



GOING BOLDLY FORWARD

2022 IMPACT REPORT



What Does This Moment Demand of Us?





Esta Soler
President & Founder

At FUTURES WITHOUT VIOLENCE, we are being called to step boldly into this moment.

This was a year when women lost a fundamental right, hate surged, Uvalde became a household word, and a pandemic left many of us facing serious health and economic struggles. We believe we don't have to live like this. It's a moment when our communities and our country need the unique blend of compassion, skill, experience, and optimism that have always defined our work. And it's a moment that calls for the hard work of culture change.

How did we respond? We always put those who are most in harm's way at the center of our work. And this year, we helped identify new ways to support them, whether it was a woman facing violence, a child in crisis, a school devastated by gun violence, or a community – and country – facing deep division.

We also support the organizations that step in, instead of stepping away, when times are tough. We find them resources and create ways for local innovators to share ideas and wisdom so that, collectively, they become stronger, surer, and even more effective.

There's a fundamental truth that drives all our work: We're all connected. We're in this together. None of us can be strong and safe when any of us face poverty, toxic stress, discrimination, violence or hate.

For more than 40 years, FUTURES has been a powerful force for healing, compassion, equity and unity. We bring people, families, and communities together. We lift people up when others tear them down. We inspire people and help them find courage, show empathy, offer support, and counter abuse, discrimination and oppression.

We made progress, even in this tough year. I'm proud to share some of our successes, and to assure you that we will meet this moment. We will continue working to heal and strengthen families and communities.

Thank you for being part of our journey and for changing the world with us.

With deep gratitude,

A handwritten signature in black ink that reads "Esta Soler". The script is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Esta Soler



Start with Children and Families At-Risk of Abuse

Healing from a pandemic that frayed social connections and brought isolation and stress will take resilience, strength, systems that work, and communities that are centered and strong. Preventing violence and abuse will take all that and more.

At FUTURES, we make progress by countering ignorance about domestic and sexual violence, stamping out racism and dysfunction in systems, and mobilizing communities to combat inequities and support children and families.



Our **Love Letter to Survivors** is one tool in that work. It reminds people living with violence or abuse now, and those who survived it, that they are worthy of love, of joy, of thriving – that they are strong and resilient, and that tomorrow is within reach. It sends the message that hope and change are possible and is a call to action for anyone who wants to help. The Love Letter found an audience immediately and its reach continues to grow.

All In For Kids, which supports Bay Area children and families affected by domestic violence and trauma, had a highly productive first year. Our grantee partners are pioneering smart, creative, powerful ways to help parents advance racial, gender and economic justice as pathways to prevent abuse and help families thrive. The strategies they are testing include building the leadership capacity of immigrant parents so they don't have to rely so heavily on their English-speaking children; providing flexible cash assistance so formerly incarcerated parents can afford child care and re-enter the workforce; and giving parents a voice and agency by engaging them in policy advocacy. Our goal is to identify and test

community-driven strategies that we can replicate and take to scale. We could not do this work without the generous partnership and leadership of Genentech, Blue Shield of California Foundation, and First 5 Sonoma County.

More than 5,000 advocates, therapists, teachers, judges, government and non-government leaders and others who work with children, youth and families participated in our webinars and roundtables, viewed our presentations and webcasts, and joined our institutes and dialogues. Our tools, including our workbook for fathers who want to stop their abusive behaviors, were widely used.

Our five-year demonstration project, funded by the Children's Bureau at the U.S. Department of Health and Human Services, concluded with hope and progress. It showed that families at sites using **our approach for child welfare system-involved families experiencing domestic violence** had less exposure to domestic violence, less child maltreatment, and higher rates of family reunification than children in the control sites.





Reach Young Men Before a Crisis Hits

Since the pandemic hit, the Centers for Disease Control and Prevention has tracked unprecedented, alarming increases in mental health challenges affecting both youth and young adults. And the shortage of mental health providers for young people calls for creative solutions to address this crisis.



FUTURES was awarded \$5 million from Harry's for a collaboration with Big Brothers Big Sisters of America and the National Council for Mental Wellbeing to create an unprecedented national network of mental health responders dedicated to helping young people. **Team: Changing Minds** will leverage the appeal of youth sports, video games, and other out-of-school activities by training trusted adults who work with youth to recognize early signs of mental health challenges and reach young people with support. It will have a particular focus on boys and young men of color.

While half of chronic mental health challenges show up by age 14, on average it takes more than ten years until people access help.

Black, Indigenous and other young men of color are among those least likely to access support. By putting help just a click, call or connection away, Team Changing Minds will help change that. In 2023, Team: Changing Minds will offer expanded training for adults who work with youth and a new online hub.

And our highly regarded, evidence-based **Coaching Boys Into Men** program continues to be a game changer, challenging cultural norms that foster unhealthy attitudes and behaviors among men. It leverages the power of coaches and sports to promote healthy relationships and prevent abuse, trained 120 advocates in 35 states this year – and they, in turn, trained hundreds of coaches to implement the program. We refreshed the curriculum to more directly address LGBTQIA+ issues, consent, and bystander intervention strategies, and produced an advanced training toolkit that addresses conflict resolution, racism, and more.





Ensure Healthier Interventions and Outcomes

The U.S. Supreme Court ruling in *Dobbs v. Jackson Women's Health* was an earthquake, not just for pregnant people seeking reproductive health care but also for the health care community.

FUTURES pledged to stand with every person seeking reproductive care and all those who provide it.

We warned that those who experience rape, incest and domestic violence were at risk, and that forced parenthood with an abusive partner is cruel and can contribute to adverse health consequences that last for decades.



We built on our history of educating people that violence and reproductive coercion are common and can cause unintended pregnancy, as can child sexual abuse. We continued spotlighting how domestic and sexual violence contribute to poor reproductive and maternal health outcomes and disparities. Our **virtual briefing** on reproductive health and violence, convened by the National Health Collaborative on Violence and Abuse, reached a large health care, advocacy, and policymaker audience.

We continued our long-term, transformative work to **train health care providers** to respond effectively to partner violence. We mobilized more than 5,000 health care providers and

advocates through our **National Resource Center on Domestic Violence** and our new **Health Partners on IPV + Exploitation**, which is serving the nation's network of 1,400 health centers. We're working with community health centers, HIV and school-based health providers, doulas, and those providing care for marginalized populations.

We launched a pilot project with Alianza Nacional de Campesinas, Lideres Campesinas, Migrant Clinicians Network, and RAND to prevent and respond to adverse childhood experiences (ACEs) in California **farmworker communities**. Leaders in the Coachella Valley and Kern County are holding listening sessions with 100 farmworkers. We will share what we've learned to inform health center trainings statewide.



Strengthen the Workplace and Advance Economic Justice

With families struggling and economic inequality at an all-time high, the need to advance economic opportunity and empowerment is more urgent than ever.

At FUTURES, we know economic justice is essential for people facing violence to survive and eventually thrive, and for families and communities to be resilient and healthy.



The results of our first-of-its-kind **economic survey** of 3,000 adolescents were sobering. It found that **economic abuse in teen relationships** is common, with more than 8 in 10 teens who experience dating violence reporting that they also face education sabotage, work interference, and/or financial control. Youth who identify as non-binary, American Indian/Native Alaskan, or Asian American/Pacific Islander reported the highest rates of economic abuse. With support from the Allstate Foundation, we reached tens of thousands of people with this information and with action steps educators, parents, employers and others can take to help teens facing abuse.

Our team also worked with the **New York City Mayor's Office** to End Domestic and Gender-Based Violence to create a **comprehensive new policy** that is helping keep the more than 300,000 city workers safe. Our national resource center, **Workplaces Respond**, developed the groundbreaking policy. Adopted by every agency in the city, it is a model for other public and private employers.

Because **we focus, always, on people most at risk**, we awarded grants to bolster local victim service agencies that are promoting employment opportunities for survivors of human trafficking.

And because partnerships that foster lasting change are in our DNA, we brought together some of the most influential national and tradeswomen groups to reshape federal workforce development laws and policies so they **advance gender equity** and gender-based violence.



MOOSH

michigan organization on
adolescent sexual health



**KING URBAN
LIFE CENTER**

Out of the past... the future



sub·stan·tial

Substantial Media, LLC | wearesubstantial.com



**CALIFORNIA
HEALTHY HAIR FAIR
COLLABORATIVE**

Let's Help Niggarth Hair Grow Back

**IN
STREETS**



Reviving Roots
THERAPY & WELLNESS



NEAAO
NEW ENGLAND AMISH-AMERICAN ORGANIZATION

FORGE



**Voces Unidas
for Justice**



NAACP
Cleveland Branch

Cia Siab, Inc.

Support Bold Community Leadership

A nail salon collaborative. A Hmoob (Hmong) community group. A mental health service provider. They are among the 12 state and local community-based groups FUTURES selected to receive awards to support victims of **hate crimes**.

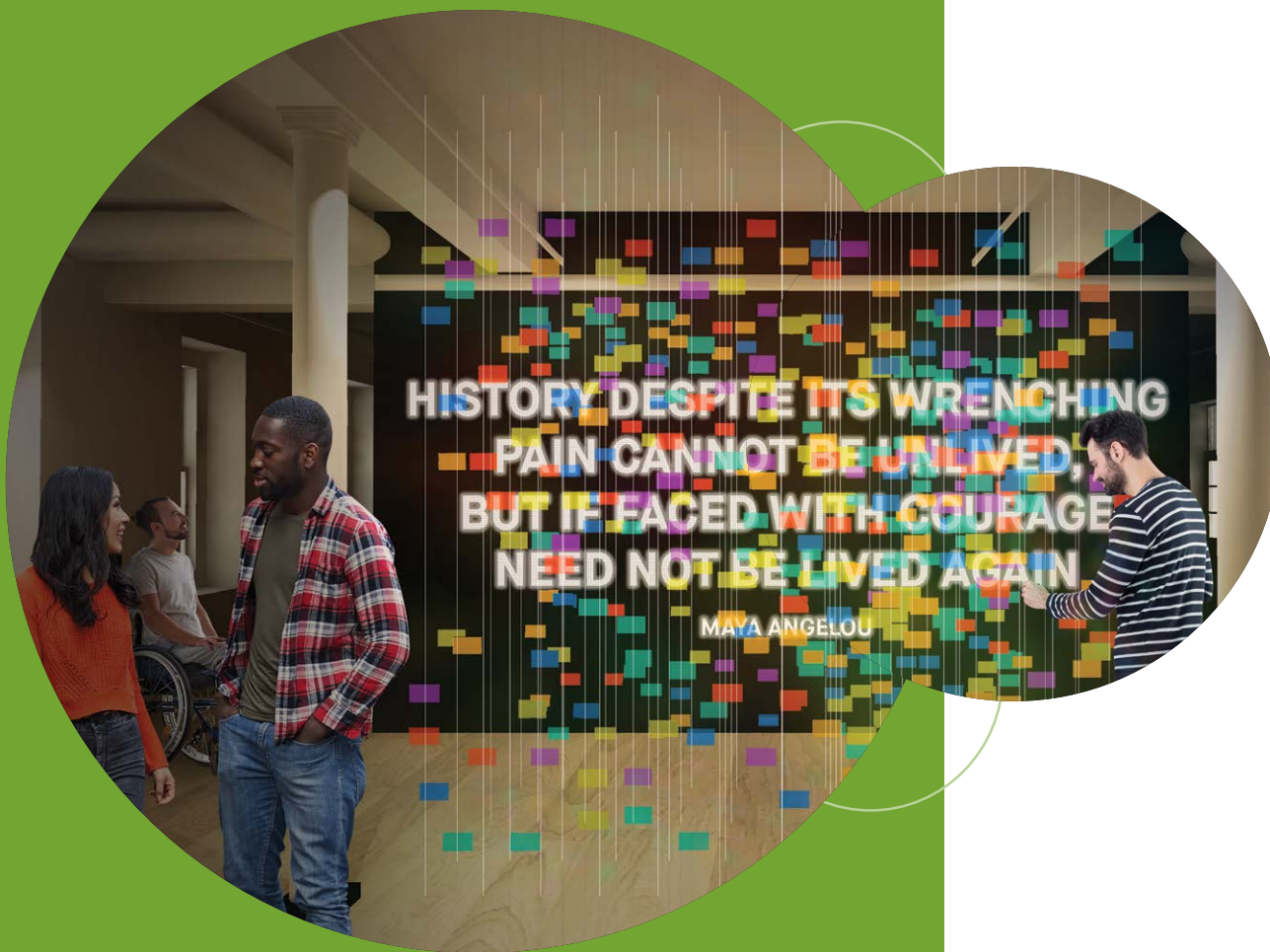
These community awards, which total more than \$1 million, result from a cooperative agreement with the U.S. Department of Justice, Office of Justice Programs, Office for Victims of Crime. With our help, these grantees are pioneering new strategies to respond to and prevent hate crimes and help victims and communities heal. Their work will include equipping peer supporters to accompany targets of hate crimes in Colorado; providing more support to Arab Americans in Maine; extending social justice and healing resources to the Buffalo community affected by the Tops grocery store shooting; and using hyperlocal empathy and awareness-building in West Virginia.

We are working closely with each site to develop impactful, replicable ways to stop hate-fueled violence and help victims heal.

We received U.S. Department of Justice funds to continue working with victims of **human trafficking** and providing **judicial education**.

And our new **project on elder abuse** is focused on preventing and responding to financial exploitation and other forms of violence. It will bring together practitioners, thought leaders, community-based organizations, advocates and others to identify innovative pathways to justice for victims who choose not to engage with the traditional justice system.





Amplify Courageous Action

At FUTURES, we are convinced that violence is not inevitable, and that change is possible, even though it takes time and intention. Each day, we make progress toward making the [Courage Museum](#) a bold new platform to help realize a world without violence, hate and discrimination.

Rethink
COURAGE
MUSEUM
Violence



Our award-winning experience design firm completed plans for all museum installations. They include **Bearing Witness**, a media experience that prompts visitors to consider the realities of hate, violence and discrimination and the role gender and race play; the **Empathy Mirrors**, an interactive storytelling experience where visitors will engage in empathy-building practices through listening and reflection with individuals who share stories of adversity, resilience and activism; and **Change is Real**, a multimedia installation that features changemakers throughout history who have acted with courage to advance change.

With support from our Content Council – esteemed subject matter experts in neuroscience, developmental and behavioral science, trauma-informed care, adolescent medicine, youth education, youth leadership, and social emotional learning – we completed the first phase of our **content strategy**.

By centering the experiences of survivors and revealing evidence-based strategies for healing and prevention, the visitor experience will provide information and inspiration to learn about the ways in which hate, discrimination and violence affect each of us, and how individuals and communities can advance concrete change through courageous actions.

Six of the first 12 **Empathy Mirror stories** were filmed by our team of award-winning documentary filmmakers, with the remaining six scheduled for filming in early 2023. Stories feature the remarkable healing and activism journeys of individuals who persevered in the face of gender-based violence, race-based hate crimes, childhood trauma, and gun violence.

We completed Phase 1 of the **education program** design, a multifaceted program that will create meaningful learning and classroom engagement between high school students and their teachers; professional learning institutes for educators; and more.

And we continued to build a drumbeat to lift up our call for courageous action to end violence. Among the **events** we hosted this year: a Women's History Month event with House Speaker Nancy Pelosi; the 24th annual Strike Out Violence Day with the San Francisco Giants; and the online event, Choosing Courage: Taking Action to End Gun Violence with survivors, advocates, Senator Dick Durbin (IL), and others.



Break Through Political Gridlock

In an era marked by division and gridlock, our perseverance, savvy and vision paid off when Congress reauthorized the **Violence Against Women Act** (VAWA).

This historic legislation includes vitally important measures FUTURES fought hard for: increased investments in prevention programs for children, youth, boys, men, and college students; help for children exposed to violence; training for health care providers and judges; economic supports for survivors; and programs to better meet the needs of communities of color, Tribes, immigrants, and LGBTQIA+ people.



FUTURES President Esta Soler was **at the White House** ceremony celebrating VAWA being signed into law, when President Biden said: “As long as there are women in this country and around the world who live in fear of violence, there’s more we have to do.” We agree – and we’ll continue leading the way.

We made hard-won progress when the **Bipartisan Safer Communities Act** – the first major law to reduce gun violence in more than 20 years – was enacted. FUTURES worked with lawmakers to close the “boyfriend loophole” in that law, making it harder for domestic abusers and youth to get guns. And we fought, successfully, to include investments in youth mental health and community violence prevention.



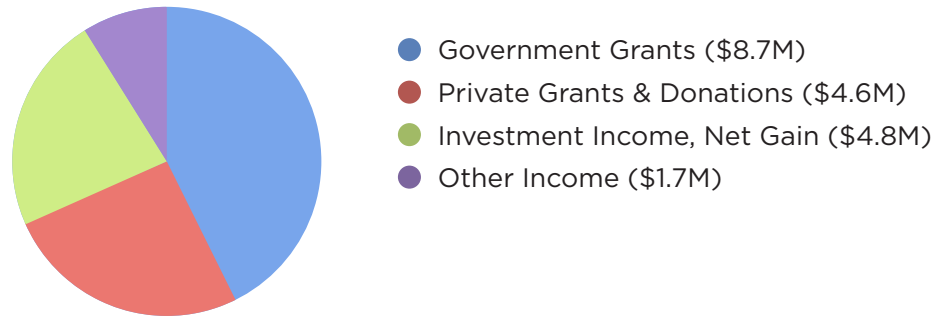
In a year when women and girls in Afghanistan, Iran, Ukraine and other countries faced violence and oppression, we helped convince the Biden/Harris administration to propose an unprecedented \$2.6 billion in foreign assistance to **promote gender equality worldwide**.

And our new **Policy and Advocacy Center** came online, providing up-to-the-minute policy analysis, tools and resources to help supporters engage with elected officials and policymakers. Our policy work would not be possible without the partnership of the Charles and Lynn Schusterman Family Philanthropies, and the Blue Shield of California Foundation, among many generous supporters.

A Strong Financial Outlook

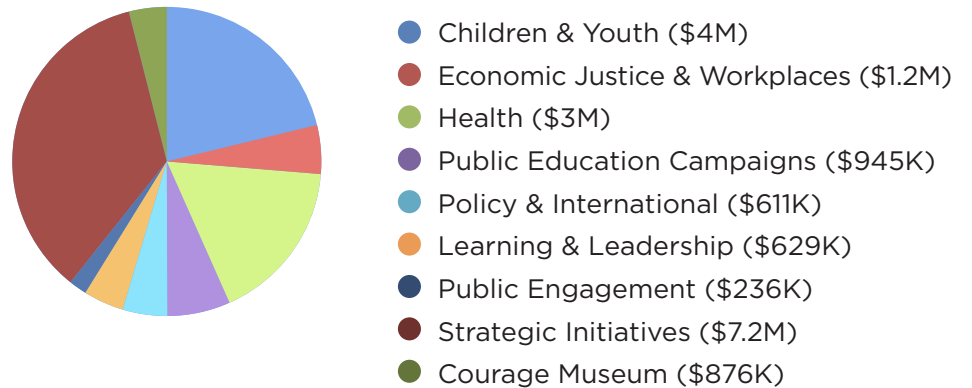
Your investment makes our work possible, and brings us all closer to our shared goal of a future without violence! We thank our thousands of donors and partners around the world who fund our innovative programs: supporting survivors, helping children heal, advocating for violence prevention, safe and equitable workplaces, and educating the next generation of changemakers.

2021 Revenue & Support (\$19.8M)

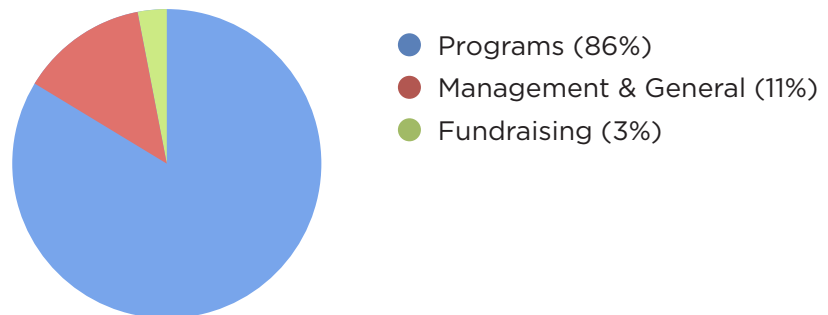


2021 Program Expenses (\$18.7M)

Over \$7.4M from grants received in previous years covered expenses in 2021



2021 Activity (\$19.2M)





Thank you.



 100 Montgomery Street, The Presidio
San Francisco, CA 94129

 futureswithoutviolence.org

 @FuturesWithoutViolence

 @futures-without-violence

 @futureswithoutviolence

 @withoutviolence