

**Welcome,
This Web Conference
Will Begin Soon**



Organizing for economic opportunity
**Strategies to improve economic opportunities for sexual and
domestic violence prevention**

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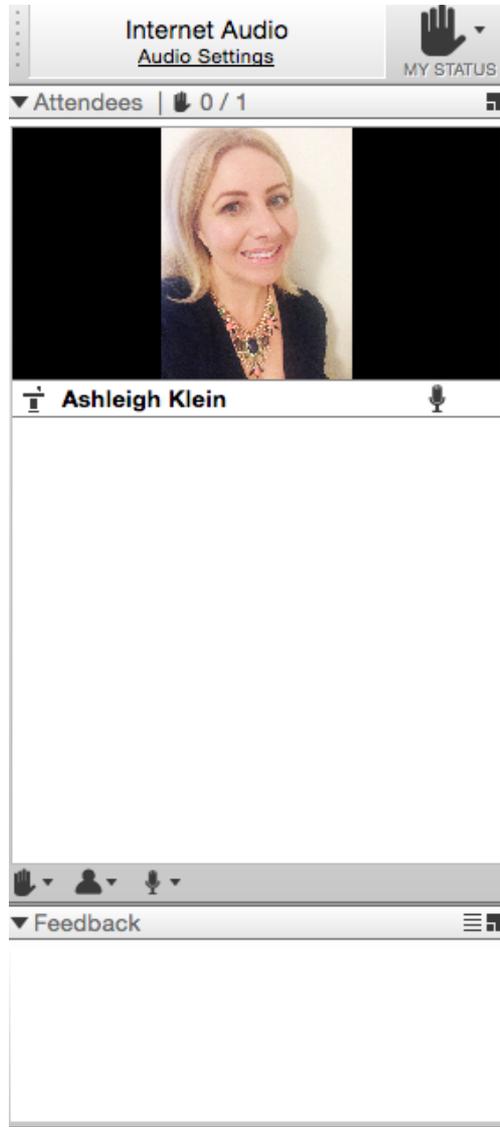
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How to use this technology



- Raise hand
- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
- Closed captioning
- Web conference guidelines

Please send a private chat message for help.

Call iLinc Technical Support at 800.799.4510.



PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan, including child sexual abuse
- Prevent before violence starts
- Connect to other forms of violence & oppression
- Connect to other prevention practitioners



Towards Community Health and Justice

January 25: Back to basics and moving beyond: A prevention approach to sexual and domestic violence

February 15: Intertwined and aligned: Supporting health equity and justice in sexual and domestic violence prevention

March 15: How do we Connect the Dots? Local approaches to preventing multiple forms of violence

May 31: Healthy masculinities: Mobilizing men and boys to foster healthy gender norms

June 28: Community accountability for safety: Building capacity to make sexual and domestic violence prevention a community responsibility

July 19: Organizing for economic opportunity : Strategies to improve economic opportunities for sexual and domestic violence prevention

August 16: A safe place to call home: Strategies and movements to transform the physical/built environment for sexual and domestic violence prevention

September 20: From research to practice: Addressing shared underlying factors to prevent sexual and domestic violence





Organizing for economic opportunity

Strategies to improve economic opportunities for sexual and domestic violence prevention

July 19, 2017

11am-12:30pm PT; 2pm-3:30pm ET

PreventConnect.org is a national project of the California Coalition Against Sexual Assault (CALCASA) and is sponsored by the U.S. Centers for Disease Control and Prevention (CDC). The views and information provided in PreventConnect.org activities do not necessarily represent the official views of the United States Government, the CDC, or CALCASA. For more information, visit PreventConnect.org.

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Objectives

- Identify how protective factors that support economic opportunity can prevent sexual and domestic violence
- Describe on the ground efforts to strengthen economic supports
- Identify opportunities to make the case for sexual and domestic violence prevention as a workplace priority
- Engage in a candid discussion on considerations and challenges in working with employers

THRIVE: A Community Resilience Framework and Tool



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Educational/Economic Environment

EQUITABLE OPPORTUNITY

- Family and community economic security

Related CDC Strategies

Sexual Violence Technical Package

Strengthen economic supports for women and families

Establish and consistently apply workplace policies

Intimate Partner Violence Technical Package

Strengthen household financial security

Strengthen work-family supports

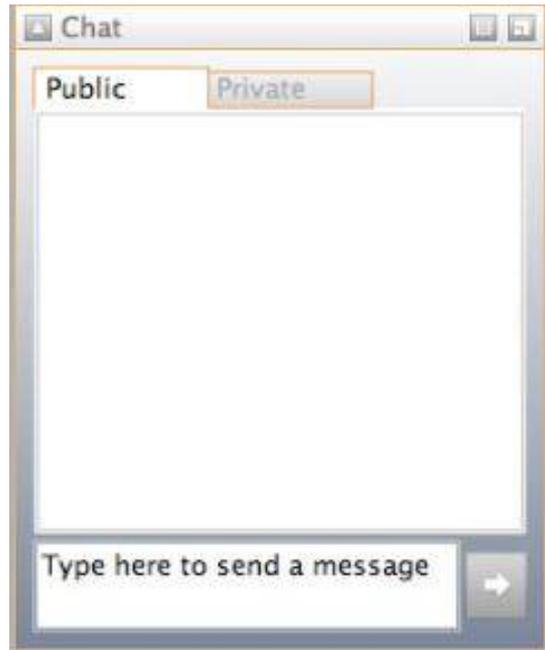
Improve organizational policies and workplace climate

Sociocultural Environment

PEOPLE

- **Healthy norms & culture**
 - Norms that support healthy and equitable relationships
 - Norms that support non-violence
 - Norms that support engagement in family matters
- **Strong social networks and trust**
- **Strong collective efficacy and community sanctions against sexual and domestic violence**

Text Chat Question



How does economic security/insecurity come up in your community?

Low Wage, High Risk Pilot



- A Futures Without Violence pilot project **to address the vulnerability of low-wage workers** to gender-based violence and exploitation.
- **Main sectors:** retail, food service, hotel, homecare, and agricultural sectors

Coalition for Immokalee Workers - Fair Food Program



- 14 large companies (Walmart, McDonald's, Subway, etc) who are participating in the program
- Buyers are paying more per pound, which goes to wages for the workers – more economic freedom and ability to speak out about abuses as they happen
- Pilot with Futures Without Violence – program for supervisors to identify, respond, and prevent sexual harassment, domestic violence, stalking, etc.
- Visit <http://www.ciw-online.org/>

Back to the audience



Our Guests from Wyoming



Jody Sanborn

Prevention Specialist
Wyoming Coalition Against
Domestic Violence & Sexual Assault
(she/her/hers)



Susie Markus, PhD

Executive Director
Wyoming Health Council
(she/her/hers)

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How did this get started?



Context in Wyoming



April 8, 2016

The Wage Gap between Wyoming's Men and Women: 2016

By Catherine Connolly, PhD JD Professor
University of Wyoming, Department of Gender and Women's Studies
1000 E. University Ave, Dept. 4297
Laramie, Wyoming 82071
307.766.2733 cconn@uwyo.edu, or gwst@uwyo.edu

“Wyoming consistently ranks as a state with one of the **worst wage gaps in the country**”

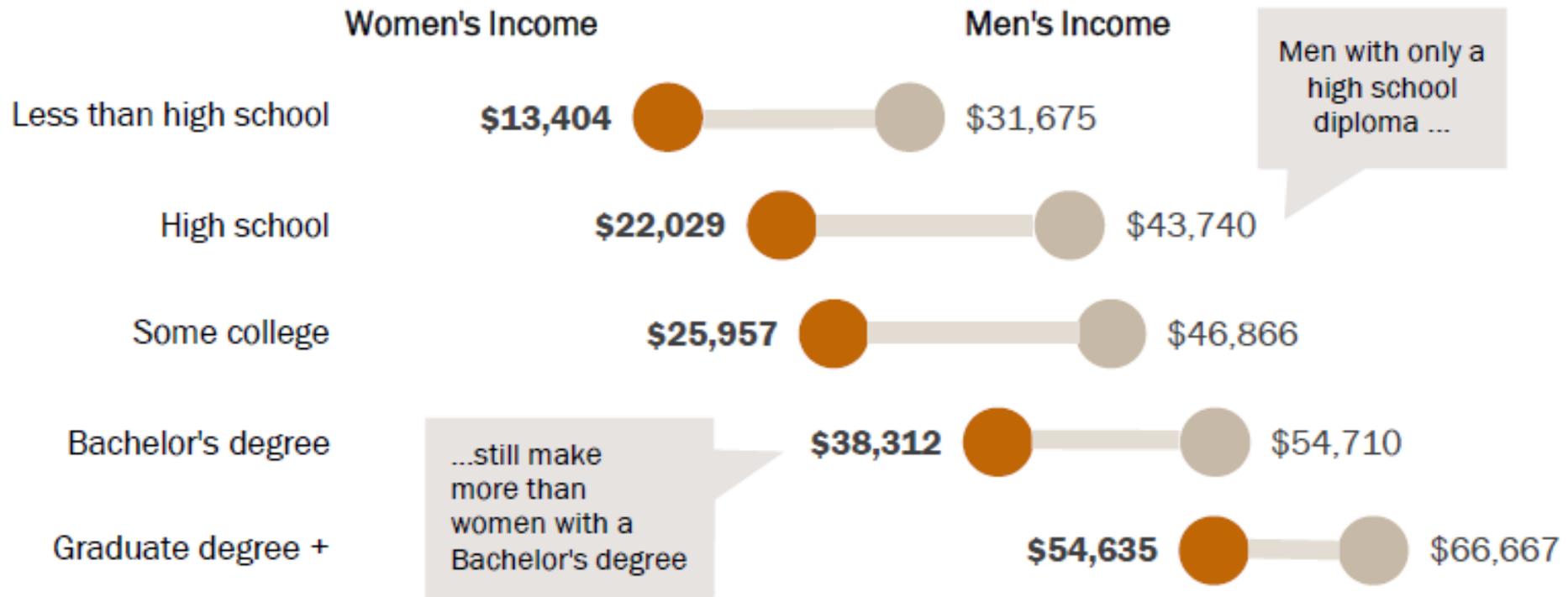
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Context in Wyoming

FIGURE 4: ALTHOUGH WAGES INCREASE FOR EACH DEGREE EARNED, MEN'S EARNINGS STILL OUTPACE WOMEN

Median Income by Educational Attainment, 2010-2014 5-Year Estimates



Lacking recognition of the systemic issue

HUFFPOST



WOMEN 09/15/2016 01:32 pm ET | Updated Sep 16, 2016

Wyoming Legislator Says The Pay Gap Is Simply 'A Fact Of Life'



“A lot of it has to do with choice
— choice of career, choice of
hours, choice to leave the
workforce or choice to only work
30 hours a week.”

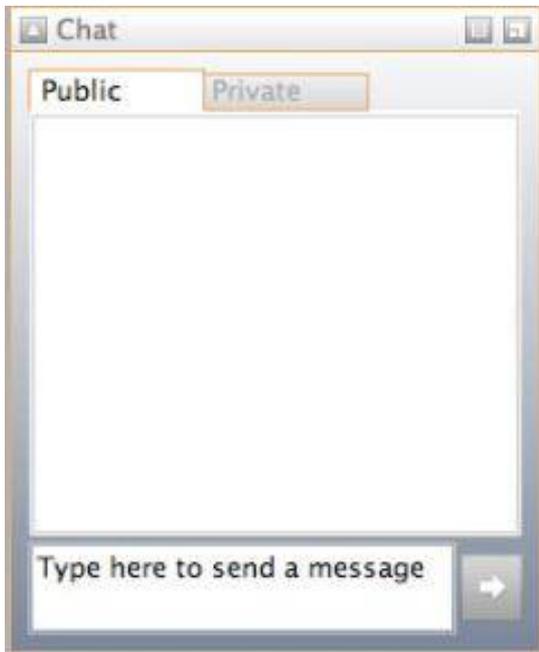
- Rep. Marti Halverson of Etna.

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Text Chat Question

How do you make the case that economic security is an issue related to sexual and domestic violence? How are you starting to promote opportunity in your work?



Making the Case for the Connection

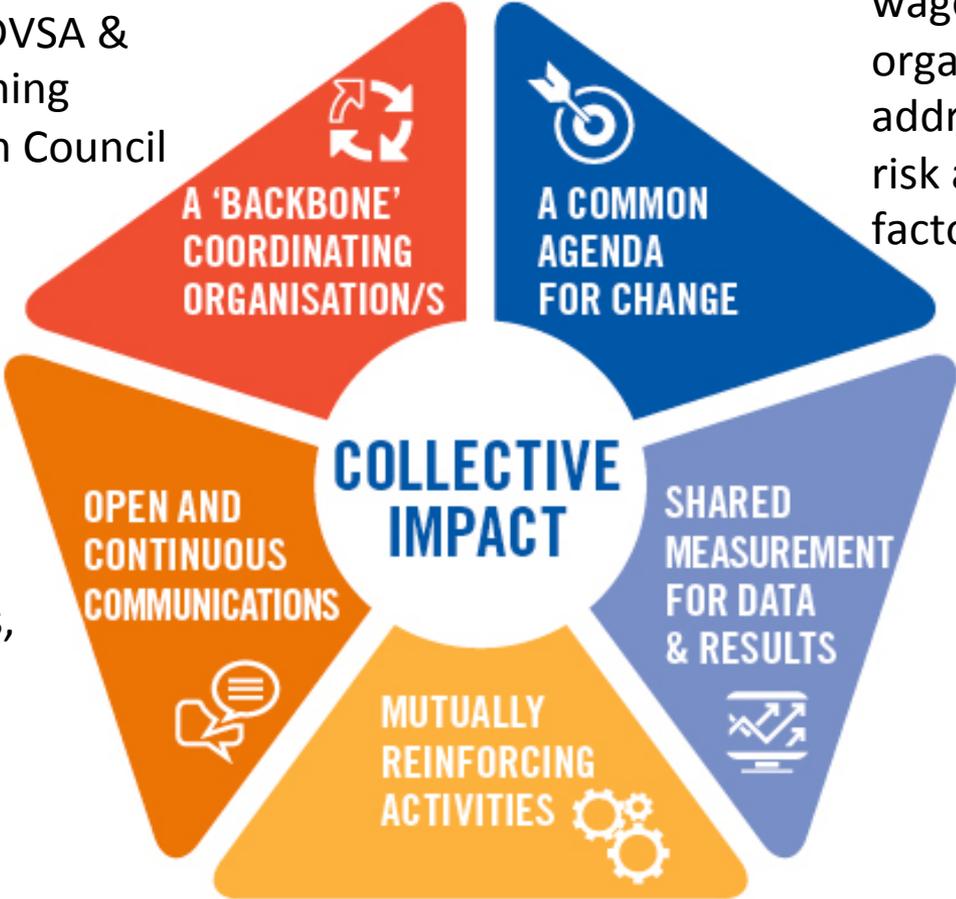


- Structuring communications from a lens of shared risk and protective factors
- Doing community trainings
- CDC technical packages

Collective Impact and Organizing

WCADVSA &
Wyoming
Health Council

Decrease gender
wage gap through
organizing and
addressing shared
risk and protective
factors

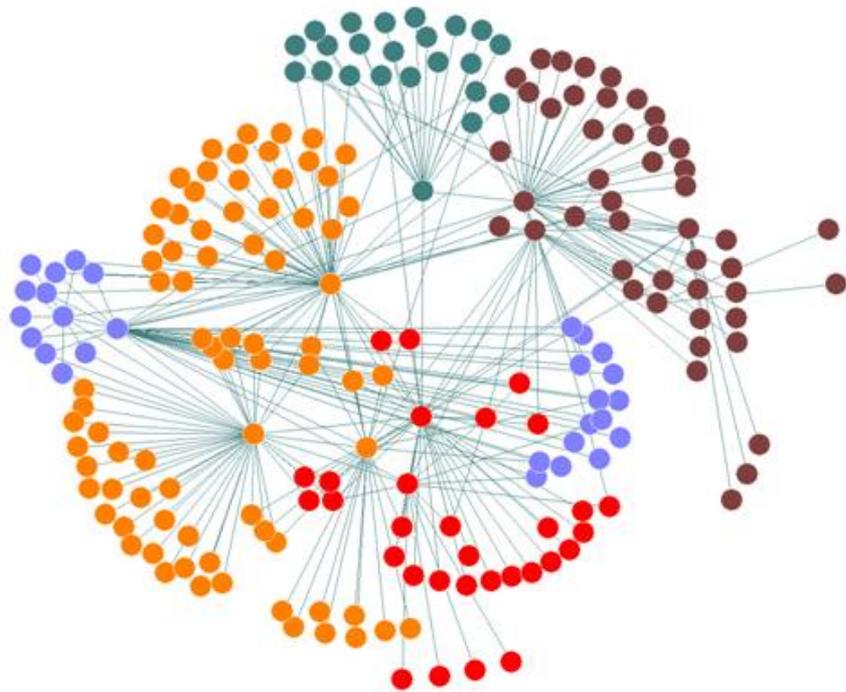
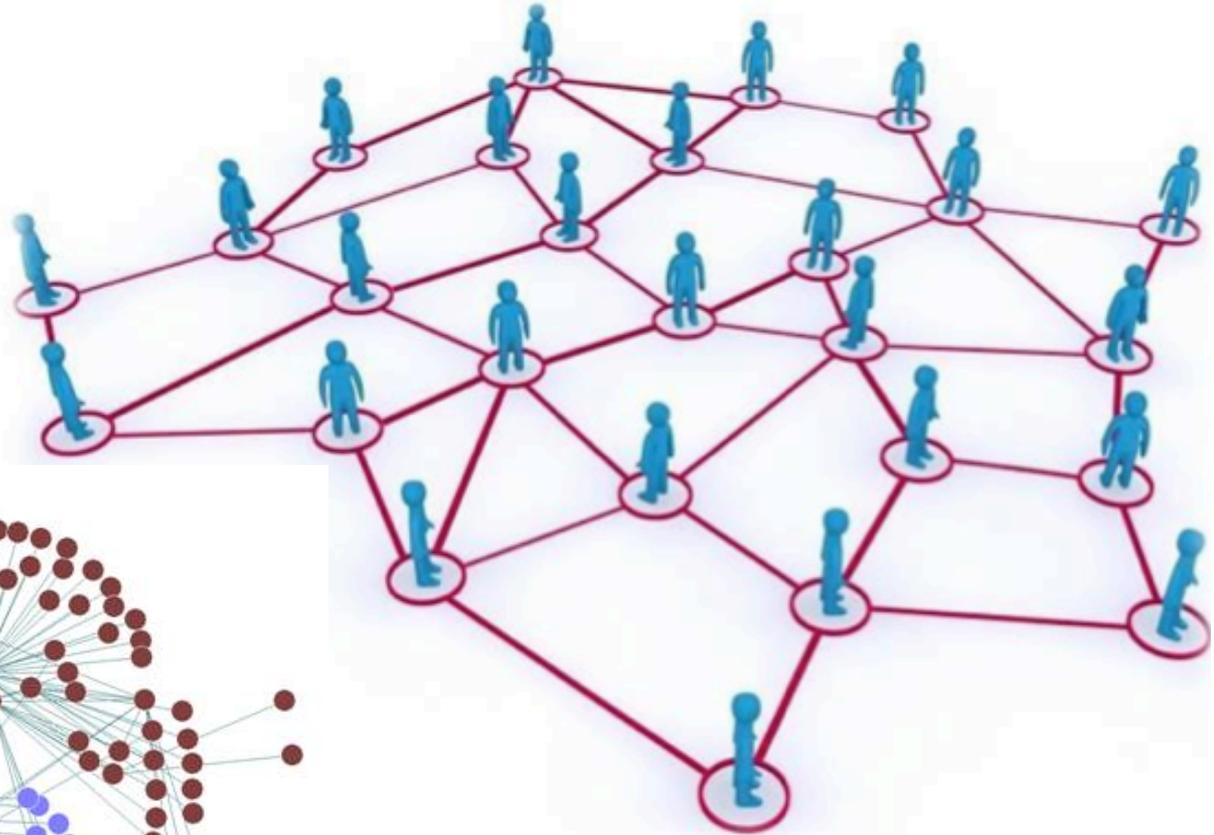


Email lists,
meetings

Partners

- WCADVSA
- Wyoming Health Council
- Wyoming Women's Foundation
- Department of Family Services
- Council for Women's Issues
- Concerned citizens
- Policy advisors
- Professors
- Local sexual and domestic violence programs
- Workforce services
- Adjudicated youth reps
- CLIMB Wyoming

Network Analysis



Challenges in Wyoming



Political
climate

Community
norms



Engagement

Initial buy-in



Next Steps in Wyoming

- Considering shared risk and protective factors
- Strategizing using social network analysis and reports
- Logic model and process evaluation



IPV Technical Package recommended approach



Preventing Intimate Partner Violence Across the Lifespan:

A Technical Package of Programs,
Policies, and Practices

- Improve **organizational policies and workplace climate** by promoting safety and encouraging help-seeking behavior

Potential Outcomes of Organizational Change

- Encourage disclosure of IPV
- Normalize help-seeking
- Increase tangible aid and social support to employees
- Positive changes in workplace climate
- Increase feelings of safety
- Reduce perceived tolerance of violence towards intimate partners among managers and employees in the workplace

Our Guest



Dr. Patricia A. Cluss

Director

STANDING FIRM

The Business Case to End Partner Violence
(she/her/hers)

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STANDING FIRM alerts employers to the **financial, safety, and human costs** of partner violence on the workplace and workforce and equips them with tools for taking effective organizational action.

Employer's part in the community response



RECOGNIZE

Recognize that partner violence is a business issue that affects productivity and security.

RESPOND

Respond appropriately to address the effects of partner violence.

REFER

Know how to REFER to existing community resources for services.



Is partner violence your
business at work?

Yes!

When PV victims
and perpetrators
are employed,
partner violence...



Walks in the Door at Work

How does partner violence impact the workplace?

- Staff performance and productivity
- Staff turnover, absenteeism and presenteeism
- Employee health
- Staff morale
- Financial costs, including costs for medical care, mental health services and missed work days.



“Bystanders”* Can be Affected Too



[*employees concerned about a coworker who may be a victim or an abuser]

- It can be *distracting*
 - Coworkers who were victims (41%) and abusers (31%) had trouble completing their assigned work
- It can be *uncomfortable*
 - Employees felt they had to cover work assignments or make excuses to a supervisor on behalf of a coworker who was a victim (48%) or abuser (53%)
- It can be *scary*
 - Many employees (45%) were concerned for their own safety at work because of threats from a coworker’s abuser.

[Source: STANDING FIRM Survey of Employed Adults in Southwestern PA, April 2013]



Impact of PV on the Workplace



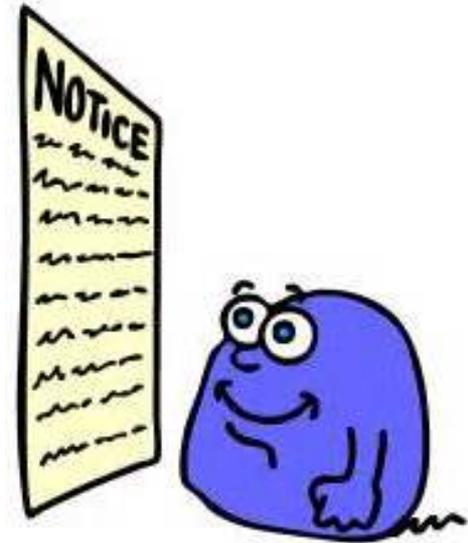
- More than ONE in FIVE full-time employed adults have been PV victims and 64% said their work performance was impacted.
- One-quarter of workplace violence events in the U.S. each year are related to partner violence.
- 48% of abusers surveyed report difficulty concentrating at work.
- When an abuser comes to the workplace to harm a victim employed there, everyone is in danger.
- Standing Firm Cost Calculator:
<http://www.standingfirmwpa.com/resources-calc>

It is not a matter of “if” you will have to deal with partner violence as an employee issue, but “when.”

- Be proactive
- Get organized
- Have a plan
- Prepare the workplace to respond quickly

Trainings & Materials for Employers

- Paid policy development service
- Several levels of training
 - General line staff
 - Manager/Supervisor training
 - HR Specialist training
 - Leadership engagement training
- Non-emergency problem based consultation
- Bathroom stall posters



IS YOUR RELATIONSHIP HEALTHY?



In a healthy relationship, both partners:

- Respect each other
- Support one another's goals
- Trust one another
- Make decisions together
- Feel safe with one another

In an unhealthy relationship, one partner may:

- Keep track of the other all the time
- Prevent the other from spending time with friends or family
- Put the other down constantly
- Get angry at the other easily and often
- Break the other's property
- Make the other feel afraid
- Harm the other's pets as a way of scaring or hurting the person
- Threaten to hurt the other or that person's children
- Physically hurt the other or that person's children
- Force the other to have unwanted sex

NOBODY DESERVES TO BE ABUSED

If you are being abused and want help, call 1-800-799-SAFE.

If you are abusing someone else and want help,

call the MEN/S Group at (412) 687-8017 ext. 332.



Groups to consider

Employers

Unions

Those at
higher risk

The following groups are especially at risk for victimization:

- ❑ Women
- ❑ Young (18-24 years old)
- ❑ Pregnant
- ❑ Women with disabilities (40% greater risk than the non-disabled)
- ❑ LGBTQ

The following groups are at highest risk for become abusers:

- ❑ Men
- ❑ Experienced or witnessed family abuse as a child- abuse is a learned behavior

Text Chat Question



What challenges have you experienced in working with employers? What questions do you have for Dr. Cluss about engaging with employers?

Challenges in working with employers

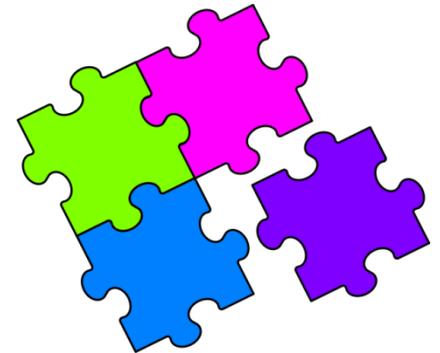


Businesses do not see their role in this issue

Where does this model fit?



Process takes time



Looking Ahead with STANDING FIRM

- Make our resources available more broadly
- Digitize many of these trainings



Tips from STANDING FIRM

- **Present the business case** – talk about productivity, absentee days, and cost of work place violence
- **Start at the top** – speak with the CEO or VP of Human Resources
- **Build In, not bolt on** – assist companies in fitting partner violence prevention strategic initiatives they're already doing



Tips from Wyoming

- Take time to build and nurture relationships
- Data are your friend
- Collaborate and look at root causes (shared risk and protective factors)
- Make the case for why what you are working on is an issue of domestic and sexual violence prevention

Tools and Resources



Photo credit: Emily Barney

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STANDING FIRM's Webpage



STANDING FIRM[®]

The Business Case to End Partner Violence

standingfirmwpa.com/

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Partner Violence (PV) Cost Calculator: ADD YOUR COMPANY NAME HERE

COMPANY DATA	<i>Please input the following information for your company:</i>	
	<input type="text"/>	TOTAL WORKFORCE
	<input type="text"/>	% FEMALE
<input type="text"/>	Estimated AVERAGE HOURLY WAGE FOR YOUR COMPANY	

BASED ON YOUR INPUT ABOVE, YOUR COMPANY'S POTENTIAL PARTNER VIOLENCE COSTS ARE HIGHLIGHTED BELOW. THE BLUE TEXT REPRESENTS NATIONAL DV STATISTICS THAT ARE USED TO CALCULATE THE TOTALS.

VICTIMIZATION	0	Total workforce
	0%	Percentage female
	0	Total estimate female employees
	0	Number of female employees divided by 1000
	116	National DV rate per 1,000 Female Employees*
	0	Expected number of female PV victims at your company per year
	3.4	Average number victimizations per PV victim per year*

0 Total expected victimizations at your company/year

MEDICAL COSTS	38.85%	Percentage of victimizations that result in injury*
	0	Total Expected victimizations resulting in injury at your company per year
	29.55%	Average percentage of victims seeking medical care nationally*
	0	Predicted number of your company's PV victims seeking medical care per year
	1.9	Average number of medical visits per victimization*
	0	Predicted total number of medical visits by PV victims for your company
	\$3,789	Average medical cost per victimization(adjusted to 2017 prices)*
	75%	Average US percentage paid by insurance*

\$0 Total predicted medical costs/victimization for your company/year

MENTAL HEALTH	29.70%	Average percentage of victimizations resulting in mental health service usage*
	0	Estimated number of victimizations resulting in mental health service usage
	12.65	Average number of visits per victimization*
	0	Total predicted mental health visits
	\$125.82	Average cost per visit (adjusted to 2017 dollars)*
	66%	Average US percentage paid by insurance*

\$0 Total predicted mental health costs/victimization for your company

LOST PRODUCTIVITY	19.5%	Percentage of victimizations that result in lost work days*
	0	Estimated number of victimizations resulting in lost work days
	8.09	Average number of lost work days per year per victimization*
	0	Total estimated lost work days due to PV for your company
	\$0.00	Average hourly wage for your company

\$0 Total estimated productivity lost in your company/year due to DV

Total annual costs to your company due to PV in 2017



Resources

WORKPLACES RESPOND
TO DOMESTIC & SEXUAL VIOLENCE
A NATIONAL RESOURCE CENTER

workplacesrespond.org

NATIONAL RESOURCE CENTER

Creating Safer Workplaces Free from Domestic and Sexual Violence & Stalking

Workplaces Respond provides resources, training and technical assistance to employers, survivors, co-workers and advocates to prevent and respond to domestic and sexual violence, trafficking & stalking impacting the workplace.

Visit the Resource Library



Websites of the Wyoming Team



More Resources

Change The Story VT

is an initiative to align policy, program, and philanthropy to significantly

improve women's economic status

in Vermont.

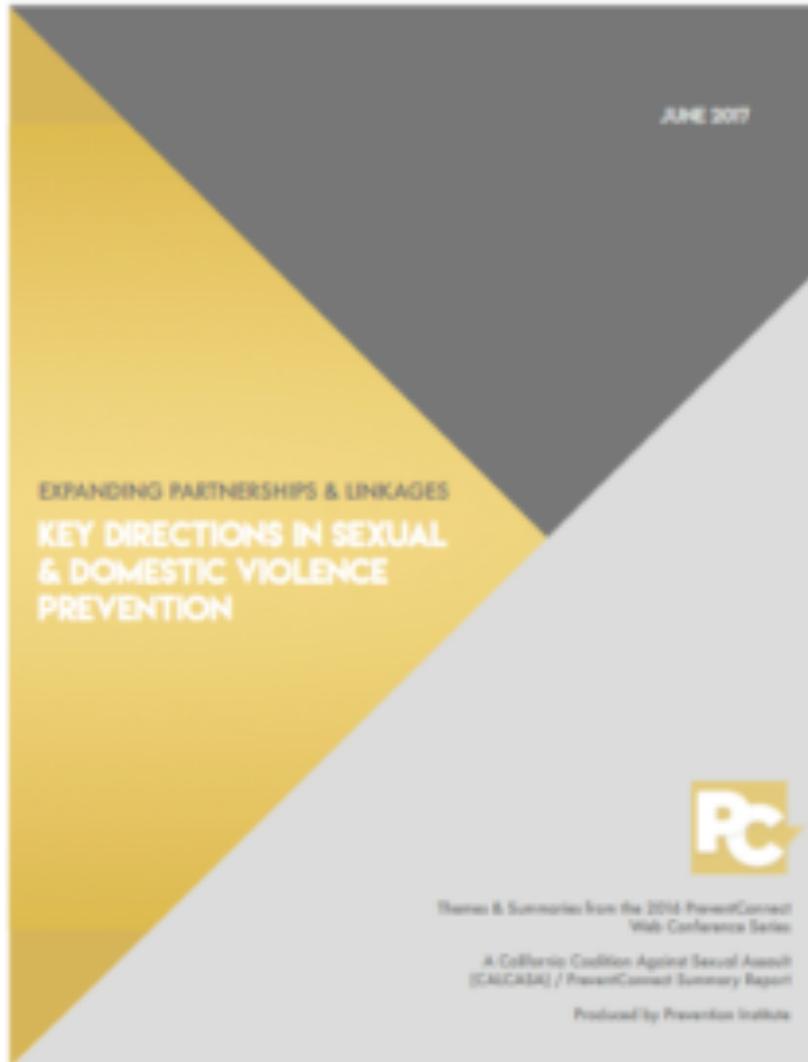


changethestoryvt.org/

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PreventConnect Resources



Summary of 2016 web conference series

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