



2024 Recap; an illustration of 3 women wearing dresses; The SOAR Collective logo



Highlights

- 1) We Deserve Better Project: In collaboration with Survivors Know, we launched the We Deserve Better Project website, creating a hub of info and resources for anti-violence workers and organizations.
- 2) Uplifting What Works: Using an Appreciative Inquiry approach, RAFT and SOAR interviewed advocates and leaders to learn “what works” at thriving and sustainable anti-violence organizations.
- 3) In-Person Trainings: For the first time since our founding in 2022, we were able to facilitate two in-person trainings and connect with folx from across the country.

DESERVE BETTER PROJECT
@THESOARCOLLECTIVE

WE DESERVE BETTER PROJECT
@THESOAR

WE DESERVE BETTER PROJECT

The We Deserve Better Project is a group of current and former anti-violence workers who are committed to creating better working conditions that mutually benefit survivors and advocates.

In collaboration with Survivors Know, we launched the WDBP website in April to coincide with Sexual Assault Awareness Month (SAAM).

The website showcases:

- 1) Key findings from a nat'l needs assessment
- 2) Materials from our three-part virtual summit
- 3) Recommendations for different roles in the anti-violence field

Want to get involved? We are finally ready to welcome new members and start a variety of initiatives in 2025.

Learn more at www.wedeservebetter.work

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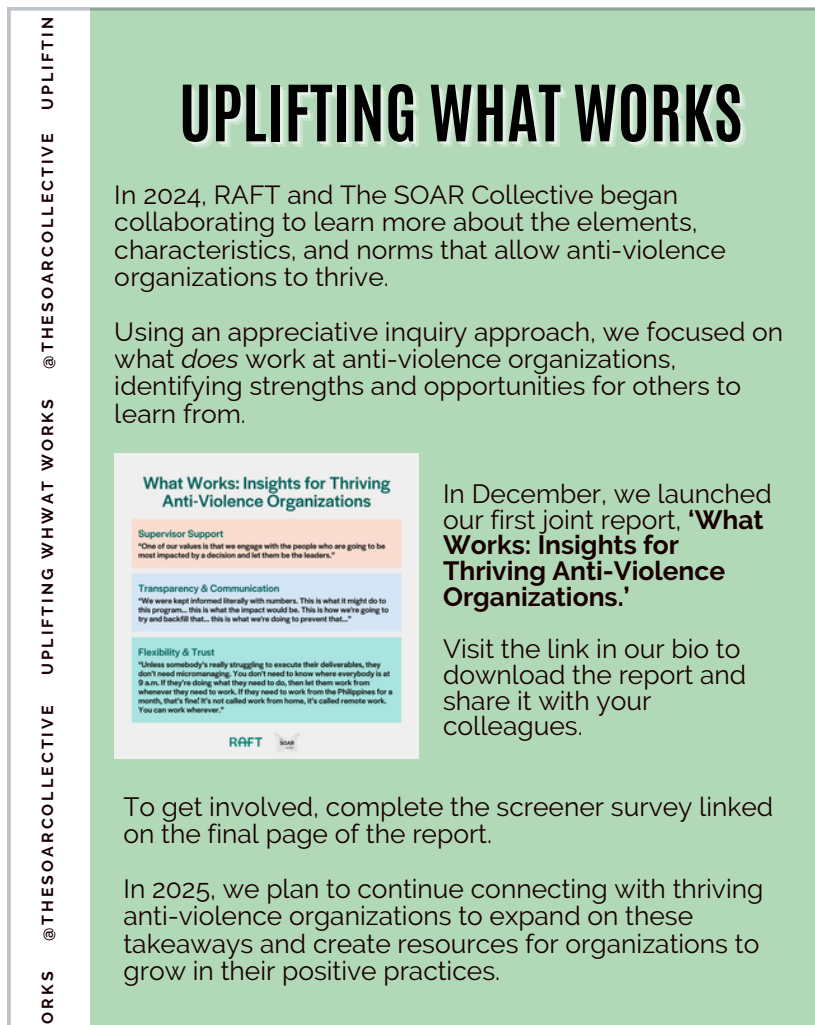
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Screenshot of the WDBP website

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Uplifting What Works

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.

Photo of an instagram post that highlights the report

In December, we launched our first joint report, ‘What Works: Insights for Thriving Anti-Violence Organizations.’

Visit the link in our bio to download the report and share it with your colleagues. To get involved, complete the screener survey linked on the final page of the report.

In 2025, we plan to continue connecting with thriving anti-violence organizations to expand on these takeaways and create resources for organizations to grow in their positive practices.

IN-PERSON TRAININGS

For the first time since our founding in 2022, we were able to facilitate two in-person trainings and connect with folx from across the country.



In August, at this year's National Sexual Assault Conference (NSAC), we presented '**Building Thriving & Sustainable Anti-Violence Workplaces**' to a full room of 125 advocates.



We got **business cards** and **stickers** printed for the first time to hand out at NSAC and promote the We Deserve Better Project.



In February, the New Jersey Coalition Against Sexual Assault (NJCASA) asked us to facilitate two sessions on '**Building a Radically Welcoming Community**' at their open house.

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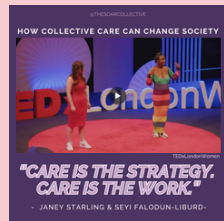
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VIRTUAL TRAININGS



We are so grateful to **NJCASA** for supporting us and dedicating resources to us this year! In addition to their open house, we facilitated or prepared materials for three events:



- Community Care for Preventionists: Nurturing Connections for Personal Well-Being & Violence Prevention
- Staff of Color Affinity Group
- Growth after Demolition: Re-imagining Systems after Burning Them Down

In May, we also collaborated with Lauren Taylor of Defend Yourself to host a virtual workshop of **'Get Empowered: Skills for Advocates at Work and Beyond'**.



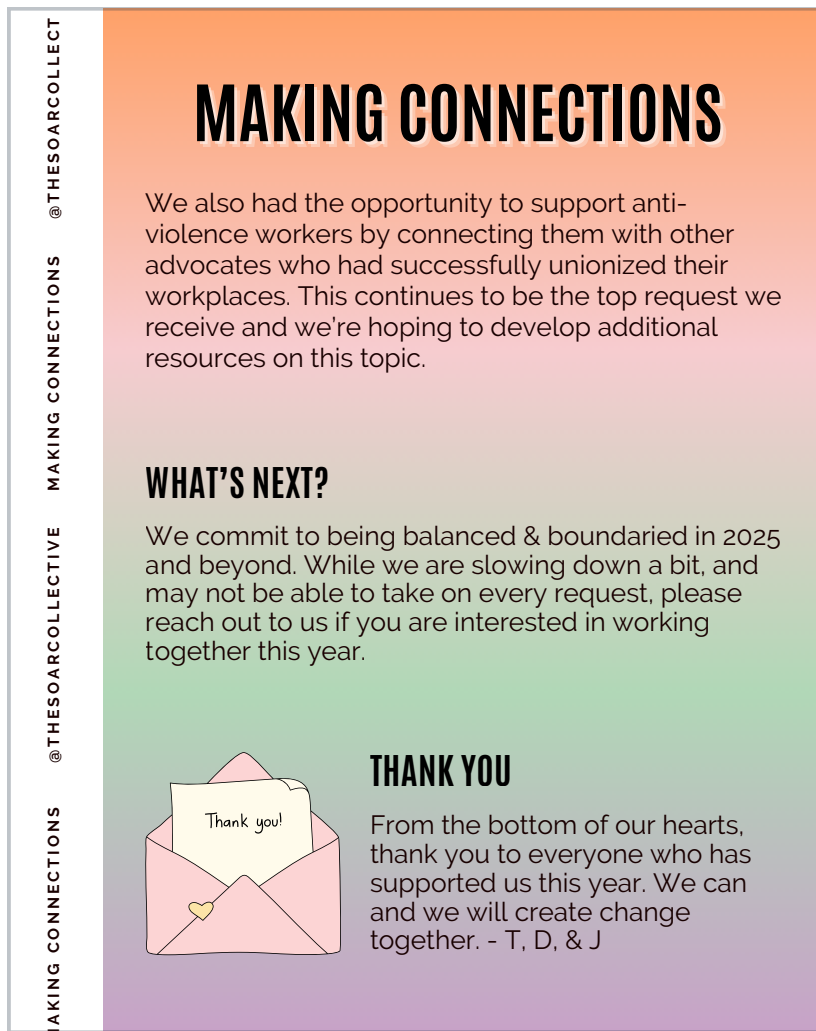
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Photos from the trainings

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Making Connections

We also had the opportunity to support anti-violence workers by connecting them with other advocates who had successfully unionized their workplaces. This continues to be the top request we receive and we're hoping to develop additional resources on this topic.

What's next? We commit to being balanced & boundaried in 2025 and beyond. While we are slowing down a bit, and may not be able to take on every request, please reach out to us if you are interested in working together this year.

Thank You. Illustration of a thank you note in an envelope. From the bottom of our hearts, thank you to everyone who has supported us this year. We can and we will create change together. - T, D, & J