collective structure

all teams work together to share leadership, decision-making, and implementation activities to end violence in deaf communities

Board of Directors
provides overall guidance and financial oversight to all programs and services

Wisconsin Team: Deaf Unity
statewide advocacy to heal deaf communities

Survivors & Communities
core values: intersectional liberation, radical healing, abolition

California Team
state and national transformational movement work

Illinois Team: Deaf Wings
interdisciplinary collaboration to address gaps for deaf survivors
DeafHope
Organizational Chart

Core Values:
Collective
Survivor Centered
Anti-Oppression
Deaf/ASL
Confidential

Empowerment
Directors

Board of
Directors

Lead ED:
Community Services

Lead ED:
Direct Services

Lead ED:
Internal Operations

Financial
Accountability

Community
Accountability

Accountability to
Mission

deaf-hope.org
Safe Workplace Policy
Guiding Values: Social Justice and Trauma-Informed Care

Our commitment to caring for ourselves, each other and our communities means supporting a safe workplace. We achieve this together, creating a culture of support and self-care in many ways, including: regular check-in meetings, deep connection as a team, fostering healthy communication and creating opportunities to grow together. Along with our commitment to culturally responsive and community based approaches to serving survivors, we use non-traditional approaches to creating a safe and healthy workplace for all. Our grievance procedure is non-traditional: we encourage members of the team to use the spaces and approaches described above to share any concerns (grievances) you may have. Find opportunities to directly communicate with others, identify a team member with whom you can share your concerns, reach out to a Board member for support if that feels right. Together, we will find the best resolution to achieve a more healthy workplace environment.

Some of these policies are required by legislation or funders. Although they may not be framed using our non-traditional, collective values, we do our best to honor both legal/funding requirements and our values.

https://www.deaf-hope.org/