2021

ANNUAL REPORT

WOMANKIND®
RISE ABOVE VIOLENCE

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ASSOCIATE DIRECTOR, SHAN HUANG, SPEAKS AT THE "THEY CAN'T BURN US ALL" ANTI-ASIAN VIOLENCE RALLY IN WASHINGTON SQUARE PARK. PHOTO COURTESY OF @CHINATOWNVIBES

In 2021, Womankind completed our years-long project with Troika Mission Group to reimagine the organization's tagline, and vision and mission statements. The goal was to better reflect our work to end gender-based violence, as well as create meaningful avenues for community voices to be heard. Womankind thanks Board Member Merv Garretson for spearheading this project and Troika Mission Group for their generous pro bono service.

Tagline

Rise Above Violence

Mission

Womankind uses the multidimensionality of our Asian heritage to work alongside survivors of gender-based violence as they build a path to healing.

Vision

We are working tirelessly to create a future where we Rise Above Violence and our communities can innovate towards collective well-being, restoration, and social justice.

Dear Friends and Allies,

2021 brought Womankind many opportunities and challenges. The COVID-19 pandemic carried on, leaving in its path uncertainty about the future, economic devastation, food insecurity, and increased violence. The communities that we serve and where many of our staff come from bore the brunt of this pandemic. Yet, we emerged resilient and defiant. Womankind worked tirelessly—and creatively—to provide the critical resources survivors of gender-based violence needed to heal. We ensured that our services remained uninterrupted. We provided services remotely and ensured the safety of survivors in our two emergency residences day in and day out. Our staff persevered and provided high-quality services, all while being impacted ourselves.

Alongside the pandemic, we also witnessed a sharp spike in violence against AAPI communities, including the heart-wrenching shootings in Atlanta that took the lives of 8 individuals—7 of whom were women, 6 were Asian. They were beloved partners, parents, children, siblings, friends, and neighbors. The onslaught on our communities, from New York to San Francisco and everywhere in between, caused fear and compounded trauma for survivors and staff. Womankind stepped in to provide resources to support them and created spaces for people to mourn and show solidarity. We came together to discuss the long history of racism and misogyny that plagues our country. Together, we learned and attempted to heal.

Through these difficult times, Womankind held steadfast to our commitment to create a future where we Rise Above Violence. Together, our communities continue to innovate towards collective well-being, restoration, and social justice.

Internally, Womankind is making progress in our commitment to addressing inequalities. We worked to apply an anti-oppressive lens to all aspects of our work, ensuring that we are also practicing that as an organization. We will be working in the coming year to further interrogate our own practices and policies to ensure that they are equitable, intersectional, anti-racist, and anti-oppressive. We will do this through a three-pronged approach that addresses staff culture; organizational policies, practices, and procedures; and employee benefits.

In 2022, we look forward to celebrating a major milestone with you: 40 years of serving the community! We have big dreams we want to accomplish to deepen our work with families. We reaffirm that to stop violence, it takes having a long-view, an inter-generational approach, and community-centric solutions. We are building on our 40 years of experience to dream and activate more healing for survivors, and to dream a world into being that is more just, fair, and safe.

Four decades of being on the frontlines of supporting survivors have taught us that everyone has a role to play in our movement to end gender-based violence. We need you to march with us as we support survivors and disrupt intergenerational cycles of violence. We vow to stay the course to eliminate all violence, and we look forward to having you join us.

With gratitude,

Yasmeen Hamza
CEO

Narges M. Kakalia
Board Chair

Serving Survivors in a Pandemic

Remote Work

Throughout 2021, New York City experienced waves of COVID-19, so Womankind continued working remotely for most of the year. However, we learned that virtually serving survivors—especially new ones—could be challenging due to barriers, including access to equipment, good internet connection, and low technological literacy. Realizing that virtual programming was not accessible to or possible for all survivors, we began to bring back some group programs and in-person counseling with safety measures in place.

Financial Support for Families

Many survivors experienced financial instability as a result of the pandemic and its consequential economic downturn. Womankind assisted families with accessing external government resources including financial aid and unemployment benefits to stabilize them as best as possible. Internally, Womankind provided short-term financial relief through our COVID-19 Emergency Fund. In the first half of 2020, support included rental and utilities arrears and meeting basic living needs like food, toiletries, and clothing. In the latter half of 2020 and into 2021, we expanded financial support to include a more flexible funding option. Survivors were able to access a one-time grant of $2,000 maximum to use towards any COVID-19-related emergency need. Womankind will continue to provide this support in 2022.

$166,000

distributed among 106 families in 2020

$52,000

distributed among 32 families in 2021

Food Assistance

Womankind received timely and generous donations of prepared and pre-packaged meals, which we were able to distribute to our survivors living in the community and in our residential programs.

Safe and Stable Housing

Starting in quarter 4 of 2021, Womankind's Pathways to Empowerment program assisted survivors with applying for Emergency Housing Vouchers (also known as Section 8). This is a federal subsidy program through the Department of Housing and Urban Development, where participants live in the housing of their choice, while paying approximately 30% of their monthly income on rent. Having access to these vouchers is an incredible success for Womankind's housing programs. Approved applications mean lifelong rental assistance for survivors — giving them mobility to move freely to new homes and more importantly, finding safe and stable housing.

15

applications submitted to NYCHA in 2021

4

applications approved in 2021

9

applications in interview phase in 2021

Survivor Demographics

(Enrolled in 2021; Statistics are rounded to the nearest tenth)

Gender
80% Female
14% Male
06% Unknown
<1% Transgendered Male to Female

Race
54% Asian
19% Unknown
11% Black or African American
08% Hispanic/Latino
04% Caucasian
03% Multiracial

English Proficiency
46% Fluent
18% Intermediate
16% Basic
12% Unknown
09% None

Survivorship / Program Eligibility
58% Domestic Violence
15% Children and Youth Program
13% Human Trafficking
09% Multiple Program Eligibilities
04% Sexual Violence
<1% Later in Life

Age
60% 18-49 years old
20% 50 years old and up
14% 0-17 years old
6% Unknown

Asian Ethnicity
25% Non-Asian
19% Chinese
19% Unknown
09% Japanese
07% Filipino
07% Asian (Unknown)
04% Bangladeshi
03% Multi-Racial Asian
03% Korean
02% Other Asian
<1% Indian
<1% Pakistani
<1% Taiwanese
<1% Vietnamese
<1% Indonesian
<1% Thai

Starting in November 2021, Womankind began tracking data around education, employment, and work history to get a better sense of our survivor community. We hope to use this information to shift our programming to better inform Pathways to Empowerment, that in turn, can better support survivors.

Client Services Overview

Womankind's Client Services comprise of nine program areas that offer core services including advocacy, case management, counseling, information, and referrals. Our advocates specialize in serving specific age groups across the lifespan—from children and youth, older adults over 50 years old, and everyone in between.

In 2021, we launched a Quality Improvement program that supports Client Services' diverse programming by enhancing its work with the aim of providing a clear understanding of Womankind's impact over time.

01 Community Education and Outreach

Provides workshops, training and general education and builds awareness around the issue of gender-based violence. While we received invitations to join virtual events as guests, the absence of the opportunity to table or engage with attendees directly has made outreach difficult to conduct. We implemented new strategies in collecting data to better account for the outreach work we conducted.

- 43 training events; 2,357 participants attended
- 143 community outreach events; 5,382 participants reached

02 Community Programs

Womankind's non-residential programming offers counseling, case management, group programming, and other community-based services at our offices in Brooklyn, Manhattan, and Queens. We experienced staff vacancy and occasional site coverage issues due to COVID-19, but in general, all three sites were open daily to serve survivors. Active cases in 2021:

- Brooklyn: 1,040
- Manhattan: 499
- Queens: 781

03 Crime Victim Compensation

We assist survivors, who are victims of crime, in completing their applications for compensation with the New York State Office of Victim Services. However, barriers still exist in increasing survivors' comfort in submitting claims, including feeling discouraged due to a lengthy process or lacking proper documentation to support the application.

- 15 claims were submitted in 2021

STAFF WEAR PURPLE IN SOLIDARITY WITH SURVIVORS DURING DOMESTIC VIOLENCE AWARENESS MONTH IN OCTOBER

04 Helpline

Womankind's 24/7, free, and confidential crisis support line. Connecting with the helpline via text, chat, or voice opens the door to all of our services. Helpline advocates are highly trained to provide crisis counseling and safety planning in 18+ Asian languages and dialects, and Spanish. In 2021, this program experienced staffing shortages, which limited its ability to support Chinese text and chat services. Inquiries fielded in 2021:

- Chat: 431
- Text: 117
- Voice: 3,408

05 Legal Program

Focuses on assisting survivors with immigration and family law to break the power and control of their abusers and traffickers. A decade after the creation of this program in 2011, this was the first year the legal program was at full capacity to serve survivors, which grew steadily throughout the year. Immigration cases were split mostly among VAWA, battered spouse waivers, U visas, T-visas, and adjustment of status (green cards) applications. In family law, we handled mostly order of protection and uncontested divorce cases.

- 85 survivors received family law support
- 287 survivors received immigration legal support

06 Pathways to Empowerment

Supports survivors on their path to self-sufficiency by providing skill-building opportunities, 1-on-1 coaching and support, and connection to critical resources. We offer economic empowerment, housing, and entitlement and benefit services (ex: government assistance programs) to enrolled survivors.

- 253 survivors served
- Hosted 11 virtual events that focused on economic empowerment and housing
- Provided technical support to advocates on 312 cases

ABOVE: LATER IN LIFE ADVOCATE, MIYOUNG KIM, SPEAKS AT KAFSC'S 24TH ANNUAL RALLY AGAINST DOMESTIC VIOLENCE IN QUEENS, NYC. PHOTO COURTESY OF @CHINATOWNVIBES.

TOP LEFT: SHAN HUANG, WOMANKIND'S ASSOCIATE DIRECTOR OF SPECIAL PROGRAMS, GIVES A CHINESE-LANGUAGE PRESENTATION ABOUT SENIOR DEPRESSION AND PANDEMIC STRESS, AND HOW TO COPE WITH RECENT VIOLENT INCIDENTS AGAINST ASIANS AND ELDER ADULTS.

PHOTO COURTESY OF @CHINATOWNVIBES

07 Pathways to Healing (P2H)

A holistic wellness program where survivors 18 years old and older can participate in unique modalities of wellness on their journey towards healing. In 2021, P2H cycles took place online to give survivors the opportunity to either continue their wellness practice from the comfort of their own homes, or engage in building community through virtual platforms like Zoom and YouTube. After the hardship of being separated for most of 2020, survivors felt relief, gratitude, and a significant sense of grounding after completing a P2H cycle.

- 54 enrolled survivors received wellness services
- 6 P2H cycles completed (6 weeks each)

08 Project Free

Womankind's anti-human trafficking program. In 2021, there was an increase in referrals of younger adults who had experienced labor and/or sex trafficking, which can be directly linked to the increase in unaccompanied minors at the United States' southern border. Project Free collaborated with Womankind's Pathways to Empowerment to address the employment needs of survivors of human trafficking.

- 528 enrolled survivors served
- 287 survivors needed immigration legal support
- 42 years old: average age of survivors served by Project Free
- Tagalog, Mandarin, Spanish: top 3 languages served

PANELISTS OF WOMANKIND'S ANNUAL ANTI-HUMAN TRAFFICKING CONFERENCE: **MOVEMENT IN THE TIME OF COVID-19**. THE EVENT WAS GENEROUSLY SUPPORTED BY EMCOR.

LATER IN LIFE ADVOCATE, SAMANTHA ZHANG, HELPS MISS M.K., AN ELDER SURVIVOR, WITH A *KINTSUGI* ART PROJECT. WATCH HER JOURNEY TO HEALING **HERE**.

09 Residential Programs

Womankind's shelter-based programming that offers core services including counseling and case management in a congregate setting. We have two safe and confidential emergency houses in New York City. Due to the pandemic, it took longer than usual for a new family to move in after one moved out, which resulted in a low occupancy rate. To address this issue, we began accepting more single survivors and downsizing our room capacity, especially at Peace House, where there is more flexibility with the room layout. We are revisiting our screening process to assess how to increase this rate in 2022.

- 81.58%: average occupancy rate for Peace House
- 67.58%: average occupancy rate Rose House

Healing Across Lifespans

Children and Youth Services

Womankind's signature mentorship program, **Drawing and Truth (DAT)**, has been successful in providing each member with the opportunity and the challenge to step outside of their comfort zones, whether that be through engaging more socially, speaking publicly, or simply trying something new. The mentees have shown an increased sense of kinship with one another, as well as an openness to experience that was not as evident during their first encounters.

The **Asian Youth Program (AYP)** continued its long-time partnership with Columbia University to select seven new mentors, who supported three new mentees from Womankind. Meetings were held virtually, except for one where they went to the Museum of Mathematics.

Womankind also launched a **virtual book club** to reach enrolled youths aged 13-18. The main purpose is to create and nurture lifelong readers by helping them discover the joys of reading. Our unconventional approach will incorporate works that are not traditionally considered literature, such as manga (comics) as an entry point to this journey.

Later in Life Services

The Later in Life team re-invigorated its partnership with Korean Community Services New York (KCS) to host a 3-part workshop series on mindfulness. Participants were delighted to have a space to reconnect and communicate with their peers in-person again. This workshop series was part of a plan to introduce KCS staff and community to Womankind's **Community Ambassador Program**. In 2021, Womankind developed a curriculum and recruitment strategy for a program that sought to build leadership amongst older adults from specific ethnic communities—specifically Chinese and Korean—as a pathway to eradicate gender-based violence through community-based education. It allows increased awareness around abuse and violence in its many forms and provides space for community ambassadors and other community members to develop strategies to support and build safety amongst each other. The objective is to also help older adults develop facilitation skills focused on wellness activities, community outreach, tabling, and communicating with other community leaders. We will launch this at our Manhattan and Queens Community Offices in 2022.

YOUTH ADVOCATE, SHARON CHUNG, ATTENDS THE RALLY AGAINST HATE IN COLUMBUS PARK, CHINATOWN

Advocacy

Womankind's policy and advocacy efforts are rooted in the lived experiences of survivors of gender-based violence. The heart of our policy and advocacy work is to reflect, uplift, and amplify the realities of our community and the work of our advocates. Our vision is for individual experiences of trauma and healing to be embraced as collective wisdom, so that society as a whole can rise above violence.

Project Free

Project Free staff attended anti-human trafficking meetings, including task force and national network meetings. Specifically, we testified at an oversight hearing of the New York Police Department, spoke on a panel for a Federal Listening Session on Sex Trafficking, as well as met with investigators in New Jersey, who wanted to better understand the realities faced by Asian massage business workers. Other anti-trafficking networks and groups reached out to Womankind to strategize and bring more light to nuanced issues within human trafficking, particularly in shifting the focus away from end demand strategies towards a more human-rights based approach.

New York State Budget

Womankind partnered with Sakhi for South Asian Women and Korean American Family Support Center to advocate for funding for our respective organizations on the state budget, which would allow AAPI nonprofit organizations to be line items on the state budget. Through a collective multi-organizational effort, NY state committed to investing $20 million in AAPI organization for FY2021, and Womankind was the recipient of two six-figure grants. Overall, this was a victory for AAPI organizations, and we will continue working with peer gender-based violence organizations to continue pushing for us all to be line items on future state budgets.

College Campus Anti-Sexual Violence Work

Womankind participated in advocacy on a state and federal level surrounding Title IX regulations when the Biden administration announced that the Department of Education would be accepting public comments and holding public hearings. We presented Womankind's official statement to the Department of Education's Office for Civil Rights on June 11th and submitted our comments later that day. Our advocacy and involvement in the ongoing process to improve protections for survivors on campus will continue. We hope to continue to engage students on campus as well as educate and engage administrations.

Creating Community Connection

Quiet Before: Unearthing Anti-Asian Violence

Womankind proudly co-presented *Quiet Before: Unearthing Anti-Asian Violence,* a six-part series dedicated to examining anti-Asian violence from its many complex perspectives. Launched during AAPI Heritage Month in May, this coalition-based effort sought to share the nuanced story of Asian Pacific Islanders in America and how to chart new paths by giving voice to our elders, creating awareness for broader audiences, reaffirming solidarity with our allies and determining new actions inspired by youth.

Speakers from Womankind included CEO Yasmeen Hamza, Chief Program Officer Alena Victor, and founder Patricia Eng. Watch the entire series **here.**

Movies & Communities

Movies & Communities is a monthly Womankind event that centers the experiences of people of color and other marginalized groups through film and discussion. It aims to make connections, build community, and create dialogue and understanding between the diverse cultures found in New York City. This event is free and open to the public.

Due to the pandemic, this event was held virtually throughout 2021. We watched a wide array of films both in English and foreign languages and made it language accessible to survivors through subtitles: *The Pursuit of Happyness*, *Soul*, *Kumu Hina*, *Crazy Rich Asians*, *Gook*, *Cheeni*, *A Dream in Doubt*, *Selma*, *Still Human*, and *Black Panther*.

Hear Our Voices Art Exhibit

In October 2021, known nationally as Domestic Violence Awareness Month, Womankind worked with survivors and the community to gather stories and artworks for a virtual exhibit expressing the multitude of ways survivors navigate the aftermath of trauma. *Hear Our Voices* celebrates the resilience and courage of survivors, and we hope that by sharing our stories in this exhibit, our community can find confidence and comfort as they continue their healing journeys. View the exhibit **here**.

Fundraising

2021 broke fundraising records—a testament to the community's commitment to helping survivors Rise Above Violence.

Champions for Womankind

Womankind's **Champions for Womankind** membership program did well despite the virtual nature of public programming in 2021. The goal of Champions is to help grow our circle of allies and ongoing members, who can help us raise awareness, build radical empathy, and generate sustainable support—all to empower survivors. Champions participate in special programs focused on the issues we address.

29
# of Champions

$12,975
funds raised

Give in May

For Asian Pacific American Heritage Month, Womankind participated in the national Give in May fundraising campaign to support organizations serving AAPI communities across the country. Our theme centered on the invisibility of Asian communities, Asian women, and Asian elders.

77
# of donors

$27,834
funds raised

Year-End Giving

Womankind capped 2021 with our most successful year-end appeal, which focused on the theme: "What Does Home Mean to You?" and highlighted our residential programs.

331
# of donors

$108,411
funds raised

Historic Gift from Mackenzie Scott

Womankind was one of 286 organizations chosen by **Mackenzie Scott as part of her $2.74 billion donation**. This transformative gift will allow us to focus internally on infrastructure, as well as build a stronger agency with greater impact externally for survivors and allies. Womankind's goal is to better integrate ourselves into the ecosystem of social justice organizations working on behalf of survivors of violence, immigrants, and other disenfranchised, underserved communities.

This gift is a recognition of Womankind's culturally-humble and linguistically-relevant services to help address gender-based violence in the community. The funds will focus on addressing these five areas:

- Enhancing equity work
- Deepening services
- Strengthening infrastructure
- Strengthening external voice
- Diversifying funds

Special Recognition

We also thank the following supporters for their long-term fundraisers:

- Buffalo Exchange
- **JanetJewelry.com**
- Target Giving Circle

We Rise Above Violence

(Non-gala contributions of $100+)

Individuals

Abigail Wilson
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Adrienne Liu
Akiko Marutani
Alan S. Betts
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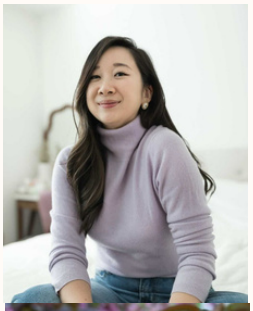

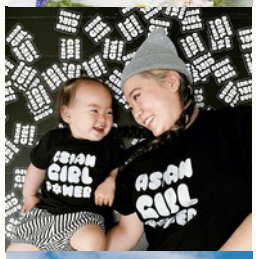

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Zengkai Dai & Juanjuan Zhang
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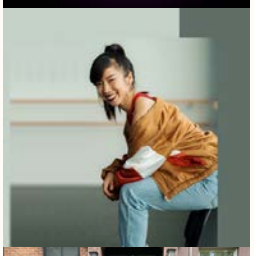

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Amazon Smile Foundation
Anonymous Donors (14)
Aon
Aperio Philanthropy
Apple
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DL1961 & Warp + Weft
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Gentleman Octopus
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Greycroft Foundation
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Hemera Regnant Fund
Henry Luce Foundation at the request of Iris Shih
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Honolulu Theatre for Youth
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Korean American Community Foundation
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Witch Baby Soap
Worried About You LLC
Zegar Family Fund
Zillow Group
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Government

US Department of Justice, Office of Justice Programs
US Department of Justice, Office on Violence Against Women

New York State Department of Criminal Justice Services
New York State Department of State
New York State Dormitory Authority
New York State Office of Children and Family Services
New York State Office on Preventing Domestic Violence
New York State Office of Victim Services
New York CIty Council
New York City Department of Design and Construction
New York City Department for the Aging
New York City Department of Youth and Community Development
New York City Human Resources Administration, Dept of Social Services
New York City Mayor's Office of Criminal Justice

Communities Rising: 2021 Gala

Womankind's 2021 Gala—virtual once more—celebrated Communities Rising to uplift survivors of gender-based violence and their children. With the collective effort of supporters watching from around the world and over 100 sponsors and auction donors, we raised a phenomenal $690,000—the most to date—for our programs and services.

Karen Elizaga, who served as Board Chair for eight years and involved in fifteen Womankind galas, welcomed her successor, Narges Kakalia to her first gala as Chair.

Womankind presented the Phoenix Woman of the Year Award to two extraordinary women: Nina Garcia, Editor-in-Chief of ELLE and judge on Project Runway and Sandra Leung, Executive Vice President and General Counsel at Bristol Myers Squibb. They were honored for their illustrious careers in media and law, respectively, as well as their contributions to anti-violence work.

PHOENIX WOMAN OF THE YEAR: MEDIA
NINA GARCIA

PHOENIX WOMAN OF THE YEAR: LAW
SANDRA LEUNG

The evening also included musical performances by ARKAI and long-time supporter Queen V, as well as a survivor story from Chantal La-Fon. Watch the highlights on YouTube **here**.

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Support and Revenue

Contributions & Grants	$5,875,006
Government Fees & Grants	$5,162,814
Special Events	$633,477
In-Kind Contributions	$179,804
Other Revenues	$2,950
Total Support & Revenue—Operating	**$11,854,051**

Expenses

Program Services	$4,678,207
Administrative & General	$1,127,897
Fundraising	$372,450
Total Expenses	**$6,178,554**
Change in Net Assets (Surplus)	$5,675,497
Net Assets—Beginning of the Year	$2,254,971
Investment Return—Non Operations	$39,937
Net Assets—End of the Year	$7,970,405

WOMANKIND®

42 Broadway, Ste 1836
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Helpline 1-888-888-7702

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