

APPLICANT NAME: Philadelphia Area Project on Occupational Safety and Health (PhilaPOSH)

PROJECT PURPOSE: PhilaPOSH will engage in leadership building, training, resource sharing, and navigation activities to help immigrant women workers prevent and respond to gender based violence and harassment (GBVH) in their workplaces. The core strategy of this program will be developing women worker leaders to drive change and education in their workplaces and communities. These worker leaders will lead outreach and training efforts. Training curriculum will center women workers' voices and experiences. We will share tools and strategies for preventing GBVH and responding to GBVH as it arises in the workplaces. PhilaPOSH will engage two fellow members of the National COSH Network as organizational partners and sub-recipients: Border Workers United (BWU) and the Midstate Education and Service Foundation (MCOSH).

PhilaPOSH, BWU, and MCOSH all have deep experience in outreach and training with Latinx immigrant women workers in their regions (Philadelphia, PA; South Texas/Rio Grande Valley; and the New York Finger Lakes and Southern Tier areas, respectively). Implementing the program in multiple regions will give us a more complete sense of the best, most generalizable practices for replicating this work going forward. Partners will learn from each other and adapt to community needs. Worker led strategies have the potential to organically grow and continue after program funding ends.

PROGRAM ACTIVITIES: Leadership Building

Goal: to develop 45 women workers as worker-leaders.

Method: This activity will include train-the-trainer sessions; organizing and leadership skill-building activities; and specific training on workplace rights, survivor support, and GBVH prevention and response. PhilaPOSH and our partners will recruit worker leaders from existing networks of immigrant workers.

Results and Evaluation: The intended outcome of this activity is for 45 women-worker leaders to become empowered and effective leaders, advocates, and resources in their workplaces and communities, during and after the duration of this grant term. The metric for evaluating our impact will be the number of workers reached by worker-leaders through training facilitation and information distribution. Our goal is for each worker-leader to contact 15 workers over the course of the grant term.

PROGRAM ACTIVITY: Resource and Information Development

Goal: Produce informational materials for distribution and adapt GBVH training curriculum for local needs

Method: PhilaPOSH and each of its partners will create locally targeted informational materials with information on local resources for survivors and relevant workplace rights related to GBVH and gender discrimination. Additionally, our partner organizations will adapt and implement PhilaPOSH's existing GBVH training curriculum to best fit different sets of conditions. PhilaPOSH's training has been delivered most frequently to workers in the Philadelphia restaurant industry. Working with organizational partners in different regions and different focus industries is an opportunity to adapt and refine our training approach.

Results and Evaluation: The result of this activity will be the resulting materials and curriculums, targeted to each region we will be working in. We will continuously evaluate our impact over the course of the grant based on feedback from workers, and we will adjust materials as necessary.

PROGRAM ACTIVITY: Training and Outreach

Goal: Reach 750 workers through training and dissemination of informational resources

Method: We will have two primary modes of outreach, both led by worker-leaders. 1) We will hold trainings on workplace GBVH prevention and response, with facilitation or co-facilitation by worker-leaders. PhilaPOSH has developed a training curriculum over the past several years that is rooted in deep participant engagement, story sharing, and developing real skills for preventing and responding to GBVH in the workplace. 2) Because organizing and facilitating these trainings is fairly time intensive, we will also conduct wider outreach via worker-to-worker conversations and distributing informational materials. When worker-leaders have the tools for this type of outreach, they can deliver education, information, and build relationships in their communities and at work in an organic way. Worker-leaders can do this outreach one-to-one in their everyday life and via tabling or distributing informational materials at community events.

Results and Evaluation: The result of this activity will be 750 workers contacted through outreach. The metric for evaluation will be the number of workers reached. Additionally, we can evaluate our impact by maximizing the proportion of outreach that occurs in facilitated training settings as much as is feasible.

PROGRAM ACTIVITY: Support and Navigation

Goal: Train all 45 worker-leaders on survivor support and navigation; offer support and resources to survivors upon request

Method: We will give all of our worker leaders specific training on how to support and assist survivors. Worker leaders will be capable of listening and interacting empathetically with survivors, providing basic information on their rights and recourse, and referring them to shelters, refuge organizations, legal assistance, and other survivor focused resources. In addition, PhilaPOSH and our partner organizations will build capacity to provide the same navigation assistance and direct assistance when possible.

Results and Evaluation: We will evaluate our success in this activity based on the number of worker-leaders who receive survivor support training, and our ability to offer assistance as organizations when the need arises.

SUBRECIPIENT ACTIVITIES: Our subrecipient partner organizations will conduct all of the above program activities in their respective regions: Leadership Building; Resource and Information Development; Training and Outreach; and Support and Navigation.

INTENDED BENEFICIARIES: Our outreach and efforts will focus on: Latinx immigrant women workers; workers with limited English proficiency; workers in agriculture, the food service and restaurant industry, domestic workers, and general industry. Beneficiaries will be in the city of Philadelphia, the Rio Grande Valley region of Texas, and the Finger Lakes and Southern Tier regions of New York.