



CELEBRATING  
**10**  
YEARS  
OF IMPACT

# **ANNUAL REPORT**

## **2021-2022**

# LETTER FROM THE CEO



As we reflect on the past 10 years of our work, we are excited to share with you our impact over the past decade. We look forward to another decade of supporting survivors and creating social change. Thank you for your support of our life-changing work.

Dear Supporters,

Each year has proven to be an incredible opportunity for growth of our organization. In January 2022, STAR celebrated its 10-year anniversary. The barriers of service delivery brought on by Covid-19 have challenged us to think of better and more efficient ways to serve our communities, and given us the chance to rethink the way we create change to end sexual violence.

With all of this to consider, it is with deeply mixed emotions that I share with you my decision to leave my position as President and CEO of STAR at the end of this year. It is now time for me to step down and create space for a new leader to emerge and continue this work. This bittersweet decision is one that has taken me quite some time to come to, but finally concluding that it is best to transition from my position when the organization has a strong leadership team in place and is financially stable.

It has always been my dream to build an organization as powerful and inspirational as STAR—one that has impacted thousands of people across Louisiana and created change in our state that no one expected from a small group of fiercely passionate people willing to relentlessly pursue results.

I am honored to have served as the leader of this incredible organization and will watch with much excitement and anticipation as it continues to make strides in furthering our mission and vision beyond my wildest dreams. Thank you for your trust in me to do this work, and the endless support you each have given me.

With much appreciation and gratitude,

**RACHEAL HEBERT, LCSW, BACS**  
FOUNDER, PRESIDENT & CEO

# AGENCY HIGHLIGHTS

CELEBRATING 10 YEARS OF IMPACT

In a decade of service, STAR has successfully carried out our mission to support survivors of sexual trauma, improve systems response, and create social change to end sexual violence. Here is our list of our top 10 areas of impact in the past 10 years.



1

## FOCUSING ON SOCIAL CHANGE

Our commitment to survivors includes ending sexual violence and oppression. One day we hope our survivor services will no longer be needed. To achieve our goal, we launched – in 2012 – a community education program that utilizes evidence-based prevention practices aimed at reducing perpetration of sexual violence. We teach youth about consent, healthy dating, and relationship behaviors.

2

## ADVOCATING FOR A SANE PROGRAM IN THE CAPITAL REGION

Sexual assault nurse examiner (SANE) programs are now the standard level of care for sexual assault survivors in need of a forensic exam in communities across the US; however, when STAR began in 2012, the Capital Area did not have a SANE program. Through STAR's advocacy efforts and partnership with the East Baton Rouge Coroner's Office, Dr. Beau Clark formally established a SANE program in the Capital Region in 2016.



# AGENCY HIGHLIGHTS

CELEBRATING 10 YEARS OF IMPACT



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## LAUNCHING A LEGAL PROGRAM FOR SURVIVORS OF SEXUAL ASSAULT

In 2015, STAR was awarded funding through the Department of Justice's Office on Violence Against Women to provide legal services to survivors of non-intimate partner sexual assault. Our program was the first of its kind in Louisiana and remains one of only a few in the U.S. In 2017, STAR was honored with the "Legal Services Innovation Award" by the Louisiana Bar Association for our outstanding services.

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## ADVOCATING FOR SURVIVORS AT THE LOUISIANA LEGISLATURE

Through our work with sexual trauma survivors, STAR was inspired to educate and inform lawmakers about survivors' experiences with the goal of bringing about systemic change. Since 2014, STAR has worked closely with Louisiana legislators to improve the rights and protections of sexual trauma survivors and implement prevention initiatives throughout the state to fulfill our mission.





# AGENCY HIGHLIGHTS

CELEBRATING 10 YEARS OF IMPACT

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## EXPANDING SERVICES TO NEW COMMUNITIES THROUGHOUT LOUISIANA



In 2015, STAR was sought out by a local donor to establish an office and begin serving survivors in the Greater New Orleans area. STAR's New Orleans location officially opened on January 1, 2016. We now serve survivors throughout Jefferson, Orleans, and St. Tammany Parishes. The following year, we were called upon again to expand our services. We opened a branch in Alexandria in September 2016, where we now offer our services to survivors in Avoyelles, Grant, Rapides and Vernon Parishes.

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## DEEPENING OUR COMMITMENT TO ANTI-RACISM WORK AND SUPPORTING PEOPLE OF COLOR

Anti-oppression and anti-racism work have been a cornerstone of our organization's purpose from day one. Over the past decade, STAR has worked to center the experiences and needs of people of color through our work with survivors, community partners, and our staff. Similar to how we prioritize institutional and culture change to eliminate sexual violence, we continue to focus on institutional and culture change to eliminate racism within our sphere of control, and to make demands to eliminate racism in our sphere of influence.



# AGENCY HIGHLIGHTS

CELEBRATING 10 YEARS OF IMPACT



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## ENSURING ACCESS TO HEALING FOR ALL SURVIVORS

With our direct services, we quickly began to realize that there are many financial barriers that interfere with a survivor's healing. After a sexual assault, a survivor may be unable to return to work for many weeks or may have their possessions stolen during an assault. They also may struggle to pay bills or buy food or clothing for themselves and their family. To assist with these needs, in 2017, STAR launched a Survivor Assistance Fund that provides direct financial support to survivors to help meet their needs following an assault, such as transportation, relocation costs, rent and utility payments, food and clothing, etc. Support from this Fund allows STAR to assist our clients in meeting their basic needs so they can focus on their healing journey.

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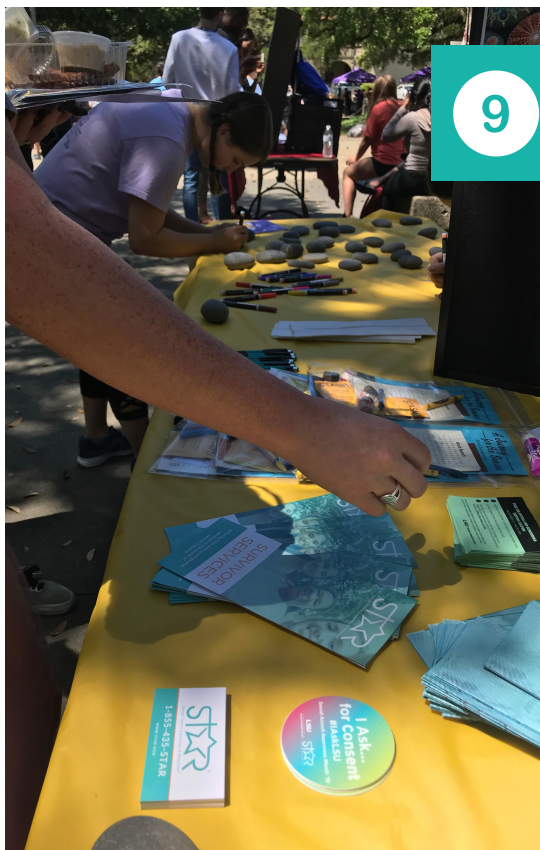
## AMPLIFYING SURVIVORS' VOICES

Survivors often disclose how isolating and stigmatizing the experience of sexual violence can be, which is why so many survivors decide to remain silent about their assaults. When survivors suffer in silence, healing and closure are practically unattainable. In 2018, STAR launched "Truth Out Loud," a survivor storytelling workshop series that provided a space for survivors to connect with one another and share their stories in a safe, supportive environment. Through the sharing of stories, survivors learn that they are not alone. There is strength in numbers, and the more survivors speak out about the violence that was committed against them, the more the walls of shame and stigma surrounding survivors will begin to disintegrate.



# AGENCY HIGHLIGHTS

CELEBRATING 10 YEARS OF IMPACT



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## INSPIRING ACTION ON COLLEGE CAMPUSES

Since 2018, STAR has worked with students in colleges and universities in Central and South Louisiana to educate them about sexual violence prevention and assist them in coordinating student groups at their schools with the goal of empowering college students to advocate for environmental-level changes on their campuses. This work has transformed the way colleges and universities across Louisiana respond to sexual violence on campus. Most notably, the STAR-connected group, Tigers Against Sexual Assault (TASA), on LSU's campus helped spread increased awareness of sexual violence on their campus and met with school leaders to demand accountability after the November 2020 USA Today article identified LSU's mishandling of sexual misconduct complaints made by students.

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## LAUNCHING INSTITUTIONAL CHANGE SERVICES

STAR has earned a reputation for providing exceptional and award-winning services to survivors of sexual trauma. Over the past several years, STAR has received an increase in requests from institutions, businesses, and organizations to help improve their harassment and violence prevention and response efforts. As a result, STAR now offers training and technical assistance services for institutions, businesses, and organizations to help create safer environments and prevent harm in the communities we serve.





# 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

“

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*

”

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.



# SURVIVOR SERVICES

## *Advocacy Program*

Our staff provide immediate, short-term specialized assistance through our survivor advocacy program. These services include assisting callers on our 24/7 hotline, providing hospital and legal system accompaniment, conducting safety plans, and stabilizing clients in crisis.

Service Type	Occurrences	Clients
Advocacy Intake	530	516
Civil Court Accompaniment	13	9
Criminal Court Accompaniment	18	12
Crisis Intervention	455	236
CVR Assistance	9	4
Financial Application Assistance	152	74
FME Billing	23	7
Hospital Accompaniment	241	241
Hotline Calls	1790	1790
Housing Advocacy	102	37
Law Enforcement Interview Accompaniment	43	41
Prosecutor Interview Accompaniment	5	4
Safety Planning	1941	702
Transportation Assistance	51	24
<b>Totals</b>	<b>5,373</b>	<b>3,697</b>

## STAR's Survivor Assistance Fund

STAR receives funding from local donors and community foundations to provide support to survivors in the aftermath of their assault. We offer transportation services through ride share programs, as well as financial support to cover the costs of relocation services, utility payments, medical costs, and additional needs.

*This fiscal year, STAR has provided:*

52 rides for survivors

\$37,686 indirect financial support to survivors

# SURVIVOR SERVICES

## *Counseling Program*

Our counseling program offers individual and group counseling sessions to survivors. Our counselors specialize in therapeutic modalities that are considered best practice for assisting trauma survivors on their road to healing. These include trauma-focused cognitive behavioral therapy (TF-CBT) and play therapy for children and eye movement desensitization and reprocessing (EMDR) for adults.

Service Type	Occurrences	Clients
Client Consultation	4352	724
EMDR Therapy	36	12
Individual Therapy	2082	227
Group Therapy	146	61
Play Therapy	56	20
<b>Total:</b>	<b>6,672</b>	<b>1,046</b>

“

I'm hopeful for my future. I've been able to document my trauma for my attorneys and have completed my impact statements. None of which would have been possible without the counseling services STAR provides! Special shout out to my counselor who created a safe environment for me to talk and work thru my trauma, and has been a invaluable support as I process the trauma. Within a month of receiving services the shame I lived with disappeared which opened a path for healing. I am eternally grateful for her and the STAR organization.

STAR Client Feedback

”

# SURVIVOR SERVICES

## *Legal Program*

Our specialized legal program provides licensed attorneys to represent survivors in the legal system. We provide legal representation in the following areas: employment, education, juveniles, housing, immigration, privacy, and safety. Our legal program is made possible by support from the Office on Violence Against Women's Legal Assistance for Victims Grant.

Service Type	Occurrences	Clients
Legal Consultation	455	103
Court Appearance	57	30
Legal Intake	101	94
<b>Total:</b>	<b>613</b>	<b>227</b>

"STAR helped me with my healing journey as well as getting me closer to achieving justice. I never felt alone when I was dealing with anyone at STAR. All of these individuals were so understanding. STAR is amazing."

"I would have never been able to navigate the sexual assault healing process without STAR. This includes legally, medically, and mental health-wise."

"Without STAR, I would not have been able to be represented by an attorney through the Title IX process. I am very grateful that these services were available to me free of charge. My STAR attorney was a huge help in the appeal process and put my mind at ease."

*STAR Client Feedback*

# SOCIAL CHANGE

## Policy Program

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

### HB 64

**Rep. Mandie Landry, New Orleans, LA**

This bill made technical corrections throughout various statutes to ensure the definition of a child is anyone under the age of 18. STAR supported HB 64.

**Status:** *Signed by the Governor*

### HB 313

**Rep. Thomas Pressly, Shreveport, LA**

This bill amends the Crime Victims Bill of Rights to ensure sexual assault survivors have access to their forensic medical exam reports and other information without redactions of their names or at a cost to them. STAR supported HB 313.

**Status:** *Signed by the Governor*

### HB 402

**Rep. Jason Hughes, New Orleans, LA**

This bill made technical clarifications to ACT 322 from the 2021 legislative session that ended the prescriptive period for civil claims for sexual abuse against minors. STAR supported HB 402.

**Status:** *Signed by the Governor*

### HB 431

**Rep. Edmond Jordan, Baton Rouge, LA**

This bill ensures that DNA collected from sexual assault survivors for rape kits is not entered into CODIS, the DNA database, to be used to match criminal suspect profiles from unsolved crimes. STAR supported HB 431.

**Status:** *Signed by the Governor*

### HB 561

**Rep. Aimee Adatto Freeman, New Orleans, LA**

This bill provided sexual assault survivors with more access to civil lawsuits. STAR supported HB 561.

**Status:** *Failed in Committee*

### HB 1061

**Rep. Jason Hughes, New Orleans, LA**

This bill requires hospitals to provide emergency contraception to sexual assault survivors. STAR supported HB 1061.

**Status:** *Signed by the Governor*

### HB 1083

**Rep. Candace Newell, New Orleans, LA**

This bill prohibits discrimination in education, employment, public accommodations, and housing based on natural and protective hairstyles. STAR supported HB 1083.

**Status:** *Signed by the Governor*

### SB 64

**Sen. Patrick Connick, Marrero, LA**

This bill makes several changes to the criminal code and code of evidence for sexual offenses. Changes include eliminating any remaining spousal immunity for sex crimes and coming up with a more inclusive definition of a person with an intellectual disability. STAR supported SB 64.

**Status:** *Signed by the Governor*

### SB 147

**Sen. Beth Mizell, Franklinton, LA**

This bill would allow expungements of non-violent criminal offenses related to human trafficking. STAR supported SB 147.

**Status:** *Signed by the Governor*

### SB 148

**Sen. Beth Mizell, Franklinton, LA**

This bill allows adult survivors of sexual assault to access their forensic medical exam reports. STAR supported SB 148.

**Status:** *Signed by the Governor*

### SB 255

**Sen. Regina Barrow, Baton Rouge, LA**

This bill clarifies current law to state that a petition for a protection order should not automatically be deemed "frivolous" just because a survivor did not show up for court. STAR supported SB 255.

**Status:** *Signed by the Governor*



# SOCIAL CHANGE

## Policy Program

### STAR® at the Capitol

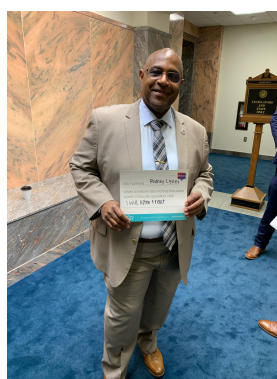
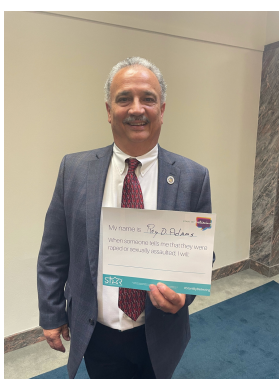
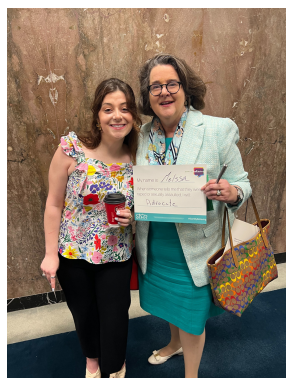


STAR staff at the Capitol for Survivor Advocacy Day.



## START BY BELIEVING DAY

April 6, 2022



# SOCIAL CHANGE

## *Prevention Program*

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, healthy dating, healthy relationships, human trafficking and sexual harassment. These workshops include Consent 101, Dating 101, Safe Dates and Shifting Boundaries. Our education is also conducted via the STARt Here website, which includes resources, information about STI testing, anonymous question submission, an interactive feature (The Talk with Big Bro Dreaux), and an FAQs section.

# 4320

STARt Here website  
views

# 623

reached through youth  
education

“

We are very thankful for the partnership with STAR and Makenzee's expertise on the curriculum. The girls in our care don't often have the chance to talk about sexual trauma in an educational (vs clinical) setting and I believe they appreciated the knowledge on the subject matter. I believe they felt well supported and that their feelings were acknowledged and validated. Being able to work with our girls in a caring and supportive way seemed to come naturally to Makenzee - we appreciate it!

*STAR Community Partner Feedback*

”



# SOCIAL CHANGE

## *Prevention Program*

Our prevention work also supports the establishment of student groups on college campuses to address sexual assault on campus, originally termed "Collegiate Prevention Action Coalition" (CPAC). In 2021, the student group, "Tigers Against Sexual Assault" (TASA), was formed on the LSU Campus. This student group is rooted in the CDC prevention rationale that the cultivation of protective community environments can work toward reducing sexual violence.

In 2022, we conducted outreach targeted at youth and young adults in rural communities throughout Louisiana. This outreach was done via radio and social media ads, which led to several radio interviews in Central Louisiana, further promoting STAR's prevention work.



Makenzee - Prevention Educator



Angelina - TASA President



Tanya (left) - VP of Social Change  
Rebecca Marchiafava (right) -  
Director of Training & Technical Assistance

"STAR has been a partner with the CIT program for 3 years. During this time, the agency has helped train hundreds of police officers throughout central Louisiana. In addition, STAR has also helped train new police officers that are attending the Alexandria Police Department Training Academy. The training STAR provides is invaluable. The agency is an important part of the overall CIT training. It is a pleasure to work with Michalene Perry. She has always provided quality training. In my opinion, STAR provides much needed services to central Louisiana. Michalene and STAR have my full support."

*STAR Community Partner Feedback*

# SOCIAL CHANGE

## *Training & Technical Assistance Program*

One year ago, STAR® launched its Training and Technical Assistance program to partner with institutions, organizations and businesses to prevent violence and create safer and healthier environments through organizational change. STAR® utilizes several strategies to advance organizational change, including interactive training workshops, leadership coaching and support, and workplace culture assessments. With each of these strategies, STAR® customizes its services and goes beyond compliance to prioritize impact.

During the 2021-2022 year, the Training and Technical Assistance program conducted workplace culture assessments and provided training on various topics, including:

- Coping with burnout and compassion fatigue
- Preventing workplace harassment
- The dynamics of sexual violence
- Responding to disclosures of sexual violence
- Coping with collective trauma in the workplace

### **Audiences Engaged**

- University leaders, faculty and staff
- College students
- Librarians
- Nonprofit leaders and staff
- Hospitality workers
- Mental health professionals

# 51

Culture Assessment  
Participants

# 23

trainings impacting 13  
organizations

"STAR staff and facilitators are organized, responsive, and took the time to meet with our committee before the training to determine specific needs and goals. The training exceeded our committee expectations—employees reported back to us that they got a lot out of the session...The interactive exercises helped people interact and talk about difficult subjects and under the professional guidance of STAR facilitators practice appropriate, helpful responses. I definitely feel that working with STAR was an investment in building employee resilience and hope that we can work together again in future."

*Organizational Partner Feedback*



# SOCIAL CHANGE

## Training & Technical Assistance Program

In the coming year, STAR® hopes to expand its training and technical assistance program through partnerships with innovative leaders committed to change.

How do you want yourself and others to feel in your work and/or educational environment?



“

“[The training] was interactive and thought-provoking.”

“I would like to receive further training from STAR.”

“It was one of the greatest trainings I have ever attended.”

“The content and expertise were phenomenal.”

“This STAR training actually taught me what I needed to know. And it was interesting and well put together and I enjoyed it. We need more like this please!”

*Training Participant Feedback*

”

# FINANCIAL STATEMENT

## REVENUE

Federal grants and contracts	\$1,223,190
Government contributions	\$308,134
Foundations	\$652,875
Individual donations	\$138,979
Earned income	\$128,395
Fundraising events	\$5,973
PPP Loan Forgiveness	\$280,900
Other	\$9,819
<b>TOTAL</b>	<b>\$2,748,265</b>

## EXPENSES

Salaries and wages	\$1,619,285
Employee benefits	\$120,315
Occupancy and utilities	\$234,466
Insurance	\$35,479
Equipment	\$36,976
Supplies & materials	\$15,892
Printing, copying, mailing	\$10,658
Phone and Internet	\$11,370
Travel	\$24,931
Marketing	\$10,793
Memberships, affiliations	\$1,756
Trainings	\$17,500
Contract services	\$87,382
Fundraising expenses	\$5,261
Financial assistance to survivors	\$25,627
<b>TOTAL</b>	<b>\$2,257,691</b>

*These numbers represent a snapshot of our fiscal year 2021-2022 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.

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

Visit [www.star.ngo](http://www.star.ngo), or text  
"STAR20" to 41444 now to donate.

# ANNUAL GIVING

## CHAMPIONS

**\$5,000+**

ANONYMOUS  
 Audrey & Eric Wasome  
 Caesars Enterprise Services--Harrah's  
 Casino  
 Central Louisiana Community  
 Foundation  
 City of Baton Rouge Parish of East  
 Baton Rouge  
 East Baton Rouge District Attorney's  
 Office  
 East Baton Rouge Sheriff's Office  
 Foundation for Louisiana  
 Greater New Orleans Foundation - La  
 Societe Des Dames Hospitalieres  
 Irene W. and C.B. Pennington  
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 Kevin & Winifred Reilly  
 Louisiana Association of United Ways  
 LSU Law Football Club  
 Mike & Lynn Coatney Family  
 Foundation  
 Network for Good  
 The Frost Foundation  
 United Way of Southeast Louisiana  
 Walmart Foundation

## HEROES

**\$2,500 - \$4,999**

Michael & Kim Sport  
 The Weishaupt Family Foundation

## AMBASSADORS

**\$1,000 - \$2,499**

Branden Barker  
 Cox Communications  
 David and Janet Daniel  
 Drew Reilly  
 Elwood Cahill  
 Glitter Box N.O.  
 Henry Mann  
 James Reuter  
 Junior League of Baton Rouge  
 Micah Fincher  
 Pennsylvania Coalition Against Rape  
 Red River Bank  
 Tam Nguyen  
 The Heymann Foundation  
 Todd Bialous

## LEADERS

**\$500 - \$999**

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 Cordell & Ava Haymon  
 Fidelity Charitable  
 Frank Lamothe  
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 Hope McCorkle  
 Kendra Scott - Metairie Lakeside  
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# ANNUAL GIVING

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 Gail Blakley  
 Grace Hart  
 Grace Yoga on Highland

GunjanKelotra-Jindia  
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 Loren McIntyre  
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 Meagan West  
 Mechele de Avila, LCSW, LLC  
 Meredith Anderson

Michael Bartlett  
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 Michelle Dorgan  
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Rippel Effect Fitness

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### **Meagan West**

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LSU AgCenter

### **Roosevelt Johnson**

Renaissance Home for Youth

### **Duana Juneau, RN, SANE**

Christus St. Frances Cabrini Hospital

### **Cynthia Sandoval, LPC**

Louisiana State University  
Alexandria

## NEW ORLEANS

### **Jessica Engler, CIPP/US**

Kean Miller, LLP

*Chair*

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### **Shavoi' Kent**

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Postlethwaite & Netterville

### **Dorian O'Sullivan**

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### **Mariorlin Paulino**

CSL Plasma

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Attorney

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**Alix Tarnowsky, LCSW, MBA**

*Vice President of Survivor  
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*Counseling Director*

**Ashley Day**

*Resource Advocate*

**Ashley Mack**

*Medical Advocate*

**Ashley Seaverson**

*Advocacy Director*

**Candice Gaspard, PLPC**

*Counselor*

**Catherine Cooper**

*Medical Advocate*

**Chelsea Faw**

*Resource Advocate*

**Courtland Langley**

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**Lexus Robertson**

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**Mandy Roberts, PLPC**

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# STAFF

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*Group Counselor*



## 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 larger community in the form of policy, prevention, and training and technical assistance 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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123 N. Genois Street  
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