

TAAASA is the unifying voice to eliminate sexual violence in Texas. As the statewide coalition of survivors, advocates, rape crisis centers, and allied professionals, we are committed to fostering a culture that respects the fundamental rights and dignity of all.

**Texas Association Against Sexual Assault
2019 Annual Report**

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If I had to choose one word to describe 2019 for TAASA, it would be “transformative.” The essence of this change started within the bounds of TAASA and became transparent in the outcomes we pursued that significantly altered the landscape of the anti-sexual violence movement in Texas.

TAASA's work during the 86th legislative session yielded meaningful and historic legislation for sexual assault programs and survivors. Tangible victories — such as improving access to and timely testing of rape kits, a Texas Title IX bill to protect college students, and the enhancements to civil and criminal codes to more accurately reflect the serious nature of sexual assault — initiated courageous conversations across the state and led to meaningful change for survivors.

The momentous increase of sexual assault program funding by \$7.7 million and the creation of a sexual assault survivor task force within the Office of the Governor were historic milestones both long overdue and well deserved for the anti-sexual violence movement in Texas.

TAASA's internal structure was strategically transformed with the aim of being more responsive to our own membership and to the reality of sexual assault on the ground. We created our Learning and Evaluation team to examine old processes with a new lens and push the movement forward in effective services for survivors. TAASA's Regional Support team became the Program Support and Training team to align with our commitment to adapting and responding to the needs of programs and allied professionals as they work directly with

survivors. Lastly, we institutionalized TAASA's commitment to access and inclusion by securing a management position to ensure our future work considers all levels of accessibility.

We modernized our infrastructure and drastically streamlined our process to confidentially store staff data and implement new transparent processes for expenditures and billing. In addition, TAASA switched to an online data collection system to capture information, work, and issues facing sexual assault programs, survivors, and systems in Texas. The efficiency of these new systems has opened up a world of opportunity in serving our members and survivors in Texas.

Lastly, I'd like to acknowledge the brilliance and dedication of the TAASA staff. The ability to transform ideas into reality are impossible without dedicated staff with the capacity and vision to implement them. The staff synergy of 2019 not only facilitated these transformations but altered the course of the movement in Texas forever.

Thank you for your membership and support!

Rose Luna
CEO, TAASA

Program Support and Training

Program Support

In 2019, TAASA staff received 3,958 requests for assistance. Over 2,331 requests came from advocates at sexual assault programs and community agencies working with survivors. With the addition of a Program Support Specialist in West Texas, the number of these requests were almost evenly distributed across the state. Although many of these requests were relatively simple calls for information, or referrals, others required intensive technical assistance, support, or capacity building.

Our Nonprofit Leadership Specialist provided over 12 trainings to nearly 220 attendees on such topics as Board Roles and Responsibilities, Fundraising, Self-Care and Compassion Fatigue, Organizational Trauma, Resiliency, and Agency Strategic Planning. In addition, she attended numerous task force meetings in the DFW area, provided onsite technical assistance to over 17 programs across the state, assisted in the planning of the ED Conference alongside TCFV, and served as the point person and staff organizer of the 2019 TAASA Conference. She also assisted several programs with their transitions into new Executive Leadership and provided support on succession planning.

Our Nonprofit Financial Specialist continued his work in supporting the financial and grant needs of members throughout the state by facilitating a number of webinars, making site visits, and providing phone TA to programs across every region of the state. He was able to answer over 250 requests from programs, funders, and grant managers. Most of the TA provided was on topics related to

Because membership has always been extremely important to us and is the backbone of the work that we do across the state, TAASA remains committed to increasing visibility and accessibility to individuals and to our member programs.

2019 marked the 4th year of the Program Support and Training Department, tasked with providing support, training, and technical assistance to member programs, law enforcement, community agencies, colleges and universities, as well as collaborating with the entire TAASA staff to ensure that member's needs are met.

budget adjustments, monitoring findings, cost allocation, internal control, policies and procedures, and specific HHSC, OAG, and VOCA grant requirements. In addition, he provided onsite TA to programs seeking his help during the TAASA/TCFV ED Conference.

Program Support Specialists located throughout the state worked with local programs and colleges and universities on both Community and Campus SART development. They responded to over 500 on-site and telephone TA requests to every region of Texas. TA consisted of addressing issues on lack of reporting and lack of SANE options in an area, attending community coalitions and task force meetings, working with other culturally specific programs, and helping to advocate for survivors in certain regions.

Our Campus Sexual Assault Specialist also provided TA to 11 different public and private colleges and universities. The Texas Campus Initiative – a small task force of smaller Hispanic Serving Institutions (HSIs) created to provide direction towards more culturally specific prevention and response programming for students – is still going strong more than two years since its inception. With the help of other TAASA staff, TA and training were also provided to campus law enforcement, Title IX staff, students, faculty, and staff across the state on topics such as Trauma-Informed Programming and Response, Effective Investigations and Documentation Techniques, and Gender-Based Violence on College Campuses.

Our Campus Specialist was also appointed to the Title IX Training Advisory Committee, a committee formed as a result of the passing of SB 212 and HB 1735 through the Texas Higher Education Coordinating Board. He also planned and hosted 100 campus-based police officers at TAASA's 7th Annual University Police Sexual Assault Training Conference in San Antonio.

Program support staff, in collaboration with the policy team and other TAASA staff, continued to work on the development of a core advocate training in line with OAG and minimum standards

Training

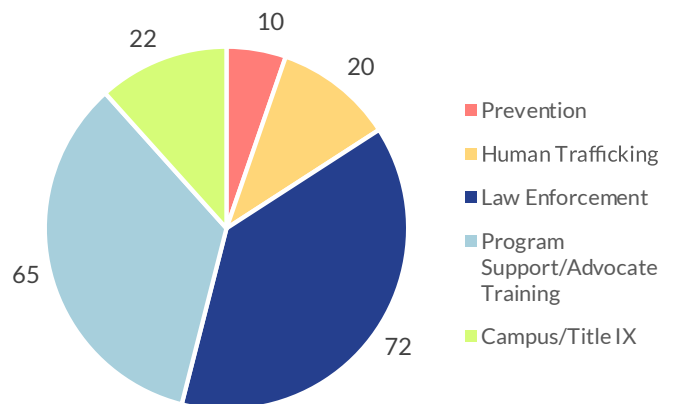
In 2019, TAASA staff conducted 189 trainings to over 7,000 participants. This was a significant increase from the over 5,500 participants in the year prior.

Trainings requests and topics continued to vary by audience type, cultural relevancy, community and law enforcement need, and by the increase in response and prevention efforts by colleges and universities. TAASA staff trained on such topics as:

- | | |
|----------------------------------------------------------|---------------------------------------------------------------|
| Sexual Assault 101 | Healthy Masculinity |
| Creating Trauma-Informed Survivor-Centered Organizations | Impact of Secondary Trauma on Service Providers |
| Community Organizing Strategies with Men | Legal Rights of Minors |
| Cultural Resonance and Victim Services | Neurobiology of Trauma & Sexual Assault Dynamics |
| Culturally Grounded Self-Care for Advocates | Pretext Communications |
| Dynamics of Human Trafficking | Trauma-Informed Response and Programming for College Campuses |
| Ethics for Advocates | Sexual Harassment and Exploitation of Power |
| Cultural Sensitivity | Non-Stranger Sexual Assault |
| Program Evaluation | Vicarious Trauma for Law Enforcement and First Responders |
| Intersections of Sexual Assault and Domestic Violence | The 86th Texas Legislative Session |
| Centering Primary Prevention and Prevention 101 | |

guidelines, and statutory rules for hospital accompaniment. The goal of this training is to support programs that may lack resources for comprehensive training of new advocates and new staff. The Texas Advocate Core Training (TACT) will serve as an online training program to provide basic requirements for advocates and program staff on issues related to sexual assault and sexual violence. It is slated to be completed and available for use in 2021.

Number of Trainings by Audience Type



In addition to conducting trainings across the state and at TAASA's Annual Conference, a number of TAASA staff presented or facilitated workshops across the country at various conferences and national meetings and gatherings. Some of those conferences and meetings include the following:

- National Sexual Assault Conference – Philadelphia, PA
- It's on Us Student Summit – Austin, TX
- Nuestras Voces National Conference – Milwaukee, WI
- Child Safe Conference – Waco, TX
- North Texas Regional Training Conference – Wichita Falls, TX
- Texas Rio Grande Legal Aid Conference – San Antonio, TX
- American Evaluation Association – Minneapolis, MN
- Crimes Against Women Conference – Dallas, TX
- Nevada Coalition to End Domestic and Sexual Violence Conference – Reno, NV
- Texas Rangers Public Integrity Unit – Waco, TX
- Homeland Security Access to Justice Conference – San Angelo, TX
- Leadership Advancement & Education for Professionals – Los Angeles, CA
- University Police Sexual Assault Training – San Antonio, TX

Overall, 2019 continued to be a busy year for our support and training staff. We look forward to new and exciting projects and capacity-building on a much larger scale in the coming year by increasing access for our members, law enforcement, and community agencies to webinars and other online learning platforms, and in-person trainings and technical assistance.

Our goal of measuring the pulse of program needs in regards to support and training will continue to be met as we engage in more dialogue at the local, state, and national levels to increase awareness, capacity, and education across all systems.

Public Policy

The Policy and Advocacy team spent the first half of 2019 working with legislators and key stakeholders to shape one of the most meaningful legislative sessions for survivors in the history of this movement in Texas.

Legislative Accomplishments

A few of the 86th Legislative Session victories include:

- Over \$7 million for rape crisis centers to eliminate wait lists for services;
- Special appropriations to process untested sexual assault evidence kits to reduce the backlog and address processing of future kits;
- New funds to support better access to SANE exam access across Texas
- Improvements in higher education laws to support survivors of campus sexual assault;
- Increased access to justice for survivors in both the criminal and civil court arenas; and
- Creation of a new multidisciplinary statewide task force to address Texas' systemic response to sexual violence.

Unprecedented Increase in Appropriations to Sexual Assault Programs Resulting in Greater Access to Services

Perhaps the most salient success coming out of the 2019 session was the allocation of \$7.7 million in new general revenue for rape crisis centers. Level funding for programs has long been TAASA's number one legislative priority, and this was the single largest increase in funding ever achieved through our legislative advocacy efforts. TAASA's Policy and Advocacy team was able to secure this funding by creating and sharing the results of a capacity survey, finding that 54% of centers in Texas had a waitlist for services, and 45% of those waitlists were 2-5 months long. In response to this data, lawmakers such as Senator Jane Nelson prioritized appropriations which have now made a huge impact to programs statewide.



Multifaceted Approach to Improve Access to Medical Forensic Exams

Another of TAASA's legislative priorities last session was to improve survivors' access to medical forensic exams and to ensure that every kit is tested. In the interim leading up to session, the Policy team conducted a series of listening sessions to learn more about the barriers that exist to establish and retain SANE programs, such as a lack of resources and reimbursement delays. These barriers severely limit the availability of these programs to survivors, particularly in rural areas. And when survivors do overcome accessibility barriers, they are failed yet again when their kits are not tested in a timely manner. The system from beginning to end can be retraumatizing and a devastating breach of trust for many survivors.

The team sought to address the accessibility and testing issues with a multifaceted policy approach, focusing on each of the following measures:

► *Funding to Improve Access to SANEs and Ensure Timely Testing of Kits*

TAASA's Policy team advocated for \$60 million in new appropriations to build the capacity of public and private crime labs to test rape kits. In addition, the team provided leadership and expertise to pass the Lavinia Masters Act (HB 8), a large omnibus bill named for a survivor whose criminal case was derailed for more than two decades due to multiple systemic failures, including the rape kit backlog. The new law establishes timelines for the collection, preservation and submission of forensic evidence for analysis. It also requires an auditing of kits currently on shelves and compels jurisdictions to make plans to test those kits. No longer can kits sit on shelves for decades gathering dust.

Additionally, Track-Kit went live in 2019 (a highly-anticipated result of the 85th legislative session, courtesy of Representative Donna Howard), which provided an opportunity for the Policy team to work with DPS officials on pilot sites to allow survivors ready access to the location and testing status of their rape kits.

► *Direct Reimbursements to SANEs to Enhance Program Sustainability*

TAASA also supported HB 616, authored by Representative Victoria Neave, with the goal of improving SANE program sustainability by enabling programs to apply directly for exam reimbursement from the Crime Victims' Compensation Program. Since the opening of the reimbursement portal, the policy team has been facilitating communications with the Office of the Attorney General to promptly address any reimbursement delays to forensic nurses.

► *Telemedicine to Improve Access to SANEs in Rural Areas*

To improve capacity and availability of expert forensic nurse assistance across the state, TAASA advocated for the passage of SB 71, authored by Senator Jane Nelson. This bill established a state-wide telehealth center to connect survivors with high-quality medical care from certified SANEs, along with a \$1 million appropriation to the Office of the Attorney General to seed the center in its first biennium. In implementation of this initiative, the Policy team has been in collaboration with Texas A&M School of Nursing to create a pilot telehealth program that would then connect remote clinics and hospitals to forensic medical experts in the field who could then walk them through an exam in real time. TAASA serves on the advisory board for this project and will provide training and technical assistance to programs around the state about this option for survivors in 2020.



Supporting Survivors of Campus Sexual Assault

In light of the amorphous future of Title IX at the Federal level, Texas lawmakers enacted some of the most robust state-level protections in the country for Texas students through such bills as HB 1735 (an omnibus bill authored by Senator Kirk Watson) and SB 212 (authored by Senator Joan Huffman). These protections standardize and strengthen reporting protocols and support services available to students and allow the Texas Higher Education Coordinating Board (THECB) to investigate campus compliance. These bills offered TAASA the opportunity to participate in the THECB Advisory Committee, to develop a training curriculum for Texas' Title IX Coordinators. The Policy team also provided a number of specialized trainings on these highly technical pieces of legislation, and looks forward to continued opportunities to assist campuses comply with their new duties of mandatory reporting in a survivor-centered way.

Increased Access to Justice for Survivors

The 86th legislative session made two key changes to civil and criminal codes to more accurately reflect the serious nature of sexual assault. Both changes were high on TAASA's list of legislative priorities in our aim to increase survivors' access to justice.

Under previous Texas law, any nonpenetrative sexual assault committed against a person 17 or older was classified as a class C misdemeanor, equivalent to a traffic ticket. SB 194, courtesy of Senator Charles Perry and Representative Joe Moody, created a new class A misdemeanor offense for indecent assault, with victims of that crime now eligible for protective orders. This was a huge win in the battle for comprehensive reform to sexual assault laws, and one that took two consecutive legislative sessions to achieve.

In the civil courts, it has long been a concern for sexual assault advocates and survivors alike that victims of childhood abuse are hindered by statutes of limitations restrictions in their efforts to hold their perpetrators accountable through personal injury lawsuits. Thanks to legislation from Representative Goldman and Senator Watson, with the passage of HB 3809, adult survivors of

childhood sexual abuse now have 30 years after their 18th birthday to file a civil suit for personal injury, instead of the previous 15 years, despite vigorous lobbying efforts by such weighty institutions as the Catholic church and Boy Scouts of America. This legislation demands accountability from both individual abusers as well as the institutions that have historically protected them, and the TAASA Policy team is proud to have contributed to this enormous victory for survivors of childhood abuse.

Creation of Statewide Multidisciplinary Sexual Assault Survivors Task Force

The 86th Legislature's increased investment in resources to improve Texas' response to sexual assault gave rise to the creation of a Sexual Assault Survivors Task Force to facilitate collaboration among state agencies, criminal justice professionals, and service providers. HB 1590, authored by Representative Donna Howard, conceived this Task Force of key stakeholders charged with studying responses to sexual assault, identifying systemic issues, and making policy recommendations to the Legislature and the Governor.

TAASA's Rose Luna is privileged to serve on the Task Force's Steering Team, alongside the Children's Advocacy Centers of Texas and the Office of the Governor through 2023. This Steering Team leads the development of the strategic plan to accomplish task force objectives.

The Task Force's work will also be guided by a statewide audit of Texas' criminal justice system to examine the investigation and processing of reported sexual assault cases, from initial report through final disposition, as well as an inventory of programs dedicated to serving survivors of sexual assault. At the end of 2019, the Policy team took the lead on coordinating with the State Auditor's Office and created and sent out a survey to the field about coordinated community response to obtain data to support this audit.

Advocacy Work

The work of TAASA's Policy and Advocacy team is not just limited to legislative efforts, but also includes many projects aimed at advocacy for survivors of sexual assault, to include survivors of human trafficking and those who are incarcerated or underserved. The following advocacy projects were undertaken by the Policy and Advocacy team in 2019:

Advocacy through Community Engagement

The Policy team participated in a cross-team collaboration called Collective Healing Initiative (CHI), a project dedicated to fostering the wellness and healing of black, indigenous, and other communities of color. By prioritizing culturally affirming practices, the project supports the important work of healing from complex and historical trauma, including sexual violence. In 2019, CHI conducted a listening session with a coalition of POC wellness practitioners and began preparations for a state-wide convening in partnership with Allgo, a state-wide POC LGBTQIA+ advocacy organization. The group also engaged local community members in a multi-part conversation called Searchlight Series, dedicated to exploring the intersections of victim/survivor justice, racial equity, and criminal justice transformation in order to discover opportunities to advance healing and community accountability for sexual violence in Austin.

Advocacy for Human Trafficking Survivors in Collaboration with Governor's Office Child Sex Trafficking Team

This collaboration began in September 2019 and provided TAASA the opportunity to serve as point of contact for training and technical assistance to sexual assault programs engaged in a new model of care coordination for trafficking survivors, called CSEY (commercial exploitation of youth) advocacy. Additional work accomplished for this project in 2019 included the planning and implementation of a Regional Coordinators conference and the assembly of a human trafficking survivor leader advisory board to provide feedback to the Governor's trafficking task force on best practices in service provision.

Advocacy on Behalf of Incarcerated and Detained Survivors

TAASA has an ongoing commitment and resolution to urge all federal, state, local public and private correctional institutions to prevent, eliminate, and appropriately respond to sexual violence in facilities throughout Texas. The following projects are in service of that mission:

▶ *Incarcerated Survivors Advocacy Project (ISAP)*

In 2019, our ISAP advocates connected with sexual assault programs to ascertain the types of services provided to incarcerated survivors around the state. In addition, ISAP worked with the Texas Department of Criminal Justice to plan next steps for training and policy review and partnered with Just Detention International (JDI) to formalize plans for how to implement MOUs with facilities in Texas. At year's end, TAASA's ISAP advocates responded to 276 letters from incarcerated survivors and secured 9 unit transfers and 2 disciplinary dismissals for PREA violations.

▶ *Immigrant Detainee Advocacy*

In response to the crisis and safety concerns of detained refugees and separated families at the border, the Policy and Advocacy team wrote and widely distributed a comprehensive report entitled: *Survivors in Crisis: Lack of Access to Sexual Assault Support Services in Immigration Detention Facilities*. This report examines detainees' access to rape crisis centers and children's advocacy centers' services, offers recommendations for improving rape crisis centers' access to survivors in immigration detention facilities, and provides guidance to the Department of Homeland Security to decrease victimization of this population.

Operations

For TAASA's Operations department, 2019 was a year of tremendous change.

In early June, after a grueling, year-long process, we finally moved into our new facility. While the size of the new facility is approximately the same square footage as our previous home, the space itself is a thoughtful and intentional open concept with fewer private offices and more collaborative work spaces. In addition, we converted a private office into a wellness room with big, comfy furniture, soft lighting, plants, and other small touches to make it a space where staff can relax and recharge. Our new home is a welcoming space.

Moving to the new space also provided us with the opportunity to implement some new policies and procedures that will improve workflow, increase efficiency, and enhance organizational culture. We adopted new systems for tracking hours worked and work performed. We also migrated over to an all-new registration system and mobile app for our annual conference.

Lastly, just as we remodeled our physical space and our internal systems, we broke ground on giving our digital presence an all-new look and feel. In 2019, we embarked on a complete re-design of the TAASA website (which was unveiled in early 2020) and launched a full-scale re-think and overhaul of all of TAASA's printed and downloadable materials which will continue through 2020 and likely into 2021.

It is our hope that the changes we have made will result in even better service to our members and, ultimately, to survivors across Texas.



Prevention

Preventing sexual violence in Texas, and supporting local programs in their efforts to prevent sexual violence in the communities they serve, is one key focus of TAASA's overall programming, training, technical assistance, and state-level work.

Preventing sexual violence involves challenging and eradicating the causes of sexual violence while promoting and strengthening those attitudes and norms that promote equity and non-violence. During 2019, TAASA's Prevention Team concentrated their efforts to support the elimination of sexual violence through three key areas of work:

Training

During 2019, Prevention Team members provided a total of 17 prevention focused trainings to over 540 participants. Training topics included community organizing strategies with men, understanding prevention basics, healthy masculinity, promoting prevention programming in communities, engaging communities in prevention work, self-care, and facilitation skills. Below are some key prevention training highlights for 2019.

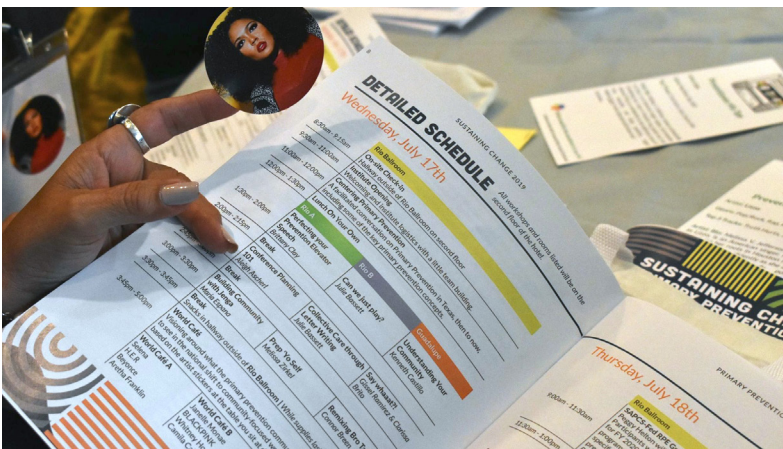
TAASA's Prevention Team provided 3 multi-day workshops to rape crisis centers planning to implement TAASA's own *Building Healthy Relationships and Communities* prevention curriculum, and facilitated 2 workshops as part of the prevention track at TAASA's Annual Conference in San Antonio. We participated on a panel discussing sexual violence response and prevention on a college campus at the South Texas College of Law. One Prevention Team staff member was invited to provide a keynote presentation and facilitate a workshop at the Midwest Symposium on Men's Leadership and Accountability Around #MeToo in Iowa.

Sustaining Change: TAASA's 2019 Prevention Institute

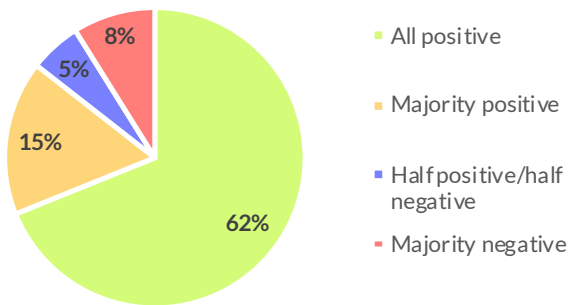
TAASA's Prevention Team hosted our annual prevention institute in Austin in July. We provided over 15 hours of programming, much of it focused on engaging communities in prevention efforts, to 83 prevention workers from across the state. This included:

- 7 training sessions facilitated by TAASA staff (with 301 total attendees);
- an informational session on program guidance for the Fiscal Year (FY) 2020 RPE grant;
- multiple opportunities for peer-led training and technical assistance;
- networking opportunities; and
- a wellness room that allowed participants a chance to relax and care for themselves.

We set a goal in 2019 of increasing our support to rape crisis centers, implementing prevention programming without Rape Prevention Education (RPE) funds. In addition, TAASA wanted to ensure that programs not currently receiving RPE funds were able to get the training and support they needed to potentially apply FY 2020 RPE funds. New program guidance for FY 2020 RPE included several changes, none bigger than a shift in focus away from individual and toward community-level prevention programming. TAASA was able to allocate funds to help offset some of the costs associated with attending the Prevention Institute for some programs. As a result, we were able to welcome staff from 12 programs not receiving RPE funds to the 2019 Institute.



At the conclusion of Sustaining Change: TAASA's 2019 Prevention Institute, attendees were asked to complete a survey to provide feedback on their experiences. They were asked to select as many words as they wanted that represented how they felt during the conference. Seven of the words provided represented positive emotions (inspired, supported, hopeful, excited, empowered, energized, connected), and 7 represented negative emotions (bored, underwhelmed, anxious, confused, disinterested, alone, overwhelmed). Here are some of the results:



- ▶ 77% of respondents reported feeling inspired
- ▶ 68% of respondents reported feeling supported
- ▶ 68% of respondents reporting feeling connected

Other positive responses to the Prevention Institute included:

“Thank you all for putting together an awesome PPI, they just keep getting better and better. The breakout sessions were all great topics - which makes it hard to choose only one to attend.”

“I just want to say again how much I enjoyed and appreciate the conference. It was truly an invaluable experience.”



“Thank you and the team at TAASA for putting on an institute to remember. It was informative, helpful, interactive and so powerful.”

Regional Trainings

The Prevention Team at TAASA has a collaborative relationship with the Prevention Team at the Texas Council on Family Violence (TCFV). In January of 2019, the strength of that collaboration was on display as we cohosted 4 regional trainings in Austin, Dallas, Harlingen, and Houston. These training provided an opportunity for a total of 98 prevention workers focused on sexual and family violence prevention to share space over one and a half days of training and networking. Training topics included building a lesson plan, facilitating challenging conversations, and engaging communities in prevention efforts.

State-Level Work

TAASA's Prevention Team is involved with several efforts to inform prevention efforts at a state-wide level. In 2019, we met regularly with the TA provider from the Office of the Attorney General (OAG) to improve consistency of TA provided to RPE grantees. We continue to participate as a member of the Texas Primary Prevention Planning Committee (PPPC) Steering Committee. Steering Committee members, made up of representatives from the OAG, Department of State Health Service (DSHS), and the Center for Community Health Development at Texas A&M University, provide recommendations to the OAG and DSHS on the development, implementation, and evaluation of SAPCS-Federal RPE funded programming in Texas. In 2019, as part of this committee, TAASA provided feedback on, and helped develop: programming guidance for the FY 2020 RPE grant; the state prevention evaluation plan; and the state prevention action plan. Prevention Team staff also met several times with representatives from the Office of the Texas Governor's Child Sex Trafficking Team, TCFV, the OAG, and the Child Advocacy Centers of Texas to talk about potential overlap and amplification of efforts to prevent sexual violence, family violence, child abuse, and child sex trafficking.

Technical Assistance

Technical assistance (TA) is the term we use to describe the support TAASA's Prevention Team provides to local program staff as they develop, implement, and evaluate their own prevention efforts. During 2019, TAASA Prevention Team

members provided 217 instances of TA covering a wide variety of prevention related topics, as well as developing 8 new materials to serve as program resources. While most of those instances of TA involved RPE funded programs, 37 of them involved non-RPE funded rape crisis centers. TAASA's Prevention Team members received glowing praise for the quality of TA they provided, include the following statements from TA recipients:

"Thank you for much for all the support you have given us. We feel less alone in this work with you."

"I always appreciate our conversations because I walk away inspired."

In addition, 71% of respondents to a quarterly survey said they were either very or extremely satisfied with the TA they received from TAASA.

In the summer and fall of 2019, we focused a portion of our TA on supporting programs as they considered and prepared to apply for FY 2020 RPE funds. We provided 4 online informational sessions to agency leadership and prevention workers covering FY 2020 RPE Program Guidance. We were able to travel across Texas, from El Paso to Lufkin and Gainesville to Brownsville, to visit 19 programs – 12 current RPE grantees and 7 not currently receiving RPE funds – to answer questions and provide support. Additionally, we hosted a group TA meeting in Houston for prevention staff and leadership from 6 programs.

Finally, TAASA's Prevention Team puts a high value on building connections and relationships with prevention workers across the state. We see those efforts as critical to, and an extension of, the provision of TA. In 2019, we regularly reached out to program staff, sending useful resources as well as messages of support and encouragement. We continued to manage the Texas Preventioneers Facebook page to encourage peer support and connection, share resources, and send out announcements about upcoming training opportunities. In 2019, there were over 8,200 views of content by the 218 members of this closed Facebook group.

Learning and Evaluation

Learning Projects

Groundswell/Collective Healing Initiative

The Groundswell Project is a cross-team collaboration formed at the start of 2018 as a learning project to explore wellness and healing for populations most impacted by complex and historical trauma. After two years of information-gathering, interviews, and listening sessions with sexual assault programs across the state, the Groundswell team undertook substantial reflection in 2019. Over the course of the year, the team participated in a two-day data dive to analyze our interviews and focus groups, brought on two new members, and held two planning retreats to determine our next steps. In weighing the data during the retreats, Groundswell members determined our next priority would be to focus on culturally-specific organizations working with survivors outside of traditionally funded sexual assault programs with a focus on culturally grounded healing, naming the new initiative Collective Healing Initiative. We conducted our first community listening session in September of 2019 and, with leadership from our Statewide Community Organizer, contributed to the creation of culturally specific SASP grant awards.



In September of 2019, TAASA strengthened the ongoing collaboration and coordination happening between our Membership Liaison, Client Database Support Specialist, part-time Learning and Evaluation Specialist, and Evaluation Manager by formally creating the Learning and Evaluation Team. Our Evaluation Manager stepped into the position of Director of Learning and Evaluation. The year of 2019 was very much a building year for the Learning and Evaluation team, focused on reflection and strategy for our ongoing learning projects and providing stronger mechanisms for the organization to increase effectiveness and adaptability.

Texas Campus Initiative (TCI)

The Texas Campus Initiative is a collaborative effort between TAASA, local sexual assault programs, and Hispanic Serving Institutions to develop culturally specific prevention and response strategies to create meaningful changes that decrease sexual violence on small, diverse Texas campuses. We held two in-person meetings and one virtual meeting co-coordinated and co-facilitated by the Director of Learning and Evaluation, the Access and Inclusion Manager, and the Learning and Evaluation Specialist. The members of TCI analyzed our discussions and learnings from two years of meetings and capacity building and released a report, “2017-2019 Shared Learnings and Goals” in September of 2019. The members recommitted to developing a culturally specific prevention curriculum with active student involvement and added two new institutions to our initiative.

Internal Structures and Evaluation

Salesforce and Asana

The Learning and Evaluation team, even prior to becoming a team, were all instrumental in developing a new Constituent Relations Management platform, Salesforce, for the agency. The purpose of the build was to move our multiple, separate work tracking methods over to a more dynamic, coordinated, and powerful system to better capture how the organization works within the anti-sexual violence field and track deliverables, outcomes and impact. The build was substantial given the complexity and variety of our work. In the fall, we began to train leadership and finalize the instance to successfully being adopted agency-wide in 2020. The rollout started in 2019 with the creation of staff trainings and staff piloting to ensure the system would work for each team. We also integrated Asana as our program management platform to better track and coordinate large and long-term projects.



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Time Clock Plus

The Client Database Support Specialist spearheaded our move to an online time-sheet program, Time Clock Plus, to allow for a more responsive system with more consistent checks and approvals. We achieved full adoption by the end of 2019.

Whova

For our 2019 Annual TAASA conference, our Client Database Support Specialist researched and coordinated a move to Whova to provide a cohesive registration and provide a richer experience with a conference app that provided attendees with ways to network and create their schedule. This was the first time TAASA has been able to offer a conference app.

Sexual Assault Services Program Administration (SASP)

This year, we completed our first full year of administering the SASP grant. Our Client Database Support Specialist consistently assists grantees troubleshooting reimbursements and budget adjustments. The CHI team also supported outreach and technical assistance to applicants to TAASA's first round of grant administration for culturally-specific SASP grants resulting in awarding three new culturally-specific grantees for the first time.

Capacity Building

TAASA held its third annual Data Retreat as a means for sexual assault organizations and allied organizations to have 1.5 days to provide in-depth technical assistance and peer support dedicated to thinking critically about improving their program evaluation and increase programmatic learning. The retreat is led by the Director of Learning and Evaluation with substantial support and co-facilitation from the Access and Inclusion Manager. This year there was enough interest in two data retreats – one in Austin with 7 attendees from across the state and a second in the Dallas region with over 14 attendees.

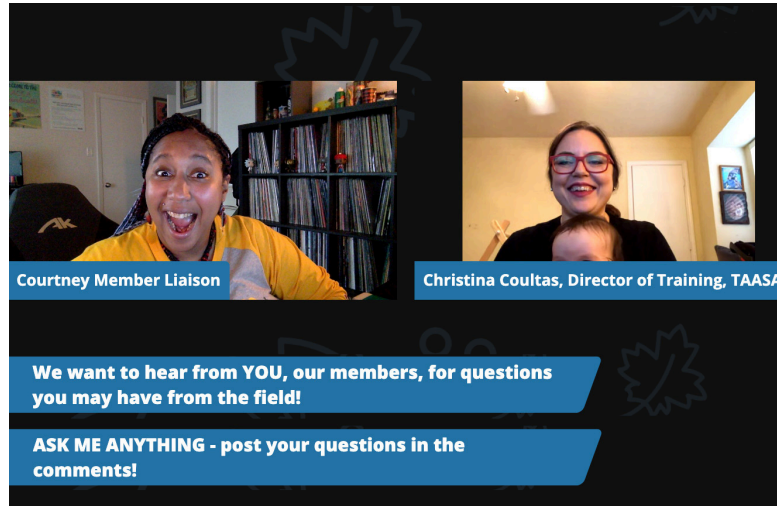
Membership Engagement

TAASA's Membership Liaison oversaw the transition from Wild Apricot to Salesforce for our membership portal including piloting the new sign ups and renewals with members and moving communication to MailChimp for compatibility with our new Salesforce system. In addition to this undertaking, the Membership continued to grow an online membership forum through our TAASA Membership Facebook Group with over 130 members. Online engagement with members has included regular weekly postings promoting wellness through our monthly self-care challenges and informative content such as "Did You Know?" posts highlighting TAASA's work as well as facts about sexual violence in Texas. In 2019, we started Ask Me Anything! (AMA) on Facebook Live – short format live video content in an interview format. The first two highlighted serving on the board with TAASA's board president and organizing a large conference with our nonprofit leadership specialist.

In addition to online engagement through social media platforms, we also executed our 2nd annual Membership Survey. The survey, with over 50 responses, revealed membership were looking for more ways to get involved, increased regional presence, and more ways to connect with one another. We processed the results as a staff and sought to provide these through increased calls to action, growing our capacity to be more present across the state, and through regular events such as AMAs, Data Retreats and Communities of Practice such as Latinx advocates bimonthly calls that provide space for membership to come together.

TAASA Outreach

In April, TAASA had our second SAAPM Survivor HeARTS & CommUNITY Celebration with over 50 attendees highlighting performances and art in collaboration with the Texas Student Leaders Against Sexual Violence Summit. We also tabled at 13 events this year, some with hundreds of attendees, to spread awareness about TAASA and our services.



Events

Survivors of sexual violence, active members of TAASA, statewide partners, responders and preventioners all directly benefit from the annual, bi-annual and innovative meetings and events planned by TAASA's Events Manager. The educational and networking opportunities support the continued success of sexual assault programs and the communities they serve.

In 2019, our Events Manager worked with leadership to implement major departmental changes. The key to a successful year was coordinating with each department when selecting the appropriate venue for events as well as providing onsite management for our events when it made sense. Collaboration with each team enabled TAASA to provide the necessary support for all special projects and events. Establishing and managing timelines and keeping events on track was key to ensuring each event was seamless from the attendees' perspectives.

Our 2019 Annual Conference was our largest conference of the year, with the highest number of attendees and vendor participation. Through post-conference surveys, the majority of attendees said they would recommend attending TAASA's annual conference. During conference, our Events Manager arranged for more than 920 hotel rooms and managed or assisted with contract negotiations.

In addition to our annual conference, contract negotiations also took place for our Primary

Prevention Institute, our University Police Sexual Assault Training (UPSAT) conference, and our annual Executive Directors' Conference co-hosted with TCFV.

Nearly 200 rooms were arranged for all meetings taking place at our TAASA office, including board meetings. Seven group retreat locations were secured in 2019. And relationships with 46 Texas hotels were built or maintained in 2019.

TAASA has working solid relationships with major Texas cities as well as small town convention and visitors bureaus. The Events Manager built or maintained relationships with 32 convention and visitors bureaus in 2019. Outside of Texas, TAASA has also built relationships with convention and visitors bureaus in Cincinnati, Denver, New Orleans, New York, and Florida.

TAASA also received special event invitations and attended conferences for additional training in 2019 with the following organizations: Society of Government Meeting Professionals, Connect Texas, and EVAWI (End Violence Against Women International).

Number of TAASA Office Meetings Arranged 2019

Board: 4

Primary Prevention: 2

Staff Retreat: 1

Director's Retreat: 1

Director's offsite

Meetings: 3

Data Retreat: 1

Diversity Steering

Committee Retreat: 1

Our approach to public relations and media outreach in 2019 centered significantly on legislative efforts during the first half of the year, while the second half included a mix of outreach on issues and positions through public statements, conference communications, and general media coordination.

Communications

Public Relations

We kicked off the year by publicly supporting an op-ed in the Austin American-Statesman that called out legislators for failure to curb sexual harassment at the Capitol. Our team participated and managed media in a press conference with Sen. Kirk Watson's office that landed us recognition in four major newspapers in Texas - Austin American-Statesman, Austin Chronicle, Dallas Morning News, Dallas Observer - as well as coverage on all Austin evening news shows and a guest spot on Good Day Austin.

Our priority bills also received positive news coverage. The biggest stories to spring from our agenda items were with the Texas Observer on increasing funding for sexual assault programs and with the Houston Chronicle about groping offenses.

In addition to legislative issues coverage, we garnered press around our Capitol Lobby Day from various Austin media outlets and were featured as sources in news stories on the following topics: Catholic Diocese of Austin releasing names of credibly accused priests, audit of APD's sexual assault cases, PREA, Southern Baptist church sexual abuse, and others.

The months of April, May, and June marked the development and distribution of various media advisories and press releases as we announced Sexual Assault Awareness and Prevention Month, our annual conference, and the results of a successful legislative session. We received press on local television and radio (KXAN News, Spectrum News, and KOOP radio) in advance of and during our Community Hearts celebration for survivors.

San Antonio media came out to cover our conference with live shots from the event by KSAT and News4/FOX, as well as news stories from both of

those outlets. Telemundo and WOAI Radio also covered our event and interviewed attendees and speakers as well as Rose Luna. We also landed a spot on WOIA Radio in advance of our conference after a media advisory to announce that we had selected San Antonio as our conference location.

Our priority bills continued to receive positive press in the final weeks of session. In May, we drafted and published an opinion editorial on supporting survivors during the judicial process that ran in Austin American-Statesman and drafted and published an opinion editorial about the movement's and TAASA's legislative successes that ran in the Fort Worth Star-Telegram on Labor Day weekend to coincide with the slate of laws going into effect September 1.

We distributed three separate statements - two TAASA standalone statements and one joining with other advocates and coalitions from across the country - regarding the treatment and abuse of children and adults at our southern border. We also drafted and distributed media advisories and worked with Rep. Donna Howard's office to coordinate press conferences for bill signings in Dallas and Austin (HB 8 and HB 1590).

In the months following our most successful legislative session, media coverage remained steady, with interviews with KXAN (Austin's NBC affiliate), the Daily Texan (the University of Texas at Austin newspaper), WOAI (San Antonio radio), KRTS (Marfa Public Radio), and an appearance on Spectrum News' Capitol Tonight (Austin) show.

In the fall, we turned our attention to our 2020 conference, and the communications team began preparing initial media outreach pieces, beginning with a media advisory to announce the selection of

Houston as our conference city. We also continued to weigh in on important issues in our community, such as speaking out against Travis and Harris county DAs who mishandled sexual assault survivor cases, distributing a statewide media statement and taking to social media.

The communications team worked closely with the policy team to develop a timeline for distribution of the DHS report, developed and distributed a press release, edited the executive summary, and coordinated interviews with the Texas Observer.

Social Media

With a substantial audience of more than 45,000 followers on Facebook and hundreds of additional followers on Twitter and Instagram, TAASA's biggest challenge in 2019 was to focus our communications efforts on engagement while maintaining a balance in content that focused on partners and allies, internal announcements, breaking news, and feature stories related to the movement. We have had historically low engagement relative to the number of followers across all three platforms.

TAASA's communications team intentionally shifted from more sensational, headline-grabbing news to a more policy- and healing-centric approach on social media — and our followers responded.

In the first half of the year, social media played a key role in TAASA's policy efforts during the legislative session. In addition to promoting our priority bills on Twitter and Facebook, we used social media as a tool to engage with legislators, release media statements, raise awareness around specific legislative issues, and publicly endorse other survivor-focused bills. We were retweeted by lawmakers including Rep. Donna Howard, Rep. Victoria Neave, Sen. Kirk Watson and Sen. Jane Nelson, to name a few.

In February alone, we live streamed two press conferences via Facebook and used social media to promote Capitol Day and pushed a new content series on black sexual assault advocates for Black History Month.

Twitter was our most active platform in the first half of the year, as lawmakers and those closely following policy news and information are heavily engaged in the first half of every odd-numbered year during our legislative session. From January

through March, we had 70.3K total impressions compared with 36K impressions for those same months in 2017, another legislative session year.

Our policy-related tweets were re-posted by several legislators, including Rep. Donna Howard, Rep. Victoria Neave, Sen. Kirk Watson, Sen. Jane Nelson and Rep. Craig Goldman. This was an unprecedented level of engagement and public support by officials in these positions.

We experienced record-breaking organic engagement in June from policy-related posts with over 475+ organic shares on Facebook. This was due in large part to sharing a healthy mix of conference and PRIDE-focused content along with stories of encouragement for and from sexual assault survivors as well as sharing popular graphics created by our graphic designer.

We also rolled out more English and Spanish content for social media. In honor of Hispanic Heritage Month 2019, we interviewed several sexual assault advocates from the Latinx community about what they value most about their culture and upbringing.

Beginning in September, we shifted our social media efforts to early registration for our annual conference, we focused our efforts in the last quarter on conference registration launch with email communications, social media announcements, and press outreach in English and Spanish. We posted media statements and shared relevant news articles about the movement, and we worked closely with the policy team to roll out DHS report findings across platforms.

We also shared unique content designed by our internal TAASA team to increase brand awareness and boost engagement on Facebook and Instagram, such as a graphic on respecting children's autonomy during the holiday season. In December we created social media posts and email graphics to support the organization's end-of-year fundraising campaign; this was TAASA's first time to participate in any end-of-year giving efforts using social media.

Throughout the last quarter of the year as we began to work with our translation team on Spanish-language content, we were able to publish posts in Spanish more consistently than ever before, ranging from conference content to social media banners and graphics.

Graphics

Overall, we drastically ramped up content creation with help from our talented graphic designer, and the communications team worked together year-round to plan graphics creation in advance of upcoming events, creating a robust editorial calendar and ensuring it remains up to date.

Because our graphics are original, branded, and attractive, they ensure our materials look professional and polished. From a social media standpoint, they undoubtedly contributed to the improvements we experienced in engagement throughout the year. Many of TAASA's policy-related graphics were shared or reposted by various lawmakers during the legislative session.

During 2019, our graphic designer developed nearly 100 graphics for various TAASA departments, including:

Policy: 20+	Annual Conference: 25+
Maps and Infographics: 5	Learning and Evaluation: 2
Prevention: 5	Social media: 25+
SAAPM: 7	

In just one example of how our original graphics played a key role in engagement, we were able to tap into our social media following with an urgent call to action for The Turning Point in Plano. We created graphics urging supporters to contact two councilmen threatening to vote against a \$50,000 local grant for the center. The post we created got over 250 shares and likes across our social media channels, and our campaign aided in the effort to secure another year of funding for The Turning Point.

WE SUPPORT
The Turning Point Rape Crisis Center

Contact Plano City Council and tell them to **continue funding counseling services for survivors**

972-941-7107

citycouncil@plano.gov

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TEXAS ASSOCIATION AGAINST SEXUAL ASSAULT

SUSTAINING CHANGE 2019:
 PRIMARY PREVENTION INSTITUTE

SAVE THE DATE

July 17-19
 Austin, TX
 Details to follow

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86TH TEXAS LEGISLATIVE SESSION

HB 8
 Ending rape kit backlog

SIGNED

taasa #txlege

Save the Date | May 19 – 22, 2019

2019 TAASA Conference:
Traditions and Transformations

Wyndham San Antonio Riverwalk
 San Antonio, TX

Respect kids right to say

NO

to hugs this holiday season

15 de septiembre - 15 de octubre

MES DE LA HERENCIA HISPANA

taasa

ACCESS AND INCLUSION

In September of this year TAASA was poised to take our work to the next level by creating a new position for an Access and Inclusion Manager – the first role of its kind in our history.

It was important to put the ideas of access and inclusion into action by 1.) developing and implementing an organizational infrastructure for TAASA and 2.) expanding our means of support by implementing methods to provide trainings, consultations, collaborations, and technical assistance with sexual assault programs, campus and community-based organizations, and other victim servicing agencies.

Given the wide span of our work and the inherent impossibility for us to represent all identities and experiences within our agency, it is critically important to be intentional about cultivating mutually beneficial relationships with other culturally specific organizations and individuals doing culturally specific work locally and nationally. Building these relationships in ways that are not just extractive is also of vital importance. Reaching out to organizations and individuals with expertise in areas we may not have allows us to center our work around the experiences of those most directly affected. This in turn enables us to provide culturally resonant materials and trainings for people in the field, whether through contracting with others or building our capacity internally. Another essential aspect to the work is actively engaging in ongoing trainings, conversations, and emerging practices – in Texas and nationally – around what accessibility and inclusion looks like for communities of color and other communities most directly impacted by violence.

Internal Infrastructure

Our access and inclusion manager developed and implemented a clear and transparent process across all departments for when and how our communications are translated with the larger overarching goal of language justice. Translations include social media posts, talking points, website materials, event flyers, membership communications, and other documents that will allow us to gradually build an audience to which our translated materials can be delivered. Our long-term goal is to establish TAASA as an organization with a reputation for having culturally resonant resources. To do this, we are working hard to:

- Establish ongoing relationship with local, state, and national contacts for guidance on working toward equitable access/inclusion and language justice.
- Secure contractors to build our internal capacity to work on several translations concurrently and manage ongoing contractor work with various departments.

Spanish-Language Work

Our bilingual team scheduled and facilitated team meetings to share pertinent information and evaluate efficacy of new protocols. They created internal channels for ongoing team communications and all incoming translation requests, managed translation requests and revised as needed, and coordinated with bilingual internal staff and contractors. In the latter part of 2019, the bilingual team:

- Completed dozens of internal translations including holiday cards, conference registration emails and announcements, CHI statements, and exhibitor application emails, among others.
- Coordinated translation of dozens of documents, including media statements and advisories, awards nomination form, SASP letters and guide, and web site content.

Culturally Specific Trainings

▶ St. Edward's University – It's On Us—
"Understanding Culturally Specific Primary
Prevention Programming"

▶ SAFE – Austin, TX staff training and separate
SAFE leadership training—"Conversations on
Striving for Cultural Responsiveness with the
Latinx Community"

*"MUCHISIMAS GRACIAS for your engaging and
informative presentation to our group last
week. And for staying afterwards to help us
think through some of the important questions
and challenges we face as our agency plans
for more culturally responsive engagement
strategies in working with Latinx communities."*

*"...one of our VP's who was in attendance last Friday,
agrees that we would really benefit from bringing
you back to share this information and your
expertise with more staff, including our leadership
team, so we all have a common understanding of
best practices in working with Latinx folk."*

▶ Coordinated with National Latin@ Network
to offer Language Access Webinar Series for
membership:

- "Understanding Culture and Language:
A Foundation for Providing Culturally
Responsive Services"
- "Developing an Effective Language Access
Plan"
- "Q & A Session on Developing an Effective
Language Access Plan"

*"I think a training like
this is imperative and
vital for ALL staff. It was
comprehensive & spoke
to the needs of Latinx
communities & provided
really useful feedback
and resources & dialogue
about how to better
serve Latinx clients."*

*– Feedback from training at St. Edward's University
– It's On Us – "Understanding Culturally Specific
Primary Prevention Programming"*

▶ Co-facilitated Spanish-language workshop
("Calladita Te Ves Más Bonita: Los Consejos de
Abuelita No Siempre Son Los Mejores") with
Regional Support Specialist at our annual con-
ference and NSAC, including creating Spanish-
language content including slides, graphics, hand-
outs, and evaluations.

*"This workshop was amazing! It brought me new
insight to my perceptions of mental health
and self-care, and the way the facilitators led
the session challenged me to rethink what I
believed to be true."*

*"Thank you for bringing to light these
conversations that are so desperately needed
in our communities. I've learned new terms and
new ways of explaining things in a culturally
relevant manner."*

▶ Hosted and managed Spanish webinar
"Desmantelando el Muro"

"GRACIAS! Excelente información!!!"

"Gracias por entregarnos información en español."

Cultivating and Expanding Relationships

- ▶ Began collaborating with St. Phillip's College in San Antonio and Texas Lutheran University in Seguin for culturally grounded primary prevention programming and survivor services
- ▶ Met with American Indians of Texas at the Spanish Colonial Missions (AIT) to build relationships and learn about culturally grounded healing for survivors
- ▶ Coordinated training conference for Family Crisis Center in Harlingen focused on culturally grounded services
- ▶ Relationship-building with MHP Salud (promotoras) in conjunction with Regional Support Specialist, including work on timelines for upcoming Spanish-language trainings and strategy sessions on content and delivery methods.

Bilingual Outreach Materials

The bilingual team coordinated efforts with Graphic Designer, Communications Manager, and Regional Support Specialist on Spanish-language content specific to SB4 as part of our previous contract with Arte Sana including planning for our materials rollout at our annual conference, a flow chart on accessibility to be used as TA, and capacity-building with centers and customized rack cards for survivor outreach in English and Spanish.

The team is also piloting bilingual outreach materials and met with SAFE in Austin and Family Crisis Center in Harlingen, then gathered and analyzed feedback from these pilot sites.

Texas Latinx Advocates

The team continued working with bilingual and bicultural advocates in the field through community of practice calls, created and distributed a survey on needs for training and resources as well as messaging to include in communications about upcoming events, resources, and general updates.

SASP Grant and Grantees

- ▶ Ensured inclusion of culturally grounded agencies offering support for survivors as potential grantees, including Spanish-language outreach to bilingual and monolingual agencies surviving survivors
- ▶ Offered intensive TA in English and Spanish around SASP application and post grant award process and work.

2019 Annual Conference

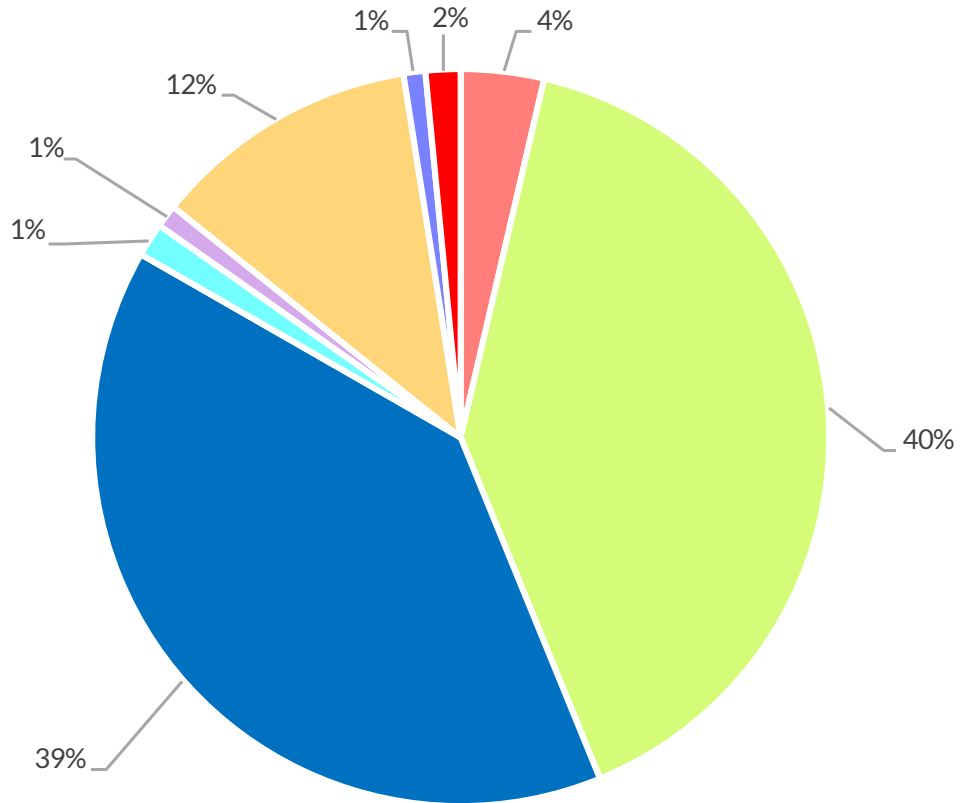
The team coordinated the land acknowledgement ceremony performed by members of an indigenous community to open conference, translated all conference materials and TAASA Conference website in coordination with Regional Support Specialist, and co-facilitated a Spanish-language focus group.

For the first time, TAASA was able to offer a Spanish-language track at every available time slot alongside English tracks. We also saw our Spanish-language workshop proposals more than double from the previous year. A team from Puerto Rico confirmed their attendance, which was also a first for our annual conference.

Although the Access and Inclusion initiative is new, the impact has been profound. The Access and Inclusion Manager continues to build the infrastructure necessary to sustain current programming, expand language access beyond Spanish, and to address inclusive service delivery in our great state of Texas.

Revenue & Expenditures

Revenue



- OVW
- CJD
- Private Foundations
- Membership
- OAG
- Donations/Fundraising
- State Set-Aside
- Conference

Expenses

