Dear Selection Committee,

We are writing on behalf of Lift Our Voices to express strong support for the application submitted by End Workplace Abuse for the WIN Culture & Practices Challenge. Their proposed initiative, *The Workplace Transformation Blueprint: A National Pathway to End Bias and Harm*, directly addresses one of the most persistent and under-resourced barriers to women's advancement: bias and toxic workplace culture reinforced through silencing mechanisms, retaliation, and structural inequities that suppress voice and limit economic mobility.

Lift Our Voices was founded to confront the use of nondisclosure agreements and other formal and informal practices that protect workplace abuse by forcing women into silence. Through this work, we consistently see how toxic cultures are sustained not by isolated bad actors, but by systems that discourage reporting, normalize retaliation, and leave women without meaningful protection or leverage. The harms that follow, including declining health, job loss, stalled careers, and financial instability, are both widespread and preventable.

We are particularly encouraged by this proposal's prevention-focused, systems-level approach. Rather than intervening only after harm has already escalated, End Workplace Abuse's model strengthens women's leverage at the moment harm occurs and addresses the organizational structures that enable abuse to persist. The integrated design, which combines legal literacy and worker leverage, HR reinvention, accessible employee advocacy, employer accountability through economic and insurance mechanisms, and a national legal network focused on toxic workplace cases, reflects a sophisticated understanding of how power, silence, and retaliation intersect in real workplaces.

This initiative aligns closely with Lift Our Voices' mission to dismantle the mechanisms that allow abuse to remain hidden and unchallenged. We are especially supportive of the proposal's focus on early intervention, practical protection, and scalable solutions that shift norms and incentives, not just individual outcomes. By treating toxic workplace culture as both a human and economic liability, this work has the potential to drive meaningful, durable change.

The interdisciplinary team behind this proposal brings strong credibility across advocacy, research, HR systems, risk management, and worker protection. Their combined expertise positions them well to execute effectively, measure impact, and share replicable tools that can be adopted by employers, advocates, and policymakers nationwide.

For these reasons, we strongly support this application and believe it advances the WIN Challenge's goals of dismantling systemic barriers that undermine women's safety, voice, and economic security. We commend End Workplace Abuse for advancing a bold and necessary vision for safer, more accountable workplaces where silence no longer protects harm.

Sincerely,

Gretchen Carlson
Co-Founder, Lift Our Voices

Julie Roginsky
Co-Founder, Lift Our Voices