



# 2022 IMPACT REPORT

HEALING  
TO ACTION

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## At the forefront of the #MeToo movement

2022 has been a remarkable year for Healing to Action (HTA). Last October marked the 5th year anniversary of #MeToo when we learned that Tarana Burke, the founder of the #MeToo movement, named HTA as one of the **top five** organizations in the country at the forefront of the #MeToo movement in *Time* magazine.

### Wow. Just, wow.

For our leaders, Tarana's remarks are not only a validation of their experience, but a testament to their bravery, power, and leadership. In this new post-Roe world, we feel confident that centering survivors and supporting survivor-leadership is key in bending the arc towards justice for survivors.

We are so grateful to our committed community of survivor-leaders, supporters, staff, and board members who continue to make sure HTA lives up to the promise of our collective work. Thank you for being a source of nourishment and strength.

In peace and gratitude,

Two handwritten signatures in black ink. The first signature on the left is 'Karla' and the second signature on the right is 'Sheerine'.

Karla and Sheerine



## 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.

# OUR VALUES

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## **We are survivor-centered and survivor-led.**

Our work is directed by and for survivors, who are wise, resourceful experts uniquely equipped to identify and respond to the root causes of gender-based violence. We are accountable to survivor leaders' vision, who actively shape, implement, and evaluate the success of our work.

## **We are working towards liberation.**

We see liberation as a collective state of joy where every person's experiences and emotions are valued and they feel understood, creating deep trust within our community. Our liberation work is ongoing, and requires continuous growth of our knowledge and resources.

## **We see our struggles as interconnected.**

We recognize that we each bring specific experiences of privilege and oppression to our work. Through integrating our unique identities into our collective work, we strive for each person to feel wholeness.

## **We have the power to transform our lives.**

We seek to transform ourselves, our community, and our culture.

## **We believe that unity makes us stronger.**

We are united in our commitment to empower ourselves and each other. We reliably support and share mutual responsibility for this work and for our community.

## **We are rooted in healing.**

We believe healing is both a personal and collective process. If we heal our minds and bodies from trauma, then we can help others overcome the trauma that affects the mental and physical wellbeing of survivors. To heal is to free yourself from oppression.

## **We are committed to justice.**

We acknowledge and uplift every experience of survivorship, because we envision a world free from injustice for all. We organize against the root causes of gender-based violence in our communities, creating tools to repair and prevent harm to ourselves and future generations.

## SURVIVOR LEADERS IN ACTION



### DIANA RODRIGUEZ (SHE/HER)

“I became a leader with HTA in 2022 to further my commitment to spread awareness and education in response to gender based violence (GBV) in all of its forms. As a survivor of domestic violence, I use my voice at every opportunity as an activist/advocate to improve the lives of other survivors and victims.

In the last few months of joining HTA I have realized that domestic violence is only one layer of this complicated community issue. That GBV has its roots in every social injustice that needs to be addressed and dealt with. That only through organizations such as HTA and others like it, can we overcome it.

**My superpower is my voice together with my activism and I am unstoppable.”**

# 2022 HIGHLIGHTS

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## Our base of survivor-leaders is growing

Last summer, 14 new survivor-leaders representing Black, immigrant, Latinx, disability, and LGBTQ+ communities across Chicago graduated HTA's flagship leadership program, Healing Generations. With this third cohort, HTA has now graduated 45 survivor-leaders who are using their leadership skills to change their communities.



## Survivor-leaders share their stories

After collaborating with Lily.Be, a powerful Chicago west-side storyteller, 9 HTA survivor-leaders collaborated with one another to craft their "neighborhood story" and performed it for our entire base of supporters and staff. These leaders have gone on to advocate with decision-makers, connect with isolated survivors, and feel the power of their voice.



## Promoting a culture of consent

HTA survivor-leaders spent 2022 building a blueprint for all Chicago Public Schools to implement comprehensive sexual health education. Through workshops and a toolkit, leaders engaged parents from the Walsh Elementary School community on issues like consent and gender identity. Walsh parents are now using this knowledge to ensure access to gender-inclusive bathrooms & resources for caregivers to continue to support youth.



## Survivor Power Institute

In the fall, HTA launched the Survivor Power Institute to equip 10 community-based organizations in Chicago with tools and strategies to place survivors at the forefront of making changes in their communities. The changes enacted by these organizations **will impact over 20,000 community members** in Chicago.

## Survivor Governance

In 2022, HTA survivor-leaders formed a Survivors Council to promote survivor-led governance on the Board. Survivor-leaders collaborated with HTA Board members on fundraising, participating in a 360 evaluation for the co-directors, and recruiting board members. Leaders in the Council have decided to stay on for a second term and will continue to build the Council's infrastructure.

# SURVIVOR-LEADERS ...

organized with over

# 520

community members to create change in their communities.

held over

# 300

conversations with their neighbors, friends, and community members about gender-based violence.

are seen as leaders in their community, receiving

# 137

disclosures this year by isolated survivors.



## SURVIVOR LEADERS IN ACTION

### MARIA LUISA DURAN (SHE/HER)

“I joined HTA in 2020. Participating in the Healing Generations program made me feel passionate about everything. I loved thinking about gender-based violence as a social justice issue.

**One superpower I’ve discovered is that I am capable of many things. I used to just work, eat, and sleep. But now, I see that I can do things like help others and that I like to do that. And I like to learn.”**



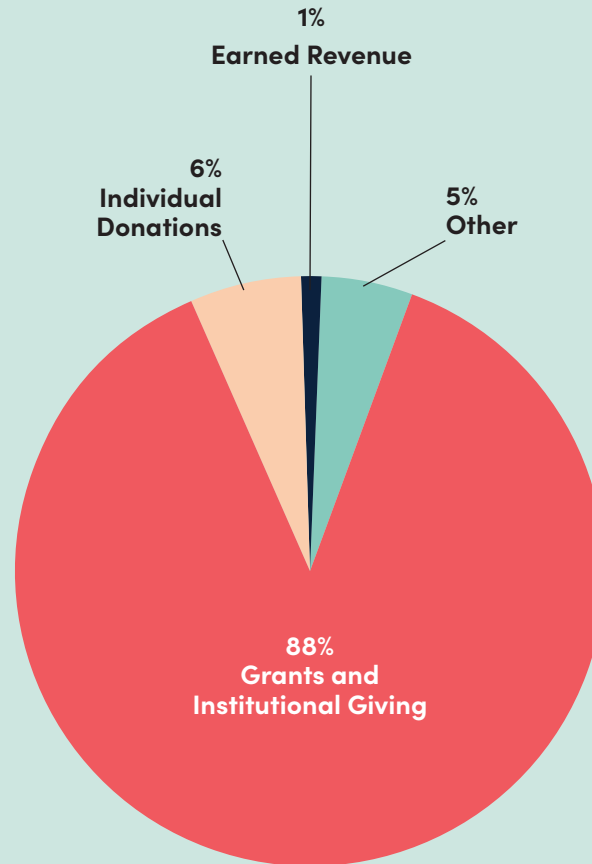
# 2022 Finances to Sustain Survivor Leadership

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HTA continues to be on a path of financial sustainability and growth, with a large influx of revenue at the end of 2022. We are grateful to have the resources to expand our team, provide more support for survivor-leaders, and increase our impact.

## FY '22 Revenue

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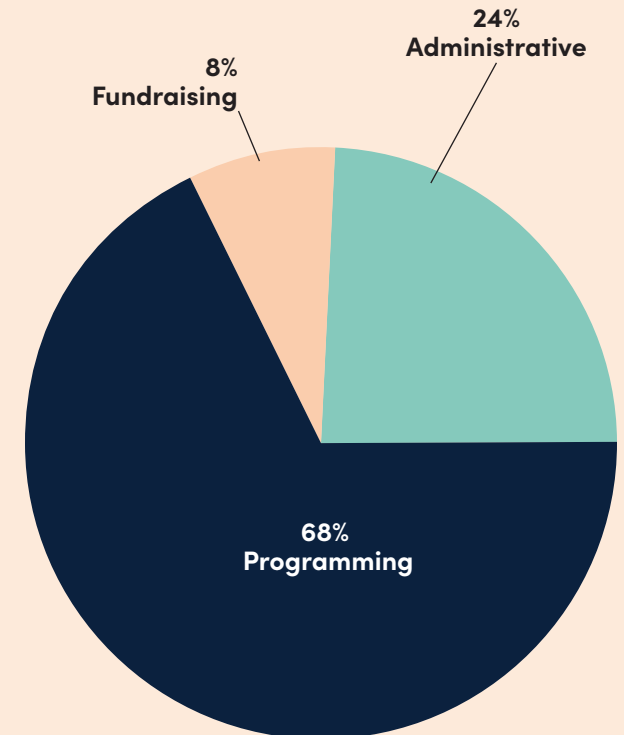


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**\$708,817**

## FY '22 Expenses

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**\$535,180**

## SUSAN AARUP (SHE/HER)

"I'm a strong social justice warrior that advocates for change and power. I am involved in at least 7 different campaigns around the country to advocate for disability rights and human rights. I joined HTA in 2020 through the Healing Generations program and my work with HTA continues to remind me that only together we are stronger."



**SURVIVOR LEADERS IN ACTION**

Photo by Gary Middendorf

# LOOKING TO THE FUTURE

Thanks to our survivor-leaders, board members, staff, and community partners, we've developed a strategic plan for 2023–25. The strategic plan is centered around 3 key pillars.

# 1

Amplifying the impact of our work

# 2

Deepening and strengthening our survivor leadership model

# 3

Further developing our organizational infrastructure to support long-term sustainability



We are so excited for the growth, stability and power in our future and look forward to sharing our progress with you.



## DEEP GRATITUDE TO OUR COMMITTED SUPPORTERS

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Racial Justice Pooled Fund  
Crossroads Fund  
Paul M. Angell Foundation  
Julian Grace Foundation  
Field Foundation  
Collective Futures Fund  
Woods Fund  
Ms. Foundation  
Kolibri Foundation  
Groundswell Fund

Seabury Foundation  
Michael Reese Health Trust  
Chicago Foundation  
for Women  
New Pluralists  
Fund for New Leadership  
Albert Pick Jr. Fund  
Conant Family Foundation  
Raliance Foundation

In addition to these partners, we are incredibly grateful for our **grassroots supporters**. Every year, these donors step up and give generously because they are committed to the idea that survivors most impacted by gender-based violence should be the ones whose voices need to be heard. Thank you, grassroots partners!



## BOARD OF DIRECTORS

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**Samantha Lee**  
Board Chairperson  
she/her/hers

**Michelle  
Roseborough**  
Vice Board  
Chairperson  
she/her/hers

**Gillian Shapiro**  
Board Treasurer  
she/her/hers

**Jasmine Benjamin**  
Board Secretary  
she/her/hers

**Saul Brand Padilla**  
Board Member  
he/him/his

**Michael Kiser**  
Board Member  
he/him/his


**Amanda Hwu**  
Board Member  
she/her/hers


**Emily Werth**  
Board Member  
she/her/hers

**Elana Green-Kopp**  
Board Member  
she/her/hers

## CONNECT WITH US

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