



WELCOME TO
COLORFUL
COLORADO



Violence *free*
COLORADO™

2022 Impact Report

LOOKING BACK

2022 was a hard year. We saw demand for services rise as domestic violence incidents and fatalities soared. We adjusted to providing services in a “post-pandemic” world where financial, workplace, and educational gains have been set back a generation. We felt the anger and fear generated by the systematic denial of hard-won civil rights – voting rights, abortion access, queer and trans rights. We were enraged as anti-queer, anti-trans, anti-Asian, anti-Black, anti-immigrant, and anti-woman rhetoric found louder voices and larger audiences. We felt the impact of every bullet shot at a child in school, a Black or brown person in daily life, and at civilians in war zones across the world. Violence was elevated in our public discourse, in the systems meant to serve us, and in the relationships where we should feel the most safe. It was a hard year.

2022 was a good year. We worked to meet the above challenges. We asked hard questions about inclusivity and accessibility. We critiqued our work, our movement, and ourselves. We innovated programs and connected to new resources. Despite financial constraints and staff stretched paper-thin, many of our member programs expanded services. They housed, sheltered, counseled, supported, and believed thousands of survivors. We taught each other. We learned from survivors. Violence and oppression didn’t stop for COVID or transition and neither did we. Together, we made Colorado a safer place to live and thrive. It was a good year.

2022 was a year of change. Our agency has experienced significant transitions in staffing and in organizational structure. I joined Violence Free Colorado in December 2020 as Associate Director and became Executive Director in January 2023. In this time, I have seen our staff do incredible things. Wanting change is never enough for them; they work to make change happen, even when – especially when – the work is difficult. In this report, I have the honor of sharing some of that work with you. I am very proud of the hundreds of technical assistance calls we completed, the dozens of trainings we offered, the millions of dollars we helped secure for programs, and the information we shared on social media, in technical assistance documents, and through the Online Learning Center. As you read, please remember that every number in this report represents people connecting, overcoming, finding a way. **We advocate – for ourselves and for one another – because we know change is possible and necessary.**

–Roshan Kalantar
Executive Director

2022 Staff & Board

Board

Adam Evans – Co-Chair

Nicole Castillo – Co-Chair

Laura Pearson

Sean Miller

Staff

Amelia Lobo – Public Policy Specialist through July 2022

Brandy Walega – Technical Assistance and Training Specialist

Corinne DiVittorio – Finance, Operations, and Grants Manager

Hannah Colter – Community Impact Specialist

Katie Wolf – Public Policy Director

Lindsay Christopher – Housing Program Manager

Liz Kurko – Flexible Funding Technical Assistance Specialist

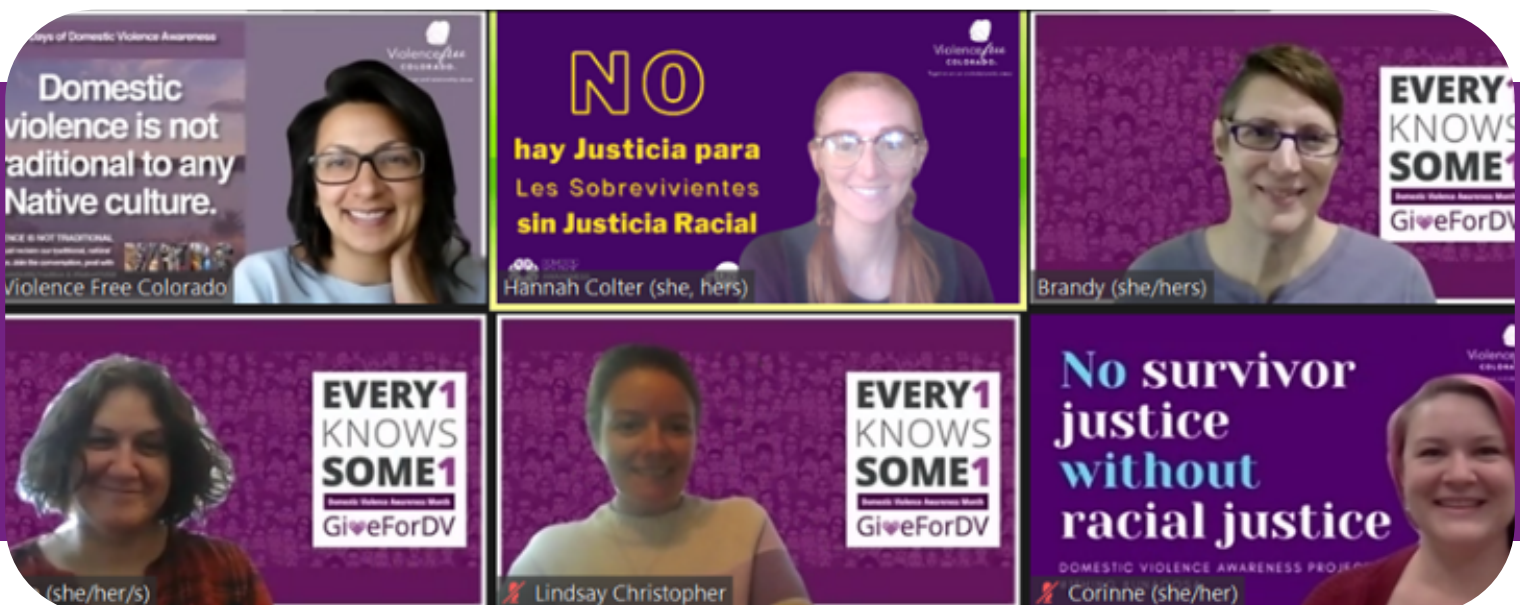
Marissa Shoback – Finance and Operations Director through Aug. 2022

Miranda Encina – Culturally Responsive Technical Assistance Specialist

Monica Rivera – Executive Director June 2022 through Jan. 2023

Roshan Kalantar – Associate Director through Dec. 2022, current Executive Director

Tamika Matthews – Community Impact Manager through Mar. 2022



Staff members Miranda, Hannah, Brandy, Roshan, Lindsay, and Corinne on a zoom call, with various purple backgrounds recognizing Domestic Violence Awareness Month.



BY THE NUMBERS

In 2022, our staff:

- Responded to over 700 technical assistance calls
- Provided over 20 statewide trainings for advocates
- Provided over 20 specialized trainings tailored to the needs of a member or other agency
- Expanded language access in our training and technical assistance
- Built and led online communities for Housing Advocates, Shelter Directors, Flex Funds Recipients, Program Supervisors, and Advocates/Leaders seeking to deepen their Accessible, Culturally-responsive, Trauma-informed (ACRTI) work
- Worked with our sister coalition, the Colorado Coalition Against Sexual Assault (CCASA), to share innovative ideas with hundreds of advocates through the Colorado Advocacy in Action Conference
- Shared new ideas and information through newsletters, social media, and website
- Built a new course on ACRTI Principles for our Online Learning Center
- Worked with the Domestic Violence Program (DVP) to bring over \$5 million in flexible funding to survivors through local domestic violence programs
- Worked with CCASA, the Colorado Office for Victim Assistance (COVA), and the Colorado legislature to secure \$48 million to fill gaps in VOCA funding and keep programs open

ACRTI Across Our Organization

In 2018 Violence Free Colorado started working closely with The National Center on Domestic Violence, Trauma and Mental Health. Since that time, **we've used their language - "Accessible, Culturally-responsive, Trauma-informed (ACRTI)" - for our diversity, equity, and inclusion work.** ACRTI is now the primary lens through which we view both our internal and external work.

Foundationally, we believe that as an anti-violence organization we must recognize **power and control as the underlying factor in both domestic abuse and all other forms of oppression** and violence. Additionally, in our work to end domestic violence, we must also address the impact of intersecting oppressions such as racism, homophobia, ageism, ableism, and xenophobia. **With this intersectional perspective, we can more fully understand how people experience trauma** on an interpersonal, community, and system level.

This past year we've been working internally to evaluate gaps in our own understanding of oppression and how these gaps impact the support that survivors receive and the connection our organization has to others working in the anti-violence movement.

Anti-oppression work is ongoing. It is our responsibility to reflect on the privileges we hold and take accountability for our individual, systemic, and historic connections to colonialism, violence, and oppression. We've tailored our technical assistance and training work to reflect ACRTI goals.

Throughout our report you'll find staff perspectives on how they're incorporating ACRTI principles into their daily work. We invite feedback from our members and partners on ways we can continue to grow.



In 2022 our approach to training and technical assistance focused on integrating ACRTI principles into all of our work, increasing language access, and cultivating community connections.

How we did it

- **Created tailored trainings to focus on specific needs identified by programs and community partners. Notable trainings and panels include:**
 - Supporting LGBTQ+ survivors
 - Supporting trans employees in our organizations
 - Trauma-informed, survivor-centered approaches, intersectionality, and health equity in healthcare settings
 - Naming and changing the marginalizing experiences present in our work
- **Supported leaders in the anti-violence movement:**
 - Hosted the Directors' Collaborative, a monthly meeting of domestic violence program directors across Colorado
 - Created space for national leaders to support each other in our monthly Equity Collective
 - Supported Leaders of Color in their roles
- **Increased language access by offering ASL and Spanish interpretation in our live webinars and recordings**

Training and Technical Assistance



TTA Team members Brandy Walega and Miranda Encina



Our Culturally Responsive Technical Assistance Specialist Miranda Encina attended Alaska's annual conference focusing on ACRTI principles. This conference was led by Indigenous community members. Miranda is pictured here (right) with Cathy Cave (left), Senior Training Consultant with the National Center on Domestic Violence, Trauma, and Mental Health.

Training and Technical Assistance

Staff highlights

"My favorite part was witnessing advocates' passions in their work and building upon those strengths...Many organizations began to find their roots in ACRTI work and were continually curious about how to incorporate that into the work they're doing."

-Miranda Encina

Culturally Responsive Technical Assistance Specialist

"I most appreciate building relationships so folx continually feel comfortable and ask a variety of questions whenever they arise... Our 'doors' are always open and all questions are welcome!"

-Brandy Walega

Technical Assistance and Training Specialist

ACRTI Across Our Organization

TTA Team

All our trainings center around power and control as an underlying factor of violence and oppression. This allows us to address the complex trauma that survivors and staff may be experiencing.

Last year we created the Foundations of ACRTI training; its recording has been shared widely. We also hosted speakers and presentations that address historical oppression, trauma, stress, and culturally-responsive practices.

Finally, we created a land acknowledgment that highlights the ongoing work needed to hold ourselves accountable for continued colonization, violence, and oppression while acknowledging that anti-violence work was started by trans, Black, and brown communities.

Amidst ongoing impacts from the COVID-19 pandemic, our Housing and Economic Justice Team worked with advocates across the state to increase survivors' access to safe and affordable housing and financial empowerment opportunities.



How we did it

- **Worked closely with DVP and local agencies to implement the Flexible Funding Assistance Project:**
 - In this collaborative project, DVP provides flexible funds to domestic violence and sexual assault programs across Colorado and our staff provide technical assistance and training to the recipient programs who distribute financial assistance to survivors
 - These funds are some of the most flexible that programs have had access to when supporting survivors' varied financial needs
- **Explored possibilities for rebuilding, reconnecting, and expanding our Housing Cohort** to encompass a wider reach of housing and economic empowerment work across the state
- **Provided training and technical assistance related to survivors' housing and financial needs, including:**
 - Implementing master leasing units
 - Savings opportunities and other economic justice work through AllState and Change Machine
 - Alternative assessments to increase housing options for survivors, reduce bias, and maintain survivors' confidentiality

Housing and Economic Justice



Housing and EJ Team members Lindsay Christopher and Liz Kurko

ACRTI Across Our Organization

Housing and EJ Team

One example of how we've incorporated more ACRTI principles in our work is by committing ourselves to language access and making sure that when we do offer technical assistance, we're meeting the language and accessibility needs of folks participating.

Community Impact



Community Impact Specialist
Hannah Colter

Our communications work in 2022 focused on streamlining our communications channels and building a strong foundation for a more accessible website in 2023.

How we did it

- **Focused in on the public-facing communications channels that make most sense for our work and our audiences:**
 - Our website, newsletters, Facebook, and Twitter
- **Built a strong foundation for a new website coming in 2023:**
 - To make our work and information about domestic violence in Colorado more accessible to online visitors
- **Initiated a strategic pause for our violence-prevention campaign, Stand Up Colorado:**
 - Giving our agency a chance to regroup and recommit to what our prevention work can look like moving forward
 - A Call For Change Helpline remains a great resource and valuable partner in intervening and preventing abusive behaviors: 877-898-3411



Staff highlights

"I enjoyed responding to members' communications-related questions and learning about their work in our statewide calls. "

-Hannah Colter

Community Impact Specialist

ACRTI Across Our Organization

Community Impact

In addition to ACRTI in our programming, it's important that the communications about our work also incorporate these principles. This requires a wide range of considerations about our audiences and their needs – in reality the work toward ACRTI in communications doesn't (and shouldn't) end.

Much of our work in 2022 involved learning about website accessibility so that our new website can be more easily accessed by more people. This included researching and considering content, layout, image choice, ALT text, color contrast, language translation, navigation, and more.

Last year we secured \$48 million in funding for crime victim services, with specific allocations to domestic violence programs and fewer restrictions than current federal funds. We also supported the continuation of the domestic violence fatality review, which was set to repeal.



How we did it

- **Wide stakeholder work in partnership with CCASA and COVA**
- **Broad education to all 100 members of the legislature:**
 - Outlining the lack of state funding for domestic violence programs in Colorado and the need to backfill federal funding caps created through VOCA (Victims of Crime Act)

Staff highlights

"I am most proud of our ability to secure \$48 million in funding, from a state government who at the time made no investment in domestic violence programs. Creating awareness and urgency in this space was challenging but created a rewarding outcome to support all the programs across Colorado."

-Katie Wolf

Public Policy Director

Public Policy



Public Policy Director
Katie Wolf

ACRTI Across Our Organization

Public Policy

One of our goals is to make sure the funding we're advocating for can and does go to more survivors who are traditionally not served well by various systems in Colorado.

Last year we worked closely with stakeholder groups to support their recommendations that funding go to culturally-specific programs across Colorado. We also advocated for more flexible funding to be available to domestic violence programs across the state.

Finance, Operations, and Grants



Finance, Operations, and
Grants Manager
Corinne DiVittorio



In 2022, the Violence Free Colorado team navigated several changes in grant funding, including shifts in applications cycles, new rules for expenditures, and staff transitions. As we settle into these changes, we look forward to supporting our member programs navigating similar challenges. Despite bumps in the road, Violence Free Colorado ended the year on a strong note and with a solid plan for the future.

Staff highlights

"A highlight for me was pivoting in the last quarter of several grant cycles to use funding in a way that was most helpful for staff and impactful for our mission."

-Corinne DiVittorio

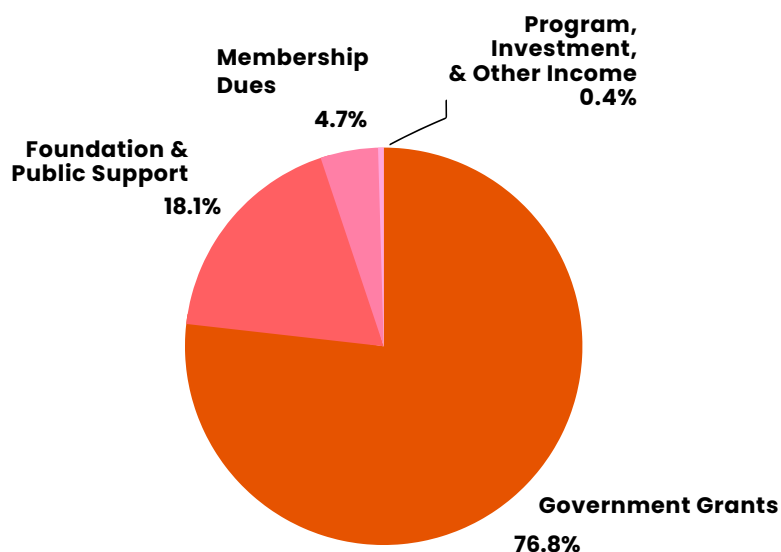
Finance, Operations, and Grants Manager

Our 2022 Financials

Revenue

Government Grants:	\$706,797
Foundation & Public Support:	\$166,249
Program Income	\$1,594
Membership Dues:	\$43,135
Investment Income:	\$40
Other:	\$2556

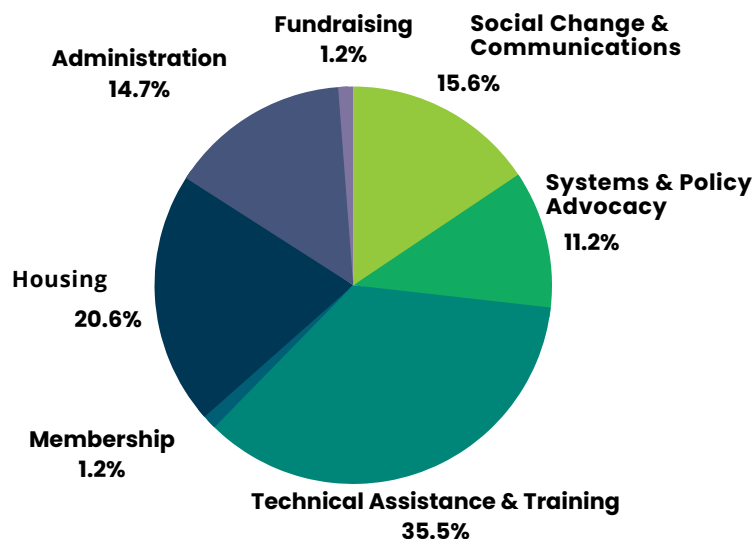
Total Support and Revenues: \$920,373



Expenses

Program Services:	
Social Change & Communications:	\$152,897
Systems & Policy Advocacy:	\$109,693
Technical Assistance & Training:	\$348,195
Membership:	\$11,296
Housing:	\$201,840
Administration:	\$144,249
Fundraising:	\$11,925

Total Expenses: \$980,095





LOOKING AHEAD

Spring in Colorado can be as brutal as it is beautiful. We're as likely to have snow on Mother's Day as we are on New Year's Day, a quirk that usually catches new folks in our region by surprise, especially if they are at all inclined toward gardening or planting. And each year, with as many buds and blooms that get nipped by a spring frost, there are just as many which seem to defiantly demand renewal. Spring will come and no snow or "wintery mix" will stop it.

At this time of year, we are grateful for the voices within our coalition that push forth towards renewal - that know that more and better work is coming - that will lead us to new approaches, ideas, and growth that benefit survivors of violence and all of us who work to bring about greater peace and justice in Colorado. A columbine pushing through snow seems an apt illustration for how the members of Violence Free Colorado approach their work this spring.

Our coalition is entering a season of renewal. From member organizations to coalition staff, to our funders, to our great volunteers. As the Board, we invite you to consider how you want to reconnect and recreate with Violence Free Colorado in this coming year.

The Board will bring on several new members this year, primarily from our member organizations. Returning to a healthy size, reestablishing working groups and committees, and re-envisioning how our Board should work together with our outstanding staff team are among our priorities. We're excited where this season of renewal is heading and invite you to join in.

-Adam Evans and Nicole Castillo
Board Co-Chairs

Thank You



Contact

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