

GEORGIA COALITION AGAINST DOMESTIC VIOLENCE



GCADV



**MOVING  
FORWARD**  
with resilience

**2021**  
ANNUAL REPORT



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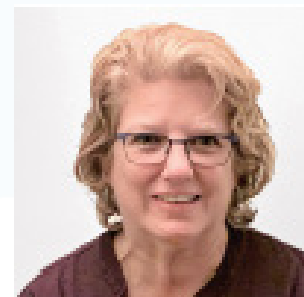
Dear beloved community,

During a time of complete chaos and uncertainty, it was challenging to see the light at the end of the tunnel in 2021. As we reflect on this year, we can see that “light” came from within our own community and the dedication from the GCADV team and its member programs. Entering year two of a global pandemic didn’t exactly come easier than the first, but GCADV was able to continue providing outreach, services, and trainings in a way that worked in this new virtual-hybrid system.

In 2021, GCADV’s staff continued to work remotely and remained connected to domestic violence programs and other professionals virtually. Advocacy across the state remained constant in order to provide uninterrupted support for survivors, as the correlation between Intimate Partner Violence and COVID-19 became more apparent.

In this season of change, GCADV has adapted to challenges presented and used this opportunity to embrace change within the workplace in efforts to avoid stagnancy. “Reinventing Organizations: Becoming Teal” is a process that we have undertaken to assess broken systems within the workplace. Teal organizations come with three breakthroughs that fundamentally challenge management as we know it. **Self-management**, where fluid systems of distributed authority and collective intelligence is utilized over hierarchical pyramids of bureaucracy. **Wholeness**, an encouragement to show up as you are, without the mask of professionalism, so that a consistent, true self is what is driving the work we do. **Evolutionary Purpose**, allow the focus to be on the natural pull of where the organization needs to grow, rather than trying to predict and control the future.

Though recent times have been proven to be stressful to mind, body, and spirit with the loss of personal freedoms, financial stability, and in the worst case... our precious loved ones, there remains HOPE. That hope is rooted in the resilient human spirit, which was exemplified by advocates across the state and nation.



Teresa Millsaps  
Board President



Jan Christiansen  
Executive Director

## OUR VISION

GCADV envisions a Georgia free of domestic violence.

## OUR MISSION

**Collaborate. Advocate. Educate. Empower.**

We **empower** survivors and the programs that serve them, we **educate** the public, and we **advocate** for responsive public policy. Our strength is in numbers, as we **collaborate** throughout Georgia to stop domestic violence.

## OUR VALUES

- **EQUITY** - *Everyone has access.*  
All have the tools they need to succeed, even as needs change over time.
- **WHOLENESS** - *Everyone has what they need.*  
All can be their authentic selves, feel cared for, and are supported to reach their full potentials.
- **FREEDOM** - *Everyone has agency.*  
All are free to fail, to make decisions, to share and to use their authentic, ethical voice.

## BOARD OF DIRECTORS 2020-2021

### OFFICERS

**President,** Teresa Millsaps  
Executive Director, Tranquility House, Cartersville

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Director of Victim Witness Assist. Prog.  
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Sta-Dry Roofing, Lilburn

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Director of Programs  
Raksha, Atlanta

### MEMBERS

- Jamie Bormann, Crisis Line & Safe House of Central Georgia, Macon
- Amy Cheng, Nelson Mullins Riley & Scarborough, Atlanta
- Elisa Covarrubias, liveSAFE Resources, Marietta
- Kristin Files, Smith & Lake, LLC, Tucker
- Barbara Gibson, Women's Resource Center to End Domestic Violence, Decatur
- Ameeta Kalokhe, Emory University School of Medicine, Atlanta
- Monica Khant, Asian Pacific Institute on Gender-Based Violence, Atlanta
- Aimee Maxwell, Fulton County District Attorney's Office, Atlanta
- Jessica Smith, Promise Place, Fayetteville
- Wendy Lipshutz, Shalom Bayit, Jewish Family and Career Services, Atlanta.
- Jamie Perez, Atlanta Volunteer Lawyers Foundation, Atlanta

## MEMBER PROGRAMS 2020-2021

- Ahimsa House
- AVLF Safe & Stable Families Project
- Camden Community Crisis Center - Camden House
- Center for Pan Asian Community Services, Inc.
- Cherokee Family Violence Center
- Circle of Hope
- Colquitt County Serenity House Project, Inc.
- Columbus Alliance for Battered Women, Inc. d/b/a Hope Harbour
- Crisis Line & Safe House of Central Georgia
- DeKalb County Solicitor General
- FAITH in Rabun County, Inc.
- Family Crisis Center of WDCC, Inc.
- Forsyth County Family Haven, Inc.
- Gateway Domestic Violence Center
- Georgia Asylum and Immigration Network (GAIN)
- Georgia Commission on Family Violence
- Georgia Latinos Against Domestic Violence
- Glynn Community Crisis Center
- Harmony House Domestic Violence Shelter, Inc.
- Haven House
- Hospitality House for Women, Inc.
- International Women's House, Inc.
- JF&CS Shalom Bayit Program
- Liberty House of Albany
- liveSAFE Resources
- MACOSH Healing Network
- New American Pathways, Inc.
- No One Alone, Inc.
- Noor Family Services Corporation
- North Georgia Mountain Crisis Network, Inc.
- Northeast GA Council on Domestic Violence
- Northwest Georgia Family Crisis Center, Inc.
- Partnership Against Domestic Violence
- Peace Place, Inc.
- Polk County Women's Shelter
- Project Renewal
- Project Safe Inc.
- Promise Place
- Raksha, Inc
- Safe Haven
- Securus House
- Shelter of Love
- Southwest Georgia Victims Assistance Alliance, Inc.
- Spalding Co. Sheriff's Office Victim Service Unit
- Support in Abusive Family Emergencies (S.A.F.E.)
- Tapestri, Inc.
- The Salvation Army Safe House
- Tifton Judicial Circuit Shelter, Inc., DBA Ruth's Cottage and The Patticake House
- Tri-County Protective Agency
- Wayne Co Protective Agency, Inc. d/b/a Fair Haven
- W.I.N.G.S.
- Women's Resource Center to End Domestic Violence
- Women's Resource Center to End Domestic Violence
- Tahirih Justice Center, Atlanta
- Space Space Property Management, Inc
- Boat People SOS, Atlanta
- Community RISE
- Alma Domestic Violence Foundation
- Kingdom AMI Outreach Ministries, Inc
- Life Circle
- Safespace Property Management
- Noor Family Services
- Amani Women's Center
- Lioness & Purple Heart, Inc
- Hurt2Heal
- GraceLife Family Services Inc.
- MACOSH
- Harm's Way
- Motherless Child
- Karibu Community Legacy Inc.
- Rose of Sharon
- Sisters in Charge
- Pearls of Resilience
- Sisters Empowerment Network
- Shifted Masterpiece

**1,090** Georgians were killed by firearms in domestic violence incidents between 2010 and 2021.

Georgia ranked **31st in the nation** for the rate at which women are killed by men.\*

Georgia consistently ranks among the worst states for the rate at which women are killed by men.

In FY 2021 (June 2020 - July 2021), Georgia's **47** state-certified domestic violence programs:

Sheltered **5,511** victims and their children

Provided **134,409** bed nights of shelter

**4,244** victims and their children were turned away from domestic violence shelters due to lack of bed space.

- Violence Policy Center (2021). When Men Murder - An Analysis of 2019 Homicide Data
- Other state statistics provided by the Georgia Criminal Justice Coordinating Council

**13,215 GCADV training hours impacted**  
**7,953 advocates and helping professionals**

**The Georgia Coalition Against Domestic Violence** is the state leader in the movement to end violence against women and girls. We help to build the capacity of our member organizations, partners, and allies to ensure safe, compassionate, inclusive, and accessible services to survivors and their children exposed to violence. We do this through training, technical assistance, advocacy, and community outreach.

- **Training:** Providing comprehensive survivor-focused training to state-certified and community-based domestic violence programs. Topics include trauma-informed care, crisis intervention, economic empowerment, danger assessment and safety planning, racial justice, and best practices in reaching under-served communities.
- **Technical Assistance:** Providing hands-on guidance and support to domestic violence programs across the state to ensure high-quality care as they work directly with survivors of domestic violence and their families.
- **Public Policy and Advocacy:** Ensuring that the interests and rights of domestic violence survivors are protected and upheld through effective policies within Georgia's systems.
- **Statewide Outreach:** Ensuring communities across the state are engaged, informed, and motivated to create change in the prevention, intervention, and response to domestic violence.

GCADV is also engaged in a variety of **statewide collaborative projects** designed to a) support the unique needs of historically marginalized communities; b) analyze and address trends and service barriers; c) assist victims with self-sufficiency goals; and d) provide coordinated access to domestic violence services throughout the state.

- **24-Hour Statewide Hotline:** Providing coordinated access to safety and support.
- **BRIDGES Deaf Advocacy Program:** Connecting Deaf survivors with the community of support they need to build lives free from domestic violence.
- **Community Rise Project:** Working with marginalized and historically oppressed communities and the programs that serve them to increase access and address program sustainability.
- **Child & Youth Project:** Working with child advocates and therapists to ensure children exposed to domestic violence are receiving services rooted in best practices.
- **Justice for Incarcerated Survivors Project:** Working for the release of incarcerated survivors imprisoned for hurting or killing their abusive partner or committing a crime under duress from their abusive partner.
- **Economic Justice Initiative:** Working with diverse systems, stakeholders, and social justice movements to achieve policies that create greater economic equality for survivors and center their input towards meaningful, individualized and financially sustainable futures.
- **Trauma-Informed Capacity Building Initiative:** Supporting domestic violence organizations in the process of creating services and environments that minimize the impact of trauma and promote resiliency, healing, and wholeness.

While working from home during the height of the COVID-19 Pandemic, GCADV realized the benefits of an adaptable work environment. We made the decision to move from a traditional-styled office to a more open-planned workspace located at 2295 Parklake Avenue - Suite 130, Atlanta, GA 30345.



# LEGISLATIVE ADVOCACY

**GCADV's Public Policy Task Force** values public processes that are inclusive and welcoming across race, class, culture, ability, and identity. We value processes that encourage autonomy and amplify the voices and needs of those who are most impacted by intimate partner violence and where people are openly informed and engaged. We believe in focusing our efforts on policies that will improve the material conditions of survivors' lives in order to promote safety and security, and prevent the return to harmful situations.

In 2021, we changed our Advocacy Day from Stop Violence Against Women Day to Stand With Survivor Day to include survivors of all genders. Our Partners at the YWCA GA Women's Policy Institute facilitated our first ever Advocacy 101, and Keneyette Tisha Barnes, the co-founder of #MuteR.Kelley, was our Keynote Speaker. We held our event virtually for the first time ever and advocates from across the state had an opportunity to have small, intimate discussions with legislators about our legislative priorities. Many thanks to the GA Commission on Family Violence, the GA Network to End Sexual Assault, YWCA GA Women's Policy Institute and Raksha for all your work on Stand With Survivors Day.



## Legislative Wins!

In 2021, we celebrated the passage of HB231, the Dating Violence TPO legislation, which was signed into law by the Governor and went into effect July 1, 2021. This bill codifies the language of dating violence in the Georgia statute, allowing victims of dating violence to seek a temporary protective order if they share a pregnancy in common with the abusive partner and/or are in a current relationship with their abusive partner or have been in a relationship within the past 6 months. This bill was sponsored by Rep. Houston Gaines and was amended in the 2022 session to increase the look-back period for relationships from 6 months to 12 months. As of this writing, the amended bill is awaiting the Governor's signature.

We also celebrated the passage of SB75. Whereby stalking victims can now break their lease without penalty if they have a Civil Stalking order. This bill was sponsored by Sen. Kim Jackson, signed into law by Gov. Kemp, and went into effect July 1, 2021.



HB46, which explains parental leave for state employees, passed the legislature in 2021. This law paves the way for future legislation that could expand paid leave to victims of domestic violence - a vital need for victims who fear retaliation or loss of income when they take leave while attending to the consequences of abuse.

Funding for DV programs continues to be a priority for GCADV. In 2021, an additional \$1.7 million was allocated to the state budget for state-certified DV shelters with an additional \$300,000 allocated to fund two newly certified DV shelters. \$700,000 was put back into the budget to replace the funds that were reduced in 2020, all totaling an additional \$2.7 Million in the state budget for state certified DV shelters

GCADV offers a variety of trainings to domestic violence programs and other professionals to strengthen our state's response to domestic violence and ensure that victims receive the best advocacy services possible. 2021 continued our focus on safety and accessibility by providing virtual training. Below are some examples of trainings GCADV has developed for advocates and partner organizations.

**Virtual Frontline Training:** To continue providing this essential training for new domestic violence advocates, we moved this 3-day training onto an entirely virtual format. The virtual version of our Frontline training consists of a combination of online recorded webinars and e-learning modules. Live sessions focus on discussion, interaction, and Q&A time to supplement and enhance the content learned via our training website.

**Reading Groups:** GCADV continued our new form of training – a virtual book club! In partnership with co-facilitators from CJCC, GCFV, and Women's Resource Center we discussed *Memorial Drive: A Daughter's Memoir* by former US poet laureate and author Natasha Trethewey.

**Training website:** The training website continues to grow in content and in users who are accessing the site. In 2021, we added *Understanding the Covid 19 Vaccine*. The training website is a free resource for anyone interested in learning more about the dynamics of domestic violence.

**Guest Trainers:** GCADV was honored to host several trainings facilitated by experts from around the country, including "Technology Misuse: Maintaining Safety & Security in a Digital Age" presented by Audace Garnett, Technology Safety Specialist, NNEDV Safety Net, and "Advanced Issues in VAWA Confidentiality" presented by Alicia L. Aiken, J.D., Principal, Danu Center for Strategic Advocacy and Director of the Confidentiality Institute.

GCADV has committed itself, over the last ten years, to address the oppression of Women of Color (WOC) within the domestic violence movement and amongst those impacted by domestic violence. The Black community is disproportionately impacted by domestic violence. 40% of black women will experience domestic violence in their lifetime and are 2.5 more times likely to be murdered than their white counterparts.

GCADV recognizes that we have invested significantly in systems that inflict violence on Black, Indigenous, and People of Color (BIPOC) communities. We acknowledge BIPOC's historical trauma and lived experiences of violence and center those traumas and experiences in our commitments to move forward. We stand with the Black leaders in our movement. And we are grateful to the Black women, Indigenous Women, and Women of Color - past and present - who have contributed greatly to our collective body of work, even as it has compromised their own health and well-being.

It is time to recognize and transform not only oppressive institutions, but also ourselves. GCADV supports the promotion of community-based practices that resist abuse and oppression and encourage safety, support, and accountability. We have spent decades building our movement's voice and power. And using them to elevate and support voices that have long been silenced. Let our actions continue to show that we do not stand by idly. Let them show that we are learning, changing, and continuing to demonstrate that Black Lives Matter is a centering practice for our work.

# JUSTICE FOR INCARCERATED SURVIVORS

Research indicates that up to 94% of incarcerated women have experienced physical violence from an intimate partner. Survivors are typically punished for protecting themselves or their children from harm or are coerced into criminalized activity by their abusive partners. When survivors are criminalized, the cycle of harm repeats.

The Justice For Incarcerated Survivors (JFIS) program, which started as a clemency project in 2015, shifted from a clemency model when mandatory minimums were required for certain criminalized offenses. The JFIS project brings together attorneys and advocates who work to gather all the information necessary to present to the parole board and provide post-release support for survivors reintegrating into the community. Through a post-conviction participatory defense model, survivors are invited to share their stories of intimate partner violence and their families and communities are also involved in supporting the efforts to secure the release of their loved ones.

## 2012 Domestic Violence Fatality Review Annual Report:

- "...many abused women face the reality of these two tragic endings: losing their life at the hands of their abuser or losing their freedom by killing their abusive partner".
- 79% of women in prisons nationwide (and as many as 94% of the population in some women's prisons) have experienced abuse before their incarceration.
- 90% of people in women's prisons are survivors of interpersonal trauma including childhood molestation, physical violence, and/or sexual assault.
- One out of every three women in prison for manslaughter or murder is incarcerated for actions they took to protect themselves or a loved one from physical abuse or sexual violence.



## History

- In 2015, a multi-stakeholder advisory group came together to discuss the need for clemency services for survivors who were incarcerated in GA. Together they formed a collective vision around identifying survivors who may be eligible for post-conviction relief in the four Georgia state women's facilities.

## Goal

- To provide post-conviction relief to survivors who are parole eligible and have been criminally convicted of surviving their experience of domestic violence or who were convicted of a crime committed under the duress of their partner who used violence/intimidation against them.

## Process

- Georgia Department of Corrections (GDC) provides a list of survivors eligible for the program or survivors reach out directly to GCADV staff to request assistance. Domestic Violence advocates volunteer to interview survivors, collect collateral information and help provide re-entry supports.
- Since 2016, JFIS has received more than 350 direct survivor requests or GDC referrals from the four GA prisons. Of that number, more than half have been eligible for the program.
- In 2018, we partnered with Alston & Bird LLC which provides volunteer lawyers who represent project participants pro bono.



## Story:

The Child & Youth Project was launched in 2017 in response to the Georgia Domestic Violence Fatality Review Project's findings that most child witnesses of domestic violence homicides were without comprehensive services, long-term advocacy and support, and access to helpful resources. Additionally, there was a gap in awareness of the experiences and needs of the nearly 10,000 children whose families access domestic violence services in Georgia each year. To date, the project has served more than 1,600 youth-serving advocates and service providers, domestic violence task force members, and mental health professionals, filling a void in knowledge about how to address the harmful effects of domestic violence on child survivors.

## Statistics:

Over 200 children advocates, task force members, and other child-serving professionals attended trainings during July 2020-June 2021.

## Training:

*The impact of Domestic Violence on Children-* We examine how children experience domestic violence, the effects on youth across developmental stages, and vitally, how we support children and their parents to encourage healing and resilience.

*The Youngest Survivors: Advocacy for Child & Youth Witnesses of Domestic Violence-* we address various aspects of service provision for child and youth advocacy in domestic violence program settings and provide advocates with information, tools knowledge, and strategies to use in direct practice with children, youth, and teenagers.

*Supporting Child Survivors of DV Homicide: Addressing Grief and Building Resilience through Community Response-* We discuss the unique experience of children who have lost a parent to domestic violence, how children navigate grief and loss, and ways to strengthen community collaboration to support young survivors and their families.

*Other trainings during July 2020-June 2021 included.*

The Community Relationship Informing Survivor Engagement (RISE) Project delivers technical assistance to small, under-resourced community-based organizations (CBO), that are providing culturally relevant services to survivors of domestic violence, from communities of color, those living below the federal poverty level, individuals with disabilities, refugees, and members of the LGBTQIA+ community. Community RISE was developed in response to the persistent racial disparities in rates of DV and the need for programming that is appropriate for the needs of specific populations. The project's goal is to build the capacity and sustainability of these organizations so that they can better meet the short- and long-term needs of the survivors they serve.



**"Working with CR has benefited our organization in several ways. 1) We've increased our knowledge of what it takes to run an**

# BRIDGES

BRIDGES is the only Deaf-led domestic violence program in Georgia. From accessible communication to emotional support to housing to justice, we see the whole picture of what Deaf survivors need. We break the isolation Deaf survivors feel and empower them to heal and build lives free from domestic violence through culturally appropriate advocacy and collaboration with hearing and Deaf community partners. BRIDGES connects helping professionals and builds collaboration so that together we meet the unique needs of Deaf, Deaf-Blind, and hard-of-hearing survivors. Our co-advocacy approach works in tandem with service providers and survivors - bridging the gaps and breaking down barriers to quality services for Deaf survivors.

404-381-8282 VPN  
info@bridgesfordeaf.org

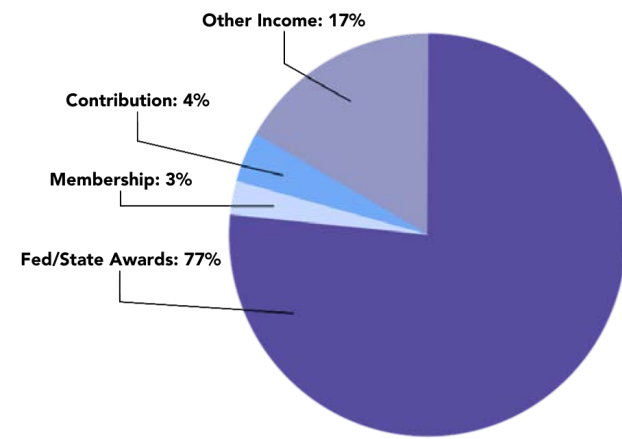


If you or someone you know needs help - Deaf-friendly and non-judgmental - contact BRIDGES.

BRIDGES helps Deaf survivors build lives free from domestic violence.

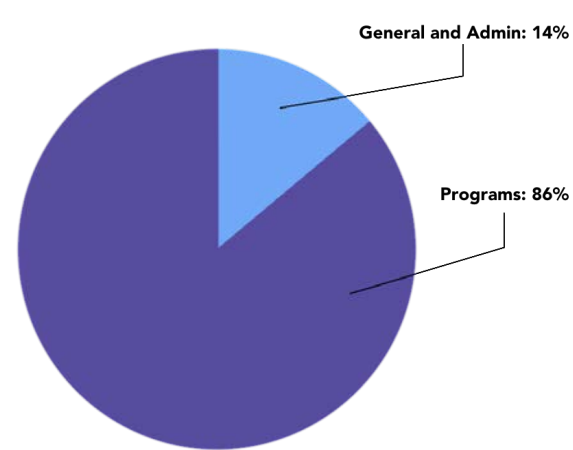
**REVENUE**

Fed/State Awards:	\$1,315,780
Membership Income	\$45,558
Contributions:	\$66,966
Other Income:	\$288,537
<b>Total:</b>	<b>\$1,716,841</b>



**EXPENSES**

General & Admin:	\$224,355
Programs:	\$1,394,490
<b>Total:</b>	<b>\$1,618,841</b>



## Allstate

With assistance from the Allstate Foundation, furthering GCADV's Don't Knock the Hustle program, GCADV was able to support 950 advocates and survivors who took part in financial literacy and economic independence initiatives. Through Promise Place, Amani Women Center, and Pearls of Resilience - financial health, literacy, and centering survivor skills for entrepreneurship, were made possible in some of Georgia's most underserved communities.



## Google

With assistance from Google, GCADV was able to expand our Don't Knock the Hustle Match Savings program to provide \$500 for 200 survivors. Individuals who identify as domestic violence survivors are provided with these funds toward their independent entrepreneurship and business endeavors.



## Thank you to all of our supporters!

Your support makes our work possible. Together we can help to transform the lives of survivors and their families. Together we can create thriving communities. Together we can save lives.

- |                                |  |                                    |
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**GCADV regrets any inadvertent omission of donor names**



@GCADV

**2021**  
ANNUAL REPORT



Georgia Coalition Against Domestic Violence  
2295 Parklake Drive - Suite 130  
Atlanta, Georgia 30345  
404.209.0280  
[www.gcadv.org](http://www.gcadv.org)