

The Next Evolution of the Anti-Violence Movement

**Co-Creating Organizations
that Empower Advocates to
Contribute, Grow, and Thrive**

Summit Workbook

Welcome from Indrani Goradia, RAFT's Founder

The year was 2005, and my last child was entering high school. As excited as I was for her, I was as petrified for myself and who I would be when she left for college.

I dared to dream that I could make a positive difference in a world where domestic and sexual violence seemed to be an accepted force in our lives.

Little did I know that by drawing on the positive changes that I dared to make to end generational violence for my children, I could dream into reality what is now RAFT. Even then, I was intuitively drawing on the principles of appreciative inquiry.

The only way forward to new ways of doing old things is by mining our lives to find and reuse all the skills we have and to not allow inevitable hiccups to keep us off course.

I had a dream of a summit for more than 10 years. I never stopped dreaming of it. We made it happen this year. We never gave up.

The trials, as we aim for new and bigger goals, are par for the course of life.

Every single advocate that I have ever met is a real-life hero.

You are all heroes.

Let's bring our hearts and minds together as we dream big into new ways to do our best work.

Let's remember that we have all done things that we thought were insurmountable and will continue to invest our energies to make our world a better place.

Indrani Goradia
RAFT's Founder

About RAFT

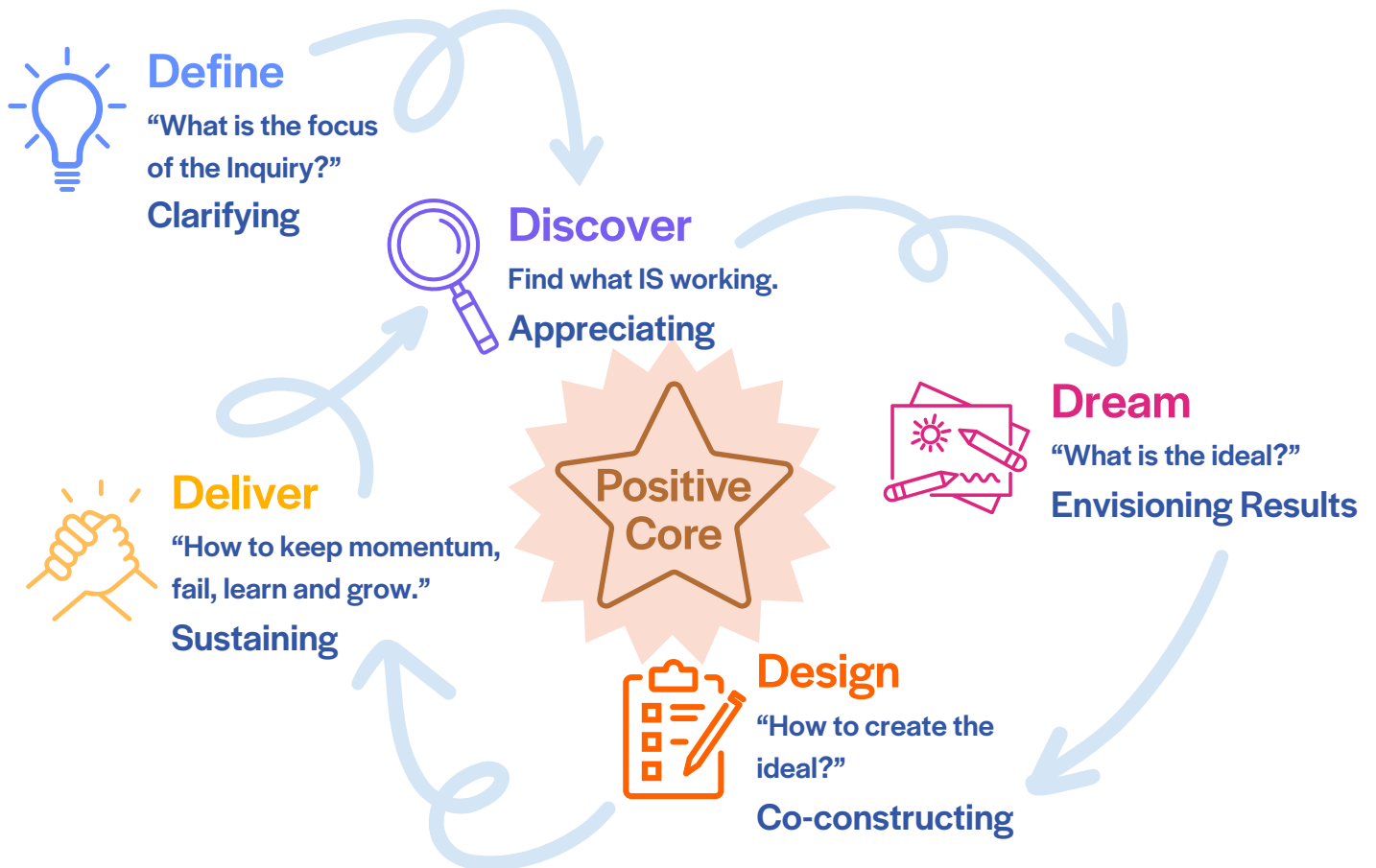
RAFT supports organizations and advocates to cultivate human-centered workspaces through foundational wellness practices, resources, and training to build resilience and promote a healthier gender-based violence advocacy ecosystem.

What is Appreciative Inquiry?

When most people and organizations think about change, the conversation usually starts with what's broken, missing, or not working. And while well-meaning, this approach to change can stir up tension and burnout among your team.

Appreciative Inquiry (AI) flips that script.

Instead of asking 'what's wrong,' AI helps you explore what's working, what people love, and what you want more of in your workplace. That doesn't mean ignoring challenges – it means approaching them through a lens of possibility, strength, and shared success.



Appreciative Inquiry consists of five steps:



Define

Identify the topic that will be explored and create the questions you will ask. RAFT held community calls and shared a survey with our community to help us define the summit task and create the questions you will ask in the discovery phase.



Discover

Use paired interviews to explore what is working in your organization and reveal the positive themes and strengths that give you and your organization life.



Dream

Use these themes to create a positive image of what the ideal anti-violence organization will look like in the future. When you leave the summit, you can share this vision with others in your organization and work towards this future.



Design

Brainstorm ideas for projects and actions you, your colleagues, and your organization can take to make this ideal anti-violence organization a reality.



Deliver

Create a rapid prototype of one of these ideas to explore what the possibilities are for making change as you leave the summit and return to work. You can also make a commitment to join the RAFT community in continuing to work on change projects moving forward.



Our Summit Task

For the next three days, imagine that you have been recruited to work with a brand-new organization that is building a new type of anti-violence workplace. The focus of the organization is to create the ideal workplace for advocates so that survivors will receive the highest level of care. A place where you can:

- Contribute to making a difference for survivors, yourself, your colleagues, the organization, and the movement
- Grow personally and professionally into the person and advocate you want to be
- Thrive and live the life you want, while doing challenging work

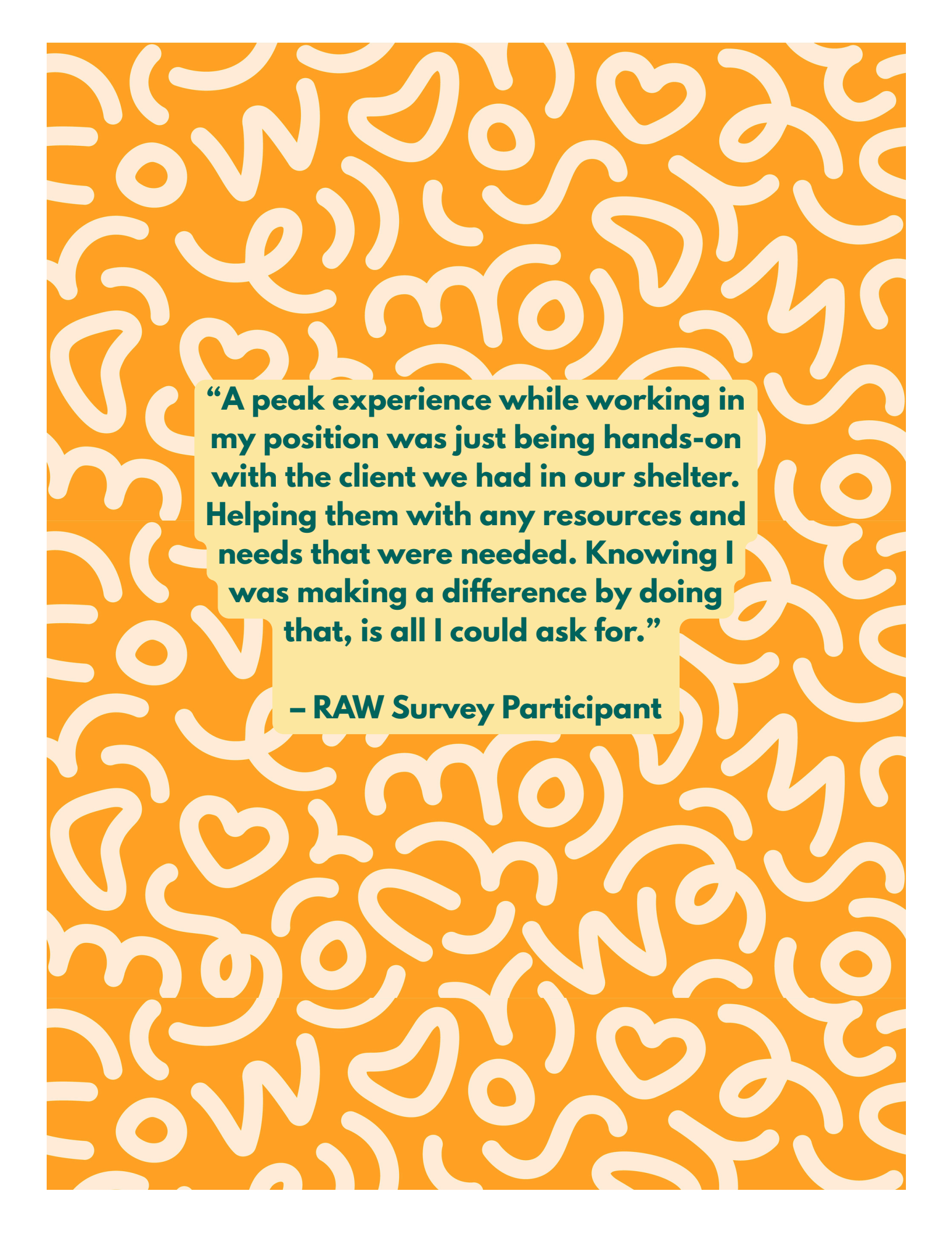
In the next three days, you will draw on your own experiences in the anti-violence movement to:

- Discover the strengths of your current or past organizations, your colleagues, and yourself
- Dream about what an organization that empowers you to contribute, grow, and thrive looks like
- Design the starting plan for creating this organization.
- Deliver the pieces that will be the first step in making this organization a reality

At the end of our time together, you will have new ideas and actions to share with your colleagues and organization to start making change. You will also have the opportunity to continue working on your ideas with the RAFT summit community.

Our Desired Outcomes

1. Build community and connect with one another, the work, and the movement.
2. Energize and encourage you to work towards creating more positive and person-centered workspaces during AND after the summit.
3. Generate a list of ideas and projects, from the smallest step to the bravest, biggest changes that you can continue to work on alone, with RAFT, or with others in your organization.
4. Continue this work in RAFT working groups that will focus on moving some of the summit ideas or projects forward.
5. Expand and grow a plan that will lead to more advocates and more organizations building workplaces that empower advocates to contribute, grow, and thrive.



“A peak experience while working in my position was just being hands-on with the client we had in our shelter. Helping them with any resources and needs that were needed. Knowing I was making a difference by doing that, is all I could ask for.”

– RAW Survey Participant

Day One Agenda – Discovery and Dream

As you join the summit, please share:

Your name

Your state

Your organization

Your role in your organization

Something you are grateful for today

All times in Eastern

10 am - 12 pm Summit Welcome

Discovery Phase: Paired Interviews (pages 11 - 17)

12 - 12:30 pm Lunch

12:30 - 2:30 pm Discovery Phase: Small group shares of interview themes (pages 18 - 24)

Discovery Phase: Large group share of interview themes (page 25)

2:30 - 2:40 pm Break

2:40 - 5 pm Dream Phase Part One: Creating an image of the future (pages 27 - 31)

Day One Closing

Day Two Agenda – Dream, Design and Delivery

All times in Eastern

10 am - 12 pm Day Two Welcome

Dream Phase Part Two: Small group Dream image review (Page 31)

Dream Phase Part Two: Large group share of Dream images (Page 32)

12 - 12:30 pm Lunch

12:30 - 2:15 pm Design Phase: Small Group Design Brainstorms (Pages 34 - 38)

Design Phase: Large Group Design Shares (Page 39)

Design Phase: Design Studio Selection

2:15 - 2:25 pm Break

2:25 - 5 pm Delivery Part One: Creating Prototypes (Pages 41 - 42)

Day Two Closing

Day Three Agenda – Delivery

All times in Eastern

10 am - 12 pm Day Three Welcome

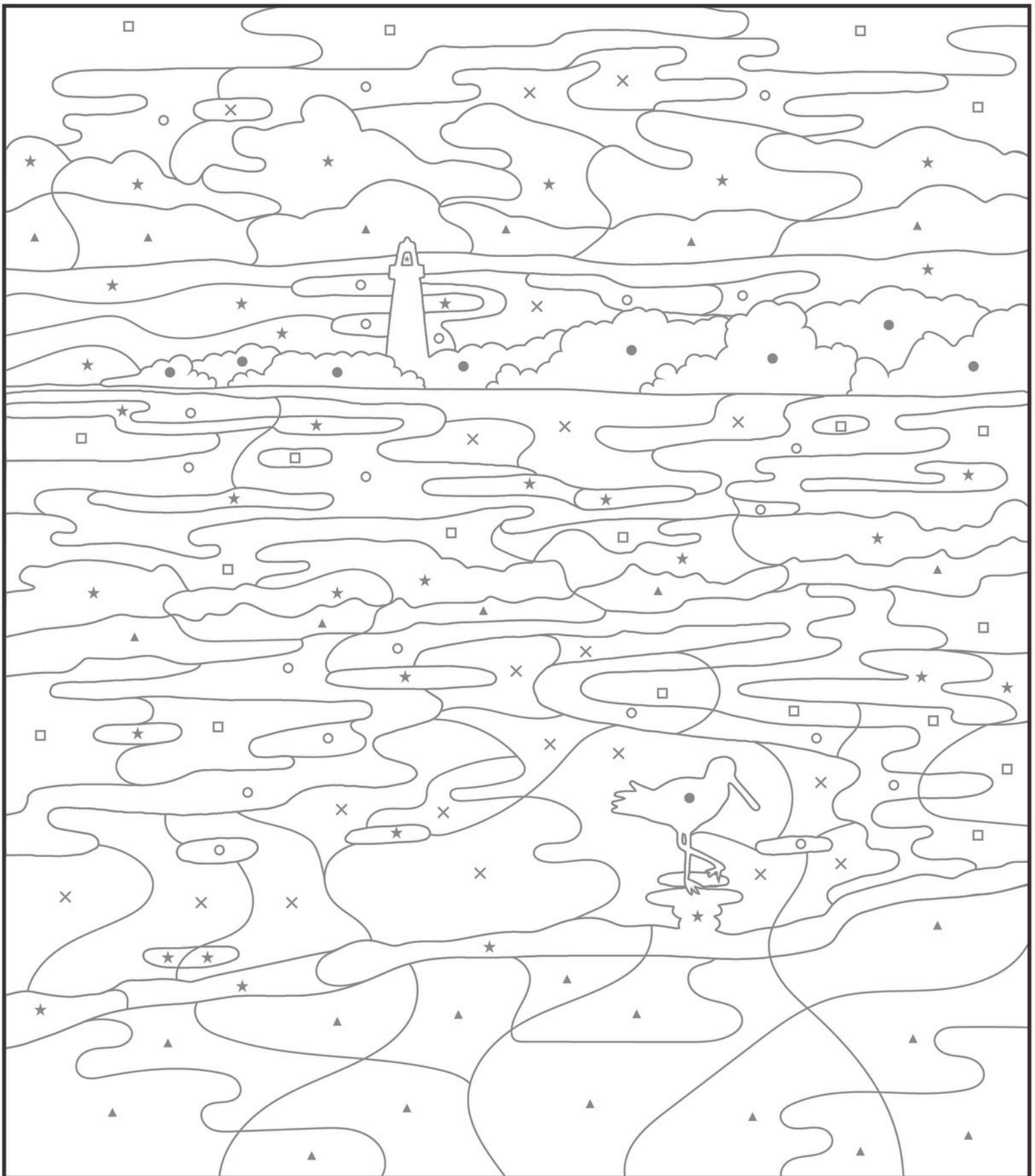
Delivery Phase Part Two: Small group prototype review (Pages 41 - 42)

Delivery Phase Part Two: Prototype Sharing and Feedback (Pages 43 - 44)

12 - 12:30 pm Lunch

12:30 - 2:00 pm Delivery Phase Part Two: Aspiration statements (Page 45)

Summit Reflections & Closing (Page 46)



Color Key

● Dark Blue

▲ Bright Blue

★ Light Blue

◻ Pink

○ Orange

⊗ Yellow



Discovery Phase: Paired Interview Guide

Purpose

To sit with another advocate and share stories, experiences, and ideas about what is already working, what opportunities exist, and what the future may hold for creating the next evolution of anti-violence work and anti-violence organizations.

Instructions

During the paired interviews, you will be partnered with another advocate on Zoom and put into a breakout room to conduct the interviews. You will each take approximately 30 - 45 minutes to ask the other person interview questions organized into five sections.

Role as an interviewee

Your focus during the interview is to:

- Focus on the positive, high points of your work as an advocate
- Reveal the factors that will empower advocates to contribute, grow, and thrive in this work
- Share the strengths you see in yourself, your colleagues, and your organization
- Think of new opportunities for anti-violence advocacy and organizations
- Envision what the ideal anti-violence organization looks like
- Think of the steps you can take to bring change to anti-violence organizations

Role as an interviewer

Your focus during the interview is to:

- Keep track of time
- Read each question to the interviewee and actively listen to their responses
- Take notes for the answers given to each question, looking for:
 - The positive themes that are repeated during the interview
 - Positive, appreciable quotes that stand out to you
 - Details and examples from the stories shared
 - The most positive, life-giving moment you experienced listening
 - Any ideas or innovations for change that stand out to you
 - Small steps for change
 - Bigger, braver steps for change
- You will share the most engaging answers you heard during the interview during the small group discussion



Discovery Phase: Paired Interview Guide

Tips for asking interview questions

- Take notes and listen for great quotes and stories
- Be genuinely curious about their experiences, thoughts, and feelings.
- Allow time for silence after reading each question. Some people will take longer to think about their answers.
- If somebody wants to skip an interview question, that's okay. Move on to the next question.

When your partner is answering the questions, you can use these follow-up questions to probe further if you would like to hear more about a certain experience:

- Can you tell me more?
- Can you say more about that?
- Why was that important to you?
- How did that affect you?
- How were you supported during this experience?
- How has it changed you?
- If you have extra time at the end of the interview, you can ask, "Did one of these question areas excite you? Do you have a second story to share about that area?"



1. Sharing your Why?

1. Tell me with a story, with as much detail as possible, about why you choose to work as an anti-violence advocate.

- a. What is your “why?” for doing this work?
- b. What keeps you passionate about this work, day after day?
- c. What keeps you anchored in this work?



2. A High Point in Advocacy

1. Tell me a story about your “high point” as an advocate. A time when you were thriving while making a contribution you are proud of.

- a. What happened that day?
- b. Who was involved?
- c. What were you doing?

2. What made this experience a high point for you?

- a. What were the root causes that allowed you to successfully make this contribution?
- b. What support did you receive that helped you thrive during this story?
- c. In what ways did you experience growth during and after this story?

3. What does this story say about:

- a. You and the top three strengths you bring to your work?
- b. Your colleague’s top strengths?
- c. Your organization’s top strengths?



3. Past Strengths and Future Opportunities

1. What three strengths are at the heart of anti-violence work that you value most and would keep no matter how the anti-violence movement evolves?
2. Share one example of each of these strengths in action.
3. What are three opportunities you see that would improve your experience at work and support you to contribute, grow, and thrive as an advocate?



4. Looking to the Future

1. Imagine you have woken up and it is 2036, and the new organization is empowering advocates to contribute, thrive, and grow. What do you see and love most about anti-violence work? Be as specific as possible.

- a. What is new and changed?
- b. What is better in the future, and how do you know it is better?

2. What are you most proud of when you see the future of:

- a. The Anti-violence movement?
- b. Your organization?
- c. Your colleagues?
- d. Yourself?

3. How is the new organization better at supporting advocates to:

- a. Make contributions that they are proud of?
- b. Grow personally and in their work?
- c. Thrive while doing challenging work?



5. Taking Next Steps to Make Change

With this new future organization you have described in mind:

1. What are three of the smallest steps you and your organization could take that would have the biggest impact on starting to create this new future?
2. What results would you see in the organization that would let you know the three small steps are working?
3. What is one braver and bolder step you and your organization could take that would have a big impact on creating the new future?
4. What results would you see in the organization that would show you this big change is working?



Discovery Phase: Small Group Discussions

Purpose

To welcome each other and discuss one or more of the interview questions, then collect the common themes your group identifies to share with the larger group.

Now that you have finished your paired interview, you and your partner will join a small group of advocates and work with this group for the rest of the discovery phase, the dream phase, and the design phase.

Instructions

1. Assign self-managing roles for the discussion

Self-Management and Group Leadership Roles	
Each small group manages its own discussions, data, time, and reports. Leadership roles can be rotated. Divide the work as you wish. Here are useful roles for managing this work:	
Discussion Leader	Ensure that each person who wants to speak is heard. Keep group on track to finish on time.
Time Keeper	Keep group aware of time. Monitor report-outs and signals time remaining to the person talking.
Recorder	Keep the discussion summary notes on using the speaker's words. Ask people to restate long ideas briefly. Collect the group's answers to the "Discovery Padlet questions here https://padlet.com/raftcares/submission-request/W7ZVbeadBNjobNDM to share during presentations.
Reporter	Deliver the group's report – with common themes, stories, and examples – to the large group.



Discovery Phase: Small Group Discussions

Instructions continued

2. Introduce your interview partner to your breakout group by sharing a couple of highlights from your interview, something from your partner's stories or visions that stood out the most for you. Things that interested, inspired, or impressed you most about your conversation. (Keep introductions brief – take one or two minutes for this introduction.)

3. Next, as a group, please have a deeper discussion about the one interview section assigned to your breakout room. Everyone shares their stories and observations about this section. As a group, listen for patterns, themes, and examples that are repeated as everyone shares.

4. Each breakout room's recorder takes notes on the designated digital platform worksheet and prepares a summary of the highlights, themes, and examples the group wishes to share.

5. Each breakout room's reporter prepares to give a X-minute report-out with the larger group. Be sure to include one or two of the most powerful stories or examples from your group.

If your group has time and wishes to discuss another section of the interview guide, feel free to choose any section your group wishes to discuss.



Section 1 Group Discussion

Sharing Your “Why?”

1. List the core elements of the stories from each member of the group on why they chose to work as anti-violence advocates.
2. What were the different themes you heard for:
 - a. Why are group members doing this work?
 - b. What helps group members stay passionate about this work?
 - c. What anchors group members in this work?

3. Add your answer to this question to the Discovery Padlet: From your discussion about your “why?” for being an advocate, what themes, strengths, stories, ideas, and experiences does your group wish your reporter to share with the larger group?



Section 2 Group Discussion

A High Point in Advocacy

- 1. What are the core elements of group members' stories that allowed them to thrive while making a contribution they are proud of?**
- 2. What themes did you hear in these stories that:**
 - a. Made the group member successfully make a contribution?
 - b. Supported the group member in thriving?
 - c. Allowed the group member to experience growth?
- 3. What did these stories reveal about:**
 - a. Personal strengths group members bring to this work?
 - b. Colleague's top strengths?
 - c. Organization's top strengths?
- 4. Add your answer to this question to the Discovery Padlet: From your discussion about a high point in advocacy, what themes, strengths, stories, ideas, and experiences does your group wish your reporter to share with the larger group?**



Section 3 Group Discussion

Past Strengths and Future Opportunities

1. What are the greatest strengths at the heart of anti-violence work? The strengths you are most proud of, want to keep, and grow, no matter how anti-violence work and organizations evolve?
2. Share examples of each strength in action.
3. What opportunities did you hear about that would support you in contributing, growing, and thriving as an advocate?
4. **Add your answer to this question to the Discovery Padlet: Take the most important strengths and opportunities discovered and combine them into a list, a few sentences, or another expression that represents what your group sees as “the positive core,” those things that give life and excellence, to anti-violence advocacy work.**
5. Your recorder will share your “positive core” with the larger group.



Section 4 Group Discussion

Looking to the Future 2036

1. Have each member of the group share the highlights and key elements of their future image. As everyone shares key elements in their visions, summarize the common themes you hear. Organize these themes into related areas that would bring this future to life.

2. Add your answers to this question to the Discovery Padlet: As a group, create the front-page headline story of the October 2036 edition of a major publication, with a cover story featuring the transformation of anti-violence organizations into places that empower advocates to contribute, thrive, and grow.

a. What is the exciting or important article headline?

b. What are 3-5 key elements the story would highlight? (No need to write the story, but if you are feeling inspired, go for it!)

3. Your recorder will share the article outline with the larger group.



Section 5 Group Discussion

Taking Next Steps to Make Change

1. List the three smallest steps that advocates and organizations could take that would have the greatest impact and turn the future vision into action.
2. List the results you would see that show these three small steps are working.
3. List three braver and bolder steps you and your organization could take that would have the greatest impact and turn the future vision into action.
4. List the results you see that show these three braver and bolder steps are working.
- 5. Add your answer to this question to the Discovery Padlet: From this discussion, what small steps, braver and bolder steps, and results would your group like your reporter to share with the larger group?**

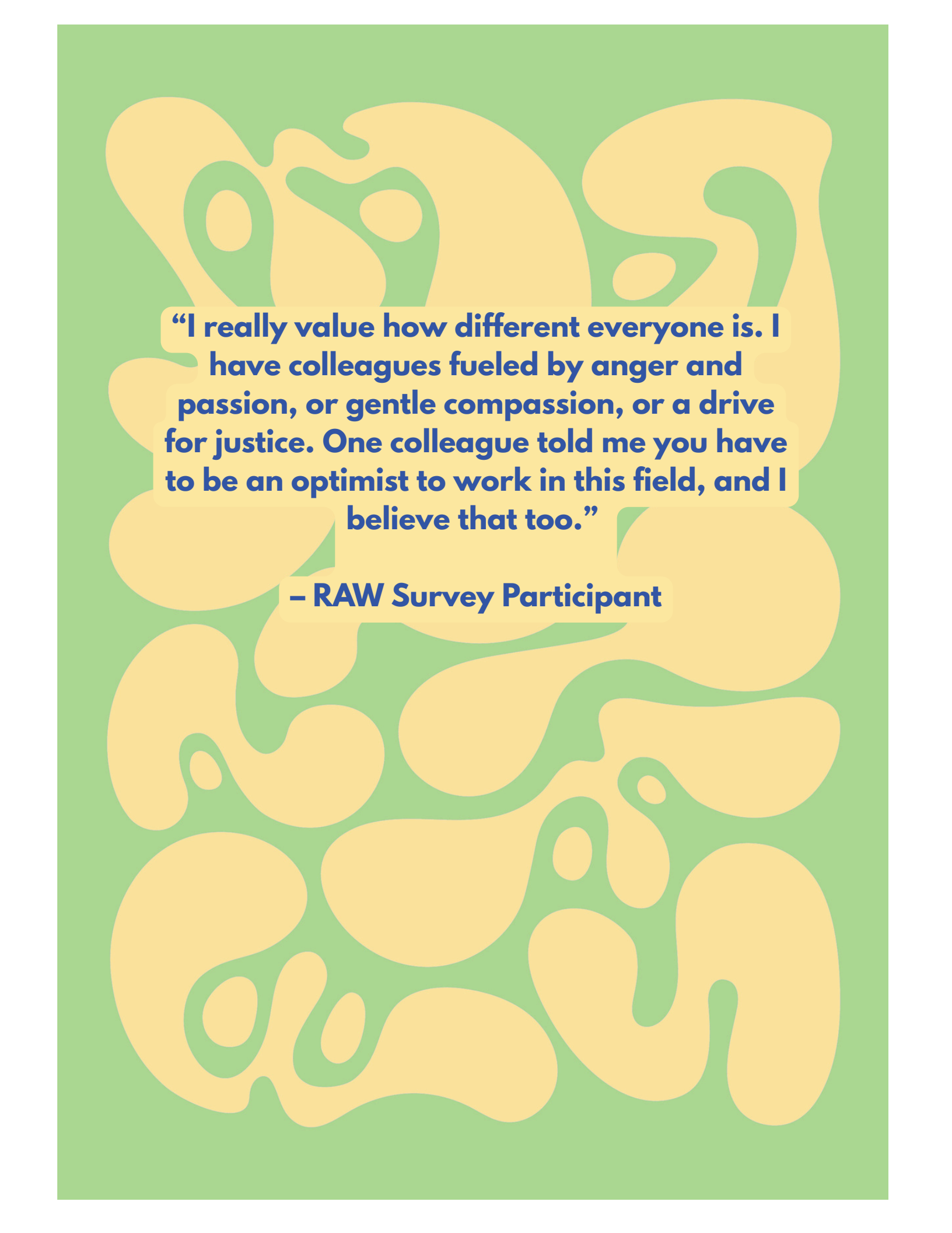


Large Group Share

During the large group share, your Discovery group's reporter will share your group's findings with the larger room.

While you are watching and listening to other groups share, you can use this section to take notes on what excites you, ideas, and experiences you haven't thought of, and anything that stands out to you as important.

Elements of the discovery shares that stood out and that I find most exciting	Themes, stories, quotes, ideas and opportunities I want to remember



“I really value how different everyone is. I have colleagues fueled by anger and passion, or gentle compassion, or a drive for justice. One colleague told me you have to be an optimist to work in this field, and I believe that too.”

– RAW Survey Participant



Purpose

To use the stories, themes, quotes, discussions, and images from the discovery phase to individually and collaboratively imagine the future and create a vision of what the ideal anti-violence organization looks like.

Appreciative Inquiry believes that imagined images of the future guide our present-day actions and the direction that people and organizations take. Once you have created this future image, your mind is pulled in the direction of positive change to act and make the future image a reality.

Dream Phase Discussion

When discussing your ideal organization in the future, make your statements and create images as if all the changes you want to see are already true, and you are already experiencing the dream image of the organization.

For example:

Instead of saying, “I hope leadership will be more transparent with decisions.”

Say: “Leadership is being transparent and sharing how they make decisions.”

Instead of saying: “Our organization will have the funding we need to increase wages.”

Say: “One of the best parts of my job is the full funding the organization receives, and the living wage I am paid.”

When discussing the ideal future image of your organization in the dream phase:

- Imagine the best possible version of the organization. An organization that empowers advocates to contribute, grow, and thrive.
- Build on the positive themes uncovered in the discovery phase and share any new positive themes that you discover.
- Aim high and be bold with your dreams and dream images.
- Use stories and examples to paint the image of what the organization looks like in the future.
- Remember: talk in the present tense as if you are in the future and the dream has already become a reality.



Self-Management and Group Leadership Roles

Each small group manages its own discussion, data, time, and reports. Leadership roles can be rotated. Divide the work as you wish. Here are useful roles for managing this work.

Discussion Leader	Ensure that each person who wants to speak is heard. Keep group on track to finish on time.
Time Keeper	Keep group aware of time. Monitor report-outs and signals time remaining to the person talking.
Discussion Recorder	Keep the discussion summary notes using the speaker's words. Ask people to restate long ideas briefly. Collects the group's main ideas for the dream discussion on https://padlet.com/raftcares/submission-request/kr73X52gnNDMvM89 to share during presentations.
Dream Image Recorder	This may be the same person as the discussion recorder, or someone new may record the creative image of the future ideal organization for presentation.
Reporter	Group members involved in the dream image presentation share their future image with the large group.



To kickstart your imagination,



Do one of the following 30-second activities with your group:

1. Look at this picture of a puppy. What would you name this puppy?
2. Draw a tree. After the 30 seconds, share your pictures on the screen.
3. Describe yourself in 3 words.
4. Name 3 songs that would be on your advocacy playlist.

As a group, with as much detail as possible,

Discuss/write out your response to the following statement and questions:

You have all been hired as consultants for a 10-year project to use your experience, strengths, and the opportunities you see for change to help create the ideal anti-violence organization. You go to bed one night after an excellent day on the project, where you initiated some big changes.

When you wake up, it is Monday, January 7th, 2036, and you are starting work for the day at the organization you helped create. What does work at the organization look like? Why are you excited to be starting a new workday in a new year at the organization? What positive changes have occurred since 2026, when you started as a consultant, that have resulted in this organization being the ideal anti-violence workplace?

If it helps you imagine your ideal organization in the future, you can also discuss/write out your answers to some of the following questions:

- How are you being supported to contribute in a way you are proud of?
- How are you being supported to grow personally and professionally?
- What supports at work and in your personal life are helping you to thrive?
- How does leadership look different in your work and organization?
- What has changed for the better since 2026?
- What does work in the different departments of the organization look like? (shelter, crisis line, court advocacy, funding, etc.)
- Describe your interactions with your colleagues.
- Describe your interactions with leadership.
- What does the schedule look like?
- What systems are in place that make your organization a great place to work?
- What is the atmosphere in your organization?
- What activities are you doing during your ideal workday?
- What do clients say about your organization?
- What are other stakeholders saying about your organization?
- How are your family and friends talking about your work and the organization?



Notes

Collect the top themes from your group's discussion to create a collective vision of what your group wants to see. This may be a collective vision of the whole organization, or your group may decide to focus on one particular area of the organization to create your future image (shelter, crisis line, grant writing, court advocacy, etc.)



Dream Phase: Creating the Dream Image

Dream Image of the Ideal Anti-Violence Organization

Now that your group has created a description of what your ideal organization will look like in the future, it is helpful to generate a creative expression of that future description. This could be:

- A drawing that represents the future organization
- Online images collected to create a collage
- Write a poem
- Compose a song
- Write a skit about a staffroom discussion around the new changes
- Write a press release about the positive changes in the organization
- Write a list of “The pillars of the ideal anti-violence organization are...”
- If someone in your group has materials to create a physical model, feel free to let your creativity loose.

You will have 3-5 minutes to share your creative expression with the large group.

If it is helpful to you and your group, you can use one of the writing prompts below to guide your creativity.

1. It is 2036, and your organization has just won an award as the outstanding anti-violence organization of the year. Write out a script for the announcement of the award and your acceptance speech.
 - a. What does the presenter say about your organization as the award is presented?
 - b. Whom do you thank in your acceptance speech?
 - c. What do you highlight as the reasons your organization is receiving the award?
 - d. What quotes do you share from clients about what they appreciate most about your organization?
 - e. What quotes do you share from staff members about their appreciations?
2. It is 2036, and the ideal organization in your dream discussion has become a reality. Tell the story of a person (a client, long-term advocate, a new hire, etc.) experiencing the organization and all the positive changes that have occurred since 2026.
 - a. What positive changes does this person experience that have the greatest impact on them?
 - b. How do their interactions with other people and systems in the organization support them to have success?
 - c. What are the results of their interaction with the organization over time?
 - d. What would this person say was the best part of their experience with the organization?



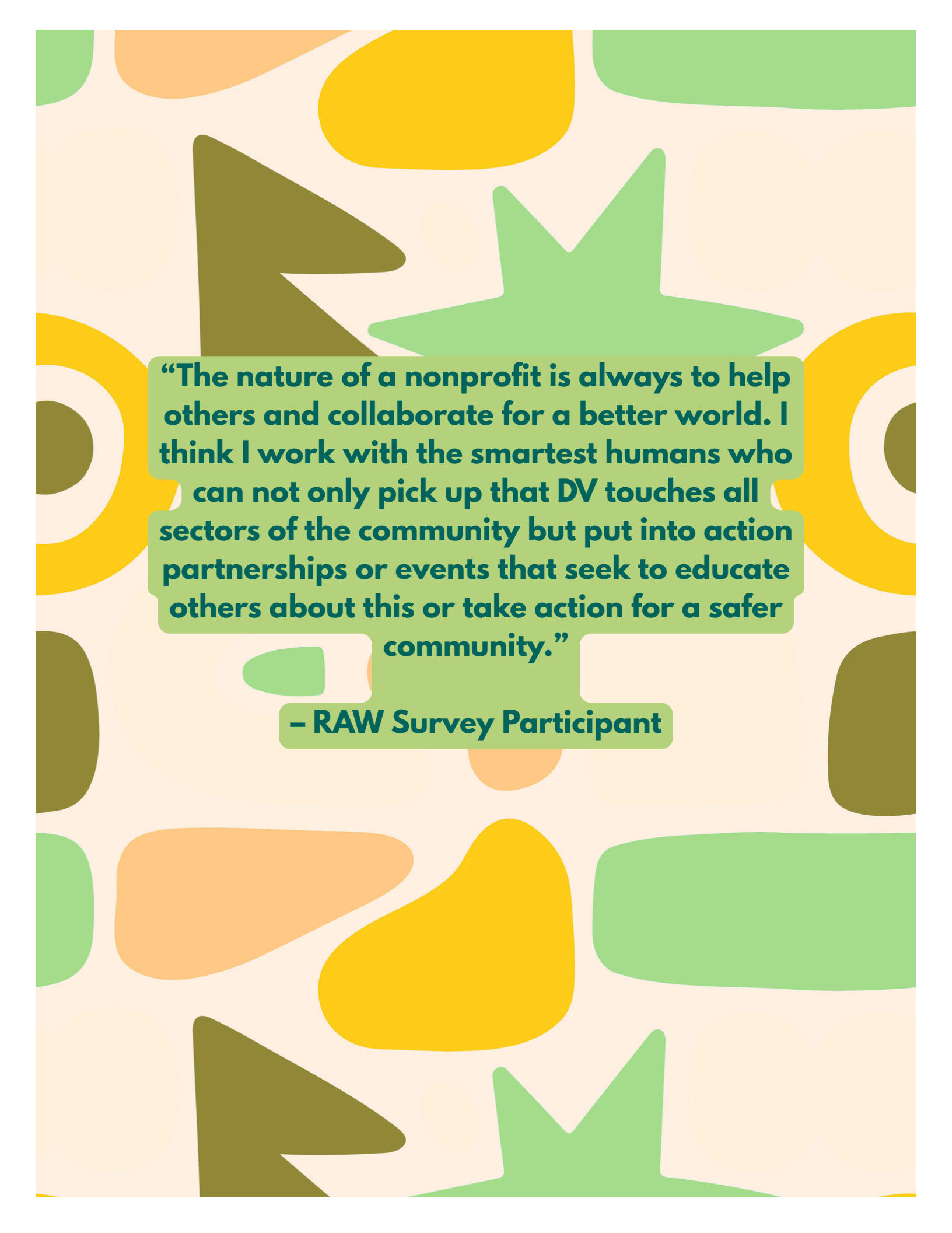
Dream Phase: Sharing Dream Images

Sharing

When sharing your dream image with the large group, you can have one person present, or include as many members of your group as you like and feel comfortable presenting.

While you watch other groups present their creative dream images, you can use the following page to take notes on what excites you, and what you would like to see more of in your future organization. You can also record any ideas you have for new opportunities, actions, or projects to help make your future organization a reality.

Elements of the images I find most exciting and I would like to see more of	Opportunities and possibilities for action



“The nature of a nonprofit is always to help others and collaborate for a better world. I think I work with the smartest humans who can not only pick up that DV touches all sectors of the community but put into action partnerships or events that seek to educate others about this or take action for a safer community.”

– RAW Survey Participant



Purpose

During the design phase, you and your group will brainstorm as many design ideas as possible. Think of ideas, projects, and initiatives that can bring change to anti-violence organizations and move them in the direction of the future image your group has created.

Now it is time to take the ideal future images of the future anti-violence organization from your head and start creating them in the real world. During the design phase, you will brainstorm ideas and projects you and your group can undertake to make the dream image you created a reality. During this brainstorm, start thinking about which of the ideas you would like to work on moving forward.

Brainstorm

If it is helpful, or your group gets stuck during the brainstorm, use the following suggestions to spark your creative thinking. Think of:

- the smallest steps you can take to make the dream real
- bigger, braver, and bolder ideas to make the dream real
- You could focus your ideas on a specific department instead of the whole organization
- something you can do that doesn't require leadership or board approval
- something you can do that doesn't require a supervisor's approval
- things you can do that cost no money (other than regular paid time)
- things that would use current funding
- things that would require new funding
- What the organization can do on its own
- What the organization can do with stakeholders or collaborators
- ideas that feel safe and can build momentum
- ideas that feel like a stretch or a bit scary
- ideas that would change current systems
- ideas that would create new systems
- changes that can be done immediately, in a moderate amount of time, and in the long term
- ideas that have a low, medium, or high barrier to change



Self-Management and Group Leadership Roles

Each small group manages its own discussion, data, time, and reports. Leadership roles can be rotated. Divide the work as you wish. Here are useful roles for managing this work.

Brainstorm Radical	Assure that the group is challenged to contribute bold, wild ideas.
Time Keeper	Keep group aware of time. Monitor report-outs and signals time remaining to the person talking.
Brainstorm Facilitator	Facilitate the brainstorming session by upholding the brainstorming rules and raising questions to keep the brainstorming moving.
Recorder	Write down all the brainstorming ideas, record the different categories of brainstorming ideas, and record the top three brainstorming ideas in each category and share them here: https://padlet.com/raftcares/submission-request/y5WkX4eWyZ3GvmxG
Reporter	Share the group's top brainstorming ideas with the larger group.



Assume anything you can imagine is possible

During this phase, you will brainstorm as many ideas and projects as possible related to the summit's appreciative topic, the themes uncovered in the Discovery phase, and the different future visions you created in the Dream phase.

Assume anything you can imagine is possible.

During this brainstorming session, follow these rules:

- Stay focused on the summit's appreciative topic: Co-creating organizations that empower advocates to contribute, grow, and thrive
- Listen without judgement – don't dismiss any ideas
- Encourage wild ideas – be radical
- Build on the ideas of others – “yes, and” no “buts”
- Be visual if that helps
- Hold one conversation at a time – give everyone a chance to share ideas
- Go for QUANTITY of ideas

Use the space below and on the next page to record all the ideas generated by your group. Create a list, use a mind map, or raw images. Whatever works best for you to collect all the different ideas.



Design Phase: Brainstorming

Assume anything you can imagine is possible



Design Phase: Idea Organization

A Simple way to organize your ideas

A simple way to organize your different design ideas is to split them into one of two groups:

- Small-step ideas that require fewer or smaller changes can be finished quickly and build momentum to make even more changes.
- Bigger, bolder, and braver ideas that require more change will have a big impact and take a longer time frame to finish.

In this step, your group will look over your brainstorming list and organize all the different design ideas into these two groups, depending on the size and time frame of the idea.

Small Step ideas to finish quickly and build momentum	Bigger, bolder, brave ideas that have a big impact and take longer to finish



Design Phase: Idea Organization

Top Three Design Ideas

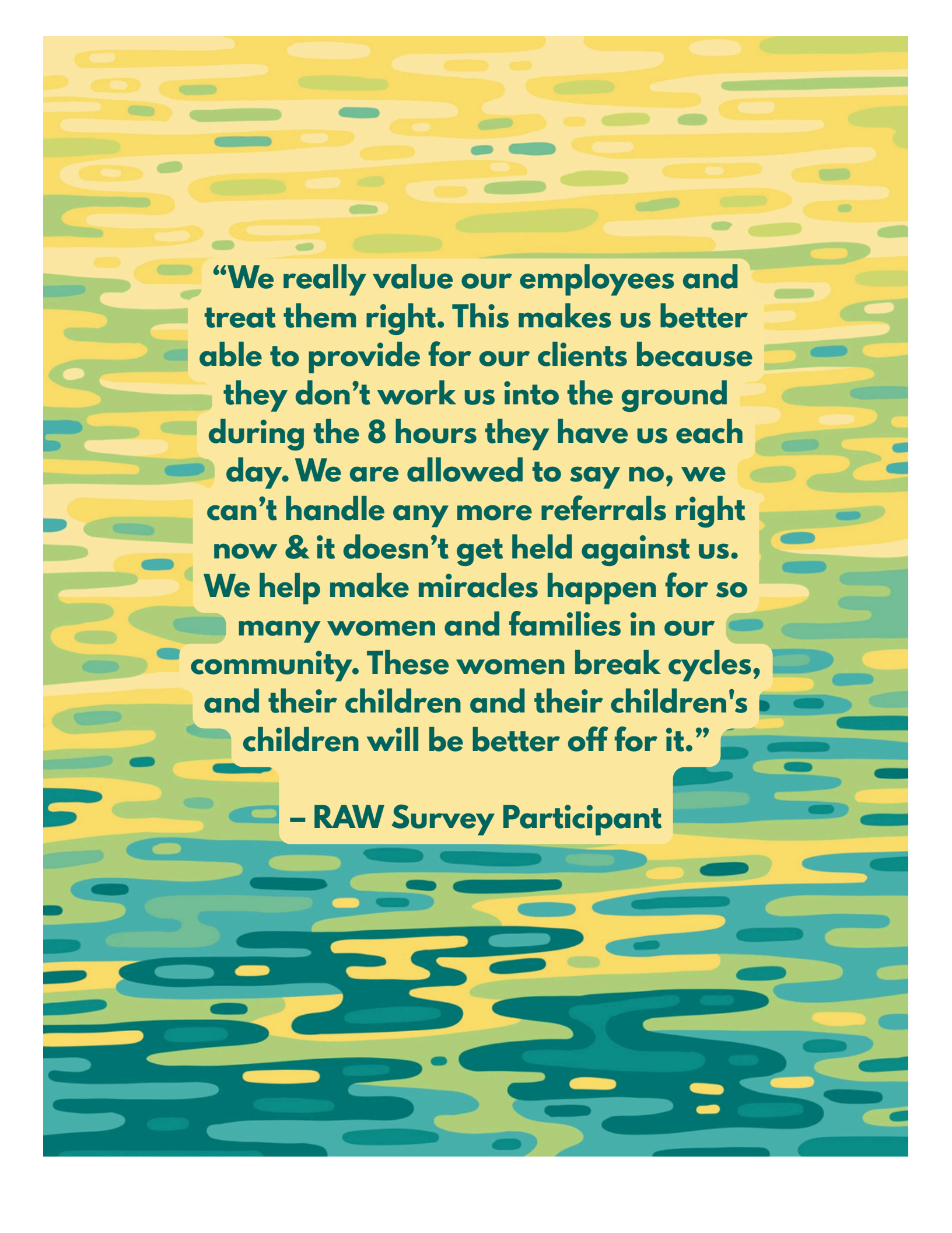
Looking at your list of design ideas, pick three of your group's favorite ideas from each category and write them below. Your group's recorder will add these ideas to the <tech we are using>, and your reporter will share these ideas with the larger group.

Top 3 Small Step Ideas		Top 3 Bigger, Bolder, Braver Ideas	
1		1	
2		2	
3		3	

Design Ideas Sharing

While you watch other groups present their design ideas, write down the ideas that inspire you and that you would like to work on during the delivery phase of the summit. Highlight any ideas that you would like to lead a group and guide the creation of a rapid prototype in the delivery phase of the summit.

Small Step Ideas that excite me and I would like to work on	Bigger, Bolder, Braver Ideas that excite me and I would like to work on



“We really value our employees and treat them right. This makes us better able to provide for our clients because they don’t work us into the ground during the 8 hours they have us each day. We are allowed to say no, we can’t handle any more referrals right now & it doesn’t get held against us. We help make miracles happen for so many women and families in our community. These women break cycles, and their children and their children’s children will be better off for it.”

– RAW Survey Participant



Delivery Phase: Rapid Prototyping

Purpose

To join a group of people interested in the same design idea and build a rapid prototype of that idea, you will share it with the group.

At the end of the design phase, groups shared their top design ideas. Look at your list of ideas that inspired you and start thinking about how you could prototype that idea and turn it into something real.

Rapid Prototyping

Prototyping isn't about being perfect or even neat. This step is about being messy, fast, and seeing how far you can get in a limited amount of time. The purpose of this prototype phase is to share the possibility of your idea, not to be perfect. For this, focus more on the critical elements of your prototype and don't get stuck in extensive details or logistics. Ask yourself, "What are the bare bones needed to make this idea work?"

Example: Create the rough outline of a new policy for your organization, but don't get stuck on legal requirements, specific numbers, or making sure it uses proper "policy language."

Your prototype can take on many forms, so don't let the list below limit your ideas. However, if it helps, here is a list of forms your prototype could take:

- A storyboard or walkthrough to map out a process over time (ie, This is how counseling appointments could work in our organization. Here is how court advocates can work with the court.)
- Role plays to share the idea (this is what ongoing positive performance reviews could look like)
- Create a model, or first draft of a document (this is the start of the communication policy we are suggesting. Here is a blueprint of the new staff room.)
- Create a mock-up (here is the new form for a survivor to fill out when entering shelter. Here is the t-shirt design we could all wear at outreach functions.)
- Develop an outline showing the bigger project's steps (here is how we would run a pilot to test out three-person internal support groups).
- A "business pitch" to present to leadership to get them to say "yes" to your project (Did you realize we could save time and money if you just added more wastepaper baskets to the building?)
- Build a physical prototype if someone in your group has the materials.
- Or whatever great idea you and your group come up with.

Important: Your goal is not to create something that will work; it is to quickly test out an idea. A successful result of this phase could be realizing that the idea won't work and shouldn't be continued.



Self-Management and Group Leadership Roles

Each small group manages its own discussion, data, time, and reports. Leadership roles can be rotated. Divide the work as you wish. Here are useful roles for managing this work.

Discussion Leader	Ensure that each person who wants to speak is heard within the time available. Keeps group on track to finish on time.
Time Keeper	Keep group aware of time. Monitor report-outs and signals time remaining to the person talking.
Recorder	Capture the prototype information to be shared here: https://padlet.com/raftcares/submission-request/WZ3GbD7PJj20vLQp and for the reporter to share during prototype sharing.
Reporter	Share the prototype with other groups and leads the feedback discussion.



Delivery Phase: Prototype Sharing

Sharing

Sharing your prototype and getting feedback is an important next step in this process. You will now have the chance to share your prototype with another design group and get feedback. The more people who see your prototype, the more ideas and suggestions you will have for moving forward with turning your idea into a reality. Here are a few guidelines to help with the prototype sharing process:

Prototype Creators

- Don't become too attached to the direction you have taken at this point. Put your own biases aside and, if it helps, imagine that people are commenting on someone else's prototype. Realize there are gaps in your own experience, ideas, and solutions that other people can fill.
- Remember that people are sharing feedback on your prototype, not on you as a person.
- Your job in this process is to share your prototype, then accept the feedback. Don't defend your decisions during the feedback process. You can decide if you will implement the feedback later when continuing to work on your project.

Prototype Reviewers

Here are some helpful tips to use as a reviewer of other people's work:

- Try to stay away from giving a personal opinion. Consider your feedback from a more general audience, or from the eyes of the people who will interact with this prototype.
- Make your feedback actionable. Share something that gives people a clear idea of what they can try to improve in their prototype. Example: "I don't like that button" isn't helpful. "That button is too small" is better. "The clients we work with are elderly and often don't see well, so increasing the size of the button would help them." Is even better.
- Focus your feedback on what stood out for you about the prototype or suggest something that strengthens the prototype.
- Frame your feedback as a question the creator could think about ("How would making that button bigger impact the user's experience?") or as an opportunity to improve ("If you made that button bigger, people would have fewer questions about what to do.")
- If your feedback isn't used by the prototype group, don't take it personally.



Delivery Phase: Prototype Sharing

Recording Prototype Feedback

As you listen to the other group share their prototype you can use this table to capture your feedback.

Name of Prototype Shared	What stood out to you about the prototype?	What questions or suggestions do you have to strengthen the prototype?



Delivery Phase: Aspiration Statements

Purpose

To create an aspirational statement you, or others, can use to inspire, energize, and guide continued work on your prototype project. These statements will be shared with advocates outside the summit who may use these aspiration statements to kickstart their own change projects.

Aspirational Statement

An aspirational statement has the following characteristics:

- It is something you truly want and desire.
- It is stated in the present tense – as if it has already happened.
- It is a stretch – it takes you and your organization and its systems beyond the status quo. It should leave people saying, “I am not sure we can do it... But I’m willing to try!”
- It uses energizing words and provides tangible images: we can see and sense it.
- It will help unify long-term focus and a sense of direction.

Create Your Aspirational Statement

To create your aspirational statement, use the following steps:

1. Review the discovery themes, dream artifacts, and prototype feedback you received. Remind yourself of why this idea is important.
2. Take a long-term, big picture look at your idea and the prototype you created. What are your highest aspirations for your idea and prototype? What is the ultimate value of your idea? What impact will your idea have?
3. Write out your aspiration statement in the present tense, as if you have already succeeded.
4. Make sure your aspiration statement stretches you and energizes you to continue moving forward with the project.

Your aspiration statement can be presented in many different formats:

- A written statement like the example below
- A mind map collecting all of the ideas
- A poem
- A piece of art
- Another format your group would like to use

Once you have your statement, make sure to put it somewhere you can see it and use it to remind yourself of what you are trying to achieve by continuing to bring your idea to life.

Example

Creating small internal support teams in the organization has transformed the way we do difficult work. Now, no one must feel alone when feeling challenged, as they have two other people they can talk to and get support from when they need it. We have the energy to support each other because our client load was reduced to create paid time for us to support each other.

Summit Reflections

Let's Reflect

Our time together at the summit has come to an end, and it is time to reflect upon the last three days.

Over the course of the last three days, you have:

- Shared your best experiences and strengths with colleagues and discovered important themes that bring life to the anti-violence movement during the Discovery Phase.
- Turned those themes into a vision of the future where the ideal anti-violence organization empowers advocates to contribute, grow, and thrive during the Dream Phase.
- Used this future ideal organization to brainstorm a big list of design ideas you and your organization can use to work towards this ideal future during the Design Phase.
- Spent time bringing these ideas to life, sharing them, getting feedback, and inspiring yourself and others to continue forward during the Delivery Phase.

To bring a close to your summit experience, you can reflect upon your experience using the following questions. If you feel comfortable, we would love for you to share these reflections by answering these questions at this link: <https://forms.cloud.microsoft/r/K1UJWVmntX>

1. Name, for you, the most important things that happened at this summit.
2. One key area of learning or insight for me was...
3. What did you value most about the way the summit community worked together?
4. One high point during the summit for me was...
5. One of the most important outcomes in my view was...
6. What one message of innovation or inspiration will you communicate to others in the anti-violence movement to encourage them to work towards change?
7. What, if any, are your personal pledges or commitments for moving the ideas and actions of the summit forward?

Stay Connected with RAFT

Thank you for joining RAFT for this workshop.

Your participation and shared experiences are truly appreciated.

You can download all the workbooks and check out

RAFT's other resources at: <https://www.raftcares.org/advocate-resources-2/>

We encourage you to stay in touch and keep the conversation going:

Sign up for our newsletter and follow our social media at: <https://linktr.ee/raftcaresorg>

Join the RAFT community for our support calls:

Advocate Support Call – 1st Wednesday & 4th Friday of every month.

Hot Topics Support Call -- 1st Friday of every month.

Survivor-Advocate Support Calls -- 3rd Wednesday of each month

Leadership Support Calls – 2nd Tuesday & 4th Wednesday of each month

Sign up to join and be reminded of support calls at:

<https://www.raftcares.org/support-calls-2/>

Interested in our Leadership resources?

Sign up here:

<https://www.raftcares.org/subscribe-leaders/>

IF THE LINKS ABOVE DON'T WORK:

Try copying and pasting the URL

or scan the QR code to the right

