

Farmworker Justice
Funding Opportunity Number: FOA-WB-22-14

Abstract

Applicant name: Farmworker Justice

Fostering Access, Rights, and Education (FARE) Grant Program – *Creating Safer Workplaces for Farmworker Women*

Farmworker women experience workplace harassment at extremely high rates. However, as low-wage workers—the majority of whom are immigrants with limited English proficiency—who have lost significant income due to the COVID-19 pandemic, they are unlikely to report harassment. Based on a 2019 project, *Breaking the Silence* (funded by OSHA), this project will inform farmworker women in California and Oregon about workplace harassment protections and empower them to pursue related services.

Farmworker Justice will train community outreach workers from farmworker-staffed organizations, *Lideres Campesinas (Lideres)* and *Pineros y Campesinos del Noroeste (PCUN)*, on rights and resources to support farmworker women experiencing workplace harassment. Using a compendium of trilingual materials (in English, Spanish, and Mixteco) about agricultural workplace harassment, outreach workers will educate, distribute information, and provide referrals to farmworker women, both face-to-face and via social media.

Farmworker Justice will also collaborate with California Rural Legal Assistance Foundation (CRLA Foundation), Legal Aid Services of Oregon (LASO), and Futures Without Violence (FWV). These organizations will serve as referral points for farmworker women experiencing workplace harassment. While conducting outreach, *Líderes* and PCUN will

distribute their contact information and facilitate warm referrals of farmworker women to legal, support, and ancillary services.

We expect that outreach and dissemination activities will generate increased awareness of protections and services related to workplace harassment, both among farmworker women and in the farmworker community at large. Warm referrals will improve farmworker women's access to legal, support, and ancillary services. We will measure these outcomes, and document stories and lessons learned from the project, through a series of evaluations – both qualitative and quantitative, encompassing surveys, focus groups, and in-depth interviews.

We anticipate reaching 2,000 beneficiaries through face-to-face outreach and dissemination, and another 8,000 through social media. We aim to refer at least 250 farmworker women to services.