



**2007**  
Annual Report

## Message from the CEO



The year 2007 once again saw diverse program directions for BiasHELP of Long Island as we enhanced existing initiatives and launched some new ones. As the year ended, the NYS Division of Criminal Justice Services awarded BiasHELP a grant to support its new Families and Schools Together (FAST) program to be piloted in Brentwood South Middle School with an eye towards expansion to other districts. Middle School FAST is an evidence-based ten-week program aimed at pre-teens and teens (6th - 8th grade). It is used to build success factors in kids and families during critical transition years, as young people start to make decisions that will affect them in life. Like all FAST programs, Middle School FAST uses a process that connects kids, parents, schools and communities while it builds protective factors around older children so they can make better choices, avoid violence and substance use and develop the skills necessary for future success.

BiasHELP opted to prioritize at-risk girls in Brentwood, an underserved population and has had little trouble recruiting families to participate in this exciting new program. During each of the ten weekly sessions, students, their parents and key school personnel gather for a variety of skill-building activities designed to enhance communication, strengthen relationships and clarify values. Parent graduates of the program will meet monthly to share parenting strategies with their peers and build community relationships. Evaluation studies have found that students participating in FAST have better academic outcomes, a reduced incidence of violence and substance use, and better relationships with their parents.

As BiasHELP's Communities Empowering Youth capacity building federal grant enters its second year of three, we have seen positive results in working with our partners - STRONG Youth, the Hispanic Brotherhood of Rockville Centre, EOC of Suffolk and the First Baptist Church of Riverhead. The support we've given to them

has included professional development for board members and executive staff, legal assistance with restructuring some of the smaller entities, and financial assistance to strengthen the administrative capacity of agencies that have great programs, but lack a solid infrastructure that will sustain their programs long-term.

In the coming year, BiasHELP will undergo a makeover after ten years of service both locally and nationally in the areas of diversity training and combating hate crimes, prejudice and discrimination. A grant from the Nassau County Youth Board will be used to create a new website and agency brochure describing our services. The vision and scope of the organization has changed over the past ten years. This is to be expected as our services are guided by changes in the incidence of hate crimes, an increase in school bullying and cyberbullying, and trends of discrimination toward different minority target populations.

On the development front, this was the first year that BiasHELP received money from its partnering agency, the Long Island Network of Community Services, Inc. (LINCS), through its Chef's Secrets fundraising event. The agency honored NYS Senator John J. Flanagan for his steadfast support and joined LINCS in presenting a posthumous award to the family of Elena Perez, who through her work at Bank of America also supported BiasHELP's anti-violence programs.

I, along with the Board of Directors and the rest of the BiasHELP staff, am confident that the agency will continue to expand services to organizations and populations that will benefit from the programs we offer. While there doesn't yet seem to be a cure for hatred, prejudice, and discrimination, we are continually striving to make Long Island's communities safer.

A handwritten signature in cursive script that reads "Gail Barouh".

Gail Barouh, Ph.D

## Executive Committee:

**Lila Mester**

Board Co-Chair

**Adrian Fassett, M.A.**

Board Co-Chair

**Thomas J. Fabbriante, B.S.**

Secretary/Treasurer

**Gail Barouh, Ph.D.**

President/Chief Executive Officer

## Board Members:

**Evelyn Danko**

**Jeffrey Friedman, M.A.**

**Gary Gumbs, B.A., B.S.**

**Mathew Klotsche, J.D.**

**Charles L. Robbins, D.S.W.**

## Management:

**Gail Barouh, Ph.D.**

President/Chief Executive Officer

**Jeffrey L. Reynolds, Ph.D.**

Vice President/Chief Operating Officer

**Deborah Kinzer, M.B.A.**

Chief Financial Officer

## BiasHELP, Inc.

60 Adams Avenue

Hauppauge, NY 11788

## Bias Crime Hotline:

1-877-END-BIAS (363-2427)

(631) 479-6015 (Voice) & (631) 271-5720 (Fax)

## Website:

<http://www.biashelp.org>

**BiasHELP of Long Island is a 501(c)(3) not-for-profit agency dedicated to preventing and addressing discrimination, harassment and violence in our local community and nationwide.**

**BiasHELP's programs reduce prejudice based on race, color, national origin, ancestry, gender, religion, age, disability or sexual orientation, thereby creating equal opportunities and safer communities.**

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*At the heart of BiasHELP's mission are the following priorities:*

## Health

We recognize and understand the far-ranging impact of discrimination, harassment and violence on victims, their families and the surrounding community. As such, we remain committed to the ongoing development of culturally competent support services designed to repair the physical and emotional harm inflicted on victims and those around them.

## In 2007, BiasHELP Staff:

- Answered more than 200 hotline calls from victims of hate crimes, discrimination and/or bullying providing support, direction and screened referrals;
- Assisted more than 40 hate crime, discrimination and bullying victims providing crisis-intervention, court accompaniment, advocacy, counseling and screened referrals;
- Responded to numerous email inquiries from victims of hate crimes, discrimination, bias and bullying seeking assistance and support.

## Education

BiasHELP believes that bias-related violence, bullying and discrimination are preventable and their serious effects avoidable. Innovative, comprehensive and consistent education remains our most important tool for addressing bias-related violence, bullying and discrimination. The reduction of hate, prejudice and intolerance - particularly among young



people who commit the vast majority of hate crimes - helps reduce intergroup tensions, thereby decreasing and preventing incidents of conflict and violence. The furtherance of community and school-based educational initiatives are central to BiasHELP's purpose.

In 2007, BiasHELP revised and expanded its curriculum to include both exercises and educational content designed to address gang activity and cyberbullying - two key issues facing Long Island's young people.

- BiasHELP conducted more than 400 educational programs and outreaches this year in a variety of settings reaching more than 12,000 young people and adults. Workshops were between 45 minutes and two hours in duration and post-session participant evaluations were used to shape subsequent programs.
- BiasHELP's school-based programs are well-respected and in-demand as we address bias and violence against all populations, rather than focusing on a single community. We've also expanded our work with group homes and community service programs so as to reach adolescents in a non-academic environment.

AMONG THE MANY SCHOOLS, YOUTH ORGANIZATIONS AND COLLEGES WHERE STAFF CONDUCTED PROGRAMS IN 2007 WERE THE FOLLOWING:

### Schools

Amityville High School  
Bay Shore Middle School  
Brentwood Middle Schools  
Bridgehampton School  
Commack Middle School  
Elwood Middle School  
Hempstead High School  
Lindenhurst High School  
Longwood Middle School  
Lynbrook High School  
Miller Place High School  
Roosevelt High School  
Roslyn High School  
Springs UFSD  
Syosett High School  
Walt Whitman High School  
William Floyd Middle School  
Wyandanch Memorial High School

### Colleges & Universities

Farmingdale State College  
Hofstra University  
Suffolk Community College

### Youth Organizations

American Red Cross Community Service Program  
COPAY, Inc.  
EAC Alternatives for Youth  
Gateway Youth Outreach  
Hicksville Boys & Girls Club  
Hispanic Counseling Center  
Momma's House  
Pride for Youth  
Regina House  
Suffolk Jewish Community Center  
Youth Enrichment Services

***Bringing its message of tolerance, understanding and acceptance beyond the confines of Long Island, into a national arena, BiasHELP accelerated distribution of "Mirror Images" in 2007***

BiasHELP's groundbreaking Mirror Images DVD series presents a long overdue alternative to traditional diversity education tools that often leave participants feeling guilty, resentful or bored. The 5-part series addresses issues of race, religion, ethnicity and sexual orientation through the eyes of men and women ages 12-80. Each of the individuals featured in the series reflect on the challenges they have encountered as minorities, the successes they have enjoyed and their predictions for America's increasingly diverse future. Their stories help others better understand issues in the Black, Hispanic, Jewish and LGBT communities and put a human face to some of our time's most contentious controversies.



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 activities. The series has won national acclaim and been featured in several educational publications.



## **Leadership**

BiasHELP continues to ensure a forceful and broad chorus of voices against bias crimes, discrimination and violence in our community. Through our steady participation on local anti-bias task forces and other community groups; our aggressive media outreach; meetings with elected officials; and our creative participation in local events, BiasHELP has established itself as a leader against bias and discrimination on Long Island. We've become a regular feature in local and national news stories. We have formed close working relationships with local law enforcement personnel to insure reciprocal referrals and have close working relationships with more than 100 other organizations.

BiasHELP also continued into its second year of leading "BEST" - Building Effectiveness and Sustainability Together. This federally-funded initiative allows us to train, coach, mentor and provide direct financial assistance to four other Long Island community based organizations, including the Economic Opportunity Council of Suffolk, the First Baptist Church of Riverhead, the Hispanic Brotherhood of Rockville Centre and STRONG Youth with the ultimate goal of enhancing their organizational capacity to serve Long Island's at-risk youth.

## Policy

BiasHELP believes that government should affirmatively protect individuals and communities impacted by hate crimes, discrimination and bullying, while simultaneously fostering an environment where such acts are unacceptable. BiasHELP works at local, state and federal levels to amplify the voices of those populations most often victimized by bigotry and to make sure that government policies, programs and funding levels adequately meet community needs.



One of BiasHELP's priorities remains passage of federal hate crime legislation (Matthew Shepard Local Law Enforcement Hate Crimes Prevention Act) that stiffens the penalties for such offenses and includes protection based on sexual orientation. While New York State's statute includes such protections, achieving consistency between states and nationwide protection is a critical step in achieving full equality for members of the GLBT community.



On a state level, BiasHELP sees safer schools legislations as critical to the well-being of New York's most vulnerable young people.

This bill would prohibit discrimination and harassment, including verbal threats, intimidation or abuse based upon a person's race, color, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender or sex. This prohibition would apply to school employees and students when on school property or at a school function. BiasHELP has always been at the forefront for "safer schools" legislation at the state and federal levels since youth is our future and a top priority at the agency. We also believe that the state legislature must take action to address videotaped bullying that is subsequently broadcast on the Internet and should consider increasing the penalties associated with cyberbullying.

By monitoring legislative developments, highlighting the positive impact of measures that deal with issues of bias and building relationships with community leaders, the media and law enforcement agencies, BiasHELP has become and remains Long Island's premier anti-bias organization.



# 2007 Financials

## ASSETS:

Cash	\$ 189,218
Contracts Receivable	\$ 107,147
Fixed Assets	\$ 14,145
Other Assets	\$ 8,000
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Total Assets	\$ 318,510

## LIABILITIES:

Accrued Expenses	\$ 64,138
Total Liabilities	\$ 64,138

## NET ASSETS:

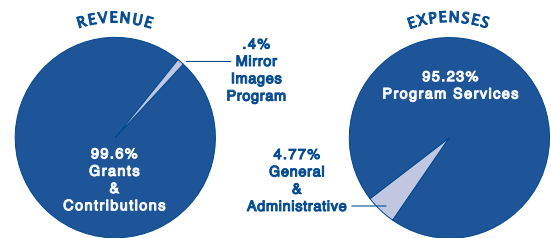
Net Assets - Unrestricted	\$ 254,372
Total Liabilities & Net Assets	\$ 318,510

## REVENUES:

Grants & Contributions	\$ 510,044
Mirror Images Program	\$ 2,034
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Total Revenues	\$ 512,078

## EXPENSES:

Program Services	\$ 433,876
General & Administrative	\$ 21,753
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Total Expenses	\$ 455,629



## 2007 REVENUE

Grants & Contributions	99.6%
Mirror Images Program	.4%

## 2007 EXPENSES

Program Services	95.23%
General and Administrative	4.77%

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

## Supporters

### We thank these dedicated supporters for their support in 2007

Adolph and Ruth Schnurmacher Foundation

Bank of America

Citigroup/Smith Barney

NYS Senator John Flanagan

Nassau County Youth Board

NYS Division of Criminal Justice Services

Suffolk County Office of Minority Affairs  
& Affirmative Action

U.S. Department of Health & Human Services

... and all the others who graciously supported our vital work.

### BiasHELP Needs Your HELP!

**BiasHELP relies on the generosity & goodwill of individuals, corporations and foundations. We are eternally gratefully to those who stand with us in fighting bias, discrimination and violence on Long Island and beyond.**

Now that you've learned about what we do, won't you join us and become a partner in our important work? Individuals can make a donation to support our programs. Small businesses and large corporations can become sponsors of events or make a contribution in your company name. BiasHELP runs a variety of events throughout the year and our fundraisers are designed so that everyone can participate in some meaningful way. Despite our impressive array of services, BiasHELP remains a small agency run on a lean budget. We need your help!

### PLEASE LEND YOUR SUPPORT IN SOME WAY AND JOIN OUR FIGHT AGAINST HATE CRIMES, DISCRIMINATION AND BULLYING.

YES, I WANT TO SUPPORT BIASHELP'S IMPORTANT WORK IN THE LONG ISLAND COMMUNITY!

Please find enclosed my tax-deductible contribution of

- \$25.00       \$250.00       \$1,000  
 \$100.00       \$500.00       other

Please send me \_\_\_ BiasHELP Lapel Pins at \$10 each.

Please contact me with information about the following:

- Mirror Images Diversity DVD Series  
 BiasBEAT and Other Publications  
 BiasHELP Workshops  
 Volunteer Opportunities  
 Chef's Secrets and other events

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Name

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Address

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City/Town

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State

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Zip

\_\_\_\_\_  
Phone

\_\_\_\_\_  
E-mail Address

Please clip and mail to:

**BiasHELP of Long Island**  
60 Adams Avenue  
Hauppauge, New York 11788



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**60 Adams Ave.**

**Hauppauge, NY 11788**

**(631) 479-6015 (voice) • (631) 271-5720 (fax)**

**[www.biashelp.org](http://www.biashelp.org)**