

Spring 2017 | Issue No. 13



Dear Friends,

On this particular spring day in this year of 2017, I am personally close to someone who is living in an abusive relationship. As they reached out to me, their struggle brought memories of this letter that I wrote for our newsletter back in May of 2008 when I was the then Acting Director...

As I drove to the Wisconsin Coalition Against Domestic Violence Director's meeting in Wausau earlier this month, my mind wandered away from work and I immediately focused on spring gardening. This was only amplified by the sight of freshly tilled fields apparent along the roadside and representative of the farms within my sight. Suddenly my thoughts shifted back into work mode and it occurred to me how we as advocates are similar to crop farmers – we both plant seeds!

The seeds of an advocate cannot be held in the palm of a hand or pushed into the earth to sprout. They cannot be fertilized with a mixture of chemicals nor be irrigated when dry. The seeds of an advocate are planted by the options we share, the education we give and the resources and referrals we provide. The seeds we as advocates plant are fertilized with understanding and moral support.

Just like the farmer, the seeds an advocate plants do not always take the first time around. So we replant and we continue to nurture the seeds knowing that someday they will grow. The farmer's seeds will grow into food for human or animal consumption. Our seeds will grow into self-esteem, empowerment and survivors!

If you suspect someone you know is in an abusive situation, plant a seed. Tell them you are concerned for their safety. Tell them no one deserves to be abused. Tell them our crisis line phone number.

Go my friends! Plant the seeds, which will eventually grow into survivors.

In empowerment,

Ann Kappauf

Executive Director

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Help us go paperless:
send us your email so we can
send an electronic version
www.nhagainstabuse.org/get-to-know-us/newsletters/

**Advocacy Training
for Volunteers/Interns
must attend all 3 days
to receive certification.**

Tues. May 30 5p-9p

Wed. May 31 5p-9p

Thurs. Jun 1 5p-9p

First Baptist Church

1209 Main Street

RSVP:

volunteer@nhagainstabuse.org

or call 608.791.2610 x 1301

ask for Zarah

Did you know?

- 42% of college women who are raped tell no one about the assault.
- Approximately 5 children die every day because of child abuse.
- The pay gap is much worse for minority women. African American women make just 63 cents for every dollar that a white, non-Hispanic male makes, and Latinas make just 54 cents.

Help is available 24 hours a day,
7 days a week by calling our
CRISIS LINE at
608-791-2600
or 888-231-0066

www.nhagainstabuse.org

Gender Pay Gap

We Know Female CEOs Get Paid More, But We Don't Know Why

Harvard Business Review March 13, 2017

By Margaret Ormiston and James R. Bailey



Last spring Equilar, an executive compensation firm, released a headline-grabbing study on gender and CEO pay. In a survey of 341 S&P 500 companies, it found that the 17 female chief executives in the group made nearly \$8 million more on average than their 324 male counterparts. Some in the media responded with shock and excitement (Fortune called it, for example, “a reverse gender gap”), while others cautioned about the report’s small sample size. But these findings are supported by two rigorous academic studies: One found that women who hold, or are likely to hold, senior management positions earn up to 10% more than their male peers. Another found not only that female CEOs are paid more than male CEOs but also that nonwhite CEOs (African-American, Asian, Hispanic, and Native American ethnicities) are paid more than white CEOs.

These findings are fascinating, but it’s way too early to declare victory (on the one hand) or reverse discrimination (on the other). For one thing, decades of research continues to demonstrate that women and minorities make less than white men doing equivalent work; current estimates are around 81 cents on the dollar for women and 71 cents on the dollar for black men. Even when focusing on people in the executive ranks (CEOs of smaller firms, CFOs, COOs, presidents, senior vice presidents), those discrepancies remain, as highlighted by this study, published just last month in The Wall Street Journal.

We need more information to know what’s different at the CEO level. It’s entirely possible that these individuals are simply better at their jobs, and thus worth more. It may be that the companies with female and minority CEOs have progressive policies that promote and reward nonwhites and nonmales. One study found that having organizational diversity goals correlated with higher pay for high-potential women. Yet another possible explanation is a simple supply-and-demand effect: If the supply of qualified female and minority chief executives doesn’t match the demand, or isn’t perceived to match it, then their compensation will be higher.

A cynical but plausible explanation comes from research on moral and ethical behavior. Such behavior isn’t static; it swings from one side to the other and back again, depending on past and anticipated circumstance. For instance, according to this study, after Hurricane Katrina companies with poor reputations for social consciousness were more likely to make disaster relief donations. It’s reasonable to wonder whether companies pay female and minority CEOs a premium, at least in part, to right past wrongs and improve the company’s image (known as *moral cleansing*) or to ensure that any morally dubious actions taken in the future won’t do as much reputational damage (known as strategic *morallicensing*.)

Although all this might seem speculative, some research lends credence to the theory. Research has shown, for example, that the presence of women in a company’s C-suite is associated with fewer women subsequently being hired to high-level positions in that organization. Perhaps this occurs because decision makers, consciously or unconsciously, feel that the presence of one, two, or three senior female leaders signals that they’ve “done enough” for diversity, and thus exempt themselves from engaging in robust diversity initiatives.

We don’t want to rain on the parade of those encouraged by the CEO pay findings. But there is still much more progress to be made in making senior leadership teams more diverse and equalizing pay between men and women, and whites and nonwhites, at all levels in organizations.



Margaret Ormiston is an assistant professor of management at the George Washington University School of Business. She was previously a faculty member at London Business School.



James R. Bailey is the Hochberg Professor of Leadership Development at George Washington University's School of Business. He is a coauthor of *Managerial and Organizational Wisdom*.

Sexual Assault Awareness

Helping a Friend Who's Been Sexually Abused

It's normal to feel upset

When someone you know or care about has been assaulted, it is normal for you to feel upset and confused. At a time when you may want to help most, you will be dealing with a crisis of your own. This guide may help you know what you can do to support a person who has been sexually assaulted.

The victim needs your support. Your support at a time like this can be extremely helpful to a sexual assault victim. Consider the following guidelines to help you through this time.

- **Believe the victim.** Believe her/his experience without question.
- **Do not blame her/him.** Whatever the circumstances s/he was not looking for or asking to be assaulted. It is very common for the victim of a sexual assault to blame her/himself.
- **Reassure her/him** that the blame for rape rests squarely and only with the assailant and that s/he has no way of knowing what would have happened if s/he had acted differently.
- **Respect the victim.** Respect her/his fear. Assailants commonly threaten to kill or seriously harm the victim if s/he does not comply. Most victims feared that they would not survive the assault. This fear does not go away when the rapist does. This fear is real. Help her/him deal with it by finding ways to increase her/his safety.
- **Accept the victim.** Accept her/his strong feelings. S/he has the right to any emotion. S/he has the right to be numb, sad, angry, in denial, terrified, depressed, agitated, withdrawn, etc. Being supportive is an attitude of acceptance of all her/his feelings, an atmosphere of warmth and safety that s/he can rest in. Tolerate her/his needs, be there for her/him.
- **Listen to the victim.** Let her/him know you want to listen. It does not matter so much what you say, but more how you listen. Try to understand what s/he is going through. S/he did the very best s/he knew how in a dangerous situation. S/he survived. Give her credit.
- **Let her/him talk,** do not interrupt.
- **Find time to focus on the victim.** Ask her/him what s/he needs from you.
- You may feel nervous about stalls and silences. They are okay, just let them happen.
- **If s/he needs help to continue talking,** try repeating back to her/him the things she has said.
- **Reassure her/him that s/he is not to blame.** Blaming questions such as, "Why didn't you scream?" or "Why did you go there?" are not helpful. Instead, you might say, "It's difficult to scream when you are frightened" or "Going someplace unfamiliar is risky, but you were not asking to be assaulted."
- **Take her/him seriously.** Pay attention. This will help her/him validate the seriousness of her/his feelings and her/his need to work them through. Sexual assault is a shattering experience which a victim does not get over in a hurry or alone. It may be months or years before s/he feels fully recovered. Recovery is a process of acceptance and healing which takes time.
- **Stay with the victim.** Stay with her/him as long as she wants you to. One of the most upsetting losses experienced by rape victims is the loss of independence and solitude. For a while, many victims feel too frightened and vulnerable to endure being alone. This will pass with time. Meanwhile, be good company.
- **Let the victim make her/his own decisions.** Do not pressure her/him into making decisions or doing things s/he is not ready to do. Help her/him explore all the options. It is essential to respect her confidentiality. Let her decide who knows about the sexual assault.
- **Care.** Care about her/his well-being. In order to care about your friend, you may need to cope with some difficult emotions of your own. If you are experiencing rage, blame or changes in how you feel about your friend/relative, you can be most helpful to her/him by finding ways of coping with your own emotions. Sexual assault is not provoked nor desired by the victim. In fact, sexual assault is motivated by the assailant's need for power and control and his desire to humiliate and degrade the victim.

The advocacy program in your area has advocates who can help people sort through their feelings and emotions.

Source: Minnesota Coalition Center Against Sexual Assault

Activism Tips:

Random acts of kindness that can break the silence of abuse

- Call Child Protective Services to report suspected child abuse
- Visit an elderly neighbor who is lonely and isolated
- Praise a parent for their patience with an outbursting child
- Be a safe adult for a child to talk with
- Volunteer at New Horizons Shelter and Outreach Centers
- Call law enforcement when you hear and / or see someone abusing their partner
- Baby sit for a parent who has just left their abuser and is working hard to support their children
- Write a letter to your local newspaper speaking out against domestic violence, sexual assault, stalking or harassment
- Contact your Legislators asking them to support a specific bill in favor of protecting victims of abuse
- Gather a group of your colleagues, friends or family and attend a fundraiser or awareness event sponsoring New Horizons Shelter and Outreach Centers
- Tell someone you believe is in an abusive relationship that you are concerned for their safety, tell them no one deserves to be abused and give them the telephone number to New Horizons Shelter and Outreach Centers 1.888.231.0066
- Create a fundraiser for New Horizons Shelter and Outreach Centers



The One Flaw in Women—*Author Unknown*

Women have strengths that amaze men.

They smile when they want to scream.

They sing when they want to cry.

They fight for what they believe in.

They stand up to injustice.

They go without so their family can have.

They go to the doctor with a frightened friend.

They love unconditionally.

Their hearts break when a friend dies.

They know that a hug and a kiss can heal a broken heart.

They are happy when they hear about a birth or a wedding.

They cry when they are happy and laugh when they are nervous.

They bear hardships and they carry burdens, but they hold happiness, love and joy.

They don't take "no" for an answer when they believe there is a better solution.

They cry when their children excel and cheer when their friends get awards.

They grieve at the loss of a family member, yet they are strong when they think there is no strength left.

Women come in all shapes, sizes and colors.

They'll drive, fly, walk, run or e-mail you to show how much they care about you.

The heart of a **woman** is what makes the world keep turning.

They bring joy, hope and love.

They have compassion and ideas

Women have vital things to say and everything to give.

HOWEVER, IF THERE IS ONE FLAW IN WOMEN, IT IS THAT THEY FORGET THEIR WORTH



UPCOMING EVENTS



Join us the first Wednesday of every month.
Different venue each month so be sure to check our
Facebook page for location. Event is from 5pm—7pm

May: Women and Philanthropy
Location: 4 Sisters 4th Street Bar
June: Sexual Assault & Dating Violence
Location: TBD
July: Summer Social
Location: TBD



<https://www.facebook.com/feminismOnTapLaCrosse/>



eliminating racism
empowering women
ywca

Enjoy a Girls Night Out at... handbags for a **SAFE** haven

Thursday, August 24, 2017 • 5:30-9pm

Celebrations on the River



Handbags for a SAFE haven is a New Horizons
Shelter and Outreach Centers, Inc. Event

GENERAL ADMISSION:

\$15 pre-pay \$20 at the door +
One Gently Used Handbag From Your Closet!

VIP ADMISSION: \$30 pre pay and \$40 at the door +

One Gently Used Handbag From Your Closet!
Includes VIP seating and SWAG bag full of goodies,
drink ticket and souvenir wine glass.

Purchase your tickets at: <http://bit.ly/handbag-haven>
Contact: Sheila Connors at 608.791.2610 x 1305

*Up-Cycled Handbag Bazaar, Fashion Show, Raffle,
Wine & Beer tastings, Signature Cocktails,
Delicious Appetizers, Silent Handbag Auction*

Presented by :



TREMPEALEAU COUNTY IN NEED OF EMERGENCY SHELTER

New Horizons Shelter and Outreach Centers has been providing free and confidential services to the residents of Trempealeau County since 1987. Our Outreach Center, which is located in Whitehall, serves women, men and children who have experienced domestic abuse, sexual abuse and human trafficking. Our services include but are not limited to:

- A 24-hour crisis line that connects callers to an experienced advocate
- Personal Advocacy (assistance with employment, education, housing, medical, transportation, resources and referrals, safety planning, etc.)
- Legal Advocacy (court support, information and referrals, assistance with filing restraining orders)
- Counseling with a licensed therapist
- Community education and prevention work (complimentary to the community)
- Youth and family advocacy
- Support groups
- Emergency assistance with personal care items, clothing and food

All of these services and yet, no shelter close by to flee to if they leave their abuser.

Yes, there are shelters in adjoining counties. In fact, La Crosse County and Eau Claire County have emergency shelters for those experiencing abuse. But escaping to these shelters is not simple. Distance to the shelter and the travel time obstruct their personal and daily lives i.e. work schedules, their children's attendance at school and easy accessibility to their support system of family and friends.

Only 3.5% of Trempealeau County persons utilizing our services within the last five years have utilized shelter. The other 96.5% move in with family, move away from the area or worse yet, stay with their abusive partner.

It is the goal of New Horizons to purchase a large home within the city of Whitehall to serve as a temporary shelter and outreach center. A shelter where Trempealeau County residents fleeing abuse in search of safety will have easy access to advocates, their work, their children's school, their family and their friends, their lives.

To date New Horizons currently has secured \$71,000. To make our goal of \$200,000 by the end of 2017, we need your assistance. Please consider contributing toward our shelter purchase. Your contribution will be a valuable asset in assisting those within Trempealeau County who seek safety and stability away from their abusers.

Distance to the shelter and the travel time

Start city	Destination and miles to travel	Travel time
Arcadia	La Crosse – 45 miles	55 minutes
Arcadia	Eau Claire – 46 miles	60 minutes
Arcadia	Whitehall – 16 miles	22 minutes
Blair	La Crosse – 43 miles	53 minutes
Blair	Eau Claire – 54 miles	57 minutes
Blair	Whitehall – 8 miles	10 minutes
Galesville	La Crosse – 25 miles	38 minutes
Galesville	Eau Claire – 65 miles	75 minutes
Galesville	Whitehall – 25 miles	28 minutes
Whitehall	La Crosse – 49 miles	61 minutes
Whitehall	Eau Claire – 43 miles	49 minutes

From 1/1/16 - 9/30/16, the majority of those receiving services resided in Arcadia, Blair, Galesville and Whitehall.
Mileage and travel time obtained from Google Maps.

Top 50 Donors for January—March 2017

Altra Federal Credit Union
Arcadia Community Chest
Martha Binn
Bremer Bank
Robert and Jill Buck
Burkhardt Physical Therapy
Randy and Myra Burkhardt
Coulee Bank
Dakota Supply Group
Christopher Eickman
Ellen Ullsvik and Roy Campbell
First Presbyterian Church
Franciscan Sisters Of Perpetual Adoration
Donald and Barbara Frank
Gundersen Lutheran Administrative Svcs
Carl and Heather Happel
Helen Trane Hood Charitable Trust
Betsy Holland
Home2Suites La Crosse
Dora Sue Hoverman

Brian and Ann Kappauf
Sheila and Jeff Kirkey
La Crosse Community Foundation
Billings Household
David Maddocks
Marine Credit Union Foundation
Mayo Foundation For Medical Education and Research
Shelby Oliver and Vian Roberts
ORC Industries
People's Food Cooperative
Mark and Eve Platt
Cameron and Carlene
Michael and Jessica Sine
South Beaver Creek WELCA
Brad and Lynn Sturm
Dave and Tami Taysom
The Allstate Foundation
Treglowne Schraith Household
Lori Trim

Unitarian Universalist Fellowship of La Crosse
US Bank
Walmart Stores, Inc.
Andrew and Rochelle Welke
Ray and Joyce Wichelt

Great Rivers United Way continues to support our programs through grants from funds through their annual campaign.

New Horizons also received generous grants from the following funds: The Women's Fund Of Greater La Crosse, La Crosse Community Foundation, Mathey Construction, and many more.

These are just a few of the multitude of gifts from companies, churches, organizations, and individuals. Thank you!





Handbags for a SAFE haven is a
New Horizons Shelter and Outreach Centers, Inc. event.

handbags for a **SAFE** haven

Drop off your new &
gently used handbags at
**New Horizons
Outreach Center**

1223 Main Street • La Crosse
Monday—Friday • 9am—4pm

Handbags for a SAFE haven August 25, 2017
5:30-9pm at Celebrations on the River
Visit www.nhagainstabuse.org to purchase tickets

Presented by



THRIVENT ACTION TEAMS

Are you a Thrivent Member? Do you have an idea for a fundraiser to help New Horizons? You may be eligible to apply for an Action Team Project. Lead your club, group or organization in a one-time fundraiser for New Horizons. Once your project is approved you will receive a \$250 Community Impact Card you can use as seed money to get your fundraising project off the ground and donate the proceeds to New Horizons. Contact Sarah Siefkes at sarah.siefkes@thrivent.com

For more information go to : <https://www.thrivent.com/making-a-difference/living-generously/thrivent-action-teams/>



2017 Deaths

As of April 11th, 21 lives have been lost to domestic violence homicide so far in 2017. That's one person killed every 4.7 days. If that rate continues, 76 lives will be lost this year in Wisconsin. 18% of victims were age 18 or under.

Interested in getting emails about upcoming events and/or legislative updates?
Send your email with subject line "Add to email list" to: sheilac@nhagainstabuse.org

Be sure to like our Facebook page at
<https://www.facebook.com/NewHorizonsShelterAndOutreachCentersInc/>



new
horizons
SHELTER & OUTREACH CENTERS

advocating against domestic & sexual abuse

P.O. Box 2031 | 1223 Main Street
La Crosse, WI 54602

Non-profit
US Postage
PAID
La Crosse, WI
Permit No. 147



New Horizons Wish List

Household Items:

Pots & Pans
Alarm Clocks
Dish Sets
Kitchen Utensils/Knives/Can Openers
Flatware
Glasses
Kitchen Towels
New Twin and Queen Sheet Sets
Trash Bags
Paper Towels/Tissue/Toilet Paper
Shower Curtains
Plastic Wrap/Foil
Freezer Bags
Paper Plates
Dish Soap
Scouring Pads
Laundry Detergent/Bleach
Laundry Baskets
Cleaning Supplies
Disinfectant Spray/Wipes
Coffee/Non-Dairy Creamer
Quilts/Comforters - all sizes
Night-Lights
Lamps
Pillows
Blankets
Towels

Men's Clothing and Underwear

Personal Items:

New Bras & Underwear all sizes—
especially women's underwear -s-xl
Pajamas all sizes
Summer clothing for women
Women's Shoes size 6-9
Sandals/Flip Flops
Robes
Deodorant
Razors
Conditioner
Hair Grease
Hair Wrap Lotion
Hair Relaxers
Oil Sheen
Hair color
Tampons/Pads
Body Wash/Lotion
Makeup
Nail Polish & Remover
Vaseline
Hairbrushes
Nail Clippers
Chap Stick
Umbrellas
Sunscreen

Baby/Children's Items:

Baby monitors
Diapers/Pull ups

Baby Wipes
Baby Wash/Shampoo
Baby Ointment
Baby Orajel
Pack 'n' Plays
Children's Blankets/Quilts
Children's Clothing 2T & up
Sippy Cups/Kid's Cups
Bottles/Bottle Brushes
Pacifiers
Children's Silverware

Teen Items:

Notebooks
Folders
Markers
Scissors
Backpacks
Calculators
Rulers
Loose leaf paper
Seasonal clothing
Teen Pajamas

Office Supplies:

Scotch Tape
Postage Stamps
Copy Paper

New Horizons needs:
seasonal clothing, gas cards,
pain/cold/allergy
medications, feminine
hygiene products, diapers,
underwear, towels
pillows, & blankets.

Always Appreciated Items:

- Bus Tokens
- Craft/Art Supplies
- Knitting Supplies
- Gas Cards
- Gift Certificates/Cards
- Pre-Paid Phone Cards
- Cash

Donations Phone:

608-791-2610
ext. 1300 or 1305

Location:

1223 Main Street—La Crosse

Hours: M-F 9am-4pm
*Outreach Centers are closed
first Tuesday of the month.*

LIVE UNITED™



New Horizons is proud to be a participating agency of the Great Rivers United Way