



# IT WILL TAKE ALL OF US

2024 Impact Report

## FUTURES BY THE NUMBERS

**2 billion**

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

**1 million+**

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

**8 thousand+**

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

**100+ grantees**

across the United States supported with financial or technical assistance

**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<sup>out of</sup> 4 stars**

received from Charity Navigator, the highest possible distinction (putting us in the top 5 percent of all nonprofits)

# PRESIDENT'S LETTER

We were built for times like these.



Esta Soler, President & Founder

At Futures Without Violence, we've been finding ways to help families and communities thrive, free from violence and with opportunity, hope and joy, for nearly four decades. We find ways to make progress no matter the country's mood or economic or political climate. We focus on supporting people at risk, people without resources, people facing the most serious challenges. We defuse conflict, de-escalate hate, forge new alliances, and change attitudes and behaviors. We bring smart, creative solutions to society's most stubborn, entrenched, vexing problems.

Our mission, our north star, is our name and we're proud of the progress we've made this year. A future without violence is possible but getting there will take all of us.

It will take all of us to stop domestic, sexual and dating violence, stalking, and child abuse – and to ensure our systems truly help those affected so they can recover, heal, and lead healthy, successful lives.

It will take all of us to address the trauma, isolation, loneliness and online dangers that are driving so much despair among young people – and to get them the mental health care they need to sustain healthy relationships.

It will take all of us to extend economic opportunity to everyone, ensure our institutions recognize diversity as the asset it is, and root out hate and discrimination so all families can thrive.

We know, all too well, the heartbreak family violence brings. And we know there are strategies and solutions that help stop this violence so families and communities can be safe, flourish and prosper. We work every day to refine those strategies and bring those solutions to scale.

It will take all of us to heal those traumatized by violence today and create healthy families and communities free of violence tomorrow. Together, we can get there. We proved it by making progress again this year and laying the foundation for even more. We're proud to share that with you here.

Thank you for joining us in our work.

With Gratitude,

Esta Soler

# IT WILL TAKE ALL OF US...

to make our communities the safe havens we need them to be.

Safety. It's the prerequisite to good health, the essential foundation for any society in which children succeed, families thrive, and communities flourish and prosper. But safety is far from a given for everyone in our world today. It's a goal, an aspiration, and here at Futures Without Violence, enhancing safety is the work we do every day. Whether it's preventing and responding to domestic violence, helping children exposed to violence recover from trauma, or ensuring abusers do not have access to guns, it will take all of us to make our nation safe for us all – and we're at the forefront, developing dynamic new strategies and making progress on many fronts.



We've transformed America's health care system, training generations of doctors, nurses and other health care providers to support people facing family violence.

We work to make our society safer by supporting women and children who have experienced domestic violence, and helping those who've been harmed recover, heal and build resilience so they can lead successful lives. More than 18 million U.S. children have been exposed to family violence, and the strategies and solutions offered by the systems and agencies that are supposed to protect them don't work well for many families, sometimes causing even more harm. So innovation and reform is a central part of what our **Promising Futures** initiative does. We support a groundbreaking federal program that funded 55 state and local organizations across 26 states this year, working with them to identify better ways to support abused parents and their children.

One of our most successful strategies has been to equip the cadre of front-line workers and professionals to recognize and respond to signs of

domestic violence and sexual assault, and to provide trauma-informed responses.

This year our **National Judicial Institute on Domestic Violence**, created in partnership with the National Council of Juvenile and Family Court Judges, is celebrating 25 years of extraordinary work. During that time, we've brought training and continuing education to more than 10,000 judges and judicial officers, educating them on the drivers of abuse and the challenges survivors face, and helping them develop or enhance their skills in handling criminal and civil cases involving domestic violence, sexual assault, elder abuse, and stalking. It's a tribute to our success that the National Council's virtual and in-person programs remain in high demand.



This year, our Survivor Leadership Cohort shared their experiences accessing healthcare at a Congressional briefing, part of our commitment to center the voices and experiences of survivors in our work.

We've transformed America's health care system through our **National Health Resource Center**, training generations of doctors, nurses and other health care providers to support people facing family violence. This year, we launched several

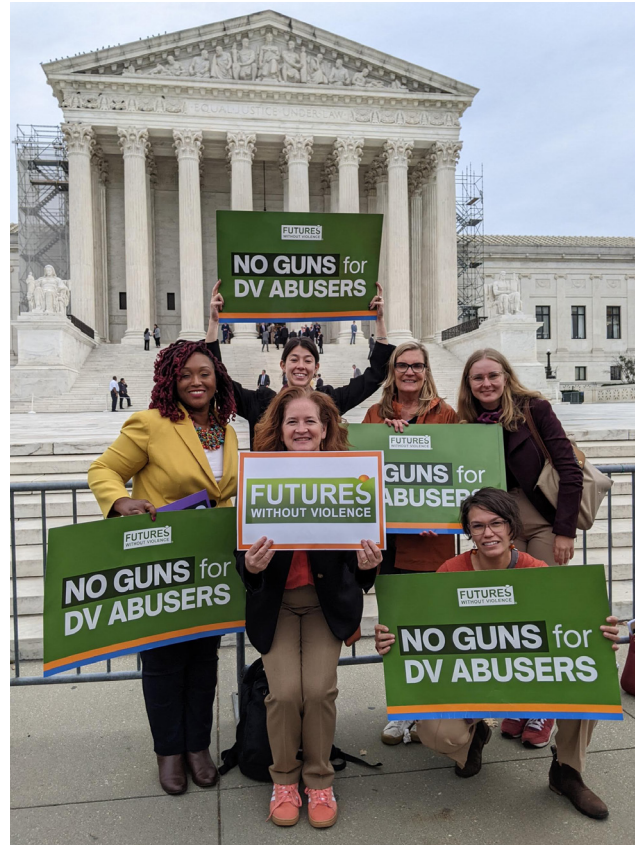
innovative new tools and education. Especially impactful has been our video series featuring survivors sharing



their experiences with the health care system and how it could serve them better. To help address our country's shameful maternal health crisis, we trained Black community-based doulas on the intersection of violence, racism and maternal mortality. This year alone, we trained more than 1,000 health care providers, engaged nearly 2,500 through our webinars, and worked intensively to improve the health care response to domestic and sexual violence in communities in eight states.

We've long recognized the role workplaces can play in enhancing – or undermining – safety for those facing violence. Our **Workplaces Respond to Domestic and Sexual Violence** initiative educates and builds collaborations among workplace and non-workplace stakeholders – employers, worker associations, unions, and anti-violence advocates. This year our panel discussion, featuring high-level administration leaders from multiple federal agencies, provided valuable information to thousands of online and in-person attendees about improving the workplace response to abuse while also inspiring a commitment from a broad range of leaders to eliminate violence in the world of work. Our enhanced work to improve state and federal employment rights for survivors brought tangible results, incentivizing state officials to improve their policies, getting gender-based violence included in the EEOC's harassment guidance for the first time, and advocating for EEOC guidance specifying employment protections for survivors of domestic and dating violence and stalking. We disseminated model language for safe leave policies, and Workplaces Respond trained many thousands of workplace leaders this year.

Finally, nobody can be safe when abusers have access to guns, so we did intensive work this year around **United States v. Rahimi**, the U.S. Supreme Court case that threatened the common-sense safety measure of denying firearms to people with domestic violence protective orders. Our powerful advocacy and public education work emphasized



FUTURES amplified the need to prevent abusers from accessing guns during the *United States v. Rahimi* Supreme Court case.

that two-thirds of mass shooters have a domestic violence history, that domestic-violence-related homicides are increasing, and that a firearm in the home dramatically increases the likelihood someone facing domestic violence will be killed. SCOTUS ruled decisively in our favor, but we didn't stop there. We're moving an agenda to strengthen and close loopholes in our gun safety laws and developing a public education campaign, to launch next year, on the dangers easy access to guns poses for families and communities.



# IT WILL TAKE ALL OF US...

to make it possible for each family and each community to thrive.

We know what it takes to make healthy, thriving families, communities, workplaces, and societies possible. It takes investments in early childhood, supports for teens navigating young adulthood and beyond, and access to healthcare and economic opportunity for everyone, especially those at danger of being left behind. Improving the social drivers of health across the lifespan is core to violence prevention and essential to realizing our country's promise and nurturing its success. Those are the goals we are advancing at Futures Without Violence, in communities large and small across the United States and the globe, every single day.



All in For Kids supported community-led groups including Central Coast Early Childhood Advocacy Network to ensure parents' voices shape systems and policies affecting their children.

The conditions that promote lifelong health and well-being start early in a child's life. In early childhood – when brains and bodies are still developing – repeated exposure to traumatic stress can cause long-term harm, including higher rates of life-threatening diseases. That's why FUTURES launched the community-led innovation hub, **All in For Kids**, with founding donors Genentech, Blue Shield of California Foundation, and First 5 Sonoma County. Our eight grantee partners in the Bay Area of California develop and design community responses to helping children thrive, whether it is advancing a new school model that brings together educators, medical providers and parents to support young children, or ensuring families have basic income and economic opportunity to take care of basic needs. This year we brought our grantees together for a series of roundtables to share what they have learned with government leaders,

other early childhood experts, and donors. Their recommendations will form a roadmap for future early childhood efforts.

This year, Futures Without Violence was tapped to play an important leadership role in the state of California, via a partnership with the **UCLA-UCSF ACEs Aware Family Resilience** (UCAAN). FUTURES is directing \$15 million in grants to local groups who are pioneering community-led strategies for healing and prevention from trauma, and connecting families exposed to adverse childhood experiences (ACEs) to benefits, services and community supports. This initiative has the potential to be life-saving for families across the state, and an important model for the country.

**Project NACES** (No More Adverse Childhood Experiences), is focused on a community often overlooked: migrant farmworkers and their families. With support from the UCLA-UCSF ACEs Aware Family Resilience, we're partnering with Lideres Campesinas and Alianza Nacional de Campesinas to address the health impact of adverse childhood experiences (ACEs) and toxic stress among people in rural farmworker communities in California. We trained community leaders about ACEs and toxic stress and they, in turn, shared that information with community members, gathering their suggestions for how to better meet their health needs. We used those suggestions to create resources – including safety cards, handouts and posters – that local clinics are disseminating to farmworkers and their families. Over time, this project is showing the way to improved farmworker access to health care.



Team: Changing Minds was recognized in 2024 with a silver Halo Award for Best Mental Health Initiative from Engaging for Good.

We tackle the toughest issues and set ambitious goals for ourselves – and often, we surpass them. At this moment when our nation’s young people are facing a serious mental health crisis, our **Team: Changing Minds** initiative set out to reach a million young people through the national mental health response network we created. Along with our partners at Big Brothers Big Sisters of America and the National Council for Mental Wellbeing, and founding investor Harry’s, we met that goal this year – even faster than we expected. We’ve trained more than 80,000 trusted peers and adults who are active in the pastimes young people love such as video games and sports – to recognize when mental health help is needed and put it a click, call or connection away. We reached an important milestone: more than 1 million young people now have access to mental health support through the Team: Changing Minds initiative. Our network is going strong, transforming how mental health support is offered, usually to the young men who need it most.

We continue our groundbreaking work, in partnership with The Allstate Foundation and in collaboration with University of Pittsburgh Medical Center, to build awareness about and prevent **teen economic abuse**. This year we piloted a public awareness project with 20 teen fellows who helped us create new resources to show educators, parents and peers how to support teens who faced this kind of abuse. The focus groups we commissioned helped identify the teens who are most at risk, knowledge now shaping our ongoing work. And the article we co-authored, published this year in the *Journal of Adolescent Health*, has fast become an invaluable resource to people in many fields.

Our STAGES (Strategies to Advance Greater Elder Safety) work, which is identifying innovative ways to prevent and address elder abuse beyond the traditional legal system, will soon announce the eight community-based organizations that will lead new projects to support the economic wellbeing or healing of older adults who have been abused. We will work intensively with these organizations for the next two years to learn together about the dynamics of abuse against seniors, opportunities to build resilience, and ways to create pathways for health and healing. We will disseminate the learnings and strategies from this groundbreaking work widely and to diverse audiences to build a powerful community working to protect older adults.



Coaching Boys into Men is global, reaching boys and young people across the United States and in countries across Africa, Australia, and India.

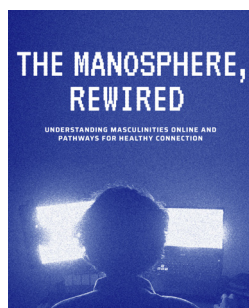
And finally, FUTURES has taken our evidence-based **Coaching Boys into Men (CBIM)** program global, harnessing the power of sports to inspire young athletes to value healthy, respectful relationships. In 2024, we trained over 1,000 coaches in East Africa, reaching almost 370,000 adolescent boys and young people with content designed to reduce relationship abuse and sexual violence, and increase the likelihood they will step in when witnessing abusive or disrespectful behavior by others. Over the years, CBIM has reached boys and young people across the United States and in countries across Africa, Australia, and India. It has been recognized by the World Health Organization within their “Seven Strategies for Ending Violence Against Children.”

# IT WILL TAKE ALL OF US...

to create the future we all want.

We are at an inflection point. The future we dream of is only possible if we continue the urgent work to interrupt violence, heal trauma, scale-up prevention efforts – and invest in opportunity for all families, especially those in danger of being left behind. And it will require tackling emerging threats, such as the online recruitment of young men to toxic spaces that promote hate, misogyny, and political violence. To create the future we believe in, FUTURES will continue its policy advocacy to marshal political will and resources toward violence prevention and response, and to the social change needed to tackle hate, discrimination and violence, including online. And we will inspire the next generation of young people to believe in and take action toward a violence-free future, through the first-of-its kind Courage Museum.

There is a growing recognition that this generation of young men feel adrift – and as a result, oftentimes find solace in misogynist and anti-democratic spaces online. This year, FUTURES was proud to release with our partner Equimundo new research on young



men's online lives, **The Manosphere, Rewired**. The six-month deep dive used artificial intelligence (AI) and other methodologies to analyze Twitch streaming, Discord chat logs, and other online spaces popular with young men.

Leveraging the insights from this report, we will launch in 2025 a digital Innovation Lab piloting new strategies to redirect young men away from harmful content, reinforce healthy connections, and recreate community. This research is another important step in FUTURES' longstanding portfolio of work to invite, not indict, men in finding solutions to violence. And it's a critical component of a healthy democratic future.

Bold and transformative change does not happen overnight. It is often the result of many years of hard-won gains, working across many communities and coalitions to turn advocacy into action into progress. That's the work of the **Futures Without Violence Policy Center**, which works to influence public policy and funding aimed at preventing and ending violence in the U.S. and around the world.

This year, the **Violence Against Women Act (VAWA)** turned 30 and the **Family Violence Prevention and**

**Services Act (FVPSA)** turned 40. Together, these laws provided funds for urgently needed services, including the nation's network of domestic violence shelters, expanded community and legal responses, and brought domestic violence out of the shadows. As a result, domestic violence against adult women has decreased by over 60 percent since these laws were enacted.



FUTURES was a driving force behind the Violence Against Women Act and the Family Violence Prevention and Services Act, which fund lifesaving programs and services.

FUTURES was a driving force behind both laws, and was proud to stand shoulder-to-shoulder with survivors, other advocates, and senior government officials at the White House in 2024 to celebrate our achievements and call for a redoubled national commitment to ending domestic and sexual violence.



Violence against women knows no borders. One out of every three women worldwide will be physically, sexually or otherwise abused during her lifetime—with rates reaching 70 percent in some countries. FUTURES co-chairs the **Coalition to End Violence Gender-Based Globally**, a network of more than 150 US-based organizations, which together helped secure \$75 million in U.S. funding to address violence against children globally and \$650 million to address violence against women, gender equality, and women’s empowerment.



FUTURES has stepped up its advocacy to end violence against children globally, which affects 1 billion girls and boys.

Our policy team also joined governments, young people and survivors, civil society organizations, and donors at the first-ever **Global Ministerial on Violence Against Children** in Bogotá, Colombia. Half the world’s children – up to 1 billion girls and boys – experience violence in their lives, including childhood sexual abuse and exploitation. It’s a global challenge with impacts that span generations. FUTURES was there to advocate for U.S. government commitments to ending violence against children, and to share best practices from our global prevention strategies.

To create the future we all dream of, we also must educate and inspire the next generation of young people to believe that violence is not inevitable – and that they can do something about it. **The Courage Museum and Education Center**, scheduled to open in 2026, is designed to do just that. Located on the Main Post of the Presidio National Park in San Francisco, the Courage Museum will put public land to use for a public service: ending violence, and the hate that fuels it.

As we work towards opening the doors of the Courage Museum, we held several public events this year to amplify inspirational storytelling and advance courageous conversations about what it will take to end violence. Storytelling is a cornerstone of the new museum through the Empathy Mirrors exhibit, which will have interactive screens with first-person accounts of real stories of violence, and how to act with courage in the face of adversity.

More than 600 guests joined us for the **Night of Courage** – an inspiring night that centered the experiences of survivors. The highlight of the night was a discussion between award-winning coach of the Golden State Warriors, Steve Kerr, gun violence prevention advocate, Aalayah Eastmond, and filmmaker Bing Liu – speaking about the interconnected issues of guns and gender-based violence. The evening also featured several remarkable individuals who have chosen to share their stories with the Courage Museum, including Activists Chanel Miller and Taylor Dumpson, National Poet Laureate and Pulitzer Prize-winning writer Natasha Trethewey, and Comedian and Writer Chelsea Devantez, among others.



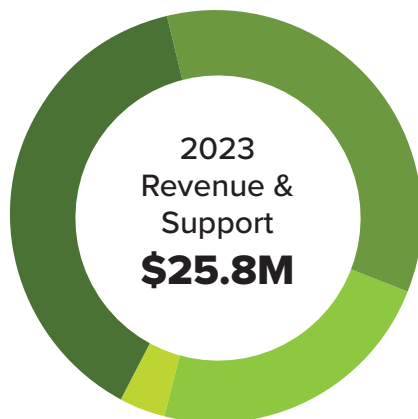
This year’s Night of Courage included courageous leaders who inspired us with stories about what it will take to end violence.

FUTURES also held a **Storytelling Summit** in 2024, featuring several of the Empathy Mirror storytellers in conversation with the award-winning directors who curated their films for the installation. These gatherings offered a rare behind the scenes opportunity to learn more about the Empathy Mirror storytellers and the ways in which their individual experiences with hate, discrimination, and violence will offer unique learning opportunities for museum visitors.

# 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: **\$9.9M**
- Private Grants & Donations: **\$9M**
- Investment Income, Net: **\$5.9M**
- Other Income: **\$1M**



- Health: **\$3.6M**
- Courage Museum: **\$3M**
- Children & Youth: **\$2.8M**
- Economic Justice & Workplace: **\$2.2M**
- Public Education Campaigns: **\$2.1M**
- Learning & Leadership: **\$1.7M**
- Strategic Initiatives: **\$1.3M**
- Policy & International: **\$1M**



- Programs: **93%**
- Fundraising: **4%**
- Mgmt & General: **3%**

# **IT WILL TAKE ALL OF US**

to heal those traumatized by violence today  
and create healthy families and communities  
free of violence tomorrow.



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**GIVE TO FUTURES**