

collective structure

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

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

Board of Directors

provides overall guidance and
financial oversight to all
programs and services



Illinois Team: Deaf Wings

interdisciplinary collaboration to
address gaps for deaf survivors

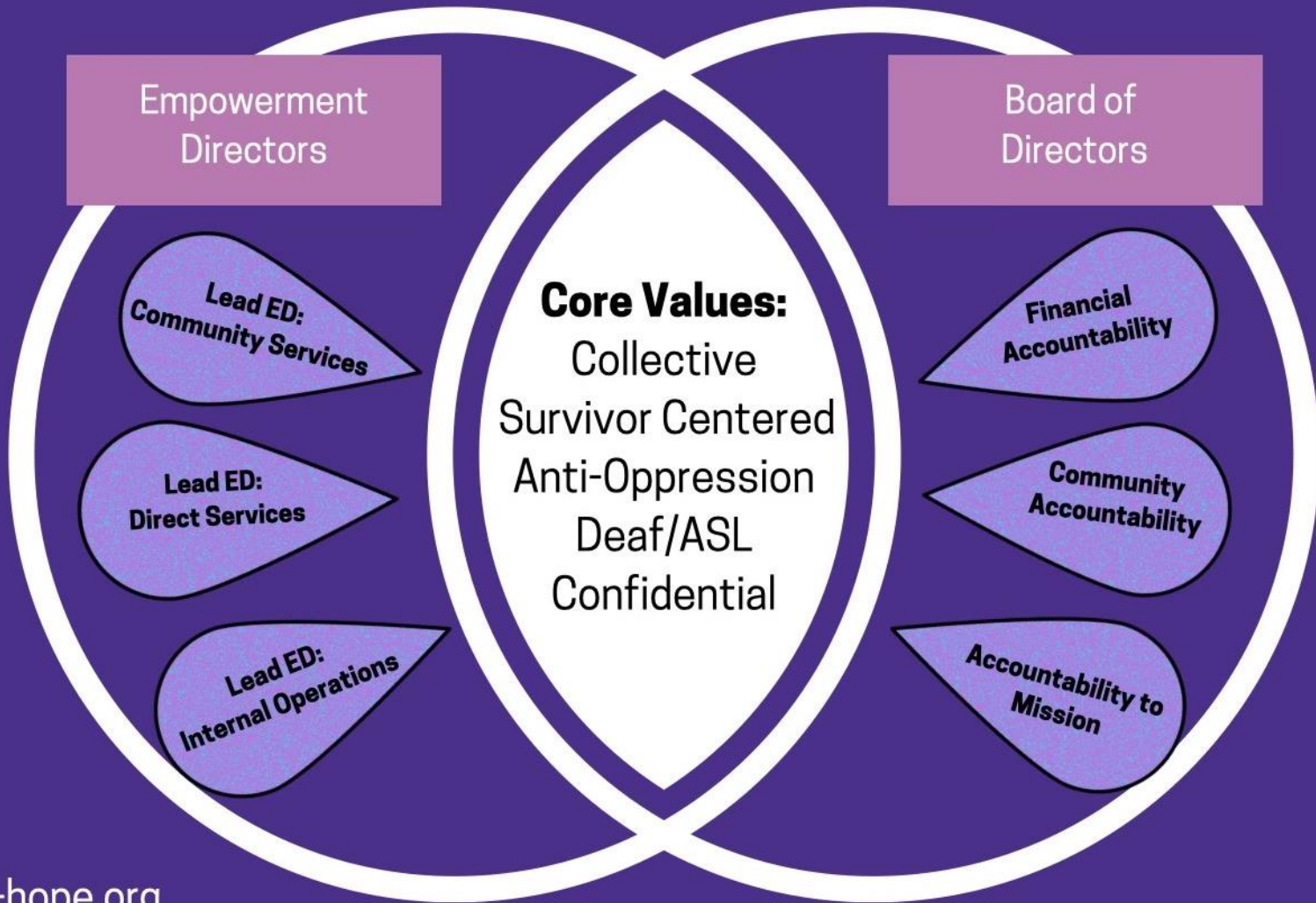


DeafHope



DeafHope

Organizational Chart



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/>