Dear Selection Committee,

I am writing on behalf of Workplace Fairness to express strong support for the application submitted by End Workplace Abuse and The Fair Path Project for the WIN Culture & Practices Challenge. Their proposed solution, “Advancing Women Through Safer, Accountable Workplaces,” directly addresses one of the most persistent and under-resourced barriers to women’s advancement at work: bias and toxic workplace culture reinforced through intimidation, retaliation, and structural inequities that silence reporting and obstruct economic mobility.

Workplace Fairness exists to expand access to credible, practical resources for people navigating workplace harms, and we routinely see the same pattern reflected in this proposal. Many women experience serious psychological and economic injury that does not neatly fit inside traditional discrimination frameworks or is effectively blocked by organizational power dynamics. The result is often preventable escalation: worsening health outcomes, job loss, career disruption, and deep financial instability. This team’s approach is compelling because it is designed to intervene early, strengthen women’s leverage at the point harm occurs, and address the systems that enable harm in the first place.

We are particularly encouraged by the proposal’s integrated model, which combines worker-facing tools with employer-facing accountability mechanisms, including:

A scalable National Legal Literacy and Worker Leverage Program to improve real-time decision-making, documentation, and safety planning for women navigating toxic workplaces.

A first-of-its-kind network of Certified Employee Advocates to reduce isolation and mitigate risk during high-stakes workplace interactions.

A coordinated national legal network focused on toxic workplace cases, including pathways beyond traditional discrimination claims.

Employer-side systems change through HR reinvention, psychologically safe operations blueprints, and insurance- and economics-informed accountability mechanisms that translate toxic culture into measurable risk.

This proposal reflects the kind of cross-sector, evidence-informed design we believe is necessary to make meaningful progress. It also aligns with the WIN Challenge’s emphasis on scalable approaches that shift standards and norms, not just individual outcomes. The team’s

experience, reach, and deep community connection position them to execute effectively and share replicable tools with worker organizations, professional associations, and other partners.

Workplace Fairness also appreciates the team's commitment to practical implementation and measurable outcomes, including improved legal literacy, earlier intervention, reduced retaliatory exits, and decreased harm over time. If funded, this initiative has strong potential to become a model for strengthening women's voice, safety, and economic mobility while advancing employer practices that prevent harm at its source.

Thank you for your consideration.

Sincerely,

Edgar Ndjatou
Executive Director
Workplace Fairness