



Engaging Employers to Create Supportive Workplaces

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About Workplaces Respond

Workplaces Respond, National Resource Center, educates and builds collaborations among workplace and non-workplace stakeholders – employers, worker associations, unions, and anti-violence advocates – to prevent and respond to domestic violence, sexual harassment and violence, trafficking, stalking, and exploitation impacting the workplace.

This project is supported by Grant No. 2016-WW-AX-K001 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

Learning Objectives

As a result of this session, participants will better be able to:

- Identify critical and compelling reasons to address the impacts of gender-based violence in the workplace;
- Evaluate workplace culture, policies, and practices to identify opportunities to adopt a trauma-informed survivor-centered lens; and,
- Apply the 4'Rs [Recognize – Respond – Refer – Re-engage] model.

Engaging Employers

Where to Start

Large Group Discussion

Does your organization currently provide education and training to employers in your local community?

- Yes
- No
- I don't know

Large Group Discussion

What are the obstacles to engaging employers to improve their response to gender-based violence?

How do we effectively make the case for prevention?

Aligning Mission and Values

- What are the employer's values?
- How are they reflected in policy and practice?

Our Mission

UM St. Joseph Medical Center will be guided by our Catholic health care tradition of loving service and compassionate care. As an integral member of University of Maryland Medical System, we provide access to a full spectrum of health care services that improves the health of the communities we serve.

Our Vision

UM St. Joseph Medical Center, guided by our Catholic health care values, will be known for our ability to deliver the highest quality, innovative and coordinated care for the communities we serve.

Our Values

UM St. Joseph Medical Center embraces a mission of loving service and compassionate care for all regardless of ability to pay. Our core values are:

- **Reverence** – Respect for all people as God's loved children
- **Integrity** – Coherence between what we say and what we do/how we do it
- **Compassion** – Ability to enter into another's joy and sorrow
- **Excellence** – Always putting forth our personal and professional best efforts.
- **Stewardship** – Utilizing and managing all resources for the benefit of our organization and community

The Costs

employee turnover
absenteeism
staff morale
public image
safety
health care costs
productivity
workplace violence
performance

Tools to Enhance Workplace Culture & Climate

Opportunities to Improve

The Gaps

Personnel policies

- 65 percent of companies lack a formal DV policy (Society for Human Resource Management, 2013)

Staff training on gender-based violence

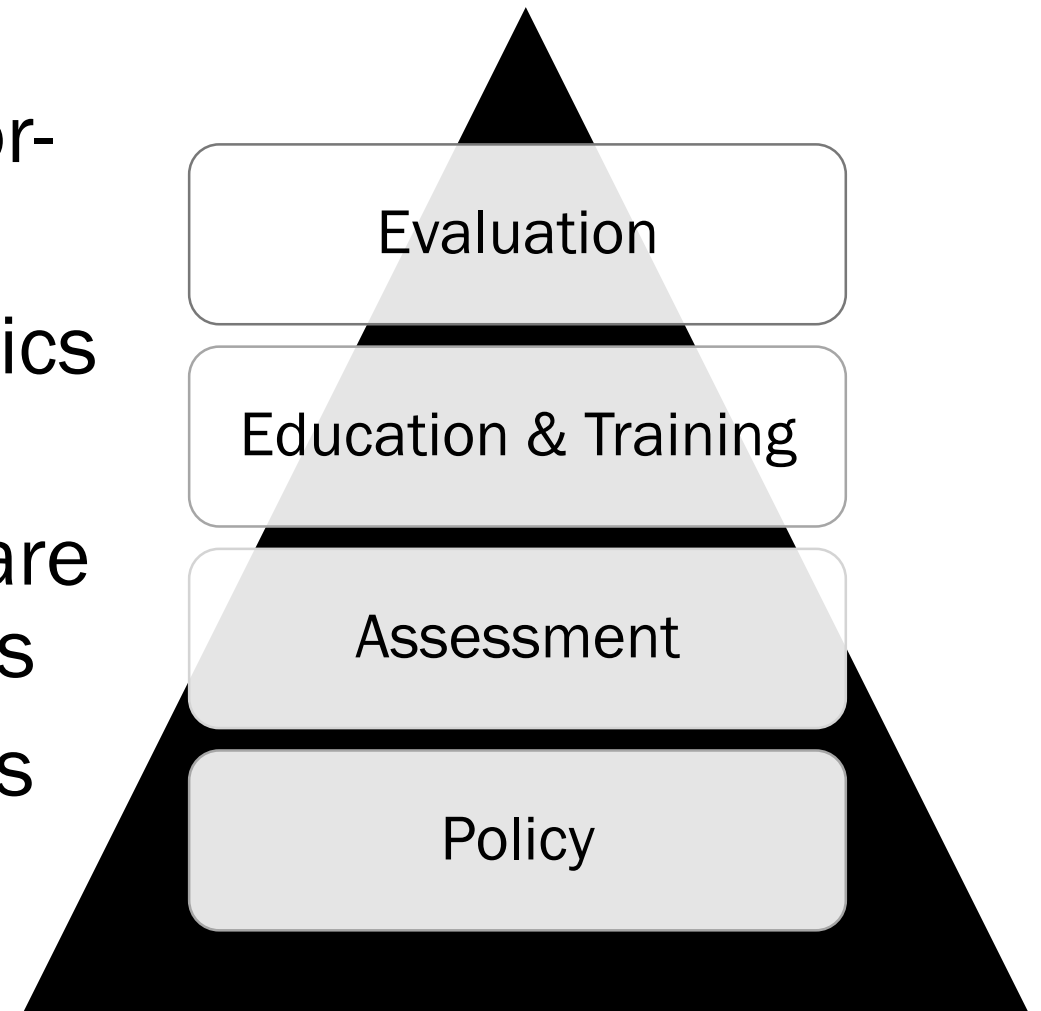
- 20 percent offer training on domestic violence (Society for Human Resource Management, 2013)

Workplace culture

- 29 percent of US workers considered their workplace culture to be “toxic” or in need of improvement (Snack Nation, 2017)

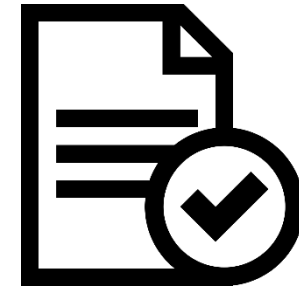
Goals

- Institute trauma-informed, survivor-centered workplace policies
- Educate employees on the dynamics of violence and harassment
- Ensure that all employees are aware of workplace policies and supports
- Provide supervisors with resources and guidance to help
- Conduct safety audits



Comprehensive GBV Policy

- Inclusive of all forms of GBV and harassment
- Covers all employee relationships, contractors, vendors, and locations
- Details reporting and investigation processes
- Defines consequences for those who violate the policy

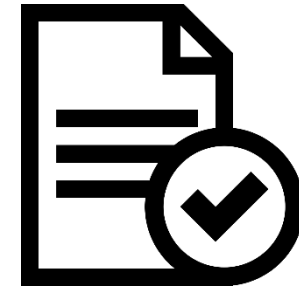


Model Policy

www.workplacesrespond.org/wp-content/uploads/2017/01/Model-Policy.pdf

Consider Equity

- Pay parity
- Leave & flexible work situations
- Women and POCs in positions of leadership



Closing Equity Gaps

<https://checkyourworkplace.com/advocate/closing-equity-gaps/>

Survivor-Centered Practices

- Provides them with options, information, and choice
- Encourages collaboration in the survivor's self-defined interest
- Promotes survivor safety and well-being
- Ensures accountability, trustworthiness, and transparency
- Reasonable accommodations
- Peer support, resources, and referrals

Sample Policy: the Good, the Bad, and the Ugly

What is good about the policy?

What is problematic?

How could it be made more survivor-centered?

Climate Surveys

Prevalence

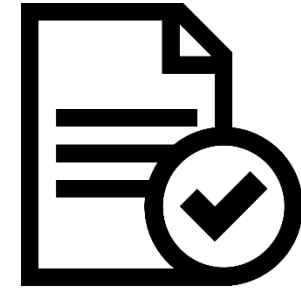
- Measures frequency, nature & impacts of workplace harassment & violence

Equity

- Measures belief in access to equal opportunity & fair treatment

Accountability

- Measures belief and confidence that the process protects victims & strives to eliminate harassment

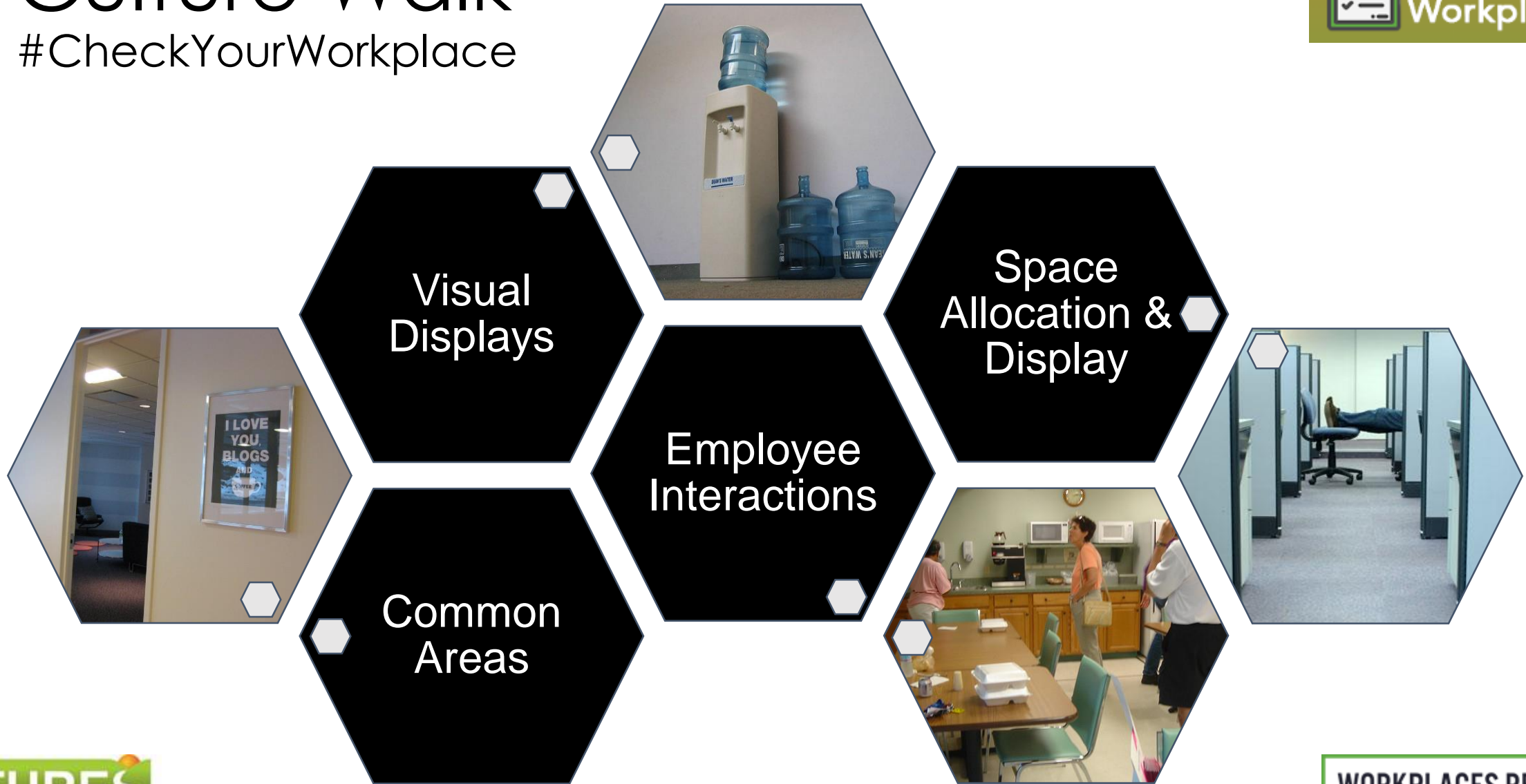


Climate Survey

www.workplacesrespond.org/page/harassment-climatesurveys/

Culture Walk

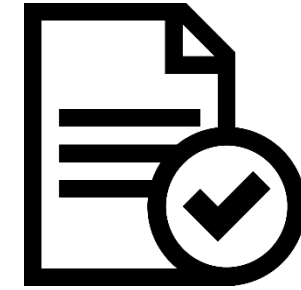
#CheckYourWorkplace



Education and Training



- Center around issues of equity and respect
- Build common understanding through dialogue
- Equip individuals with knowledge and tools
- Provide resources and referrals
- Participate in an ongoing conversation



Sample Training Content for Supervisors and Managers
www.workplacesrespond.org/resource-library/sample-content-supervisors-domestic-violence-trainings/

Sample Training Content for Employees
www.workplacesrespond.org/resource-library/sample-domestic-violence-training-content-employees/

Trauma Informed Principles

Realizes the impacts of trauma



Recognize the signs of trauma



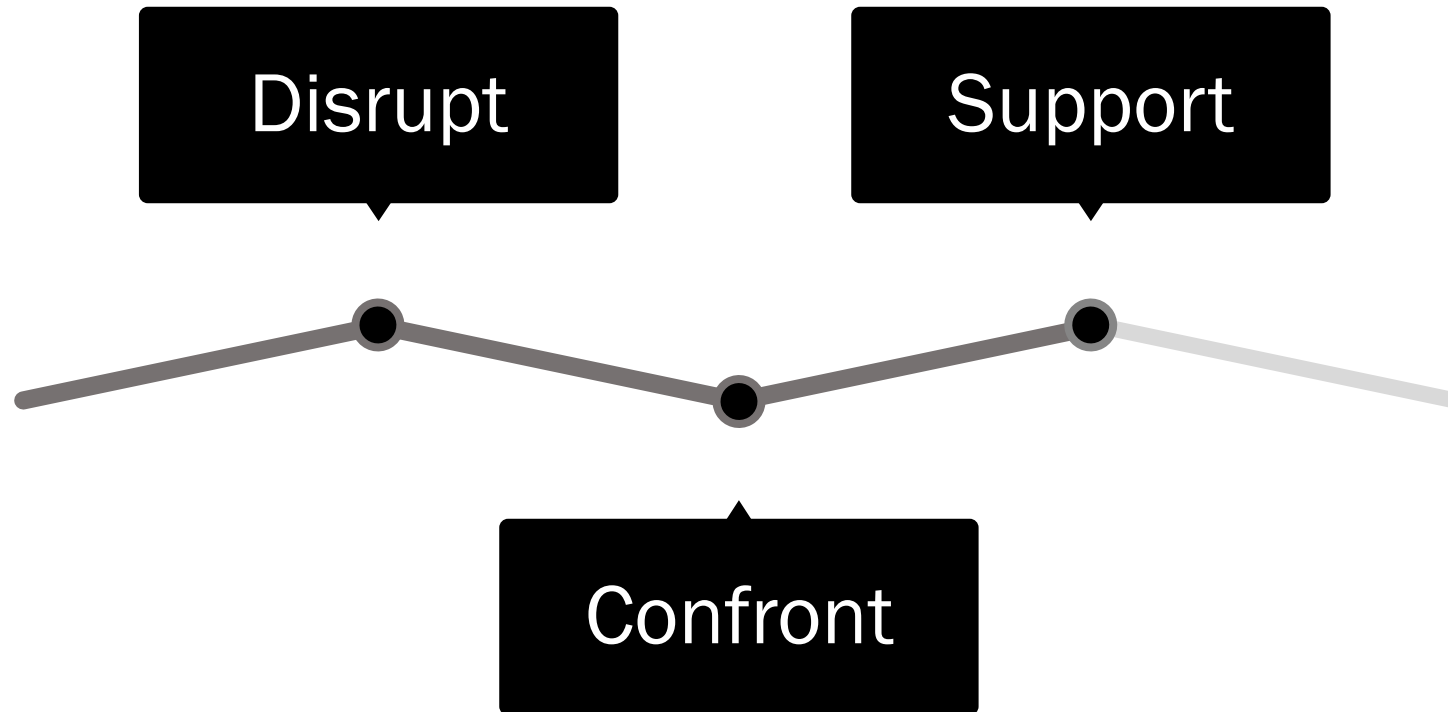
Respond in a trauma-informed way



Resist Re-traumatization

- Safety
- Trustworthiness & Transparency
- Peer Support
- Collaboration & Mutuality
- Empowerment, Voice & Choice
- Cultural, Historical & Gender Issues

Prevention & Intervention



Small Group Discussion: Case Study

What intersectional and workplace power dynamics impacted Mia's experience?

What did Mia need in order to thrive at the firm?

What policies and practices could the firm institutionalize to have prevent situations like this?

Measuring Effectiveness

- Identify outcomes that demonstrate impact.
 - What specific changes and outcomes will demonstrate your definition of success?
- What indicators will you use to measure those specific changes?
 - Create impact indicators that are:

Specific

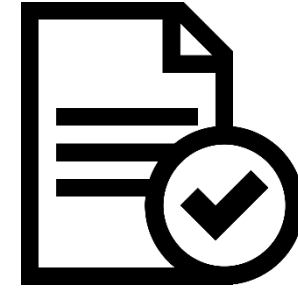
Actionable

Time-bound

Measurable

Relevant

Valid



Annual Review Checklist

www.workplacesrespond.org/wp-content/uploads/2017/01/Annual-Review-Checklist.pdf

Climate Survey

www.workplacesrespond.org/page/harassment-climatesurveys/

Resources

WORKPLACES RESPOND
TO DOMESTIC & SEXUAL VIOLENCE
A NATIONAL RESOURCE CENTER

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[News](#)

[Workplace Initiatives](#)



NATIONAL RESOURCE CENTER

Creating Workplaces Free from Domestic Violence, Sexual Harassment and Violence, and Stalking

Workplaces Respond provides resources, training, and technical assistance to employers, survivors, co-workers, and advocates to prevent and respond to domestic violence, sexual harassment and violence, and stalking impacting the workplace.

www.WorkplacesRespond.org

Resources



WORKPLACES RESPOND
TO DOMESTIC & SEXUAL VIOLENCE
A NATIONAL RESOURCE CENTER

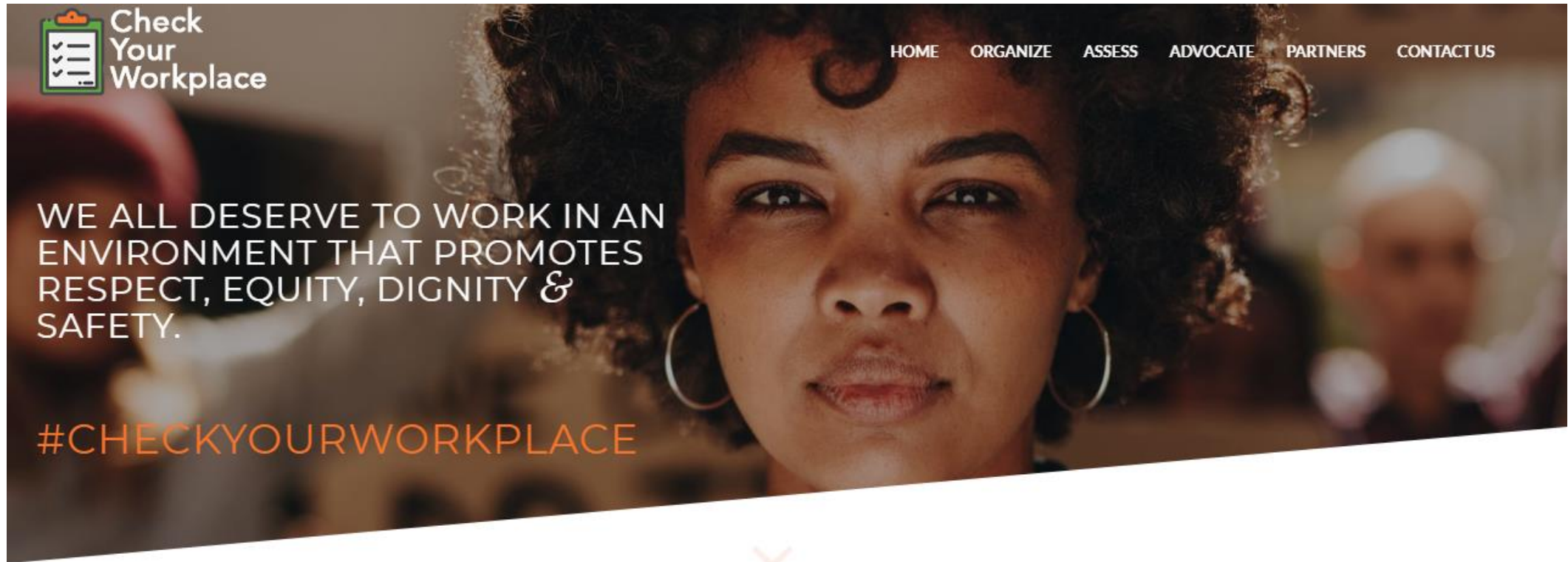
PREVENTION - EQUITY - ACCOUNTABILITY

Sexual Harassment & Violence

National Resource Hub for victims, coworkers, employers, and advocates to shift workplace culture from facilitating harassment and silence to promoting support, respect, and equity

www.WorkplacesRespond.org/harassment

Resources



www.CheckYourWorkplace.com

Thank you!

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**We value your
feedback!**

**Please complete an
evaluation.**