STANDING FIRM celebrates 15 years of helping employers understand the financial, safety and human costs of partner violence in the workplace by equipping them with the tools necessary to provide job security, financial stability, and a safe and secure workplace for all employees.

Our History

In 2009, a study conducted by UPMC Health Plan found that 40% of their new hires had experienced or were experiencing partner violence. This percentage was both astounding and unacceptable. Recognizing that employers could play a vital role in supporting the journey to survivorship for their employees, STANDING FIRM was born under the leadership of Dr. Patricia Cluss.

2009: Began at the University of Pittsburgh as a grant-funded program; grew with close ties to the foundation and victims' services communities.

2010: Public launch of website and initiative.

2013: Moved from Pitt to become an affiliated program of National Council of Jewish Women, a community, non-profit organization.

2017: Became a program of Women's Center & Shelter of Greater Pittsburgh.

A turning point was reached in 2014 in the fight against partner violence. It was the year that made employers realize that partner violence doesn't stay at home when a victim or batterer comes to work. In 2015 employers decided instead of waiting for their company to be front page news for a lack of preparedness for partner violence, they could protect the workplace from violence related to partner abuse and improve productivity and worker health by addressing partner violence as a workforce issue.

We transitioned from presenting our award at the annual Spring Clothes Out to the Annual STAND UP for STANDING FIRM Awards Luncheon where we honored an employer member and a community champion for their commitment and work towards ending partner violence and supporting employee survivors in the workplace.

In 2019, STANDING FIRM celebrated 10 years. Under the leadership of director Beth Lewis, STANDING FIRM transitioned its employer educational and resource curriculum to a fully digital platform, made significant changes to the website and produced "Survivors Speak", an award-winning short film that features the reflections and experience of survivors of IPV and the crucial intersections with employment and the workplace. This film received the Purple Ribbon Award for Best Documentary by domesticshelters.org.

As we celebrate our successes, we also look forward to the future under the leadership of director Megan Rose. We have streamlined our Memberships, continue to upgrade our website, create new e-learning modules, and more. As we celebrate the significant anniversaries of both STANDING FIRM and WC&S, we are hosting a Supporting Survivors Summit this October in place of the standard DV Awareness Month events. (see below).

STANDING FIRM continues to build upon our strategic plan and mission to work with more employers that are ready to develop and strengthen their responses to DV in the workplace, so that more survivors may reach financial independence and build a life of safety.

Call to Action

- Follow us on LinkedIn
- Sign up for our monthly E-newsletter here
- Download our one-page information sheet to share with your colleagues
- If your organization is not yet a STANDING FIRM member, join (or upgrade) as a Premier Membership today by clicking here
  - If you need additional information, schedule a "Getting Started" consultation with Megan Rose
- For STANDING FIRM members:
  - If you haven't done so, schedule your onboarding session or consulting hours here
  - Sign in to your Member Portal and download breakroom/restroom posters here
    - If you need login assistance, contact Karen at ksellers@standing-firm.org

Family Care Act Update in Pennsylvania

See Page 4

Join STANDING FIRM & WCS on September 15th!

Join us for the annual Pittsburgh Universities Believe Survivors Event. See page 6 for more details. Hope to see you there!

Mark Your Calendars: October 25, 2024

Join us for the ***Supporting Survivors Summit: Exploring the Complexities of Domestic Violence.*** You can register here. STANDING FIRM employer members & friends, we invite you to consider a Sponsorship of the event. Review the opportunities and choose the level that best fits your organization.

Sponsorships Are Available Now!

2024

SUPPORTING SURVIVORS SUMMIT

Exploring the complexities of domestic violence

Join Women's Center & Shelter of Greater Pittsburgh, STANDING FIRM, and our community of partners as we bring education and awareness to the complex issue of domestic violence.

The Supporting Survivors Summit will explore emerging issues around the topic of domestic violence, ignite discussions, and help to shape a future of empowerment and support. The three major areas of focus for the conference are domestic violence and financial stability, the legal system, and the medical field.

FRIDAY, OCTOBER 25, 2024

Regional Learning Alliance Learning and Conference Center
Cranberry Township, PA

Registration
8:00 a.m.

Summit
9:00 a.m. – 4:00 p.m.
(includes breakfast, a buffet lunch, beverages, snacks and a networking Happy Hour)

SurvivorsSummitPGH.org
Visit for more details and to **register by October 11.**

The conference will offer continuing education credits and engage human service, legal, and medical professionals, as well as students and anyone interested in learning more about these critical issues.

PRESENTED BY: 50 YEARS OF Women's Center & Shelter of Greater Pittsburgh

Registation Deadline: October 11th

FOR IMMEDIATE RELEASE
INTERVIEWS AVAILABLE UPON REQUEST
CONTACT: familycareactpa@familycarecoalition.org

PA Family Care Coalition urges Harrisburg to pass bipartisan Family Care Act

A Statement from the Family Care Coalition

HARRISBURG, PA (July 15, 2024) – Despite strong bipartisan and bicameral support, the Family Care Act (HB181/SB580) has yet to be brought to the floor for final votes in the Pennsylvania House and Senate.

While the Pennsylvania Family Care Coalition is disappointed, we are eager to work with the General Assembly and Gov. Josh Shapiro to build upon recent historical momentum to get this critical legislation across the finish line.

With nearly 4 million Pennsylvania workers lacking access to paid leave, Pennsylvania's economy, small business and working families are falling behind. The Family Care Act would provide Pennsylvanians the freedom to not have to choose between their financial stability and taking care of their families during a critical time of need.

By establishing a statewide paid family medical leave program in Pennsylvania, the Family Care Act would allow:

parentstobondwiththeirnewchildfollowingbirthoradoption,and
mothers to recover and take care of their health after giving birth,

family members to provide critical care and rehab services to older loved ones at home,
parentstheabilitytocareforthe irchildwhoisrecoveringfroma serious illness,
workerstocareforthemselvesduringaseriousillnessorinjury,
domesticviolencesurvivorstohaveaccesstosafeleave,
andmilitaryfamiliestotendtoafamilymatterrelatedtomilitary deployment.

It's been more than 400 days since the Family Care Act (HB181) passed out of the House Labor & Industry Committee in June 2023. It has since been amended with bipartisan support in December 2023, while the Senate Labor & Industry Committee passed the Senate version of the Family Care Act (SB580) with strong bipartisan support (8-3) in June 2024.

The General Assembly and Gov. Shapiro now have a historic opportunity to come together and make Pennsylvania a national leader in establishing a true bipartisan paid family, medical and safe leave program.

The Family Care Coalition will continue to fight for Pennsylvania's parents, children, people living with a serious illness or disability, military families and survivors of violence who lack access to this crucial benefit. The Coalition remains committed to working with the General Assembly and the governor to bring paid family and medical leave to Pennsylvania. Without paid leave, Pennsylvania's workers, families, businesses and economy will continue to be left behind.

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ABOUT THE FAMILY CARE CAMPAIGN The Family Care Campaign is a statewide coalition of organizations united behind the need to support hardworking families that are simply doing their best to take care of loved ones. The coalition was founded by the Women and Girls Foundation (WGF) and is currently co-chaired by WGF, along with Dr. Josie Badger of PEACOCK Consulting, Restaurant Opportunity Center (ROC) United PA and Children First. (familycareact.com)

STANDING FIRM®

The Business Case to End Partner Violence

A National Program of Women's Center & Shelter of Greater Pittsburgh

Join us as we support Pittsburgh Universities Believe Survivors (P.U.B.S.)

Stop by our resource table to say hello!

- **Date: Sunday, September 15, 2024 (11:00am - 2:00pm)**
- **Starting Point: Tepper Quad, Carnegie Mellon University**
- **Registration & Sign Making: 11:00 AM – 11:30 AM**
- **Opening Speaker: 11:30 AM – 11:45 AM**
- **Survivor's Walk: 12:00 PM – 12:45 PM**
- **End Point: William Pitt Union, University of Pittsburgh**
- **Messages of Survival and Hope: 12:45 PM – 1:15 PM**
- **Resource Fair: 1:15 PM – 2:00 PM**

Register Here

50 YEARS OF WC&S