

A. PROJECT NARRATIVE Statement of Need i. Immigrant, Migrant, Farmworker

Women Impacted by GBVH: Although Gender Based Violence & Harassment (GBVH)

affects all populations, immigrant & migrant farmworker women (campesinas) and girls are disproportionately impacted. It is important to note that other intersectional forms of oppression such as discrimination based on race, ethnicity, economic & immigration status contribute to the increased vulnerability of these survivors. Although the exact numbers may not be known, the few surveys that do exist indicate that tens of thousands of campesinas in this country have been sexually harassed and/or assaulted in the fields, packing houses, dairies, and other isolated places where they work. Alianza's surveys with its member organizations show that as many as 8 out of 10 campesinas report being sexually harassed. Many of Alianza's 15 member organizations have received reports that campesinas are frequently threatened to have their partners fired if they don't agree to "*salir con el mayordomo*"/go out with the foreman." Alianza is aware of the pervasive and systemic abuses against campesinas in several states including Florida and Oregon, especially those without regular immigration status and those in guestworker programs, including the H-2A visa program. They are routinely channeled into lower-paying jobs because of their gender and face sexual harassment, gender-based violence, pay discrimination, and human trafficking. Alianza's project partner, Centro de los Derechos del Migrante, Inc. (CDM) has received dozens of requests for assistance from migrant women, who have experienced GBVH at work and other abuses including forced labor. And despite the numbers of campesinas who are harassed and/or assaulted in the workplace by company owners, labor contractors, supervisors, crew leaders, and male co-workers, most suffer in silence and do not report the harassment or assault. In many cases, they have been threatened by their employers with immigration-related retaliation and they feared losing their jobs or being deported if they moved

forward with complaints. The various forms of exploitation and inequities that campesinas suffer in the workplace, i.e., long hours, extreme temperatures, low pay, wage theft, and frequent exposure to pesticides, in addition to GBVH, contribute to ongoing stress, fear, and an intimidating work environment. U.S. anti-discrimination, wage and hour, health, and safety laws that should protect these women are rarely enforced. **Limited Services Available/ Gaps in Services/Barriers Experienced:** The impacting circumstances described above, act as barriers or risk factors when it comes to the safety of campesina victims/survivors of GBVH and their ability to get help. Other barriers include a lack of SA services in the isolated rural areas where many campesina families reside and work; mainstream service providers who are not familiar with the circumstances of campesina victims/survivors and are not able to provide culturally & linguistically responsive services, or services for limited-English proficient or low-literacy populations. Most SA service providers do not have the capacity to reach victims/survivors in their remote and isolated service areas. Many start their workday in the early hours of the morning and end it in late evening. Conversely, these women may not access services because they are not aware that they exist, lack of transportation, and the hours of operation are not accessible after hours (evenings or weekends). As a result, many campesinas have never received basic information about what constitutes abuse, what labor or victim rights they have, what protections and laws exist, or what resources are available. Campesinas who are part of the temporary foreign worker programs face additional barriers to reporting abuse and seeking assistance. They often live in employer controlled housing and depend on their employers for transportation and access to medical care and other basic necessities. Their immigration status often prevents them from accessing basic services, including health and legal services and public benefits. Renewed hostilities toward immigrants brought about by new immigration laws at the

state level, such as Florida's new immigration law SB1718, have heightened the fear already felt by them and may impact their ability to report crimes for fear of disclosing their legal status. **ii.**

The proposed project activities will make a difference in the lives of campesinas impacted by

GBVH: The partners will utilize their extensive experience working with campesinas using culturally & linguistically responsive outreach and training materials and approaches that have proven to be effective. See *Section E: Organizational Capacity* for details on our experience. The project's outreach activities, materials, and know your rights trainings will have multiple benefits for thousands of campesinas. Our work will help prevent workplace harassment and abuse by equipping them with critical information about what constitutes harassment and sexual violence, what protections exist, what their labor and victim rights are, and what existing local resources and services are available to them. Legal intake, referral, and accompaniment activities will provide women with the support they need to leave abusive workplaces, report abuse, and hold their employers accountable. Comprehensive culturally-context based train-the-trainer activities will build campesinas' leadership skills, support organizing, and greatly expand the reach of critical information by equipping them with information and tools to educate their co-workers and community members and become focal points in their communities. **B. i. EXPECTED**

OUTCOMES AND OUTPUTS; Outcome 1: Campesinas, their families, and community members will be equipped with information about what constitutes GBVH and available VAWA protections exist. **Output 1.1:** 1,500 copies of know-your-rights materials printed and

distributed; **Output 1.2:** 50 meaningful educational community outreach gatherings by project outreach staff and partner organizations in the counties of Marion, OR and Miami-Dade, FL;

Output 1.3: Information on GBVH and the rights of immigrant and migrant campesinas will be posted and shared via Alianza social media platforms, reaching approximately 2,000. **Outcome**

2: Campesinas will know what their labor rights are and how to report abuse and seek assistance

if their rights are violated. **Output 2.1:** A two-part (4 days/32 hours) comprehensive in-person know-your-rights training and follow-up TA will be provided to four Campesinas Solidarias and six project staff. Staff will be equipped to educate co-workers and community members on their labor legal rights. **Output 2.2:** 52 Campesina Focal Points include: four Campesinas Solidarias - will conduct 2 trainings for 48 Campesinas de Alcance -will conduct meaningful education gatherings. **Output 2.3:** Follow-up TAs, listening sessions, and mentoring will be provided to 55 campesinas. **Outcome 3:** Campesinas who experience GBVH will get legal assistance to defend their rights, hold their employers accountable, and access needed support services and resources. **Output 3.1:** Legal intakes, referrals, and/or legal consultation - provided to 24 campesinas. **Output 3.2:** Support service referrals and/or accompaniment will be provided to 150 campesinas. **Output 3.3:** 500 local service resources handouts will be provided to campesinas. **ii.**

The project will: a) **Calculate/track the number of campesinas the project plans to reach:**

Alianza's ongoing work with campesinas in Florida and Oregon have deepened our awareness of their needs/concerns, informational methods, training, TA and mentoring, and their interest to mobilize as focal points to outreach, train, refer, and accompany their peers and co-workers. **b)**

Gather demographic information on the women reached and served: The project will collect basic demographic data on all project participants, taking into consideration Personally

Identifiable Information (PII) Protection: the project partners know that many campesinas are undocumented and are well aware of their fears, concerns, and needs with privacy and PII. They will collect and handle data accordingly. To determine the project's reach and success, project staff will document the *number of*: outreach activities, campesinas reached, types of materials provided, referrals made; women seeking help to report abuse; intakes & accompaniments; and the campesinas trained in each training session; etc. Alianza will prepare a post questionnaire to

ascertain the effectiveness of trainings and participants' reactions. **iii. Estimated goals:** **a)** 3,000 campesinas will receive educational information (1,500 per/area); **b)** 1,500 women will benefit from worker and survivor-driven strategies that mitigate and prevent workplace GBVH:(750 per/area); **c)** 150 women will be referred to supportive services, and/or legal assistance: (75 per/area); **d)** 52 campesinas will become community focal points through train-the- trainer, guided conversations, leadership circles: (26 per/area) **Sustainability of Best practices & Services:** The project will document successful strategies & lessons learned from all our work: outreach, training & TA, legal assistance, referrals, and accompaniment. We will systematize these learnings to inform our work, applying lessons learned to future GBVH-related work. We will share learnings with the DOL Women's Bureau and with Alianza's other member organizations. Project partners will maintain contact with campesinas engaged in project activities beyond the project period, offering other opportunities for education & leadership development, and for legal services. **Systemic change:** The systemic change results will benefit campesinas beyond these participants & beyond the grant period. As participants learn their rights and share information with their peers, thousands of women will identify and report GBVH. As more women become aware and gain tools, resources to access justice, access to legal services without compromising their immigration status; report abuse without fear of retaliation, the imbalance of power will gradually be corrected and abusive employers will be held accountable. **C. PROJECT DESIGN: i. Alianza's Experience Implementing Similar Projects:** The proposed project will target campesinas in Florida and Oregon, including holders of H-2A (agricultural, low-wage, seasonal workers) visas. The project partners have a long history working with campesinas in various states—doing outreach, providing trainings & TA, mentoring, referrals, legal assistance, and advocacy. They have close partnerships with many

service providers, ally organizations in the target communities, and have worked with farmers, ranchers, foremen, & others in the agriculture industry while doing outreach and trainings.

Alianza is currently coordinating a USDA Farm Labor Stabilization and Protection Program (FLSP) Know Your Rights and Resources Project for U.S. based and H-2A workers in several states, including the Southeastern area. **ii. Reaching the target population and expanding outreach and recruitment of campesinas impacted by GBVH.** The project will use in-person and digital outreach to recruit and engage campesinas. Alianza is currently implementing a project that is training campesinas (in Florida and Oregon) to become *Campesinas de Alcance* (Peer Outreach Workers) to do outreach to their peers and become *Campesinas Solidarias* (Peer Advocates) who can train other women (see Section E, for details). **C. Project Activities: i. Building Awareness & Dissemination Activities:** The project partners will use in-person outreach to equip campesinas with critical information about their labor and VAW-related legal rights, about what constitutes GBVH, what resources & services are available, what action(s) they can take to prevent or address GBVH, including how to report violence. Project staff and campesinas (*Campesinas de Alcance*) from Grupo A.M.O.R. in Florida and Mujeres Luchadoras Progresistas in Oregon, will be trained to outreach, will speak one-on-one with women, about their concerns, priorities and provide them with information and resources in response to their needs. They will share trauma-informed, culturally and linguistically appropriate materials on workers' rights, GBVH, and information on available services, including CDM's legal services, at work. Project staff will track the # of women reached, # and type of materials shared, and other relevant data. Legal complaints identified will be referred to CDM's legal team and/or to cooperating local legal services as appropriate. **Timeline: Community awareness, outreach and recruitment materials tailoring & development. Phase I, October 2024 - February 2025:**

Alianza's project staff will tailor existing materials and messages in consultation with campesinas to ensure that materials are worker & survivor-centered, and culturally relevant. Materials will be adapted to Spanish and some indigenous languages, which may include Kanjoval, Mam, Ixil, Mixteco, K'iche, Zapoteco, and Trique with the assistance of community members. During this phase Alianza will conduct asset mapping in target areas to identify service providers that campesinas can be referred to. **Phase II, March 2025 - March 2026** Outreach activities will be conducted. **ii. Mitigation and Prevention Activities:** The project will engage campesinas from target states through in-person training and virtual follow-up TA as needed, where they will learn about their rights, how to report abuse, and where to seek support if their rights are violated. The trainings will be adapted in consultation with campesinas to ensure that it responds to their concerns & priorities and are culturally & linguistically relevant. The # of women trained, training results, # of women receiving mentoring or TA will be documented. **Timeline: Training tailoring & implementation will take place during Phase I, October 2024 - December 2024:** Alianza will review and tailor existing training materials. **Phase II, January - May 2025:** Trainings, follow-up TAs, and mentoring will take place. **iii. Connecting Women to Additional Services Activities:** We will connect campesinas who face GBVH to legal, health/mental services, VAW service providers, and other relevant supportive social services. As part of its current Esperanza United GBV project, Alianza has begun mapping existing services and resources in Florida and Oregon, and will share this information with project participants. Through CDM's legal intake hotline, some of the women who have experienced abuse will be referred to legal services and others may be referred to local legal services. CDM's bilingual legal team will also provide legal intake and referrals, including filing complaints with regulatory agencies or law enforcement (e.g. EEOC, DOL, NLRB, DOJ, and

state and local agencies) regarding violations to at least 24 campesinas. Project staff will track the gender, geographic area, rights violation, other concerns, and type of assistance provided in each case. The intake & referrals will begin March 2025 and continue through the duration of the project. The project will document the # of women referred to services & which type; # of women seeking legal assistance & type of assistance provided; number of women accompanied and to which services. **iv. Facilitating & Encouraging Women Workers and Survivors to**

Become Focal Points Activities: Alianza will use its Campesinas' Movement To End Sexual Harassment and Assault model derived from its Culturally Specific National Gender Violence Curriculum to train and mobilize campesinas. Trained *Campesinas Solidarias* (Peer Farmworker Supporters) will provide referral and accompaniment to women who decide to report and/or access services. In addition, they will conduct 2 trainings with 48 Campesinas de Alcance (Peer Outreach Workers) to improve and increase their outreach; thus preparing them to become focal points in their communities. Trainees will be able to, in turn, educate 1,500 campesinas. Alianza will collect stories (testimonies) about how the project activities have impacted the participants' lives. These testimonies will be shared to help other working women, peers, and community.

Capacity for a Quick Start: Alianza's GBVH extensive experience and established networks provides the capacity for a quick start-up program without anticipated significant challenges or delays. Partners will draw on their existing trust, deep relationships, and support for the immigrant and migrant campesinas. Partnerships with grassroots organizations, local health departments, social service providers, and agencies in the target states will contribute to a quick start. The partners' existing network of campesina leaders will help to identify and recruit women in the target areas to participate in project activities. CDM's existing legal services infrastructure, will be ready to provide legal intakes, consultation, and assistance or referrals to

campesinas. **D. Performance Evaluation** The project partners will track: i.) the # and type of **outreach activities** that take place (in-person visits, materials distributed, digital postings) the # of women reached through each type of activity; the questions asked by the women; the # and type of requests for assistance; ii.) the type and # of **trainings** conducted (Know-Your Rights or Train-the-Trainer); whether they were in-person or virtual; and the # of trainees at each one; the results of any pre- and post-assessments administered (these may be written or verbal); iii. the # and type of follow-up **technical assistance** provided; iii.) the # and type of **referrals and/or accompaniments** provided and to which types of services; the # and types of **reports of abuse** made by the women; iv.) the # of **legal intakes** made and # and types of **legal assistance** provided. v.) The project partners will securely & confidentially collect & store key information including gender, state in which the individual works, country of origin, and preferred language. vi.) They will track analytics on the social media platforms to measure the reach, evaluate what media and types of content draw more interest, and adapt our strategy accordingly. To measure the impact of the know-your-rights & train the trainer trainings, participants will complete a pre/post-training survey on what they have learned and if and how they plan to use or share that information. If permission is granted, the project partners will collect verbal, written, or visual stories/testimonies documenting the impact of project activities on the lives of campesinas. **How the project data will be used to inform program delivery & document “lessons learned” that may help in replicating:** Project partners will assess qualitative information collected including: participants’ recommendations on what works in their communities, their concerns, lessons learned, and successes & challenges. This will inform enhancements to the project’s contents or methods, as well as any future interventions with the target population. We will also share information about best practices and lessons learned with other Alianza member

organizations and with DOL's Women's Bureau. Project partners will maintain contact with project engaged campesinas beyond the project period , through additional opportunities for education, leadership development as well as CDM legal services. **E. Organizational,**

Administrative & Fiscal Capacity; Mission, Structure, Staffing, Experience Serving

Women: Alianza is the first national organization founded for and by campesinas. Its mission is to unify the struggle and promote the leadership of campesinas in a national movement to create major visibility and advocate for changes that ensure their human rights. One of its four priority issue areas is: ending violence against women and girls. An intrinsic and major part of Alianza's work is the role that campesinas exert in all of our member organizations as founders, leaders, change agents, advocates, organizers, peer trainers and mentors. Although they are among the most exploited and least protected workers in our country, campesinas are brave, resilient, resourceful, & innovative when engaged in efforts to improve the quality of life in their communities. **ii. How the Project Will be Managed and Staffed:** Project partners will assign experienced staff with expertise working with and providing services for campesinas in the areas of workers' rights and gender-based violence. Alianza's National Programs Supervisor & VAW Project Coordinator, who have decades of experience working in the field of GBVH and with campesinas, will oversee implementation of objective activities, documentation, monitoring, evaluation, and reporting. They will work closely with CDM staff to coordinate the implementation and monitoring of project activities. **iii. Organizational, Management, & Comparable Grant Management Experience:** Alianza's executive director and senior administrators have decades of experience working with campesinas and overseeing and implementing several major national projects funded by federal agencies and/or major foundations. Specific to GBVH, in 2018, Alianza received a three-year \$1.5 million grant from

NoVo Foundation for infrastructure, capacity building, leadership development, and GBV work and a \$450,000 grant from Open Society Foundations for the same purposes. Alianza is currently administering 3 major federal grants: a) a \$48.2 million grant from the United States Department of Agriculture (USDA) in partnership with 5 Alianza member organizations to provide relief payments to 65,000 farm and food workers; b) a \$385,000 grant from the Department of Justice/Office on Violence Against Women to provide training & TA to OVW grantees from culturally specific organizations, specifically those who serve Latinx immigrant survivors of Sexual Violence and Assault; c) a \$4.1 million USDA Farm Labor Stabilization & Protection Program (FLSP) Know Your Rights and Resources (KYRR) Project to train and provide follow-up TA for 20,000 U.S. based and H-2A workers. Alianza's strong organizational & grant management experience will ensure the successful implementation of the project. **iv. Fiscal and Administrative Capacity:** Alianza's staff includes a finance director responsible for monitoring all funds. We have a contract with certified accountants from Ijaz Group, LLC who help ensure we have internal controls in place and that our accounting system, policies, & procedures are in compliance under GAAP, Uniform Guidance. Ijaz accountant manages the accounting books, reconciles all accounts, & closes the accounting books monthly. The books are maintained on an accrual basis under US GAAP; the Uniform Guidance is followed to allocate costs under federal grants. **v. Alianza's capability to sustain some or all project activities after the grant period:** As shown above, Alianza has been successful in obtaining funding from federal government agencies and foundations for its GBVH work, one of our priority issue areas. We continue fundraising for this very critical work, and we will incorporate successful strategies, best practices, and lessons learned from this project. **vi. Project Partners' GBVH Expertise, ability to reach the target population, experience working with survivors, ability to achieve the**

program's goals & objectives: The project partners have years of experience and success in outreach, advocacy, training and TA for and with campesinas. Alianza is currently implementing a GBVH project in the targeted states (FL & OR); the proposed project will complement this work as described in *Section C: Project Design*.

vii. Project Partners' experience working with survivors of GBVH or workers impacted by GBVH using trauma-informed & survivor- centered methods. Alianza throughout its history has addressed GBVH issues among campesinas using resilience-based survivor-centered methods. Reaching thousands of campesinas through its trauma informed Farmworker Women's Movement To End Sexual Harassment and Assault model and dozens of ToT trainings that equip them with knowledge, skills, and expertise to work with & train their peers and co-workers. At the present time, Alianza is working on three GBVH projects in different states: **a) A 3-year DOJ/OVW Sexual Assault Services Culturally Specific Program** to provide culturally & linguistically, trauma-informed responsive outreach, information, referrals, intervention services for Campesina SA assault victims & their family or household members, in Arizona and California; **b) Phase II of a No More Adverse Childhood Experiences Project: (\$378,575)** in partnership with Futures and Lideres Campesinas and **c) Esperanza United- Mujeres en Accion Support for Survivors of DV and SA:** to train campesinas to improve and increase their outreach to their peers, co-workers; to train campesinas as "trainers" so that they can train other campesinas as *Campesinas Solidarias* (Peer Farmworker Advocates); conducting research and asset mapping in the target states, e.g., information on state laws, victims' rights, resources, to create a resource directory for GBV. **CDM is a transnational multilingual organization based in Mexico and the U.S.** that has supported immigrant and migrant women for nearly 19 years to exercise their employment rights by leveraging its existing relationships with advocates, workers, and other

stakeholders. Its team has expertise in employment law, GBVH, occupational safety & health, community outreach & education, policy, technology and communications. It has relationships with a large network of migrant worker communities and allied organizations. Many of CDM's staff members' longstanding commitment to justice and extraordinary cultural competency are reflective of experiences growing up in migrant-sending or -receiving communities. CDM has partnered with Alianza in many projects, most notably the USDA FLSP KYRR Pilot Project for U.S. based and H-2A workers described above. **viii. Alianza's ability to document the**

project's practices & challenges and to share & distribute information: The partners will document successful strategies & lessons learned for outreach, legal assistance, and leadership training for campesinas, systematize these learnings, and identify opportunities to inform our ongoing work, applying lessons learned and best practices developed through this project to our future outreach, training, TA, mentoring, and legal work. We will also share learnings with the DOL Women's Bureau and Alianza's member organizations. **ix. The Project Partners will stay in touch with participants after the project period in order to measure impact:** by

maintaining contact with participants after the project period by offering them opportunities to join Alianza's community mobilizing efforts to end SH/SA through its local membership groups and participate in additional leadership trainings, TA, and mentoring opportunities. They will follow-up with women who received legal services to ascertain the outcome, and acquire the result of referrals to other services. **Systemic change:** The project will contribute to systemic change that will benefit immigrant and migrant campesinas beyond direct project participants and beyond the duration of the project. As participants learn about their rights and share that information with their peers, thousands of women will be equipped to identify and report GBVH. As more women report abuse without fear of retaliation, become aware of tools and resources to

access the support and services they need without compromising their immigration status, the current imbalance of power will gradually be corrected and abusive employers will be held accountable. The project's train-the-trainer model will ensure that an incremental number of campesinas will continue to receive training in how to do outreach to other campesinas and how to train them as future trainers. The project's train-the-trainer mobilizing model ensures that campesinas are equipped for outreach and continued growth. **F. Past Performance**

Programmatic Capability Category 2: Applicants who have NOT received at least three grants or cooperative agreements: Alianza completed a *No More Adverse Childhood*

Experiences, \$225,000 15-month project, in partnership with Futures Without Violence (Futures) and Lideres Campesinas. Alianza adapted an existing Adverse Childhood Experiences (ACES) training curriculum, materials, and exercises to encompass campesinas cultural & linguistic context; used these materials to conduct several train-the-trainers sessions on the health impacts of toxic stress and strategies to build resilience; created a ToT guide for campesinas on providing ACES related information in their communities; worked with community health centers that serve farmworker communities to co-create a plan to implement ACEs universal education, screening, and responses; created a GBV Safety Card and distributed 6,000 copies to campesinas. The project is leading to systems changes, putting in place workflows, protocols, changes to electronic health records, referral plans etc. As a result of the success of the project, Futures has given Alianza a renewal grant of \$250,000 for Phase II to work with additional campesinas and health centers. **Contact:** [REDACTED].

G. Budget and Budget Narrative: Alianza is requesting \$350,000 for the proposed project.

H. Organizational Job Quality Factors: There have never been any violations found under the National Labor Relations Act, Fair Labor Standards Act, Occupational Safety and Health Act,

Service Contract Act, Davis-Bacon Act or Title VII of the Civil Rights Act. **Protections against discrimination & unequal treatment for Alianza workers:** Alianza's policies do not tolerate racism, sexism, or any other intolerant behavior toward any person or seek to diminish or "other" them based on their race, class, gender, sexual identification or preference, religion, ability, color, or any other reason. Our personnel handbook makes clear Alianza's commitment to a work environment free from all forms of discrimination & unlawful harassment, including sexual harassment. These serious acts of misconduct may subject an employee to disciplinary action, up to and including discharge. Alianza is committed to providing **equal employment opportunities** for qualified individuals, regardless of their age, race, gender, religion, sexual orientation, national origin, citizenship, marital status, domestic partnership status, military or veteran status, physical or mental disability, or any other legally-protected basis. Alianza has established a safe discrimination-free environment for employees to feel free to complain of any sexual or other harassment and to cooperate with any investigation. Alianza prohibits retaliation against an employee for filing a complaint or for cooperating in the investigation. Alianza's **practices pertaining to pay equity and fair opportunities for wage progression** strives to provide employees with salaries and wages that are competitive with comparative employers in the marketplace. The principles are to provide fair compensation for each staff person, to make necessary cost of living adjustments, and when financially possible, to recognize consistently good performance with merit increases. **iii. Alianza's family-sustaining benefit** programs include medical, dental, & short-term disability coverage, a retirement plan, and paid parental, vacation and bereavement leave. Alianza also offers flexible schedules and telework. The project will be serving women in two states Oregon and Florida **in the Southeastern U.S.A**