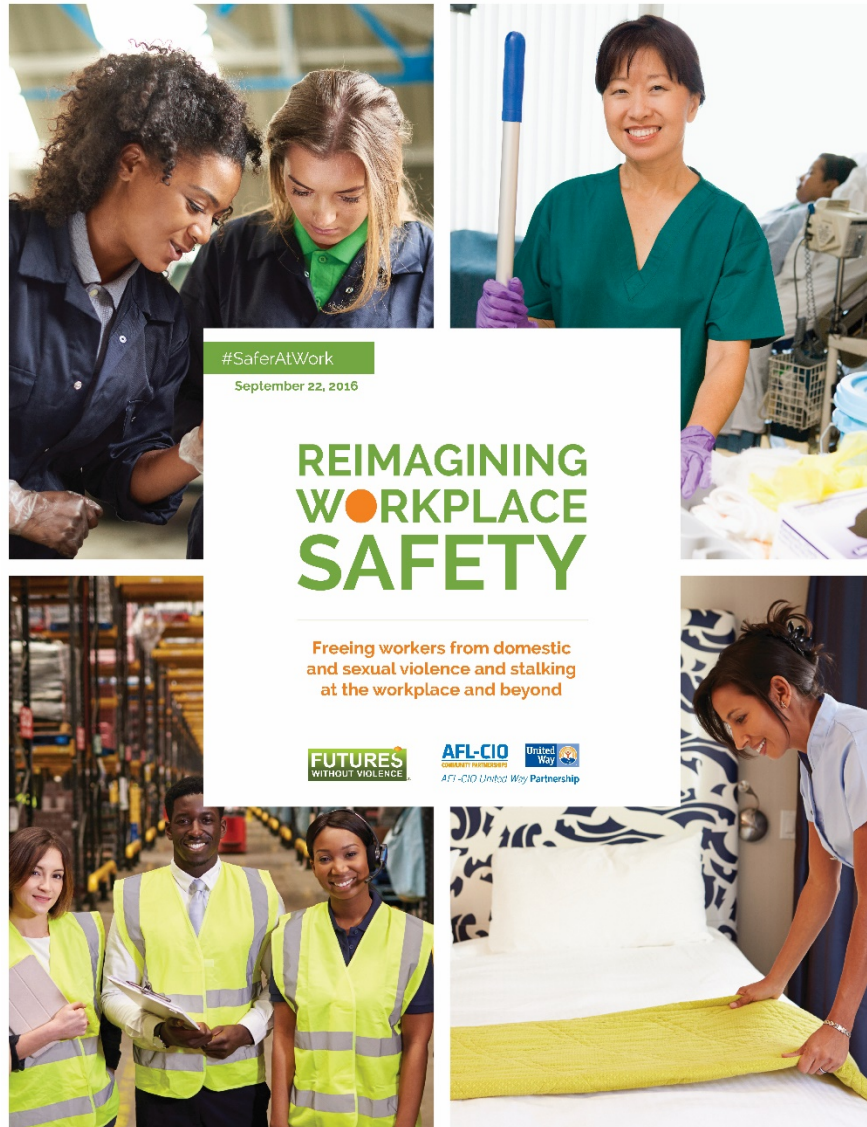

CONVENING REPORT



*Presented by Futures Without Violence, United Way Worldwide, and the U.S. Department of Justice, Office on Violence Against Women**

September 22, 2016 – Alexandria, Virginia

This document is intended to reflect the conversation among the participants and is not intended for distribution.

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PURPOSE AND BACKGROUND

Futures Without Violence (FUTURES), in conjunction with United Way Worldwide convened REIMAGINING WORKPLACE SAFETY, a summit of union leaders, health and safety experts, researchers, and sexual and domestic violence, gender rights, economic justice, and workers' rights advocates from across the United States and Canada. The purpose of the convening was to share and create strategies to shift the culture of the workplace to one that enhances support to workers experiencing gender-based violence on the job or at home.

For the past ten years, FUTURES has led *Workplaces Respond to Domestic and Sexual Violence*, a National Resource Center funded by the U.S. Department of Justice's Office on Violence Against Women. The project educates and builds collaborations among workplace and non-workplace stakeholders to prevent and appropriately respond to domestic and sexual violence, stalking, and exploitation that impacts workers and the workplace. An initiative within this project is *Low Wage, High Risk*, consisting of three pilot site collaborations in the agriculture, health care, and restaurant industries to test and identify culturally appropriate best practices for increasing worker safety. The project identified these industries because of particular vulnerabilities of their workforces to violence, harassment, and exploitation. The project addresses the impacts of domestic and sexual violence in the workplace—both when it occurs at the workplace and when it occurs at home.

Low-wage workers are the backbone of our economy, and statistically are majority women and people of color. Although these workers ensure that our needs are met, they are least likely to be provided for by their employers, with little to no access to standard labor benefits such as secure and stable wages and sick leave. Such lack of access makes women working low-wage jobs particularly vulnerable to violence and exploitation and far less likely to report, complain, or have the resources to recover. In addition, some workers, such as hotel housekeeping staff or janitorial staff, work in isolated environments, making them especially vulnerable to violence, harassment, and exploitation in the workplace. Often, the lack of any paid leave and other support structures limits recourse to incidents of domestic violence, sexual violence, harassment, and stalking, whether experienced at home or at work.

We spend more time working than on any other waking activity, and with 1 in 4 women experiencing some form of interpersonal violence in her lifetime, the workplace presents a critical opportunity for intervention, prevention, and support. Inspired by the increasing number of partnerships among unions, worker centers, anti-violence advocates, and other stakeholders around the world, REIMAGINING WORKPLACE SAFETY sought to build upon unions' key role in improving workplace conditions, raising wages and benefits, and improving workplace safety. The convening provided an opportunity for relationship building and information sharing to develop transformational collaborations that will lead to the prevention of sexual and domestic violence, sexual harassment and exploitation, and stalking for workers so that they, and their families, can thrive.

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WELCOME AND OPENING REMARKS

Welcome and Opening Remarks were provided by Esta Soler, President and Founder, Futures Without Violence, who articulated the intersections of domestic violence, sexual assault, workplace safety, and economic justice and security.

Ana Avendaño, Vice President, Labor Engagement, United Way Worldwide, also provided Welcome and Opening Remarks. She focused on new opportunities for worker engagement and organizing around issues of domestic and sexual violence in the context of fewer numbers of workers benefiting from union representation.

Finally, Rosie Hidalgo, Deputy Director for Policy, Office on Violence Against Women, U.S. Department of Justice, offered Opening Remarks, observing that no one should have to make a choice between staying in an abusive relationship or at an abusive workplace and being able to feed their families.

OPENING ACTIVITY: COMINGS AND GOINGS

Aaron Polkey, Staff Attorney for Outreach and Engagement at FUTURES, led an exercise entitled “Comings and Goings,” intended to achieve the following learning objectives:

1. Explore options available to workers – particularly low-wage workers – experiencing domestic violence, sexual violence, and stalking; and
2. Identify cultural and economic equity factors that increase or limit options available to workers experiencing domestic violence, sexual violence, and stalking.

Participants assumed the role of a low-wage woman worker employed as a hotel room cleaner, and navigated through a series of decision points arising from events and circumstances affecting the worker’s life. At the conclusion of the exercise, participants engaged in a group discussion that elicited many empathetic responses and eye-opening personal reflections.

MORNING PLENARY SESSIONS

Learning Lab: Strategies to Address Sexual Harassment, Violence and Exploitation in the Janitorial Industry

Janitorial workers are especially vulnerable to sexual assault and harassment on the job, working in isolated spaces after the last office worker has left the workplace. The panel of California union leaders, attorney advocates, and worker advocates discussed the impact of union engagement on sexual and domestic violence responses in the janitorial industry, and the opportunities and challenges that unions face in creating cooperative partnerships with outside organizations.

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Elena Dineen, Moderator <i>Staff Attorney for Programs Futures Without Violence</i>	Sandra Diaz <i>Vice President SEIU-United Service Workers West</i>
	Anel Flores <i>Legal Director Maintenance Cooperation Trust Fund</i>
	Jennifer Reisch <i>Legal Director Equal Rights Advocates</i>
	Alejandra Valles <i>Chief of Staff and Secretary-Treasurer SEIU-United Service Workers West</i>

[Race to the Bottom](#), a March 2016 University of California, Berkeley, Labor Center exposé of wage theft and other forms of economic exploitation, brought to light the alarming rates of sexual harassment and violence in the California janitorial industry. [The Perfect Storm](#), a subsequent complementary report by the University of California, Berkeley, Labor Occupational Health Program, found that “the property services industry is structured in a way that isolates workers who are uniquely vulnerable to sexual harassment, and then creates conditions in which workers are afraid to step forward to report harassment.”

These reports, along with PBS Frontline’s [Rape on the Night Shift](#), buttressed a grassroots effort for the California State Legislature to enact A.B. 1978, a bill requiring the California Department of Industrial Relations to create a registry system intended to increase accountability in the janitorial contracting industry. The bill, which [overwhelmingly passed](#) the legislature, also requires sexual harassment and assault training and prevention programs for supervisors provided by the California Department of Industrial Relations, and the availability of employee rights information, violence survivor resources, and a complaint hotline.

Panelists told the inspiring story of a group of women janitorial workers who, after the bill passed the legislature, [fasted](#) on the grounds of the California State Capitol in order to encourage Gov. Jerry Brown to sign the bill rather than allowing it to pass without his signature. Their fast [succeeded](#) in compelling Gov. Brown to sign the bill and brought awareness to the abuses suffered by women in this industry.

Although the California effort was a success, panelists expressed lingering concerns that change should be generated from the “bottom up,” especially in industries – like the subcontractor-driven janitorial industry – where it can be difficult to identify the employer at any particular worksite. Panelists also observed that workers in industries where women hold leadership positions, workers are better informed about the types of conduct that constitute sexual harassment and assault. Accordingly, there must be a concerted effort to deliver fundamental information to vulnerable

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workers, particularly in workplaces where few women hold supervisory and managerial roles. Finally, panelists called for more research and data on workplace sexual assault, in addition to the available data on workplace sexual harassment.

The panel concluded with Alejandra Valles reading a moving letter from a survivor of workplace sexual assault, which was addressed to the perpetrator. The general theme of the letter was the survivor might have seemed invisible to the perpetrator, but her voice and power remains intact and unmoved. In closing, participants were urged to help bring more light and visibility to the plight of vulnerable workers by collecting stories.

Experiences from the Field: Collaborations to End Violence Facing Vulnerable Workers

FUTURES' *Low Wage, High Risk* project partners with worker centers, anti-violence advocates, and employers to pilot industry-specific workplace approaches to prevent and respond to domestic and sexual violence. The following panel shared insights from these unique partnerships, explored new collaborative models to advance violence prevention, and discussed challenges for worker and employer engagement.

Linda A. Seabrook, Moderator <i>General Counsel</i> <i>Futures Without Violence</i>	Greg Asbed <i>Co-Founder</i> <i>Coalition of Immokalee Workers</i>
	Catherine Barnett <i>Executive Director</i> <i>Restaurant Opportunities Center, New York</i>
	Ana Isabel Vallejo <i>Co-Director/Attorney</i> <i>VIDA Legal Assistance, Inc.</i>

The [Coalition of Immokalee Workers](#) (CIW) is a worker-led human rights organization that advocates on behalf of with farmworkers in Southwest Florida. In the 1990s, farmworkers began to organize against sub-poverty wages, systematic wage theft, and brutal working conditions, which were compounded by incidents of sexual harassment, assault, and forced labor. Since its founding in 1993, CIW has worked on issues such as social responsibility, human trafficking, and gender-based violence at work.

Initially, CIW deployed traditional labor organizing tactics of production disruption, such as work stoppages, protests, legal action, and other methods. Unfortunately, its initial tactics merited only incremental change, especially since workers generally could not afford to lose more than one week's wages during any given work stoppage.

In order to lessen the financial impact on workers, CIW shifted its tactics from disrupting production to disrupting sales. It launched a successful campaign to pressure major food

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purchasers to leverage their buying power to relieve cost pressures on growers. Major food buyers also agreed to pay a premium for food grown and picked more safely, raising over \$25 million to improve farmworker conditions. CIW also developed the [Fair Food Program](#), a unique partnership among farmworkers, growers, and food purchasers in which major food buyers purchase food exclusively from growers that comply with a worker-developed code of conduct and an ongoing monitoring process. The program also disseminates information to workers about their rights and provides access to a 24-hour complaint line, which has processed nearly 1,500 complaints.

CIW built upon an existing partnership with [VIDA Legal Assistance, Inc.](#), to strengthen the monitoring process, and with the addition of FUTURES, the collaborative team developed agriculture industry-specific workplace responses to sexual harassment and violence. The collaboration developed and tailored a disciplinary and re-training process for offending supervisors, taking into consideration language, reading comprehension, complexity of terminology, and other specific needs. Bringing a high-road employer into the team, Pacific Tomato Growers, human resource officers also benefited from culturally sensitive model policies, curricula, and training on appropriate responses and support for employee-survivors of domestic and sexual violence.

Participants viewed a training video developed collaboratively by the project partners that featured actual farmworkers discussing the resources available to report improper conduct.

The panel shifted its attention to the Low Wage High Risk pilot site focused on the restaurant industry based in New York City, which consists of [Restaurant Opportunities Center \(ROC\) United](#), a national worker advocacy organization with 18,000 restaurant worker members in 15 states, the anti-violence organization Connect-NYC, and FUTURES. The restaurant workforce, comprised of majority women, includes many groups particularly vulnerable to economic exploitation, sexual harassment and assault, including undocumented workers, persons from disadvantaged economic backgrounds, people of color, and young people working their first job.

The majority of annual Equal Employment Opportunity Commission (EEOC) sexual harassment complaints arise from incidents occurring in the restaurant industry. ROC conducted interviews to uncover the bases of this trend and discussed their findings on the panel. Most interviewed restaurant workers were initially unaware that some conduct brushed aside as commonplace and endemic to the restaurant industry, such as management demands to dress or act provocatively to upsell and earn more tips or customers making remarks about a server's appearance or personal life, actually constitutes sexual harassment. Scores of interviews and further studies concluded that there is a significant correlation between economic pressures and the widespread industry culture of sexual harassment and assault at restaurants.

ROC advocates for the [elimination of the tipped minimum wage](#) to uplift the economic security of restaurant workers and diminish the perverse economic pressures that promote sexual harassment and assault in the restaurant industry. It spearheads RAISE (Restaurants Advancing Industry

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Standards for Employment), a coalition of over 200 restaurant owners/employers who embrace fair compensation, paid leave, promotion opportunities, and other employee-oriented practices as a part of their business models. In conjunction with FUTURES, ROC is developing model workplace policies on domestic and sexual violence, employee resource posters and cards, and decision maps for management for distribution to RAISE members.

The panel concluded by suggesting alternative means of amassing power, such as leveraging consumers, in order to bring more employers to the table of creating safe and supportive workplaces.

LUNCH REMARKS by Barbara Byers, Secretary Treasurer of the Canadian Labour Congress

Ms. Byers presented “Can Work Be Safe, When Home Isn't? - Initial Findings of a Pan-Canadian Survey on Domestic Violence and the Workplace.” In partnership with Western University, the [Canadian Labour Congress](#) (CLC) launched a 60 question online survey, and promoted it via posters, bookmarks, emails, meetings, and media outreach.

Nearly 8,500 people responded, with women comprising 78.4% of respondents. One-third of respondents reported having experienced domestic violence in their lifetimes, 35% believe a co-worker might be experiencing domestic violence, and 12% believe a co-worker might be a perpetrator of abusive conduct. Respondents reported a wide array of negative impacts of domestic violence on work life and the workplace, and nearly half of respondents who experienced domestic violence reported that they discontinued employment because of their abuse. Only 43% of respondents who experienced domestic violence reported that they ever discussed their situation with someone at work. About one-quarter of respondents received information about domestic violence from their employer, and another one-quarter from their union. The survey found overwhelming support for support structures such as paid leave and workplace safety policies.

CLC plans to use these findings to advocate for changes in occupational health and safety standards in Canada to incorporate domestic violence protections, including flexible working arrangements and paid “safe leave.” The findings will also be used in collective bargaining, internal union advocacy programs, and broader workplace educational resources.

CLC applies seven principles to collective bargaining in the context of domestic violence and its impact on the workplace:

1. Provide dedicated paid leave for employees experiencing family or domestic violence;
2. Disclose information only on a “need to know” basis to protect confidentiality while ensuring workplace safety;
3. Implement workplace safety strategies, including risk assessments, safety plans, training, and a timely and effective process for resolving concerns;

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4. Provide for counseling and referral to appropriate support services;
5. Provide appropriate training and paid time off work for designated support roles (including union health and safety representatives);
6. Provide employees experiencing domestic violence with flexible work arrangements, access to pay advances, and other accommodations; and,
7. Protect employees from adverse action or discrimination based on their disclosure, experience, or perceived experience with domestic violence.

These principles are manifest in union/management collaborations like the Women’s Advocate Program, where trained workplace representatives assist women in workplace harassment, intimate violence, and abuse issues. Unions have also implemented one-hour member trainings and training modules for shop stewards, health and safety representatives, and other front line representatives and negotiators.

AFTERNOON PLENARY SESSIONS

Communications Strategies to Shift the Culture of Workplace Violence

The following panel of journalists who report on issues of sexual and domestic violence, labor, workplace safety, and workplace harassment and exploitation, shared insights into covering the intersection of gender-based violence and the workplace, including what makes for a newsworthy story.

Stephanie Mueller, Moderator <i>Executive Vice President BerlinRosen</i>	Stephen Lee <i>Senior Reporter Bloomberg BNA</i>
	Danielle Paquette <i>Reporter Washington Post</i>
	Mary Sanchez <i>Columnist Tribune Media, Kansas City Star</i>
	Becca Schuh <i>Freelance Journalist</i>
	Jonathan Timm <i>Freelance Journalist The Atlantic</i>
	Bernice Yeung <i>Reporter Center for Investigative Reporting</i>

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Panelists shared personal accounts of how individual stories are often the best vehicles to grab the attention of reporters, editors, and readers. There was a broad consensus of the untapped opportunity in pursuing coverage by smaller and local news organizations and freelance journalists. It can be as easy as giving a reporter a call or sending an email.

Panelists also confessed that many journalists, like much of the public, believe that employees have more choices and power over where they work, and their working conditions. Furthermore, some reporters may dismiss issues as being specific to certain industries. Cross-industry data is necessary and goes far to revealing the prevalence of gender-based violence and its impact on the all types of workplaces.

Putting Race, Gender and Economic Empowerment at the Center of Resilient Workplaces

Panelists explored how sexual violence affects workers of color and low-wage workers, including the changes necessary in the labor and anti-violence movements to address domestic, sexual, and economic violence facing disempowered workers.

Ana Polanco, Moderator <i>Advisor</i> <i>Futures Without Violence</i>	Carmen Berkley <i>Director of Civil, Human & Women's Rights</i> <i>AFL-CIO</i>
	Valerie Long <i>Executive Vice President</i> <i>SEIU</i>
	Rev. Dr. Regena L. Thomas <i>Human/Civil Rights Advocacy Director</i> <i>AFT</i>
	Quentin Walcott <i>Co-Director</i> <i>CONNECT</i>

The engagement of men as allies, both to influence other men and change cultural norms, provides a major entry point for discussions of gender-based violence in the union and worker center context. Nevertheless, the panel observed that two-thirds of women are breadwinners, and women make up 47% of union membership. Therefore, tense initial conversations are necessary to intersect sexism and other biases, with economic justice and workplace safety.

In particular, economic injustices, such as subminimum wages, childcare expenses, and poverty, should be viewed as health and safety matters due to the accompanying stresses, its impact on work and home life, and the prevalence of violence. In fact, women in low-wage jobs have the greatest experience in dealing with trauma. Is that point of leverage to effect change?

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The future of the labor movement depends on engaging about the intersection of race, gender, domestic violence, and sexual assault. Analyzing every initiative and activity of the labor movement in a gendered and racial lens will not only promote equity and safety, but also adapt the movement to properly representing the modern and evolving workforce.

CONCURRENT WORKING SESSIONS

Participants were assigned to one of three concurrent working sessions:

- Member Growth and Retention of a Vulnerable Workforce;
- Legislation, Regulations, and Research; and
- Promising Practices.

Facilitators in the working sessions asked participants to apply personal experiences and expertise as well as information and insight shared during previous discussions to generate ideas, best practices, and opportunities for collaboration.

RECOMMENDATIONS: Member Growth and Retention of a Vulnerable Workforce

Implement survivor-centered strategies to all aspects of member organizing. Survivor-centered approaches prioritize survivor voices, needs, and self-determination. Victim-blaming, pervasive myths about sexual assault, and shame may discourage worker-survivors from joining unions or from staying connected to union activities. Centering worker voice and respecting survivors' choice to share their story as part of an organizing campaign builds trust among members and can increase union growth and retention.

Increase training for union staff and members on trauma and gender-based violence. Participants suggested that union members and staff should receive training on sexual and domestic violence, bias, and trauma. Trainings should be intersectional—mindful of workers' intersecting identities, and the systems of power and oppression union members might experience each day. Trainings should also account for the differing religious beliefs of staff and how these beliefs might affect their understanding of, and response to, domestic violence. These trainings would position union staff to appropriately support future and current members experiencing domestic violence and sexual assault.

Promote survivor leadership within unions. Earlier panelists shared powerful examples of survivor leadership within unions. Using a *promotora* model that empowers survivor-workers to tell their own stories, survivor-members from SEIU-USWW organized protests and fasts to organize Latina janitors and encourage the passage of AB1978, a California law that provides increased protections against sexual assault to janitorial workers. Unions can embrace survivor leadership both as a way to organize members around gender-based violence, ground their work in worker voices, and promote membership growth.

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Support collaborations between anti-violence advocates and unions. Anti-violence advocates can provide expertise to union staff on responding to and preventing domestic and sexual violence in the workplace and supporting survivors. Union staff can reach out to local service providers for this assistance and for referrals for survivor-members.

RECOMMENDATIONS: Regulations, Research and Legislative Initiatives

Unions and anti-violence advocates can support innovative state and local legislation addressing the impact of domestic and sexual violence in the workplace. Federal law addresses sexual violence and harassment in the workplace under Title VII of the Civil Rights Act. Federal law, however, does not address the impact of domestic violence that occurs at home on the workplace. Even where federal laws do provide protections to workers, advocates note that enforcement is often ineffective. Innovative state and local laws can provide increased protections for workers, supported by local accountability. For example, UNITE HERE Local 8 in Seattle is working to pass ballot initiative Measure I-124, to provide increased protections to hotel workers who experience high rates of sexual harassment and violence on the job. The initiative includes measures such as hotel-supplied panic buttons in rooms and additional wages for family healthcare costs for hotel employees. In order to strengthen these local and state efforts, anti-violence advocates and wage justice coalitions can come together and leverage the collective power of their movements to increase economic security for survivors and address the impact of gender-based violence at work.

Solicit funding from local foundations for local, community-based research. Research on the incidence and impact of domestic and sexual violence in the workplace is critical to successful legislative efforts at the state level. At the same time, very little research exists. Research on the cost of domestic and sexual violence in the workplace for employers is limited and dated. In addition, more research is needed on the prevalence of workplace sexual harassment and assault, as well as the impact of domestic violence on a worker's employment. Anti-violence and worker advocates could partner with local universities to submit proposals to local foundations for regional surveys and research projects.

Survey union members on harassment and gender-based violence in the workplace. Unions can survey members and ask workers questions about the impact of domestic and sexual violence on the workplace. Where workers are reluctant to report sexual violence or harassment for fear of retaliation, anonymous member surveys can provide a critical, if not limited, snapshots of the true scope of the problem in a particular workforce.

Promote voluntary, worker-driven programs that go beyond what the law requires. Anti-violence advocates, unions, employers, and worker advocates can collaborate to develop worker-driven workplace programs that address the impacts of domestic and sexual violence in the

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workplace. These programs, such as those developed through FUTURES' Low-wage, High Risk project, can provide protections beyond what the law requires.

RECOMMENDATIONS: Identifying Promising Practices

Develop clear processes and practice supports within the union. Unions can institutionalize and make permanent policies and procedures for responding to and preventing the impacts of gender-based violence in the workplace. This helps build trust between members and union staff around this issue, especially in unions where women comprise a disproportionate number of the workforce.

Invest in prevention and awareness-raising activities. Unions can implement comprehensive, proactive policies to raise awareness about the impact of workplace violence before incidents occur. Bystander intervention trainings can effectively engage men in prevention efforts and raise awareness about this issue in the workplace. Unions can also invest in resources such as posters or safety cards that identify resources and referrals for survivors, while at the same time raising awareness about domestic and sexual violence.

Collect and share survivor stories. Worker-survivor stories can be powerful tools to mobilize workers and encourage policy changes in the workplace. Unions can collect letters from survivors and create written and visual resources that detail the workplace impacts of domestic violence and sexual assault. These strategies not only center the survivor's voice, but also encourage survivor-leadership within a union.

Create and share industry-specific resources and develop cross-sector partnerships. Unions and anti-violence advocates can work together to create industry-specific prevention and response resources. Trainings and educational materials should include exercises specific to the experiences and environments of workers in that industry. At the same time, unions and anti-violence advocates can build partnerships across unions and industries and share best practices, such as model collective bargaining agreement language, or training materials on domestic violence and sexual assault.

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APPENDIX A: Participant List

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National Women's Law Center

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& Trabajadoras' Empowerment - Labor
Council for Latin American Advancement

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APPENDIX B: Agenda

- 8:30 - 9:00 am** **Registration and Breakfast**
Breakfast provided through the generosity of United Way Worldwide
- 9:00 - 9:30 am** **Welcome and Opening Remarks**

Esta Soler, President and Founder, Futures Without Violence
Ana Avendaño, Vice President, Labor Engagement, United Way Worldwide
Rosie Hidalgo, Deputy Director for Policy, Office on Violence Against Women, Department of Justice
- 9:30 - 10:15 am** **Opening Activity**

Facilitator: **Aaron Polkey**, Staff Attorney for Outreach and Engagement, Futures Without Violence
- 10:15 - 10:20 am** **Concurrent Working Sessions Description**

Linda A. Seabrook, General Counsel, Futures Without Violence

Participants are invited to begin considering ideas for the three afternoon working session topics: Member Growth and Retention of a Vulnerable Workforce; Regulations, Research and Legislative Initiatives; and Identifying Promising Practices
- 10:20 - 11:20 am** **Learning Lab: Strategies to Address Sexual Harassment, Violence and Exploitation in the Janitorial Industry**

Elena Dineen, Staff Attorney for Programs, Futures Without Violence, Moderator
Alejandra Valles, Secretary/Treasurer & Chief of Staff, SEIU-USWW
Sandra Diaz, Vice President, SEIU-USWW
Jennifer Reisch, Legal Director, Equal Rights Advocates
Anel Flores, Legal Director, Maintenance Cooperation Trust Fund

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Janitorial workers are especially vulnerable to sexual assault and harassment on the job, working in isolated spaces after the last office worker has left the workplace. Presenters will discuss the net effect union engagement has on sexual and domestic violence response from an organizing and member engagement perspective, as well as the opportunities and challenges that unions face in creating cooperative partnerships with outside organizations.

11:20 - 11:30 am **BREAK**

11:30 - 12:30 pm **Experiences from the Field: Collaborations to End Violence Facing Vulnerable Workers**

Linda A. Seabrook, General Counsel, Futures Without Violence,
Moderator

Greg Asbed, Co-Founder, Coalition of Immokalee Workers

Catherine Barnett, Executive Director, Restaurant Opportunities Center,
NY

Ana Isabel Vallejo, Co-Director/Attorney, VIDA Legal Assistance, Inc.

In 2013, Futures Without Violence began partnering with worker centers, anti-violence advocates and employers around the country to pilot industry-specific approaches to address domestic and sexual violence prevention and response in the workplace. Presenters will share insights from these unique partnerships, explore new possibilities for engaging in collaborative models to advance violence prevention, and discuss challenges to worker and employer engagement in their industries.

12:30 - 1:30 pm **LUNCH**

Lunch provided through the generosity of United Way Worldwide

Remarks by Barbara Byers, Secretary Treasurer of the Canadian Labour Congress

Unions and communities around the world are coming together to end a global epidemic: violence against women. Canadian unions have been working for more than two decades to change the conversation on sexual and domestic violence in the workplace. Using a wide range of practices and strategies, these unions have developed a clear agenda to eliminate gender-based violence at work, engage men as allies, and push for contractual and public policy changes to uplift the response to violence impacting workers.

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Join Canadian Labour Congress Secretary-Treasurer Barbara Byers for an intimate conversation on the essential role labor unions can play to respond to workers experiencing violence and exploitation and work collaboratively to create safer and more supportive workplaces.

1:30 - 2:30 pm Communication Strategies to Shift the Culture of Workplace Violence

Stephanie Mueller, Executive Vice President, BerlinRosen, Moderator
Bernice Yeung, Reporter, The Center for Investigative Reporting
Stephen Lee, Senior Reporter, Bloomberg BNA
Jonathan Timm, Freelance Journalist, The Atlantic
Mary Sanchez, Columnist, Tribune Media, Kansas City Star
Becca Schuh, Freelance Journalist
Danielle Paquette, Reporter, Washington Post

Panelists with experience reporting on issues of sexual and domestic violence, labor, workplace safety, and/or exploitation and harassment in the workplace will share their experiences, challenges, and successes in covering these issues. Presenters will share insights into covering the intersection of gender-based violence and the workplace, including what makes for a newsworthy “hot topic,” as well as the challenges and opportunities covering sexual and domestic violence in general.

2:30 - 2:40 pm BREAK

2:40 - 3:40 pm Putting Race, Gender and Economic Empowerment at the Center of Resilient Workplaces

Ana Polanco, Advisor to Futures Without Violence, Moderator
Carmen Berkley, Director of Civil, Human and Women’s Rights, AFL-CIO
Valarie Long, Vice President, Property Services, SEIU
Quentin Walcott, Co-Director, CONNECT
Rev. Dr. Regena L. Thomas, Human/Civil Rights Advocacy Director, AFT Human Rights and Community Relations Department

Presenters will explore how sexual violence impacts workers of color and other vulnerable workers, including what important shifts are necessary in the labor and anti-violence movements to address domestic, sexual, and economic violence facing these workers. Participants will also discuss what role men can play as allies.

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3:40 - 3:45 pm **Remarks by Brian Gallagher, President, United Way Worldwide**

3:45 - 3:55 pm **BREAK**

3:55 - 4:55 pm **Concurrent Working Sessions**

Member Growth and Retention of a Vulnerable Workforce (Ana Polanco; Rosa Greenberg, UNITE HERE)
Regulations, Research and Legislative Initiatives (Elena Dineen, FUTURES)
Identifying Promising Practices (Lisa Kim; Jamal Watkins, AFL-CIO)

Participants will be asked to apply personal experiences and expertise as well as information and insight shared during previous discussion to generate ideas, best practices, and opportunities for collaboration.

4:55 - 5:25 pm **Highlights from the Working Sessions**

Facilitators: **Aaron Polkey** and **Ana Polanco**

5:25 - 5:30 pm **Closing Remarks**

Linda A. Seabrook, General Counsel, Futures Without Violence

5:30 - 6:30 pm **RECEPTION**

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