



# May 16, 2018 Outreach Webinar

# Presenters

- Caitlin Lowell, Program Coordinator, Legal Network for Gender Equity
- Emily Martin, General Counsel and Vice President for Education and Workplace Justice
- Maya Raghu, Director of Workplace Equality
- Sharyn Tejani, Director TIME'S UP Legal Defense Fund

# Questions?

Send them during or after the  
webinar to:

[Outreachgrants@nwlc.org](mailto:Outreachgrants@nwlc.org)

# Overview





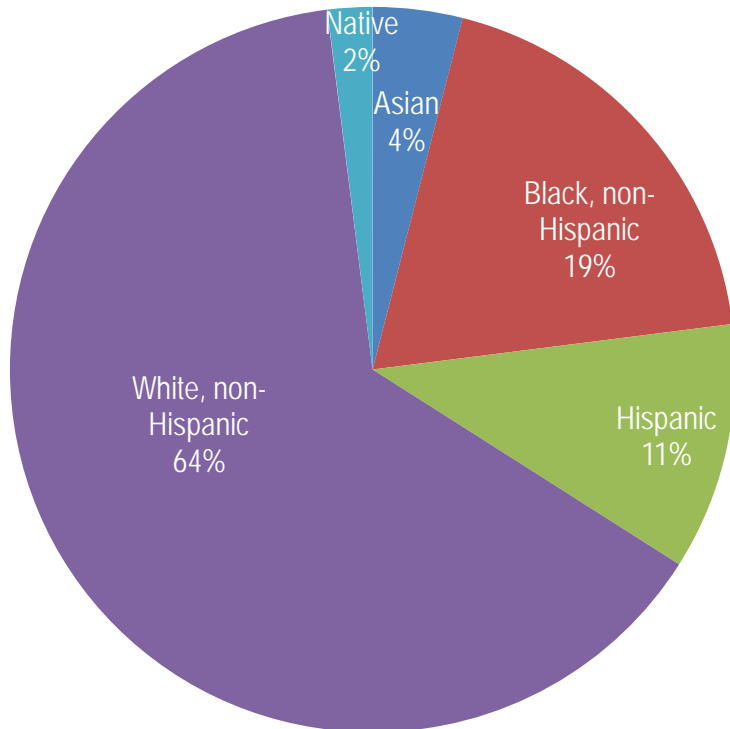
Since January 1<sup>st</sup> NWLCF has :

**Responded to 2,700+** intakes from sexual harassment and assault survivors

**Recruited 500+** attorneys to join the Legal Network who can take on TIME'S UP cases

# Who is reaching out to us?

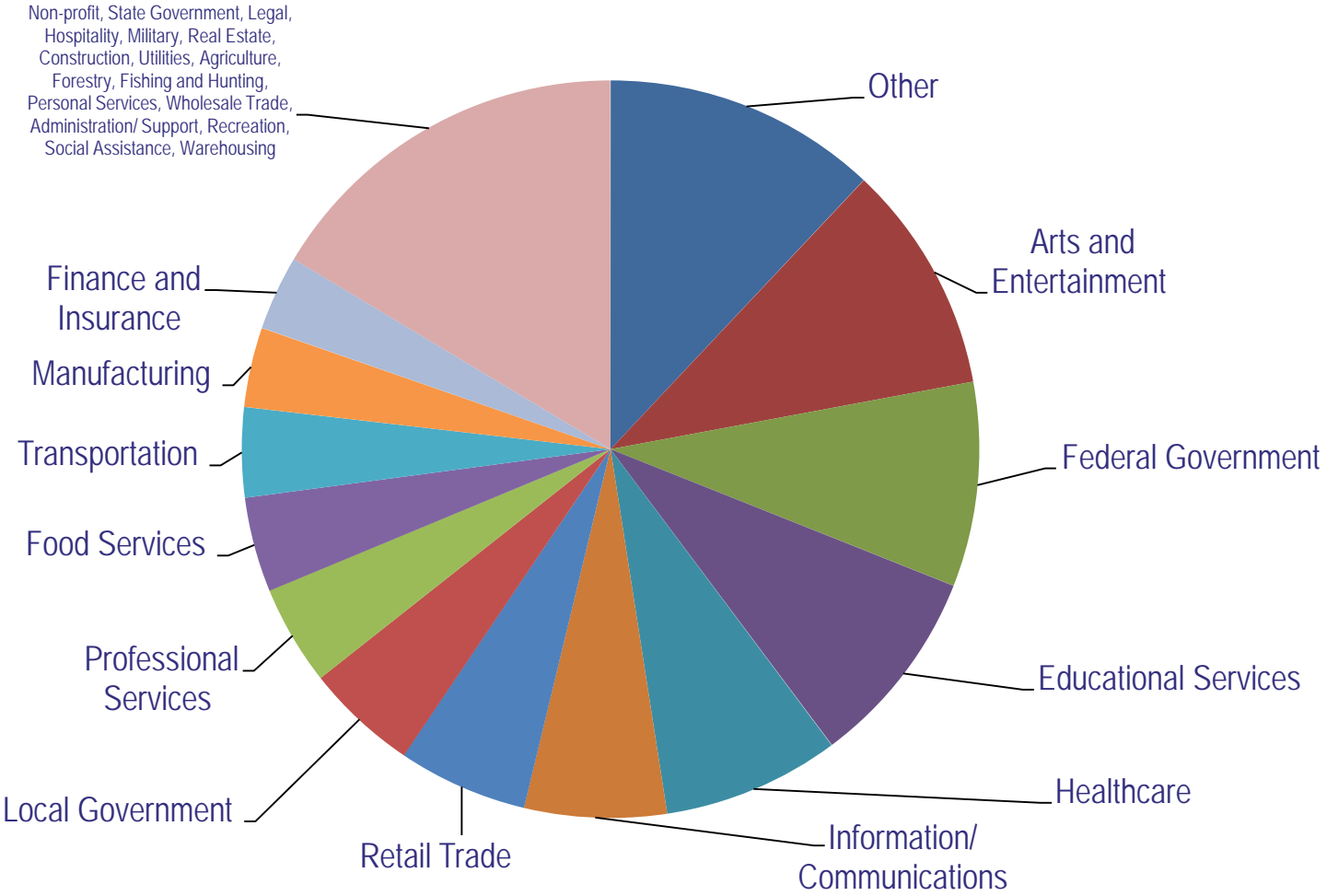
## Race



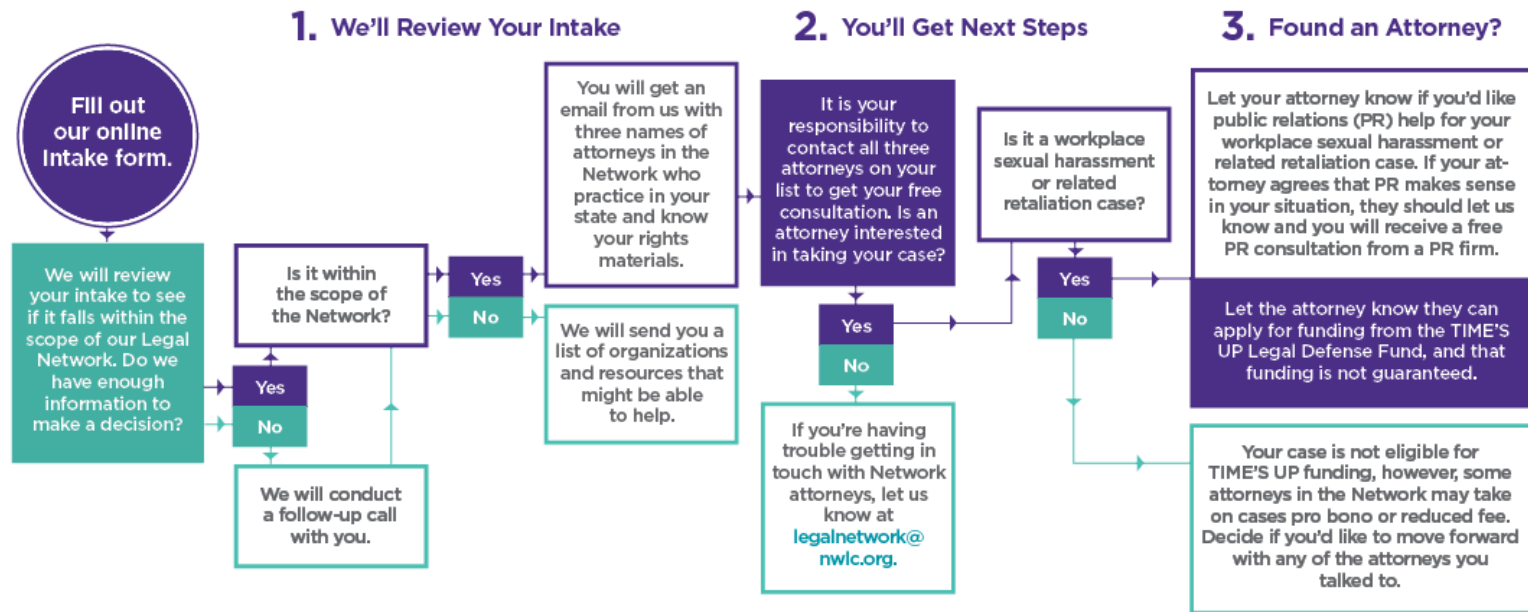
67% identify as low-wage

10% identify as LGBTQ

# Intakes by Industry



# Need Legal Help? Here's Our Process:



**Is my situation one that the Legal Network might be able to help with?** If your situation involves sex discrimination in the workplace, education, or healthcare, you will receive the names of attorneys that can provide you with a free consultation.

**Where can I fill out your form to get legal help?** Our intake form is here: [www.nwlc.org/legalhelp](http://www.nwlc.org/legalhelp).

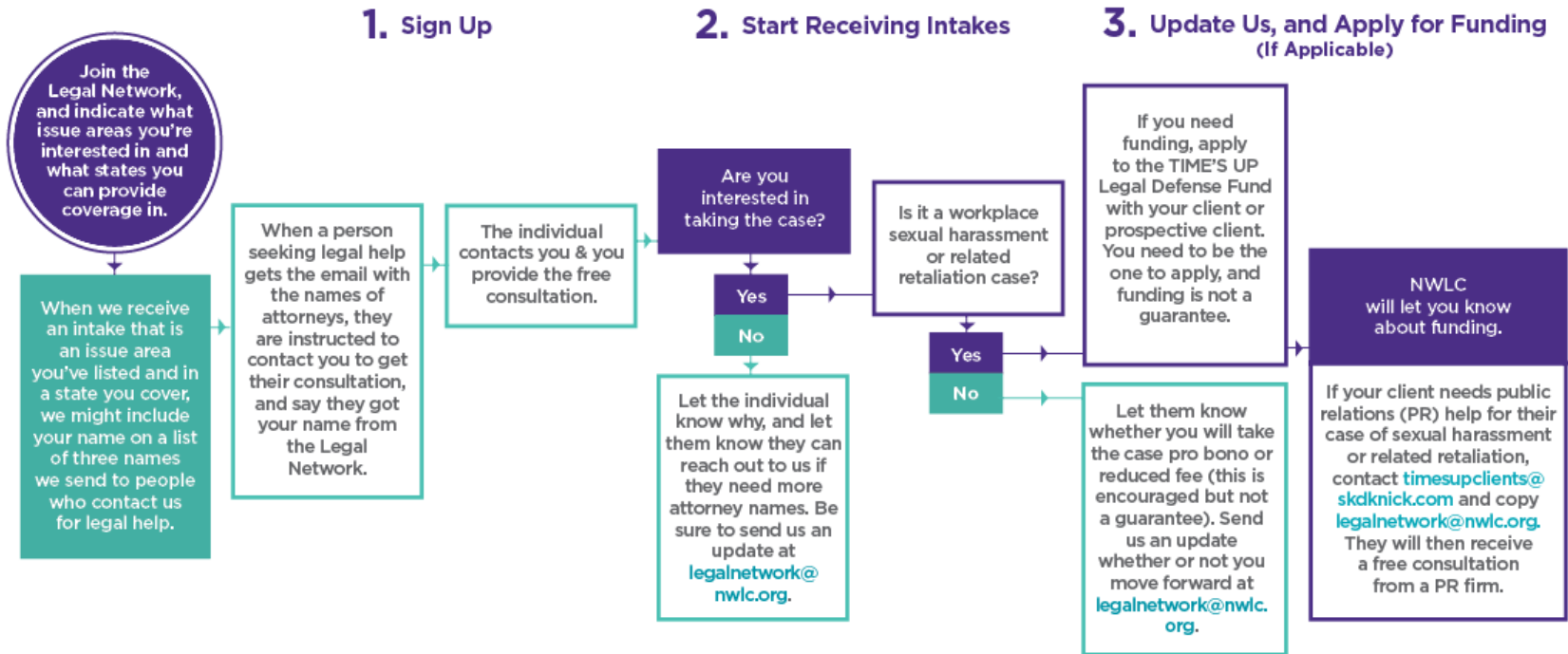
**Is my situation one that might be eligible for TIME'S UP Legal Defense Fund funding and PR help?** The Fund provides funding for workplace sexual harassment and related retaliation cases.

**Where can my attorney apply for TIME'S UP Legal Defense Fund funding?** Your attorney can apply for funding at: [www.nwlc.org/timesupfundingapp](http://www.nwlc.org/timesupfundingapp).





# Are you an attorney interested in the Legal Network and TIME'S UP Legal Defense Fund? Here's our process:



**Scope of the Legal Network:** Our Legal Network covers situations that are sex discrimination in the workplace, education, and healthcare.

**Scope of the TIME'S UP Legal Defense Fund:** The Fund includes workplace sexual harassment and related retaliation.

**Legal help form:** Individuals can fill out our form for legal help at [www.nwlc.org/legalhelp](http://www.nwlc.org/legalhelp).

**Attorney funding application:** You can apply for funding from the TIME'S UP Legal Defense Fund at [www.nwlc.org/timesupfundingapp](http://www.nwlc.org/timesupfundingapp).

**LEGAL NETWORK**  
FOR GENDER EQUITY

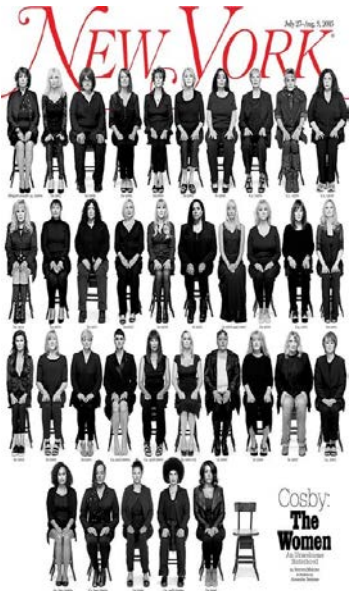
**TIME'S UP**  
LEGAL DEFENSE FUND

**TIME'S UP LEGAL DEFENSE FUND**

# Examples of Investigations/Cases Funded

“My client is a low-wage worker who didn’t have the funds to hire an attorney. And I’m in a small firm that isn’t able to take cases pro bono. The TIME’S UP Legal Defense Fund connected us and is now funding the case. My client and I feel so supported.”

# TIME'S™ LEGAL DEFENSE FUND UP



To the members of Alliance and Farmworker women across the country, we see you, we thank you, and we acknowledge the heavy weight of our common experience of being grieved, raped, harassed, and exploited by those who abuse their power and threaten our physical and economic security. We have silently suppressed the violence and diminishing treatment to fear that we will be ridiculed and blamed in the process of speaking out. We share your feelings of anger and shame. We harbor fear that no one will believe us, that we will lose work or that we will be dismissed, and we are terrified that we will be fired or worse: fired again in retaliation.

## JANUARY 1, 2018 Dear Sisters,

We also recognize our privilege and the fact that we have access to numerous platforms to amplify our voices. Both of which have driven and driven widespread attention to the existence of this problem in our industry that farmworker women and countless individuals employed in other industries have not been afforded.

By every woman employed in agriculture who has had to fend off unwanted sexual advances from her boss, every housekeeper who

industries where the lack of financial stability makes them vulnerable to high rates of gender-based violence and exploitation.

Unfortunately, too many centers of power — from legislators to lawmakers, to executive suits and management to academics — lack gender equity and women do not have equal decision-making authority. This systemic gender inequality and imbalance of power fosters an environment that is ripe for abuse and harassment against women. Therefore, we call for a significant increase of women in positions of leadership and power across industries. In addition, we seek equal representation, opportunities, benefits and pay for all women workers, not to mention greater representation of women of color, immigrant women, disabled women, and lesbian, bisexual, and transgender women, whose experiences in the workforce are often significantly worse than their white, cisgender, straight peers. The struggle for women to break in, to rise up the ranks and to simply be heard and acknowledged in male-dominated workplaces must end. Thank us on this responsible masculinity.

We are grateful to the many individuals — survivors and allies — who are speaking out and forcing the conversation about sexual harassment, sexual assault, and gender bias out of the shadows and into the spotlight. We fervently urge the media covering the

illustrates by people in Hollywood to spend equal time on the myriad experiences of individuals working in less glamorous and valued trades.



# Objectives

- Reach low-wage workers especially
  - Communities of color
  - LGBTQ communities, especially transgender communities
  - Immigrant communities, especially communities with language barriers
  - People with disabilities
- Ensure that survivors
  - (1) know how to contact the TIME'S UP Legal Defense Fund;
  - (2) know their rights regarding workplace sexual harassment and retaliation; and
  - (3) receive non-legal assistance as they go through the process of finding representation or seek to enforce their rights.

# Eligible Applicants

- Non-profit organizations
- An established history of successfully working with grassroots membership and low-wage workers
- Strong connections with any of the following:
  - Communities of color
  - LGBTQ communities, especially transgender communities
  - Immigrant communities, especially communities with language barriers
  - People with disabilities

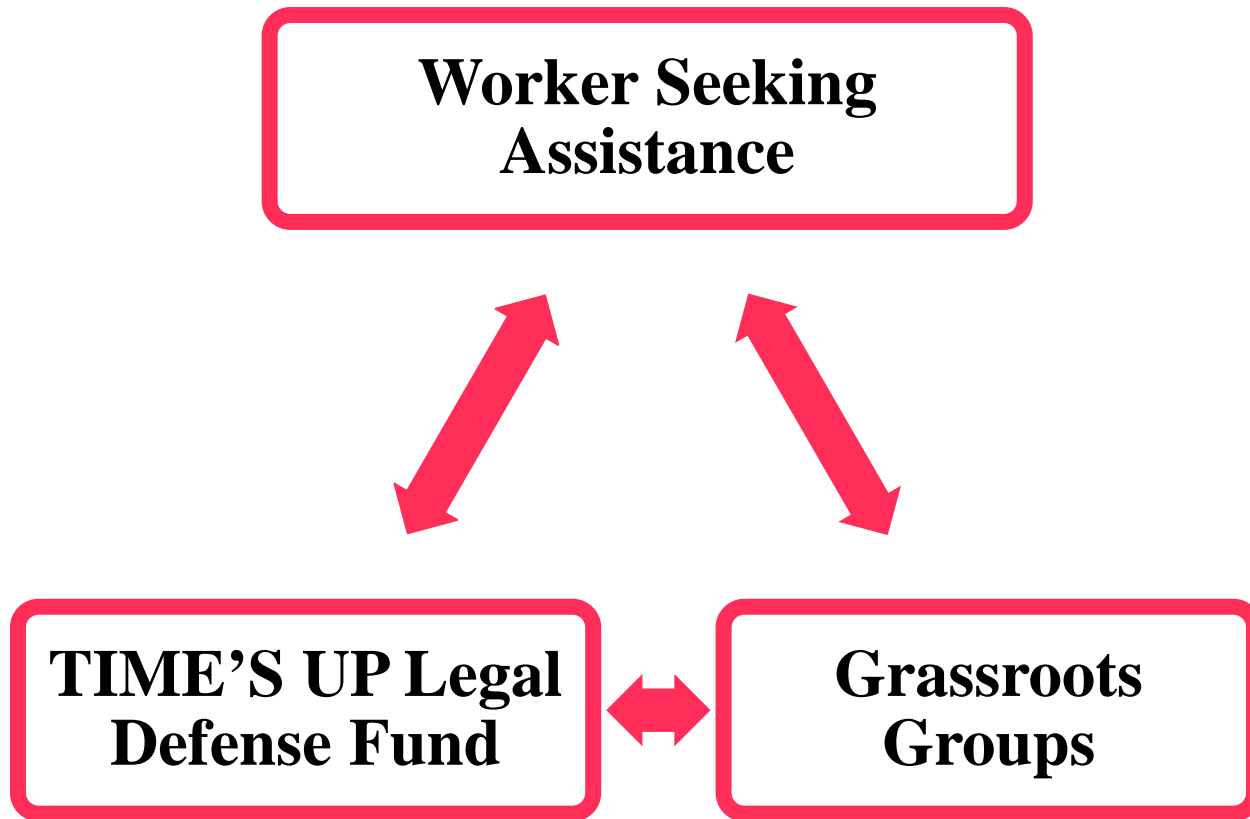
# Examples of Eligible Projects

- Funding for outreach to help people learn about and access help from the TIME'S UP Legal Defense Fund
- Funding for staff time for service coordination to help connect individuals with language or accessibility barriers with the TIME'S UP Legal Defense Fund and TIME'S UP attorneys
- Funding for “know your rights” workshops on workplace sexual harassment and related retaliation
- Funding for “train the trainer” models to support community members to share their stories or conduct outreach in their own communities

# Evaluation Criteria

- Evaluation criteria will take a range of factors into consideration, including:
  - Strength of ties with low-wage communities
  - Established history of conducting “know your rights” work and providing assistance to low-wage communities.
- Timeline
  - Projects should start in late 2018 and be completed within 2 years.
- Amount:
  - \$500,000
  - Maximum Grant to Organization: \$50,000

# Connecting Workers





# Key Dates

**May 16:** Outreach Webinar

**May 16:** Funding Application Posted and Opens [www.nwlc.org/outreachgrants](http://www.nwlc.org/outreachgrants)

**May 22:** Funding Application Q&A Webinar

**June 29:** Funding Application Closes

**August 6:** Funding Applications Chosen

# Next Steps

- Review Application [www.nwlc.org/outreachgrants](http://www.nwlc.org/outreachgrants)
- May 22 Funding Application Q&A Webinar
- June 29 Funding Application Closes

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