

Getting Started on Supporting Economic Opportunity for Sexual and Domestic Violence Prevention



PREVENTION
INSTITUTE

Welcome,
This Web Conference
Will Begin Soon



PREVENTION
INSTITUTE

Getting Started on Supporting Economic Opportunity
for Sexual and Domestic Violence Prevention

Meet the PreventConnect team



Ashleigh Klein-Jimenez,
she/her/hers
Project Manager



Tori Vandelinde,
she/her/hers
Training & Technical
Assistance Specialist



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eLearning: learn.preventconnect.org

Wiki: wiki.preventconnect.org



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How to use this technology

Text Chat (Everyone)

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

ASHLEIGH KLEIN: You can also send private text chat messages to the host, presenters, and other participants.

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

Audio Dial-In

Toll free access number:
866-866-2244

Participant pin code: 9053509

Please send a private chat message for help.

Contact Adobe Connect support at <https://helpx.adobe.com/adobe-connect/connect-support.html>



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



From a Cycle of Violence to a Culture of Safety and Equity

January 17: From Foundations to Innovations: Applying a public health approach to preventing sexual and domestic violence

February 28: How to Build Organizational Capacity to Support Sexual and Domestic Violence Prevention

March 28: Toward Gender Equity: Supporting healthy masculinities for sexual and domestic violence prevention

May 16: Addressing Access to Alcohol and Alcohol Environments for Sexual and Domestic Violence Prevention

June 20: Community-level indicators: Advancements in evaluating sexual, domestic and other forms of violence prevention

July 18: Participatory action in schools: Improving school climate and safety in K-12 schools for sexual and teen dating violence prevention

August 15: Culturally-informed prevention: Preventing sexual and domestic violence in communities of color

September 19: Centering the margins: Advancing health equity for sexual and domestic violence prevention



From a Cycle of Violence to a Culture of Safety and Equity

October 31: Fostering School Environments that Prevent Teen Dating Violence and Sexual Harassment

November 28: Getting Started on Supporting Economic Opportunity for Sexual and Domestic Violence Prevention

December 19: Social norms change as a prevention strategy



FROM A CYCLE OF VIOLENCE TO A CULTURE OF SAFETY AND EQUITY

Web Conference

GUEST PROFILES

Available Now
PreventConnect.org



PREVENTION
INSTITUTE





Getting Started on Supporting Economic Opportunity for Sexual and Domestic Violence Prevention

November 28, 2018

10:30am-12pm PT; 1:30pm-3 pm ET

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

Prevention Institute Team



Alisha Somji,
she, her, hers
Associate Program Manager



Abena Asare,
she/her/hers
Program Assistant



Objectives

Identify the roles that sexual and domestic violence practitioners are starting to take to strengthen economic supports for families.

Describe real-world examples of how practitioners and advocates are partnering with other sectors to support economic opportunity.

Engage in a dialogue on how to deal with push back that supporting economic opportunities is beyond the sexual and domestic violence prevention “lane.”

Movements for Economic Justice



Paid Family Leave



One Fair Wage (ROC United)



Hotel workers



Domestic workers

CDC Technical Packages



**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



STOP SV:
A Technical Package to
Prevent Sexual Violence

National Center for Injury Prevention and Control
Division of Violence Prevention



Strategy: Strengthen Economic Supports for Women and Families



Economic security

- **Depends on:**
 - Women's access to full and equal workforce participation
 - Comparable salaries
 - Income generating options
 - Work supports like affordable quality child care or paid family and medical leave
- **These supports contribute to:**
 - Family stability
 - Decreases in gender inequality



Closing the Wealth Gap

CLOSING THE WOMEN'S WEALTH GAP

What It Is, Why It
Matters, and What Can
Be Done About It

By Heather McCulloch
Updated January 2017



*Addressing the gender
income gap is part of
the solution to building
women's economic
security, but it is not
enough.*

<https://womenswealthgap.org/>



About our guests from Ohio



Rebecca Cline

(she/her/hers)

Prevention Programs Director
Ohio Domestic Violence Network



Erin Ryan

(she/her/hers)

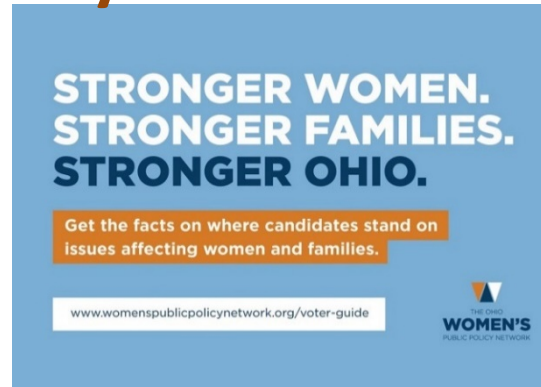
Managing Director
The Ohio Women's Public
Policy Network



Working together to build a bigger tent that will support an increase in minimum wage to \$15.00 / hour by or before 2023

Working to....

- Build Coalition
- Produce public policy briefs
- Enact other wage earner supports such as paid leave
- Evaluate effectiveness of our efforts
- Reduce societal income inequity, a risk factor for perpetration and victimization of IPV



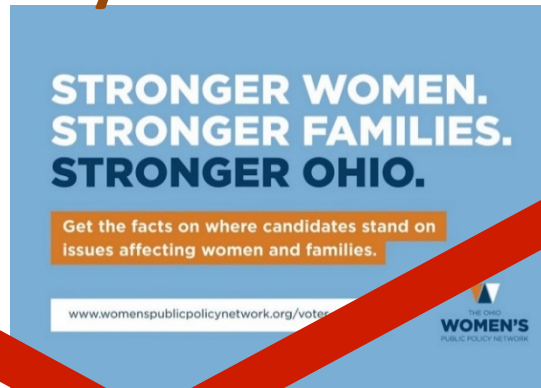
Planned Parenthood of Greater Ohio



Working together to build a bigger tent that will support an increase in minimum wage to \$15.00 / hour by or before 2023

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Planned Parenthood of Greater Ohio



Text chat question

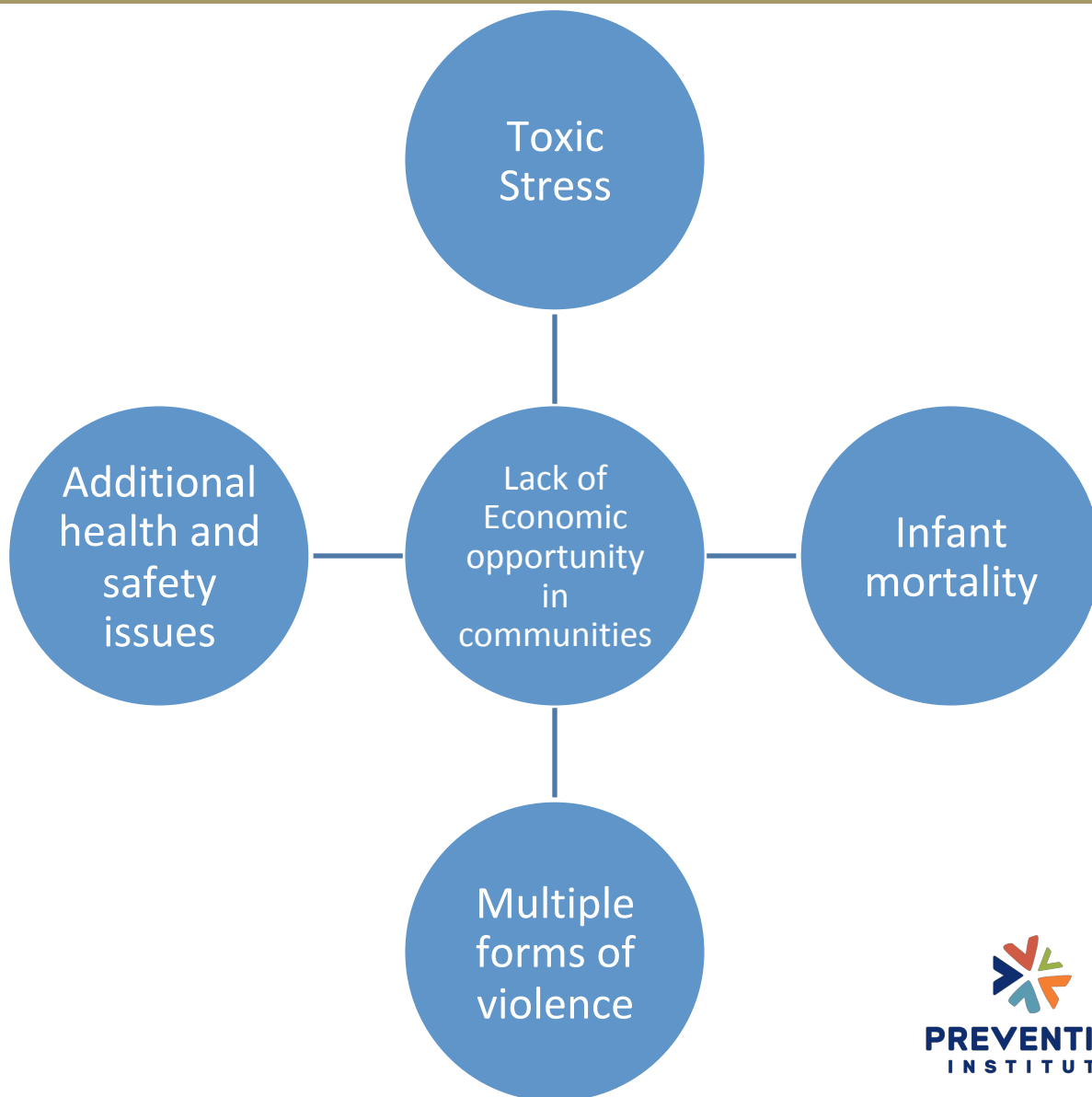
What are some priority issue areas related to economic stability in your community or state that are gaining momentum?

Text Chat (Everyone) 

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

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Contextualizing the issue



Contextualizing the issue in Ohio

- **Women – particularly women of color** –face substantial barriers to achieving economic self-sufficiency



- **Nearly 7 in 10** minimum wage workers are women, and women of color represent a disproportionate share of these workers
- Women typically earning just **75 cents for every dollar** men make
- On average, Black women are paid **64 cents** and Latinas are paid **61 cents** for every dollar paid to white, non-Hispanic men.

Wage Equity and Other Worker Supports (WOWS)

Reframing of Initiative

- Little 'p' policy work
- Expanding Partnerships
- Capacity Building
- Public Education
 - Issue Briefs & Infographics for broad dissemination



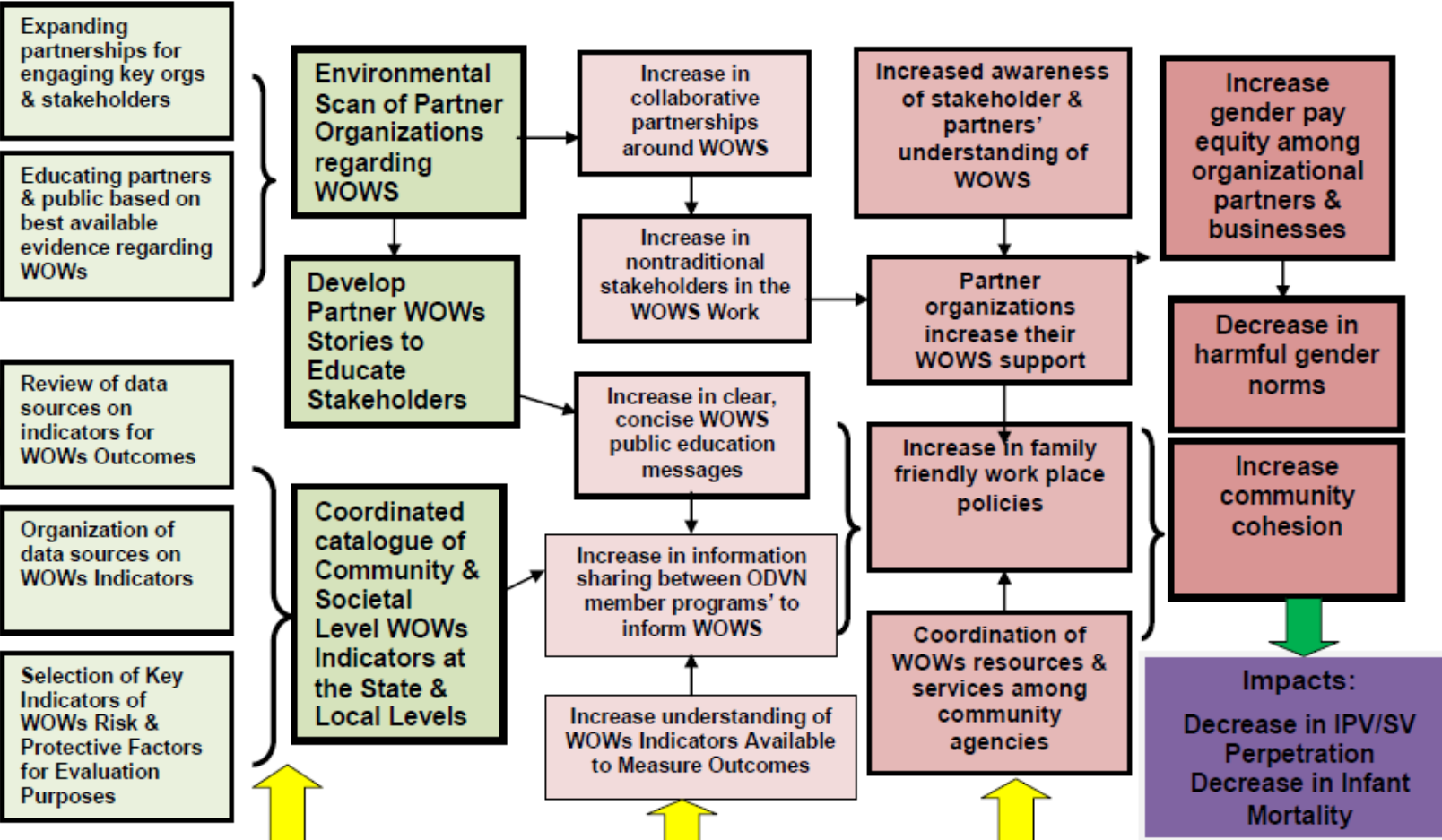
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Assumptions

Outputs
Activities *Participation*

Outcomes
Short -Term *Intermediate* *Long-Term*

1. Conditions that create inequity in WOWs are modifiable
2. Building community partnerships to educate public & businesses on benefits of supporting WOWs will benefit all Ohioans
3. As WOWs increase Ohioans will have more energy & resources to invest in their communities' which will increase cohesion
4. Equitable employment & WOWs will lead to a reduction of risk factors & an increase of protective factors that will reduce IPV/SV perpetration & infant mortality through modifying Social Determinants of Health



- External Factors that may effect outcome achievement:**
- The robust US economy being reported may prove favorable for wage increases as unemployment continues to decline
 - Ohio employers may look to more incentives such as WOWs to attract & retain employees in a tight labor market
 - The current political climate may influence the effectiveness of this effort either favorably or unfavorably
 - As awareness about stagnant median wages increases momentum for sustainable, living wages & other worker supports may increase

The Ohio Women's Public Policy Network and Advocacy

- Coalition of more than 30 key partners working collaboratively to advance policies that promote economic security for women and strengthen families
- Direct advocacy is embedded in our work and our mission
- We coordinate and facilitate advocacy efforts among coalition partners and members of the community



Ohio Women's Public Policy Network Issue Areas

1. Promoting
economic security
for women and
families

3. Improving
women's
health and
well-being

2. Ensuring
fairness and
opportunity in
the workplace



Partnerships

**STRONGER WOMEN.
STRONGER FAMILIES.
STRONGER OHIO.**

Get the facts on where candidates stand on issues affecting women and families.

www.womenspublicpolicynetwork.org/voter-guide



Planned Parenthood of Greater Ohio



Partnerships



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Planned Parenthood of Greater Ohio



Partnerships



Planned Parenthood of Greater Ohio



Economic security priorities

- Increase the **minimum wage** and eliminate the **tipped wage**
- Improve the state **earned income tax credit** to benefit more working women
- Increase access to **paid family and medical leave** and **paid sick days**
- Increase **affordability of child care** and **expand public preschool**
- Ensure **pension protection** and **retirement security**
- Increase access to **affordable housing** and **housing security**



Paid Family Leave



Ohio Lawmakers introduce bill allowing for “family first”



Paid Family Leave



About our guests from Alaska



Kristen Rankin

(she/her/hers)

Prevention Specialist

DELTA Impact Project

Director

Alaska Network on Domestic
Violence & Sexual Assault

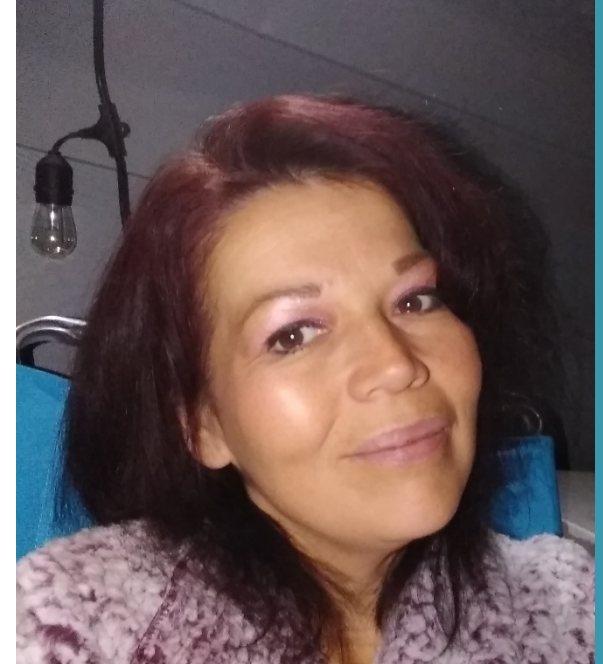


Natasha McClanahan

(she/her/hers)

Public Policy Specialist

Alaska Network on Domestic
Violence & Sexual Assault



Jaci Ree

(she/her/hers)

Economic Empowerment

Manager

YWCA Alaska



Defining the issue in Alaska



By CAROLINE SCHULTZ

Alaska has long been considered a land of economic opportunity for rugged people willing to take on risk and harsh conditions. Historically, men took advantage of those opportunities far more frequently than women, largely due to social, legal, and economic barriers to women participating in nontraditional work.

Despite those limitations, many women made their mark on Alaska's history as prospectors, bush pilots,

Jobs in male-dominated occupations are more common in Alaska because of the outsized role of extractive industries in the economy.

worker whose gender makes up 25 percent or less of that occupation's workers. Nearly a third of all workers held a nontraditional job in 2014, and men and women were equally likely to do so.

The types of jobs that are either male- or female-dominated probably aren't surprising. Male-dominated occupations tend to be in extraction, construction, and building trades and include most traditional "blue collar" work — an old expression that led to the newer phrase "pink collar," which colloquially refers to female-dominated service jobs.

Alaska Women and the Wage Gap

APRIL 2017

In Alaska, median annual pay for a woman who holds a full-time, year-round job is \$43,455 while median annual pay for a man who holds a full-time, year-round job is \$55,752. **This means that women in Alaska are paid 78 cents for every dollar paid to men, amounting to an annual wage gap of \$12,297.¹**

The wage gap can be even larger for women of color. **Among Alaska women who hold full-time, year-round jobs, Latinas are paid 58 cents and Asian women are paid 52 cents for every dollar paid to white, non-Hispanic men.²**

What Does the Wage Gap Mean for Alaska's Women?

On average, Alaska women who are employed full time lose a combined total of **more than \$1.6 billion every year** due to the wage gap.³ These lost wages mean women and their



Women earn an average of 68 percent of what men make in Alaska

By KARINNE WIEBOLD

The average woman who worked in Alaska in 2015 earned \$34,333, and there was nearly a 50 percent chance she worked in health care or in state or local government. She also made 68 percent of what the average Alaska man earned.

Men earn more in nearly 80 percent of Alaska's occupations and at every age and educational level, even though men and women participate in the workforce

In 2015, nearly 167,000 women worked in Alaska and earned \$5.7 billion.

at nearly equal rates and work the same number of quarters per year. Forty-eight percent of the state's workers were women in 2015, but they made 38 percent of total wages. (See Exhibit 1.)

Women's workforce presence and share of total wages have both increased slightly since the late 1980s, when women were 47 percent of workers and earned 35 percent of wages. But over the past decade, both percentages have stayed about the same, with wages hovering around 38 percent and the percent of total workers varying by just

EQUAL PAY ADDS UP

Over the course of her career, a typical woman working in Alaska will lose

\$646,245 BECAUSE OF THE GENDER PAY GAP

With that money she could:

Buy a house in Alaska



&

buy 50,000 gallons of gas



&

feed a family of four for 20 years



YWCA ALASKA IS FIGHTING FOR EQUAL PAY

SOURCES: 1.U.S. Bureau of Labor Statistics. 2.U.S. Census Bureau. 3.AAA.

Alaskan women earn 67¢ for every \$1 men earn for the same work.



YCWA

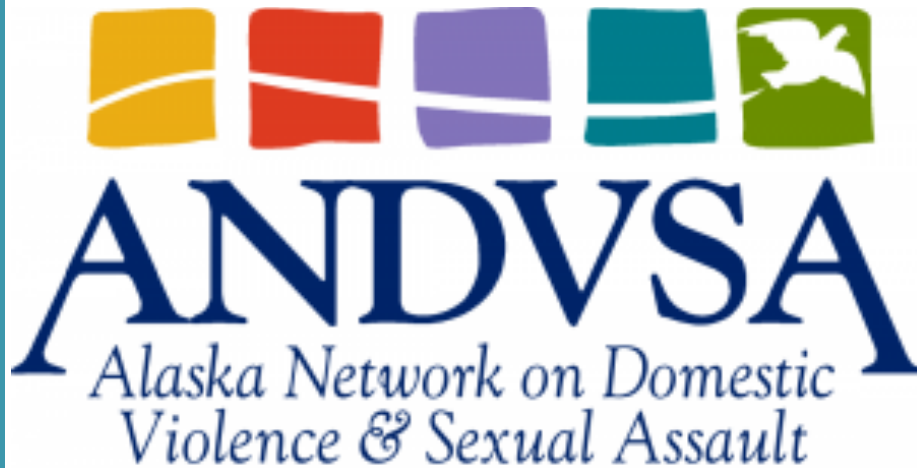
EconE_Quity

Eliminating the Gender Pay Gap in the State of Alaska by 2025

In May of 2014, YWCA Alaska's Board of Directors passed an expansive resolution to eliminate the gender pay gap in the State of Alaska by 2025.



Developing Partnerships



Text chat question

Thinking about priority economic issues in your community, what are some initial actions that you could take through your agency or organizations?

Text Chat (Everyone) 

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Conceptual Thinking

FOR IMMEDIATE RELEASE

January 26, 2018

On the 9th Anniversary of Lilly Ledbetter Fair Pay Act, Alaska Women Push for Pay Equity and Economic Justice

Legislative Lunch and Learn Monday Will Focus on Gender Equity Through the Lens of Economic Justice



Improve awareness and attitudes among key stakeholders

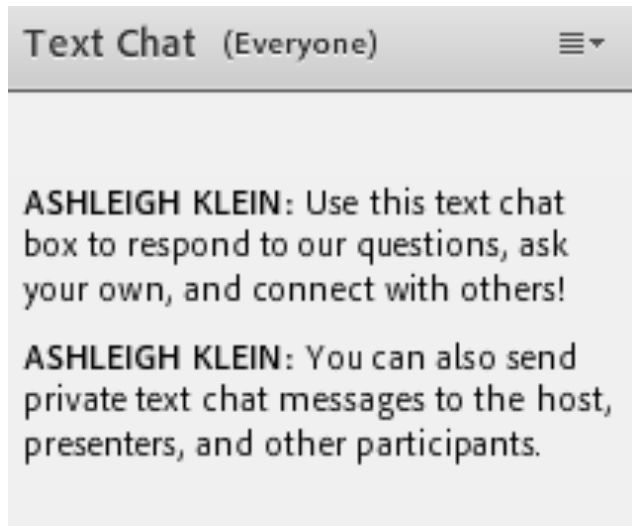
Through:

- Engagement with businesses
- Engagement with policymakers and leaders in the business community
- Messaging
- Strategic Partnerships

Discussion

	Ohio	Alaska
Sexual & domestic violence prevention sector	 <p>Rebecca</p>	  <p>Kristen</p> <p>Natasha</p>
Partners from other sectors	  <p>Erin</p>	  <p>Jaci</p>

Text chat question



How do you (or would you) deal with push back that this is outside of the sexual and domestic violence prevention “lane”?

Discussion

	Ohio	Alaska
Sexual & domestic violence prevention sector	 <p>Rebecca</p>	  <p>Kristen</p> <p>Natasha</p>
Partners from other sectors	  <p>Erin</p>	  <p>Jaci</p>

Tips from Ohio

- Consider interconnected issues to move policy forward.
- Center those most affected.
- Remember that wage equity can improve entire community conditions.



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Tips from Alaska

- Start to raise awareness about the issue in an approach that is tailored to the **current climate** in your state
- As you engage in the work and with potential partners, **look local first**
- Get to know the **context** and identify **strategic partnerships**

Tools and Resources



Photo credit: Emily Barney

www.preventioninstitute.org



From the National Resource Center on Domestic Violence

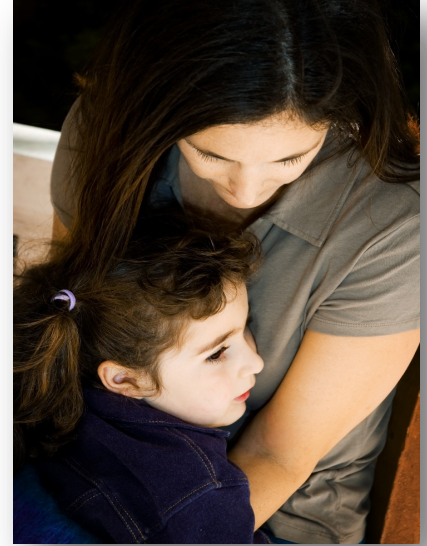


Anne Menard, *she/her/hers*
Executive Director
National Resource Center on
Domestic Violence (NRCDDV)



Strengthen Economic Supports for Families

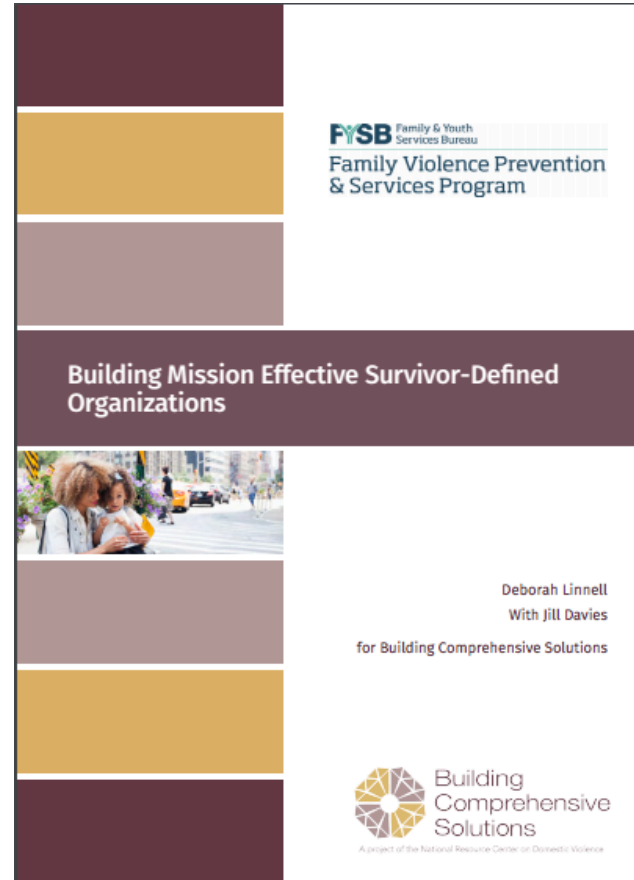
- **Strengthen household financial security**
 - *Income supports (e.g., tax credits, child care subsidies, cash transfers)*
 - *Microfinance programs*
 - *Comparable worth policies*
- **Strengthen work-family supports**
 - *Paid leave policies (parental, sick, vacation; job-protected)*



Improve Organizational Policies and Workplace Climate



**WORKPLACES RESPOND
TO DOMESTIC & SEXUAL VIOLENCE**
A NATIONAL RESOURCE CENTER



NRC DV



Strengthen Household Financial Security

Online special collections on VAWnet.org



Building Credit and Assets



EITC and Other Tax Credits



Strengthen Household Financial Security



**Purple
Purse.**

Allstate Foundation



Strengthen Work-Family Supports



LEGAL momentum

The Women's Legal Defense
and Education Fund



NRC DV





Improving household financial security and work-family supports are ways to strengthen economic supports for families and potentially reduce IPV.

- “*TANF* and the *Supplemental Nutrition Assistance Program (SNAP)* are examples of programs that can strengthen household financial security through providing cash benefits to low-income households.”
- Increasing income supports to low income families can lead to reductions in IPV.
- Tax credits (*Earned Income Tax Credit (EITC)* and *Child Tax Credit*) that help lift families out of poverty and are associated with increases in both maternal employment and earnings, both of which can help victims leave an abusive relationship.

Full Report:
<https://vawnet.org/material/difference-between-surviving-and-not-surviving-public-benefits-programs-and-domestic-and>

THE DIFFERENCE BETWEEN SURVIVING AND NOT SURVIVING

Public Benefits Programs and Domestic and Sexual Violence
Victims' Economic Security



National Resource Center
on Domestic Violence

#TheDifference

CENTER ON
POVERTY and
INEQUALITY

GEORGETOWN LAW

ECONOMIC
SECURITY and
OPPORTUNITY
INITIATIVE

“We Would Have Had to Stay”

Survivors' Economic Security and
Access to Public Benefits Programs

A joint report of



National Resource Center
on Domestic Violence

national
latin@
network
casa de esperanza

Housing Programs



SAFE HOUSING PARTNERSHIPS



NRC DV



Technical Package Resources



Resources to Support the CDC's Technical Package: *Preventing Intimate Partner Violence Across the Lifespan (June 2017)*

NRCDDV offers practical examples and tools to support the key strategies and approaches outlined in [Preventing Intimate Partner Violence Across the Lifespan: A Technical Package of Programs, Policies, and Practices \(CDC, 2017\)](#). These resources are drawn from NRCDDV key initiatives and special projects including [VAWnet](#), [PreventIPV](#), [Safe Housing Partnerships](#), and [Building Comprehensive Solutions to Domestic Violence](#).

Teach safe and healthy relationship skills

Social-emotional learning programs for youth

- Special Collection: [Fostering Resilience, Respect & Healthy Growth in Childhood and Beyond](#)
- Prevention Tool: [Hardy Girls Healthy Women](#)
- Prevention Tool: [Be Strong: From the Inside Out \(Peace Over Violence\)](#)

Healthy relationship programs for couples

- Special Collection: [Preventing and Responding to Teen Dating Violence](#)
- Prevention Tool: [Start Strong \(Futures Without Violence\)](#)
- Prevention Tool: [In Touch With Teens \(Peace Over Violence\)](#)
- Prevention Tool: [Native Love \(National Indigenous Women's Resource Center\)](#)
- Prevention Tool: [I Am Courageous \(Florida Coalition Against Domestic Violence\)](#)

Engage influential adults and peers

Men and boys as allies in prevention

- Special Collection: [Men and Boys: Preventing Sexual and Intimate Partner Violence](#)
- Prevention Tool: [Current Practices and Challenges with Engaging Men on Campus \(Men Can Stop Rape\)](#)
- Prevention Tool: [White Ribbon Campaign](#)
- Prevention Tool: [Coaching Boys Into Men \(Futures Without Violence\)](#)
- Prevention Tool: [Te Invito \(National Latin@ Network for Healthy Families and Communities\)](#)

Bystander empowerment and education

- Prevention Tool: [Where do you stand? \(Men Can Stop Rape\)](#)
- Prevention Tool: [Hasta Aquí No Mas/Draw the Line \(Mujer\)](#)
- Prevention Tool: [See the Signs & Speak Out \(Avon Foundation for Women\)](#)

Family-based programs

- Prevention Tool: [The Involved Fatherhood and Gender Equity Project \(White Ribbon Campaign\)](#)
- Prevention Tool: [Stand4Respect \(Indiana Coalition Against Domestic Violence and the ICADV Youth Council\)](#)
- DV Evidence Project Program and Practice Profile: [Caminar Latino](#)
- Prevention Campaign: [Skin-To-Skin Contact for Fathers and Their Babies \(Indiana Coalition Against Domestic Violence\)](#)

VAWnet.org →
IPV Technical Package



Promoting tools, strategies, and lessons learned by state and territory coalitions and community-based prevention programs across the U.S.



preventIPV
tools for social change



Intimate partner violence is preventable.

www.preventIPV.org



VISION
 EXPLORE CORE PREVENTION CONCEPTS AND ACCESS KEY RESOURCES.

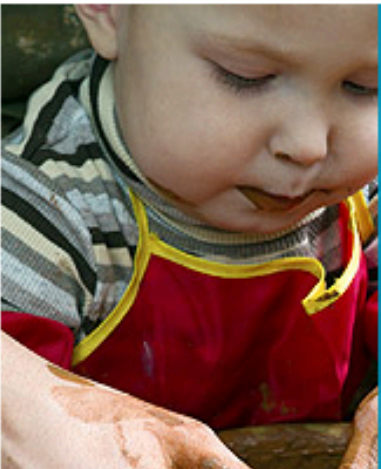
ABOUT PREVENTIPV
 LEARN HOW THIS PROJECT HELPS TO ADVANCE A UNIFIED NATIONAL PREVENTION AGENDA.



NEWS
 ACCESS HAPPENINGS OF NOTE IN THE IPV PREVENTION FIELD.

preventIPV

tools for social change



ENGAGEMENT
 GAIN SUPPORT IN MAKING THE CASE FOR INVESTING IN PREVENTION.



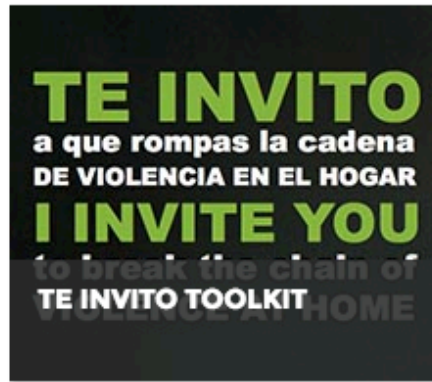
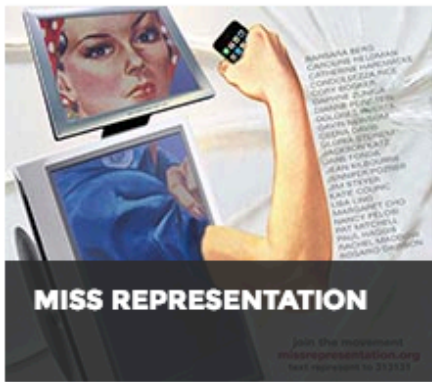
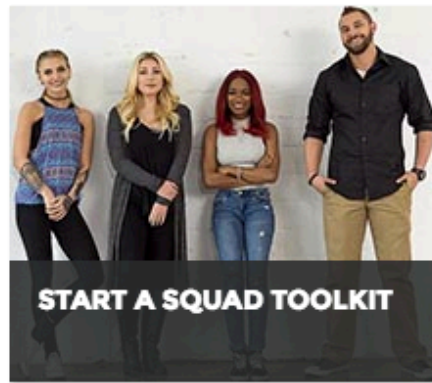
INNOVATION
 REVIEW KEY LESSONS LEARNED TO INFORM OUR WORK GOING FORWARD.



The Tools Inventory

- Peer-generated
- Searchable
- All levels of impact:
 - Individual
 - Interpersonal
 - Organizational
 - Community/Systems
 - Public Policy







**HEAD START TRAUMA
SMART**



#1THING ACTION GUIDE



SAFER



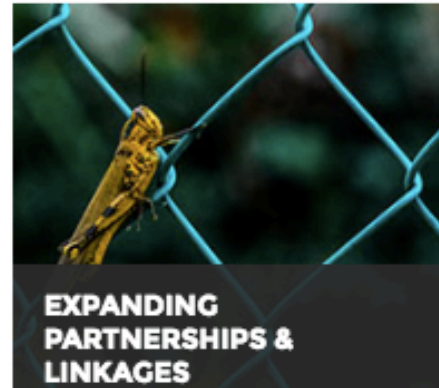
MISS REPRESENTATION



**AWARENESS + ACTION =
SOCIAL CHANGE**



**HOW TO CHANGE THE
STORY**



**EXPANDING
PARTNERSHIPS &
LINKAGES**



**KEY FINDINGS: PRIMARY
PREVENTION STRATEGIES**



**YOUTH ACTIVIST
PREVENTION TOOLKIT**



THE MASK YOU LIVE IN



**11 WAYS TO BOOST YOUR
WORK WITH NEWS MEDIA**



**GIRLS FOR GENDER
EQUITY**



TOWARD COMMUNITY HEALTH AND JUSTICE



EXPANDING PARTNERSHIPS & LINKAGES



YOUTH ACTIVIST PREVENTION TOOLKIT



GIRLS FOR GENDER EQUITY



YOUNG WOMEN'S INITIATIVE



COMMUNITY RESILIENCE COOKBOOK



COMMUNITY READINESS FOR CHANGE



CONNECTING THE DOTS



STOP SV



PREVENTION TOYBOX



SCHOOL GIRLS UNITE

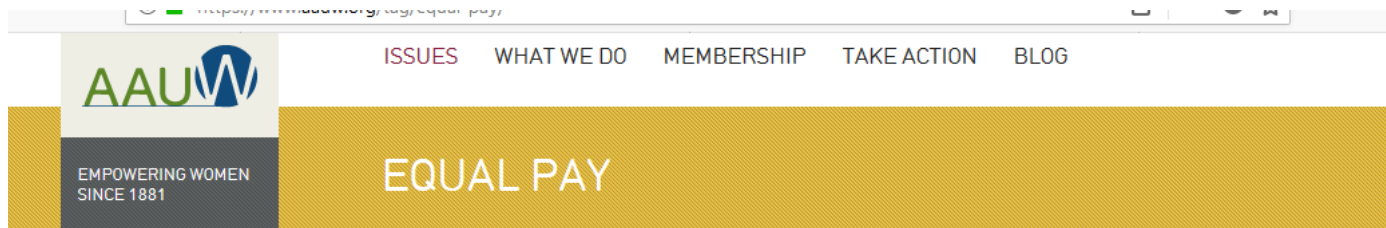


TEACHING A PEOPLE'S HISTORY

Shared horizon



American Association of University Women (AAUW)



- Issues +
- Tags -
- AAUW History
- Activism
- Campus Programs
- Civil Rights
- Economic Security
- Equal Pay
- Fellowships and Grants
- Following the Fellows
- Global Issues
- Higher Education
- Human Rights



State and Local Action in 2018 Shows the Path toward Pay Equity

Cities, states, and employers are increasingly realizing the value of equal pay and enacted policies in 2018, making it clear that they won't wait any longer for change. [Read more »](#)

[Blog](#) | [Advocacy](#) | Tags: [Economic Security](#), [Equal Pay](#) | November 13, 2018



Gender Pay Gap Shortchanges Women \$500 Billion Annually; Biggest Gaps among Financial Managers, Physicians and Surgeons

<https://www.aauw.org/tag/equal-pay/>

From Ohio



Promoting an Economic Security Agenda for Ohio Women and Families

The Ohio Women's Public Policy Network is a coalition unlike any other group in the state. Formed in 2015 and convened by Innovation Ohio Education Fund, we bring together more than 30 organizations to collaboratively advance policies that create economic security for women and strengthen Ohio families. Using a collective voice that represents the women of our state, the network works to ensure that public policy reflects the true needs of women and families.

Over the last few decades, women have made great strides in workforce participation and educational attainment. However, women – particularly women of color – still face substantial barriers to achieving economic self-sufficiency and are more likely than men to remain at risk of economic insecurity at all stages of their lives. Workplace policies have not kept pace with the changing dynamics of the American workforce and often fail to reflect the multi-faceted role that many women play as both caregivers and breadwinners for their families. Ohio lacks many foundational policies that would promote full economic prosperity and opportunity for women – holding back women, families, and our state as a whole.

http://womenspublicpolicynetwork.org/wp-content/uploads/2018/10/WPPN_UpdatedPolicyAgenda_FINAL2018.pdf



**FACT SHEET:
CHILD MARRIAGE IN OHIO**
NOVEMBER. 2017

http://womenspublicpolicynetwork.org/wp-content/uploads/2018/01/WPPN_ChildMarriage_Factsheet_FINAL.pdf



WPPN Resources

Sign-On Letters

Ohio Legislative Scorecards

Voter guides

Fact Sheets

<http://womenspublicpolicynetwork.org/wppn-resources/>

CDC Technical Packages



**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



**STOP SV:
A Technical Package to
Prevent Sexual Violence**

National Center for Injury Prevention and Control
Division of Violence Prevention



Strategy: Strengthen Economic Supports for Women and Families



Closing the Wealth Gap

CLOSING THE WOMEN'S WEALTH GAP

What It Is, Why It
Matters, and What Can
Be Done About It

By Heather McCulloch
Updated January 2017



<https://womenswealthgap.org/>



Research article





Preventive Medicine

Volume 114, September 2018, Pages 18-23



Review Article

Preventing intimate partner violence through paid parental leave policies ☆

Ashley Schappell D'Inverno  , Dennis E. Reidy, Megan C. Kearns

 **Show more**

<https://doi.org/10.1016/j.yjpm.2018.05.024>

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