

**BiasHELP, Inc.**

**2008 ANNUAL REPORT**



## MESSAGE FROM THE CEO

2008 was a busy year for BiasHELP, Inc. due to the increases in bias-related crime as a result of the economic recession. History has shown that in difficult economic times individual or multiple minority groups are often targeted for violence and oppression, thereby becoming scapegoats for the negative changes that people feel have happened in their own lives. The Marcelo Lucero murder is by far the most classic example of individuals believing that random violence is an acceptable outlet when used against an individual or a group perceived to be causing social and community problems. As in this horrific hate crime, these types of impulsive and senseless killings are often perpetrated by youth, particularly boys between the ages of 12 and 18. BiasHELP, Inc. has made a strong commitment to help communities gain a better understanding of diversity and prevent this type of social targeting in the future. In the coming year, we will be working with the Patchogue-Medford Middle School District, local community agencies and the municipalities to provide programs and events to lessen the effects of this type of hate crime.

On the home front, BiasHELP has produced a new agency brochure updating all of the services that the agency provides. This new brochure not only takes a comprehensive look at our agency programs, but also provides insight into how a community can combat the most common types of discrimination and social issues. We will be distributing our new brochure to all school districts, libraries and youth-related organizations across Long Island and in other towns, cities and states where BiasHELP provides diversity and/or capacity training.

Cyber bullying and school bullying have become all too much a part of the normal landscape of our youth. Many of the 30 percent of youth who are involved in bullying, either by bullying or being a target of bullying, or both, feel anger, anxiety,

depression and social withdrawal. With this type of behavior becoming so prevalent on the social networks and blogs, it is more important than ever for agencies like BiasHELP to stress the importance of family communication. These issues cannot be dealt with only within the school, religious or local community level. Parents must have open discussions with their children about both bullying and being bullied. In a society that has shown a major increase in parents monitoring their children's activities on the internet to prevent them from being targets of pedophiles or searching inappropriate sites that contain sexual content or violence, parents are missing out on the more subtle issues that are happening in their own home.

BiasHELP workshops that address bullying and our Families and Schools Together (FAST) program are mechanisms to bring together not just the parents and their children, but also include relationships between siblings, and most important, the relationship between other families who are taking part in these programs. A combined effort of teachers, parents and community leaders is necessary for young people to feel comfortable divulging if they are being bullied or to look at issues of why they bully, which in many cases is a result of retaliation for being bullied themselves.

Another major addition to BiasHELP's public media was the production, development and airing of an anti-violence and discrimination commercial. This commercial, which aired over 1,000 times on local cable channels, was made possible by BiasHELP's Communities Empowering Youth grant from the U.S. Department of Health & Human Services, Administration for Children & Families.

In the coming year, I, along with the Board of Directors, will be looking for new projects that will enable BiasHELP to continue its important programs. In these difficult economic times smaller organizations need to be more creative and innovative in securing the necessary funds to provide the types of services that are so badly needed by all communities.

Gail Barouh, PhD

## OUR MISSION

BiasHELP, Inc. is a 501(c)(3) not-for-profit agency dedicated to preventing, monitoring and lessening the effects of bias crimes, hate-related harassment and discrimination. BiasHELP considers an action to be discriminatory when a person or group is targeted, in whole or in part, because of their perceived race, color, national origin, ancestry, gender, religion, age, disability (including HIV status) or sexual orientation. Though BiasHELP serves all who fall prey to bias crimes, hate-related harassment and discrimination, our programs recognize that racial and ethnic minorities, Jewish people, and members of the gay and lesbian community are among the populations most often impacted.

## PROGRAMS AND ACCOMPLISHMENTS FROM 2008

### Education Programs in Nassau and Suffolk County

BiasHELP provides a wide assortment of programs for anyone in the community that reaches out for our help. On any given day you can find our staff presenting to students in a local school district, inmates at a correctional facility or even at the local community center addressing a group of seniors. No matter what the topic is or who the group is seeking help, our trained staff are ready to respond with informative and useful information, paving the way to better understanding and acceptance of others.

In 2008, BiasHELP conducted 196 programs reaching approximately 9,000 students. The topics of these many programs included: hate crimes, bullying, cyber-bullying, prejudicial behavior, gang/youth violence, relational aggression, stereotyping and cultural diversity. BiasHELP recognizes that education is the best way to combat discrimination, harassment and violence based on race, ethnicity, religion or sexual orientation. BiasHELP receives numerous requests each year from schools, as schools are often an environment where bias incidents occur. In some cases, students may not have the resources available to them to ask for assistance. In other cases, due to the prevalence of violent activities in a school, students may be too afraid to seek out help, even though the resources are available. By conducting

these educational programs, BiasHELP provides a forum for kids to ask questions in a safe and friendly environment. This helps to foster a feeling of trust with the school staff that will serve them in the future. BiasHELP strives to provide and promote a support network that kids can rely on in order to create positive changes in their lives. Additionally, BiasHELP provides strategies and skill-building activities in areas of negotiation, conflict-resolution and addressing peer-pressure to help students to successfully navigate situations both in and beyond the school setting.

In addition to the many programs aimed at students, BiasHELP conducts informative and educational programs to various community organizations and government institutions. For example, in 2008, BiasHELP conducted programs with young men incarcerated within the Nassau County Correctional Facility in East Meadow, NY. The aim of these programs is to provide the knowledge and skills necessary to change both attitudes and behaviors within their current surroundings and to assist them upon release to avoid a relapse into the high-risk behavior that led to their incarceration in the first place.

### Assistance

BiasHELP's TOLL FREE HOTLINE (1-800-END-BIAS) is available for those seeking assistance. In addition to receiving hotline calls for help, we receive requests via our website for educational programs covering topics which include harassment, threats, bias/racial issues, gay/lesbian issues, sexual harassment and many others. There are also numerous requests received for community resources and a vast number of individuals offering to volunteer their time to promote the ideals BiasHELP upholds.



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## Advocacy & Training

BiasHELP tailors trainings to increase understanding of risk and protective factors associated with bias/hate crimes, incidents of discrimination, bullying, violence and gang activity in Nassau and Suffolk Counties. The training sessions further focus on building competencies and developing strategies for combating inappropriate and discriminatory behaviors in the workplace. Among our audiences are school faculty and staff, who receive tailored programming geared to working with at-risk youth. In 2008, our most requested training programs centered on discrimination related to sexual orientation, ethnicity, religion and race.

BiasHELP provides technical assistance to agencies/community institutions seeking to create and/or enhance policies and procedures that will enable integration of effective anti-discrimination messages/programs into existing services in all communities. BiasHELP staff work collaboratively with each agency/community institution to tailor technical assistance to meet their specific needs. For each technical assistance topic, BiasHELP strives to incorporate the best practices and observation-based model programs to ensure success.

## Families and Schools Together

The Families and Schools Together (FAST) initiative connects at-risk kids, parents, schools and communities, while building protective factors around youth so they can make better choices and thereby reduce youth violence, substance abuse and teen pregnancy. FAST helps develop the skills necessary for future success. During weekly FAST sessions at Brentwood South Middle School, students, their parents and key school personnel gather for a variety of skill-building activities designed to enhance communication, strengthen relationships and clarify values. Students participating in FAST have better academic outcomes, a reduced incidence of violence and substance use, and better relationships with their parents.

## BiasHELP, Inc.

## Partnerships



Long Island Network  
of Community Services, Inc.  
North Fork Alliance

During 2008, BiasHELP worked as a key partner with the Long Island Network of Community Services, Inc. (LINCS) on their community coalition, the North Fork Alliance, funded by the Substance Abuse and Mental Health Services Administration (SAMHSA) Drug Free Community Support Program. The Alliance strives to bring together private and public sector organizations, local parents and students to pinpoint unmet needs and emergent trends related to substance abuse among youth. In addition to coordinating and participating in Alliance activities, BiasHELP provided Alliance and community members with education on the link between substance use and hate crimes/gang activities.



Long Island Association  
for AIDS Care, Inc.  
Office of Minority Health

During 2008, BiasHELP collaborated with the Long Island Association for AIDS Care, Inc. (LIAAC) on their federally funded mobile outreach and HIV testing initiative through the Office of Minority Health (OMH). Utilizing a specialized van, the mobile outreach program brings HIV education and testing directly to individuals at highest risk for HIV infection. BiasHELP was able to assist staff with gaining unparalleled access to subsections of the minority population on Long Island, specifically in gang influenced neighborhoods, which are often difficult to penetrate.

## Leadership and Capacity Building

### Communities Empowering Youth Program

Year two of a three-year grant from the U.S. Department of Health & Human Services Administration for Children & Families through the Compassion Capital Fund (CCF) was very eventful for BiasHELP, Inc. and its partnering agencies. The goals of the Communities Empowering Youth (CEY) program were capacity building through technical and financial assistance and training workshops. Many of the partnering agencies looked for technical support on how to market the services of their agencies and strengthen their administrative and board governance. To this end, a training workshop on how to produce an ad campaign through print materials and media was very successful.

Economic Opportunity Council of Suffolk, Inc. (EOC) chose two projects in year two. The first was developing a commercial for local Cablevision. The process of how to produce an ad and negotiate for television spots was not only a great learning experience, but also allowed the organization to add a new skill for capacity building. The second project was the production of a Fatherhood Conference. The organization always wanted to host this type of conference, but needed support in the planning and execution of the event. EOC's Fatherhood Conference was overwhelmingly successful.

Another partnering agency, S.T.R.O.N.G. Youth, Inc. developed a T-shirt business through a separate funding source. The Communities Empowering Youth program helped them to build capacity through the creation of an online website. In addition, the grant allowed them to attend a T-shirt business conference to learn about how to administer and track the development of an independent business as a not-for-profit.

Other partners worked on board governance, infrastructure, training and branding their agencies

through creation of logos, websites and print materials. BiasHELP is very proud of the accomplishments of year two of this project, which is so important to the survival of many not-for-profits that provide excellent services to communities in need. This grant helped to build their agency infrastructure to allow their programs to continue to thrive.

### Mirror Images Diversity Training

BiasHELP's nationally distributed and acclaimed Mirror Images DVD series presents an alternative to traditional diversity education tools that often leave participants feeling guilty, resentful or bored. The 5-part boxed set addresses issues of race, religion, ethnicity and sexual orientation through the eyes of men and women ages 12-80. Individuals featured in the series reflect on their challenges as minorities, their successes, and their predictions for America's increasingly diverse future. Their stories help others better understand issues facing Black, Hispanic, Jewish and lesbian, gay, bisexual and transgender (LGBT) communities and put a human face on our time's most contentious debates. The response to Mirror Images continues to be phenomenal, with dozens of companies, college campuses, healthcare facilities and non-profits nationwide adopting the series as the centerpiece of their diversity training and cultural competence activities.



## 2008 FINANCIALS

### Assets

Cash:	\$ 224,835
Contracts Recievable:	\$ 132,097
Fixed Assets:	\$ 10,695
Other Assets:	\$ 8,000
<b>Total Assets:</b>	<b>\$ 375,627</b>

### Liabilities

Accrued Expenses:	\$ 55,030
<b>Total Liabilities:</b>	<b>\$ 55,030</b>

### Net Assets

Net Assets – Unrestricted:	\$ 320,597
<b>Total Liabilities &amp; Net Assets:</b>	<b>\$ 375,627</b>

### Revenues

Grants & Contributions:	\$ 667,829
<b>Total Revenues:</b>	<b>\$ 667,829</b>

### Expenses

Program Services:	\$ 584,906
General & Administrative:	\$ 16,698
<b>Total Expenses:</b>	<b>\$ 601,604</b>

## ABOUT US

### Board of Directors

#### Executive Committee

Lila Mester, Board Co-Chair

Adrian Fassett, MA, Board Co-Chair

Thomas J. Fabbicante, BS, Secretary/Treasurer

Gail Barouh, PhD, President/CEO

#### Board Members

Gary Gumbs, BA, BS

Evelyn Danko

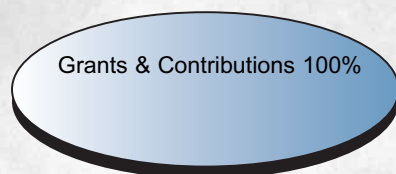
Matthew Klotsche, BS, JD

#### Executive Staff

Gail Barouh, PhD, President/CEO

Deborah Kinzer, MBA, Chief Financial Officer

### 2008 REVENUE



### 2008 EXPENSES



A complete copy of our financial statement is available upon request by calling (631) 479-6015.

### WE THANK THESE DEDICATED SUPPORTERS FOR THEIR SUPPORT IN 2008

Adolph and Ruth Schnurmacher Foundation, Inc.

Bank of America Charitable Foundation

Nassau County Youth Bureau

NYS Division of Criminal Justice Services

NYS Senator John Flanagan

Roslyn Savings Foundation

Suffolk County Offices of Affirmative Action and Minority Affairs

U.S. Department of Health and Human Services

and all of the others who graciously supported our vital work



## HOTLINE

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