

Humanity Communications Collective Case Study

Presented by:
Melody Gross

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Case Study Overview

Humanity Communications Collective (HCC) hired Courageous SHIFT in response to an employee sharing they were experiencing intimate partner violence, which impacted the employee's work.



The Obstacles and Challenges

Obstacle #1

HCC leadership did not have the tools or skills to respond effectively to an employee disclosing relationship abuse.

Obstacle #2

HCC did not have a plan to mitigate risks to the organization.

Obstacle #1

- Training - provided a two-day training for HCC's leadership
- Coaching - provided five (5) one-on-one trauma-informed, survivor-centered coaching to the employee who disclosed.
- Consulting - provided three (3) hours of one-on-one consulting to answer incident-specific questions
- Manager Toolkit - This toolkit provides managers and supervisors with refresher information from the training and a detailed process to address incidences of IPV with an employee with referenced materials.

The Plan



Obstacle #2

- Policy- In partnership with HCC's human resources provider, Courageous SHIFT developed a company-wide Domestic Violence Workplace Policy. This policy details the steps and obligations HCC will take in response to intimate partner violence.

WILL WE GET THERE?

How will we
In order to have...
Transparency →
Compensated →
Feel valued →

Be proactive →
VULNERABILITY →
Safe to share emotions →

Manager be present →

Courageous SHIFT | 2023

OBSTACLE #1 OUTCOMES

- 01 KNOWLEDGE OF THE VARIOUS TYPES OF RELATIONSHIP ABUSE
- 02 WHAT TO DO AND NOT DO WHEN AN EMPLOYEE DISCLOSES ABUSE OR WHEN SUSPECTED
- 03 HOW TO CREATE THEIR SAFE AND BRAVE SPACES FOR CHALLENGING CONVERSATIONS
- 04 AWARENESS OF THE IMPACTS OF INTIMATE PARTNER VIOLENCE ON THE WORKPLACE
- 05 SURVIVOR RECEIVES COACHING DURING TRANSITION OUT OF ABUSIVE RELATIONSHIP
- 06 SURVIVOR-EMPLOYEE'S MANAGER RECEIVES TOOLS TO PROVIDE SUPPORT
- 07 KNOWLEDGE OF HOW BIAS IMPACTS RESPONSES
- 08 STRATEGIES FOR PRACTICING EMOTIONAL INTELLIGENCE AT WORK
- 09 TOOLS TO SUPPORT AND SHOW CARE TOWARDS COLLEAGUES WHO ARE SURVIVORS OF DOMESTIC VIOLENCE.
- 10 BETTER UNDERSTANDING THE POTENTIAL TRIGGERS FOR SURVIVORS AND HOW THEY IMPACT THE WORKPLACE.
- 11 REFERENCE TOOLKIT FOR REFRESHER

OBSTACLE #2 OUTCOMES

- 01 ACKNOWLEDGEMENT OF THE IMPACT OF DOMESTIC VIOLENCE, SEXUAL VIOLENCE, AND STALKING
- 02 RECOGNITION THAT DOMESTIC VIOLENCE, SEXUAL VIOLENCE, DATING VIOLENCE, AND STALKING PRESENT UNIQUE WORKPLACE ISSUES.
- 03 PROVIDE IMMEDIATE ASSISTANCE AND SUPPORT TO EMPLOYEES WHO ARE OR MAY HAVE EXPERIENCED DOMESTIC VIOLENCE, SEXUAL VIOLENCE, DATING VIOLENCE, AND/OR STALKING
- 04 HOLD EMPLOYEES WHO ARE PERPETRATORS OF VIOLENCE ACCOUNTABLE
- 05 SUPPORT A COMPREHENSIVE WORKPLACE EDUCATION PROGRAM TO PREVENT VIOLENCE AND PROMOTE HEALTHY RELATIONSHIPS FOR EMPLOYEES AND THEIR FAMILIES.
- 06 SURVIVOR-CENTERED, RESPONSIVE POLICIES AND PROCEDURES TO ASSIST EMPLOYEES IMPACTED BY ANY FORM OF DOMESTIC VIOLENCE, SEXUAL VIOLENCE, DATING VIOLENCE, AND/OR STALKING, INCLUDING TRAINING EMPLOYEES AND MANAGEMENT.

YANIRA C. / CEO / HUMANITY COMMUNICATIONS COLLECTIVE

Grateful to Melody Gross from Courageous SHIFT for providing our leadership team with a two-day training on domestic in the workplace. We now have a policy, resources and know how to properly support anyone on our team who comes to us in need. ALL leaders in every organization, no matter how small, should be trained by Courageous SHIFT. Unfortunately, domestic violence is so pervasive that you may have an employee dealing with it right now who could use your support.

100%

of those surveyed said they learned something new.

CREATIVE DIRECTOR

The training was incredibly insightful. I have not had training like this at any other companies I have worked for. Very valuable training.

100%

foresee the content being useful in their role or organization.

TRAINING ATTENDEE, ADRIANA B, NONPROFIT EXECUTIVE

After attending this training, I walked away feeling like every organization should do it, also. For anyone who thinks domestic violence doesn't affect the workplace - cliff notes, it absolutely does! The information contained in the training was important, eye-opening, and clearly relevant. As someone who has supervised and been in leadership for many years, I learned things I didn't know, and I feel more prepared to support someone experiencing domestic violence.

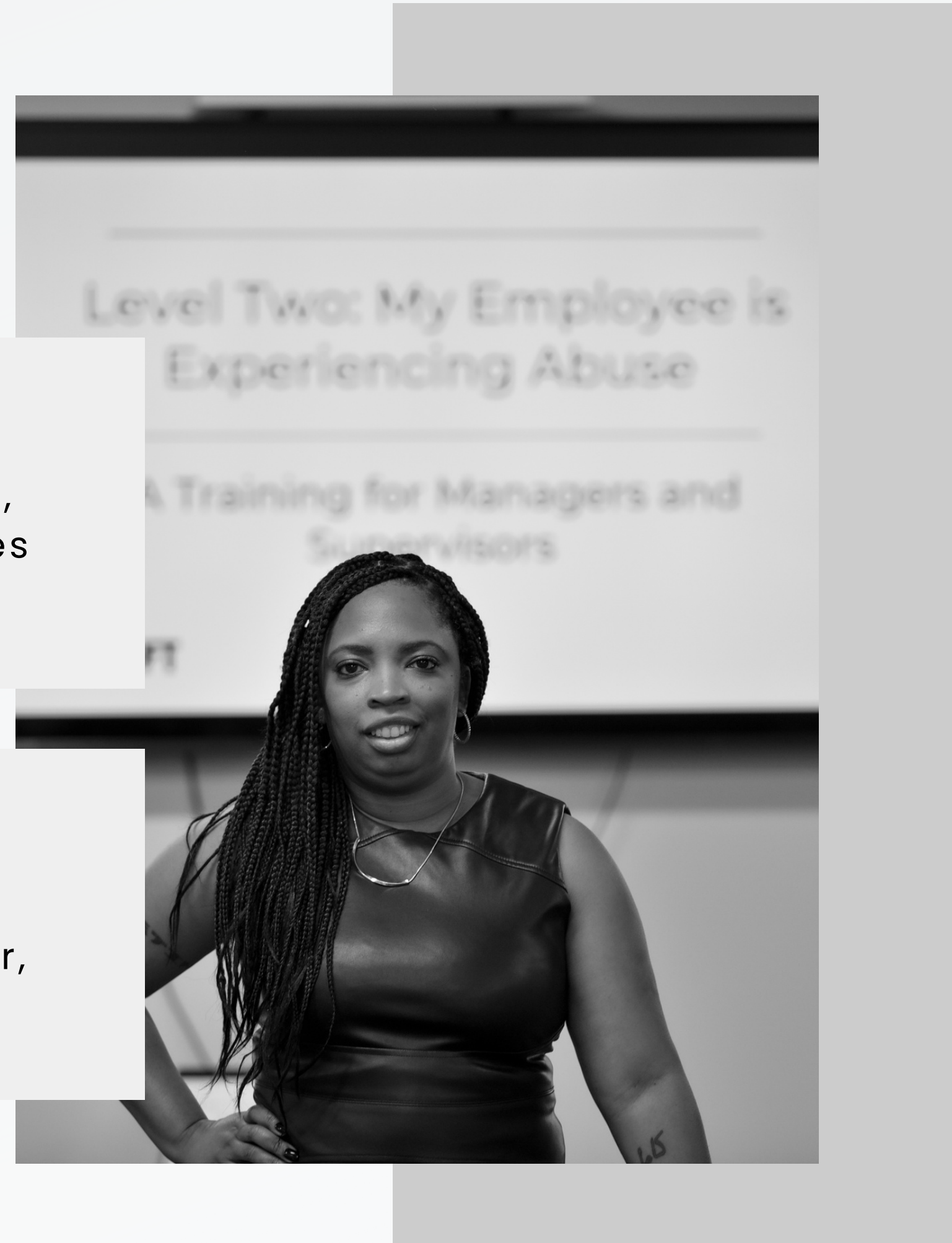
100%

happy with the amount of information presented and felt they had enough opportunities to ask questions and participate.

ABOUT US

Courageous SHIFT partners with value-driven, people-centered, action-taking organizations committed to compassionate, diverse, inclusive, and equitable solutions to support all employees through keynotes, programs, trainings, and policies.

We work to create systems change through action at the intersection of domestic violence and DEI. Courageous SHIFT was founded by Melody Gross, a motivational speaker, facilitator, survivor of domestic violence, and certified professional life coach.



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704.615.0482



www.CourageousSHIFT.com



Melody@CourageousSHIFT.com

CONTACT