

Welcome, this web conference will begin soon



MESSAGING THE CONNECTIONS

Explaining the links between strengthening economic supports and preventing sexual and intimate partner violence

Tuesday, July 28
11am PT | 2pm ET

 National Resource Center
on Domestic Violence

 prevent
connect

Meet the PreventConnect Team



Ashleigh Klein-Jimenez
Project Manager
she/her/hers



Tori VandeLinde
Project Coordinator
she/her/hers

Meet Our Collaborative Partners



Arlene Vassell
Vice President of Programs, Prevention &
Social Change, National Resource Center on
Domestic Violence
she/her/hers



Casey Keene
Director of Programs & Prevention,
National Resource Center on Domestic
Violence
she/her/hers



prevent
connect

PreventConnect.org

info@PreventConnect.org

PreventConnect.org/email – email group

Learn.PreventConnect.org – eLearning

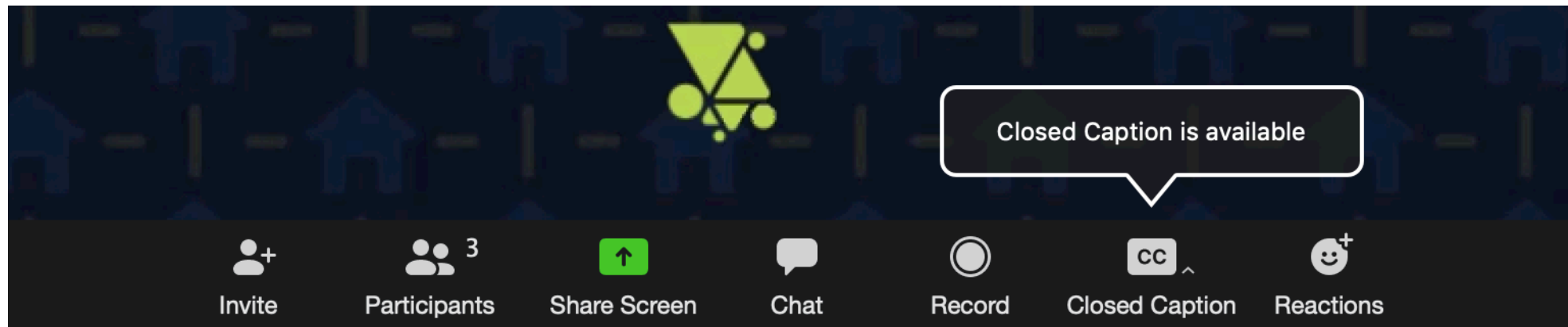
Follow Us

twitter.com/PreventConnect

facebook.com/PreventConnect

How to use Zoom

- ▶ Text chat
- ▶ PowerPoint Slides
- ▶ Polling Questions
- ▶ Phone
- ▶ Closed Captioning
- ▶ Web Conference Guidelines



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 and oppression
- ▶ Connect to other prevention practitioners

Past PreventConnect web conferences



<http://www.preventconnect.org/2018/11/getting-started-on-supporting-economic-opportunity-for-sexual-and-domestic-violence-prevention/>



<http://www.preventconnect.org/2019/08/from-paid-leave-to-rent-stabilization-research-and-practice-on-strengthening-economic-security-for-violence-prevention/>



MESSAGING THE CONNECTIONS

Explaining the links between strengthening economic supports and preventing sexual and intimate partner violence

Tuesday, July 28
11am PT | 2pm ET

 National Resource Center
on Domestic Violence

 prevent
connect

PreventConnect is a national project of the California Coalition Against Sexual Assault sponsored by the U.S. Centers for Disease Control and Prevention. The views and information provided in this web conference do not necessarily represent the official views of the U.S. government, CDC or CALCASA.

Objectives

- ▶ Explain the connections between strengthening economic supports and preventing multiple forms of violence
- ▶ Identify language and narratives to message the connections to stakeholders
- ▶ Discuss opportunities to influence strengthening and expanding the scope of economic supports to prevent violence

STOP SV:
A Technical Package to Prevent Sexual Violence

National Center for Injury Prevention and Control
Division of Violence Prevention

Preventing Intimate Partner Violence Across the Lifespan:
A Technical Package of Programs, Policies, and Practices

National Center for Injury Prevention and Control
Division of Violence Prevention

Preventing Adverse Childhood Experiences (ACEs):
Leveraging the Best Available Evidence

Preventing Child Abuse and Neglect:
A Technical Package for Policy, Norm, and Programmatic Activities

National Center for Injury Prevention and Control
Division of Violence Prevention

Preventing Suicide:
A Technical Package of Policy, Programs, and Practices

National Center for Injury Prevention and Control
Division of Violence Prevention

A Cross Cutting Strategy

IPV	Sexual Violence	Child Abuse	ACEs	Suicide
Strengthen household financial security	Strengthen economic supports for women and families	Strengthen household financial security	Strengthen household financial security	Strengthen household financial security
Strengthen work-family supports	Establish and consistently apply workplace policies	Family-friendly work policies	Family-friendly work policies	Housing stabilization policies
Improve organizational policies and workplace climate				

Economic supports in our current context

In the Covid-19 Economy, You Can Have a Kid or a Job. You Can't Have Both.

Our struggle is not an emotional concern. We are not burned out. We are being crushed by an economy that has bafflingly declared working parents inessential.



Taylor Gallery

<https://www.nytimes.com/2020/07/02/business/covid-economy-parents-kids-career-homeschooling.html>

By Deb Perelman

Published July 2, 2020 Updated July 8, 2020



certain individuals face
multiple and intersecting
forms of structural
injustices and discrimination.

Our New Norm



The Intersections Between Domestic & Sexual Violence, Racism, and Homelessness




SAFE HOUSING
PARTNERSHIPS

Economic Justice is Racial Justice

DO NOT STOP AT CARING ABOUT POLICE BRUTALITY. CARE ABOUT WAGE GAPS. CARE ABOUT MEDICAL DISCRIMINATION. CARE ABOUT REDLINING. CARE ABOUT BIAS IN EDUCATION. CARE ABOUT PUBLIC PLANNING. CARE ABOUT VOTER SUPPRESSION. CARE ABOUT PRISON ABOLITION. CARE ABOUT HIRING INEQUALITY AND WORKPLACE DISCRIMINATION. CARE ABOUT THE EFFECTS OF CAPITALISM. CARE ABOUT EVERY OTHER ASPECT OF LIFE THAT IS INFECTED BY RACISM. KEEP CARING. EVERY DAY.



 thinkingabolition • Follow ...

 thinkingabolition Repost from @utahharmreductioncoalition

#abolitionist #policeabolition
#blacklivesmatter #stopracism
#enoughisenough #revolution
#abolishpolice #defundthepolice
#generalstrike #acab #1312
#abolishprisons #ohnotechbro
#latestagecapitalism
#humansoflatecapitalism
#nomorebillionaires #socialist
#socialism #socialistmemes
#communist #communistmemes
#neoliberalism #leftistmemes #leftist
#unionize #weneedrevolution

1d



195 likes

1 DAY AGO

Add a comment...

Post

How are you addressing economic supports to prevent sexual and intimate partner violence?

Text Chat Question



Chat

From Me to **Everyone**:

Use this text chat box to respond to our questions, ask your own, and connect with others!

To: **Everyone** ▼

Type message here...

Meet Our Guests



Lisa Finaldi

Community Engagement Leader,
NC Early Childhood Foundation
Family Forward North Carolina
she/her/hers



Megan Simmons

Senior Policy Attorney
Ujima, Inc.: The National Center on Violence
Against Women in the Black Community
she/her/hers

Meet Our Guest



Lisa Finaldi
Community Engagement Leader
North Carolina Early Childhood Foundation
Family Forward North Carolina
she/her/hers



Family Forward NC is an initiative of the North Carolina Early Childhood Foundation, with sponsorship support from Blue Cross and Blue Shield of North Carolina and the NC Institute of Medicine.

The North Carolina Early Childhood Foundation is driven by a bold vision.

Each North Carolina Child has a strong foundation for lifelong health, education and well-being supported by a premiere birth-to-age-eight system

OUR MISSION

To marshal North Carolina's great people, ideas and achievements to build a foundation of opportunity and success for each child by the end of third grade.

Innovative, business-led

Family Forward NC is an innovative initiative to improve children's health and well-being and keep North Carolina's businesses competitive.

It is business-led change to increase access to **research-based**, family-friendly industry-appropriate practices—**big and small**—that increase workplace productivity, recruitment and retention; grow a strong economy; and support children's healthy development.

**Business Smart
Ready**

Family-Friendly

Future

Our Value Proposition

- ▶ Employers gain a competitive edge to attract and retain talent and increase productivity
- ▶ Employers are helping build a strong future workplace by supporting the healthy development and well-being of children
- ▶ There are both short and long term benefits

Our Story and Strategy

- ▶ Describe the state of young children in NC today
- ▶ What is a family in the US today?
- ▶ Highlight the lack of supports for working parents/caregivers and how that impacts their participation in the workforce and future earnings
- ▶ Share **research-based policies** that support employers, employees and children
- ▶ **Inspire employers to make workplace changes** through workshops, tools and peer case studies

Why Birth Through Eight

Because brains are built, not born.

- ▶ The most rapid period of development happens from birth to eight.
- ▶ End of third grade outcomes predict academic achievement and career success.
- ▶ Early experiences are built into a child's body, shaping brain architecture. Every experience forms a neural connection at a rate of a more than one million synapses per second.

27%

of NC high school graduates met three or four **ACT college readiness** benchmarks in 2019

36%

of NC 4th graders in 2019 scored **at or above in reading proficiency** as measured by NAEP



Families Have Changed Many Workplaces Have Not



**2
million
parents**

In 2016, two million parents of children age five and younger had to quit a job, not take a job, or greatly change their job because of problems with child care. In North Carolina the number was 62,873.

**5
million
more
workers**

According to the Federal Reserve in San Francisco, there would be 5 million more workers in the US workforce if parents had access to more family-friendly benefits.



**Family-friendly
workplaces
strengthen our
state**

Family-friendly is more than paid leave.

Big and small changes offer **research-based**, positive business benefits and health outcomes for children and families. Employers of all sizes can find ways to incorporate family-friendly practices.

We've identified **16 benefits** with positive outcomes for employers, parents and children in five categories:

- ▶ Paid Leave
- ▶ Flexible Work and Scheduling
- ▶ Health and Wellness Benefits
- ▶ Childcare
- ▶ Accommodations and Support

Who Gets Paid Sick Leave in the U.S.

83% of full-time workers

43% of part-time

91% of workers in financial sectors

48% in leisure and hospitality

45% in accommodation and food service

47% of workers in the lowest wage quartile

90% in the highest wage quartile

Child Care as Economic Infrastructure

99 of 100 counties in NC were already child care deserts; as a result of COVID-19, **34% of centers are closed** and may never reopen

Average annual cost of infant care is **\$9,200**. One year of in-state undergraduate tuition at a NC university averages \$7,000

A 2019 report estimated economic impacts of inadequate child care on NC - **\$1.7 billion annually in lost earnings and revenue**

Two Steps to Prevention

Shared risk and protective factors in economic support policies

Workplace Policies that **Deliver Results**

Paid Leave

- ▶ Parental leave
- ▶ Sick and **safe** leave
- ▶ Family and medical leave

Results

- ▶ Increases productivity, recruitment and retention
- ▶ Increases likelihood that new fathers will stay employed
- ▶ Reduces infant mortality
- ▶ Increases educational attainment
- ▶ Decreases maternal depression
- ▶ Improves family income
- ▶ Allows workers to care for themselves and children in a crisis
- ▶ Decreases stress

Workplace Policies that **Deliver Results**

Paid Leave

- ▶ Parental leave
- ▶ Sick and **safe** leave
- ▶ Family and medical leave

Results

- ▶ Increases productivity, recruitment and retention
- ▶ Increases likelihood that new fathers will stay employed
- ▶ **Reduces infant mortality**
- ▶ **Increases educational attainment**
- ▶ **Decreases maternal depression**
- ▶ **Improves family income**
- ▶ **Allows workers to care for themselves and children in a crisis**
- ▶ **Decreases stress**

Business Smart: R. Riveter Leather Handbags - Moore County

37 Full Time Employees
36 Contractors

Paid Leave

Parental Leave
Medical Leave
Military Leave

Flexible Work

Flexible Schedules and Telecommuting



Workplace Policies that Deliver Results

Flexible Work and Scheduling

- ▶ Flextime
- ▶ Working from home/telecommuting
- ▶ Job sharing and/or part-time work
- ▶ Predictable scheduling

Results

- ▶ Increases productivity, recruitment and retention
- ▶ Reduces absenteeism
- ▶ Increases job satisfaction
- ▶ Reduces childhood obesity
- ▶ Reduces stress
- ▶ Provides more time to meet family needs

Workplace Policies that Deliver Results

Flexible Work and Scheduling

- ▶ Flextime
- ▶ Working from home/telecommuting
- ▶ Job sharing and/or part-time work
- ▶ Predictable scheduling

Results

- ▶ Increases productivity, recruitment and retention
- ▶ Reduces absenteeism
- ▶ Increases job satisfaction
- ▶ Reduces childhood obesity
- ▶ **Reduces stress**
- ▶ **Provides more time to meet family needs**

Business Smart: Raydal Hospitality

Charlotte: 230 employees

Paid Leave

Paid time off

Flexible Work and Scheduling

Flextime

Predictable schedules

Health and Wellness

Health, vision and dental insurance



Workplace Policies that Deliver Results

Child Care

- ▶ Backup or emergency care
- ▶ On-site or consortium sponsored care
- ▶ Subsidized/Reimbursed care or childcare referral

Results

- ▶ Improves productivity and increases recruitment, retention
- ▶ Reduces absenteeism
- ▶ Improves high school graduation rates, overall educational attainment
- ▶ Reduces stress
- ▶ Improves family economic security

Workplace Policies that Deliver Results

Child Care

- ▶ Backup or emergency care
- ▶ On-site or consortium sponsored care
- ▶ Subsidized/Reimbursed care or childcare referral

Results

- ▶ Improves productivity and increases recruitment, retention
- ▶ Reduces absenteeism
- ▶ **Improves high school graduation rates, overall educational attainment**
- ▶ **Reduces stress**
- ▶ **Improves family economic security**

Business Smart: Mitchell Gold + Bob Williams Furniture Manufacturer

Alexander County
900+ employees

Child Care

On-site sponsored care

Health and Wellness

On-site health center for
employees and families





**Family-friendly
workplaces
strengthen our
state**

www.familyforwardnc.com

lfinaldi@buildthefoundation.org

Lisa Finaldi -

In what other economic policies do you see protective factors against sexual and intimate partner violence?

Text Chat Question



Chat

From Me to **Everyone**:

Use this text chat box to respond to our questions, ask your own, and connect with others!

To: **Everyone** ▼

Type message here...

Meet Our Guest



Megan Simmons
Senior Policy Attorney,
Ujima, Inc.: The National Center on Violence
Against Women in the Black Community
msimmons@ujimacommunity.org
[she/her/hers](#)

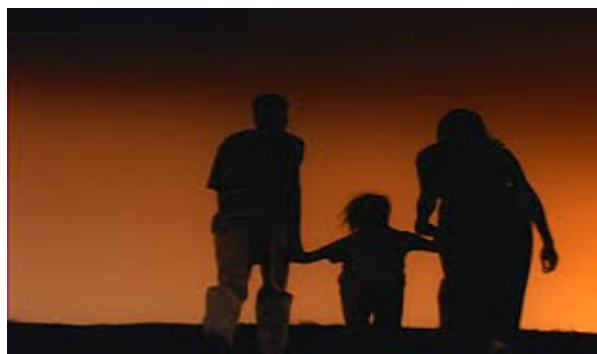


Give voice to Black Women & Girls

What We Do



We provide a supportive community to Black Women and Girls

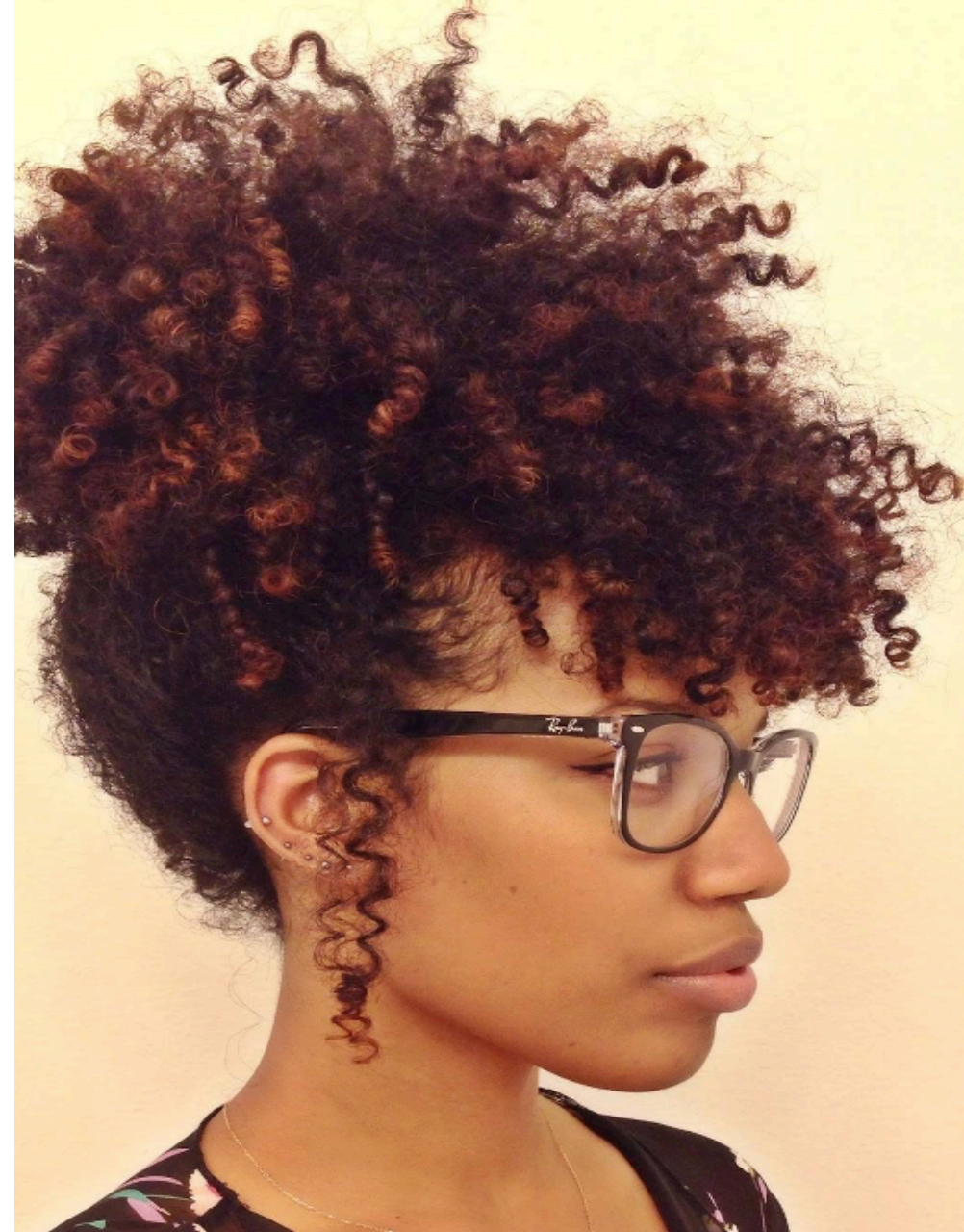


We engage Women, Men & Children



Areas of Focus

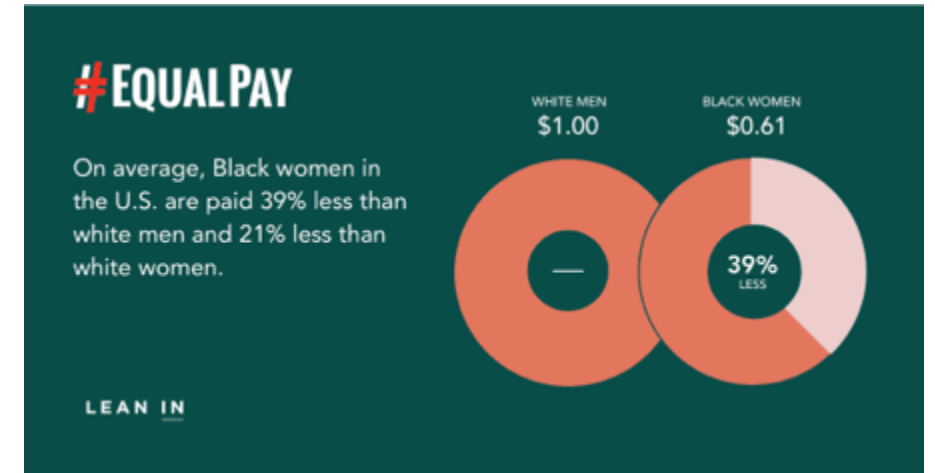
Sexual Violence
Domestic Violence
Community Violence
Institutional Violence



Why economic security?

More than **80 percent** of Black mothers are key breadwinners for their families, which means their households rely heavily on their wages to make ends meet and get ahead

<https://www.americanprogress.org/issues/women/reports/2019/05/10/469739/breadwinning-mothers-continue-u-s-norm/>



Ujima focuses on multi-faceted economic supports

CROWN Act

The Crown Act is anti-discrimination law that prohibits discrimination based on hair style or texture. Ujima Inc. is a proud official supporter of The Crown Coalition, which works to end hair discrimination throughout the United States.

California was the first state to enact law against discrimination based on hair texture. Subsequently six other states have codified language to ensure individuals are not prevented or prohibited from adoring their natural tresses.



The **CROWN** Act

Small businesses and Entrepreneurs

- African-American Women are the fastest growing group of entrepreneurs in the United States.
- They are underfunded and don't have the requisite access to capital.
- The lack of access to capital impacts the security as well as profit margins of the businesses.



Economics and Healthcare

Black Maternal Health

Interpersonal Violence

Stakeholder Partnerships

COVID-19

Products and Procedures

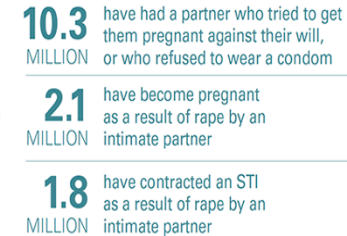
Items and medically necessary products for women

Intimate partner violence (IPV) is a sexual and reproductive health and rights issue

Many U.S. women have experienced some form of IPV...

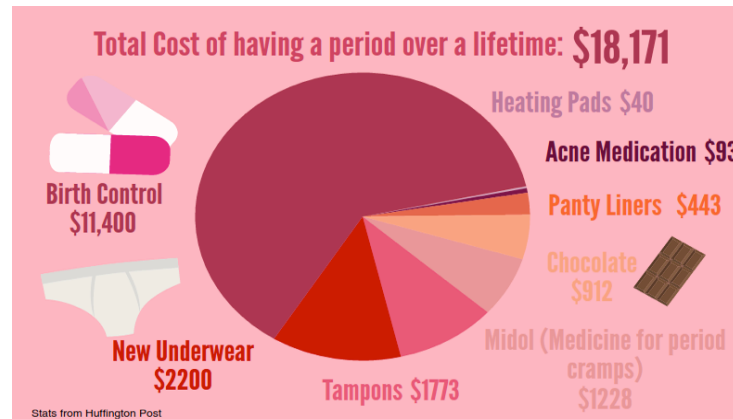


...and IPV directly impacts their sexual and reproductive health and autonomy.



Source: Centers for Disease Control and Prevention.

www.gutmacher.org



Family Structure and Housing

- Multi-Generational dwellings for survival
- Extended family interaction on daily bases for survival
- Housing is increasingly unaffordable
- COVID-19 Impact



College accessibility & Long-term affordability

- ▶ African American Women graduate with the highest amount of educational debt.
- ▶ Black women see their educational debt grow 13% after 12 years while, white men have paid off 44% of their educational debt after 12 years.



Operationalizing economic support policies



How can policies
reduce economic
barriers to prevent
violence and promote
equity?

Text Chat Question



Chat

From Me to **Everyone**:

Use this text chat box to respond to our questions, ask your own, and connect with others!

To: **Everyone** ▾

Type message here...

Ideas for the Future



Lisa Finaldi
Community Engagement Leader,
Family Forward North Carolina
she/her/hers



Megan Simmons
Senior Policy Attorney
Ujima, Inc.: The National Center on Violence
Against Women in the Black Community
she/her/hers

Where do you see opportunities to expand your sexual and intimate partner violence prevention work to connect with economic justice?

Text Chat Question



Chat

From Me to **Everyone**:

Use this text chat box to respond to our questions, ask your own, and connect with others!

To: **Everyone** ▼

Type message here...



NRCDF Resources

- ▶ Safe Housing Partnerships
- ▶ PreventIPV: Tools for Social Change
- ▶ VAWnet Resources:
 - ▶ **August TA Question of the Month:** *How can economic justice efforts lead to the prevention of sexual and domestic violence?*
 - ▶ **Special Collection:** Building Credit & Assets: Helping Survivors Recover from Economic Abuse
 - ▶ **Report:** The Difference Between Surviving and Not Surviving: Public Benefits Programs and Domestic & Sexual Violence Victims' Economic Security



SAFE HOUSING
PARTNERSHIPS



Building Credit and Assets: Helping
Survivors Recover from Economic
Abuse

Past PreventConnect web conferences



<http://www.preventconnect.org/2018/11/getting-started-on-supporting-economic-opportunity-for-sexual-and-domestic-violence-prevention/>



<http://www.preventconnect.org/2019/08/from-paid-leave-to-rent-stabilization-research-and-practice-on-strengthening-economic-security-for-violence-prevention/>



prevent
connect

PreventConnect.org

info@PreventConnect.org

PreventConnect.org/email – email group

Learn.PreventConnect.org – eLearning

Follow Us

twitter.com/PreventConnect

facebook.com/PreventConnect