



Make a Commitment - Q&A

From #MeToo to Time's Up, courageous survivors and allies are raising their voices with a call to end sexual harassment and assault in the workplace. It's time for change.

This extraordinary moment calls not just for understanding and support for survivors, but for collaboration, accountability and active commitments to push progress forward, and prevent sexual violence *before* it happens.

Employers, philanthropists, associations, advocates, journalists and more **are invited to make public their commitment** to ending sexual harassment and assault in the workplace.

Our public wall of commitments will go live at the May 8th 2018 Solutions Summit, and remain active through 2020 when the Summit will be reconvened to track progress and learnings. This is a way to publicly demonstrate leadership in this watershed moment.

Commitment makers can submit their pledge by May 3rd, to be featured at the Solutions Summit.

For questions, please contact: solutions@futureswithoutviolence.org

- **Who is Invited to Make Commitments?**

Leaders who represent employers, associations, non-profit, foundations, news outlets, or more all have a role to play in preventing and addressing sexual harassment and assault in the workplace.

- **Why Make a Commitment?**

- 1.) **Help advance real change** – By making a public commitment, you are signaling your commitment to ensuring the #metoo moment leads to authentic, sustained change.
- 2.) **Demonstrate Leadership** – By making your commitment publicly, you are showing your organization’s leadership on this issue.
- 3.) **Make Connections** – Your public commitment will help to connect you to others who could help. For non-profits, this could lead to funders interested in investing in your work; for employers, it will help lead to resources and expertise to inform your plan.
- 4.) **Inspire Others** – By making a public commitment, you will play a role in raising the bar for what true commitment to change can mean.

- **How Do I Make a Commitment?**

To make a commitment, complete the commitment form found on the Summit website [here](#).

- **What Does a Commitment Form Entail?**

Your commitment will entail:

- A 100-word or less overview of what you pledge to do to help end sexual violence in the workplace
- Estimated number of people your commitment could positively affect
- A contact name for inquiries

- **What Happens After We Make a Commitment?**

After submitted, your commitment will appear on a public digital wall, which will go live at the May 8th 2018 Solutions Summit. Pledge makers are invited to add commitments at any point after the May 8th Summit and in the lead-up to 2020 convening.

- **With Whom Can We Speak to Help Develop our Commitment?**

Please direct questions to solutions@futureswithoutviolence.org or request a consultation to help develop your pledge.

- **Do you have example commitments I can view?**

Sample Commitments

- **Donor Example** - *The Example Foundation is committed to helping families obtain stable, high-quality jobs that lead to economic empowerment. We recognize the role that sexual violence and sexual assault in the workplace plays in denying individuals, especially women, economic opportunity. With partners, we commit to investing over \$5 million through 2020 to support the most promising worker-, women- and survivor- led models and solutions.*
- **Employer Example-** *Example employer is committed to fostering a safe, equitable and respectful working environment for our employees. To demonstrate leadership on this issue, we commit by 2020 to developing and implementing an action plan to ensure accountability and culture change in the workplace.*
- **Employer Example** - *Example employer is committed to fostering a safe and equitable working environment. To demonstrate leadership on this issue, we commit to: 1.) reinforcing clear, written expectations for conduct in the workplace, 2.) supporting systems of accountability in the workplace, including in performance reviews, 3.) ensuring the number of women, and especially women of color, who are in leadership positions increases, 4.) working to ensure the companies and contractors with which we engage adhere to the same code of conduct that our workplace does, and 5.) investing \$1M in preventing sexual harassment and assault via our Example corporate foundation.*
- **Association Example** - *The Example Association is committed to ensuring workers in Example jobs have a fair wage. By 2020, we will invest in training our members in worker-led solutions for addressing sexual harassment and assault in the workplace. We are seeking to raise \$100,000 to cover the costs of this work.*
- **Non-Profit** – *The Example Non-Profit is committed to preventing sexual harassment and assault in the workplace before it happens. By 2020, we will launch practical tools and webinars to help employers and workers prevent this sexual harassment and violence in the workplace.*
- **Research Institution** – *The sample research institution is committed to contributing to the evidence base that demonstrates what works to prevent and/or reduce sexual assault in the workplace. We commit to releasing data that helps employers and employees alike better understand effective prevention tactics. We are seeking to raise \$200,000 to fund this research.*

Commitment Form

Pledge Maker: _____

Summary of Pledge (100 words or less)

Estimated number of people these changes could positively affect:

Indicate here any support you need to realize this commitment:

Contact person for inquiries: