAWI staff work to meet the needs of practitioners and offer opportunities for them to learn, grow, and connect with each other. The obvious ways we accomplish our mission are through training and technical assistance, yet there are countless additional ways we support and mentor professionals “behind the scenes” to help them take on the future leadership roles we need to continue advancing the field.

Advancing Professional Development

For example, we were thrilled to offer 23 scholarships for professionals to attend our 2018 International Conference on Sexual Assault, Domestic Violence and Gender Bias. Twenty of these scholarships were funded by the Office on Violence Against Women (OVW), through our cooperative agreement to provide comprehensive training and technical assistance for sworn law enforcement. Ten were awarded on a competitive basis, and ten were given to the Chicago Police Department so their sworn personnel could take advantage of this unique training opportunity hosted in their own city.

Three additional scholarships were funded by our Walls of Tribute, dedicated pages on our website honoring survivors of sexual assault and the noble professions that serve them: law enforcement, prosecutors, forensic nurses, and victim advocates. Each Wall recognizes the unique contribution of a discipline, by generating donations for scholarships to attend our annual conference. In 2018, donations were used to fund one scholarship for law enforcement and two for forensic nurses. Although anyone can contribute to the nurse’s Wall, it is sponsored by the Academy of Forensic Nursing (AFN) which donates the royalties from one of their popular books to support this cause.

Nurturing Future Leaders

Our conference offers many opportunities for professionals to enhance their skills and heighten engagement. In addition to those who attend the conference, hundreds of practitioners submitted 450 workshop proposals to share their knowledge with the field. Practitioners also serve as volunteers at our conference, increasing their understanding of both substantive issues and what it takes to host an international conference. In 2018, a total of 61 professionals volunteered at our annual conference. This is another way EVAWI promotes the development of professionals to become leaders in the field.
Honoring Champions

On our Start by Believing website, we honor 14 professionals as Champions of Change. These are professionals who work on a state or national level, to create system-level reforms in the way we respond to sexual assault, intimate partner violence, and other forms of gender-based violence. We also recognize seven Game Changers, who spark a new way of doing things in their communities, so victims of gender-based violence receive compassionate and competent services, and perpetrators are held accountable. Although Champions and Game Changers are recognized on our website, we are the ones who are honored to work side-by-side with these inspiring professionals.

VALUING OUR STAFF

Achieving the success and growth detailed in this report would be impossible without the hard work and dedication of EVAWI staff. They are the backbone of what we do, and they manage the huge volume and fast pace of our work with skill and finesse. For this reason, we strive to recognize and reward extraordinary employee contributions and exceptional performance. In August, we launched our first official Employee Recognition Program to recognize an Employee of the Quarter, Employee of the Year, and a Cost-Savings and Innovation Award designed to recognize employees who implement an innovative new process or program that saves EVAWI time and money.

To kick-off the new program, we awarded Janelle Buckley, one of our Information Specialists, with our first Employee of the Quarter Award for her exceptional work with our conference presenters and our Board of Directors, and her efforts to streamline several of our processes and procedures.

Our second Employee of the Quarter Award was given to our Administrative Manager, Jacque Bassett, for her exceptional performance, going “above and beyond” while managing, supporting and encouraging our entire team to help EVAWI achieve our mission and better serve survivors.

We also recognized Cathy Fox, another Information Specialist, with our first and only Cost-Savings and Innovation Award of 2018. Cathy created and updated numerous financial spreadsheets and revamped how we export and organize our statistical reports. Both these projects will have long-lasting and compounding benefits in time and cost-savings every year.

We look forward to recognizing more EVAWI employees for their outstanding work, and to awarding our first Employee of the Year award in 2019.
GOVERNING WITH INTEGRITY

EVAWI’s Board of Directors is a 100% giving Board, with members serving EVAWI both as Directors and as ambassadors in their personal, professional, and public lives. Our Board members live in 16 different states, exponentially increasing EVAWI’s ability to impact local and regional areas of the country on a daily basis. And, since many of our multidisciplinary Board members are subject matter experts, they also often contribute to policy discussions and media interviews to advance our vision and mission.

EVAWI’s Board of Directors works hard to ensure that we are accountable to the public we serve. In May 2018, EVAWI hosted a Board retreat to review our corporate by-laws and update our Board policies and procedures, with a focus on our Code of Business Conduct and Ethics. Following the retreat, 21 different Board documents were reviewed and updated to reflect our Strategic Plan and Board development efforts.

In August 2018, the Financial Review Committee reviewed all 51 policies in our comprehensive Financial Policy Manual to ensure that they remain up-to-date and to confirm that Board and staff members are complying with our policies and procedures. In addition, Board and staff members reviewed our entire Personnel Manual, which includes 79 policies. Based on this review – and important changes in federal conditions, policies, and laws – three new financial policies were written, as well as 11 new personnel policies. An additional eight policies were updated, and all the new and updated policies were approved by the Board of Directors. To promote transparency, many of EVAWI’s policies can be found on our website under About Us and Disclosures (Code of Business Conduct and Ethics, Discrimination and Harassment, Whistleblower Reporting and Response, Board of Directors and Staff Conflict or Duality of Interest).

While this may not be the most exciting aspect of EVAWI’s work, it is fundamental to our mission that we serve our stakeholders to the highest standards of honor and integrity.

SPENDING WISELY

Current Funding

Between the time EVAWI was founded and the end of 2018, we had been awarded a total of $8,912,332 in grant funding. In 2018 alone, we were awarded two grants from the Office on Violence Against Women (OVW), US Department of Justice for a combined amount of $1.4 million. One of these grants will support our ongoing work to provide training and technical assistance for law enforcement on sexual assault investigations. The other grant is designed to update the Sexual Assault: Forensic and Clinical Management Virtual Practicum, groundbreaking technology that enhances training for health care providers and allied professionals on medical forensic exams. We also received funding from the William H. Donner Foundation to help us develop and deliver compelling messages about who we are and what we do.

This grant funding is supplemented with other sources of income, including conference registration fees and charitable contributions received from individuals and participants in the Combined Federal Campaign for workplace giving by federal employees.
Financial Highlights

Our 2018 single audit had no material weaknesses or deficiencies noted. At the end of 2018, EVAWI had income of $2,710,949 and expenses of $2,521,483 for a change in net assets of $189,466 with beginning assets of $1,114,725. Our Summarized Statement of Financial Position (Balance Sheet) shows that EVAWI ended the year with $1,304,191 in total assets.

Our 2018 independent audit, performed by Dingus, Zarecor & Associates, PLLC, concluded that all EVAWI’s financial transactions were conducted “in conformity with accounting principles generally accepted in the United States of America.”

### ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$404,463</td>
<td>$1,222,003</td>
</tr>
<tr>
<td>Investments</td>
<td>753,115</td>
<td>-</td>
</tr>
<tr>
<td>Other Receivables</td>
<td>124,704</td>
<td>3,385</td>
</tr>
<tr>
<td>Grants receivable</td>
<td>240,516</td>
<td>232,365</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>118,076</td>
<td>80,493</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td><strong>$1,640,874</strong></td>
<td><strong>$1,538,246</strong></td>
</tr>
</tbody>
</table>

### LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>$37,809</td>
<td>$44,952</td>
</tr>
<tr>
<td>Accrued payroll and leave</td>
<td>41,354</td>
<td>40,734</td>
</tr>
<tr>
<td>Deferred conference revenue</td>
<td>257,520</td>
<td>337,835</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td><strong>$336,683</strong></td>
<td><strong>$423,521</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without donor restrictions</td>
<td>$1,294,319</td>
<td>$1,105,575</td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>9,872</td>
<td>9,150</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>1,304,191</strong></td>
<td><strong>1,114,725</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>$1,640,874</strong></td>
<td><strong>$1,538,246</strong></td>
</tr>
</tbody>
</table>
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. Also available are three years of our annual reports, tax returns, complete audited financial statements, and our 501(c)(3) IRS Determination Letter.

CORPORATE PARTNERS

EVAWI is proud to partner with corporations and other allies to expand the impact of our work to eliminate gender-based violence and improve criminal justice responses.
EVAWI BOARD OF DIRECTORS

Ann Burdges
President
Consultant / Trainer
Atlanta, GA

Diana Faugno, MSN, RN, CPN,
SANE-A, SANE-P, FAAFS, DF-IAFN, DF-AFN
Treasurer and Founding Director
Forensic Registered Nurse Consultant
Dallas, GA

Varsha N., JD
Independent Consultant / Guest Lecturer
Los Angeles, CA

Elizabeth Gallus, MS
Director, Student Conduct & Dispute Resolution Services
The College of New Jersey
Ewing, NJ

Beya Thayer, MSW
Executive Director
Yavapai Justice and Mental Health Coalition
Northern, AZ

Pete Lewis, MS
Superintendent
Colville School District
Colville, WA

Aurelia Sands Belle, M.Ed
Vice President
Research Instructor
National Mass Violence and Victimization Resource Center (NMVVRC)
Charleston, SC

Catherine Johnson
Secretary
Law Enforcement Specialist
Federal Law Enforcement Training Center
Brunswick, GA

Eugenia (Jennie) Barr, PhD
Owner / Principal
Eugenia Barr Counseling and Consulting
Denison, TX

Elizabeth Donegan
Sergeant (Ret.)
Austin Police Department
Austin, TX

Richard Mankewich
Sergeant, Sexual Offender Surveillance Squad
Orange County Sheriff’s Office
Orlando, FL

Left to right: Beya Thayer, 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

Kimberly A. Lonsway, PhD
Director of Research
San Luis Obispo, CA

Jerald Monahan, MS
Law Enforcement Liaison
Prescott, AZ

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Financial Manager
Plymouth, MA

Cathy Fox
Information Specialist
Colville, WA

Susan Moore
IT Specialist
Colville, WA

Kristina Rose, MS
Executive Director
Washington, DC

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Director of Community Outreach and Public Policy
Tampa, FL

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Colville, WA

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Katie Leithead
Information Specialist
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Training and Technical Assistant Specialist & SBB Community Liaison
Sacramento, CA

Jennifer Levy-Peck, PhD
Training and Development Specialist
Yelm, WA
END VIOLENCE AGAINST WOMEN INTERNATIONAL

Strategic Plan 2019-2023

**Goals and Objectives**

**LEADERSHIP**

Expand leadership and staffing capabilities:
- Expand organizational capacity to accommodate growing needs for training, technical assistance, research, policy, and fund development.
- Guide systematic change through national and international leadership:
  - Impact legislation, policy development, and journalism about sexual assault through education and training.
  - Impact cultural change in sexual assault response worldwide, through the Start by Believing campaign and associated reforms.
  - Integrate concerns of specific populations in systemic change.

**TRAINING AND EDUCATION**

Empower agents of action through training, messaging, and support:
- Build the capacity of the nation, by developing and mentoring a cadre of experts to provide training and technical assistance on a national level.
- Provide high quality training through live events, such as our annual conference, regional trainings, and webinars.
- Promote participation in the OnLine Training Institute (OLTI) and other online resources among law enforcement and allied professionals nationwide.
- Enhance the programming and policy development of outside agencies through comprehensive technical support.
- Increase knowledge and awareness by influencing researchers and journalists in traditional and social media outlets.

**GROWTH AND CAPACITY-BUILDING**

Board development:
- Build the capacity of the Board of Directors.

Marketing/branding to the public:
- Identify why we do what we do, versus how and what we do.

Fund development:
- Determine how best to generate funds to advance our mission.

**Measuring Success**

<table>
<thead>
<tr>
<th>Website Traffic &amp; Email Subscribers</th>
<th>2014</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unique Visitors</td>
<td>143,797</td>
<td>355,236</td>
</tr>
<tr>
<td>Page Views</td>
<td>1,955,448</td>
<td>7,663,652</td>
</tr>
<tr>
<td>Average Per Day</td>
<td>5,533</td>
<td>20,996</td>
</tr>
<tr>
<td>Email Subscribers</td>
<td>22,851</td>
<td>44,548</td>
</tr>
</tbody>
</table>

**Changing the Culture**

Start by Believing is our global campaign transforming the way we respond to sexual assault. There are currently 400 documented Start by Believing campaigns across the country, representing states, local communities, law enforcement agencies, victim advocacy organizations, college and university campuses, military installations, tribal lands, and more.

![Diagram showing 400 Start by Believing Campaigns and types of campaigns](www.StartbyBelieving.org)
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.

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.

How We Achieve Our Mission
- Formulating policies and best practices to guide reforms.
- Hosting live and online training programs for professionals.
- Providing technical assistance and expert consultation.
- Developing and disseminating resource materials.
- Educating policymakers, media representatives, and the public.
- Conducting and translating research for practitioners
- Promoting multidisciplinary collaboration.
- Partnering with organizations that share our vision.

2018 BY THE NUMBERS

7.6 MILLION website page views
355,236 unique visitors
3,200 professionals completed 69,945 hours of training through our Online Training Institute
359,829 resources downloaded almost 1,000 downloads a day
45,862 email subscribers
14,506 Facebook page likes
4,058 Twitter followers
20,412 webinar participants completing 30,567 hours of training
956 technical assistance requests answered in 424 hours by staff