

**APPLICANT NAME:** Western North Carolina Workers' Center

**PROJECT PURPOSE:** WNCWC will implement a three-pronged approach to address the focus areas of workplace harassment and discrimination in the workplace that includes: 1.) empowering immigrant women workers to reach out to other women worker peers to explore identity, struggles, and strengthens through a comprehensive outreach strategy; 2.) constructing individual and collective capacity for immigrant women workers in WNC to resist workplace harassment and discrimination by targeting problems and organizing for change through a dissemination of educational information strategy; 3.) promoting self-advocacy around workplace harassment and discrimination in the workplace on both a community and systemic level by building a network for support, navigation, and advocacy that will that will change the landscape for immigrant women workers in WNC through a rights and benefits strategy.

#### **ACTIVITIES FUNDED AND EXPECTED OUTCOMES**

**Goal Area #1: Outreach** - Hold a train-the-trainer workshop for 40 women workers; Hold 12 leadership circle meetings for 300 women immigrant workers that build leadership and capacity Implement, 12 peer-led outreach reach activities in the community to reach 300 immigrant women workers; Implementation Measures: 600 immigrant women workers in WNC reached through outreach activities. Results Outcomes and Outputs: 80 percent of women participating in women leadership circles will report feeling empowered to testify to realities regarding workplace harassment and discrimination in the workplace.

**Goal Area #2: Dissemination of Education Information** - Design and create a structured curriculum, based on popular education, around workplace harassment and discrimination; Train 260 immigrant women workers in WNC through eight worker-led workshops; Disseminate educational material to 600 women workers; Carry out a Women's Congress for 40 women

workers; Implementation Measures: 600 women workers to who educational information will be disseminated; 200 women workers who will be connected to navigation services; Results Outcomes and Outputs: A structured curriculum, based on popular education, created; 90 percent of women workers trained will report increased awareness and ability to identify workplace harassment and discrimination in the workplace.

**Goal Area #3: Rights and Benefits** - Create a structured, worker-created intake and legal consultation protocol; Provide 300 hours of in-depth intake and legal consultations for 100 women workers; Implement four navigation opportunities that connects 200 women workers to navigation services; Document four impact stories; Implementation Measures: 100 women workers who will benefit from rights and benefits activities; Results Outcomes and Outputs: 95 percent of women workers will report having an action plan for change; 90 percent of women workers will report that navigation services were cultural relevant, accessible, and inclusive; 60 percent of report confidence in encouraging other women to stand up and speak out; and Four documented stories produced.

**Intended Beneficiaries**: Limited English proficiency, Latinx and Asian immigrant workers in rural mountainous Western North Carolina's poultry industry as well as general industry that are vulnerable to workplace harassment and discrimination in the workplace.