



# Building Thriving & Sustainable Anti-Violence Organizations

## Reflection Questions for Anti-Violence Organizations

- Are advocates paid a living wage? Do advocates have to work more than one job to pay their bills?
- Does your organization make accommodations for people with disabilities?
- Do you offer affordable access to healthcare for advocates & their families?
- In what ways is the organization working to prevent burnout?
- What kinds of mental health support is offered to staff?
- Are parents & caregivers provided flexibility and support to care for & participate in their family's lives?
- Are all identities of advocates & survivors being respected & celebrated?
- What is being done to prevent & address microaggressions?
- Are you willing to take risks for your staff? Are you willing to be a bold leader and challenge funders?
- How do you respond when employees ask you to take accountability?
- Do you support or dismiss advocates who engage in self-advocacy?
- Are you creating environments for survivor-advocates to show up as their full, authentic selves?

## Psychological Safety & Bravery

Psychological Safety is the ability to bring up genuine opinions, ask questions, or own up to mistakes at work without risking being ostracized, damaging your social capital, or being punished.

- Amy Edmondson

Psychological Bravery is feeling safe enough to show up authentically, speak up, try new things or take risks without fear of negative consequences.

- Cassandra Goodman



Based on Tim Clark's Four Stages of Psychological Safety Model

## *Key Findings from the We Deserve Better Project Assessment*

- 1. Anti-violence workers are deeply passionate about creating safe and thriving communities and are committed to supporting survivors in every way they can.**
- 2. Advocates are doing everything they can to keep working in the anti-violence movement, but it's hard.** The top two challenges identified were insufficient pay (69%) and experiencing burnout, secondary trauma and/or compassion fatigue (65%).
- 3. Anti-violence workers deserve better pay and benefits, and many are struggling to survive.** 7 out of 10 advocates who took the survey identified insufficient pay as a challenge or reason they left their job, and the top 3 resources or support they said they need to stay at their job were all related to money.
- 4. With little to no support from their organizations, advocates are experiencing burnout, secondary trauma, and compassion fatigue.** 28% of advocates shared that their employer provides some meaningful burnout prevention measures like providing PTO and mental health days, remote working options, opportunities to set boundaries, and flexible schedules.
- 5. Leadership at anti-violence organizations often replicate the same toxic, abusive, and violent environments and power dynamics that this movement aims to prevent.** 27% of advocates shared they had been "targeted by leadership for challenging [the] status quo."
- 6. Anti-violence workers are adamant that traditional methods are no longer working and that survivors deserve new and innovative services.**
- 7. Advocates agree that survivors should have their experiences centered, and be given opportunities to lead and be part of decision-making.**
- 8. Anti-violence workers expressed that the root causes of violence must be addressed. We must prioritize and invest in prevention and meaningful anti-oppressive practices.**

Learn more at [www.wedeservebetter.work](http://www.wedeservebetter.work) or follow us on Instagram @[we.deserve.better.project](https://www.instagram.com/we.deserve.better.project)

## *Resources*

- [4 Stages of Psychological Safety](#)
- [A Guide to Trauma-Informed Supervision](#)
- [Google's Project Aristotle](#)
- [Psychological Safety](#)
- [Think Again](#) by Adam Grant
- [What Works: Insights for Thriving Anti-Violence Organizations](#)
- [NNEDV Economic Justice and DV Advisory Council Advocate Compensation Recommendations](#)
- [The 6 Pillars of a Brave Space](#)
- [Five Roles of a Supervisor](#)
- [Ohio Victim Services Compensation Results 2022](#)
- [Psychological Bravery](#)
- [We Deserve Better Project](#)

