



Small Actions, Big Impact:

Insights for Thriving from Anti-Violence Advocates in the Field

Training Workbook

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.

Objectives

This interactive workshop focuses on organizational best practices and policies to implement meaningful change within their own organizations. Attendees will have a chance to hear RAFT’s latest research endeavors around thriving anti-violence organizations. Participants will then be able to share their own organizational practices or discuss best practices they hope to integrate into their organization. This workshop is open to all advocates at any level in their organization.

Key takeaways:

- Identify key organizational practices that contribute to advocate wellbeing, trust, and sustainability within domestic & sexual violence organization
- Reflect on personal and professional experiences related to transparency, communication, flexibility, and organizational support in order to recognize opportunities for growth and alignment within workplace culture
- Participants will be able to utilize RAFT resources to improve advocate and overall wellness through small, actionable steps that strengthen collaboration, accountability and staff support

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Advocate-Centered Research

Previous Data Collection

2022 - [Roadmap to Advocate Wellness Survey](#)

2023 - [Bumps in the Road Workshop](#)

2024 - [What Works: Insights for Thriving for Anti-Violence Organizations](#)

2026 - [Small Actions, Big Impact: Team Meetings](#)

[Small Actions, Big Impact: Transparency & Communication](#)

[Small Actions, Big Impact: Flexibility & Trust](#)

[Small Actions, Big Impact: Organization & Supervisor Support](#)

Prior to the What Works project and subsequent reports, RAFT has had a vested interest in the experiences and needs of advocates. RAFT conducted the “Roadmap to Advocate Wellness” Survey to better understand the advocate experience at an anti-violence organization, and to better understand how RAFT could better support the advocate ecosystem. The results from this spanned over 2 years and more than 400 advocates. While the data gathered from this survey supported our efforts to learn more about the gaps in the advocate experience, RAFT wanted to learn more about the current practices of organizations that supported and positively impacted advocates.

In 2024, [RAFT](#) and [The SOAR Collective](#) began collaborating to learn more about the elements, characteristics, and norms that allow anti-violence organizations to thrive. Using an appreciative inquiry approach, we focused on what does work at anti-violence organizations, identifying strengths and opportunities for others to learn from. Together, we developed resources for anti-violence organizations to identify changes they can make to positively transform their workplace culture.

Small Actions, Big Impacts

Team Meetings

Reflect on your positive experiences working at an advocacy organization related to team meetings.

Which practices from your team, department, or supervisor could benefit the rest of the organization?

Which practices would you recommend to others in a different organization?

A large, empty rounded rectangular box with a light blue border, intended for the user to write their reflections on team meetings.

Small Actions, Big Impacts

Transparency & Communication

Reflect on your positive experiences in working at an advocacy organization related to transparency and open communication.

- 1. Peer Support
- 2. Coworker Connections
- 3. Community Care
- 4. Sharing is Caring
- 5. Leave Work at Work
- 6. Prioritize Supervisory Relationship
- 7. Authentic Communication
- 8. Break Down Silos

Transparency	What current practices are already in place at your workplace?
	What from this list would you like to see implemented at your organization?
	What small changes could you make to implement these starting tomorrow?
Open Communication	What current practices are already in place at your workplace?
	What from this list would you like to see implemented at your organization?
	What small changes could you make to implement these starting tomorrow?

Small Actions, Big Impacts

Flexibility & Trust

Reflect on your positive experiences working at an advocacy organization related to flexibility and trust.

What current practices are already in place at your workplace?

What from this list would you like to see implemented at your organization? What small changes could you make to implement these starting tomorrow?

- 1.Flexible Work Arrangements
- 2.Childcare Accommodations
- 3.Work-Life Balance
- 4.Limited Productivity Requirements
- 5.Autonomy
- 6.Balancing Oversight & Support
- 7.Dress Code

Flexibility	What current practices are already in place at your workplace?
	What from this list would you like to see implemented at your organization?
	What small changes could you make to implement these starting tomorrow?
Trust	What current practices are already in place at your workplace?
	What from this list would you like to see implemented at your organization?
	What small changes could you make to implement these starting tomorrow?

Small Actions, Big Impacts

Organization & Supervisor Support

Reflect on your positive experiences working at an advocacy organization related to support from direct supervisors and the organization overall.
What positive support experience could inform policies and practices for your organization?

- 1. Participatory Leadership
- 2. Supportive & Relational Supervision
- 3. Honoring Humanity & Capacity
- 4. Psychological Safety
- 5. Trauma-Informed Approach
- 6. Upholding Values & Mission
- 7. Board Engagement & Support
- 8. Feedback Supports Growth
- 9. Prioritizing Fun & Team-Building
- 10. Recognition & Appreciation

Support from a Direct Supervisor	What current practices are already in place at your workplace?
	What from this list would you like to see implemented at your organization?
	What small changes could you make to implement these starting tomorrow?
Support from the Organization	What current practices are already in place at your workplace?
	What from this list would you like to see implemented at your organization?
	What small changes could you make to implement these starting tomorrow?

Small Actions, Big Impacts

Ideas

Dream big & share your favorite ideas for small actions you can take in the short-term that could have a big/lasting impact on your organization.

What current practices are already in place at your workplace?
What from this list would you like to see implemented at your organization?
What small changes could you make to implement these starting tomorrow?

Bigger Action Processes, Practices & Policies

Policies and Practices can look very different at anti-violence organizations. Reflect and assess the policies at your own workplace. How do they impact the well-being of you and your colleagues?

What's the most impactful organizational policy at your workplace today?

Reflect on what your workplace needs to implement larger changes and ideas. What would it take to establish official policies on the best practices you identified in this workshop?

What would support look like from RAFT? What resources could support you to further these ideas at your organization?

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

