

a. Statement of Need

Needs: Ohio ranks in the bottom half (at #31) of states per Oxfam's 2023 Best & Worst States for Working Women Index, and Latina women in Ohio and Michigan on average earn less than 52 cents for every dollar earned by white, non-Hispanic men. OH and MI have significant populations of migrant women working in agriculture, domestic labor and hospitality; sectors where women are disproportionately affected by GBVH. J4MW works almost entirely with women of color, many of whom are low paid and primarily speak a language other than English. Fear of retaliation, detention, or deportation can silence migrant women and prevent them from seeking justice or reporting incidents of GBVH, and the lack of easy access to mental health services in their native language and comprehensive healthcare further compounds these challenges. Migrant and rural women who experience sexual violence and/or exploitation are especially isolated, as there are fewer available services in rural communities and greater barriers to access. These challenges are compounded by the fact that migrant women are often additionally victimized by personal and historical trauma, facing harm and violence before, during, and after migration, including widespread sexual violence in their U.S. workplaces. Because most migrant survivors of GBVH live and work outside mainstream treatment and support services, a holistic approach to healing, organizing, and power building is essential.

Impacts: Our activities are designed to create immediate and long-term positive impacts on the lives of women workers who are disproportionately affected by GBVH on the ground in Ohio and southern Michigan. We will meet women where they are at to provide on-site support and referrals to services such as counseling, healthcare, and legal services. By removing barriers to accessing services, we will ensure that they receive the help they need. By conducting

community workshops and distributing multilingual educational materials, we will increase awareness among migrant women workers about their rights and the resources available to them, leading them to more readily recognize and report GBVH. By partnering with local legal aid organizations to provide free legal consultations and assistance, we will ensure that women have access to legal recourse and support. Our training programs will equip women with the skills and confidence to advocate for safer workplaces and be focal points in their communities, and will ultimately develop local leaders who can continue the work beyond the grant period, leading to stronger, more resilient communities.

b. Expected Outcomes and Outputs

Our specific outputs will be to:

- Connect working women and survivors with needed resources. We will provide direct advocacy services as needed to 25 survivors of workplace GBVH, connecting them with legal assistance, counseling, access to healthcare, and other resources.
- Develop and share Know Your Rights (KYR) resources. We will launch a KYR campaign focused on workplace GBVH, providing training and/or distributing booklets and other worker and survivor-centered educational materials to 3000 workers.
- Develop and implement a local leaders training program. We will develop a leadership training program for at least 50 women workers, including survivors, to strengthen their advocacy skills and their ability to prevent and address GBVH in their workplaces.
- Grow our coalitions. We will use our unique positioning to build alignment among organizations representing and working in solidarity with migrant and rural women at the local, state, and national levels.

The purpose of those activities will be to advance the following outcomes in our project area:

- Survivors will have the care and support they need to begin their healing journeys.
- Working women will be more protected from violence, discrimination, exploitation, and unsafe working conditions. At least 800 women will benefit from worker and survivor-driven strategies that mitigate and prevent workplace GBVH.
- Working women will have a clear understanding of their legal rights in relation to GBVH and workplace protections and will be equipped to recognize and report instances of GBVH, leading to an increase in reported cases and a reduction in incidents of GBVH at work.
- More working women (especially women of color) will understand their rights, develop skills for effective public engagement, share their stories, and fill leadership roles in their workplaces and communities—expanding their power as agents of change.

Calculating and Tracking the Number of Women Served: Having worked in this region for ten years, we know how many women we can reach each season per organizer, and we're confident that our targets are in accordance with our planned staffing levels as well as the level of need in our service area. Our estimates regarding women who will need direct service support are based on long experience in this area, and we will track the number of women that we provide or connect direct services to as well as the number of participants in our training programs. We will use sign-in sheets when appropriate to gather information from program participants; utilize tools to manually count attendees at large-scale events; and track our social media and KYR website metrics.

Demographic Information: We explicitly offer support to migrants, women of color, and other marginalized and underserved women workers. Our constituents' identities are fundamentally linked to their reasons for engaging with us, and our direct work with them therefore inherently reveals relevant demographic information. We will commit to tracking and collating relevant

demographic information (gender, racial identity, English proficiency, and work industry) gathered during the normal course of our direct advocacy service work, KYR trainings, and leadership training programs, and will strive to assess the demographic information of other constituents reached or served through our outreach and education work.

Estimated goals: We estimate the following goals:

- KYR educational information will be disseminated to 3000 workers, primarily women.
- 800 women will benefit from worker and survivor-driven strategies that mitigate and prevent workplace GBVH.
- 25 women will be connected to additional services, benefits and/or legal assistance.
- 50 women will become community focal points through a leaders training program.
- J4MW and our trainees will sustain best practices and services developed under this grant long after this grant period has ended. We will codify our effective community organizing model so that it can be replicated at scale in key jurisdictions nationwide, and KYR educational materials and training curricula will be replicable as well.
- On the systemic level, we are working to end gender-based violence in the workplace, strengthen rights for survivors, and address sexual violence as a public health crisis.

c. Project Design

We propose the following methods and activities to address and prevent work-related GBVH:

Community Organizing & Direct Services: Our community organizers will work with regional partners to identify and engage women impacted or threatened by workplace GBVH and will conduct direct outreach to women workers in the region. We will develop up-to-date Know Your Rights materials to share directly with women workers and broadly via public education campaigns (including digital campaigns) and training workshops. We will provide individualized

victim witness advocacy services for survivors of GBVH, and will work with service organizations across our project area to connect survivors to legal and other ancillary services.

Leadership Development: We will develop and launch a new training program to increase the power of working women as focal points in their communities and agents of systemic change. Training topics will center survivors and will address information such as rights against discrimination in the workplace; what constitutes workplace harassment; responding to workplace sexual harassment and how to support survivors; how to mitigate the risks of GBVH; and effective advocacy. We will develop at least 50 working women as community leaders, increasing their ability to mitigate GBVH at work, facilitate additional KYR training workshops, and lead initiatives to address structural inequities.

Systemic Change and Cultural Shift: J4MW will continue to create and advocate for platforms for migrant and rural working women to tell their stories and speak out and will uplift our constituents' stories as appropriate via public events, earned media, social media, and our own robust communications networks. We will support other efforts to ensure strong implementation of new policies and guidance, such as making sure women know how to file a charge with the Equal Employment Opportunity Commission and informing the implementation of federal workplace protections for mental health through the DOL and OSHA.

Successfully Addressing GBVH at Work and Overcoming Challenges: Our ability to achieve a quick start-up is supported by our extensive experience and deep knowledge of serving historically underserved women impacted by GBVH at work. We already have strong established regional networks to enable rapid mobilization and coordination, and our staff have extensive experience in advocacy, legal assistance, and community organizing. We will work closely with a growing network of trusted organizational allies and community partners to identify additional

areas of need such as small factories, hotels, restaurants, amusement parks and other workplaces. Our organizers will also conduct direct outreach to farmworker labor camps throughout the region, primarily during the harvesting months of Summer and early Fall when this migrant population is at its peak. We will provide survivor-centered and trauma-informed support, creating safe spaces where working women can share their experiences without fear of retaliation or judgment and connecting survivors of GBVH with support services such as legal assistance, counseling, and access to healthcare. Our leadership training program will further equip working women to take on leadership roles and strengthen the resiliency of their workplaces.

We do anticipate challenges. Cultural and language barriers can hinder migrant and rural women's ability to access support services and understand their rights. To address this, we will provide multilingual educational materials and employ bilingual staff to ensure effective communication. Geographic and logistical challenges are also anticipated, given the rural and dispersed nature of the target population. Our organizers will travel to meet rural women where they are at and will coordinate with local partners to ensure coverage in remote areas.

Outreach: We will lean into our established networks and partnerships with local organizations, community leaders, and service providers to effectively reach migrant and rural women workers, including survivors, in our project area. We conduct outreach year-round primarily by visiting work sites and camps, with a peak during the summer months when we will hire additional temporary outreach workers to reach the influx of agricultural workers during major harvest seasons, allowing us to connect with migrant women who are often isolated in worker camps and may not have access to mainstream resources. We will also conduct direct outreach at community hubs such as grocery stores, libraries and local events. We provide multilingual educational materials tailored to the specific needs and experiences of migrant and rural working

women and employ culturally competent bilingual staff who can communicate effectively with the women we serve. We also utilize social media platforms to maximize reach and assistance to impacted women as we share information and resources. Our leadership development training program will expand our outreach and recruitment capacity over time by training working women in those skills.

Educational Materials: We use survivor-centered and trauma-informed methods to safely and sustainably connect with women impacted by GBVH. Beyond ensuring that all communications are culturally competent and respectful of diverse backgrounds, we also ensure that all communications are empathetic and sensitive to the experiences of survivors and use language that is easy to understand and accessible to all literacy levels. We will produce new, pocket-sized bilingual booklets with Know Your Rights (KYR) information addressing health and safety in the world of work, including GBVH. We will print the first copies by 10/15/24, and will distribute an average of 500 copies per quarter, for a total of 3000. We anticipate hosting at least one KYR training workshop per quarter throughout the grant period after launching the training program in Q1 of 2025. We will also create targeted digital campaigns that will be ongoing through the grant period to raise awareness about GBVH and the support services available, and we will rely on platform metrics to track those impressions and engagements.

Mitigation Activities: Our on-the-ground work to identify and address specific workplace risks in our service areas aims to prevent GBVH before it occurs. Many farmworker housing camps that we visit are predominantly male, and we will work to educate all residents on GBVH in the workplace in addition to directly engaging the working women present on those visits. Our primary focus is on women impacted or threatened by GBVH, but some KYR materials will be designed to educate bystanders and allies in service of creating a safer environment with more

potential allies and an atmosphere of accountability. We look forward to making the materials and best practices that we develop available to other organizations and communities.

Connecting Women to Additional Services: Our team has a profound understanding of the rights and benefits available to survivors, allowing us to offer individualized victim witness advocacy services and to provide accurate and relevant information to survivors to help them navigate the legal system, understand their rights, and access entitled benefits. We have strong relationships with various aid organizations and can refer survivors to trusted professionals specializing in GBVH cases, including referrals to health clinics and mental health professionals experienced in working with GBVH survivors. This individual support will be ongoing through the grant period, and our staff will record the number of participants as we serve them.

Facilitating and Encouraging Women Workers and Survivors to Become Focal Points: We will build the skills of working women to be effective advocates for their workplaces, and training will cover critical topics ranging from understanding GBVH, legal rights, and available resources for survivors and advocates. Staff will manually track the number of trainees and will collect stories from women who have benefited from our programs, ensuring that the process is trauma-informed and respects the privacy and confidentiality of the individuals involved. We will anonymize the stories, using pseudonyms and other protective measures to safeguard identities. Collected stories will be shared as appropriate through various digital platforms and at subsequent events to inspire and educate other working women, their colleagues, and supporters.

d. Performance Evaluation

Evaluation measures, methods, techniques and tools: We monitor changes in participants' behaviors and attitudes towards GBVH through program surveys to help us determine the extent to which our work has influenced their understanding and actions. Collecting and analyzing

first-person stories and testimonies from migrant women and survivors of GBVH is also a crucial part of our work. These narratives provide deep insights into the personal impact of our initiatives, allowing us to collect success stories that are directly attributable to our efforts while also identifying gaps that still need to be addressed. Our quantitative goal is not necessarily a decrease in reports of workplace GBVH. Indeed, part of our purpose is to support working women and help them understand how to file reports and claim their rights, and success in some instances will actually result in increased reports of GBVH. Our true purpose is to prevent and reduce actual instances of GBVH in the workplace, and we will therefore seek to quantify a reduction in GBVH cases referred to us for direct advocacy support services.

How project data will be used: Participant survey data will be used to document ‘lessons learned’ and to make informed decisions about program adjustments, resource allocation, and strategic planning, ensuring that the voices of those we serve are central to our evaluation process. Our structured process for collecting personal narratives will include facilitated storytelling sessions and the use of digital platforms to capture written and video testimonials. These narratives will be analyzed to identify common themes, highlight impactful experiences, and illustrate the real-world impacts of our programs. We will seek permission from participants to share their stories in reports and public communications. When working with partner organizations, we will implement joint evaluation activities to capture the broader impact on the local community. This may include collaborative data collection efforts such as community surveys and focus groups. We will document both the successes and challenges encountered during the project period. This documentation will include detailed reports, and may also include case studies and best practice guides as appropriate that highlight effective strategies and innovative approaches that can be shared with other interested entities.

e. Organizational, Administrative and Fiscal Capacity

Current Mission, Structure, Staffing and Relevant Experience: The mission of Justice for Migrant Women is to champion migrant and rural women's right to live and work with dignity, and without fear of sexual violence. J4MW was founded in 2014 by President & CEO Mónica Ramírez, the daughter of migrant farmworkers, who has spent her career defending the rights of migrant and rural women as a storyteller, attorney, and activist. Mónica has trained hundreds of service providers on GBVH in the world of work and co-authored reports and best practices manuals on related topics. Reflecting the demographics of many of the workers we serve, all of our staff are women, the majority are Latina, and 72% are former migrant workers or from migrant families. Our five-person Board of Directors is 80% women and 60% Latina members, and we are also guided by an Advisory Board composed of rural migrant women workers.

Project Management and Staffing: With support from our leadership team and administrative staff, most of our work during this grant period will be performed by our two organizers on the ground in Ohio and our new Programs Director who have experience working with survivors. Our proposed Michigan counties are adjacent to Ohio, and can be managed by our Ohio-based team. We will consider plans to hire a legal director and attorneys to begin providing direct legal representation to survivors, pending an assessment of our coordinated ecosystem's ability to otherwise continue meeting these needs. We will commit to hiring two temporary seasonal outreach workers during the summer of 2025, prioritizing multi-lingual organizers with relevant lived experience.

Ability to Meet Program Expectations: J4MW is uniquely positioned to conduct this project due to our dedicated staff, proven grant management capabilities, and extensive organizational experience advocating for the rights and well-being of working women. Our focus on

gender-specific challenges in the migrant community sets us apart from other organizations, underscoring our expertise in addressing the unique needs of this population. J4MW's leaders and staff have expertise in community organizing; civil rights litigation; human rights advocacy; media & narrative change; education; and program design & implementation.

Fiscal and Administrative Controls: Our fiscal and administrative controls include segregation of duties, approval processes, regular audits, and a temporarily restricted net asset (TRNA) schedule. Our key staff participate in training sessions offered by experts in the field including BDO FMA (who manage our accounting services and provide regular reports) to ensure that we are knowledgeable and up-to-date about grant compliance requirements.

Capability to Sustain Project Activities After Grant Period Has Ended: Our general operating budget has been enhanced this year by an unrestricted \$2 million Yield Giving grant that we can apply to unanticipated shortfalls. Key staff are professionally trained in financial management, and J4MW was accepted into a financial resiliency cohort offered by the Ford Foundation to selected grant recipients in 2021, further enhancing our financial resilience and ability to sustain all project activities even after federal financial assistance has ended.

Expertise on GBVH at Work and Ability to Achieve Performance Goals: J4MW has a long history of working directly with survivors of GBVH, and our ability to engage women impacted by GBVH is a cornerstone of our efforts. We are well-positioned to produce tangible results in the near term due to our established infrastructure, experienced team, and strategic approach. We have established strong, trusted relationships with migrant and rural women in our project area, enabling us to effectively connect with those who need our support. Our partnerships with local organizations, legal aid providers, healthcare services, and mental health professionals further enhance our ability to provide comprehensive support to survivors. Our field-tested organizing

model is ready for expansion, allowing us to scale our impact quickly.

Experience working with survivors, impacted workers, and partner organizations: We are recognized as global leaders in this space, and are frequently invited to train other organizations across the nation on trauma-informed approaches to this work. As a primary connector across our region, we maintain strong working relationships with dozens of local and regional organizations, prioritizing organizations that enjoy deep authentic relationships with migrant women, Latinas, and rural working women. These relationships are informal, however, to the extent that we do not mingle funds or enter MOUs with partners. One of our most significant working relationships in this regard is the Ohio Alliance to End Sexual Violence (OAESV), which specifically offers service providers a range of training programs, workshops, and resources designed to ensure that those who support survivors are well-equipped to provide effective and compassionate care. J4MW has also established itself as a credible collaborator with various federal entities including the DOL, DOL Women's Bureau, OSHA, and EEOC.

Ability to Fully Document the Project's Practices and Challenges: Our budget relies primarily on grant funding, and we pride ourselves on our capacity to document our practices and challenges as needed to meet our various reporting requirements. Our program staff capture all of our work and ensure that relevant program materials and deliverables are accounted for, generally producing at least two significant reports per month. We record and share women's stories in various mediums with their consent, as in our award-winning first-person narrative and portrait project called *The Humans Who Feed Us* that humanizes immigrant community members working across the food supply chain. Our training programs track participants' progress, the training provided, and the impact on participants' ability to participate in decision-making and hold positions of influence in their communities and workplaces.

Capacity to Share Information About Best Practices and Challenges: J4MW was recognized as a top contributor in the DOL’s “Mental Health Matters: National Task Force on Workforce Mental Health Policy,” where we provided feedback informed by conversations with our community in service of including rural, racial, and ethnic communities in policy development. With the support of celebrity advocates and high visibility, J4MW’s successful communications work was evident in our 2023 public media campaigns. Our activation at Sundance garnered 114,000,000+ media and 300,000+ social media impressions, and the aforementioned *The Humans Who Feed Us* reached 946+ million via news outlets and 2.27+ million via social media.

Plan for Staying in Touch With Participants: Each leadership development training graduate will undergo an exit interview to gather feedback on their experience, discuss their future goals, and explain the follow-up process. During this interview, we will also ensure that we collect accurate and up-to-date contact information to facilitate future communication. To maintain regular contact, participants will receive check-ins at intervals such as 6 months and 12 months post-exit. Additionally, we will distribute annual surveys to gather both quantitative and qualitative data on our constituents’ progress, challenges, and overall well-being. We will also collect contact information from women who we provide direct support to when possible so that we can follow up on their particular cases and continue to share opportunities and resources..

f. Past Performance – Programmatic Capability

J4MW is in Category 1, and has successfully achieved the following goals and outcomes:

Novo Foundation / \$450,000 grant / [REDACTED]

Our goals and outcomes for the Novo Foundation grant from 7/1/19 to 7/1/22 were:

Advance Systemic Change: Advocacy resulting in the State’s creation of bilingual, culturally-competent COVID-19 materials, a special task force on farmworkers and

COVID-19, and a \$2 million fund to safely house and transport farmworkers.

Train & Mobilize Our Constituency: 54 farmworkers in California and Florida were served by our “Healing Voices” virtual support groups during the COVID-19 pandemic.

Advance Coalition Leadership & Movement Building: We co-founded the Always Essential national campaign. We led the Essential Ohio coalition & published reports.

Change Narratives & Culture: The Bandana Project raised awareness about workplace GBVH experienced by farmworker women.

Mobilize COVID-19 Humanitarian Aid & Rapid Response Advocacy: \$9.7 million in funds and in-kind donations were distributed to over 200 farmworker-serving entities in 38 states.

Collective Future Fund / \$700,000 grant / [REDACTED]

Our goals and outcomes for the Collective Future Fund grant from 4/1/21 through 3/31/23 were:

Organize and Mobilize our Constituency: We hosted the National #LatinaEqualPay Day Virtual Summit, co-hosted the Essential Women Workers Summit, and published a new CHANGEMAKERS report.

Advance Policy Advocacy: J4MW representatives met several times with the White House Gender Policy Council, and Mónica Ramírez gave testimony to the EEOC related to the disparate impact of covid on low-paid community members of color.

Build Rural Civic Leadership and Power: We launched the Rural Women’s Collective op-ed fellowship program with a nationwide cohort of five women of color from rural communities.

Shift Cultural Narratives: We supported the release of three films shifting cultural narratives:

Fruits of Labor, *We The Migrants*, and *El Tesoro*.

Ford Foundation / \$250,000 BUILD grant / [REDACTED]

Our goals and outcomes for the Ford BUILD grant from 10/1/20 through 9/30/21 were:

Educating Decision Makers: We sent letters, held meetings, and provided worker testimony to educate decision-makers and administration officials on workers' needs during COVID-19.

Training and Mobilizing our Constituency: We met with thousands of workers during the peak summer harvest season, providing education on worker rights and vaccination effectiveness and access. Through a variety of community events, we educated community members about opportunities for civic engagement and promoted a culture of involvement and action.

Coalition Leadership and Movement Building: We convened and led the Essential Ohio coalition alongside seven statewide partners committed to equity for essential workers.

Institutional Strengthening: J4MW applied for 501(c)3 status, added an additional board member, added an administrative staff member, and completed Organizational Mapping Tool.

g. Budget and Budget Narrative (See attached SF-424A and Budget Narrative)

h. Organizational Job Quality Factors

Unions: Staff can form and join unions of their choosing, but none have felt the need.

Violations: We exceed workforce standards and have never accrued a federal or civil violation.

Discrimination: Our policies strictly prohibit any form of discrimination based on race, color, religion, national origin, sex, gender identity, age, disability, and other protected characteristics.

Compensation: We pay a minimum starting wage of \$20 an hour and provide clear opportunities for wage progression based on development and experience.

Benefits: We offer staff comprehensive health, vision, dental, life, AD&D, and short and long term disability insurance and a 401k match. Employees receive paid sick days, vacations, holidays, and parental and bereavement leave. We allow flexible schedules and telework.

Worker Safety & Privacy: We strive to accommodate employees' scheduling requests. We maintain high standards for the secure storage and use of employee data, and we never sell data.