

BIASHELP, INC.

AN AFFILIATE AGENCY OF LINCS

ANNUAL REPORT

2010

Proudly Serving
Long Island and Beyond

MESSAGE from the BIASHELP BOARD OF DIRECTORS CO-CHAIRS

2010 was a year of transitions and yet BiasHELP, Inc. maintained its focus on the pressing issues affecting young people today. We continued our mission: providing education and services to all those affected by hate crimes, discrimination and bullying. Our education programs continued to provide a safety net for students and teachers, a forum for open discussion of problems and tools for making needed changes.

During the year we worked on a number of important initiatives. Our partnership with the Office of Minority Health (The Health Improvements for Re-entering Ex-Offenders (HIRE) program, a three-year Federal pilot project) utilizes BiasHELP, Inc. for its mediation and anger management sessions. The program is committed to reducing recidivism among post-incarcerated individuals. It helps them reconnect with families and assists with job searches and employment issues. Our Against Violence and Oppression in Communities Everywhere (A VOICE) project is in the second year of a grant from the Knapp Swezey Foundation. It serves the Patchogue-Medford community and continues to see success in both building a solid community coalition and increasing its family workshop programs.

In response to the ongoing problem of bullying - especially here on Long Island - BiasHELP, Inc. produced a one-minute public service announcement (PSA) about cyberbullying. It expanded the usual definition of cyberbullying to include the range of technological tools now used to bully people: webcams, smart phones and video cameras. We called attacks using this expanded list "technobullying" because it goes beyond the simpler uses of the internet. BiasHELP, Inc. has also completed staff training and will soon be offering the Olweus Bullying Prevention Program in middle schools in Nassau and Suffolk County. The Olweus program is the only evidence-based intervention program for bullying

approved by the Substance Abuse and Mental Health Services Administration (SAMHSA).

As we move into 2011, the BiasHELP Board of Directors is painfully aware of the tragedy of teenage suicides, especially those resulting from bullying and sexual orientation. We will be seeking new grant funding in order to better address this issue. The Board will also be replacing Dr. Barouh, the founder of BiasHELP, Inc., who stepped down as President/CEO of BiasHELP, Inc. at the end of 2009 and decided to leave the Board in 2011 after 13 years of service. Dr. Barouh will remain an advisory volunteer for BiasHELP, Inc., but felt it was time for the agency to have new leadership. Since BiasHELP, Inc. is a small agency, we will look toward a transition that involves having a part-time Executive Managing Director. This individual will work as a consultant. In this way, we can continue to provide the same volume of programs and projects to Nassau and Suffolk County residents.

— John Haigney, M.Div. & Adrian Fassett, MA
Board Co-Chairs

BIASHELP BOARD OF DIRECTORS

Executive Committee

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John Haigney, M.Div. Board Co-Chair
Adrian Fassett, MA Board Co-Chair
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Our Mission

BiasHELP, Inc. is a 501(c)(3) not-for-profit agency dedicated to prevention of bias crimes, hate-related harassment, bullying, cyber-bullying and discrimination. Located on Long Island, BiasHELP provides programs and services locally, regionally and nationally. BiasHELP considers an action to be discriminatory when a person or group is targeted, in whole or in part, because of their perceived differences, including race, color, national origin, ancestry, gender, religion, age, disability or sexual orientation.

BiasHELP's programs include prevention education, community and school-based technical assistance, support of aggressive public policies that ensure human rights protections and effective media responses to current social issues.

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.

Programs & accomplishments from 2010

Education Programs in Nassau and Suffolk County

A VOICE Against Violence and Oppression in Communities Everywhere

The A VOICE project focuses on racial healing among vulnerable children and their families in Patchogue-Medford at four levels: individual, family, agency and community. In 2010, through the A VOICE project, BiasHELP conducted anti-bias educational workshops for the Family Voices program at Saxton Middle School. In response to the needs identified by community members' topics included: Bullying/Technobullying, Cultural Sensitivity, Healthy Choices and Hate Crimes. In addition, BiasHELP conducted educational workshops and professional trainings for students, parents and staff of community serving organizations. Lastly, the A VOICE Coalition coordinated the "Patchogue/Medford Rocks" and "Patchogue/Medford Community EXPO" community-wide events. These events brought together human service organizations that serve the residents of Patchogue-Medford and community members from diverse backgrounds. The purpose of these events was to bring culturally diverse residents together to learn from each other and learn about area community resources.

The A VOICE project was made possible by a grant from the Knapp Swezey Foundation.

Re-Entry Project

During 2010, BiasHELP played a pivotal role in the "Health Improvements for Re-entering Ex-Offenders (HIRE) program, a project of the Long Island Association for AIDS Care, Inc. (LIAAC). The project is a collaborative effort of three agencies, LIAAC, BiasHELP, Inc. and the Economic Opportunity Council of Suffolk, Inc. (EOC), that aids formerly incarcerated individuals who are currently infected

Programs & accomplishments from 2009 *continued...*

with HIV/AIDS or at risk of infection and who are returning from Federal or State correctional facilities transition back to living in Nassau and Suffolk County.

Ex-offenders are faced with many obstacles to reestablishing themselves particularly on Long Island. The HIRE project provides health, economic, and recidivism prevention services to increase self-sufficiency not only for the individual but for their families as well.

BiasHELP provided psychosocial (recidivism prevention) services that included, but were not limited to: mentorship/education, anger management, gang prevention, coping skills, communication skills, and mediation among family members who may have mixed feelings toward/against supporting the returning individual. Through this multifaceted program HIRE provided the necessary resources and tools to create self-sufficiency, ensure healthy outcomes and successful transition for post-incarcerated individuals and their families

Hotline

In 2010, our state-of-the-art hotline received **182** calls from victims, services providers and community members from Long Island. The hotline continues to serve as a community resource, offering immediate support to victims of violence, discrimination and/or bias crimes.

Educational Presentations

In 2010, BiasHELP conducted **304** educational programs reaching over **6,750** youth and provided **48** training/technical assistance to over **715** adults in Nassau and Suffolk Counties. Topics included bullying, technobullying, youth violence, stereotyping and cultural sensitivity. Audiences of education programs included students, parents, school administrators, community based organizations, etc.

Websites

Our website (biashelp.org) offered extensive information for those seeking further guidance on preventing and coping with bias, discrimination and violence with **463,153** hits to our website pages in 2010.

In 2010, BiasHELP launched a new website **STOPtechNObullying.org** to provide information and insight into the technobullying phenomenon and a mechanism to access support for individuals who are victims of technobullying.

BiasHELP's website **Youthwebonline.org** allows the community to report bias incidents or hate crimes as well as access educational information.

Advocacy

BiasHELP continued to be an active member of the A VOICE Coalition (Against Violence and Oppression in Communities Everywhere), the Inter-Faith Anti-Bias Task Force, the North Fork Drug-Free Community Alliance, and the Coalition of Nassau County Youth Service Agencies.

OUR SUPPORTERS

We thank these dedicated supporters for their support in 2010

Suffolk County Offices of
Affirmative Action and Minority Affairs
Nassau County Youth Board
NYS Division of Criminal Justice
New York Community Bank Foundation
Knapp Swezey Foundation
Bank of America Charitable Foundation

WE NEED YOUR SUPPORT!

VISIT US ONLINE AT **BIASHELP.ORG**
FOR MORE INFORMATION ON HOW TO DONATE.

MIRROR IMAGES
Diversity Training

HEAR
THEIR

Stories



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



KNOW



their **SUFFERING**

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

FEEL

THEIR



PAIN

UNDERSTAND



their

FEAR

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.

LEARN from their



F
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T

to
OVERCOME
THE ADVERSITY

For more information please visit the website at
MIRRORIMAGES.ORG

BIASHELP

2010 FINANCIALS

ASSETS

Cash & Investments	\$524,708
Contracts Receivable:	61,745
Fixed Assets:	1,876
Other Assets:	18,000
Total Assets:	\$606,329

LIABILITIES

Accrued Expenses:	\$21,383
Total Liabilities:	\$21,383

NET ASSETS

Net Assets – Unrestricted:	\$584,946
Total Liabilities & Net Assets:	\$606,329

REVENUES

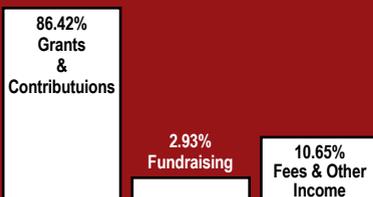
Grants & Contributions:	\$295,427
Fundraising:	10,000
Fees & Other Income:	36,408
Total Revenues:	\$341,835

EXPENSES

Program Services:	\$217,268
Total Expenses:	\$217,268

2010 REVENUE

2010 EXPENSES



A complete copy of our financial statements is available upon request by calling 631-479-6015

YOUR GENEROSITY

PLEASE
Lend **Your** Support
in some way & **JOIN**
OUR FIGHT
AGAINST
HATE

YES, I want to support LIAAC's important work in the Long Island community!

Please find enclosed my tax-deductible contribution of

- \$25 \$250 \$1,000
 \$100 \$500 other

NAME

ADDRESS

CITY/TOWN

STATE

ZIP

PHONE

E-MAIL ADDRESS



HOTLINE

**1-800-END-BIAS
(363-2427)**

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Hauppauge, NY 11788

BIASHELP.ORG
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