



# Forging Futures Without Violence

Challenging sexual violence against  
immigrant women in the workplace

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# OVERALL GOAL OF THE PROJECT

To forge a partnerships between labor and anti-violence advocates that create models to challenge and eradicate sexual violence in the workplace against immigrant women

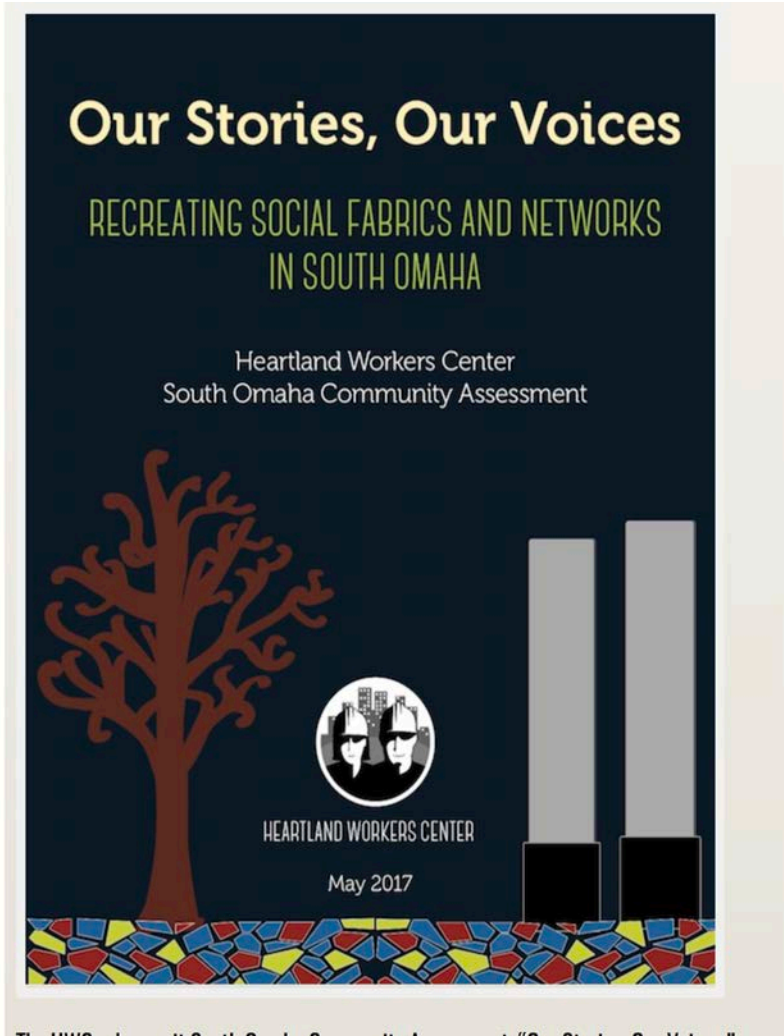
# TODAY

1. Explore how sexual violence manifests in the lives of immigrant women
2. Evaluate survivor's history of victimization
3. Introduction on considerations when working with survivors of traumatic experiences

# ABOUT THE PROJECT

- Introduction of partners
- Why?
- The road ahead
  - Sexual Violence as Gender Violence Against Immigrant Women

# Heartland Workers Center



## **Mission**

To improve the quality of life of Latino/a immigrant workers.

## **Vision**

To build a community that works for all.



HEARTLAND WORKERS CENTER

## How

- Community Organizing
- Leadership Development
- Civic Engagement
- Workers Rights



HEARTLAND WORKERS CENTER



The ***Nebraska Coalition to End Sexual and Domestic Violence*** is a statewide advocacy organization committed to the prevention and elimination of sexual and domestic violence.

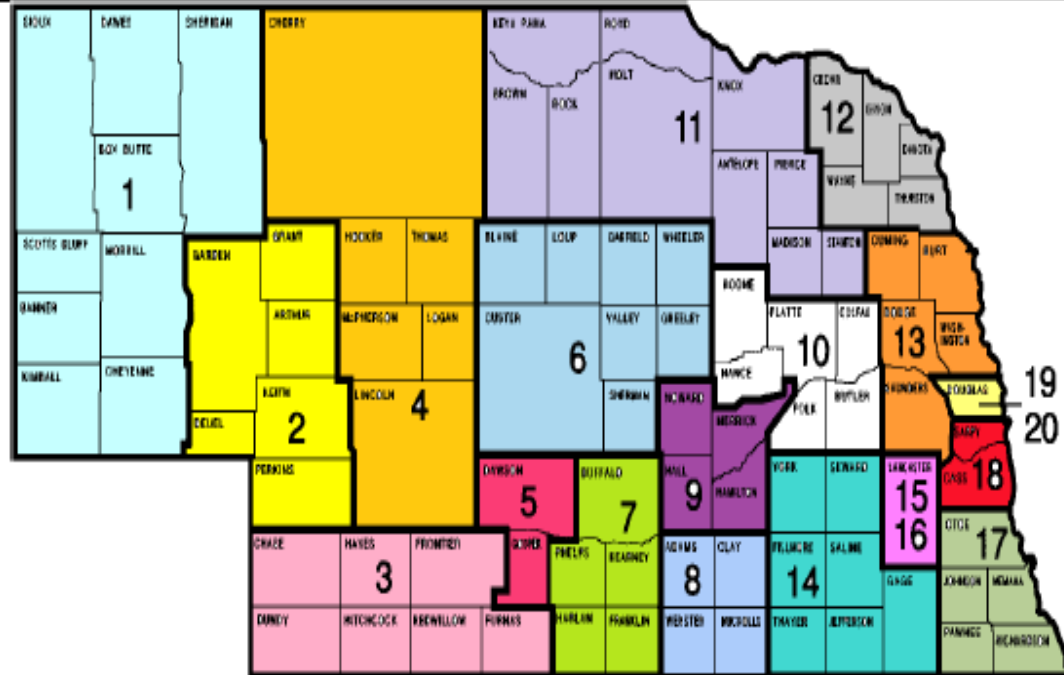
We work to enhance safety and justice for victims of domestic violence and sexual assault by supporting and building upon the services provided by our network of local programs.



# The Role of the Nebraska Coalition

- The Nebraska Coalition was established in 1976 to support the Network of Programs in Nebraska through:
  - Training
  - Technical Assistance
  - Direct legal services to survivors
  - Pass through funding
  - Legislation and policy
  - Establishment of program standards

# Nebraska's Network of Domestic and Sexual Violence Programs



1. DOVES Program (Gering)
2. SCIP (Ogallala)
3. DA/SA Services (McCook)
4. R/DAP (North Platte)
5. Parent-Child Center (Lexington)
6. Healing Hearts and Families (Broken Bow)
7. SAFE Center (Kearney)
8. SASA Crisis Center (Hastings)
9. The Crisis Center (Grand Island)
10. Center for Survivors (Columbus)

## Crisis Line

- 866-95-DOVES  
308-284-6055  
877-345-5534  
888-534-3495  
800-215-3040  
*en español* 866-351-9594  
800-942-4040  
877-237-2513  
877-322-7272  
866-995-4422  
800-658-4482

11. Bright Horizons (Norfolk)
12. Haven House (Wayne)
13. The Bridge (Fremont)
14. Hope Crisis Center (Fairbury)
15. Voices of Hope (Lincoln)
16. Friendship Home (Lincoln)
17. Project Response (Auburn)
18. Heartland Family Service - Domestic Abuse Program (Papillion)
19. Catholic Charities—The Shelter (Omaha)
20. Women's Center for Advancement (Omaha)

## Crisis Line

- 877-379-3798  
800-440-4633  
888-721-4340  
877-388-4673  
402-475-7273  
402-437-9302  
800-456-5764  
800-523-3666  
402-558-5700  
402-345-7273

# Nebraska DV/SA Program Services

- 24 hour crisis line
- Legal referrals and assistance with Protection Orders
- Emergency shelter
- Ongoing support and information
- Transportation
- Education and prevention programs
- Medical advocacy and referrals
- Additional services may be available depending on size of program

Consulado de Mexico

**Ventanilla de la Mujer**

# Stop Workplace *Sexual Violence!*



ASSISTING IMMIGRANT SURVIVORS OF  
WORKPLACE SEXUAL VIOLENCE

A guide for advocates,  
organizers and leaders  
to advance immigrant women's  
gender equality rights in the  
workplace

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#### DIANA's script

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Forms of sexual violence in the workplace

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Safety as paramount to our work

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Supporting leadership and grupos de apoyo among immigrant women leaders

Community leaders

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The Power of Organizing

Unions as a Source of Protection for All Immigrants

The Right to Unionize

Union Benefits

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Take Action

Understanding Sexual Violence as a Labor Organizer

Understanding the need for a survivor centered approach in organizing

Sexual violence and labor; emerging partnerships

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Reaching Out to Survivors and Supporting Women Leaders

#### SUSANA's script

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#### SECTION I: Introduction to agencies that can protect workers

#### SECTION II: Introduction to agencies that protect survivors of gender violence

Summary table of potential legal remedies



# The Method

## DEFINITIONS AND DYNAMICS OF GENDER VIOLENCE

**GOAL:** To provide a framework and basic concepts of gender-based violence for participants

### LEARNING OBJECTIVES

1. Define and clarify fundamental concepts of gender violence
2. Explore how gender violence manifests itself throughout a woman's lifespan

### CLARIFYING TERMS WITH SURVIVORS

It may be challenging for a victims of sexual violence to disclose the fact that they are victims. Many times, immigrant survivors may not know that they have experienced sexual violence, and therefore may minimize the experience or blame themselves for the abuse. Survivors face other challenges as well, including the lack of a proper interpreter, or having an advocate misunderstand the vocabulary they used to describe their experiences.

For instance, survivors may share with advocates, union leaders or providers that:

### ACTIVITY #6- DIANA'S CHALLENGES

**PURPOSE:** To apply concepts learnt by identifying challenges faced by Diana, an immigrant survivor when talking about gender violence, sexual violence and the continuum of violence.

### INSTRUCTIONS FOR FACILITATORS:

If media capacity is available, play "Diana." If the technology is not available, ask three volunteers to play the roles of Diana, her boss and her abuser. Once the skit is played, ask the audience to work in small groups and answer the following points:

1. Identify all the challenges and multi-layer of gender violence experienced by Diana in her lifespan
2. Identify the factors and vulnerabilities that contribute to her multiple victimizations
3. What can you do personally to reach out to Diana

### HANDOUT: SCRIPT FOR "DIANA: MEATPACKING"<sup>24</sup>

DIANA: My background and my beginnings.

My name is Diana. I am from Guatemala. I remember when I was little, my mother got very sick. She had cancer. It made her stomach hurt and she couldn't eat. She got very weak and lived in pain for many months. Then, she passed away.

My father soon found a new woman. She came to live with us, but she only cared about her own children. She would feed them and cloth them but then there was nothing left for us. She would scream at us, and my father wouldn't even look at us. He sent us to live with our grandparents.

### ACTIVITY #3- Identifying the Experience & Naming the Violence

**PURPOSE:** This activity will help participants to identify gender violence and its effect in survivors including unintended consequences that lead survivors to minimize their actual victimization or be numbed.

**INSTRUCTIONS FOR FACILITATORS:** Have participants break into small groups and using the spiral graph, identify a list of potential abusers women can face in their lives (grandmother not feeding infant, school teacher sexually harassing student, etc.). Then ask participants to identify forms of sexual violence and discuss how they can use the graph to help survivors share their experiences and reveal the levels of victimization they have endured in their lives.

### ACTIVITIES

1. What kind of perpetrators did you identify in the graphic?
2. How many forms of sexual violence did you identify?
3. How would you use the graph with your client and why?

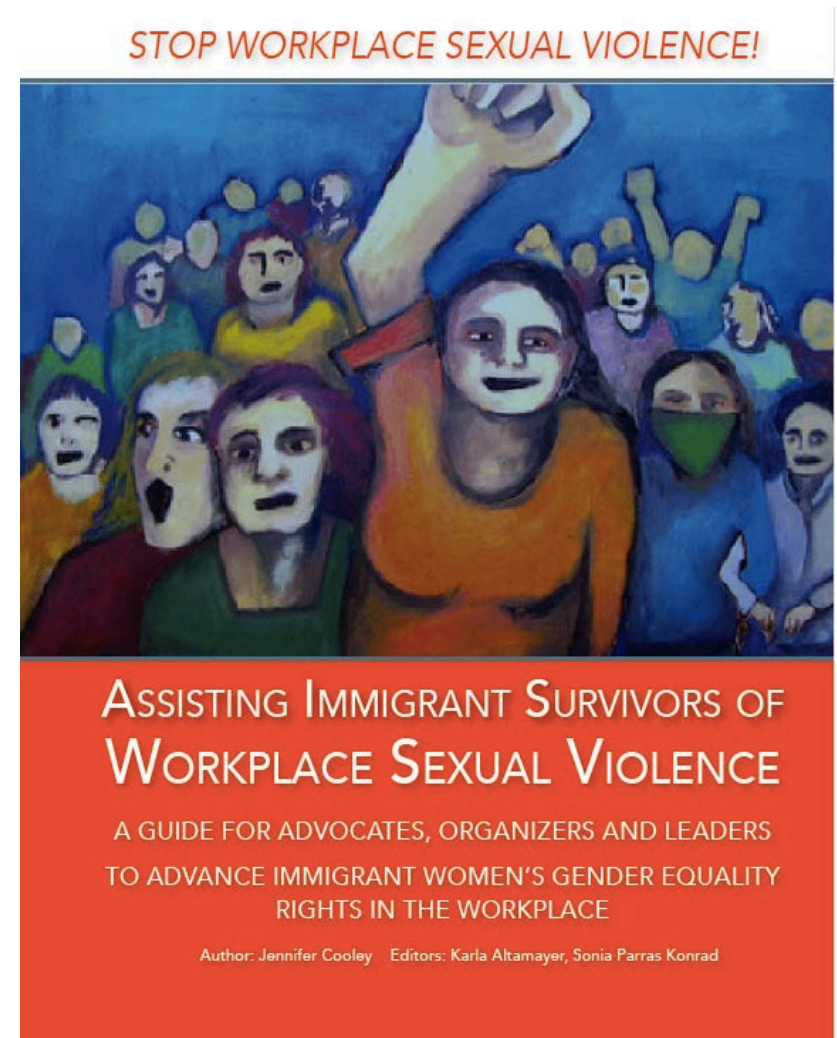
Integrating the labor movement  
and building new collaborations

**WHY?**



What's new and different about these tools?

Why are they better?





# The “Theatre of the Oppressed” model (Augusto Boal)

- Interactive responses to short performances based on real-life stories.
- Methods designed by Brazilian director and activist, Augusto Boal.
- Theater is an ideal way express how oppression impacts us and to seek creative, collaborative solutions to social injustices.

# Forum Theatre

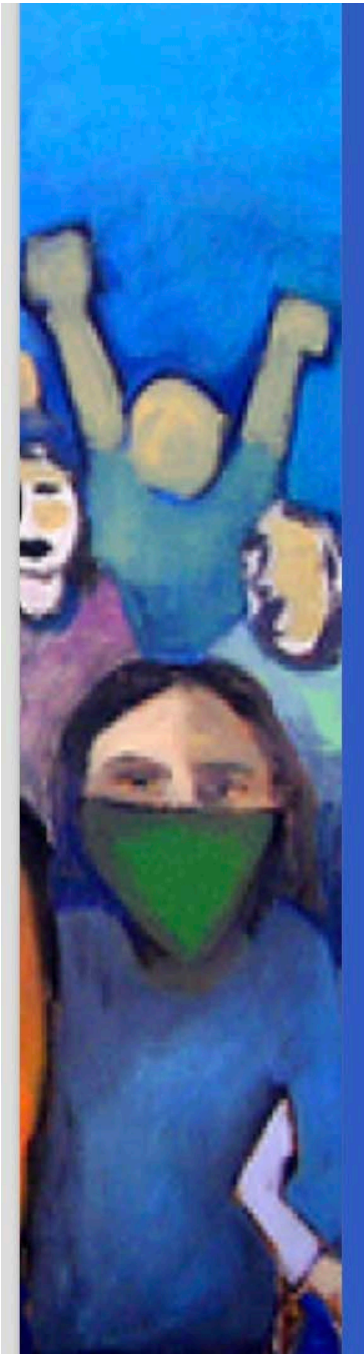
- Our specific methods reflect Boal's "Forum Theatre" practices.
- Break down the barrier between actors and spectators, engage as "spect-actors" in initiating responses to oppression.
- Strategies and solutions, means to advocate and collaborate emerge through group interaction.

# Applications for SV Training & Education

## **Factual content, yet low-impact on survivors**

- Our performances are based on ethnographic research conducted with migrant women who faced sexual violence in the workplace.
- By reenacting these scenes with actors and offering them in a digital format, no survivor is forced to recount her experiences multiple times.

<https://www.youtube.com/watch?v=mojfJVd-lAQ&list=PLTifzqDcaHT3XFuM9XxjEOmGSFh3wZtl6&index=4> - Survivor-actor same sex perpetrator



# Sexual Violence as Gender Violence Against Immigrant Women

# Violence Against Women

- Our work focuses on restoring agency to women
- Understanding the contextual nature of violence against women during her life cycle is crucial to resolving trauma and restoring agency.
- Violence against women is a **world wide phenomenon** occurring in all communities and groups.

# Asian Pacific Islander Institute

## “The Spiral of Violence”





# Sexual Violence in the Context of Gender Violence

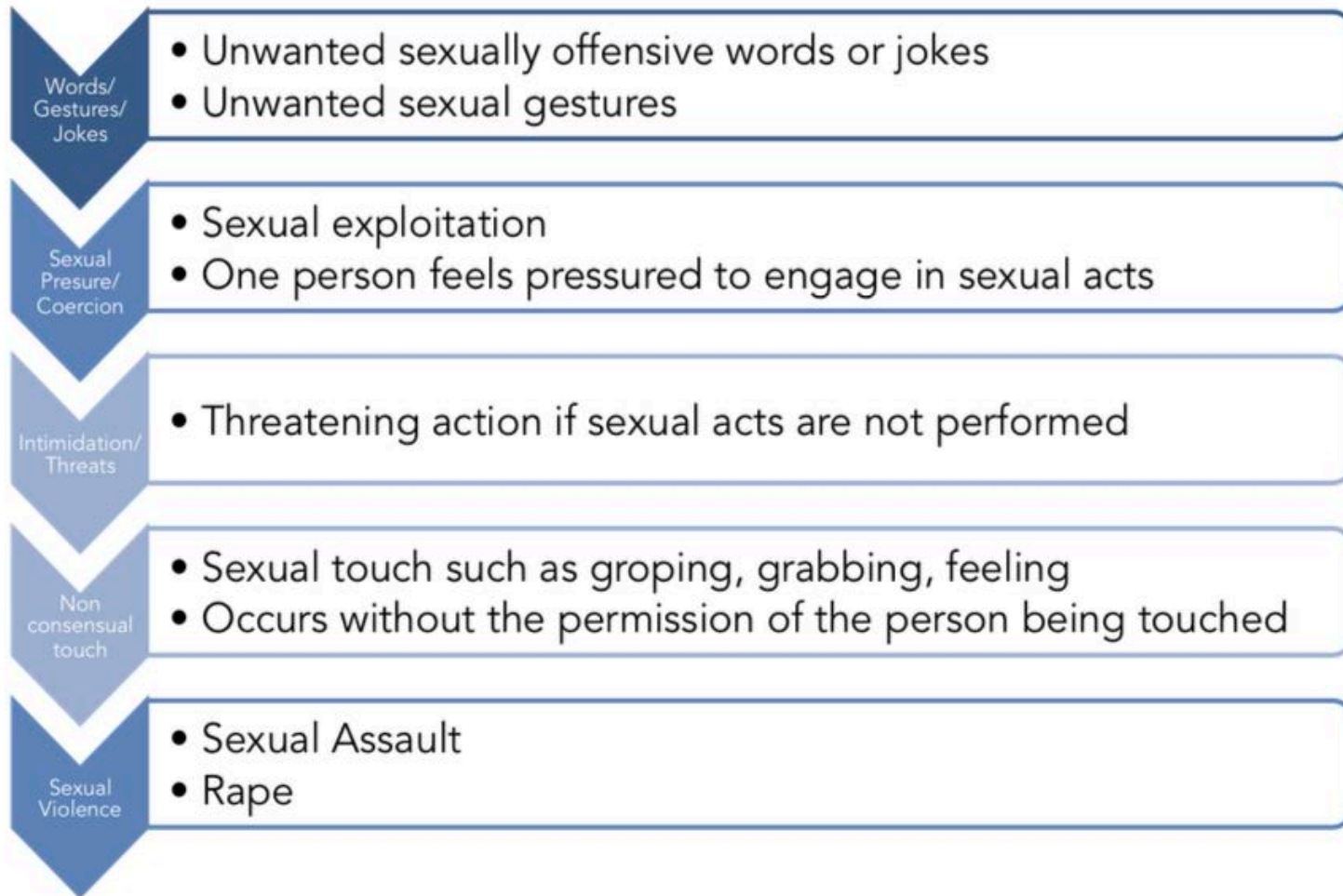


# Consent

EXERCISE:

WHAT DO YOU MEAN BY CONSENT?

# Sexual Violence in the Context of Gender Violence



# Immigrants Face Vulnerabilities in all Phases of immigration

**Immigrants, especially women, are vulnerable to violence during all phases of migration:**

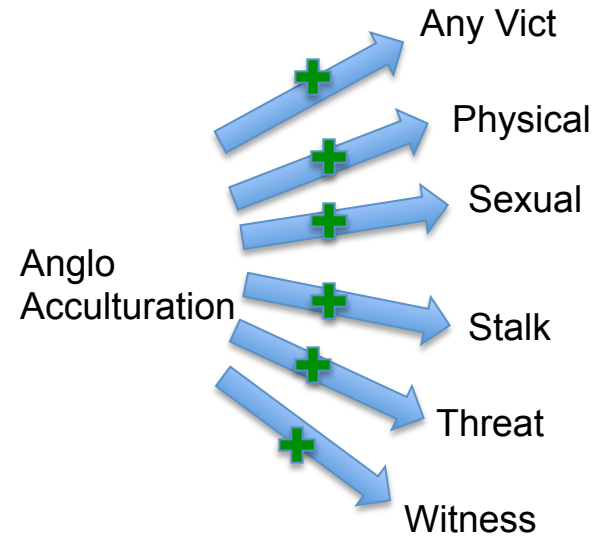
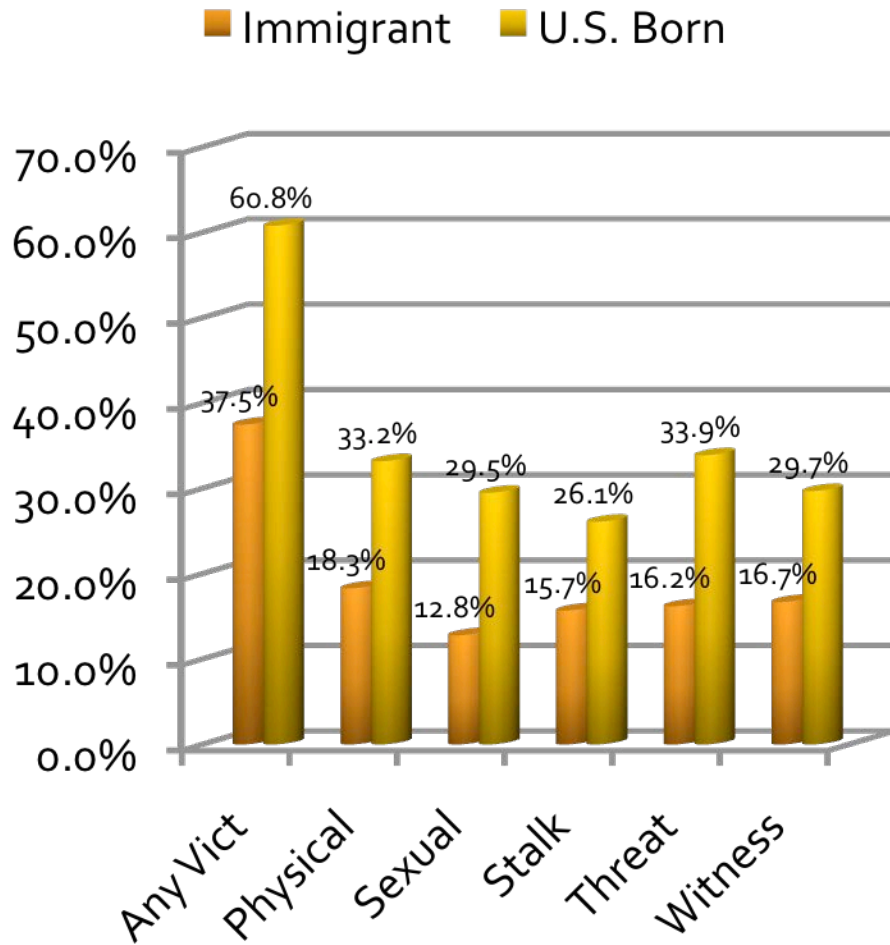
- At home
- When being recruited for migrant work
- While in transit
- At home by partners or family members
- And, once in the destination country – at work

# Diana's Vulnerabilities



Video of Diana: Montnocking. See: Interactive Performance Tool: [UEDE](#)

# Cultural Factors and Victimization



# Help Seeking

- 77% of victimized women sought some type of help, either formal or informal, or both

## More Common

- Informal help-seeking more common than formal help-seeking.

# Impact of Sexual Crime in the Lives of Immigrant Women



# Invite the Survivor to Write/Tell Her Story

- You have to provide a safe environment, without judgment
- Bear witness to her experiences
- Provide support and validation

# Coercion

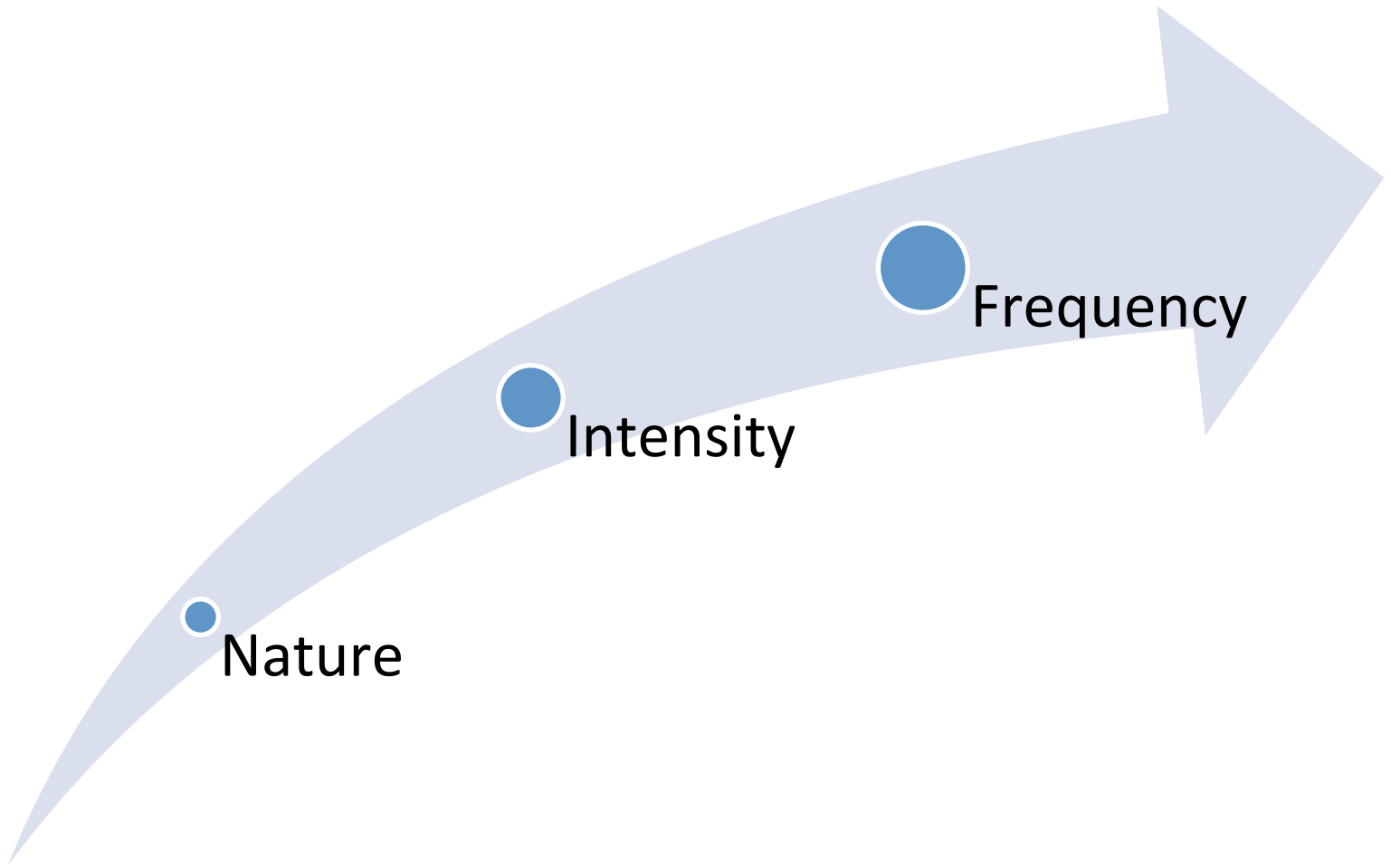
- Perpetrators of coercion intimidate victims by creating fears, credible to the victim, of disastrous consequences if they do not obey or acquiesce to the abuse. This creates a great deal of anxiety and fear.

# Key Principles

- Being victimized or exposed to victimization is stressful for everyone.
- Undergoing a stressful situation leaves consequences: positive and/or negative.



# Distress from Abuse Accumulates



- Pre-trauma vulnerability:
  - previous trauma,
  - mental health,
  - personality traits,
  - age,
  - gender,
  - culture,
  - physical health and impairments



- Preparedness for the event
- Sequential stressors
- Quality of the immediate and term responses:
  - social support
  - Institutional response
- Post event recovery factors



# What is Trauma?

- Symptoms that reflect a person's inability to come to terms with real experiences that have overwhelmed their capacity to cope
- Stress of extreme proportions
- "The critical element that makes an event traumatic is the subjective assessment by the victim" (of how threatened and helpless they felt)."



# Emotional consequences

- Anxiety symptoms: panic, dissociation, fragmentation of bodily experience
- Flashbacks, memories, acting as if threat was still occurring
- Hypervigilance and heightened arousal
- Increased risk of alcohol/drug use
- Poor impulse control-problems with irritability or anger
- Depression likely to follow



# Long Term Consequences

- Low self-esteem
- Impaired self-perception
- Tendency for somatization
- Difficulties with decision-making
- Difficulties to manage emotions
- Irrational thoughts
- Difficulties to trust others
- Behavioral problems



# Diana's Challenges



Video of Diana: Meatpacking. See: **Interactive Performance Tool: [HERE](#).**

# NEED TECHNICAL ASSISTANCE?

- [www.asistahelp.org](http://www.asistahelp.org)
- [questions@asistahelp.org](mailto:questions@asistahelp.org)
- [sonia@asistahelp.org](mailto:sonia@asistahelp.org)
- [manager@asistahelp.org](mailto:manager@asistahelp.org)

## Other Resources:

Heartland Worker's Center: [abbie@heartlandworkerscenter.org](mailto:abbie@heartlandworkerscenter.org)

Nebraska Coalition to End Sexual and Domestic Violence:  
[carlyb@nebraskacoalition.org](mailto:carlyb@nebraskacoalition.org)

