

MORE THAN A MISSION A MOVEMENT

2023 Impact Report



FUTURES
WITHOUT VIOLENCE[®]

MORE THAN A MISSION, A MOVEMENT

to Heal, to Unite, to Create Safe, Healthy Futures for Us All



Esta Soler, President & Founder

We don't do easy.

We don't do small.

We don't wait for the perfect moment.

We don't go it alone.

At FUTURES, we know that our mission – to heal those traumatized by violence today and create healthy families and communities free of violence tomorrow – becomes more urgent every day. So when times are tough, we dig in. We enlist allies, empower partners, amplify voices that too often are ignored. We turn challenge into opportunity and a catalyst for progress.

In times like these, we do even more to share our vision of a safer, healthier, more just and equitable world. We counter violence, hate, and deep division with hope, vision, and a roadmap for change. We fight the horrifying, senseless gun violence that is taking the lives of so many children and pregnant women with smart solutions. We address the epidemic of loneliness and untreated mental health problems with compassion and innovation. We counter poverty and despair with unity and hope.

For us, times like these reinforce the urgency of our mission. We work even harder, do even more. We know that moments come and go, but movements endure. We are building a movement. The energy young people are bringing to efforts to stop gun violence and address climate change remind us that they know a safer, more just world is possible – and yes, within our reach. Ending violence against women and children, in all its forms, and stopping the hate that divides us offers the same promise.

We need it all. We need it now. And we will get there. Building a movement is the essential first step; nurturing and feeding that movement so it is strong and resilient enough to manage the bumps and backlash progress inevitably brings is next. We know that we're all connected. We're in this together. And together we can create futures without violence. We have to, because violence, poverty, discrimination, and hate diminish our world.

This was a year when, against all odds, we made real, exciting, measurable progress. We are proud to share that with you here. We thank you for standing with us, and pledge to continue this work until, together, we realize our goals.

With Gratitude,

Esta Soler

MEETING OUR MISSION

to stop violence before it starts and heal those who have been harmed

Achieving our mission to create a world without violence, where everyone can be healthy, care for their families, support their communities, and thrive, is possible. And it will take all of us.

FUTURES partners with survivors and leaders across government, health care, workplaces, education and community organizations to prevent violence and abuse, and to ensure that these systems reflect the lived experiences and needs of those most vulnerable to harm. The result? We are building a nationwide network of skilled, trauma-informed responders who can stop violence before it starts and heal those it has harmed.

Challenging times call for the kind of bold, innovative solutions our **All In For Kids** program is developing. This innovation incubator in the Bay Area, powered by our generous founding donors Genentech, Blue Shield of California Foundation, and First 5 Sonoma County, is investing in trailblazing community groups that are finding new ways to support children and families. Their innovations include a Yelp-like app to provide real-time feedback on community services and measures to reduce families' interaction with the child welfare system, improve access to health care, and increase civic participation. By lifting the voices of parents, *All In For Kids* is laying the groundwork for a world where young children and their families have the support they need to thrive, and we are looking to expand this work.



At this time when our country is facing an unprecedented **mental health crisis among young people**, our *Team: Changing Minds* program is putting mental health support just a click, call, or connection away from young men, who too often go without the support they need. With Harry's as the founding donor and in collaboration with our partners at Big Brothers Big Sisters of America and the National Council for Mental Wellbeing, *Team: Changing Minds* is training coaches, teachers, older peers, and others who boys and young men trust to recognize mental health challenges before they become crises and connect them to support. *Team: Changing Minds* has trained more than 36,000 responders this year – and they support an estimated 900,000 young people, with a focus on boys and young men of color.

At FUTURES, our long-term, transformative work to strengthen the country's **health care** system has had a remarkable, lasting impact. Through our National Health Initiative to Address Violence and Abuse, we trained more than 5,500 providers through in-person and online education in 2023 alone, addressing a range of crucial, cutting-edge issues. But those numbers tell only part of the story. To address the crisis in Black maternal health – the CDC reports that Black women have the highest rates of maternal death in the United States – we convened a new coalition to advance safety and justice for Black people who are pregnant. We also launched our first-ever leadership cohort of survivors, and deepened our work with school-based health providers and to support victims of exploitation and trafficking. We're transforming the health care response to sexual assault and domestic violence while making our health care system a powerful force in the movement that is advancing prevention and healing.



To improve outcomes for **children and families at risk of abuse**, FUTURES is working to transform child welfare systems and practices and address the legacy of historical and intergenerational trauma that harms too many families today. We launched the Bridges to Better resource center, with lessons learned from our five-year demonstration project on child welfare system-involved families experiencing domestic violence, and trained more than 8,000 people through webinars focused on transforming child welfare practices.

Economic security, mobility, and justice are essential for everyone's well-being, but are out of reach for too many survivors, low-income communities and communities of color. We're working to advance economic justice with partners like The Allstate Foundation focusing on ending teen economic abuse, and with other partners on our new fellowships to help human resource professionals create workplaces that promote respect, dignity, and

safety; mitigating barriers and discrimination in employment to LGBTQIA+ survivors; building the capacity of attorneys and advocates to fight for the workplace protections people facing abuse need; and pressing for paid family and medical leave, affordable child care, and other policies that improve the resilience and prospects of all women. Our National Resource Center, Workplaces Respond to Domestic and Sexual Violence, educates and builds collaborations among employers, worker associations, unions, and anti-violence advocates to prevent and respond to domestic violence, sexual harassment and violence, trafficking, stalking, and exploitation impacting the workplace.

Finally, we're creating a learning community of community-based organizations to identify ways to support **elder safety**, including older adult survivors of abuse, with an emphasis on increasing financial resilience and restorative options. Our STAGES convening this year brought together those who work with older adults across different systems – from social services, food systems, housing, and the justice system – and identified promising practices and strategies to support this often overlooked community. As we move forward, we are creating a national community of practice and learning to incorporate a range of options for older adults.



GALVANIZING A MOVEMENT

to end violence and hate, and spur courageous action

Gun violence is now an epidemic in the United States. Hate crimes are rising nationwide, including increases in antisemitic hate crimes, anti-LGBTQIA+ hate crimes, and hate targeting Muslim Americans and African Americans. Online disinformation and misogyny has led to backsliding on women's rights and democracy worldwide.

Making real, meaningful change requires being able to envision a different world, and then having the courage, optimism, and persistence to bring that vision to life. It also requires uniting leaders and communities, to lift up their voices and demand change. That is the work FUTURES is doing, galvanizing a movement to stop violence and hate so we can bring into focus the promise of a world without violence.



Engaging men has long been a hallmark of our work and one of the secrets of our success. We further extended the reach of our highly successful Coaching Boys Into Men program this year, which uses the power of sports in the United States and internationally to foster healthy attitudes and behaviors among young men. We

also unveiled a new Public Service Announcement to confront sexual harassment and assault, Don't Be That Guy, which was viewed online more than 440,000 times.

A new report by our partner Equimundo, "State of American Men 2023: From Crisis and Confusion to Hope," paints a sobering picture



of men, many of whom feel that their futures are uncertain and their identities threatened. Younger men, in particular, said they are socially disconnected, pessimistic, and turning to online anger – with the potential to further fray our fragile democracy. FUTURES partnered with Equimundo and the W.K. Kellogg Foundation to convene a Strategic Roundtable to identify ways to address the increasingly polarized public discourse on manhood and to protect our hard-won progress in advancing gender equity. We will continue this work to reach more young men and help broaden the vision of manhood in America.

The imperative to **stop hate crimes** and heal those they harm is increasingly urgent. With support from the U.S. Department of Justice, Office for Victims of Crime, we provided grants to community groups pioneering new ways to do that work. Our partner in Maine convened a training to teach people to safely intervene when they witness or face hate targeting members of their community. Our partner in Michigan is educating young people of color who are most likely to be targeted by hate. Our Wisconsin partner is educating the Hmoob community to report hate crimes; and our California partner is strengthening solidarity

among Vietnamese and Black women who survived these heinous crimes. We will share best practices from this groundbreaking work as we help build a movement to counter hate.

Gun violence is now the leading cause of death for children. A woman is more likely to be murdered when her abuser has access to a gun. And Black and Indigenous women, young people, those with disabilities, and members of the LGBTQIA+ community face disproportionately higher risk of domestic violence involving guns.



That's why FUTURES joined with survivors of violence, gun safety organizations, and domestic violence groups nationwide on a campaign to **disarm domestic violence**. It's common sense that perpetrators of domestic violence should not have guns. But courts have ruled to the contrary, and now the Supreme Court will weigh in on this life-and-death issue in *United States v. Rahimi*. With an average of 70 women in the United States shot and killed by their domestic abuser each month, we're working tirelessly to protect survivors and keep families and communities safe. We launched a campaign website, nogunsfordvabusers.org, and spoke at a kick-off rally on the steps of the Supreme Court during oral arguments, which resulted in coast-to-coast media coverage that reached millions of Americans. The high court will decide on the *Rahimi* case this summer.



Gun safety is just one of the issues our **Policy Center** is addressing. We are pressing for legislation that prevents violence against women and children, supports families and communities, and helps victims of violence survive, heal, and thrive. FUTURES' advocacy

helped secure more than \$700 million for Violence Against Women Act programs, and we're working to improve access to health care and economic opportunity, and address the drivers of domestic violence, sexual assault, trafficking, and child abuse and neglect. We're fighting harmful legislation targeting immigrant victims of domestic violence and trafficking, pressing for services for LGBTQIA+ and Native survivors, and working in many ways to make our country more equitable. Globally, we continue to lead a coalition of organizations that helped secure more than \$650 million to advance gender equity, including \$250 million specifically for gender-based violence internationally.

The **Courage Museum**, a bold new platform for public education, inspiration, and action, is the lynchpin of our work to galvanize courageous action in the face of violence. Set to open in 2025, it is already demonstrating its power to affect hearts and minds with events that show that violence is not an inevitable part of the human experience. In October, the Courage Museum held its first-ever Storyteller Summit – a half-day program featuring filmmakers and several people sharing their personal experiences with violence, discrimination, or hate and how they found courage through healing and sharing their stories. This emotional, deeply moving event will be the first in a series at which people bear witness to violence but also identify pathways for prevention and healing. Our series of parent engagement talks have given parents approaches on how to navigate social issues alongside their kids. And our 25th annual Strike Out Violence Day in partnership with the San Francisco Giants focused on the Courage Museum.



These and other events, convenings, and learning communities the Courage Museum is organizing are designed to help parents, educators, and others model empathy, courage, and action as we build a powerful movement that condemns hate through compassion and love.

FUTURES BY THE NUMBERS

**2 billion
dollars**

unlocked for programs that prevent violence, provide economic supports, and help survivors heal in the U.S. and internationally

**1.1
million
people**

reached online with education, social change messages and calls to action

**900,000+
young people**

connected to adult mentors and coaches to respond to mental health needs

16,000+

judges, healthcare providers, high school coaches, child welfare workers and other professionals trained on violence prevention and response (in person or online)

**40+
states**

benefited from our programs, grantmaking, and trainings to build the movement to end violence

**10
countries**

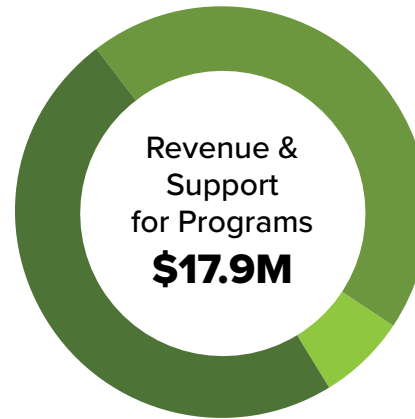
have programs modeled on our innovative approaches, including our Coaching Boys into Men curriculum to change harmful gender norms and create healthier relationships for boys and girls

**4^{out}
of 4
stars**

from Charity Navigator for more than 10 years and counting - a distinction that only 5 percent of all nonprofits have attained

A STRONG FINANCIAL OUTLOOK

Your investment makes our work possible, and brings us all closer to our shared goals of a future without violence. We thank our thousands of donors and partners around the world who fund our innovative programs. Our careful stewardship of your support has earned us 4 out of 4 stars from Charity Navigator for more than 10 years and counting, a distinction that only 5 percent of all nonprofits have attained.



- Government Grants: **\$8.7M**
- Private Grants & Donations: **\$8M**
- Other Income: **\$1.2M**



- Health: **\$3.3M**
- Children & Youth: **\$3M**
- Courage Museum: **\$2.6M**
- Economic Justice & Workplaces: **\$1.4M**
- Public Education Campaigns: **\$1.4M**
- Strategic Initiatives: **\$1M**
- Learning & Leadership: **\$964K**
- Policy & International: **\$856K**
- Public Engagement: **\$76K**



- Programs: **86%**
- Mgmt & General: **9%**
- Fundraising: **5%**



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