

POWER UP FOR WORKING MOMS



Pathways to Prosperity for
Women Survivors of Domestic/Sexual Violence

FUTURES
WITHOUT VIOLENCE

ABOUT

POWER UP

More than 11 million women have become unemployed and another 2.65 million have left the workforce since the onset of the COVID-19 pandemic. This economic fallout of the pandemic has impacted Black, brown and immigrant women the most. Black and Latinx women are overrepresented in the hardest hit sectors, including low-wage sectors, where 95% of workers lack access to paid leave. Close to 1/3 of women in low-wage sectors are mothers, struggling to support their families on incomes below \$25,000 even prior to the pandemic.

As the 'Shecession' disrupts pathways to economic justice for Black and brown women, so too does the concurrent 'Silent Pandemic' -- the alarming rise in rates of domestic and sexual violence and rising trauma during COVID-19. Missed shifts and work days, lost productivity -- and the resulting loss of advancement opportunities -- negatively impacts job stability and economic well-being for women facing intimate partner violence. The relationship between gender-based violence and economic security is more pronounced than ever, and a failure to address this intersection threatens to undermine recovery efforts.

With communities of color being hardest hit by the spread and tragic consequences of contracting the virus, the pandemic has caused an already vulnerable workforce to be faced with a life-or-death calculus of safety or a paycheck -- a calculus survivors of gender-based violence already know all too well.

This is a time of both extraordinary challenge and extraordinary opportunity for deeper, systemic change and justice for Black, brown and immigrant women and their families.

THE PANDEMIC HAS DISPROPORTIONATELY IMPACTED BLACK, BROWN & IMMIGRANT WOMEN, EXACERBATING BOTH ECONOMIC INSECURITY AND RISK OF VIOLENCE.

6X
**MORE LIKELY
TO DROP OUT**

WOMEN WHO ARE SURVIVORS OF INTIMATE PARTNER VIOLENCE ARE MORE LIKELY TO DROP OUT OF WORKFORCE DEVELOPMENT PROGRAMS

One study showed that survivors of intimate partner violence are six times more likely to drop out of workforce development programs., without adequate adaptations to the program to account for the disproportionate trauma and violence that they face.

**UP TO
18%**

CALLS TO HOTLINES & OTHER EMERGENCY SERVICES FOR VIOLENCE AGAINST WOMEN HAVE INCREASED

Increased violence threatens women's long-term economic security, as health impacts from trauma as well as financial and economic abuse can impede full economic participation.

LONGSTANDING INEQUITIES EXACERBATED

Even before the COVID-19 pandemic, Black women experienced (and continue to experience) domestic violence at a rate 35% higher than white women, threatening their economic opportunities and security. 7.9 million paid workdays are lost each year due to gender-based violence. Economic justice strategies must work hand in hand with the movement to prevent and end gender-based violence to advance equity.

GOAL

POWER UP partners with employment and workforce development programs to better meet the needs of Black, brown, and immigrant women who face disproportionately higher rates of trauma and gender-based violence that disrupt their access to economic opportunities and advancement.

The model is simple and effective:

1. **Appraisal** – An easy-to-use Power Up assessment helps employment programs assess their services and supports to better meet the needs of survivors of gender-based violence, who often experience complex trauma and health impacts, even long after abuse/violence has ended;
2. **Partnerships**– The Power Up team introduces and deepens ties between employment programs and their local domestic violence shelters/victim services agencies to create lasting pathways to employment for marginalized women;
3. **People** – Power Up supports a survivor-centered facilitated process of listening to local Black, brown and/or immigrant women survivors/local clients, as leaders and experts with lived experience, to inform more locally tailored adaptations to employment programs, (a trauma-informed process, given the difficulty and potential risk for retraumatization that survivors face when discussing with workforce development staff);
4. **Power of Connections**– Power Up leverages a nationally-recognized working group of experts with both lived and professional experience as a resource to local employment and workforce development programs;
5. **Problem-Solving** – The Power Up team offers ongoing support, training, trouble-shooting as employment programs deepen their readiness to be both trauma-informed and survivor-centered; and
6. **Performance**– Power Up offers key performance indicators to track progress and evaluate the success and impact of a shift to survivor-centered and trauma-informed workforce development practices.

Together, these strategies have already transformed the readiness of employment and workforce development programs in 8 states to respond to the needs of Black and brown women survivors and strengthened their impact.

ABOUT FUTURES

For close to 40 years, Futures Without Violence has been at the forefront of some of the most transformational advances in policy, practice and paradigm shifts related to preventing and addressing gender-based violence and its disproportionate impact on the lives of Black, Indigenous and people of color. Our award-winning economic justice and workplace equity team is made up of nationally recognized experts in addressing the gender-based violence that disproportionately affects women in low-wage work.

Our economic justice work spans practice, policy and paradigm shift, including but not limited to:

- reimagining workplaces to better meet the needs of survivors and keep survivors safe;
- creating trauma-responsive workforce development programs and workplaces;
- building pathways to education and employment opportunities for survivors of trafficking, domestic abuse, sexual assault and other forms of violence; and
- helping survivors navigate online education, training and employment opportunities and job opportunities in new sectors.



POLICY

PRACTICE

**PARADIGM
SHIFT**

PARTNERING AT A CRITICAL TIME

Recognizing and addressing the intersecting impacts of racism and gender-based violence is central to unlocking the vast potential of women, and helping families obtain stable, high quality jobs. As the COVID-19 pandemic continues to exacerbate longstanding inequities, we have an opportunity to redefine and reimagine workplace development strategies and employment programs in partnership with Black, brown, and immigrant women to better meet their needs. Let's get to work.



ECONOMIC
JUSTICE FOR
SURVIVORS

ATTACHMENTS

Courtesy of Dalberg Global Development Advisors

1.

THE ECONOMIC FALLOUT OF THE PANDEMIC HAS IMPACTED BLACK AND LATINX WOMEN AND IMMIGRANTS THE MOST

	<u>Black and Latina women</u>	<u>Immigrant women</u>
Change in workforce participation	 -4.2 pp in labor force participation rate ²	 -2.9 pp in labor force participation rate ²
Agency over work	<ul style="list-style-type: none">Black and Latina workers are overrepresented in low-wage sectors, where 95% of workers lack access to paid leave¹	<ul style="list-style-type: none">In addition to being overrepresented in low-wage sectors, immigration status can further limit access to flexible work policies such as paid leave
Access to work	<ul style="list-style-type: none">Black and Latina workers are disproportionately represented in hardest-hit sectors, on top of existing pay disparities (e.g., 62 and 54 cents for every dollar earned by white men, respectively)²	<ul style="list-style-type: none">Experienced disproportionate job losses due to high representation in the hospitality industry³Faced barriers accessing safety net resources due to fear of deportations
Ability to work	<ul style="list-style-type: none">Black women are more likely to be single moms than white women, and were more likely to live in school districts that shifted to 'online-only'⁸23% of Black & 19% Latina women were in poverty before the pandemic, vs. 9% of white women⁹	<ul style="list-style-type: none">26% of immigrant women have school-age children, compared to 17% of US-born women⁴Less free to report domestic violence to authorities due to fear of deportations

Sources: (1) [Recommendations for providing long-overdue paid leave to all workers and their families](#); (2) [U.S. Bureau of Labor Statistics](#); (3) [On the Frontlines at Work and at Home: The Disproportionate Economic Effects of the Coronavirus Pandemic on Women of Color](#); (4) [An early readout on the economic effects of the COVID-19 crisis](#);

2.

THE PANDEMIC HAS EXACERBATED BOTH ECONOMIC INSECURITY & RISK OF VIOLENCE FOR WOMEN



Women have lost
5.4 million jobs

on a net basis since the pandemic began – 1m more than men – with implications for economic security.¹

Surveys show that women are between 5-10% more likely than men to have trouble paying bills, get food from a food bank, or receive public assistance.²

Increased economic insecurity influences increased violence and harassment. Domestic Violence rates are higher among couples reporting high levels of financial strain.³

Increased violence threatens women's long-term economic security, as health impacts from trauma as well as financial and economic abuse can impede full economic participation.⁵



Domestic violence has escalated during the pandemic, in part due to restrictions on mobility. Calls to hotlines and the police have increased up to

18%⁴.

Reports of sexual harassment in physical and digital workplaces have also increased, e.g., in the restaurant industry

Source: (1) [When Women Lose All the Jobs: Essential Actions for a Gender-Equitable Recovery](#) (2) [Economic Fallout From COVID-19 Continues To Hit Lower-Income Americans the Hardest](#) (3) [Economic Stress and Domestic Violence](#) (4) [Violence against women surges during COVID-19 crisis as Senate Republicans block anti-domestic violence law](#) (5) [Intersections of Domestic Violence and Economic Security](#)

Courtesy of Dalberg Global Development Advisors