



ANNUAL REPORT

2020-2021

LETTER FROM THE CEO



Between July 1, 2020 and June 30, 2021, **STAR® served 857 individual survivors and assisted 2,146 callers** on our 24/7 hotline across our three branches in Louisiana.

Dear Supporters,

2021 has proven to be another trying year for organizations and businesses as the COVID-19 pandemic continues to disrupt services across all sectors. STAR® continues to be agile in the ever-changing landscape of providing direct services to the community while also maintaining the health and safety of our team members.

In an ever-changing world, STAR® remains fully staffed and prepared to serve our community. Our phenomenal team members succeed in finding innovative ways to provide support to survivors, coordinate with systems, and deliver education and training to carry out our mission in the midst of a global pandemic.

We are excited to share our latest annual report with you, which provides a snapshot of our community impact between July 1, 2020, and June 30, 2021. This work cannot be done alone, and I would like to personally thank all of the individual staff and volunteers who remain committed to our mission and vision, as well as to our grantors, funders, and community supporters who continue to uplift our work and provide much-needed support to ensure that survivors receive our quality services.

We look forward to working with you to move our communities forward, and to prepare for the challenges in the future we can't begin to imagine.

RACHEAL HEBERT, LCSW, BACS
FOUNDER, PRESIDENT & CEO

AGENCY HIGHLIGHTS



ADVOCATING FOR CHANGE ON COLLEGE CAMPUSES

This year STAR took on a larger role in creating culture change on college campuses in Louisiana. Through our advocacy work at the Louisiana Legislature, as well as through our work directly with university systems across Louisiana, STAR helped develop more effective, trauma-informed policies, protocols, and training for campuses to better prevent and respond to sexual assault.



AWARD-WINNING STAFF

STAR's Founder, President & CEO, Racheal Hebert, was named a 2020 Influential Woman in Business by the Baton Rouge Business Report for her leadership at STAR over the past decade.



STAR's Policy & Compliance Director, Morgan Lamandre, Esq., was honored with the "Legal Service Excellence in Advocacy" Award in 2021 by the Louisiana State Bar Association.

LEGISLATIVE VICTORIES

Each year, STAR® works closely with our legislative partners and stakeholders to advance our legislative agenda. Below are a few key bills that STAR® helped advance in the Louisiana Legislature.

HB 12

Rep. Malinda White, Bogalusa, LA

This bill would allow people to donate a portion of their state income tax return to Sexual Trauma Awareness and Response (STAR) organization. STAR supported HB 7.

Status: *Signed by the Governor*

HB 55

Rep. Aimee Adatto Freeman, New Orleans, LA

This bill allows survivors to apply for protection orders by written affirmation rather than an affidavit, which requires a notary. STAR supported HB 55.

Status: *Signed by the Governor*

HB 234

Rep. Barbara Carpenter, Baton Rouge, LA

This bill appoints a member of STAR to the Louisiana Sexual Assault Oversight Commission. STAR supported HB 234.

Status: *Signed by the Governor*

HB 375

Rep. Aimee Adatto Freeman, New Orleans, LA

This bill allows sexual assault to be included as a reason for early lease termination. STAR supported HB 375.

Status: *Signed by the Governor*

HB 379

Rep. Ed Larvadain, III, Alexandria, LA

This bill allows punitive damages for sexual assault that occurs in the workplace. STAR supported HB 379.

Status: *Signed by the Governor*

HB 492

Rep. Jason Hughes, New Orleans, LA

This bill eliminates the prescriptive period to file civil claims for sexual abuse of a minor. It also opened up a three year period to file civil claims for minors that have previously prescribed. STAR supported HB 492.

Status: *Signed by the Governor*

SB 211

Sen. Katrina Jackson, Monroe, LA

This bill requires in-service training for teachers and certain other school personnel on adverse childhood experiences and trauma-informed education. STAR supported SB 211.

Status: *Signed by the Governor*

SB 230/HB 409

Sen. Beth Mizell, Franklinton, LA
Rep. Aimee Adatto Freeman, New Orleans, LA

These bills specifically define who is required to report power-based violence on university campuses and mandate discipline for those who must report but fail to do so. It also requires annual reports for power-based abuse incidents on campus and provides further compliance measures. STAR supported SB 230 and HB 409.

Status: *Signed by the Governor*

SB 232

Sen. Regina Barrow, Baton Rouge, LA

This bill creates the LA Power-Based Violence Review Board to serve as an advisory board to higher education institutions in issues related to Title IX. STAR supported SB 232.

Status: *Signed by the Governor*

LEGISLATIVE CHAMPIONS

Each year, STAR® honors two outstanding legislators that have helped further our mission and vision through their work in the legislature. In 2021, STAR® honored the following representatives with our Legislative Champions Award.



REPRESENTATIVE AIMEE ADATTO FREEMAN

Representative Aimee Adatto Freeman serves District 98 in the Louisiana House of Representatives. During the three legislative sessions of 2020 and two legislative sessions of 2021, Representative Freeman has passed multiple bills to serve the women and children of Louisiana. Her notable legislation includes Act 449 and Act 138 to end the Pink Tax on menstrual products and children and adult diapers. Her legislation also serves survivors of sexual assault and domestic violence, including Act 1 of the 2021 regular session (HB 375) to allow survivors of sexual assault to break their leases early due to sexual assault, Act 409 to reform college Title IX reporting, and Act 394 to allow victims of violence easier access to temporary restraining orders. Aimee is dedicated to addressing the needs of her community and has been a tireless advocate for survivors in our state.



REPRESENTATIVE JASON HUGHES

Representative Jason Hughes serves as a member of the Louisiana House of Representatives representing House District 100 in New Orleans. Throughout his career, he has been cited as a pragmatic, strategic thinker and consensus builder, with a keen ability to build strong, effective bipartisan relationships and is considered an expert public policy researcher and legislative strategist. Representative Hughes is a strong advocate for education and is committed to early childhood, K-12, and higher education and student success. His notable legislation includes HB 411 which provided a comprehensive revision of student disciplinary measures, HCR 20, which urged and requested the Governor to appoint more women to public postsecondary education boards, and HB 492, which eliminated the prescriptive period for civil actions for sexual abuse of minors. Representative Hughes serves on numerous boards and commissions and is an active member of several international organizations.

SURVIVOR SERVICES

STAR® provides confidential advocacy, counseling and legal services to individuals and families affected by sexual trauma at no cost.

We provide the following assistance to survivors:

- Accompaniment to medical exams, law enforcement interviews and court proceedings in the aftermath of an assault
- Understanding and moving past the trauma of sexual assault through individual and group counseling
- Navigating the criminal and civil legal systems
- Developing plans to stay safe
- Legal representation and assistance in matters related to sexual trauma

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“In the past I was weighed down with guilt and shame. Life felt hopeless. STAR has given me the strength to face the past and crawl out of the darkness and walk into the light.”

~STAR client

”

STAR® has a tremendous impact on the communities we serve. Sexual violence remains largely hidden in our communities due to the shame, stigma, and taboo associated with the experience. For this reason, we promote awareness of the issue and serve as a space for survivors to seek help and refuge.

CAPITAL AREA BRANCH

BY THE NUMBERS

728

callers assisted on
our 24/7 hotline

1,947

advocacy and
case management
services provided

30

hospital accompaniments

1,490

individual counseling
sessions provided

128

legal services provided

639

community members educated

"My STAR attorney's help was what got me through one of the most difficult times of my life. When so few people were willing to believe and support me, she did. I'm still understanding and unraveling the trauma of both the event and the invalidation and gaslighting that I received from peers I confided in, but my attorney believed me and validated me and my experience the whole way. The team at STAR is knowledgeable and experienced at these kinds of situations and I am so grateful to have had their help."

STAR Client Feedback

GREATER NEW ORLEANS

BY THE NUMBERS

1,169

callers assisted on
our 24/7 hotline

2,650

advocacy and
case management
services provided

32

hospital accompaniments

992

individual counseling
sessions provided

95

legal services provided

158

community members educated

“

"STAR has helped me on my healing journey. I knew whenever I was having a tough day that I can count on them to be there and help me through it. I never felt alone."

STAR Client Feedback

”

CENTRAL LOUISIANA BRANCH

BY THE NUMBERS

249

callers assisted on
our 24/7 hotline

856

advocacy and
case management
services provided

70

hospital accompaniments

273

individual counseling
sessions provided

5

legal services provided

30

community members educated

"STAR took a person who was sexually abused as a small child and who didn't reach out the first 2/3 of her life, and through their patience, kindness, great circle of support group, and my personal counselor's help, now this 50-something survivor knows she is not to blame. And believe me that is a BIG thing to realize after years of self-deprecation, depression over false 'facts', harmful mind talk, and so much more trauma related self-abuse. STAR has saved my life."

STAR Client Feedback

SOCIAL CHANGE SERVICES

Over the past several years, STAR® has received an increase in requests from schools, institutions, businesses, and organizations to help improve their efforts to prevent and respond to sexual violence. We have two programs targeted at creating social change on the individual level, as well as the community and institutional level.

PREVENTION

Our prevention team works closely with middle schools, high schools, and college campuses to educate students on prevention. We provide single and multi-session workshops targeted at building students' knowledge and understanding of consent, dating, healthy relationships, human trafficking and sexual harassment.

The following are prevention programs we offer to youth and young adults.

Consent 101

This workshop will help students develop an understanding of consent through dialogue, discussion, and scenarios.

Dating 101

This workshop educates students about the warning signs and impact of dating violence and explores the positive alternative of healthy relationships.

Safe Dates

Safe Dates is a ten-session dating abuse prevention program to raise students' awareness of what constitutes healthy and abusive dating relationships, as well as the causes and consequences of dating abuse.

Shifting Boundaries

Shifting Boundaries is a six-session evidence-based, multi-level prevention program for middle school students, which addresses sexual harassment and precursors to dating violence.

SOCIAL CHANGE SERVICES

TRAINING & TECHNICAL ASSISTANCE

Our training & technical assistance team works with institutions, organizations and businesses to promote institutional and systems-based change. STAR® utilizes several strategies to further this change.

We provide training to employees and leaders on various topics, including:

- Workplace harassment prevention and intervention
- Building a positive work culture
- The dynamics of sexual violence
- Responding to disclosures of sexual harassment and assault in the workplace
- How trauma impacts individuals in the workplace
- Coping with burnout and compassion fatigue

Training is just the first step to preventing workplace harassment and violence. We go beyond compliance-based approaches to help organizations and businesses more effectively prevent and address harassment and sexual violence. This includes:

- Workplace culture assessments
- Policy and procedure audits
- Anti-harassment policy and training development
- Coaching for leaders and managers

"Great workshop! I like the time we spent working through the scenarios. Excellent job talking us through everything. Just as you advocate being supportive and validating [to survivors], I think y'all did an excellent job being supportive and validating to us during the workshop. Thank you, it was a very positive experience, and I feel like I have more tools to help be a better advocate for college students now."

Training Participant Feedback

FINANCIAL STATEMENT

REVENUE

Federal grants and contracts	\$1,368,879
Government contributions	\$50,000
Foundations	\$700,542
Individual donations	\$85,155
Earned income	\$45,410
Fundraising events	\$16,425
Other	\$7,411

TOTAL	\$2,273,822
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EXPENSES

Salaries and wages	\$1,443,623
Employee benefits	\$108,671
Occupancy and utilities	\$230,393
Insurance	\$31,072
Equipment	\$54,943
Supplies & materials	\$14,744
Printing, copying, mailing	\$15,191
Phone and Internet	\$12,380
Travel	\$3,433
Marketing	\$3,875
Memberships, affiliations	\$1,455
Trainings	\$2,218
Contract services	\$51,845
Fundraising expenses	\$11,481
Financial assistance	\$15,495

TOTAL	\$2,000,819
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These numbers represent a snapshot of our fiscal year 2020-2021 unaudited financial data.

BECOME AN ANNUAL DONOR

Survivors who walk through our doors receive a combination of our advocacy, counseling and legal services to support their healing and recovery. On average, \$5,100 is expended on each survivor that we serve through our comprehensive service delivery. We need your continued support to provide our life-changing services.

\$5,000	Provides a 10-week cycle of group counseling
\$3,000	Provides legal representation to a survivor
\$1,500	Operates the STAR® 24/7 hotline for one week
\$1,000	Provides 10 individual counseling sessions to a survivor
\$500	Provides an advocate at the hospital to support a survivor during an exam
\$250	Provides a legal consultation to a survivor
\$100	Provides a case management consultation to survivor
\$25	Provides a healthy relationship workshop to a teen

Visit www.star.ngo, or text
"STAR20" to 41444 now to donate.

ANNUAL GIVING

CHAMPIONS

\$5,000+

Audrey & Eric Wascome
 Caesars Enterprise Services--Harrah's
 Casino
 Capital Area United Way
 Central Louisiana Community
 Foundation
 Charles Lamar Family Foundation
 City of Baton Rouge, Parish of East
 Baton Rouge
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HEROES

\$2,500 - \$4,999

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 Judge Tamia Gordon
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AMBASSADORS

\$1,000 - \$2,499

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 Site-Tech Consulting & Construction
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ANNUAL GIVING

LEADERS

\$500 - \$999

Benjamin Phillips
 Brooke Allen
 Catlin Roberts
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 Corbin Lemon
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ANNUAL GIVING

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ANNUAL GIVING

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MISSION

To support survivors of sexual trauma, improve systems response, and create social change to end sexual violence.

VISION

To build a healthy community free from oppression and sexual trauma.

OUR SERVICES

Sexual Trauma Awareness and Response®, or STAR®, is a nonprofit organization that provides confidential advocacy, counseling and legal services to individuals and families affected by sexual trauma at no cost. We also provide services to the community in the form of outreach, education and training to help end sexual violence. We have offices in Alexandria, Baton Rouge and New Orleans.

OUR LOCATIONS

5615 Corporate Blvd. # 200
Baton Rouge, LA 70808
(225) 615-7093

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Alexandria, LA 71301
(318) 625-7592

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New Orleans, LA 70119
(504) 407-0711

1-855-435-STAR
WWW.STAR.NGO

