Rethinking and Addressing Gender-Based Violence and Security in the Workplace

Hosted by: WOMEN’S FUNDING NETWORK

Presented by: FUTURES WITHOUT VIOLENCE

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During This Webinar

- About FUTURES and our work
- Who are Vulnerable Workers?
- How Violence & Poverty Intersect with Workplaces
- Learning Lab Model
  - Agriculture, Restaurants, Hospitals
- Three Key Lessons
- Questions
- Connect with Us
Futures Without Violence

Our vision is a future without violence that provides education, safety, justice, and hope.

For more than 30 years, Futures has developed innovative ways to end violence against women, children, and families.
Workplaces Respond Program

Futures Without Violence + DOJ, Office on Violence Against Women
Educate & Innovate

- National Resource Center
- Learning Labs
- Training and Education
- Public Awareness
- Research
Low Wage, High Risk: Who are the Vulnerable Workers?

- Low Wage + Tipped Workers
- Immigration Status
- Education Level
- Limited English Proficiency
- Decreased employment opportunities
Why Low Wage, High Risk?

- Raise the Floor for Vulnerable Workers
- Rampant Unchecked Violence at Work
- Cost to All Affected

*The federal tipped minimum wage has been frozen for the last 20 years at just $2.13. See more at http://rocunited.org/our-work/research-policy/#sthash.RHwX9mxM.dpuf
Domestic Violence Prevalence

- 1 in 4 women have been the victim of severe physical violence by an intimate partner, while 1 in 7 men have experienced the same.


- Nearly 33% of women killed in U.S. workplaces between 2003-2008 were killed by a current or former intimate partner.

Poll Questions

How many days of work do victims miss annually?

A. 500,000
B. 2 million
C. 8 million
Cost to Victims

8 million days of work

79% of stalking victims, 1 in 8 lost time from work.

36% of rape/sexual assault victims lost more than 10 days of work.
Costs to Employers

- **$727.8 million** Lost Productivity
- **4.1 million** Medical Costs
- **94%** DV a High Security Concern for Employers
- **33%** Women Killed in Workplace
Costs of Perpetrator Conduct

- Job Performance: 80%
- Late or Missed Work: 42-52%
- Workplace Resources: 3/4
Low Wage, High Risk Project

AGRICULTURE
- Coalition of Immokalee Workers
- Fair Food Standards Council
- Pacific Tomato Growers
- Vida Legal Services

Towson, MD
- House of Ruth
- St. Ambrose Housing Aid
- St. Joseph’s Hospital
- Turn Around Inc.

RESTAURANT
- Restaurant Opportunity Center United
- Amali Restaurant
- Colors Restaurant
- Connect NY
What’s Behind the Kitchen Door?

- See ROC and Forward Together’s “The Glass Floor” report for more information: http://tinyurl.com/gkvmwpr
Lessons Learned

How do we create a Resilient Workplace?

- Industry Grounded
- Collaborative & Preventative
- Living Policies & Practices
QUESTIONS?
More information about our work:
www.futureswithoutviolence.org
www.workplacesrespond.org

@WorkplacesRespond
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