

Application: 0000000041

Bianca Gomez - development@freedom-inc.org
Violence Prevention Grant Program

Summary

ID: 0000000041
Last submitted: Dec 15 2023 08:42 AM (CST)

SECTION 1: GENERAL INFORMATION

Completed - Dec 14 2023

SECTION 1: GENERAL INFORMATION

Lead Name of Organization:

Freedom, Inc

EIN:

43-2023570

Fiscal Agent (If Applicable)

(No response)

Organization Address:

2110 Luann Lane, Madison, WI 53713

Contact Person:

Ashley Solage

Contact Email:

asolage@freedom-inc.org

Contact Phone Number:

608-716-3755

Program Information

Program Name:

Free to Be: Safety from Sexual Violence

Total Amount Requested:

Violence Prevention Funds Request Limit: \$10,000 - \$80,000

Gun Violence Funds Request Limit: \$100,000 - \$210,000

\$ 80000

Priority Area

Roadmap Goal 4: Bolster and Increase Intervention and Continuous Healing for Those Affected by Violence :
Support the expansion of emergency mental health services

Please Select Service Area:

Both

Estimated Percentage of Work time in Service Area:

**Total Must Equal 100%*

City of Madison:	80
Dane County:	20

Brief Summary of your Program:

**150 Words Limit*

Freedom, Inc. will create and provide culturally specific victim/survivor-centered and -led intergenerational, intersectional, and multi-gendered support groups, crisis intervention, and other transformative victim-centered sexual violence services to address the needs of Black, Hmong, Southeast Asian (SEA), and African immigrant/refugee women, LGBTQI+ folx, youths, and children who are sexual violence victims and survivors. Our cultural/linguistic/age/gender/race/differently abled programs are designed to address sexual violence experienced across their lifespan. Our programs will serve folks living in Dane Counties of Wisconsin.

SECTION 2: SCOPE OF PROPOSED WORK

Completed - Dec 15 2023

SECTION 2: SCOPE OF PROPOSED WORK

A. PROGRAM DESCRIPTION

Provide a detailed description of your proposed program that includes:

- 1. *Scope of the programs services and activities***
- 2. *Specific needs for services/activities this program addresses in the target community this program reaches***
- 3. *An explanation of how your program directly addresses the selected priority area***
- 4. *How health and racial equity will be incorporated into the proposed initiative***
- 5. *Relevant data, research, best practices and/or evidence based practices that inform the programs design***

Freedom, Inc. (FI) is a queer feminist nonprofit that organizes within low- to no-income Black and Southeast Asian Hmong communities in Wisconsin. Our focus is serving women, gay, lesbian, transgender, intersex, and other queer folk. FI works to challenge the root causes of violence, poverty, racism, and discrimination. Our belief is that people who are most affected by these issues must have a voice, power, resources, and choice in order for true social change to happen.

We aim to end violence by supporting the most impacted in our community – victims/survivors, women, youth, queer, trans, and gender expansive folk—to actualize their potential and thrive as individuals. FI does this by ensuring that they are safe, able to meet their immediate needs and that they have a good quality of life, while also building civic engagement/community power building and developing their leadership. By addressing victims' and survivors' most immediate needs, FI helps them come to a place where they are thriving and can participate in building their power and transforming systems to end violence.

FI offers victims/survivors with programming in various weekly groups that cater to specific cultures, languages, genders, and ages. Our programming provides folk with the spaces and ongoing opportunities to share their stories and break the silence and shame that perpetuate victimhood. These spaces offer individual and collective healing by providing opportunities for victims to reclaim their narratives, and sense of self, and come to a place of self-love. We have found that breaking the silence is the first step towards ending the cycle of violence and that healing is critical for healthy families and communities to thrive. Within the healing spaces, FI also provides survivors/victims with political education to build social justice literacy and analysis, which equips them with the language to share their stories and move past surviving and into thriving and living a life of dignity. Beyond surviving entails challenging and shifting powers, building power, organizing, ending blame/stigma surrounding victims/survivors, and holding abusers accountable. FI believes that creating transformative victim-centered accountability practices will bring out real justice and healing, change abusive social norms, and create a new moral compass for the community and society.

The programs that FI will continue to provide under this proposed grant program consist of our Sister Circle (Black

women under age of 50), Fifty and Fabulous (Black women over the age of 50), Books and Breakfast (youth ages 5-10 years old), Hmong Women's Group (Hmong women under age 50), and Wisdom Group (Southeast Asian Hmong women over the age of 50).

The services that will be offered under this proposed grant program include the following:

- Court accompaniment/legal advocacy
- Financial legal support with family and/or criminal law
- Crisis intervention/safety planning
- In-service trainings/cultural trainings/workshops for service providers
- Leadership trainings/basic skills trainings for participants
- Emergency financial support
- Housing advocacy
- Personal support/counseling
- Support groups and political education programming (weekly and monthly)
- Cultural healing groups

For Gun Violence Hospital Intervention Applicants Only

If you are applying in response to the Hospital Based Intervention, please provide an explanation of your organization current relationship with area hospitals and plans for coordinating programming with areas hospitals through your proposed program.

(No response)

B. SERVICE AREA AND TARGET POPULATION

Provide an estimate of the number of participants populations to be served in the areas below:

City of Madison	136
Dane County (Excluding Madison Numbers)	34

Provide an explanation of the service area and population your program will serve include:

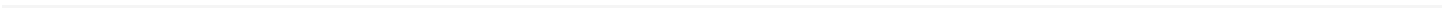
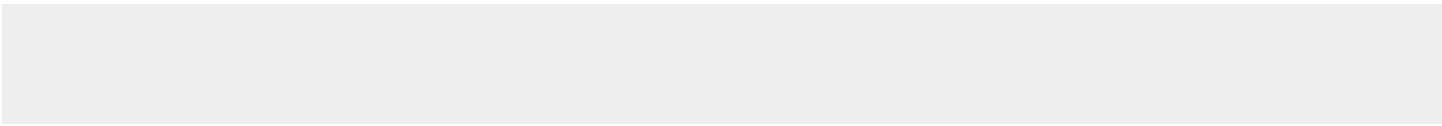
- *Details about the targeted geographic area and the population this program seeks to serve*
- *How you will ensure that all the activities conducted are culturally relevant to the populations you serve*
- *How you language access will be ensured for your program*

Over the past few years, FI has seen increased demand from Black and Southeast Asian communities for our domestic violence and sexual assault (DV/SA) services. In response to this need in the community, FI adapted our services to better accommodate these new clients. FI used our Southeast Asian immigrant and refugee programming as a model to address the needs of immigrants and refugees. In keeping with our culturally specific model, approaches have been tailored to address these group's slightly different needs; e.g. some are refugees from Liberia while others are immigrants who came to the US as students or on a work visa. FI will increase and improve culturally specific services for the growing number of Black clients coming to FI. The remaining portion of this contract will support our existing and ongoing programming and services for Black and Southeast Asian victims/survivors of DV and SA.

As our organization is coming out of the pandemic, and as a result of the increased attacks on LGBTQ+ folk, our queer community members are more isolated than ever before, and struggling to gain financial stability, find housing, or get access to basic healthcare, let alone gender affirming care. We are also seeing funding for LGBTQ+ communities getting cut across the nation, causing folk to lose employment and stability.

We witness an increase in teen pregnancies among our community members. We have yet to see the implications of how this will affect them given the limited resources and safe spaces as well as the overturning of Roe v. Wade in 2022. The decrease in safe places for young people and women experiencing DV/SA due to the pandemic has had grave impacts on survivors/victims in our community.

FI hires bi-cultural and bilingual staff members who are culturally competent to our target population. Among FI's staff members, roughly 50% identify as Black and 50% identify as Southeast Asian. Our leadership truly comes from the community, and our hiring process is reflective of our mission to build power among the most impacted in the Black and Southeast Asian community. To ensure that our staff members are up to date with our clients and members' needs, they are provided with continuous professional development every month. FI uses a co-advocacy model to work closely with other organizations when we have a client whom we do not have the language or cultural expertise to support.



Using the table below, describe implementation plan and timeline for the program (Complete at least 3)

	Estimated Benchmark Date (Month, Year)	Key Staff (Name and Title)	Milestone (Program development phase completed)
A.	Monthly (February 2024 to December 2024)	Hope Vang, Gender Justice Director & Cecelia Thao, Gender Justice Coordinator	Hmong Women's Group is conducted throughout this time
B.	Twice a week (June 2024 to August 2024)	Bianca Gomez, Co-Executive Director; Milcah Rimmer, Youth Justice Coordinator; and Youth Intern	Books and Breakfast is conducted throughout this time.
C.	Monthly (February 2024 to December 2024)	Hope Vang, Gender Justice Director & TBD, Gender Justice Coordinator	50+ and Fabulous is conducted throughout this time
D.	Monthly (February 2024 to December 2024)	Hope Vang, Gender Justice Director & Joyce Hall, Gender Justice Advocate	Sister Circle is conducted throughout this time
E.	Ongoing on a daily basis (February 2024 to December 2024)	Hope Vang, Gender Justice Director; Cecelia Thao, Gender Justice Coordinator; & Joyce Hall, Gender Justice Advocate	Gender Justice direct services for all and any clients
F.	February 2024	Hope Vang, Gender Justice Director; & Joyce Hall, Gender Justice Advocate	Courage Banquet event takes place (intergenerational event held for Black women, LGBTQI+, and youth survivors of violence)
G.	April 2024 to May 2024	Bianca Gomez, Co-Executive Director & Milcah Rimmer, Youth Justice Coordinator	Books and Breakfast youth members are recruited

C. IMPLEMENTATION

Describe your organization experience implementing community-based programs that specifically focus on using violence prevention and intervention methods to reduce violence activities and improve safety

FI is a community-based and-led organization. We have deep experience with over 20 years working with Madison and Dane County's low-to-no-income Black, Southeast Asian HMoob and LBGTQI+ communities. We provide services such as: victim/survivor advocacy, safety planning and crisis intervention, housing & shelter assistance, applying for public benefits, immigration and citizenship attainment, access to legal counsel. It is because of our deep relationships and understanding of these communities that has led our community-based organization to become a leading and established institution among our communities.

D. PROGRAM OBJECTIVES AND EVALUATION

Provide 3-4 objectives for your program that connect both to measuring the success of program activities, as well as to the progress towards addressing the selected Roadmap Objective

Objectives should us the SMART approach:

- *Specific: includes the “who”, “what”, and “where”*
- *Measurable: focuses on “how much” change is expected*
- *Achievable: realistic given program resources and planned implementation*
- *Relevant: relates directly to program/activity goals*
- *Time-bound: focuses on “when” the objective will be achieved*

	Describe Objective	Evaluation Tool (i.e. client surveys, program hours or number of individuals reached)	Outcome (i.e. # of individuals reached, % of positive feedback from surveys)
Objective 1	Create 2 programs for Black, Hmong, SEA/African immigrants/refugees to provide direct services to meet the immediate needs/service gaps of sexual violence victims/survivors in targeted communities of color.	Retain and train staff (Black/Hmong/SEA/African) who will document each sexual violence survivor who accesses services. Intake forms, surveys, sign-in sheets. The record created will include demographic information cultural background, along with information about secondary impacted individuals (children/partners/family members)	At least 110 (55 Black, 55 SEA Hmong)) new sexual violence victims/survivors and their families (secondary impact 300 children/partners/family members) will participate in one of the three programs
Objective 2	Provide linguistic/culturally specific sexual violence services (support groups, counseling, treatment) that reach targeted communities of color (Black/Hmong/SEA/African) in Madison, WI and surrounding areas.	Program coordinators will complete monthly reviews of cases to document the services that program participants have accessed, including referrals for mental wellness treatment to partnering groups/organizations.	At least 50% of the 110 persons will receive referrals for at least 1 of these services: mental wellness treatment, healing, or counseling, or support group gatherings.

Objective 3	Provide intergenerational opportunities for engagement to help women and young adults/children build support and learn from each other.	Every 6 months the gender justice advocates will meet with the sexual assault program coordinator to review all of the cases from the programs and make an assessment of how the programs are meeting their goals with the following targets: 50% served within the first 6 months of the program's start. 100% served within the year.	Hold at least three intergenerational activities targeting 15-30 attendees per event for each culturally specific group.
Objective 4			

E. PARTNERSHIPS AND COLLABORATION

Provide a detailed description of your proposed program that includes:

1. *Describe how your organization is plans to partner with the Madison Dane County Prevention Coalition to support program implementation when possible*
2. *Provide information on how your organization will meaningfully collaborate with other organizations in Madison and Dane County.*

Freedom, Inc., continues to partner and co-advocate with other local service providers for the best interest of our clients when it comes to individual advocacy and support. Collaboration with other local organizations such as UNIDOS, Outreach, Southeast Asian Healing Center. Our Generations, and many others has allowed us to refer clients to services that Freedom, Inc does not offer or are not competent in.

Please complete this table below if your program will include collaboration with community partners

	Partner Organization	Contact Person	Signed MOU?	Role and Responsibility
Community Partner #1				
Community Partner #2				
Community Partner #3				

F. SUSTAINABILITY

Provide a detailed description of your proposed program that includes:

1. Please describe a sustainability plan if you anticipate your program continuing beyond this project period

FI has used the last year to strengthen our organizational infrastructure in various ways, including our skill-up/slow-down, so we can reach a sustainable and scalable organizational level while also hiring 3 new full-time (FT) staff members with the hopes of hiring 4.5 more FT staff in 2024. FI has grown as an organization over the past few years, however, it is not yet to a size that is scalable. FI will continue to scale our infrastructure so we can effect true systems change, continue to provide quality services/programming, and have proper systems to increase our fundraising capacity.

FI is currently building out our development/fundraising capacity. FI has recently hired a new Development Director who oversees FI's overall fundraising growth and sustainability. The new Director has also recently hired a Development Manager and actively recruiting for a Development Assistant. With this refined department, FI will have the capacity to expand our fundraising to address any decreased funding by the end of 2024. FI's development team will increase our capacity to raise additional funding support by focusing on building our individual giving program and major donor cultivation, as well as supporting ongoing grant development and other funding streams.

In addition, FI is improving our systems to support our programmatic growth. We institutionalized a new case management system for our direct services work, and are in the process of building out our data systems into a CRM system for fundraising and membership engagement. These improvements will allow FI to absorb new folk into the movement and sustain our growth.

SECTION 3: BUDGET PROPOSAL

Completed - Dec 14 2023

Please complete the budget proposal template: [2024 PHMDC Violence Prevention Budget Workbook](#).

Do not attach any other documents for the budget unless specifically asked to do so.

[2024 PHMDC Violence Prevention Budget Workbook](#)

Filename: 2024_PHMDC_Violence_Prevention_Bud_ENuomYT.pdf Size: 85.8 kB

SECTION 4: REQUIRED ATTACHMENTS

Completed - Dec 15 2023

Please submit as attachments with application form, the following documents:

- 2024 PHMDC Violence Prevention Budget Workbook
- Audit Requirement Survey
- IRS Determination Letter