

# HEALING TO ACTION

**2020 Impact Report**

Dear Friend,

We made it to 2021! But like many others, Healing to Action has faced its fair share of challenges along the way.

Our survivor-leaders continue to be some of the hardest hit by this ongoing global pandemic. Many are part-time or frontline workers who could barely make ends meet even before the crisis. As primary caregivers in their families with no access to healthcare or an economic safety net, our survivor-leaders have struggled to safeguard the health and economic survival of their families and communities. The summer's uprising only amplified the pain and frustration our leaders have long felt against a system that has perpetuated deep generational harm in their communities.

Despite these monumental obstacles, the generosity, fierceness, and self-determination of HTA's survivor-leaders has not wavered.

In 2020, we had the privilege of welcoming 17 new survivor-leaders through our Healing Generations leadership program, doubling our base to almost 30 survivor-leaders. These leaders have deepened their alliances with youth, caregivers, and educators to make significant strides for our first grassroots campaign, SexEd Works. Despite their growing responsibilities, our survivor-leaders boldly moved to hold decision-makers accountable to the promise of their policies.

What's more, our leaders deepened their connection towards Black liberation work, engaging in peace circles to break down anti-Blackness in their communities and building solidarity with campaigns like #DefundCPD by shining a light on the false rhetoric that policing is the only way to address gender-based violence.

We cannot help but feel deep gratitude for the powerful community behind Healing to Action that has allowed this work to grow and thrive in this tumultuous time. Because of your support, we have been able to remain a place of sanctuary for our survivor-leaders, staff, supporters, and volunteers. The abundance of love, care, and compassion shared by our community for this collective work and for one another has fueled our motivation to keep healing, building power, and transforming our communities.

In peace and gratitude,

Two handwritten signatures in red ink. The first signature is 'Karla' and the second is 'Sheerine'. Both are written in a cursive, flowing style.

Karla & Sheerine

# Adapting in the Wake of a Pandemic

In the beginning of 2020, we were excited to deepen our model of survivor-led organizing; develop a national infrastructure to transform institutional responses to gender-based violence; diversify our revenue structure; and grow our team of talent.

Then, like so many others, our staff, leaders, volunteers, and survivor-leaders experienced the deep impact of the global pandemic and the grief and frustration at the endemic killing of Black people at the hands of police.

These events prompted us to reflect on how we could move our strategy forward in alignment with some of our guiding principles. By centering healing justice, practicing survivor-led organizing, and grounding our work in an intersectional framework, we saw a clear need to pause some of our original goals and pivot to support our community.

Our first priority was to continue deepening our commitment to survivor-leaders. We created more spaces for healing, ensuring survivor-leaders left our virtual meetings feeling nourished. We also connected our base of survivor-leaders to mutual aid opportunities and created a technology fund to ensure they could stay connected to their community.

That meant developing critical partnerships to support administrative functions, passing policies that allowed staff the flexibility to care for children at home, and ensuring that the workloads of staff and volunteers intentionally considered the mental and emotional impact of working through a pandemic.

With so many unknowns, we still face uncertainty moving into 2021. But we feel more grounded and resilient to be able to move and continue to organize, heal, and build the power of survivors.

## MISSION

Ending gender-based violence by building the leadership and collective power of the communities most impacted.

## VISION

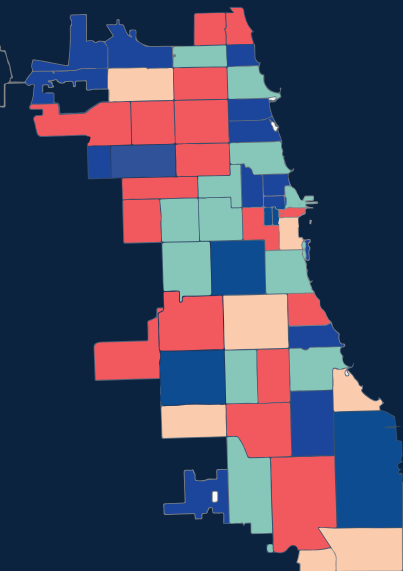
A future free from gender-based violence.

*From Emergent Strategy: Shaping Change, Changing Worlds by adrienne maree brown*

**“What we practice at a small scale can reverberate to the largest scale.”**

# Survivor- Leadership: Healing Generations

In 2020, HTA recruited 17 new survivor-leaders who completed Healing Generations



Leaders represented over 18 communities. Identities represented include Black, Latinx, Asian/Pacific Islander, immigrant, and survivors with disabilities

**4** different languages represented

All done **virtually**

HTA now has a total of 30 survivor-leaders who are actively involved in collective healing and community organizing

Survivors of gender-based violence have the most potential to transform the conditions creating gender-based violence.

**They have lived through it, and know what must change to stop it.**

**As a result of their participation in Healing Generations in 2020:**

- **80% of survivor-leaders agreed** with the following statement: "People experience gender-based violence mostly because of social inequalities based on race, class, gender, and disability status."
- **60% of survivor-leaders are less likely to accept rape myths**
- **53% of survivor-leaders are more likely to intervene** in situations where someone could get hurt

**After two years, survivor-leaders that graduated Healing Generations in 2018:**

- Now show increased confidence
- Feel grounded in their ability to build collective power

“Learning and growing with my cohort has transformed my ideas of myself and my community — I feel like I can go out into my community now.”

— Healing Generations Participant

“I observed a lot — I’ve participated in a lot of groups but in some organizations there is violence even when they are advocating against violence. In [Healing Generations], I saw a lot of respect and it was different. In small ways I saw things that I didn’t see happening in other places.”

— Healing Generations Participant

## What’s next?

### Continuing to build a survivor-led movement

Through quarterly healing retreats, knowledge-sharing meetings with other survivor-leaders in the country, and individual 1-1 support, we know our survivors will feel their individual and collective power grow stronger, disrupting existing narratives that survivors are ‘victims’ in need of help instead of powerful leaders.

### Deepening our solidarity at the intersection of race and gender

The summer uprisings allowed us to dig deeper into our analysis of racial and gender inequality. This year, a committee of our survivor-leaders, board members, and staff will lead a process to solidify our organizational values to clarify how they connect with our racial equity and economic justice allies.

# Building Collective Power with Survivors

In seeing their individual and collective power, survivor-leaders begin to create change in their communities to address the root causes of gender-based violence.

## Our Leaders in the Media:

“Reform is needed to ensure equitable access to sex education. Healing to Action’s SexEd Works campaign is fighting to ensure that the community has a voice in how sex education is administered, that there’s funding for equal access to sex ed regardless of the zip code and that support exists for parents to understand it and teach kids about healthy relationships at home.”

— Aurelia Aguilar, Ms. Magazine

“Despite a curriculum that mirrors national standards, CPS has failed to ensure teachers receive high-quality training and on-going professional development; develop clear policies that support educators; ensure caregivers have the tools to reinforce the lessons at home; and develop a strong curriculum that is inclusive of diverse learners and the LGBTQ community.”

— Rocio Caravantes, Chicago Unheard

## CPS’ new sex ed policy doesn’t address important needs, advocates say

Teachers now will be required to undergo only a 90-minute training to earn a four-year certificate for sex ed.

By Nader Issa | @NaderDlssa | Dec 17, 2020, 7:07pm CST

f t SHARE



Sofia Penglase (top right), Aurelia Aguilar (top left) and other sexual health education advocates discuss CPS’ new policy with reporters. | Healing to Action/Screenshot

**Press conference** about SexEd Works led by Aurelia Aguilar, Cristina Padilla, and youth leaders Maya Khurana and Sophia Penglase, covered by the *Chicago Sun Times*.

# What is SexEd Works?

SexEd Works is our first survivor-led grassroots campaign aimed at preventing gender-based violence for the next generation of youth by ensuring that all Chicago Public Schools (CPS) students have access to comprehensive sexual education. SexEd Works highlights the intersectionality of our movements.

- 2018 Healthy CPS data shows that 70% of CPS schools did not meet the requirements of the district's comprehensive sexual education policy
- Most of these students live on the predominantly Black and brown South and West sides of Chicago
- 350+ community members engaged in the SexEd Works campaign in 2020 because of survivor leadership

# What's next?

## Sex ed will be funded

The end of 2020 was only the beginning for our campaign. HTA is gearing up for advocating directly with school board members and other CPS officials to ensure that the new sex ed policy is funded.

## Campaign Partners



**CHICAGO  
TEACHERS  
UNION**



**LOGAN SQUARE**  
Neighborhood Association

CHICAGO  
WOMEN'S  
HEALTH  
CENTER

**ACLU**  
Illinois

**Comprehensive  
Sex Ed Now**

**beyond**  
LEGAL AID

 **MUJERES**  
LATINAS EN ACCIÓN  
EMPOWERING LATINAS AND THEIR FAMILIES  
EST. 1973



# Strengthening Our Movement

HTA adapted its capacity-building programming to the virtual space, providing political education on the intersection of gender, race, and economic inequity to approximately 500 workers and survivor advocates.

## Partners

Times Up Legal  
Defense Network

Survivors Agenda

National Conference  
on Occupational  
Health and Safety

The Regina V. Polk  
Labor Leadership  
Conference

Women of Color  
Network Economic  
Policy & Leadership  
Project

Plumbers Local  
130 UA

## What Trainees Are Saying

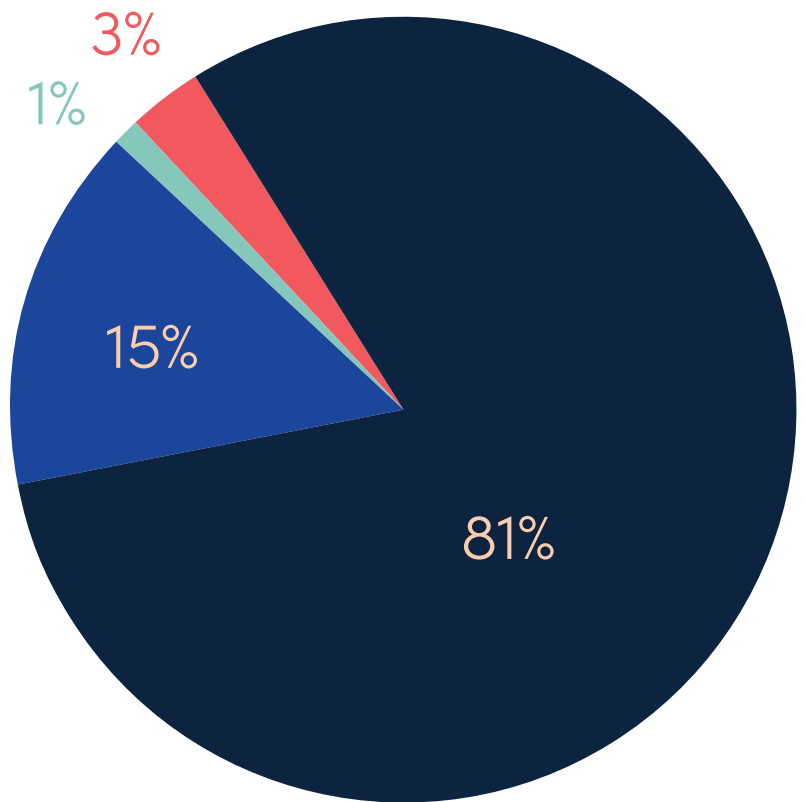
“Give the power back to the victim, don’t just take actions you think will help.”

“I will do my best to intervene in a way that best helps the victim and give them options, whenever they think there are none.”



# 2020 Revenue

- Foundations
- Individual Donors
- Earned Revenue
- Other



## Individual Donors

**229** donated

**\$61,000** in 2020

**\$22** average monthly donor amount

## Foundation and Corporate Funders

Arch Community Fund

Ben & Jerry's Foundation

Chicago Foundation for Women

Crossroads Fund

Emergent Fund

Evans Family Foundation

Field Foundation

Groundswell Fund

LUSH Charity Pot Program

Michael Reese Health Trust

Racial Justice Pooled Fund

Red Backpack Fund

VNA Foundation

Woods Fund

# Board of Directors

**Emily Werth**

Board Chairperson

she/her/hers

**Samantha Lee**

Vice Board Chairperson

she/her/hers

**Gillian Shapiro**

Board Treasurer

she/her/hers

**Jasmine Benjamin**

Board Secretary

she/her/hers

**Erika Chávez**

Board Member

she/her/hers

**Michael Kiser**

Board Member

he/him/his

**Amanda DePalma Gable**

Board Member

she/her/hers

**Darci Flynn**

Board Member

she/her/hers

**Michelle Roseborough**

Board Member

she/her/hers

**Anne Gottschalk**

Board Member

she/her/hers

## Connect with Us

**Website:** [healingtoaction.org](http://healingtoaction.org)

**Instagram:** [@healingtoaction](https://www.instagram.com/healingtoaction)

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