THIRD TO FIRST

January 12, 2026

Selection Committee Members
C/O Aspen Digital, Pivotal Ventures
and associates

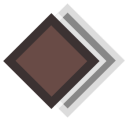
Dear Selection Committee,

I am writing to express my support for the WIN Culture and Practices Challenge application submitted by End Workplace Abuse. As Co-founder and Chief Operating Officer of Third to First, a consultancy focused on advancing equitable leadership pathways and organizational change, I see this initiative as a necessary and timely intervention into one of the most persistent barriers facing women at work: bias embedded within toxic workplace systems.

In our work, we regularly encounter women whose careers have been disrupted not by lack of talent or ambition, but by environments that normalize intimidation, retaliation, and exclusion. These conditions are reinforced through hidden systems that encourage opaque decision making, misused performance systems, and organizational silence that leaves women isolated and without practical recourse. The long term consequences extend beyond individual roles, affecting confidence, economic stability, and access to leadership pathways. In addition, they harm the workplaces where these incidents take place.

What sets this End Workplace Abuse initiative apart is its clear focus on systems, not symptoms. Rather than placing the burden solely on individuals to endure or exit harmful environments, this proposal addresses the structural conditions that allow harm to persist. By combining worker-facing tools, redesigned HR practices, accessible advocacy, and accountability mechanisms that impact employer decision-making, this effort institutes actual change within the workplace.

I am especially aligned with the proposal's emphasis on prevention and early intervention. Supporting women before harm escalates, careers are derailed, or health is compromised is essential to building workplaces where leadership and opportunity are genuinely inclusive. The integration of legal literacy, advocate support, and organizational accountability offers a pathway for shifting both power dynamics and outcomes.



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End Workplace Abuse brings deep credibility and lived expertise to this work, informed by years of advocacy, policy engagement, and direct support for workers navigating toxic environments. With the added support of aligned partners, this initiative will produce actionable frameworks that can be adopted across sectors and scaled to reach all women, and especially those who are too often excluded from protection and advancement.

For these reasons, I support this application and believe it aligns strongly with the WIN Challenge's commitment to dismantling systemic barriers to women's safety, voice, and economic mobility. This collaboration between effective partners will contribute meaningfully to the future of women in the workplace; one where women are not forced to choose between their safety and their careers.

Thank you for your consideration.

All my best,

Lauren Golanty
Co Founder and Chief Operating Officer
Third to First