

**2024 FARE Grant Abstract / Funding Opportunity # FOA-WB-24-01 / J4MW**

The mission of Justice for Migrant Women (J4MW) 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, a daughter of migrant farmworkers, who has spent her career defending the rights of migrant and rural women as a storyteller, attorney, and activist. Reflecting the demographics of many of the workers we serve, our staff are all women, the majority are Latina, and 72% are former migrant workers or from migrant families.

Ohio and Michigan have significant populations of migrant women working in agriculture, domestic labor, and hospitality; sectors where women are disproportionately affected by gender-based violence and harassment (GBVH). 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. 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.

Our proposal will create immediate and long-term positive impacts on the lives of working women who are disproportionately affected by GBVH on the ground in Ohio and southern Michigan. We propose the following methods and activities to address and prevent work-related GBVH.

Community Organizing & Direct Services: Our community organizers will conduct direct outreach to women workers threatened by workplace GBVH in the region. We will develop Know Your Rights materials to share directly with workers and broadly via public education

campaigns and training workshops, reaching 3000 workers. We will provide individualized victim witness advocacy services for 25 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 50 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.

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.

Our activities will result in significant outcomes. Survivors of GBVH 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, and at least 800 women will benefit from worker and survivor-driven strategies that mitigate and prevent workplace GBVH. Working women 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 fill leadership roles in their workplaces and communities—expanding their power as agents of change.