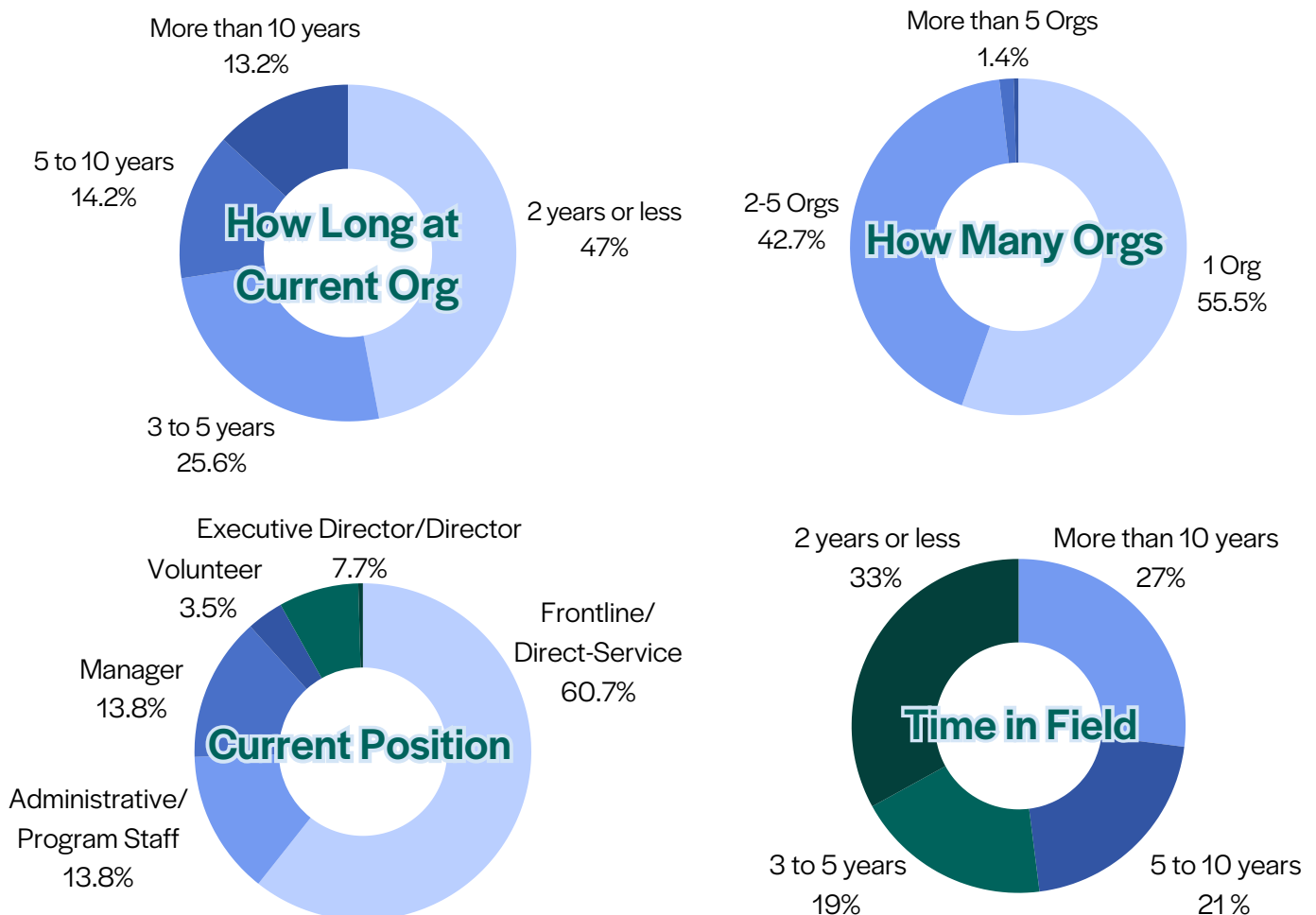


RAFT Survey Analysis Series: Orgs and Community

In RAFT's [Appreciative Inquiry data report](#) we shared advocates responses about their peak experiences and high points in GBV work. RAFT believes a positive approach is the best way to face the challenges occurring in the field. However, we have no plans to ignore these challenges. We need to have open conversations about the problems facing advocates, leaders, and organizations. In this report RAFT is shining a light on the biggest challenges facing advocates from our RAW survey. Our next report will also highlight a new project and resource we hope to create for advocates and their organizations.

Below are a few demographic charts including: How long advocates have worked at their current organization, How many organizations they have worked for, What their current position is and How long they have worked in the SV/DV field.



How participants answered the question:

What do you believe is the biggest challenge facing your organization?

“Inadequate funding, toxic work culture, incompetent leadership, high turnover - as a cycle. “

-Participant 215

58 participants mentioned **FUNDING**

“Not having enough funding for all the services that our client's need. This includes addiction services, counseling services, and life skills.” - Participant 75

32 participants mentioned **TURNOVER**

“Money. We are short staffed because our salaries are barely a living wage. I keep showing up because someone has to do this.”
- Participant 55

14 participants mentioned **RESOURCES FOR CLIENTS**

“Not having enough people for the demand, not providing holistic services , board not caring about financial wellbeing of the employees, leadership not appreciating innovation and ideas.” - Participant 169

11 participants mentioned **TOXIC LEADERSHIP**

“Toxic leadership that is making people leave which creates more work for everyone else then burns them out so they leave.” - Participant 161

**How participants answered the question:
What do you believe is the biggest challenge facing the field?**

“Lack of funding. Lack of affordable housing for survivors. Lack of understanding on behalf of law enforcement. Lack of meaningful repercussions for abuse. Lack of community resources.” - Participant 204

30 participants mentioned JUSTICE SYSTEM CHALLENGES

“The criminal justice system constantly fails survivors. We offer to advocate for them while they make police reports or go to court and they have given up on the ability for law enforcement to help them. the punishment for these crimes is not worth the safety risks in a lot of the clients eyes.” - Participant 144

“In my experience, the court system and law enforcement response are the biggest challenges to this field. Many times, law enforcement in my area will "drop the ball" while investigating an incident, which impacts what the abuser can be charged with. The clients feel like they are being victimized all over again because they have gone through interviews and exams only for the abuser's punishment to be insignificant or nothing at all.” - Participant 34

27 participants mentioned FUNDING

“I think the biggest challenge facing the sexual violence and domestic violence field is lack of consistent funding. Being dependent on grant funds that ebb and flow and result in inconsistent services for survivors.” - Participant 188

**Cont'd: How participants answered the question:
What do you believe is the biggest challenge facing the field?**

21 participants mentioned **SUPPORT FROM SOCIETY**

“Society as a whole and availability of services. Society of course does not always put value on truly doing what it takes to support ending violence. From things such as violence in media all the way to not providing a friendly work or housing environment for someone to break free from violence using the legal system. The availability of legal services, housing services, and counseling (in person) services is very limited as well and I feel hinders a victim's ability to leave.” - Participant 99

17 participants mentioned **STIGMA AROUND VIOLENCE**

“The biggest challenge facing the domestic violence field would be the stigma it often portrays of why he/she didn't just leave? It is much more complex than just that and also the victim blaming that I see all the time, unfortunately.”
-Participant 64

16 participants mentioned **LACK OF RESOURCES**

“Not enough resources.
The resources that we do have are limited and have wait lists also.”

Participants also mentioned:

RAISING AWARENESS **LACK OF TRUST FROM LEADERSHIP**
BURNOUT **MENTAL HEALTH** **COMPENSATION**
VICTIM BLAMING **EDUCATION** **CAPACITY ISSUES**

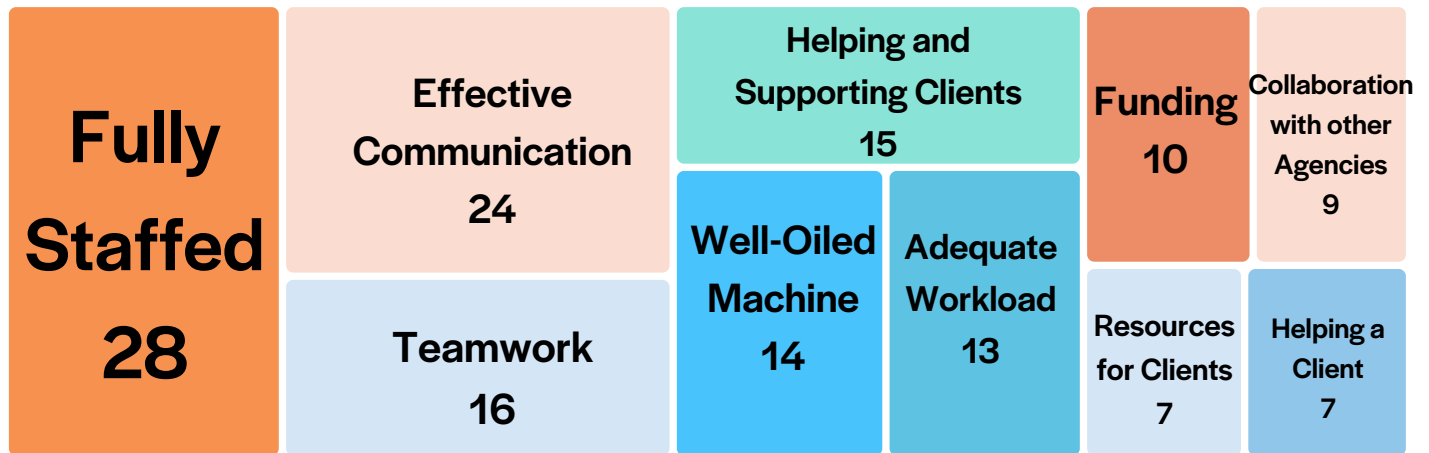
When asked what they value most about their organization and its larger contribution to society and the world, participants mentioned...



“I love that we serve as a light in the dark for our survivors. I love that we offer them a little bit of peace during such challenging moments in their lives.”

“Our organization specializes in providing crisis intervention, culturally specific domestic violence counseling and supportive services to Black and Hispanic women, but not limited to. Allowing women victims/survivors to receive compassionate, credentialed services from other women who look like them shows the victims/survivors they too can live healthy successful lives.”

When asked what their organization looks like when it's operating at it's best, participants mentioned...



“The thing I value the most regarding our organization is that we stay true to the mission of empowering survivors of domestic violence as well as educating the community which in turns assists in the larger contribution to society by shining light on the darkness of domestic violence.”

“We help empower individuals. I love seeing how we are a stepping stone in people's lives. Having a connection and being able to help even one person.”

We want to acknowledge, this report is a lot! The challenges facing gender-based violence organizations and the entire GBV ecosystem are overwhelming, especially if trying to face them alone. RAFT believes that all these challenges can be faced and overcome if we work together as a community. Every advocate and organization is struggling with these challenges, but if we can start to work together it becomes possible to succeed. We invite you to join the growing number of advocates and organizations in the RAFT community as we join together to discover the answers to all of these challenges.

[You can join the RAFT community by signing up for our newsletter here.](#)

If your team or entire organization is ready to take a bigger step you can email outreach@raftcares.org to learn more about our workshops and appreciative inquiry facilitations.