

Supporting Survivors Before and Beyond Crisis:

Creating a Supportive and Inclusive Workplace

July 25, 2023



PARA ACCEDER A LA INTERPRETACIÓN



Por computador

¡Disponibles interpretaciones en Inglés y Español!

Sección de Grupos Interpretación Más

- ✓ Apagado
- EN Inglés
- ES Español

Silenciar el audio original

Administrar la interpretación de idiomas...

Interpretación Reacciones Más

Detailed description: This screenshot shows the Zoom desktop application interface. At the top, a message states '¡Disponibles interpretaciones en Inglés y Español!'. Below this, a navigation bar contains 'Sección de Grupos', 'Interpretación', and 'Más'. The 'Interpretación' button is circled in orange. A dropdown menu is open, showing '✓ Apagado', 'EN Inglés', and 'ES Español'. An orange arrow points to the 'Español' option. Below the menu, there are options for 'Silenciar el audio original' and 'Administrar la interpretación de idiomas...'. At the bottom, a secondary navigation bar shows 'Interpretación', 'Reacciones', and 'Más'.



Por teléfono inteligente

ES ¡Disponibles interpretaciones en Español y Inglés!

video Compartir Participantes Más

Chatear

Configuración de la reunión

Reunión minimizada

Interpretación de idiomas

Verizon 7:40 p. m.

Interpretación de idiomas Finalizado

Audio original

Inglés

Español

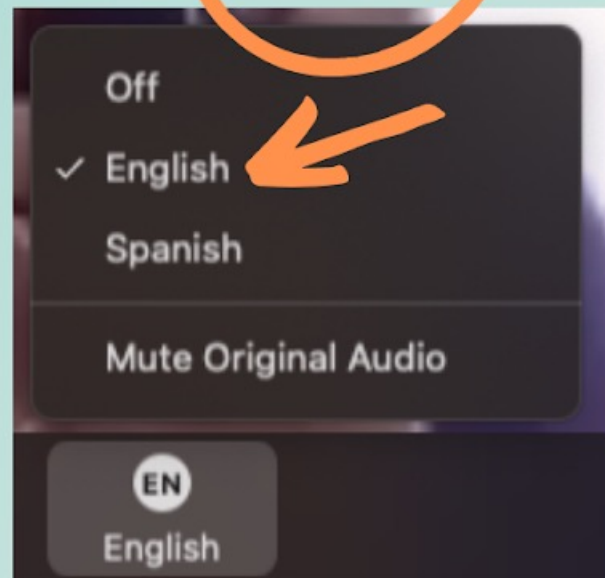
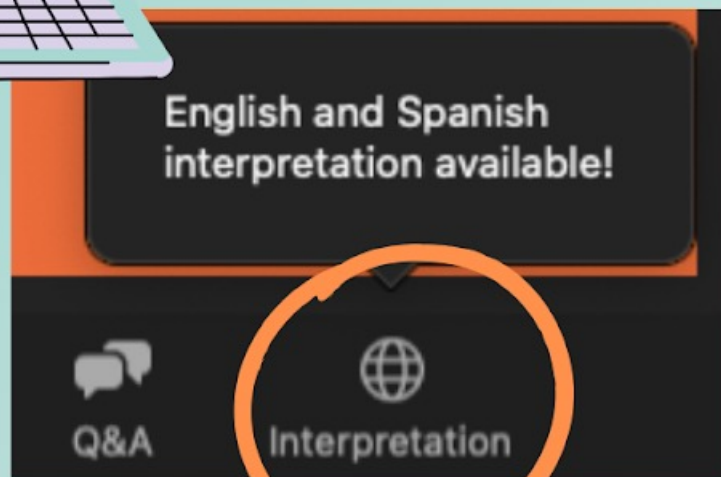
Silenciar el audio original

Detailed description: This screenshot shows the Zoom mobile application interface. At the top, a message states 'ES ¡Disponibles interpretaciones en Español y Inglés!'. Below this, a navigation bar contains 'video', 'Compartir', 'Participantes', and 'Más'. The 'Más' button is circled in orange. A dropdown menu is open, showing 'Chatear', 'Configuración de la reunión', 'Reunión minimizada', and 'Interpretación de idiomas'. An orange arrow points to the 'Interpretación de idiomas' option. To the right, a secondary screen shows the 'Interpretación de idiomas' menu with 'Finalizado' at the top, 'Audio original', 'Inglés', and 'Español'. An orange arrow points to the 'Español' option. At the bottom, there is a toggle for 'Silenciar el audio original'.

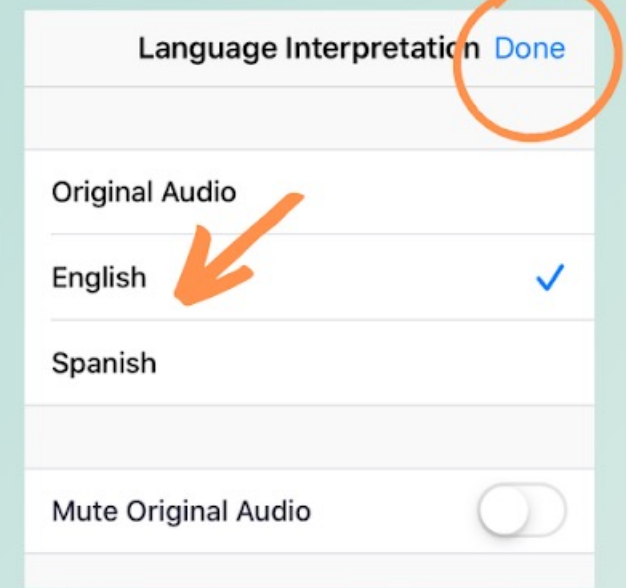
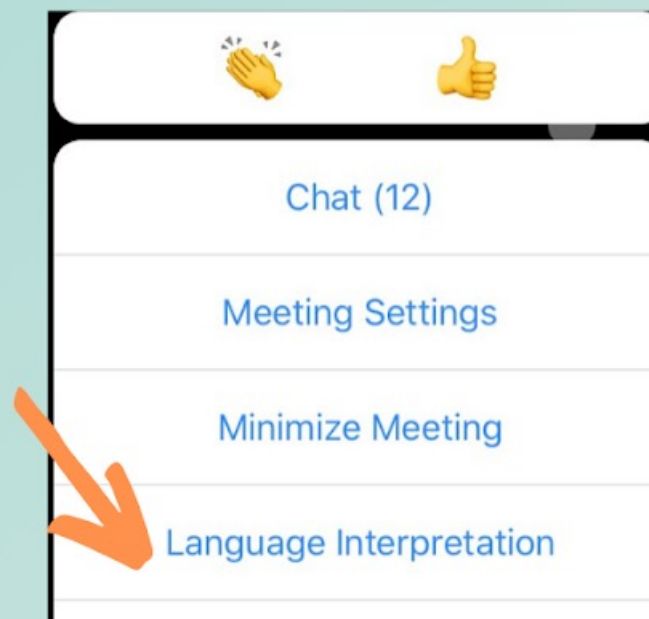
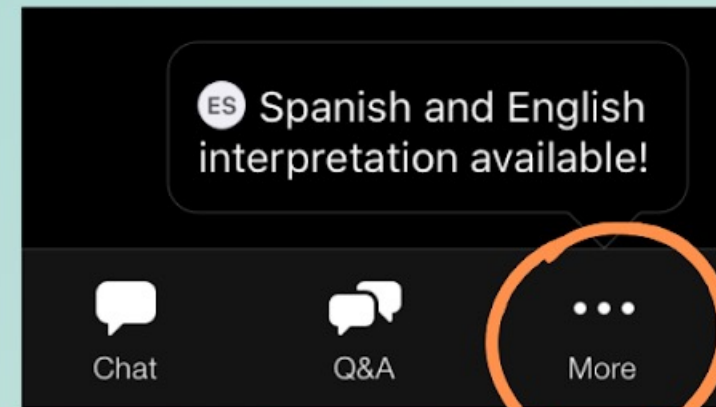
TO ACCESS INTERPRETATION



Via computer



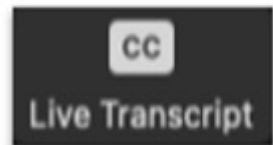
Via smartphone



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Enter questions for the presenters in the Q & A.
Ingrese preguntas para los presentadores en el Q & A.



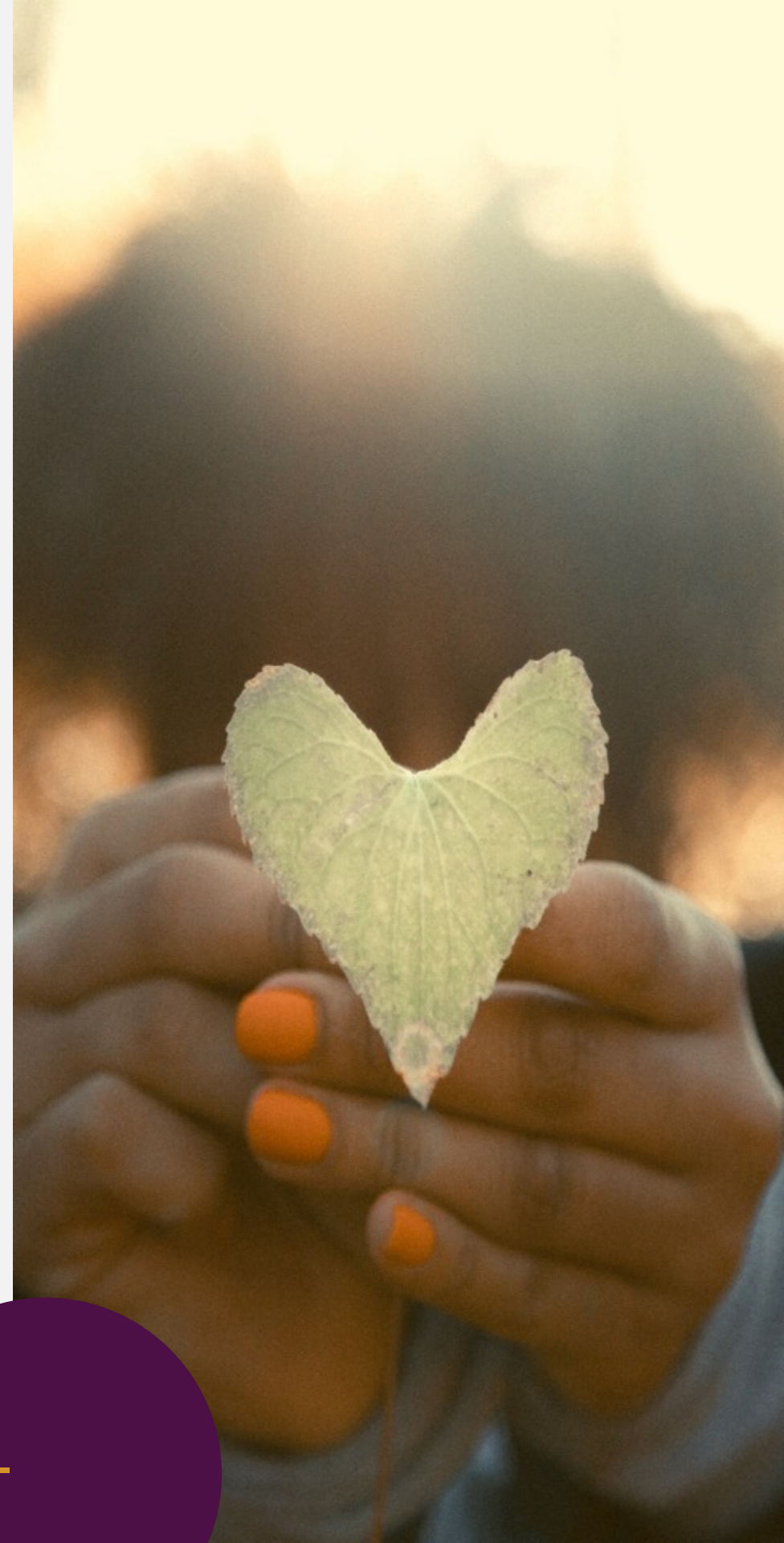
Everyone's mics are muted, and cameras are turned off.
Los micrófonos de todos están silenciados y las cámaras están apagadas.



Please reach out to our staff if you are experiencing ongoing technical issues.
Comuníquese con nuestro personal si tiene problemas técnicos.

MISSION: TO STRENGTHEN
AND TRANSFORM EFFORTS
TO END DOMESTIC
VIOLENCE.

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



NRCDV KNOWS THAT DOMESTIC VIOLENCE IS PREVENTABLE AND ENDING DOMESTIC VIOLENCE TAKES VISION.

WE PROMISE to lead boldly in centering and amplifying voices of survivors and traditionally marginalized communities.

WE PROMISE to make you feel Valued, Inspired, Equipped, and Informed, in each and every interaction you have with NRCDV.

WE PROMISE to provide opportunities to make you feel Invested and Connected in the movement to end domestic violence.



Public Policy Stance



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.

WE COMMIT to co-creating policy solutions with survivors and communities most impacted

WE COMMIT to being expansive in our policy thinking, efforts, and focus

Supporting Survivors Before and Beyond Crisis:

Creating a Supportive and Inclusive Workplace

Creating a Supportive and Inclusive Workplace





Presenters

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she/her/hers

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Systems Change Senior Program Manager

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|| Agenda

- Grounding Exercise
- The Problem
- FreeFrom's Approach
- GBV Interferes with Survivors' Employment
- Supportive and Inclusive Workplace Benefits and Policies

~ 5 min Break ~

- FreeFrom's Workplace Benefits and Policies
- Next Steps
- Q&A

|| Grounding Exercise

- Think about what calms your body/mind. Maybe it's taking a few deep breaths, closing your eyes, doing a quick stretch, doodling, or something else. Take a few moments to do that now.
- Sit comfortably or choose a body position that feels good.
- Check in with yourself, how are you feeling? What are you bringing with you and what are you leaving behind?



Polling Questions

Which of the following describes your field of work?
You can choose more than one.

Nonprofit

Government

Academia and research

Private sector

Other

Do you manage or supervise at least one employee
in your role?

Yes / No

The Problem

Gender-Based Violence
(GBV) is Financially
Devastating for Survivors

1 in 2 trans people and **1 in 2** cis women
are subjected to GBV by an intimate partner in the U.S.

#1

obstacle
to survivors' safety is
financial insecurity

\$104k

is the CDC's
estimate of how much
GBV costs cis women
survivors

99%

of survivors are
subjected to economic
abuse as part of the
GBV

Being subjected to GBV is financially devastating for most people.
Survivors can only secure long-term safety for themselves and their
families if they can afford to find safety, rebuild, and heal.

Existing Responses Focus Only on Peak Crisis

Survivors measure their experiences of GBV in **years and generations** – not merely the minutes, hours, or days of peak crisis.

Yet, the U.S. treats GBV as a crisis issue rather than as **a structural, societal problem.**

As a result, our responses to GBV fail to leverage opportunities to support survivors **before and after** those moments of peak crisis.

FreeFrom's Approach

We envision a world where survivors have **sustaining income, savings, and credit with which to build wealth** and the resources to support individual, intergenerational, and community healing.

And everyone has a role to play.

FreeFrom is working with **all pillars of our society, including employers**, to build an ecosystem of support for survivors that exists both **before and beyond crisis**.

GBV is an Economic Issue

92%

of survivors reported being subjected to economic abuse, which occurs when a harm-doer controls a survivor's financial resources

\$10,120

Survivors reported an average of \$10,120 in abuse-related costs

\$289

Survivors report having an average of \$289 that they alone can access

\$10

Survivors report having an average of \$10 in savings

10%

Survivors' financial well-being is in the bottom 10th percentile for adults in the U.S.

“I had no control over my finances for 20 years, and my husband racked up debt, told me setting up my own 401k was me stealing money from him, and he also opened a credit card in my name without my knowledge. I am using most of my income now to try to pay back debt.”

Disproportionate Impacts of GBV

2.2x

BIPOC survivors were 2.2x as likely to report they need help protecting their assets (e.g., cash and savings) from a harm-doer, compared to White survivors

49%

of queer survivors have been subjected to sexual harassment in the workplace, a rate that is **2.3x** that of heterosexual survivors

38%

of survivors who are immigrants reported that they need a safe job, a rate that is **1.6x** that of survivors who are not immigrants

38%

of disabled survivors reported that their harm-doer caused them to lose a job, compared to 26% of survivors without a disability

COVID-19 Impact

37%

of survivors reported that the economic abuse they've been subjected to got worse during COVID-19

45%

of survivors reported that they used all of their savings to make ends meet due to COVID-19

GBV Interferes with Survivors' Employment

Polling Question

Do you know someone whose job / career path was negatively impacted by GBV? This can include yourself.

For example, a harm-doer prevented the survivor from going to work, a harm-doer prevented the survivor from getting the education or training necessary for the job, the survivor lost their job or job opportunities as a result of GBV, etc.

Yes / No

Top Employment Related Impacts

90%

of survivors said that a harm-doer disrupted their ability to obtain or maintain a job

84%

of survivors said that GBV negatively impacted their job performance

74%

of survivors said that they were subjected to economic abuse in the workplace

73%

of survivors said that GBV caused negative job/income loss or missed career opportunities

GBV Forces Survivors to Miss Work

11 days

Survivors had to use an average of 11 days of **vacation time** to deal with the consequences of harm

10 days

Survivors had to use an average of 10 days of **sick leave** to deal with the consequences of harm

“I’ve felt fearful to take time off to address issues and delayed things for my safety for fear of losing my job (e.g. getting a restraining order).”

“I had to use all my sick / vacation time to deal with all this, it’s been extremely hard. I need urgent help, I have no income coming in and my car just broke down.”

What This Means

It is not enough to help survivors find jobs.
We must also support survivors in ***staying employed***.

This requires intentionally creating workplace policies and benefits that are ***specifically tailored to meet survivors' unique circumstances and needs***.





Employers are Failing to Provide Needed Workplace Support

81%

of survivors said that access to workplace benefits or policies specifically for survivors would help them stay employed and/or worry less and focus more on their job

**Only
2.5%**

of survivors said their job(s) offers benefits or support specifically for survivors

“I felt dehumanized and depressed. Powerless because I did not know who I could trust to talk about the abuse. I did not know where to ask for help and I would spend hours of my day think[ing] about it and not being productive at work.”

“I lost my job which further extended my need to stay with my abuser to support me and my kids. I lost my financial independence.”

Supportive and Inclusive Workplace Benefits and Policies

“I’ve had employers who have offered flexible schedules, understanding that some days are just harder and more impossible than others. This acknowledgment of my mental and physical well-being as a priority has been so affirming.”

“I needed to take significant time off to care for my mental health, and [my] boss told me that no one should be punished for that, and he would fight for me if they tried to fire me for it.”

Workplace Benefits/Policies

1. **Emergency grants** that the employee would not have to pay back
2. **Fully paid, protected, stand-alone safe leave** to deal with the consequences of GBV
3. **Savings match program** from the employer in which the employer matches a certain % of the money that the employee saves each month
4. **Flexibility** with working from home and working different hours based on the employee's needs

% of survivors who would find this supportive

96%

93%

92%

92%

Workplace Benefits/Policies, cont'd

1. **401k match program** in which the employer matches a certain % of the money that the employee saves in their employer-provided 401k account each month
2. **Peer groups** for survivors with their co-workers that are kept confidential from their employer and offer support
3. **Emergency loans** that the employee would pay back
4. **Affordable and accessible childcare options**
5. **Flexible options for receiving paychecks** (e.g. direct deposit, paper check, Paypal)

% of survivors who would find this supportive

91%

83%

82%

82%

82%

“We do care about our work. But when you suffer abuse, you simply can’t perform the same way because your mental health is not okay. We worry about our safety and our jobs. But if there was any kind of support for us, that would help us get through this better.”

“If [employers] do not offer resources, they will likely leave critical employees to struggle with their mental health and eventually lose them. This is a public health issue and it's their responsibility to provide for their employees' well-being.”

Share in the Chat



Which of these workplace benefits/policies excite you the most? Why?

Are there any workplace benefits/policies that are missing?

Workplace Benefits/Policies

1. **Emergency grants** that the employee would not have to pay back
2. **Fully paid, protected, stand-alone safe leave** to deal with the consequences of GBV
3. **Savings match program** from the employer in which the employer matches a certain % of the money that the employee saves each month
4. **Flexibility** with working from home and working different hours based on the employee's needs
5. **401k match program** in which the employer matches a certain % of the money that the employee saves in their employer-provided 401k account each month
6. **Peer groups** for survivors with their co-workers that are kept confidential from their employer and offer support
7. **Emergency loans** that the employee would pay back
8. **Affordable and accessible childcare options**
9. **Flexible options for receiving paychecks** (e.g. direct deposit, paper check, Paypal)

Essential Elements of Workplace Benefits/Policies

**Survivor-
Driven**

**Trust-
Based**

Flexible

Protected

“Please don't make assumptions about our capabilities or needs. Listen to us when we ask for help because it's hard. Don't be intrusive. Be gentle and compassionate – act as if you were speaking about this with a family member. Respect that people heal differently and need different supports.”

“[Survivors] should be a part of the solutions. [Employers should be] addressing violence instead of overlooking it, taking it as a serious matter, knowing how to protect survivors...”

FreeFrom's Model Survivor Paid Leave Policy

4 weeks

of paid and protected leave for employees to address consequences of harm

Employers that implemented / committed to implement our model policy:



Polling Question

Does your employer offer stand-alone, paid and protected safe leave?
Yes / No / Not sure

Essential Elements of Safe Leave

Fully Paid

**Survivor-
Driven**

Protected

**Trust-
Based**

**Non-
Accrued**

**Stand-
Alone**

Share in the Chat



Are there any additional recommendations for creating effective safe leave?

- Fully Paid
- Survivor-Driven
- Protected
- Trust-Based
- Non-Accrued
- Stand-Alone

5 minute break



FreeFrom's Workplace Benefits and Policies

FreeFrom's Living Wages

\$80k

Minimum annual salary for full-time employees

\$38.46/hr

Hourly wage for store employees of GIFTED, FreeFrom's social enterprise

\$47.3k

Average increase from previous job salary before FreeFrom to employees' current salary at FreeFrom

FreeFrom's Benefits/Policies

1. **Paid sick leave**
2. **Paid family leave** that employees can take to care for a new family member
3. **Paid GBV leave** that employees can take to deal with the consequences of GBV
4. **GBV stipend**
5. **Unlimited paid vacation**
6. **Vacation stipend**

% of employees who would find this helpful in preventing burnout

100%

FreeFrom's Benefits/Policies, cont'd

7. **Unlimited paid menstrual leave**
8. **100% covered medical, vision, and dental insurance**
9. **Flexibility** with work schedule and ownership of time
10. Personal and/or professional growth stipend
11. **Building wealth stipend**
12. **Technology reimbursement**
13. **Sabbatical**

% of employees who would find this helpful in preventing burnout

100%

FreeFrom's Benefits/Policies, cont'd

**5% Employer
Match of 401k**

**Bring Your Kids
to Work Policy**

**Internet
& Phone**

**4 Day
Work Week**

**Benefits
Start Day 1**

Share in the Chat



What brings you joy at the workplace?

What makes you proud at the workplace?

Next Steps

How FreeFrom Can Support Employers in Creating Supportive and Inclusive Workplaces

Sharing our **Model Survivor Paid and Protected Leave Policy** and offering technical assistance on how to implement it

Sharing **data and stories** on the need for supportive and inclusive workplaces for survivors

Conducting an audit on existing policies and benefits and **making tailored recommendations** for how to improve them

How else can we help? Share with us how else we can support you



“Survivors are competent and capable, despite being overwhelmed by circumstances. If you empower them and believe them when they tell you what they need (i.e. a more flexible schedule, ability to work from home, more resources, etc.) they will show up and work hard. Survivors WANT to succeed and contribute value in the workplace.”

Questions?



Thank you!

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FreeFrom. Preliminary data gathered by FreeFrom from a survey on its staff of 14 at the time in 2022. Final findings will be released in a forthcoming report slated for 2024.

FreeFrom. Preliminary data gathered by FreeFrom from a survey of over 2,400 survivors conducted between September and October, 2021. Final findings will be released in a forthcoming report slated for 2024.

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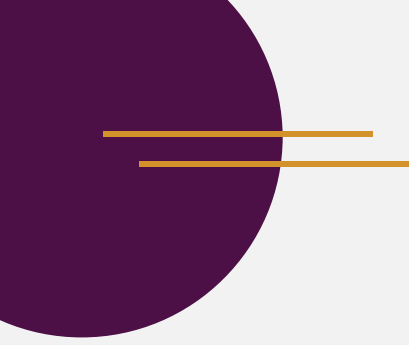
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Thank you!

We look forward to your feedback

