

Economic Support Strategies for Safe and Equitable Communities

TUESDAY, NOVEMBER 19, 2024
11 AM PT/2 PM ET



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Meet the PreventConnect Team



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FINDING HEALING IN PREVENTION

What connects us guides us





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Host



Janae Sargent



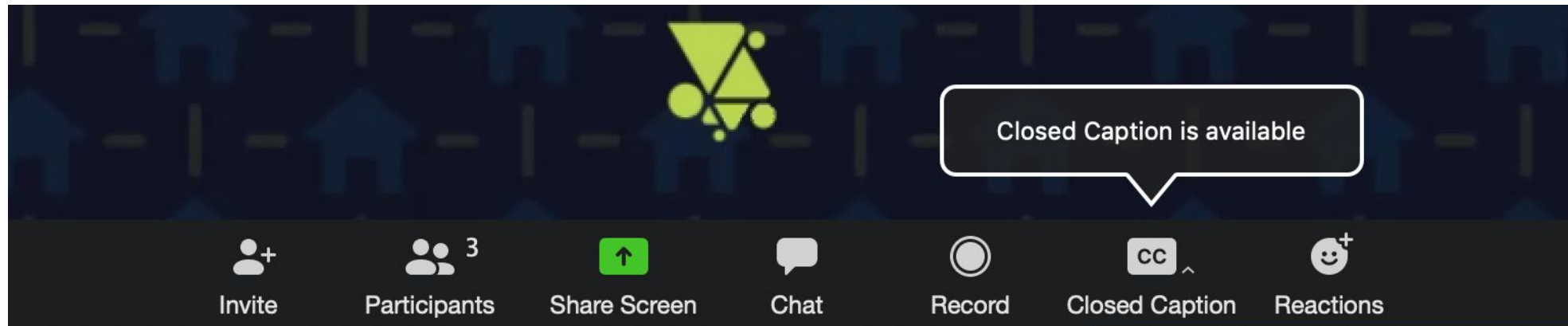
Giovanna Martinez
she/her/ella
YWCA San Gabriel
Valley



Ashleigh-Klein
Jimenez
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ValorUS

How to use Zoom

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



Have you attended a PreventConnect Web Conference before?

Polling Question

The illustration shows a document with three rounded rectangular input fields. The top field contains a blue checkmark icon, while the middle and bottom fields contain empty circular icons. The background is light blue with faint grid lines.

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

Economic Support Strategies for Safe and Equitable Communities

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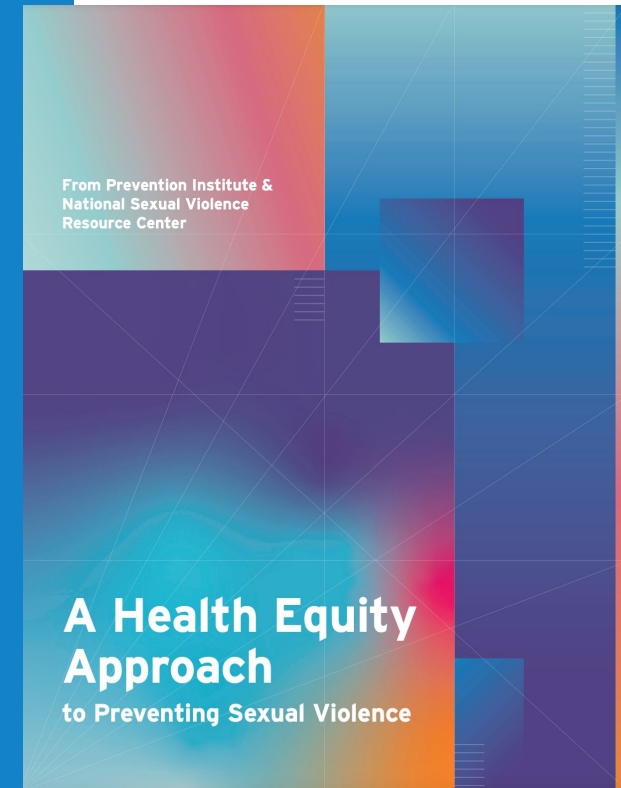
Objectives

- Explain the connections between strengthening economic supports and preventing multiple forms of violence.
- Discuss opportunities to influence strengthening and expanding the scope of economic supports to prevent violence
- Explore effective real-world examples of economic supports approaches to sexual and intimate partner violence prevention.

Health Equity - What is it?

“Health equity means that everyone has a fair and just opportunity to attain their full health potential and that no one is disadvantaged, excluded, or dismissed from achieving this potential.”

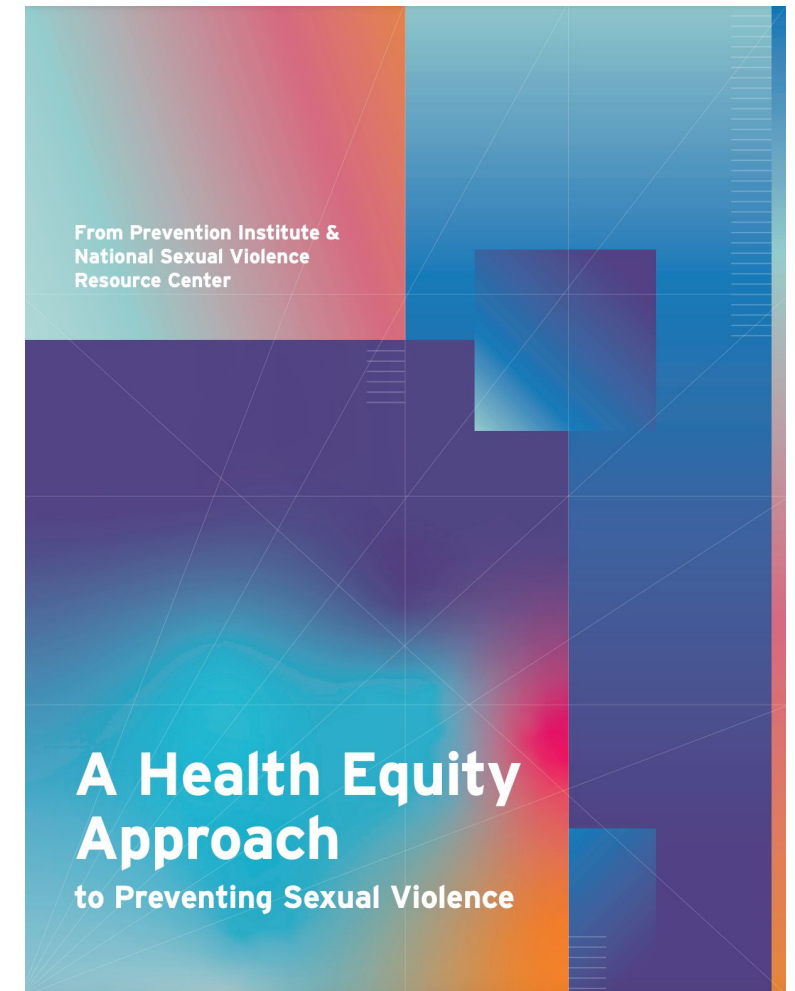
Prevention Institute, (NSVRC, 2019).”



https://www.nsvrc.org/sites/default/files/2021-06/health_equity_approach_to_preventing_sv_final508_0.pdf

Why are sexual and intimate partner violence health equity issues?

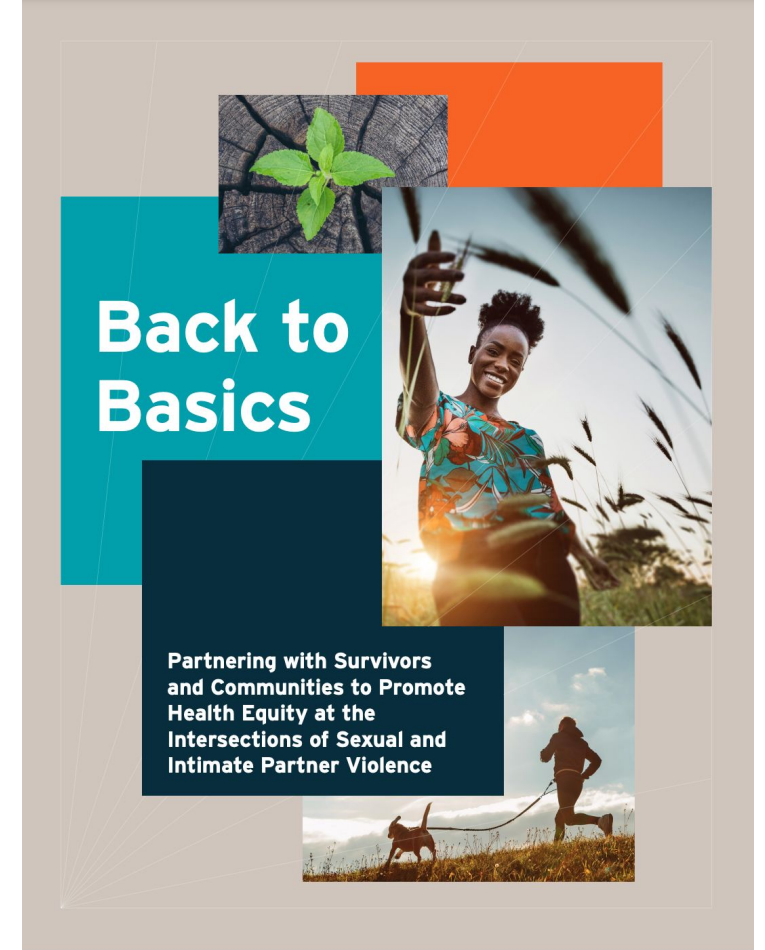
Systemic issues create a disproportionate burden of violence on some communities.



https://www.nsvrc.org/sites/default/files/2021-06/health_equity_approach_to_preventing_sv_final508_0.pdf

Health Equity *is* Our Work


“In our work to prevent gender-based violence, we share a vision for a world where individuals, families, and communities thrive. To realize this vision we must create *social and physical environments that provide every person the opportunities for good health and positive well-being.* This means that **health equity** is our work.”



<https://www.nsvrc.org/sites/default/files/2023-10/backtobasicsfinal.pdf>

What are economic factors that impact people's quality of life?

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...

What is Economic Security?

And what does it have to do with sexual and intimate partner violence prevention?

The ability of individuals or families to satisfy their basic needs, like:

- ▷ Food
- ▷ Housing
- ▷ Medical Care
- ▷ Stable childcare
- ▷ Fair wages



Directly impacts

Sexual and Intimate Partner Violence Risk Factors, like:

- ▷ Poverty
- ▷ Unemployment
- ▷ Financial stress
- ▷ Childcare instability
- ▷ Parental Stress
- ▷ Family conflict
- ▷ Depression
- ▷ Gender Inequality

<https://vetoviolence.cdc.gov/apps/violence-prevention-practice/node/218#!/>

What is Economic Security?

And what does it have to do with sexual and intimate partner violence prevention?

By addressing **risk factors** that increase the likelihood of violence



Economic Support Strategies can:

- ▷ **Reduce** poverty and financial stress
- ▷ Increase annual family income
- ▷ **Reduce** earnings inequality
- ▷ Increase annual earnings for women
- ▷ **Increase** empowerment for women
- ▷ **Reduce** relationship conflict
- ▷ Increase relationship satisfaction
- ▷ **Reduce** sexual intimate partner violence

<https://vetoviolence.cdc.gov/apps/violence-prevention-practice/node/195#!/>

Why Economic Security Matters



Alejandra and her mother at the State Capitol participating in a rally in support of AB 2079 (Janitor Empowerment Act) for mandatory sexual harassment prevention training. Photo provided by Alejandra Aguilar.

"Like so many survivors, financial anxiety and dependence kept my mother from leaving my abusive father, with grave impact on her health and safety, her work, and family. As a formerly undocumented immigrant, daughter of two farm workers, and impacted by domestic violence as a child, I recognize the need for culturally sensitive conversations, strategies that foster equity, and policy advocacy efforts that support financial independence as a way to prevent intimate partner violence. These conversations, led by members of marginalized communities, will help change the narrative around paid leave, sick days, and other economic supports for workers. These supports are necessary and earned. They are not handouts."

—Alejandra Aguilar, Preventionist and Program Specialist at the California Partnership to End Domestic Violence



California Work & Family Coalition Lobby Day, 2016. Photo provided by Jenya Cassidy.

Economic security and intimate partner violence prevention: what's the connection?

Economic opportunity impacts health and safety, including relationships.

Economic opportunity is a robust predictor of health and safety.¹ When communities have local ownership of assets, accessible and stable employment that pays living wages, and access to investment opportunities, they are more likely to thrive.² However, when communities face high unemployment rates and weak economic and social policies, for example, their risk for multiple forms of violence increases—from intimate partner violence, sexual violence, and child maltreatment to community violence.³

Intimate partner violence (also known as domestic violence or partner violence) is often defined as physical violence, sexual violence, stalking, and psychological aggression, including coercive acts, by a current or former intimate partner. According to a 2017 survey by the Blue Shield of California Foundation, nearly 90 percent of Californians view intimate partner violence as a serious, widespread problem and close to 60 percent have been affected—either directly as someone who has survived or perpetrated abuse, or as a friend or family member of someone else who has.⁴ Economic security—the ability to maintain one's standard of living in the present and near future—holds an inverse and bi-directional relationship with partner violence. Economic insecurity increases the risk of experiencing violence and partner violence can create and compound circumstances of economic insecurity.⁵ While many survivors of partner violence face financial struggles that require immediate attention and support, practitioners are also considering how economic security can support safe relationships and prevent partner violence from



https://www.preventioninstitute.org/sites/default/files/publications/PI_Economic%20Opportunity_brief_04042019.pdf

Evidence for Economic Supports

Technical Packages for Violence Prevention



The Centers for Disease Control and Prevention (CDC) has developed technical packages to help states and communities take advantage of the best available evidence to prevent or reduce violence.

A technical package is a collection of strategies that represent the best available evidence to help stop violence before it starts. They can help improve the health and well-being of communities.

There are five technical packages to support your violence prevention efforts. Each focuses on one violence type:

- Child Abuse and Neglect
- Intimate Partner Violence
- Sexual Violence
- Suicide
- Youth Violence



Download the technical packages today.

Visit <https://www.cdc.gov/violenceprevention/communicationresources/pub/technical-packages.html>



**Centers for Disease
Control and Prevention**
National Center for Injury
Prevention and Control

Evidence for Economic Supports

HEALTH EQUITY & VIOLENCE PREVENTION RESOURCES



INSTITUTE FOR WOMEN'S POLICY RESEARCH

Briefing Paper



IWPR #B362

October 2016

Intersections of Domestic Violence and Economic Security

In Focus

Asha DuMonthier and Malore Dusenbery

Domestic and dating violence, or intimate partner violence (IPV), is an unfortunately common reality that has short- and long-term negative effects on survivors' economic security, and independence.¹ Over one quarter (27.3 percent) of women in the United States have experienced sexual violence, physical violence, or stalking by an intimate partner in their lifetime, compared with 11.5 percent of men (Breiding et al. 2014). Survivors' economic needs often drive them to stay with abusers longer, leading to increased economic abuse, injuries, and even fatalities (Washington State Domestic Violence Fatality Review 2012). In fact, 74 percent of survivors report staying with an abuser for economic reasons (Mary Kay Foundation 2012).

The Impact of Intimate Partner Violence on Economic Security

Violence affects survivors' economic security in many ways (Shoener and Sussman 2013). Abuse can force survivors to take time off from school (Breiding et al. 2014) and decrease survivors' long-term educational attainment, creating a disadvantage for future earnings and stability (Adams et al. 2013). It can also negatively influence survivors' ability to obtain or maintain employment, leaving them at risk of unemployment and financial insecurity across the lifespan (Borchers et al. 2016; Crowne et al. 2011; Lindhorst, Oxford, and Gillmore 2007).

Many domestic violence perpetrators use economic abuse to limit partners' options and make them financially dependent on the abuser. Research indicates that economic abuse is highly prevalent. One study of 120 IPV survivors found that 94 percent had experienced some form of economic abuse, including employment sabotage (88 percent) and economic exploitation (79 percent; Postmus, Plummer, and Stylianou 2015). Common tactics include: withholding access to or information about finances, generating credit card debt, destroying property, committing identity theft, or purposefully ruining credit scores (Adams et al. 2008; Postmus et al. 2012). Some perpetrators prohibit survivors from working, interfere with their jobs, manipulate vital resources like child care and transportation, or increase abuse in response to survivors' employment (Borchers et al. 2016; Brush 2003). Economic abuse is correlated strongly with other forms of IPV and is associated with a decrease in survivors' economic self-sufficiency (Postmus et al. 2012).

IPV also affects survivors' economic security by leading to negative health outcomes and housing instability. One in five (20.0 percent) female survivors report one or more PTSD symptoms due to abuse (Breiding et al. 2014), which can affect their ability to maintain employment or complete an education. In addition, survivors may have to relocate to establish safety, be unable to pay other bills after paying rent, or face eviction due to the abuse or lack of economic resources (Baker, Cook, and

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Economic Security Approaches

- ▶ **Strengthen household financial security**
 - ▶ Advocating for structural changes and policies that promote economic justice for communities of color.
 - ▶ Implementing microfinance opportunities that provide low or no-interest loans or other financial services.
 - ▶ Developing new programs and supporting utilization of existing housing assistance programs and pathways to home ownership.
- ▶ **Strengthen work-family supports**
 - ▶ Raising awareness and utilization of existing tax credits and other assistance programs for individuals and families.
 - ▶ Developing programs and supporting utilization of existing programs that provide improved access to affordable, high-quality childcare.
 - ▶ Collaborate with local businesses and inform state and local policies that address wage disparities, enhance leave policies and improve benefit packages for employees

Where do
we start?



Meet Today's Guest Speakers



Casey Keene
(she/her)
**National Resource
Center on Domestic
Violence (NRCDV)**



Brittany Eltringham
(she/her)
**National Resource
Center on Domestic
Violence (NRCDV)**



Shelby Vice
(she/her)
ValorUs

Centering Economic Justice at NRCDV

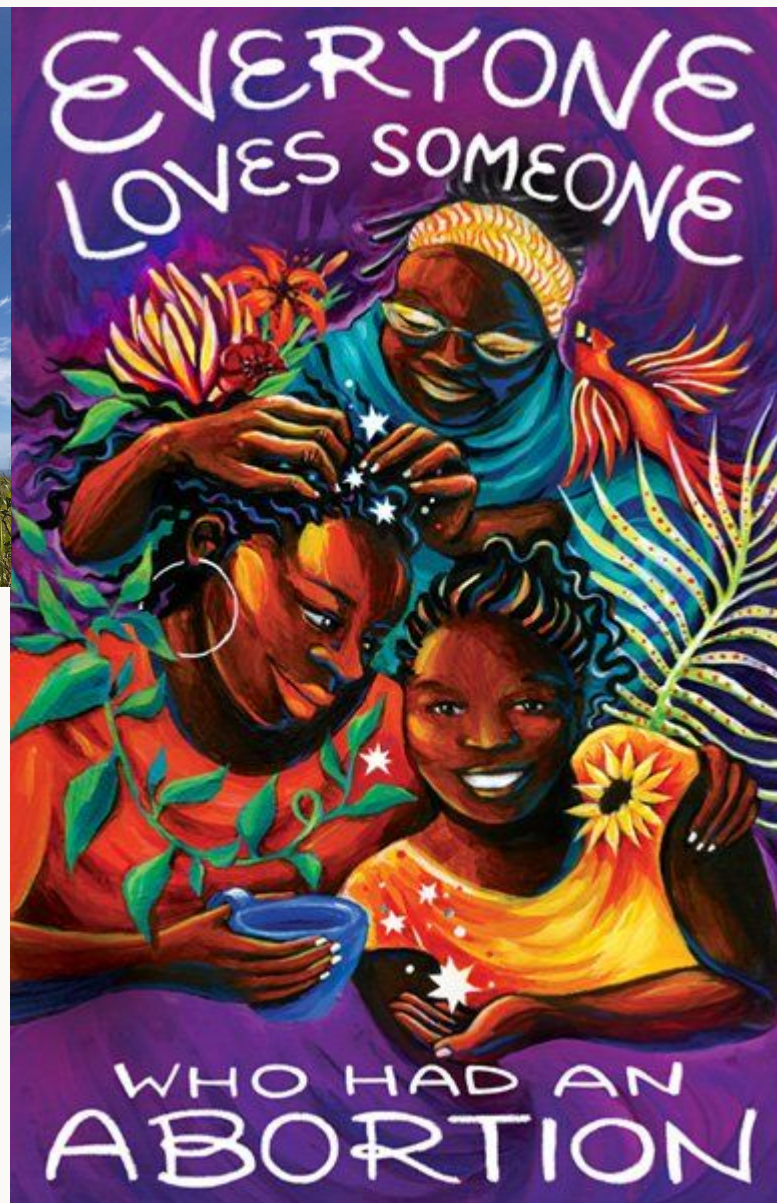
Our mission is to **strengthen** and **transform** efforts to end domestic violence.

The National Resource Center on Domestic Violence (NRCDV) provides a wide range of free, comprehensive, and individualized technical assistance, training, and specialized resource materials.



Brittany Eltringham
she/her

Art Credit: Micah Bazant



National Resource Center
on Domestic Violence



SAFE HOUSING
PARTNERSHIPS



Casey
Keene
(she/her)



Safe Housing Partnerships

- NRCDV also operates the FVPSA-funded national capacity building center on safe and supportive housing for survivors as members of the Safe Housing Partnerships Technical Assistance Consortium (SHPTAC).
- The SHPTAC is a federal technical assistance consortium that leverages federal resources for housing, homelessness, and domestic and sexual violence service providers and advocates.
- This initiative strives to improve coordination across service systems; integrate trauma-informed assessments for violence into a coordinated response; help continuums of care (CoCs) develop partnerships with victim services providers; and identify policies and practices that promote positive outcomes, resilience, and stability for survivors and their children.

Safe Housing Partnerships Technical Assistance Consortium (SHPTAC)

FEDERAL PARTNERS

- Office of Family Violence Prevention and Services Program (OFVPS - HHS)
- Office of Special Needs Assistance Programs (SNAPS - HUD)
- Office for Victims of Crime (OVC - DOJ)
- Office on Violence Against Women (OVW - DOJ)
- US Interagency Council on Homelessness (USICH)

TA PARTNERS

- Collaborative Solutions, Inc. (CS)
- Corporation for Supportive Housing (CSH)
- National Alliance to End Sexual Violence (NAESV)
- National Network to End Domestic Violence (NNEDV)
- National Resource Center on Domestic Violence (NRCDV)
- National Sexual Violence Resource Center (NSVRC)
- Safe Housing Alliance (SHA)
- Safety, Training, Technical Assistance, Resources and Support (STTARS) Indigenous Safe Housing Center
- The Cloudburst Group



NRCDV's Policy Stance

- WE COMMIT to being expansive in our policy thinking, efforts, and focus on anti-violence work **within the larger context of social justice and progressive world-building.**
- WE COMMIT to **co-creating policy solutions with survivors and communities most impacted** by gender-based violence and sexual violence, and to address the root causes.
- WE COMMIT to **advance policy solutions that will make meaningful change** for Black and brown communities, trans and non-binary survivors, survivors with disabilities, immigrant survivors, and those most traumatized and harmed by carceral systems and responses.

NRCDDV's Public Policy Goals



SYSTEMS TRANSFORMATION



SAFE HOUSING



ECONOMIC JUSTICE



PREVENTION, HEALTH, & WELLNESS



CAPACITY BUILDING FOR COMMUNITY EFFORTS



I. SYSTEMS TRANSFORMATION



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- Engage in regulatory and administrative advocacy that expands allowable use of federal resources such as FVPSA, VOCA, VAWA, and HUD funds, to be provided as direct cash assistance.
- Support efforts of labor movements which includes the pay and labor equity of survivors and advocates.



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II. SAFE HOUSING



- Advocate to enhance survivor prioritization in housing resource portfolios such as those provided through the Departments of Treasury, Agriculture, Housing, FVPSA, and other streams.
- Increase field and system engagement and level of awareness of the intersections between survivor safe housing and environmental justice, linguistic justice, prevention, economic justice, and noncarceral responses to violence.

III. ECONOMIC JUSTICE



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- Support allied organizations and continue to build the evidence base of parallels between economic justice and safe housing for survivors.
- Advocate for flexible funding policies and practices.
- Support allied organizations and support policy efforts that allow flexibility and exception from economic penalization of survivors.



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IV. PREVENTION, HEALTH, & WELLNESS



- Support priorities set by Black and Indigenous youth homelessness and violence prevention organizations.
- Advance prevention, health, and wellness policy solutions that are community based.
- Advocate for sustainable federal and state prevention funding investments across all states.

Safe Leave Working Group

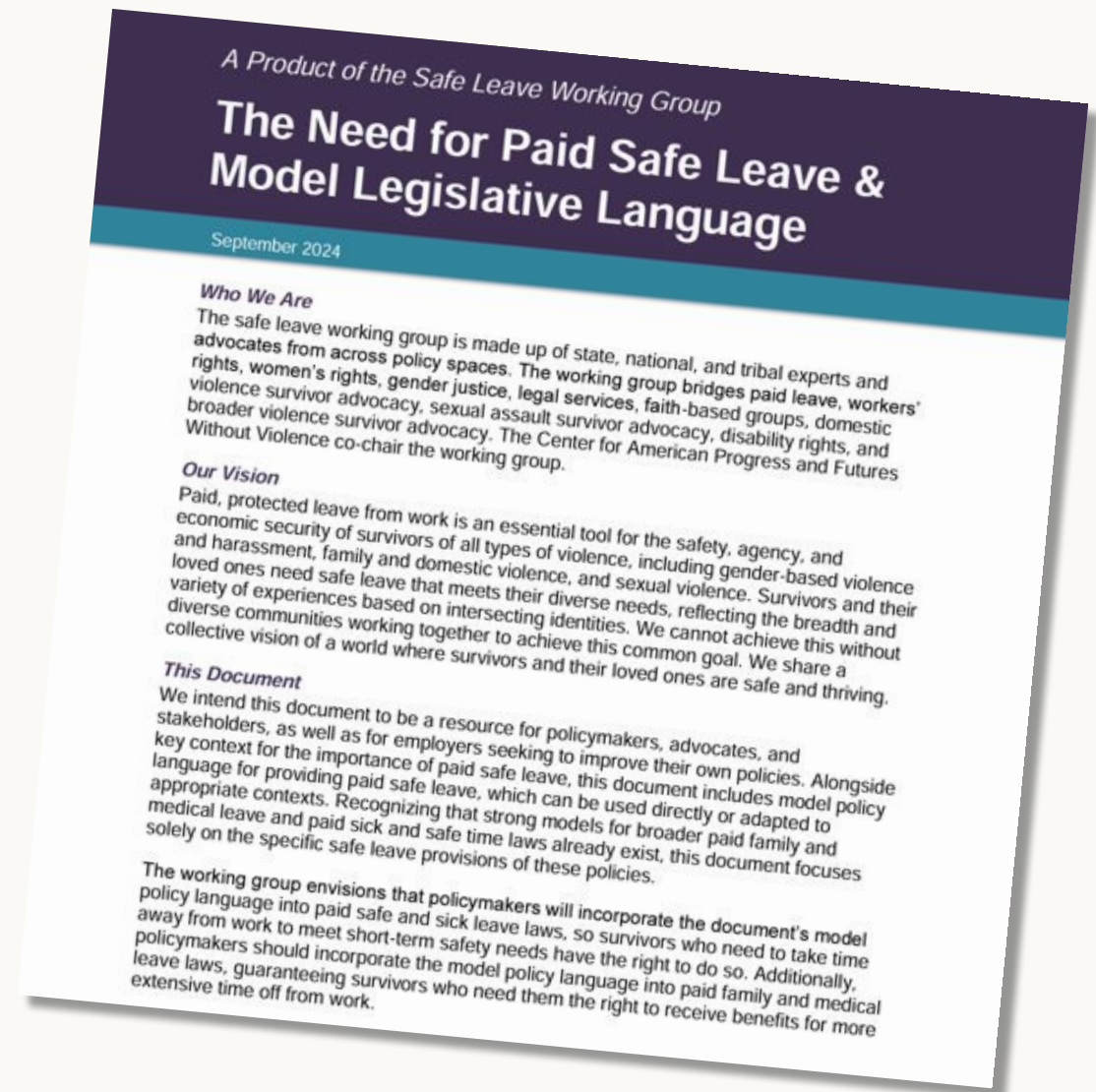
- Co-chaired by the Center for American Progress and Futures Without Violence
- Made up of state, national, and tribal experts and advocates from across policy spaces
- Bridges paid leave, workers' rights, women's rights, gender justice, legal services, faith-based groups, DV survivor advocacy, sexual assault survivor advocacy, disability rights, and broader violence survivor advocacy

Safe Leave Working Group

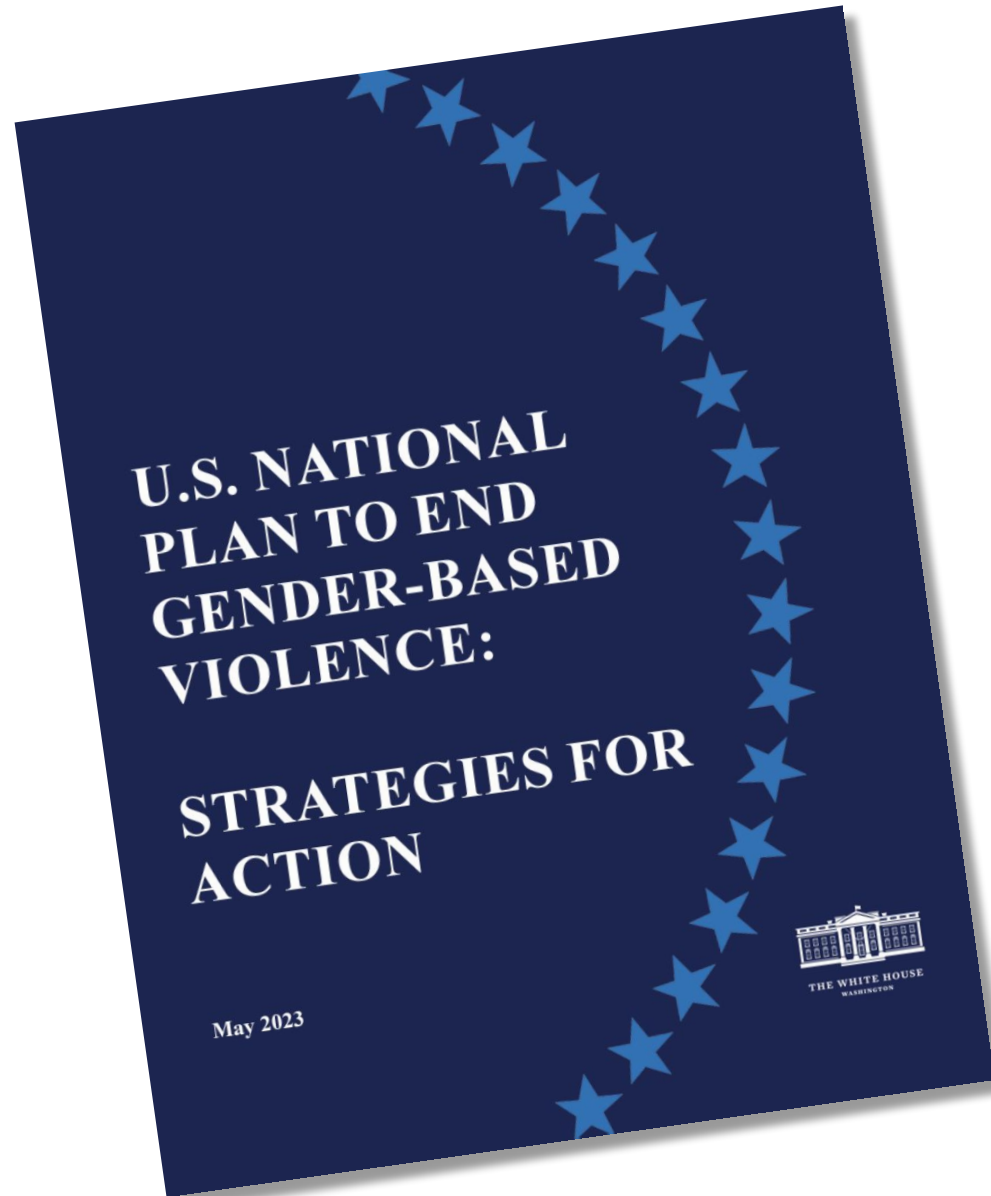
The Need for Paid Safe Leave and Model Legislative Language



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SAFE HOUSING
PARTNERSHIPS



In the first-ever **U.S. National Plan to End Gender-Based Violence**, the Federal Government advances a comprehensive approach to **preventing** and addressing sexual violence, intimate partner violence, stalking, and other forms of gender-based violence (referred to collectively as GBV).



PILLAR 3

ECONOMIC SECURITY AND HOUSING STABILITY

Promote housing stability, workplace safety, and economic security, to prevent and address GBV.

Economic security and stable housing are core foundations for strong and supported children, adults, families, and communities. GBV can destabilize these foundations, causing economic and social harm that makes it difficult for survivors to access safe and affordable housing, food, and other necessities. Moreover, economic, food, and housing insecurities can exacerbate an individual's vulnerability to violence, preventing survivors from leaving dangerous situations at home or work.¹⁵⁸ Understanding and responding to the immense challenges that survivors face in accessing and maintaining jobs, financial resources, and housing is a federal priority, requiring deeper research, analysis, and policy work.

Social Determinants of Health



**IN ORDER TO
ACHIEVE:**

ECONOMIC STABILITY

Stable employment with living wages, good benefits, and affordable childcare.



**WE CAN WORK
TOGETHER ON:**

WORKPLACE POLICIES

Workplace policies that promote pay equity, paid family leave, fair and equitable hiring.



Strengthen economic supports for families

- Strengthen household financial security
- Strengthen work-family supports

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



DELTA Impact Key Strategies (2018-2023):

- Engage Influential Adults and Peers
- Create Protective Environments
- **Strengthen Economic Supports for Families**

THE VISION

ALL FAMILIES DESERVE LIVING
CONDITIONS IN WHICH THEY CAN THRIVE



All individuals deserve to
be valued for their labor



PARTNER VIOLENCE
IS A STRUCTURAL
ECONOMIC ISSUE
THAT INTERSECTS WITH
OTHER SYSTEMS OF
OPPRESSION

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WHEN PEOPLE HAVE WHAT THEY NEED TO
THRIVE ECONOMICALLY, THE RISK OF BOTH
INTIMATE PARTNER VIOLENCE PERPETRATION
AND VICTIMIZATION IS REDUCED.

THERE IS NO
SURVIVOR JUSTICE
WITHOUT
RACIAL &
ECONOMIC
JUSTICE!



THE CHANGE NEEDED

FROM

TO

Oppressive conditions:

- Lack of access & educational opportunity that lead to low wage jobs

- Health inequity leads to poor care, undiagnosed and untreated conditions and preventable death

- Employment & housing discrimination, lack of transportation and limited access to healthy food, water and air are pervasive in economically unstable neighborhoods

- A person's zip code is the best predictor of their health and well-being

Conditions for Black, Indigenous and People of Color (BIPOC) to thrive:

- Access to quality education that allows for better paying jobs

- Access to quality healthcare, affordable insurance & information that values BIPOC lives

- Access to quality affordable housing, reliable ways to get around & healthy food, air and water

- Community connectedness, civic participation, mutual aid & transformative justice solutions

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STRATEGIES THAT WORK:

● FINANCIAL SUPPORT

- Lending circles and no-interest microfinancing
- Direct cash assistance programs with no requirements
- Financial literacy programs



● REPARATIONS FOR BLACK AMERICANS

● FOOD JUSTICE PROGRAMS

● LOW COST/ SUBSIDIZED/ EMPLOYER PROVIDED CHILD CARE ACCESS

● COUNSELING AND TRAUMA INFORMED, CULTURALLY-RELEVANT SERVICES

● SUPPORTING COMMUNITY BASED ALTERNATIVE STRATEGIES FOR CREATING ECONOMIC SECURITY

WORKING CONDITIONS THAT SUPPORT THEIR WHOLENESS AND SELF-ACTUALIZATION

- Thriving wages
- Paid family leave
- Fair and equitable hiring
- Flexible work schedules
- Workplace lactation policies



WE CAN CHANGE THE CONDITIONS SO THAT SURVIVORS, ESPECIALLY BLACK WOMEN & GENDER EXPANSIVE INDIVIDUALS CAN THRIVE FREE FROM VIOLENCE.

Which of these
strategies are you
implementing or
interested in
implementing?

Polling Question

1. Financial Support
2. Working Conditions that Support Wholeness and Self-Actualization
3. Reparations for Black Americans
4. Food Justice Programs
5. Low Cost/ Subsidized/ Employer-provided Child Care Access
6. Counseling and Trauma-informed, Culturally-relevant Services
7. Supporting Community-Based Alternative Strategies for Creating Economic Security

Examining the Needs and Experiences of BIPOC LGBTQ Survivors through a Flexible Funding Pilot Project

Oyesola
Oluwafunmilayo Ayeni,
PhD., and Sydney
Scarpelli

FLEXIBLE FUNDING

"I would have gone back to [my abuser] if I didn't get this [flexible funding]. Not because I want to, I don't like [being with him], but what choice do I have? I need to pay my bills. I need to eat."

*"I'm able to meet my needs without depriving myself. **I don't have to choose between buying groceries or paying my water and electricity bill.** I can do both."*

*"I finally **got a job interview after looking for a long time, but I needed help to look presentable.** [The Agency] gave me money so I could get [what I needed]. I got the job."*

Background

LGBTQ (lesbian, gay, bisexual, transgender, or queer) individuals are overrepresented among people experiencing domestic and sexual violence, homelessness/housing instability, and economic insecurity in the United States.

Within LGBTQ populations, individuals from minoritized racial/ethnic backgrounds are disproportionately impacted by domestic and sexual violence and homelessness/housing instability.

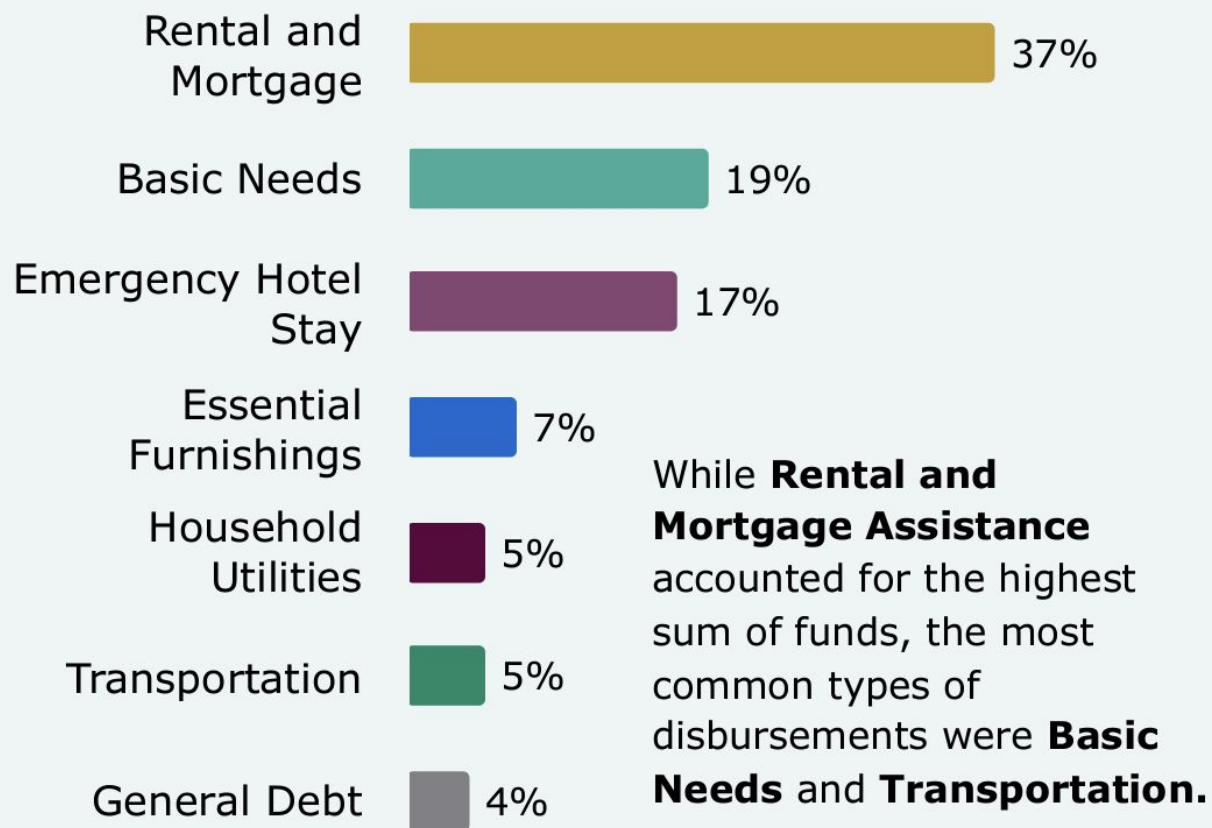
Guiding Principles of Flexible Funding

- Survivor-driven advocacy
- Low barrier access
- Support multiple needs with no limitations on funding amount or frequency
- Prompt disbursement of funds

Pilot Study

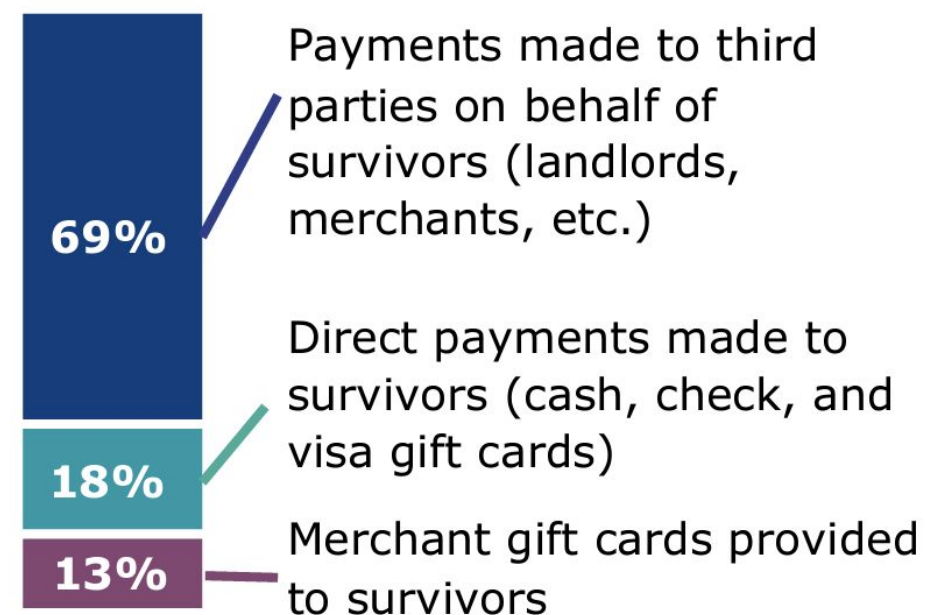
- Document what it takes for the organization to implement the flexible financial assistance model; and
- Provide preliminary evidence for its impact on the lives of BIPOC and LGBTQ+ survivors.

Funding Across Categories



\$23,488 was disbursed in 72 payments, with participants receiving total amounts from \$8 to \$2,801 and 51% receiving \$500+.

Disbursement Methods



Impact of flexible funding from survivors' perspectives

HOUSING

"One time, I **used the money for my rent** after falling behind for a few months, **so I don't have an eviction on my record**. I know people who have been evicted and it only makes it harder to find a new place. I'm glad that didn't happen to me."

"**When I was homeless, [the agency] paid for me to stay in a hotel** and then I went to the hospital for help with mental illness. After that, they also helped me get my own place."

SAFETY

"**I would have gone back to [my abuser]** if I didn't get this [flexible funding]. Not because I want to, I don't like [being with him], but what choice do I have? I need to pay my bills. I need to eat."

FINANCIAL SECURITY

"Because of the money from GLO, **I am closer to my saving goals**. When I needed money for an emergency, I didn't have to take out of the money I was saving for something else because GLO covered it."

OVERALL WELL-BEING

"I'm able to meet my needs without depriving myself. **I don't have to choose between buying groceries or paying my water and electricity bill**. I can do both."

*"When I was homeless, [the agency] **paid for me to stay in a hotel** and then I went to the hospital for help with mental illness. After that, they also helped me get my own place."*

HOUSING

*"The money was helpful. The way things were, **I would have had to move, but I don't have nowhere to go. So, I was able to pay my rent with the money.**"*

*"One time, **I used the money for my rent** after falling behind for a few months, **so I don't have an eviction on my record.** I know people who have been evicted and it only makes it harder to find a new place. I'm glad that didn't happen to me."*

“[We are seeing] less shame, more ownership and excitement about what they're working on. I think that's just like human pride. They think, - okay, you might be covering my rent this month, but guess what? This time next month I'll have the check from this job and that job, I'll be able to cover my rent... just knowing that one thing is going to be taken care of allows people to free up space in their mind to dream, plan, work towards a goal.”

— Advocate

“These are individual autonomous people with their own thoughts, goals, plans, and we're able to support them on those missions. And the flex funding has been an instrumental tool in making that possible.”

— Advocate

Findings

- Flexible Funding increased the safety, housing stability, and well-being of BIPOC LGBTQ survivors.
- Flexible funding assistance can be strategically used to address the most pressing needs of survivors.
- Additional research using diverse research methods with a larger and more representative group of survivors is needed.

Implications

- Implementing flexible funding programs requires significant investments from federal, state, and local funding agencies, including philanthropy.
- Organizations need to assess their readiness and capacity to implement flexible funding programs with fidelity.

SafeHousingPartnerships.org

SHP hosts a website clearinghouse of resources related to GBV and housing. The online resource library of capacity-building materials is meant to:

Have questions? Need
TA or training?
Contact the
Consortium directly
through the website.

1. Help Continuums of Care (CoCs) develop partnerships with culturally specific programs and victim service providers.
2. Integrate trauma-informed assessments for housing and safety needs into a coordinated response.
3. Enhance the ability of organizations and advocates to improve coordination across service systems.
4. Identify policies & practices that promote positive outcomes, resilience, and stability for survivors and their children.

Connect with us



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@NRCDV



@NRCDV



instagram.com/nrcdv/

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Meet Today's Guest Speakers



Casey Keene

(she/her)

**National Resource
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Violence (NRCDV)**



Brittany Eltringham

(she/her)

**National Resource
Center on Domestic
Violence (NRCDV)**



Shelby Vice

(she/her)

ValorUs

Economic Support Strategies for Safe and Equitable Communities

Exploring Internal Organizational Examples

Who am I?



Shelby Vice (she/her/ella)

VALOR
Project Coordinator

"Prevention Playlist – Top 9 Resources for Economic Justice"

"Economic Justice Peer Learning Circle (PLC)"

"RPE National Dialogue - Economic Justice as Sexual Violence Prevention"

"Financial Security and Violence Prevention: Survivor Wealth and Wellness"

I am also...





Introduction to Internal Economic Security Efforts

*FreeFrom Partnership and Rape Prevention Education
(RPE) Economic Security Leadership/Mobility Program*

FreeFrom Partnership

FINANCIAL SECURITY AND VIOLENCE PREVENTION:

Survivor Wealth
and Wellness

July 28, 2022

10:30 am – 12 pm PT



Economic Justice Peer Learning Circle (PLC)





Purpose and Goals of the RPE Pilot Program

RPE Pilot Program: Economic Security/Mobility and Leadership

Organizational Policies/Protocols/Practices

- Building savings, debt management, financial training and coaching
- Livable wages and equal pay
- Paid leave
- Family friendly policies (infants/children at work, lactation accommodations, flexible scheduling, child and elder care support, etc.)
- Recruitment to hire from marginalized communities within organizations
- Tiered leadership development, mentoring, and coaching



Key Policies and Practices: *Financial Training, Savings, and Debt Management*

Financial Training, Savings, and Debt Management

Financial coaching and training to staff to manage personal finances.

FreeFrom's Educational Resources:

FREE FROM
WEBINAR



Where the Heck is My Money Going?: Understanding Your Expenses

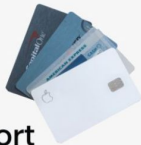
WEDNESDAY NOVEMBER 9, 2022 AT 11AM-12:30PM PT

Register here: bit.ly/understandingexpenses

WHERE THE HECK IS MY MONEY GOING?: UNDERSTANDING YOUR EXPENSES

Wednesday November 9, 2022
11:00a (PT) / 2:00p (ET)

FREE FROM



Delving into Your Credit Report Without Shame or Judgment

MARCH 24, 2022 AT 11AM-12:30PM PT

Register here: bit.ly/34Ja24b

CREATING FINANCIAL INTENTIONS FOR THE NEW YEAR AS A SURVIVOR

Thursday, March 24, 2022
11:00a (PT) / 2:00p (ET)

[LISTEN TO RECORDING](#)

FREE FROM

Labor Unions in the Anti-Violence Movement



Join us to hear from Jannine Masoud, Kiki Montero-Reyes, and Jerome Davis—they have led in union efforts in their workplace, advocated for higher wage and better work conditions, and supported LGBTQ+ folks in the workplace.


Wednesday, November 17th, 2021
@ 10:30 AM PST / 1:30 PM EST

Register here: bit.ly/FFlaborunions

LABOR UNIONS IN THE ANTI-VIOLENCE MOVEMENT

Wednesday November 17th, 2021
10:30a (PT) / 1:30p (ET)

[LISTEN TO RECORDING](#)



Key Policies and Practices:

Livable Wages, Equal Pay and Paid Leave

Liveable Wages, Equal Pay and Paid Leave





Key Policies and Practices:

Family-Friendly Policies and Flexible Scheduling

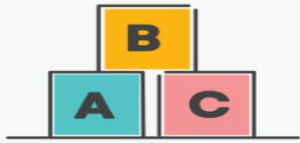
Family Friendly Policies and Flexible Scheduling



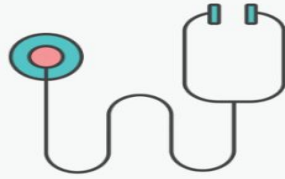


Real-World Example: *FreeFrom's Influence*

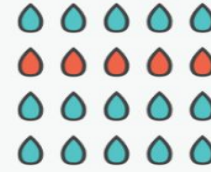
OUR BENEFITS



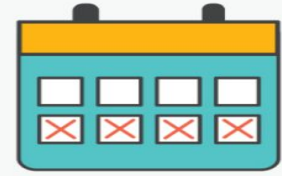
**BRING YOUR KIDS TO WORK
POLICY**



**100% COVERED HEALTH, VISION,
AND DENTAL INSURANCE**



UNLIMITED MENSTRUAL LEAVE



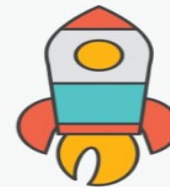
**GENDER-BASED VIOLENCE PAID
AND PROTECTED LEAVE**



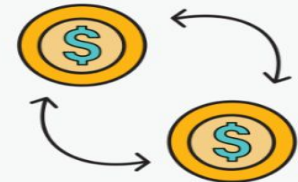
**UNLIMITED VACATION +
VACATION STIPEND**



BUILDING WEALTH STIPEND




**PERSONAL AND PROFESSIONAL
GROWTH STIPEND**



**5% COMPANY MATCH
OF 401K**

What is one area
where you see an
opportunity for
improvement at your
agency?

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** ▼

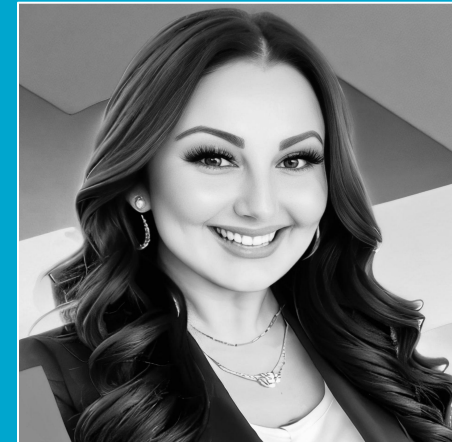
Type message here...

Key Points

- Internal Economic Security Efforts Are Foundational
- Invest in Financial Stability for Staff
- Ensure Livable Wages and Equal Pay
- Adopt Family-Friendly Policies
- Learn from FreeFrom's Financial Empowerment Model
- Reflect and Act on Economic Justice Goals



Thank you!



Shelby Vice (she/her/ella)

Project Coordinator

VALOR

svice@valor.us

What is something
you're taking away
from today?

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...

Additional Resources and Closing Q&A

- [Strengthen Economic Supports \(Suicide\)](#), Preventing Suicide: A Technical Package of Policy, Programs, and Practices, Violence Prevention in Practice, CDC
- [Provide Opportunities to Empower and Support Girls and Women \(Sexual Violence\)](#), Stop SV: A Technical Package to Prevent Sexual Violence, Violence Prevention in Practice, CDC
- [Create Protective Community Environments \(Youth Violence\)](#), A Comprehensive Technical Package for the Prevention of Youth Violence and Associated Risk Factors, Violence Prevention in Practice, CDC
- [The Difference Between Surviving and Not Surviving: Public Benefits Programs and Domestic and Sexual Violence Victims' Economic Security](#), report and podcast recording about public benefits, programs, and domestic and sexual violence victims' economic security, National Resource Center on Domestic Violence (January, 2018)
- [National Prevention Town Hall 2021 Strategy Session: Centering Economic Justice in Our Work](#), video recording of the national prevention town hall strategy session on centering economic justice in our work, National Resource Center on Domestic Violence (October, 2021)
- [National Prevention Town Hall 2021 Strategy Session: Addressing Wage Equity & Economic Justice at All Levels of Our Movement](#), video recording of the national prevention town hall session on addressing wage equity and economic justice at all levels in our movement, National Resource Center on Domestic Violence (September, 2020)
- [Economic Justice as a Framework for Prevention](#) white paper, Delaware Coalition Against Domestic Violence (2022)
- [The Status of Black Women in the United States](#) report, Institute for Women's Policy Research (August, 2020)
- [Prioritizing Financial Security in the Movement to End IPV: A Roadmap](#) report, FreeForm (July, 2021)
- [Centering Survivors For Transformative Change: Exploring Economic Supports To Prevent Sexual And Intimate Partner Violence with FreeForm](#), web conference featuring a conversation between PreventConnect, National Resource Center on Domestic Violence, and FreeForm on the three pillars of financial security work and exploring economic supports to prevent sexual and intimate partner violence, PreventConnect (October, 2021)
- [Messaging the Connections: Explaining the links between strengthening economic supports and preventing sexual and intimate partner violence](#), web conference featuring a conversation between PreventConnect and guests from Ujima, Inc. and Family Forward North Carolina on the links between strengthening economic supports and preventing sexual and intimate partner violence, PreventConnect (July, 2020)



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