

Economic Support Strategies Part 2: Spotlights from DETLA and RPE Programs

TUESDAY, DECEMBER 3, 2024
11 AM PT/2 PM ET



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Meet the PreventConnect Team



Ashleigh Klein-Jimenez

Director of Prevention

she/her/hers



Janae Sargent

Project Coordinator

she/they



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PreventConnect.org

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QUEERING PREVENTION

Embracing Queerness as a Lens and Vehicle for Change



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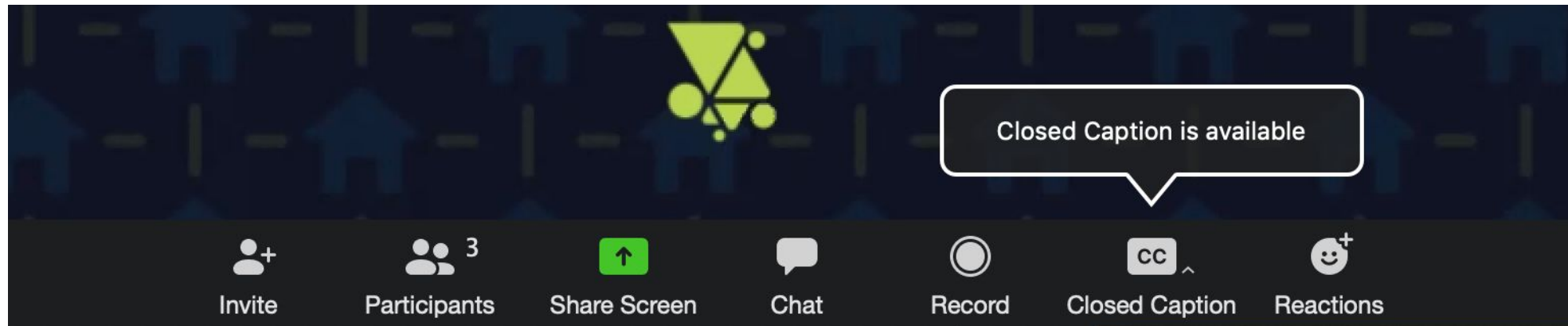
Brooklyn Arizmendi
she/her
Indiana Coalition
Against Domestic
Violence



Janae Sargent
she/they
PreventConnect

How to use Zoom

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



Economic Support Strategies Part 2: Spotlights from DETLA and RPE Programs

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PreventConnect is a national project of ValorUS 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 VALOR.

Objectives

- Discuss CDC evidence-base for economic supports approaches to sexual and intimate partner violence prevention.
- Explore existing economic supports programs, sharing challenges and lessons learned.
- Build skills and knowledge-base to design and implement economic supports strategies in RPE and DELTA recipient programs.

Did you attend
session 1 or watch
the recording?

Polling Question

The illustration shows a white document with rounded corners on a light blue background. It features three horizontal rounded rectangular input fields. The top field has a blue checkmark inside a circle on the left, followed by two horizontal lines for text. The middle and bottom fields each have an empty circle on the left, followed by two horizontal lines for text.

Session 1 Recording Available Now!

Evidence for Economic Supports

HEALTH EQUITY & VIOLENCE PREVENTION RESOURCES



Back to Basics



A Health Equity Resource



Briefing Paper

Interventions of Domestic Violence and Economic Security

Author: [Name]

Summary: [Text]

Key findings: [Text]

Recommendations: [Text]



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Making the Connections

<https://preventipv.org/innovation/PayEquity>



Making the Connections





<https://preventipv.org/innovation/PayEquity>



Making the Connections

<https://preventipv.org/innovation/PayEquity>

STRATEGIES THAT WORK:





- FINANCIAL SUPPORT**
 - Lending circles and no-interest microfinancing
 - Direct cash assistance programs with no requirements
 - Financial literacy programs
- WORKING CONDITIONS THAT SUPPORT THEIR WHOLENESS AND SELF-ACTUALIZATION**
 - Thriving wages
 - Paid family leave
 - Fair and equitable hiring
 - Flexible work schedules
 - Workplace lactation policies
- 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**

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

To learn more, visit PreventPV.org

This resource was developed by the National Resource Center on Domestic Violence in partnership with Domestic Violence Prevention Enhancement and Leadership Through Alliances (DELTA) Impact program recipients, guided and inspired by Joyce Kyles of Joyce Kyles Consulting. Through the DELTA Impact program, the Centers for Disease Control and Prevention (CDC) funds State Domestic Violence Coalitions and their local communities to implement strategies and approaches designed to prevent intimate partner violence. DELTA Impact centers pay equity and promotes a thriving wage for survivors as a pathway to wellness and freedom from violence.

 National Resource Center on Domestic Violence

 **preventIPV**
tools for social change

Making the Connections

Preventing **Sexual Violence** Against Women and Girls*: What's Economics Got to Do with It?



*The term "girls and women" may include, but is not limited to, the following: trans girls and women; nonbinary, gender non-conforming, and gender queer youth and adults; girl-identified youth, and; cis-gender girls and women.

July 2022

Preventing **Sexual Violence** Against Women and Girls: What's Economics Got to Do with It?

(cont'd from page 1)

What can be done to strengthen economic security and prevent sexual violence?

Strengthening investments in the following areas may help prevent sexual violence at all levels of society:

Income Building Programs

such as microfinance loans (e.g., Kiva) and other entrepreneurship programs.



Living Wage Policies that help ensure that a full-time worker can afford basic necessities (e.g., housing, childcare) for themselves and their family.



Credit and Debt Management Programs to address long-term barriers related to credit and debt issues.



Housing Security, including rental assistance, shelter, transitional housing, and permanent supportive housing.



Paid Family Leave, which may help reduce the gender pay gap in the long-run.



Cash Assistance for vulnerable populations, such as low-income pregnant parents.



***Sexual Violence (SV)** is defined as sexual activity when consent is not obtained or freely given. Most information presented in this fact sheet pertain to non-IPV (intimate partner violence) sexual violence, though some source combine IPV and SV. See references for further information.

References

- * Dills J, Jones K, Brown P. Continuing the Dialogue: Learning from the Past and Looking to the Future of Intimate Partner Violence and Sexual Violence Prevention. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention, 2019.
- * Domestic and Sexual Violence Fact Sheet. Washington, DC: National Network to End Domestic Violence, 2020.
- * Fast Facts: Preventing Sexual Violence. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.
- * Krug EG et al., eds. World report on violence and health. Geneva, World Health Organization, 2002.
- * Loya, R. The Role of Sexual Violence in Creating and Maintaining Economic Insecurity Among Asset-Poor Women of Color. Violence Against Women, 2014.
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- * Prioritizing Financial Security in the Movement to End IPV: A Roadmap. Los Angeles, CA: FreeFrom, 2021.
- * Wilkins, N. et al Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention Oakland, CA: Prevention Institute, 2014.
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SACRAMENTO STATE
Institute for Social Research



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Economic opportunity is a robust predictor of health and safety




<https://blueshieldcafoundation.org/publications/prevention-institute-economic-security-and-safe-relationships>



Where is your
program at right
now, in terms of
using economic
support strategies to
prevent 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 Today's Guest Speakers



Aishwarya Sinha

(she/her)

**Pennsylvania Coalition
Against Domestic
Violence**



Kristen Herman

(she/her)

**Pennsylvania Coalition
Against Domestic
Violence**



Monica Goedken

(she/her)

**Iowa Health and
Human Services**

PAY EQUITY ANALYSIS: Economic Supports as Prevention Strategies

Aishwarya Sinha, Senior Prevention Specialist

Kristen Herman, Director of Prevention

Pay Inequity: The Stats

01

Difference between men and women's median earnings

02

Women in the United States earn 83 cents

03

Median annual pay is \$53,544

04

Different for women of color

05

It will take 41 years to close the wage gap in the U.S.

Trends in the Pay Gap



Occupation



Education



Motherhood

Gender Wage Gap by Race/Ethnicity

Black women
are paid

63¢

Latinx women
are paid

54¢

Native women
are paid

60¢

for each dollar a white, non-Hispanic man gets.⁸



Connection to IPV Prevention and PCADV's Work

Connection to IPV Prevention

These impacts affect domestic violence in two ways: 1) Risk factors for domestic violence; 2) Barriers to safety/recovery.

Impacts
their health.

LEADS
TO

POVERTY
WEAK
SOCIAL
NETWORKS

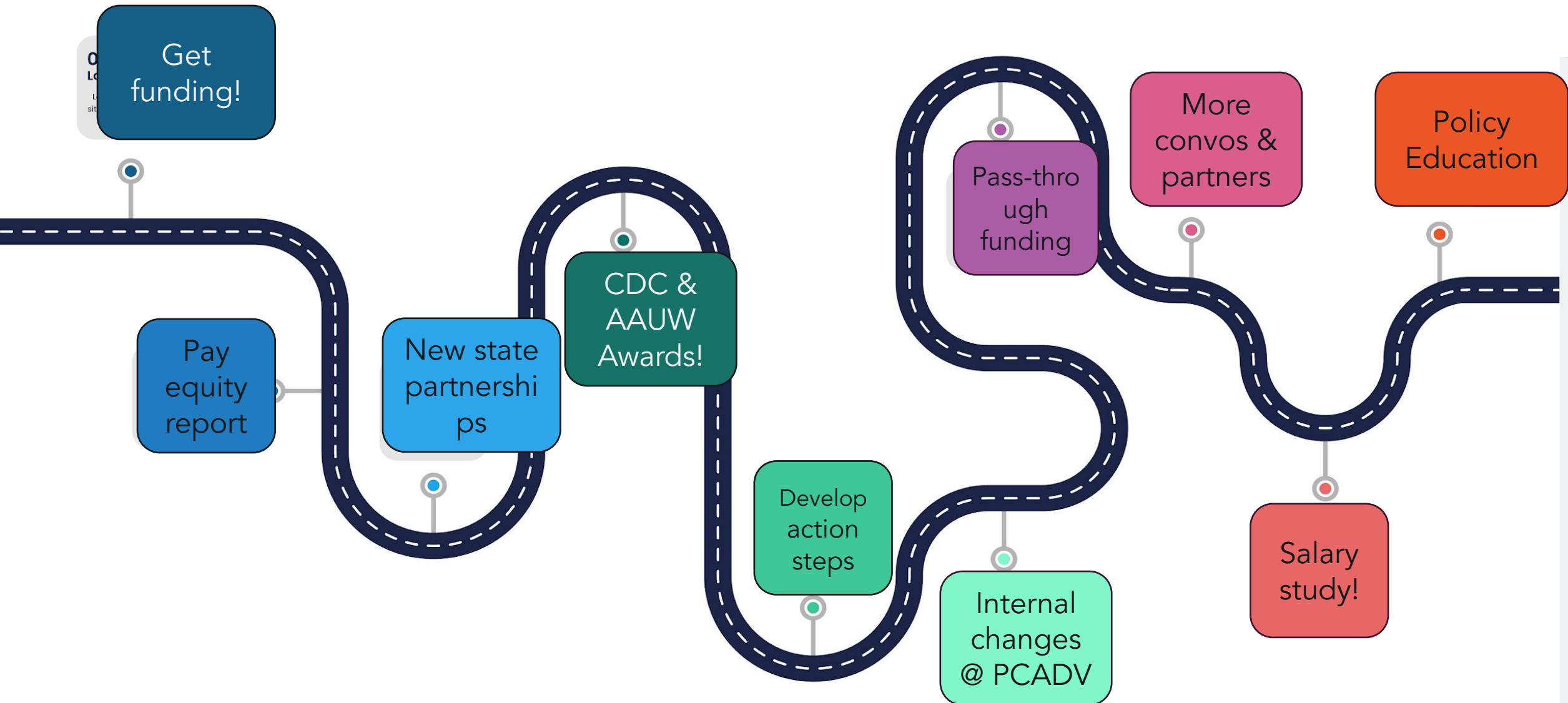
HARMFUL
GENDER
NORMS
UNEQUAL POWER

INCREASED
EXPERIENCE OF
RISK FACTORS
FOR DOMESTIC
VIOLENCE

WHICH RESULT IN

VICT
TO

What is PCADV doing?



Plans for Future



Continue collaboration with State and National experts



Raise awareness within the organization



Research and publish materials



Work with local programs



Social media campaign

We need more data!

Further research and targeted efforts are necessary to ensure that everyone, regardless of gender identity, ability, or cultural background, can benefit from pay equity and live free from violence.

While we aim to include all people who identify as women, and with identities that are marginalized, it is important to note that much of the existing research primarily discusses cisgender women. And what we do have is not intersectional.

Action Steps to Address Pay Inequity

What can we do, as preventionists?



Learn & Share

Any internal changes?

Support economic empowerment programs

Find partners!
Internal & External

Monitor & evaluate impact

What can we do, as employers?



Paid sick and safe leave



Paid parental leave



Flexible work schedules



Conduct a pay audit and
Pay a thriving wage



Ban the use of salary history



Publish pay ranges on job posts



Review job descriptions

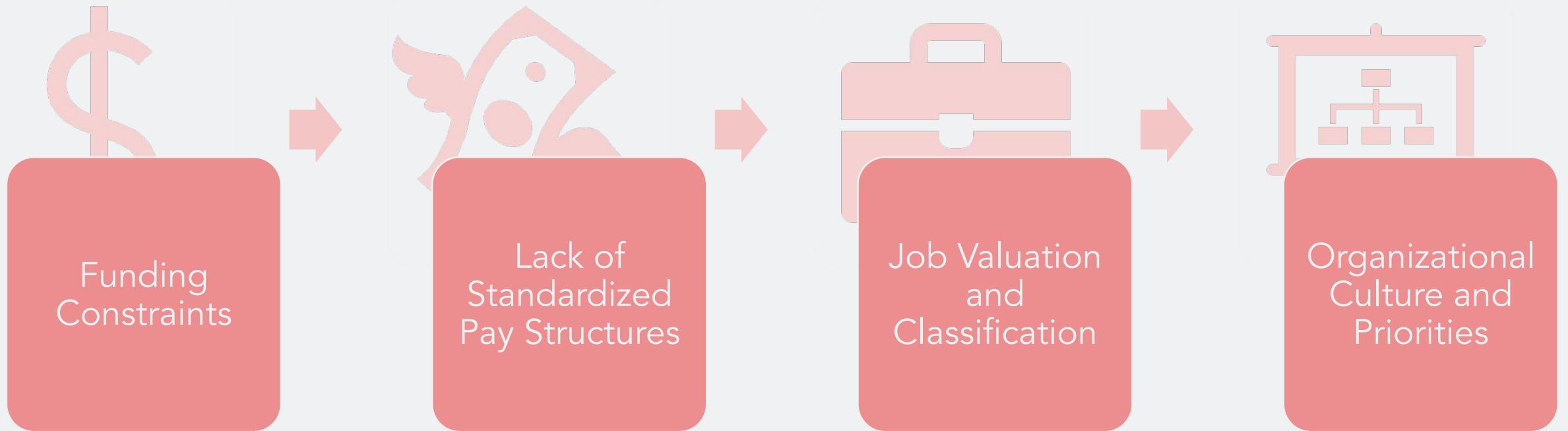


Prohibit retaliation for wage
disclosures

Chat Question

What are other ways/strategies you've heard of/seen/implemented for pay equity?

Key Challenges within DV Organizations:



Pay Equity within DV Programs in Pennsylvania

Equitable pay practices.

Use of tools like salary calculators and pay grade systems.

Prioritized annual cost-of-living adjustments (COLAs)

Looking beyond pay.

Flexibility in work schedules and skills-based adjustments.

Chat Question

What challenges are you seeing when discussing/thinking about the pay equity work?

Free Stuff!

Flexible work schedules

Banning the use of
salary history

Publishing pay ranges
on your job postings

Consider posting your
pay structure publicly

Reviewing your job
postings for accessibility
and unnecessary
requirements

Prohibit retaliation for
wage disclosures

Chat Question

What do you need from us that can help in this journey?

QUESTIONS?

Thank you!

Aishwarya Sinha (she/her)

asinha@pcadv.org

Kristen Herman (she/her)

kherman@pcadv.org

Pay equity fact sheet and report:

www.pcadv.org/resources/pay-equity-report-fact-sheet/

Pay equity action steps infographic:

<https://www.pcadv.org/about-abuse/prevention/pay-equity-report-fact-sheet/pay-equity-action-steps-2024-infographic/>

Meet Today's Guest Speaker



Monica Goedken

(she/her)

**Iowa Health and
Human Services**

ECONOMIC WELL-BEING

Presented by:

*Monica Goedken, MPA
Violence Prevention Coordinator
Rape Prevention & Education (RPE) Program Director*



Indicators of Economic Well-being

High-level Indicators

- ▶ Quality jobs
- ▶ Education
- ▶ Housing
- ▶ Safe environments
- ▶ Healthcare

CDC - SDOH



Economic Well-being

Economic security

- Present and future
 - Ability to meet basic needs
 - Ability to make economic choices

Economic supports

- Policies and programs that advance economic security and well-being

Economic opportunity

- Equal Credit Opportunity Act of 1974
 - Financial inclusion impact on poverty
 - Unequal access to finance
 - Access to borrowing

Policy Solutions

Expand Child Tax
Credit

Reform TANF

Raise household
income

Advance policies that
promote equal pay

Paid family and
medical leave

Affordable and
accessible child care

Advancing Economic Justice for People with Disabilities – 2023

National Disability Institute

Policy Change Proposals to Transform Systemic Barriers

IDENTIFYING AND ADDRESSING KEY SYSTEMIC BARRIERS	POLICY CHANGE PROPOSALS TO TRANSFORM SYSTEMIC BARRIERS
Entrepreneurs with disabilities needlessly experience systemic barriers when trying to use self-employment and small business development as a pathway to financial mobility.	▶ 1. Create a government-wide disability small business contracting priority to foster growth of small businesses owned by people with disabilities.
Workers who incur a disability, including long COVID, free fall into financial distress and a loss of assets without favorable insurance policies, targeted income supports, and asset preservation.	▶ 2. Protect the income, assets, and wealth of workers through improved short-term and long-term disability policies that provide comprehensive support during episodes of chronic health conditions and disability.
Key disability benefits limit income, wrongly restrict and erode assets, and create fines called overpayments that need to be reduced, cured, or eliminated.	▶ 3a. Increase monthly income limits and remove asset limits from publicly funded income supports and health insurance. ▶ 3b. Advance equity by allowing for additional tax credits and a disability adjusted FPL to reflect additional expenses incurred due to a disability.
Housing affordability, quality, and accessibility do not meet the needs of people with disabilities.	▶ 4. Protect home affordability via measures that increase affordable, accessible housing stock, and provide relief in times of financial instability.
Programs designed to increase the economic security of individuals living at low to moderate incomes underserve people with disabilities.	▶ 5a. Intentionally include people with disabilities in guaranteed income design and pilots. ▶ 5b. Expand use of ABLE accounts to support this opportunity for wealth building among people with disabilities.

Economic Support

Microfinance – Microloan: Credit Builder Programs

Professor Muhammad Yunus

- ▶ 2006 Nobel Peace Prize
- ▶ 1970s Bangladesh
 - Observed extreme poverty and refusal of banks to offer credit
- ▶ Microcredit and microloan
- ▶ Founded the Grameen Bank



Microfinance



Financial service



Small entrepreneurs



Individuals with limited access to traditional banking systems

Sometimes referred to as “unbanked”



Low-income

Impact of Microfinance



Poverty reduction



Empowerment

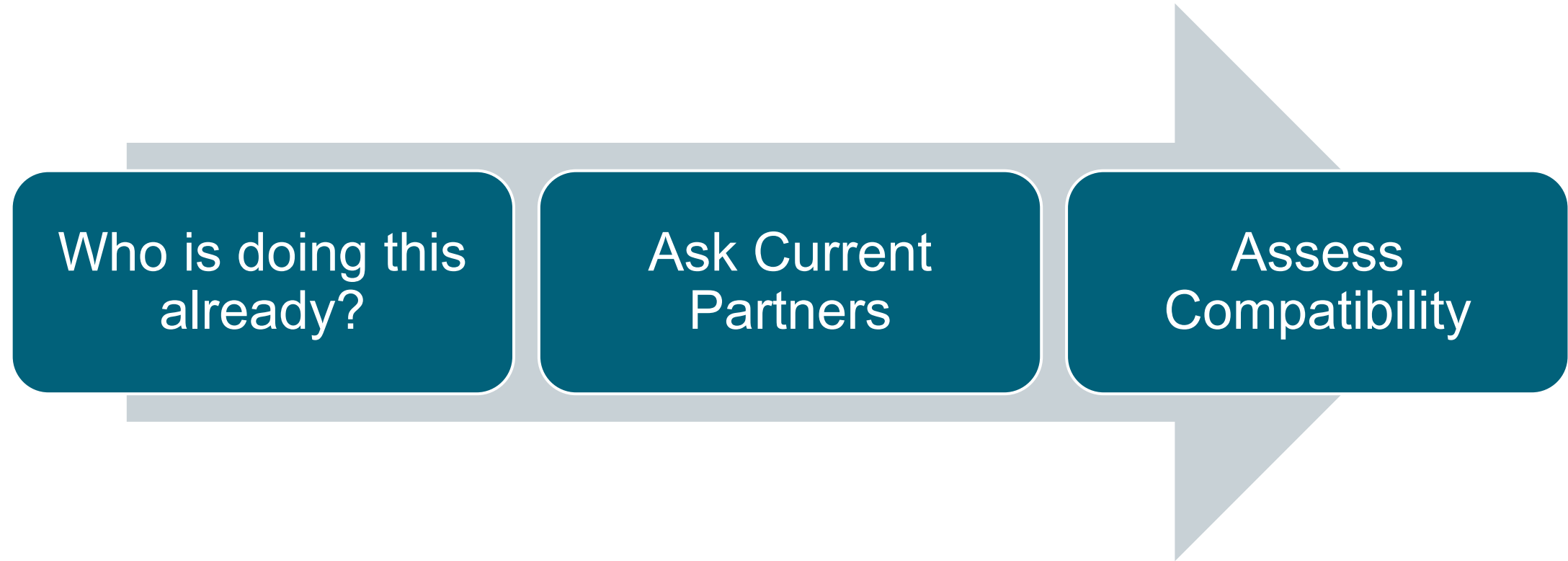


Community solidarity



Long-term benefits

Partner Selection



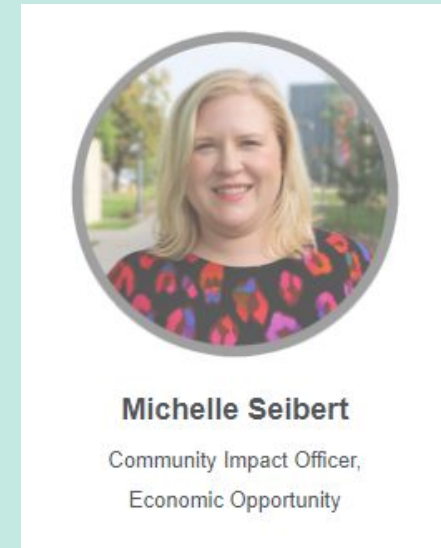
Current Partners



Zebulon Bellke-McCallum
Director of Housing and Economic Justice
he/him
zebb@icadv.org



Luke Lynch
Senior Community Engagement
Officer



Michelle Seibert
Community Impact Officer,
Economic Opportunity

Iowa Community Capital

Aim to strengthen the social and economic well-being of individuals and communities through financial services and coaching, including by providing loans to low-and moderate-income individuals in Iowa

[Able Up Iowa](#)

[Multicultural Development Center of Iowa](#)

Credit Builder Pilot Program



Priority county and key impacted community



Personal term loan of \$500

14.25% interest rate over
a year

Payment is around
\$45/month



Not a program you graduate from. Reapply
until you've reached your credit repair goal

Local Coach

- ▶ Local RPE funded partner
 - 2 – 6 hours per week
 - Complete trainings
 - Identify and refer candidates to the program
 - Assist with paperwork and intake
 - Support borrower through duration of the loan
 - Local resources and helpful contacts
 - Market the program



Evaluation



Credit score at the beginning of the program



Credit score after

Building Infrastructure

Multi-sector collaborations addressing economic well-being policy and programs

Expand Iowa Community Capital Microfinance program into priority RPE counties and key impacted communities

Layer additional programs – food insecurity, housing, access to education, health coverage, asset building, paid leave, and unemployment insurance



Questions


Monica Goedken, MPA
Violence Prevention Coordinator
Health & Human Services
monica.goedken@hhs.iowa.gov



Health and
Human Services

What are some next steps you can take to advance economic supports in your violence prevention work?

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...

Economic Support Strategies Part 3: Ending Cycles of Poverty

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