



# WOMEN'S MARCH

AGENDA | 2019



# INTRODUCTION

Historically, protest movements are difficult to sustain. The raw energy of the people dissipates over time without an ideological frame to continue building power. In this moment of U.S. history, one that will likely be written books as among the darkest, we have lost the judicial and executive branches of government along with the Senate. Social movements are the only bulwark against the rising tide of authoritarianism, misogyny, white nationalism, racism, anti-Semitism, homophobia, transphobia, xenophobia, Islamophobia, ableism, classism, and ageism.

Intersectionality is a way to describe the experiences of identity that cross lines of gender, such as race, class, ability and sexual orientation, and come together to impact one's experiences of moving through the world. The concept originates in black feminist theory and the word itself was coined by Dr. Kimberlé Williams Crenshaw to describe the ways that black women are uniquely impacted by discrimination in the workplace, the criminal justice system, education and more. Today, we advocate for an expansive understanding of intersectionality when we fight for social and policy change. This means, for instance, understanding that the problem of access to health care looks different for black women, trans women, disabled women and Indigenous women, and thus policies that address health care must take into account these different impacts and experiences.

We believe the Women's Agenda is the first intersectional feminist policy platform. Women's March convened a group of 70 movement leaders to create this set of 24 essential federal policy priorities that form the foundation of the 2019 Women's March on Washington and will establish the priorities of our movement over the next two years.

This Women's Agenda was authored by women who work directly with impacted communities because we believe those closest to the problem are closest to the solution. This is a continuation of our work of the past two years to lift up the voices of the most vulnerable and directly impacted women in our communities.



Building upon the Unity Principles established in 2017, Women's March expanded the process to include dozens of additional organizations representing women in marginalized communities, who have collaborated in committees to identify one to two urgent policy priorities under each of the following areas:

- Ending Violence Against Women & Femmes
- Ending State Violence
- Reproductive Rights & Justice
- Racial Justice
- LGBTQIA+ Rights
- Immigrant Rights
- Economic Justice & Worker's Rights
- Civil Rights & Liberties
- Disability Rights
- Environmental Justice

The policies identified under each area are specific, tangible, and able to be acted upon and supported in 2019 and 2020, potentially even passed with the support of activists nationwide. In addition, Women's March calls for three policy priorities that intersect with all committees and affect the rights of all women:

- Universal Health Care / Medicare for All
- Equal Rights Amendment to the Constitution
- Ending War

The Women's Agenda is a tangible declaration of how we will protect and defend our rights, safety, health and communities. Our Agenda will serve as a work plan to Congress and will create the roadmap we will use to mobilize our constituents into 2020 and beyond.

This document was published on January 19, 2019.

# TABLE OF CONTENTS

## **Overarching Rights for All | 7**

Universal Healthcare / Medicare for All | 8

Equal Rights Amendment | 11

Ending War | 13

## **Disability Rights | 16**

Policy Goal One: Fair inclusion, independence, and opportunity for disabled women | 18

Policy Goal Two: Independent and Community Living | 19

## **Civil Rights & Liberties | 20**

Policy Goal One: Expansion of voting rights, campaign finance & redistricting reform | 22

Policy Goal Two: Protect our First Amendment rights | 24

## **Reproductive Rights, Health, and Justice | 26**

Policy Goal One: Reducing racial health disparities in maternal health | 28

Policy Goal Two: The EACH Woman Act 1 | 30

## **Ending Violence Against Women and Femmes | 32**

Policy Goal One: Permanent federal funding to end gender-based violence | 33

Policy Goal Two: Ending workplace harassment and expanding Title VII of the 1964 Civil Rights Act | 35

## **Ending State Violence | 38**

Policy Goal One: Sexual violence by law enforcement is a civil rights violation | 39

Policy Goal Two: Protecting trans women, girls and nonbinary adults and youth from discrimination in school | 42

## **Economic Justice and Workers' Rights | 44**

Policy Goal One: Ending the student debt crisis | 45

Policy Goal Two: The right to organize and join a union | 47

Policy Goal Three: Paycheck Fairness | 48



# TABLE OF CONTENTS (CONT'D)

## **Immigrant Rights | 50**

Policy Goal One: Reining in the enforcement state and defunding hate | 51

Policy Goal Two: Proactive short term solutions | 53

## **LGBTQIA+ Rights | 55**

Policy Goal One: Equality Act | 56

Policy Goal Two: On the intersection of LGBTQIA+ lives and criminal justice | 57

## **Racial Justice | 59**

Policy Goal One: End all forms of family separation | 60

Policy Goal Two: End Racial and Religious Profiling and the NO HATE Act | 63

## **Environmental Justice | 65**

Policy Goal One: Achieve a just transition to clean, renewable resources | 66

Policy Goal Two: Promote the responsible use of resources and affirm the rights of local communities to autonomy over their health and environment | 68

## **Endorsing Organizations | 70**

## **Acknowledgments | 71**

# OVERARCHING RIGHTS FOR ALL

The following policies are listed independently from the ten committee focus areas, because these are universal rights that apply to all people. Women's March calls on our government to recognize and ensure access to these rights by passing the following pieces of legislation and amending the Constitution to enshrine equal rights for all.



# UNIVERSAL HEALTHCARE / MEDICARE FOR ALL

**Healthcare is a human right.** It affects every facet of life, from waking up in the morning to going to bed at night. Healthcare should be inclusive, appropriate, and affordable, addressing the mental and physical wellbeing of all people across the United States.

Twenty-nine million Americans today still do not have health insurance, and millions more are underinsured and cannot afford the high copayments and deductibles charged by private health insurance companies. The U.S. spends more on healthcare per person, and as a percentage of gross domestic product, than any other advanced nation in the world. This policy will create a universal, single-payer healthcare system by expanding Medicare to be accessible for all.

An inclusive healthcare system must focus on the most vulnerable: poor people, disabled people, people with chronic illnesses and seniors. This means demolishing financial, physical and cultural barriers to obtaining adequate healthcare.



# UNIVERSAL HEALTHCARE / MEDICARE FOR ALL

## POLICY ONE SPECIFICS:

- The Medicare for All Program will provide all individuals residing in the United States and U.S. territories with free healthcare. That includes all necessary medical care, such as primary care and prevention, inpatient care, dietary and nutritional therapies, prescription drugs, emergency care, long-term care, mental health services, all reproductive health services, including abortion, dental services and vision care.
- Transform our market-driven healthcare system to a system based on human need.
- Patients may choose from participating physicians and institutions.
- The bill sets forth methods to pay institutional providers and health professionals for services.
- It replaces healthcare premiums, deductibles and copayments with modest, progressive tax increases. Amounts that would have been appropriated for federal public healthcare programs, including Medicare, Medicaid and the Children's Health Insurance Program (CHIP), are transferred and appropriated to carry out this bill.





# UNIVERSAL HEALTHCARE / MEDICARE FOR ALL

## POLICY ONE SPECIFICS (CONT'D):

- Currently, Medicare limits coverage of Long Term Support Services (LTSS) to institutionalization. Medicare for All must include LTSS in communities and homes, helping deinstitutionalize thousands of disabled people and people with chronic illnesses.
- Women's March supports the U.S. Access Board's rulemaking on Standards of Accessible Medical Diagnostic Equipment ([36 CFR Part 1195](#)) under [section 510](#) of the Rehabilitation Act in order to decrease the physical barriers to obtaining preventative care and treatment.
- The program must give employment transition benefits and first priority in retraining and job placement to individuals whose jobs are eliminated due to reduced clerical and administrative work under this bill.
- The program establishes strong protections for quality, access and affordability.
- Native Americans and Veterans remain eligible for the medical benefits and services they currently receive. Congress must fully fund the Indian Health Service and no changes shall be undertaken without consultation with tribal leaders and stakeholders.



## UNIVERSAL HEALTHCARE / MEDICARE FOR ALL

### THEORY OF CHANGE:

This policy will create an option for comprehensive, affordable healthcare through a single-payer healthcare system leading to universal healthcare coverage. By ensuring that healthcare is accessible, appropriate and inclusive to disabled women, we will better serve the disability community and decrease negative health outcomes.

#### **References:**

[The Expanded and Improved Medicare for All Act \(Congress.gov\)](#)





# EQUAL RIGHTS AMENDMENT

The Equal Rights Amendment (ERA) is a proposed amendment to the United States Constitution designed to guarantee equal legal rights for all American citizens regardless of sex and gender identity. Since it was first introduced in Congress in 1923, the ERA has been an issue with both rabid support and fervid opposition.

The Equal Rights Amendment would provide a fundamental legal remedy against gender discrimination. It would guarantee that the rights affirmed by the U.S. Constitution are held equally by all citizens without regard to their sex and gender identity. The ERA would clarify the legal status of gender discrimination for the courts, where decisions still deal inconsistently with such claims. For the first time, sex and gender identity would be considered a suspect classification, as race currently is. It would end the legal distinctions between men and women, and governmental actions that treat males or females differently as a class would be subject to strict judicial scrutiny and would thus have to meet the highest level of justification – a necessary relation to a compelling state interest – to be upheld as constitutional.

## POLICY SPECIFICS:

*Section One:* Women shall have equal rights in the United States and every place subject to its jurisdiction. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of gender.

*Section Two:* Congress and the several States shall have the power to enforce, by appropriate legislation, the provisions of this article.

*Section Three:* This amendment shall take effect two years after the date of ratification.

## THEORY OF CHANGE

Without the ERA in the Constitution, the statutes and case law that have produced major advances in women's rights since the middle of the twentieth century are vulnerable to being ignored, weakened or reversed. Congress can amend or repeal anti-discrimination laws by a simple majority, the Presidential administration can negligently enforce such laws, and the Supreme Court can use the intermediate standard of review to permit certain regressive forms of gender discrimination. The ERA is necessary to make our own Constitution conform with the promise engraved over the entrance to the Supreme Court – "Equal Justice Under Law."

### Resources:

[EqualRightsAmendment.org](http://EqualRightsAmendment.org)





# ENDING WAR

## ENDING WAR

### RELEVANT UNITY PRINCIPLE

*We recognize that to achieve any of the goals outlined within this statement, we must work together to end war and live in peace with our siblings around the world. Ending war means a cessation to the direct and indirect aggression caused by the war economy and the concentration of power in the hands of a wealthy elite who use political, social and economic systems to safeguard and expand their power.*

### POLICY PRESCRIPTION AND GOALS:

Living in peace with the global community requires first that we, as Americans, cease directly contributing to the wars and militarism that are devastating communities overseas, causing the gravest harm to women and children, and instead promote the human rights of all people across the globe.

For example, the U.S. support for the Saudi-led war on Yemen — including military intelligence support, refueling of Saudi warplanes and millions of dollars in weapons sales — has enabled the worst humanitarian catastrophe of modern times. The war has killed tens of thousands of Yemeni civilians and led to epidemics of malnutrition and disease. The most severely affected have been children: around [85,000 children](#) under the age of five have died of malnutrition in Yemen since the start of the war in 2015.

Thanks to tremendous grassroots support, 2018 saw [enormous progress](#) in ending U.S. support for the Saudi-led war on Yemen. Votes to cut off military support will be introduced again in 2019. After that, the next most important change is to end U.S. weapons sales to Saudi Arabia on the basis that such weapons are being supplied to a repressive regime guilty of human rights abuses. [Polls show](#) this idea is very popular, with 75 percent of Americans supporting a halt to weapons sales.

Along with affecting the situation in Yemen, this would set a precedent that the U.S. should cease allowing U.S. companies to sell weapons to any regimes known for severe human rights abuses.



## POLICY ONE SPECIFICS:

On December 13, 2018 [historic legislation](#) was passed in the Senate to invoke the War Powers Act and require an end U.S. support for the Saudi-led war on Yemen based on the fact that Congress has never provided authorization for military involvement.

There is every reason to believe this legislation will quickly pass the Senate and House in the early days of 2019. However, override of a presidential veto will likely be needed, requiring additional mobilization in Congress.

Along with ensuring the important passage of legislation to invoke the War Powers Act to end U.S. military involvement in the war on Yemen, we call upon Congress to pass legislation like the [Saudi Arabia Accountability and Yemen Act of 2018](#) that halts U.S. weapons sales to Saudi Arabia based on their repressive policies internally — the jailing and murder of journalists and dissidents, including the murder of Washington Post journalist Jamal Khashoggi and repressive Saudi policies towards women.



## THEORY OF CHANGE:

Ending U.S. support for and weapons sales to Saudi Arabia will provide much needed relief for the people of Yemen and set a standard that the U.S. should not provide support or weapons to repressive regimes. Human rights must come before the profits of weapons producers.

### References:

[Yemen: Conflict is Fueling Humanitarian Crisis \(Doctors Without Borders\)](#)

[Americans agree—it's time to stop fueling the war in Yemen \(International Rescue Committee\)](#)

# DISABILITY RIGHTS COMMITTEE



## RELEVANT UNITY PRINCIPLE:

*We believe that all women's issues are issues faced by women with disabilities and Deaf women. As mothers, sisters, daughters and contributing members of this great nation, we seek to break barriers to access, inclusion, independence and the full enjoyment of citizenship at home and around the world. We strive to be fully included in and contribute to all aspects of American life, economy and culture.*

## POLICY ONE PRESCRIPTION AND GOALS:

**Fair inclusion, independence and opportunity for disabled women through full access to meaningful, inclusive and competitive work, fair wages and the right to community living.**

We reject any policies that uphold the idea that disability hinders individuals from being stably housed or employable. Our policies should enable economic empowerment within underrepresented communities. To do this, we call for the full repeal of antiquated and discriminatory laws that allow disabled people to be paid subminimum wages for equal work. We must be granted a fair chance at success. This includes the right to financially plan without the risk of losing necessary benefits that help keep disabled people employed.

Disabled women have the right to self-determination, as we are the experts on our own needs. In order to enable fair inclusion, we must strip the policies and regulations that forcefully institutionalize disabled individuals against their wishes. This inhumane practice has historically and continues to take place through psychiatric hospitals, nursing homes and other unnecessarily restrictive environments. Disabled women are criminalized at disproportionate rates, particularly women of color. Disabled women have the right to dignity and personal autonomy. Therefore, we require that disabled women are afforded the opportunity to live in their communities.

## POLICY ONE SPECIFICS:

- We call for the full repeal Section 14C of the Fair Labor Standards Act, which allows disabled people to be paid sub-minimum wages for equal work.
- We call on Congress to amend the Stephen Beck, Jr. Achieving a Better Life Experience (ABLE) Act (codified at 26 U.S.C. §529A) to remove the age provision to qualify as an eligible individual.

## THEORY OF CHANGE:

By ensuring full access to meaningful, inclusive and competitive work, fair wages and the right to community living, we ensure fair inclusion, independence and equal opportunity for disabled women.





## POLICY GOAL TWO PRESCRIPTION AND GOALS: INDEPENDENT AND COMMUNITY LIVING

- People with disabilities deserve to live in the communities and in their homes. Too many disabled people, people with chronic illnesses, and seniors are languishing in group homes, nursing homes, and hospitals because they have no other option. Much of this is due to the lack of support for caretakers, family members, and accessible housing. We call on Congress to pass policies that will help disabled people live independently in the least restrictive environments as possible.
  - We support passage of the Disability Integration Act (DIA) to address the fundamental issue that people who need Long Term Services and Supports (LTSS) are forced into institutions and losing their basic civil rights.
  - We support the Family and Medical Insurance Leave Act (S. 337/ H.R. 947) to provide workers with up to 12 weeks of partial income when they take time for their own serious health conditions, including pregnancy and childbirth recovery; serious health condition of a child, parent, spouse or domestic partner; the birth or adoption of a child; and/or for particular military caregiving and leave purposes. We also encourage an addition to provide leave for disabled people who need time to train or care for service and emotional support animals.
  - We support a new bill to increase the number of affordable and accessible housing units in both urban and rural communities.

## THEORY OF CHANGE:

These policies will make it easier for disabled people to exercise their right to live in community settings and provide the economic security needed to remain stable during illness, pregnancy and family medical events.

### *Resources*

[The FAMILY Act \(National Partnership for Women and Families\)](#)  
[The Disability Integration Act \(DIA\)](#)

# CIVIL RIGHTS & LIBERTIES COMMITTEE



## RELEVANT UNITY PRINCIPLE:

*We believe Civil Rights are our birthright. Our Constitutional government establishes a framework to provide and expand rights and freedoms – not restrict them. To this end, we must protect and restore all the Constitutionally mandated rights to all our citizens, including voting rights, freedom to worship without fear of intimidation or harassment, freedom of speech and protections for all citizens regardless of race, gender, age or disability. We honor and respect tribal laws and jurisdictions.*

*We support Indigenous women's right to access, own, develop and control land and its resources. We affirm that now is the time for the U.S. implementation of the UN Declaration on the Rights of Indigenous Peoples and to honor existing treaty rights and fulfill promises made.*

*We believe it is time for an all-inclusive Equal Rights Amendment to the U.S. Constitution. Most Americans believe the Constitution guarantees equal rights, but it does not. The 14th Amendment has been undermined by courts and cannot produce real equity on the basis of race and/or sex. And in a true democracy, each citizen's vote should count equally. All Americans deserve equality guarantees in the Constitution that cannot be taken away or disregarded, recognizing the reality that inequalities intersect, interconnect and overlap.*

## **POLICY ONE PRESCRIPTION AND GOALS: ENSURING FULL PROTECTION OF OUR DEMOCRACY THROUGH THE EXPANSION OF VOTING RIGHTS, CAMPAIGN FINANCE AND REDISTRICTING REFORM.**

To secure our democracy, we call for automatic voter registration, allowing voters to register at any time up to and including Election Day, expanded access to absentee ballots, early voting, ballots and polling places accessible to disabled people and different language needs. We call for federal protections against the requirements for photo IDs in order to vote, which limit and suppress the ability of voters to exercise their constitutional right.

We demand Congress pass legislation that fully restores the intention of Section 5 of the Voting Rights Act of 1965. Furthermore, we call for the restoration of voting rights to the millions of Americans who have been disenfranchised of their right to vote due to their criminal record. Lastly, we call for federal reforms on redistricting that accounts for the size of a district's population and its racial and ethnic diversity. Due to the impact of the 2020 Census on funding, redistricting and representation, Congress must reject the Trump administration's attempt to add a citizenship question to the Census.

In recognition of the role that big money plays in our democracy and the ways that it keeps women, people of color, youth and public servants without access to major donors, we demand a 21st-century campaign finance system to increase and multiply the power of small donors, and reaffirm Congress' authority to push back on *Citizens United* and regulate money in politics. Our democracy requires transparency, and we call for all political organizations to disclose their donors so that the American people know who is paying to influence their elected officials.

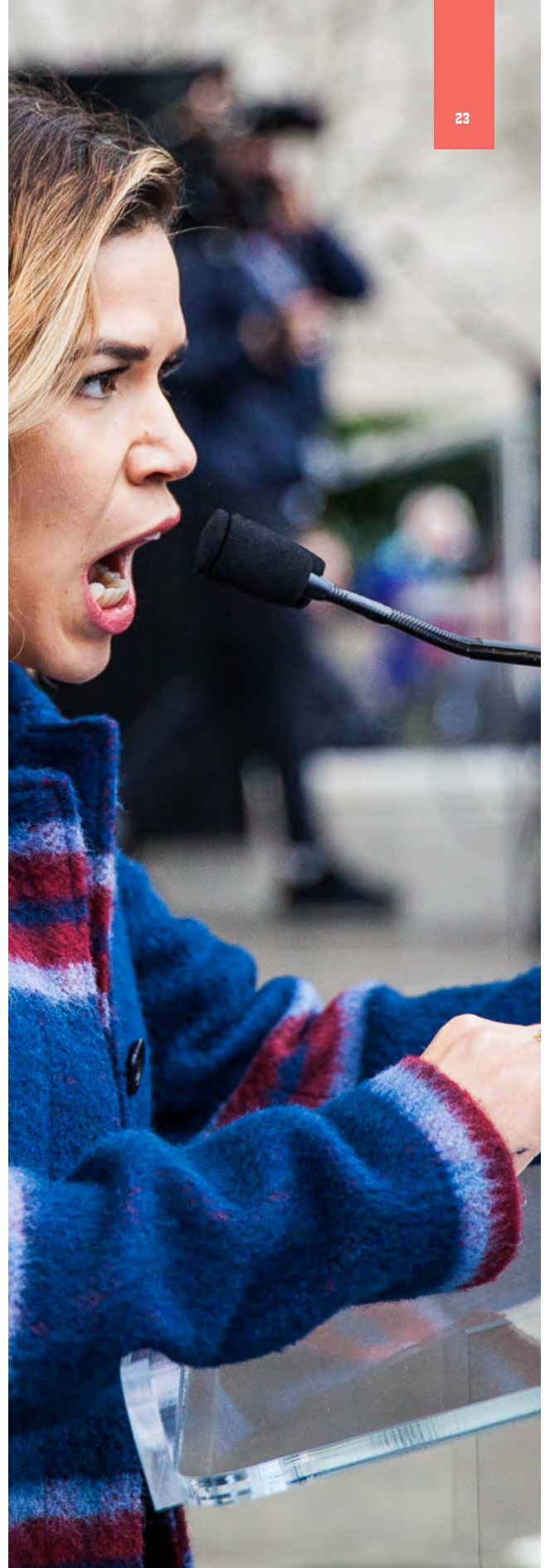


## POLICY SPECIFICS:

The restoration of Section 5 of the Voting Rights Act of 1965 reinstates the requirement that jurisdictions with significant histories of voter discrimination must pre-clear any new or modified voting practices or procedures with the federal government before implementation.

## THEORY OF CHANGE:

By expanding voting rights, and reforming campaign finance and redistricting, we are ensuring fair and accessible elections that are the cornerstone of our democracy.



## **POLICY TWO PRESCRIPTION AND GOALS: PROTECT OUR FIRST AMENDMENT RIGHTS BY OPPOSING ATTEMPTS TO SILENCE FREE SPEECH AND EXPRESSION.**

Freedom of speech is one of our fundamental rights in America, protected by the First Amendment of the Constitution. We call for Members of Congress to oppose legislation or policy that penalizes people for engaging in political boycott or dissent, and any attempts to curb peaceable assembly. Members of Congress and state and local officials must ensure that the First Amendment rights of all communities and viewpoints are protected by opposing any laws that violate or chill free speech and ensuring that all people can exercise these constitutional rights.





## POLICY TWO SPECIFICS:

There have been increasing legislative attacks on free speech from both the left and the right in recent years. Whether it is protesting pipelines, kneeling during the National Anthem or engaging in a political boycott, the right to speak, protest and dissent has long been a part of our history in the movement toward equality. Legislative attacks against free speech include so-called critical infrastructure bills, which increase penalties for protesting pipelines and other “critical infrastructure,” bills that restrict the right to engage in political boycotts, campus “free speech” bills that actually suppress the ability to organize and assemble and bills that force protesters to pay for policing. One of the biggest threats to speech today are the attempts to silence social movements, including those advocating for Palestinian rights, Black liberation in the United States, Indigenous rights and environmental progress. Whether it’s the attempts to create federal or state laws banning political boycotts or criticism of Israel (including the Boycott, Divestment, Sanctions tactic), targeting environmental protest or preventing students and faculty on college campuses from expressing their views or engaging in peaceable assembly, the silencing of one side of the debate is precisely what our First Amendment protects against.

## THEORY OF CHANGE:

By opposing threats to free speech, we are protecting our constitutional rights and protecting the ability to organize, assemble, dissent and engage in social movements.

# REPRODUCTIVE RIGHTS, HEALTH, AND JUSTICE



## RELEVANT UNITY PRINCIPLE:

*We believe all people should have access to safe, legal, affordable, comprehensive reproductive healthcare, including birth control and abortion. We do not accept any federal, state or local rollbacks, cuts or restrictions on our ability to access quality reproductive healthcare services, (including but not limited to birth control, HIV/AIDS care and prevention, abortion and maternity care) or medically accurate sexuality education. We understand that we can only have reproductive justice when people have the ability to control their own bodies, their sexuality, their gender, their work and their reproduction. To that end, all people, regardless of income, race, ethnicity, immigration status, gender identity, sexual orientation, age and disability, must have access — and not just the right — to reproductive healthcare.*



## **POLICY ONE PRESCRIPTION AND GOALS:** **REDUCING RACIAL HEALTH DISPARITIES** **IN MATERNAL HEALTH**

The United States is one of only 13 countries in the world where the rate of maternal mortality is now worse than it was 25 years ago. For Black women, the risk of death from pregnancy-related causes is three to four times higher than for white women, and Black women are twice as likely to suffer from life-threatening pregnancy complications.

A focus on doula and midwife access are a key part of the solution to addressing maternal mortality and morbidity, and the racial disparities present. Evidence shows that Certified Professional Midwives (CPMs) improve outcomes while utilizing fewer and less costly interventions, and doulas reduce the occurrences of C-sections. Doulas can also help alleviate racial stress and fears of implicit bias, which has been proven to be one of the causes of racial disparities in maternal deaths and injury.

The Maternal Care Access and Reducing Emergencies (CARE) Act aims to ensure that all women have access to culturally competent, holistic care, and to address the implicit biases in our healthcare system. The MOMS Act would provide new funding to hospitals with obstetrics and gynecology practices that want to improve their response to pregnancy-related and pregnancy-associated complications by implementing standardized best practices that could save lives.

### **POLICY ONE SPECIFICS:**

- Create two new grant programs focused on reducing racial health disparities in maternal health:
  - Implicit Bias Training Grants: Addresses implicit bias — bias in judgment or behavior resulting from implicit attitudes and stereotypes — by establishing competitive grants directed to medical schools, nursing schools and other health professional training programs to support implicit bias training. Priority is given for training in obstetrics and gynecology.



## POLICY ONE SPECIFICS (CONT'D):

- Pregnancy Medical Home Demonstration Project: Assists up to 10 states with implementing and sustaining pregnancy medical home (PMH) programs to incentivize maternal healthcare providers to deliver integrated healthcare services to pregnant women and new mothers and reduce adverse maternal health outcomes, maternal deaths and racial health disparities in maternal mortality and morbidity.
- Direct the National Academy of Medicine to study and make recommendations for incorporating bias recognition in clinical skills testing for U.S. medical schools.
- Help our hospitals monitor all mothers before, during, and after they give birth, for preventable but potentially fatal conditions like hemorrhage and preeclampsia, and it would provide them with the federal funding they need to purchase supplies to implement new procedures and effectively treat patients.
- Support state efforts to enable doula and midwife birth to be more accessible to all people giving birth. Expand medicaid to cover doula services.

## THEORY OF CHANGE:

This policy will create trainings for medical professionals and improve care services by addressing implicit biases in our healthcare system leading to a reduction in maternal mortality disparities.

### References:

[Sen. Harris Introduces Bill Aimed at Reducing Racial Disparities in Maternal Mortality \(Kamala D. Harris, U.S. Senator for California\)](#)  
[New Legislation To Help Reduce Maternal Deaths, Help Hospitals Implement Best Practices To Prevent Women From Dying Before, During And After Childbirth](#)  
[Black doulas, midwives and reproductive health advocates step up in response to rising black maternal deaths](#)  
[Midwifery care at hospitals is associated with fewer medical interventions](#)

## POLICY TWO PRESCRIPTION AND GOALS: THE EACH WOMAN ACT

Reproductive freedom is truly at stake in this country with over 57 percent of people in America living in a state that is hostile to their reproductive health. With an anti-choice Supreme Court poised to overturn *Roe v. Wade* as soon as this spring, we must enact proactive policies that protect and expand reproductive healthcare and look to protect freedom of bodily autonomy wherever we can.

Since the Hyde Amendment was passed in 1976, anti-abortion federal politicians have added abortion coverage and funding bans to programs affecting: Medicaid, Medicare and Children's Health Insurance Program enrollees; Federal employees and their dependents; Peace Corps volunteers; Native Americans; Women in federal prisons and detention centers, including those detained for immigration purposes; Military servicewomen, veterans and their dependents; and low-income women in the District of Columbia. When federal funding for abortion care is restricted, women of color suffer a disproportionate lack of access to care.

Currently, 35 states do not cover abortion within their state Medicaid programs. Additionally, anti-abortion politicians in 26 states have enacted restrictions that interfere with abortion as a covered health service in health plans offered by health insurance exchanges, 22 states restrict abortion coverage in insurance plans available for public employees, and 10 states have laws restricting insurance coverage of abortion in all private insurance plans written in the state. The EACH Woman Act is bold legislation to reverse the Hyde Amendment and related abortion funding restrictions.



## POLICY TWO SPECIFICS:

- Sets up the federal government as a standard-bearer, ensuring that every woman who receives care or insurance through the federal government will have coverage for abortion services. The EACH Woman Act restores abortion coverage to those:
  - enrolled in a government health insurance plan (i.e., Medicaid, Medicare), including those who live in the District of Columbia;
  - enrolled in a government-managed health insurance program (i.e., FEHBP, TRICARE) due to an employment relationship; or
  - receiving healthcare from a government provider or program (i.e., Indian Health Services, the Federal Bureau of Prisons, the Veterans Administration).
- Limits political interference with decisions by private health insurance companies to offer coverage for abortion care.

## THEORY OF CHANGE:

This policy will create and expand access to abortion care by reversing the Hyde Amendment and related abortion funding restrictions leading to more equitable access to abortion care.

### References:

[The Equal Access to Abortion Coverage in Health Insurance \(EACH Woman\) Act \(All Above All\)](#)

# ENDING VIOLENCE AGAINST WOMEN AND FEMMES

## RELEVANT UNITY PRINCIPLE:

*Women, girls and people across the gender spectrum have the right to live full and healthy lives, free of all forms of violence against our bodies. One in three women have been victims of some form of physical violence by an intimate partner within their lifetime; one in five women have been raped. Further, each year, thousands of women and girls, particularly Black, Indigenous and transgender women and girls, are kidnapped, trafficked or murdered. We honor the lives of those women who were taken before their time and we affirm that we work for a day when all forms of violence against women are eliminated. We believe that gun violence is a women's issue and that guns are not how we keep our communities free from violence.*

## POLICY ONE PRESCRIPTION AND GOALS: PERMANENT FEDERAL FUNDING TO END GENDER-BASED VIOLENCE

We demand full federal funding to do the work of ending gender-based violence. Funds distributed must prioritize community-based organizations outside of law enforcement and be focused on survivors to prevent further state violence/state-sanctioned violence on communities of color, immigrant communities, indigenous people, and LGBTQIA+ communities, especially trans people of color. Also included is the imperative that tribal communities have access to national databases. This funding will include: investing in community-based interventions which center survivors, educate communities about consent and shift the social and political conditions which lead to gender based violence; passing Savanna's Act into federal legislation to track, document and annually report on Missing and Murdered Indigenous People; demanding increased federal funding to end gender-based violence to prevent the protection of women and femmes from being a political token that is bargained every couple of years.

Currently, we are calling for the reauthorization of the Violence Against Women Act (VAWA), including the Special Domestic Violence Criminal Jurisdiction (SDVCJ) program and the recognition of tribal protection orders. We are calling for the reauthorization of VAWA at full funding while recognizing that it is not a perfect law, and does not ultimately cure the pervasive and entrenched ideas which create cultures of violence.





## POLICY ONE SPECIFICS:

- Expansion of the crimes that are covered under SDVCJ. SDVCJ currently covers crimes against children, crimes involving drugs and alcohol and crimes that occur within the criminal justice system. There needs to be clarification of the federal definition of domestic violence.
- Tribal access to the national criminal database addresses the severe underreporting of missing and murdered indigenous women
- Funding must prioritize survivor-focused decision-making and community-based interventions, which are safer and more integrative for black and brown people, LGBTQIA+ communities, low-income people and all people targeted by police violence. Law enforcement should be aware of and utilize community-based alternatives to the criminal justice system whenever the survivor chooses them.
- Policies should include inclusive language. Prioritizing inclusivity, expanded language concerning definitions of relationships.
- Sexual Assault survivors Bill of Rights passed in all 50 states

## THEORY OF CHANGE:

This policy will provide community-based interventions and much needed resources by allocating permanent federal funding for community organizations and tribal communities, leading to increased reporting and data to confront the gender-based violence facing all women, prioritizing women of color, Indigenous women and LGBTQIA+ people.

[Missing and Murdered Indigenous Women and Girls \(Urban Indian Health Institute\)](#)

[Police in Many Cities Fail to Track Murdered, Missing Indigenous Women \(NPR\)](#)

[VAWA 2013's Special Domestic Violence Criminal Jurisdiction Five-Year Report \(National Congress of American Indians\)](#)  
[Sexual Assault Survivors' Bill of Rights](#)

## **POLICY TWO PRESCRIPTION AND GOALS: ENDING WORKPLACE HARASSMENT AND EXPANDING TITLE VII OF THE CIVIL RIGHTS ACT OF 1964**

We must ensure that workplaces are safe and that all workers are covered against harassment at work, including sexual assault, regardless of the size of employer or workforce. We recognize that protecting worker organizing to address and end workplace sexual violence is necessary to support workers who speak out.

We call for expanding Title VII of the Civil Rights Act of 1964, protecting Obama-era Title IX provisions for survivors who are students on college campuses, and creating a durable, enforceable workplace sexual harassment and assault social responsibility programs. We also call for the strengthening protections against workplace harassment and discrimination by demanding protections outlined in “A Call for Legislative Action to Eliminate Workplace Harassment” a coalition resource organized by the National Women’s Law Center, ACLU, and the Leadership Conference on Civil and Human Rights.





## POLICY TWO SPECIFICS:

- Bring to full fruition the demands of the TIME'S UP movement by creating durable, enforceable workplace sexual harassment and assault social responsibility programs that emphasis on the experiences of survivors for all industries.
- Support the replication of the model of Worker-driven Social Responsibility, which has had unprecedented success in ending and preventing sexual assault and harassment by both supervisors and co-workers for tens of thousands of farmworkers in U.S. agriculture. Here is a link to information on how [Worker-driven Social Responsibility](#) is preventing sexual assault and dramatically diminishing harassment in US agriculture through the Fair Food Program. The model is already being translated into other industries and workplaces as well. This market-based model would complement Title VII expansion and reform with a set of enforcement mechanisms that demand private sector accountability in industries ranging from farm labor to entertainment.





## THEORY OF CHANGE:

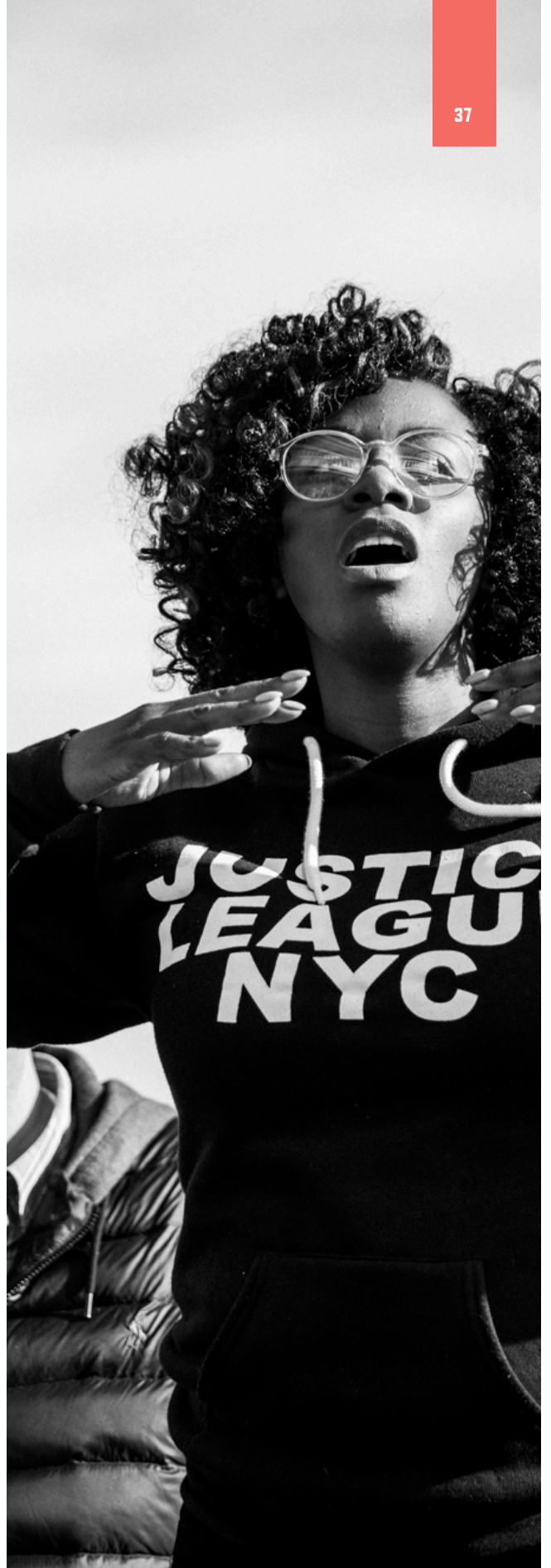
This policy will increase protections for all women and femmes in the workplace by demanding implementation of the comprehensive outline of reforms that prioritize prevention of workplace harassment and discrimination, leading to strengthened workplace protections.

### References:

[A Call to Legislative Action to Eliminate Workplace Harassment \(ACLU et al\)](#)

[Fair Food Program 2017 Report](#)

[Now the Fear is Gone: Advancing Gender Justice through Worker-driven Social Responsibility \(Worker-Driven Social Responsibility Network\)](#)



# ENDING STATE VIOLENCE

## RELEVANT UNITY PRINCIPLE:

*We believe in accountability and justice for police brutality, addressing our national mass incarceration crisis, and ending racial profiling and targeting of communities of color and Indigenous peoples. Women of color and Indigenous women are killed in police custody at greater rates and are more likely to be sexually assaulted by police. Women of color, especially Black women, are grossly over-represented in the criminal justice system, and women with disabilities are disproportionately likely to experience use of force at the hands of police and sexual assault in general. Immigrant women and girls and transgender people are put at increased risk of sexual violence while incarcerated in federal immigration detention camps. We also call for an immediate end to arming police with the military grade weapons and tactics that are wreaking havoc on communities of color and tribal treaty territory. No woman or mother should have to fear that she or her loved ones will be harmed at the hands of those sworn to protect.*

## POLICY ONE PRESCRIPTION AND GOALS: PROMOTING LAW ENFORCEMENT POLICY THAT SEXUAL VIOLENCE IS A CIVIL RIGHTS VIOLATION

Currently, there is no recourse for survivors of sexual violence perpetrated by law enforcement. There is no explicit policy that bars law enforcement officers from engaging in sexual activity with individuals in their custody. And even a policy barring such activity would not be able to comprehensively take into account the power dynamics, threat of arrest and incarceration or simply the fear born from over-criminalization. This is a thoroughly documented but under-addressed issue, often left out of the conversation on police violence. Therefore, this policy priority seeks to establish a department policy that creates accountability for officers engaging in sexual contact while operating under the color of law while creating recourse for survivors of police sexual violence. Knowing that, in many instances, reports of sexual violence go to the same officers and institutions which enact that violence, this includes a recommendation for states to develop non-law enforcement mechanisms where individuals can report sexual violence, prioritizing community-based interventions.



## POLICY ONE SPECIFICS:

- Demand that Congress pass a resolution that declares sexual activity while operating under the color of law or with an individual in their custody a violation of a person's civil rights for which the survivor could access restitution
- Demand a congressional hearing in 2019 on the pervasiveness of sexual violence perpetrated by federal law enforcement officers
- Request a report from the Government Accountability Office (GAO) on all regulations and Department policies on sexual conduct while operating under the color of law
- Withhold departmental funding from enforcement agencies until they offer and implement a directive which bars and ensures accountability for sexual conduct while operating under the color of law
- Encourage states to pass similar laws through grant prioritization
- Encourage states to develop non-law enforcement reporting bodies for investigations and accountability of sexual violence by law enforcement through either grant prioritization or allocation of funding through the federal Office of Victims of Crime
- Ensure that victims can access supportive services and compensation funds



## THEORY OF CHANGE:

This policy will contribute to the safety and wellbeing of women in interactions with the state in myriad ways, including creating a public dialogue and elevating the issue of sexual violence and law enforcement misconduct that it will be a significant expansion of the discussion of police violence, which often lacks a gender-informed lens. This policy would, for the first time, also explicitly demand prohibition of a form of state violence which is currently ignored, and it would encourage states to invest in community-based reporting systems and solutions, thereby expanding an understanding of justice from exclusively criminal-legal-centered models and uplifting the possibility of community accountability and oversight for law enforcement.

This policy will create safer interactions with law enforcement by increasing accountability and visibility of sexually abusive officers and discouraging the behavior.

### References:

[How some cops use the badge to commit sex crimes \(Washington Post\)](#)  
[Police Sexual Abuse of Teen Girls \(University of Nebraska report\)](#)







## **POLICY TWO PRESCRIPTION AND GOALS: PROTECTING TRANS WOMEN, GIRLS AND NONBINARY ADULTS AND YOUTH FROM DISCRIMINATION IN SCHOOL**

Policy at the federal level that ensures the safety and protection of lesbian, gay, bisexual, transgender, queer, intersex, asexual, gender non-conforming and non-binary (LGBTQIA+) youth, young women and girls from discrimination in schools.

### **POLICY TWO SPECIFICS:**

- Prioritizing and centering the experiences of women and girls, including LGBTQIA+, disabled, and nonbinary youth of color, in initiatives aimed at ending the school to prison pipeline and disparate discipline within schools
- Ensuring that women and girls, including LGBTQIA+, disabled, and nonbinary youth of color, enjoy explicit protections from discrimination and harassment under Title IX of the Education Amendments Act of 1972

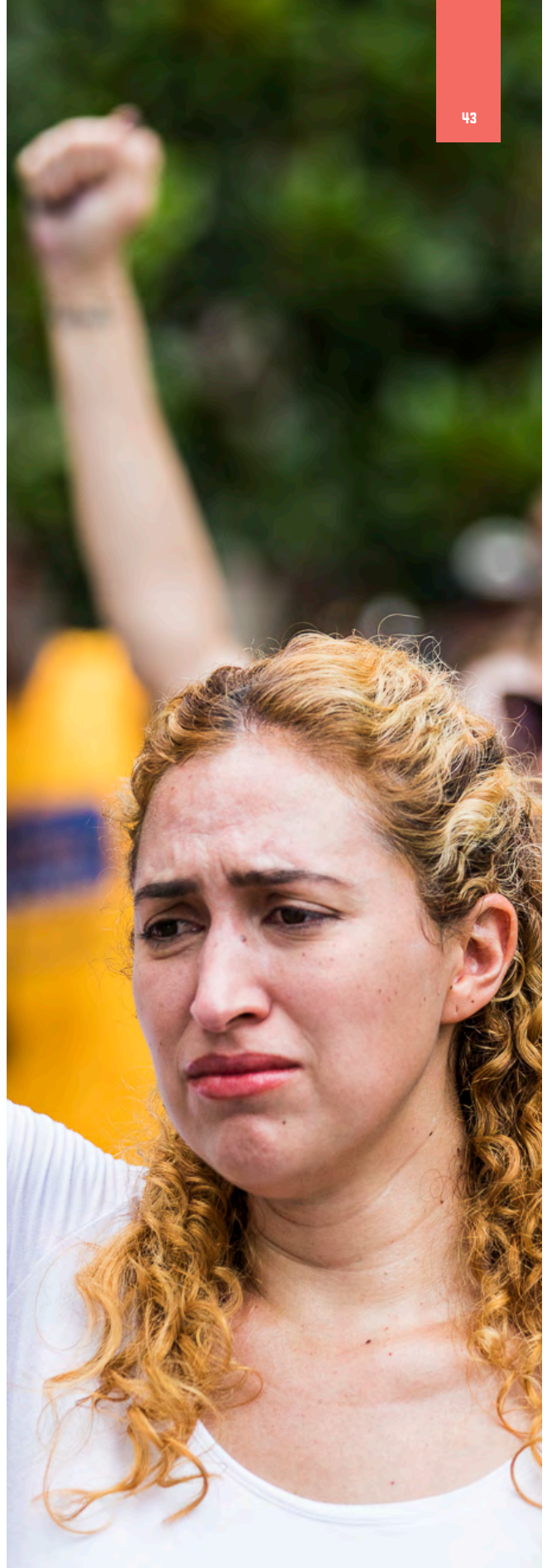


## THEORY OF CHANGE:

This policy establishes protections at the federal level for LGBTQIA+ youth and young women and girls that prioritizes LGBTQIA+ youth, girls with disabilities and girls of color to disrupt-the school-to-prison pipeline that leads to disproportionate discipline, criminalization and expulsion.

### References:

[“Like Walking Through a Hailstorm”: Discrimination Against LGBT Youth in U.S. Schools \(Human Rights Watch\)](#)  
[On A Mission for Girls of Color: Injustice and the Justice System \(YWCA\)](#)





# ECONOMIC JUSTICE AND WORKERS' RIGHTS

## RELEVANT UNITY PRINCIPLE

*We believe in an economy powered by transparency, accountability, security and equity. We believe that creating workforce opportunities that reduce discrimination against women and mothers allow economies to thrive. Nations and industries that support and invest in caregiving and basic workplace protections—including benefits like paid family leave, access to affordable childcare, sick days, healthcare, fair pay, vacation time, and healthy work environments—have shown growth and increased capacity.*

*We believe in equal pay for equal work and the right of all women to be paid equitably. We must end the pay and hiring discrimination that women, particularly mothers, women of color, Indigenous women, lesbian, queer and trans women still face each day in our nation, as well as discrimination against workers with disabilities, who can currently legally be paid less than federal minimum wage. Many mothers have always worked in our modern labor force; and women are now 50% of all family breadwinners. We stand for the 82% of women who become moms, particularly moms of color, being paid, judged, and treated fairly. Equal pay for equal work will lift families out of poverty and boost our nation's economy.*

## POLICY ONE PRESCRIPTION AND GOALS: ENDING THE STUDENT DEBT CRISIS

U.S. student loan debt has reached \$1.53 trillion. Though median household incomes in the United States have risen only 21 percent since 1976, the median price of college attendance has risen by 148 percent due to widespread disinvestment from higher education at the state level. The gap between stagnant household incomes and the price of attendance is filled by student loans, which are readily available to almost all college students but also nearly impossible to discharge in bankruptcy, meaning they become a lifelong burden for many students who rely on them to attend college.

Between 1976 and 2016, the portion of enrolled college students who were not white more than doubled, from 16 percent to 43 percent. This increased diversity within colleges and universities has occurred alongside the increased price of attendance, and as a result women — and particularly women of color — are more likely to take on debt (41 percent of female undergraduates took on debt in 2015–16 compared to 35 percent of male undergraduates). On average women take on more debt than men at almost every degree level and type.

Student debt exacerbates income and wealth inequality, and creates a drag not only on the economic futures of debtors and their families, but on the entire economy. Student loan debt is the only kind of debt that cannot be discharged in bankruptcy; the federal government issues/owns 90 percent of it.

### POLICY ONE SPECIFICS:

- Federal government cancels all of the student debt it owns
- State governments cancel all the student debt they own
- Federal government incentivizes expansion of state and local programs to make public higher education free of charge at the point of service
- Establish a regulatory system to address abusive servicing practices by private lenders
- Create tax incentives for employers to relieve student debt taken on through private providers by passing [Itchoak's Student Loan Debt Purchasing Corporate Tax Relief Act of 2019](#).



## THEORY OF CHANGE:

This policy will eliminate existing student debt through loan cancellation and the regulation of loan providers, leading to expanded economic opportunity for college graduates and creating salutary effects for the economy as a whole.

### References:

[U.S. Student Loan Debt Reaches a Staggering \\$1.53 trillion \(Washington Post\)](#)

[Women's Student Debt Crisis in the United States \(AAUW\)](#)

[The Student Debt Crisis, Labor Market Credentialization and Racial Inequality \(Roosevelt Institute\)](#)

[The Macroeconomic Effects of Student Loan Cancellation \(Levy Economics Institute\)](#)



## POLICY TWO PRESCRIPTION AND GOALS:

### THE RIGHT TO ORGANIZE AND FORM A UNION

- The right to organize and join a union is essential for giving workers the power to earn fair wages, create more equitable workplaces, and exercise their right to have a voice on the job. However, the National Labor Relations Act (NLRA) is weak, badly outdated and excludes domestic workers and farm workers.
- In addition to increased earning power for workers, unions are instrumental in closing the wage gap for women. Unionized workers are more likely to have access to healthcare that meets their needs, paid family leave, and paid sick time. Labor unions also offer resources and the power of a collective voice that are essential in fighting harassment, discrimination and power for workers who are generally underrepresented.
- This legislation would address challenges faced by workers in right-to-work states as well as protect against any potential executive orders that could affect the right to organize.

## POLICY TWO SPECIFICS:

- Affirm that workers in every state, Washington, D.C., and territories have the right to form and join a union.
- This right is extended to workers left out of previous legislation, including farm workers, domestic workers, immigrant workers, graduate students, and other precarious forms of employment.
- Pass H.R. 6080, the Workers Freedom to Negotiate Act, which will modernize the NLRA, increase penalties on recalcitrant employers, and protect workers' right to strike.

## THEORY OF CHANGE:

This policy will expand and protect workers' right to collectively bargain by overriding right-to-work legislation leading to more equitable workplaces, fair wages, and a voice on the job. Raising wages will move more women and their families out of poverty.

### References:

[Unions help narrow the gender wage gap \(EPI\)](#)  
[Women, Working Families & Unions \(CEPR\)](#)

## **POLICY THREE PRESCRIPTION AND GOALS:**

### **PAYCHECK FAIRNESS ACT**

- The landmark Equal Pay Act of 1963 made it illegal for employers to pay unequal wages to men and women who perform substantially equal work. The Equal Pay Act and the civil rights laws that followed helped change the workplace and began to combat wage inequality, but these laws have not closed the persistent gap between women's and men's wages.
- Today, women who work full time, year-round are paid, on average, only 80 cents for every dollar paid to men, resulting in a gap of \$10,169 each year. The gap is worse for women of color: on average, Latinas are typically paid 53 cents, Native American women 58 cents and Black women just 61 cents for every dollar paid to white, non-Hispanic men. This disparity exists in every state, regardless of geography, occupation, education or work patterns.
- The Paycheck Fairness Act would help to close these punishing gaps by eliminating loopholes in the Equal Pay Act, helping to break harmful patterns of pay discrimination and strengthening workplace protections for women. It is a reasonable and comprehensive bill that would combat the wage discrimination that has plagued the nation for decades.

## **POLICY THREE SPECIFICS:**

For employees, the Paycheck Fairness Act would:

- Protect against retaliation for discussing salaries with colleagues
- Prohibit employers from screening job applicants based on their salary history or requiring salary history during the interview and hiring process
- Require employers to prove that pay disparities exist for legitimate, job-related reasons
- Provide plaintiffs who file sex-based wage discrimination claims under the Equal Pay Act with the same remedies as are available to plaintiffs who file race- or ethnicity-based wage discrimination claims under the Civil Rights Act
- Remove obstacles in the Equal Pay Act to facilitate plaintiffs' participation in class action lawsuits that challenge systemic pay discrimination
- Create a negotiation skills training program for women and girls



## POLICY THREE SPECIFICS (CONT'D):

For employers, the Paycheck Fairness Act would:

- Recognize excellence in pay practices
- Provide assistance to businesses of all sizes that need help with their equal pay practices

For enforcement agencies, the Paycheck Fairness Act would:

- Help ensure the Department of Labor (DOL) uses the full range of investigatory tools to uncover wage discrimination, including collecting federal contractors' wage data
- Direct the Equal Employment Opportunity Commission to conduct a survey of available wage information to assist federal agencies in enforcing wage discrimination laws and creating a system to collect wage data
- Instruct the DOL to conduct studies and review available research and data to provide information on how to identify, correct and eliminate illegal wage disparities

## THEORY OF CHANGE:

Women's wages are key to their families' economic security. Mothers are primary or sole breadwinners in half of U.S. households with children, and just over one-quarter of female-headed households have incomes that fall below the poverty level. As a group, the wage gap costs women who are employed full time in the United States more than \$900 billion every year. These lost wages mean families have less money to spend on goods and services that help drive economic growth and less money to save for education, home ownership and retirement.

### References:

[Paycheck Fairness Act \(National Partnership for Women and Families\)](#)

# IMMIGRANT RIGHTS COMMITTEE

## RELEVANT UNITY PRINCIPLE

*Rooted in the promise of America's call for huddled masses yearning to breathe free, we believe in immigrant and refugee rights regardless of status or country of origin. It is our moral duty to keep families together and empower all aspiring Americans to fully participate in, and contribute to, our economy and society. We reject mass deportation and incarceration, family detention, violations of due process and violence against queer and trans migrants. Immigration reform must establish a roadmap to citizenship and provide equal opportunities and workplace protections for all. We recognize that the call to action to love our neighbor is not limited to the United States, because there is a global migration crisis. We believe migration is a human right and that no human being is illegal.*

## **POLICY ONE PRESCRIPTION AND GOALS: REINING IN THE ENFORCEMENT STATE AND DEFUNDING HATE**

We believe in a radical transformation of the current immigration enforcement regime that is devastating the lives of immigrants, their families and communities across the country. We call on Congress to enact policies that respect the basic human rights of immigrants, the sanctity of families and that creates a common-sense and humane immigration process to build a brighter future for the United States.

We demand the shutdown of all forms of immigrant detention and the private prison industry, which profits off of the incarceration of millions of immigrants and Black and brown people throughout the country. Immigrations and Customs Enforcement (ICE) was created in 2003 under the guise of counterterrorism, and now terrorizes immigrant communities with impunity under the Trump administration. While we call for accountability for all government agencies interfacing with immigrants, we recognize that ICE is an unconstitutional and ultimately needs to be abolished.

### **POLICY ONE SPECIFICS:**

We are calling for an end to the violence and human rights abuses toward immigrants and their families in two main areas:

1. **Border Enforcement:** We demand Congress immediately stop allocating taxpayer dollars to fund the violent actions of Border Patrol, including harassing, detaining, killing and terrorizing migrants and border communities, and the building of any border wall or fencing along the southern border.
  - We call for a complete end to family separation at the U.S./Mexico border and the full restoration of rights for those seeking asylum.
  - We call for the fundamental right of due process to be honored, including fair, credible and reasonable fear interviews and access to free, high-quality immigration legal representation.
  - We call for a complete de-escalation and de-militarization of the country's borders, including an end to the use of military-grade weaponry, stringent oversight of Border Patrol and accountability for xenophobic paramilitary groups.



## POLICY ONE SPECIFICS (CONT'D):

2. Interior Enforcement: We demand that Congress immediately stop re-allocating taxpayer dollars to fund the arrest, detention and deportation of immigrant members of our communities.
  - Congress must engage in aggressive oversight of immigration enforcement agencies, including the Department of Homeland Security, ICE, and U.S. Customs and Border Protection, and must be held accountable to the U.S. Constitution for any human or civil rights abuses perpetrated by their agents. In addition to aggressive Congressional oversight of these agencies, immigration enforcement agencies require an independent oversight body that has the power to make real change at the agencies.
  - We demand the repeal of outdated federal laws from 1996 (8 U.S. Code § 1325 and 1326) that criminalize migration and are used to target, incarcerate and deport immigrants. We demand the cessation of immigration check-in and record review appointments as an avenue to capture and deport immigrants.
  - We demand that all immigrants facing deportation are afforded true due process and a fair day in Immigration Court, including access to free, high-quality legal representation, in addition to interpretation in the language spoken and understood by the impacted individuals.
  - We call for the freedom and protection of all state and local jurisdictions that have sanctuary and community-trust policies.

## THEORY OF CHANGE:

This policy will create a safer, more welcoming, and more just America by granting immigrants their rights.

### References:

[New American Dreams Platform \(National Partnership for New Americans\)](#)  
[Sanctuary City Toolkit \(National Immigration Law Center\)](#)  
[Border Manifesto \(Southern Border Communities Coalition\)](#)  
[2016 Hispanic Public Policy Agenda \(National Hispanic Leadership Agenda\)](#)

## **POLICY TWO PRESCRIPTION AND GOALS:** **PROACTIVE SHORT-TERM SOLUTIONS**

We live in a complex world and need responsive immigration systems to address the global impact of U.S. intervention and action. Therefore, we call for a comprehensive re-envisioning of our immigration system. But until then, we must take action to create a road to citizenship for immigrant youth and recipients of Temporary Protected Status and Deferred Enforced Departure (TPS and DED). We must maintain the country's commitment to future generations of immigrants — family reunification, diversity visas, refugee resettlement.

### **POLICY TWO SPECIFICS:**

- Congress must immediately pass clean, stand-alone legislation that would provide a road to citizenship for immigrant youth and recipients of Temporary Protected Status (TPS) and Deferred Enforced Departure (DED). In the 115th Congress, this was embodied through the Dream Act of 2017 (H.R. 3440) and the American Promise Act (H.R. 4253).
- No changes should be made that undermine the country's long-standing commitment to the family reunification immigration system, existing asylum law, protections against indefinite detention or the diversity visa lottery program.
- We call on Congress to rescind the discriminatory Muslim ban and pass legislation to prevent future bans which separate families, prevent individuals from receiving life-saving health care, and keep people from pursuing educational opportunities among other things.
- The country must recommit to providing humanitarian protections for individuals seeking refuge in the United States by increasing the country's refugee resettlement numbers to at least 75,000 per year.

## POLICY TWO SPECIFICS:

- Resource the effective and efficient administration of the screening and processing of protection requests made at our borders by funding ports of entry, immigration courts and asylum officers so that asylum seekers can be efficiently and effectively processed when they arrive at our border seeking protection.
- Ensure that Border Patrol stations and ports of entry are staffed with child welfare workers, mental health specialists and medical professionals qualified to assist with the short-term custody of unaccompanied children, family units and other vulnerable populations.
- End any practice of “metering” or “queue management” that illegally forces those seeking asylum to wait in Mexico, often for days or weeks, to present themselves at a port of entry. Even the DHS Office of Inspector General (OIG) recently found evidence that these practices may force asylum seekers to instead try to cross between ports.
- Respect the rule of law and right to apply for asylum by rescinding policies and plans for policies that illegally deny access to the U.S. asylum process. These include the “Asylum Ban” the administration announced in November 2018 and the “Remain in Mexico” plan announced in December 2018.
- Maintain critical legal protections governing the treatment, custody and access to asylum for all unaccompanied children, including as found in the TVPRA and in the Flores Settlement Agreement.
- Expand and use proven, cost-effective case management support programs that facilitate the immigration process while someone resides in the community rather than in an immigration jail. The administration ended one such government program in 2017 despite compliance rates of over 99 percent at a fraction of the cost of detention.

### References:

[Women and Children Seeking Protection are Not ‘Loopholes’ \(Women’s Refugee Commission\)](#)



# LGBTQIA+ RIGHTS COMMITTEE

## RELEVANT UNITY PRINCIPLE:

*We firmly declare that Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Gender Non-Conforming, and Non-Binary (LGBTQIA+) rights are human rights and that it is our obligation to uplift, expand and protect the rights of our gay, lesbian, bi, queer, trans, two-spirit or gender non-conforming siblings. This includes access to non-judgmental, comprehensive healthcare with no exceptions or limitations; access to name and gender changes on identity documents; full anti-discrimination protections; access to education, employment, housing and benefits; and an end to police and state violence.*

## POLICY ONE PRESCRIPTION AND GOALS: EQUALITY ACT

We call for the full support and passage of the Equality Act, which formally codifies what case law decisions have already confirmed: that LGBTQIA+ persons enjoy broad protection under federal anti-discrimination law. This legislation has existed in Congress in many different iterations for nearly four decades, and will grant the LGBTQIA+ community comprehensive and explicit federal protections in key areas of life such as employment, housing, credit, education, public accommodations and all federal programs.

## POLICY ONE SPECIFICS:

We call upon the 116th Congress to adopt legislation that follows the latest template for the Equality Act from the 115th Congress (2017-2018), [H.R. 2282](#), and ensures that sexual orientation **and** gender identity be included in all areas of the amendment to the Civil Right Act of 1964. (See [this Rewire article](#) for more.)

## THEORY OF CHANGE:

The passage of the Equality Act will strengthen existing protections for the LGBTQIA+ community under federal anti-discrimination laws by codifying them in comprehensive federal non-discrimination legislation that enables LGBTQIA+ persons to live full lives and participate in society without fear of being discriminated and excluded based on their identities.

### References:

[The Equality Act \(Congress.gov\)](#)

[New Congress Opens Door for Renewed Push for LGBTQ Equality Act \(Rewire\)](#)

[LGBTQ Elected Officials' Letter to the 116th Congress \(Victory Institute\)](#)

[152 LGBT Elected Officials Sign List of Priorities for Incoming Congress \(The Hill\)](#)

[The Equality Act Primer \(Human Rights Campaign\)](#)

## POLICY TWO PRESCRIPTION AND GOALS: **END THE CRIMINALIZATION OF LGBTQIA+ PERSONS**

LGBTQIA+ people, and especially trans women of color, are overrepresented in our criminal justice system. This system disproportionately targets people of color, immigrants, people with mental illnesses and low-income people. LGBTQIA+ people are disproportionately represented in all of these communities and often face discrimination and harsher-than-normal punishment in their interactions with the criminal justice system. While the criminal justice system must be rebuilt to eliminate discriminatory police practices, the criminalization of LGBTQIA+ people and the heavy reliance on incarceration, there are three priority areas that we demand be addressed in the next two years: reform of the treatment of trans people behind bars; an end to overrepresentation of LGBTQIA+ people in the juvenile justice system and an end to criminalization of voluntary adult sex workers.

### POLICY TWO SPECIFICS:

- We call for the passage and continued support for the [resolution initially introduced in the 115th Congress](#) which recognizes the violence and discriminatory policing that trans women of color face in America and calls for the adoption of remedial measures.
- We demand that trans people who are incarcerated be housed in prison facilities according to their gender when requested; are not placed in solitary confinement under the auspices of safety and have access to comprehensive medical care, commissary items and grooming conventions supportive of social transition behind bars.
- We call for an end to the over-representation of LGBTQIA+ people in the juvenile justice system and behind bars. With respect to youth, we call for the government to invest in social services programs that provide LGBTQIA+ youth peer support, provide technical assistance to their caregivers and offer cultural and early childhood development competency training for social workers and foster parents caring for out of home youth.
- We call for an end to the criminalization of voluntary sex work by adults under federal law, including repeal of the Stop Enabling Sex Traffickers Act (SESTA) and the Fight Online Sex Trafficking Act (FOSTA) in recognition of the fact that sex work offers an important means of survival for some within the LGBTQIA+ community.



## THEORY OF CHANGE:

Adopting this policy proposal will enable LGBTQIA+ people to lead safer, more fulfilling lives by reducing the extent they are targeted within the criminal justice system and brutalized within the system of mass incarceration.

### References:

[Unjust: How the Broken Criminal Justice System Fails LGBT People \(Center for American Progress\)](#)

[Recognizing the Violence and Other Challenges Faced by Transgender Women of Color in America \(Congress.gov\)](#)

[Hormone Therapy for Inmates: A Metonym for Transgender Rights \(Cornell Journal of Law and Public Policy\)](#)

[HIV Criminalization in the United States \(The Center for HIV Law and Policy\)](#)



# RACIAL JUSTICE

## RELEVANT UNITY PRINCIPLE:

*We believe gender justice is racial justice is economic justice. We must create a society in which all women — including Black women, Indigenous women, poor women, immigrant women, disabled women, Jewish women, Muslim women, Sikh women, Latinx women, Asian and Pacific Islander women, lesbian, bi, queer and trans women — are free and able to care for and nurture themselves and their families, however they are formed, in safe and healthy environments free from structural impediments.*

## POLICY ONE PRESCRIPTION AND GOALS: END ALL FORMS OF FAMILY SEPARATION

Families should be together. Recent conversation around family separation has been in the context of immigration: the “zero-tolerance” prosecution policy led to thousands of children being taken from their parents’ arms and detained in facilities compared to internment camps, and the rescission of the Deferred Action for Childhood Arrivals (DACA) program, which immediately placed 800,000 young people at risk of deportation and potentially being separated from their families.

The U.S. government’s family separation policies find their roots in the slave trade, forced boarding school assimilation of nearly 2/3 of all Native American children in the 19th and 20th centuries. Now, it’s a fundamental part of the juvenile and criminal legal systems: youth incarceration, parents being transferred to prisons hundreds or thousands of miles from their families unable to see their children regularly, incarcerated new mothers being denied visitation with their newborn children and children of color being disproportionately placed into the foster care system. Family separation and removal is a traumatic experience that requires a holistic approach in order to come to an end. Government agencies must take steps to protect families from separation and repair wounds caused by malfeasance. A comprehensive federal policy to definitively end family separation must address underlying issues that set conditions that increase the likelihood of separation, reform the systems that perpetuate separationary policies and address the irreparable damage caused from separation.



## POLICY ONE SPECIFICS:

- Provide trauma-informed care for refugees, asylum seekers, survivors of domestic violence, sexual assault and abuse and for families currently separated or recently reunited.
- Increase accessibility and information for low-income populations in areas of Medicaid, after-school programs and childcare.
- Examine our relationship with child welfare, juvenile, and criminal legal systems. Advocate for legislation which protects families and children as they become known to or involved with government agencies, be they immigration and homeland security, justice, child welfare, etc.
- Support current legislative protections, including upholding the *Indian Child Welfare Act*, which has provided protections against the breakup of Native American families since its passage into law in 1978.
- Develop evidence-based policies that honor decades of [research demonstrating](#) that youth should not be incarcerated. Provide community-based rehabilitation programs and outreach services as an alternative to youth incarceration.
- Address disproportionality of children of color in our current child welfare systems. Strengthen the efforts to support and stabilize families through active efforts and services in communities.
- Prioritize keeping families together. Ensure that incarcerated mothers are granted visitation with newborn children, limit the transfer of incarcerated parents and provide advanced notice before transferring individuals with children between prisons.
- Federal immigration policy and practices should never involve separating children and families of migrants, asylum seekers, refugees and immigrants.
- Commit to repairing the trauma and emotional loss caused by separating families.
  - Expand the use of restorative practices, community-based treatment and other alternatives to incarceration for trauma survivors who come into contact with the juvenile justice and criminal justice systems.
  - Scale up and fund professional development and training for healthcare professionals, law enforcement officers, court personnel, child protective services, correctional officers, teachers and other youth serving personnel in cultural competence, implicit bias and trauma informed practice.

## THEORY OF CHANGE:

Ending family separation must begin by affirming the universal right to having a family and recognizing that families should not be separated. We must then address the underlying conditions that exacerbate separation in the United States: access and availability of childcare (particularly among low-income families), inequalities and unjust practices within the criminal legal and immigration systems and racism that pervades state institutions.

### Resources:

[Girls of Color and Trauma \(YWCA\)](#)  
[How Incarcerated Parents are Losing Their Children Forever \(Marshall Project\)](#)  
[Foster Care as Punishment: The New Reality of 'Jane Crow' \(The New York Times\)](#)  
[For Women of Color, the Child Welfare System Functions Like the Criminal Justice System \(The Nation\)](#)  
[Prison, Foster Care and the Systemic Punishment of Black Mothers \(UCLA Law Review\)](#)  
[Disproportionality Rates for Children of Color in Foster Care \(National Council of Juvenile and Family Court Judges\)](#)  
[The National Native American Boarding School Healing Coalition](#)  
[How New ICWA Guidelines, Regulations Support Native American Children \(The Chronicle of Social Change\)](#)  
[Youth Prisons Don't Work. Here's What Does \(Time\)](#)  
[End the War on Black People \(The Movement for Black Lives\)](#)



## **POLICY TWO PRESCRIPTION AND GOALS:** **END RACIAL AND RELIGIOUS PROFILING** **AND THE NO HATE ACT**

The 2016 United States presidential election cycle and ultimately first year of President Trump's administration has caused a disturbing surge in hate violence, fueling a palpable and unparalleled atmosphere of hate and suspicion. While racism and hate violence is not new to the American story, the prominence of a leader known for increasingly toxic political rhetoric has been central to the rise in acts of hate. A report released by SAALT found that one in five perpetrators of hate violence incidents against Muslims referenced President Trump, a Trump policy, or a Trump campaign slogan, underlining a strong link between President Trump's rhetoric and hate violence post-election.

Continuing to characterize white perpetrators of hate violence as lone actors ignores systemic racism, the long history of campaigns of terror by white supremacists, and the danger of hate speech from people in positions of power. Local government must be more responsive to the reality that renewed boldness in white supremacist violence creates. Law enforcement has largely ignored the resurgence of white nationalism, while instead choosing to target activists of color. The data is clear that certain groups of marginalized people are particularly vulnerable to acts of hate. Law enforcement agencies must make commitments to take reports of hate crimes and bias incidents seriously, forge meaningful partnerships with communities most affected by hate crimes, and increase transparency in reporting of hate crimes. We recognize the complexity of relying on law enforcement to prevent and respond to hate crimes, due to overlap, both historically and currently, between white terrorist groups and some members of law enforcement. There must be an acknowledgement and deliberate action taken to address this in a meaningful way.



## POLICY TWO SPECIFICS:

- Congress must pass affirmative anti-racial profiling legislation, such as the End Racial and Religious Profiling Act, so that communities feel protected instead of targeted by our government and law enforcement.
- Congress must pass the NO HATE Act, the only comprehensive legislation proposed to establish incentives for state and local law enforcement to submit credible and complete hate crime reports, create grants for state-run hate crime hotlines, create a federal private right of action for victims of hate crimes, even those who live in states without hate crimes laws, and allow for judges to require community service or educational programming for individuals convicted under the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act.
- The Department of Justice must remain vigilant in addressing hate crimes by acknowledging the growing problem of white supremacy. Government programs dedicated to understanding violence perpetrated by white supremacists are necessary.
- The Department of Justice must mandate the collection of hate crimes data by local law enforcement. Federal funding should be withheld from non-compliant local police departments. Federal agencies must also contribute to the FBI's hate crimes database and they too should face consequences for failing to do so.

## THEORY OF CHANGE:

Viewing hate violence and xenophobic political rhetoric as part of a larger system of racism and xenophobia is critical to addressing the root causes. Community data collection is crucial to understanding the magnitude of hate violence and xenophobic political rhetoric. By mandating the collection of hate crimes data on the local level, our government can be more responsive to the reality marginalized communities face.

### Resources:

[Communities on Fire: Confronting Hate Violence and Xenophobic Political Rhetoric \(SAALT\)](#)

[Living Histories of White Supremacist Policing: Towards Transformative Justice \(Cambridge University Press\)](#)

[FBI warned of white supremacists in law enforcement 10 years ago. Has anything changed? \(PBS NewsHour\)](#)

[FBI sets eyes on black freedom of speech \(Baltimore Sun\)](#)

[U.S. Law Enforcement Failed to See the Threat of White Nationalism. Now They Don't Know How to Stop It. \(New York Times Magazine\)](#)

[FBI Surveillance of Black Lives Matter \(The Intercept\)](#)

[We Deserve Safety: Ending the Criminalization of Women and Girls of Color \(YWCA\)](#)

# ENVIRONMENTAL JUSTICE

## RELEVANT UNITY PRINCIPLE:

*We believe that every person, every community and Indigenous peoples in our nation have the right to clean water, clean air, and access to and enjoyment of public lands. We believe that our environment and our climate must be protected, and that our land and natural resources cannot be exploited for corporate gain or greed — especially at the risk of public safety, health and cultural destruction.*

## POLICY ONE PRESCRIPTION AND GOALS: **ACHIEVE A JUST TRANSITION TO CLEAN, RENEWABLE RESOURCES**

Our environment's finite resources have been extracted and exploited, causing irreparable damage to our planet, climate, ecosystems and communities. Climate change disproportionately impacts women and low-income communities worldwide, but in the United States, we witnessed the consequences of climate change firsthand: homes flooded by hurricanes, blown apart by tornadoes and burned by wildfires. Environmental changes threaten traditions and homelands of Native American tribes, farming practices of rural agricultural producers and the future of our national wildlife reserves.

To curb the effects of climate change and repair our planet, we must achieve an equitable and just transition to 100% clean, renewable energy for all. Not only will the transition to clean energy abate pollution, improve air quality and preserve our environmental resources, it will also serve to promote safer and healthier pregnancies, physical wellbeing and will be instrumental in developing a sector of environmentally driven, sustainable jobs.



## POLICY ONE SPECIFICS:

Renewable energy must be non-extractive. Clean the grid by replacing coal, oil, gas and nuclear plants with wind, solar, storage and other renewable technologies. Sever the dependence on extractive industries and infrastructure by prohibiting fossil fuel extraction on public lands and stopping new coal, oil and gas projects.

A just transition for workers and communities most affected by climate change must promote equity and justice

- Jobs created by a growing renewable energy sector must include worker protections, including comprehensive paid family leave, livable wages and healthy work environments. There must also be a framework to provide training and education for workers transitioning from pollution-creating industries to renewable energy jobs.
- Ensure under-served, low-income populations and rural indigenous communities are provided priority access to affordable, renewable energy and mass transportation.
- Halt infrastructure projects in wildlife reserves, protected ecosystems, Indigenous ancestral lands and areas at risk for climate disasters.
- Mitigation and reparation to tribal nations and impacted communities for loss of homelands due to rising sea levels, and damages for destruction of sacred sites and obliteration of cultural practices.

## THEORY OF CHANGE:

Ensuring that the primary source of energy comes from clean, renewable resources will reduce our country's ecological footprint and slow environmental degradation, thereby reducing the impacts of climate change, pollutants and toxins on communities across the world. Providing a path for workers within the energy sector to be transitioned to pollution-abating industries will give them a stake in the transition toward clean energy and a healthier future for all.

### Resources:

[Just Transition: A Framework for Change \(Climate Justice Alliance\)](#)

[Climate Change 'Impacts Women More Than Men' \(BBC News\)](#)

[Why Renewable Energy Is Not as Clean as You Think \(Ozy\)](#)

[Women and Climate Change: Impact and Agency in Human Rights, Security and Economic Development \(Georgetown Institute for Women, Peace and Security\)](#)

[Native Americans Most At Risk From Impacts of Climate Change \(Voice of America\)](#)

[Native American Sovereignty: Should Indians Have More Control Over Their Land? \(CQ Researcher\)](#)

## **POLICY TWO PRESCRIPTION AND GOALS:**

### **PROMOTE THE RESPONSIBLE USE OF RESOURCES AND AFFIRM THE RIGHTS OF LOCAL COMMUNITIES TO AUTONOMY OVER THEIR HEALTH AND ENVIRONMENT**

Prevent the exploitation and pollution of natural resources, public and tribal lands, and mitigate health and social issues and environmental degradation caused by climate change and pollutive industry. We call for an affirmation of the rights of sovereign nations to autonomy over their treaty territory, environmental resources and energy usage, to assure thorough assessment of public lands for industrial, residential, agricultural and infrastructural development and to phase out the use of toxic-containing and omitting chemicals in production, service and personal use. Development of land must take into full account the cultural capital, environmental value and health impact of land use, and reviewing agencies must diligently assess project need on the basis of public interest, not corporate need. Further, industries that produce chemicals that are harmful to the environment and human health must promote transparency, education, and public information on safe practices as they transition away from developing toxic-containing or emitting products.

## **POLICY TWO SPECIFICS:**

- Use of public, private and tribal lands must consider the cultural, environmental and health impacts of development.
  - Indigenous peoples must be guaranteed local autonomy over environmental resources and tribal lands. Developers and government agencies must receive free prior and informed consent before beginning operations or extracting resources in tribal treaty territory.
  - Environmental Assessments and Environmental Impact Statements must be strengthened to include cultural assessments of lands for archeological, cultural and antiquities significance.
- Large industries, factories and energy producers must make information about pollution, toxic exposure and health risks publicly available to local communities, particularly in relation to female reproductive health, fertility and fetal development.

## POLICY TWO SPECIFICS (CONT'D):

- Hold pollutive industries responsible for negligence and promote systemic changes toward equitable, health and environmentally conscious practices.
  - Production of toxin-containing or emitting substances must be evaluated for adverse health and environmental outcomes, particularly in relation to service-sector usage. Large industries must provide training and education for safe handling, harm reduction and illness prevention to individuals who are exposed to toxins.
  - Make environmentally conscious products accessible to small and minority business leaders through incentives to transition toward the use of products that contain or emit fewer toxins that put consumers and employees at risk.
  - Encourage and incentivize the development of small-scale and subsistence farming as a means to reduce pesticide use, promote food sovereignty and revitalize America's agricultural landscape.

## THEORY OF CHANGE:

Stemming the direct causes of climate change and pollution in addition to addressing its impacts on our planet and society will increase equity across the population. In addition, increasing the level of autonomy local authorities are granted over land use will promote community buy-in for industrial and energy development.

### Resources:

[Cultural Heritage, Environmental Impact Assessment and People \(Living Landscape Observer\)](#)

[Native Americans Enjoy Autonomy, but Land Use, Sovereignty Questions Persist \(Voice of America\)](#)

[A Year in Review: Progress Getting Toxic Chemicals Out of Personal Care Products \(U.S. PIRG\)](#)

[Polluter Fines Drop 60 Percent Under Trump \(Washington Post\)](#)

[How Toxic Soil Has Become a Public Health Issue at Home and Abroad \(Mel & Enid Zuckerman College of Public Health\)](#)

[Declaration on the Rights of Indigenous Peoples \(UN\)](#)



# ENDORSEERS

Endorsement of the Women's Agenda is an indication of solidarity within our movement and a recognition of the urgency of these policies for marginalized and vulnerable communities. Endorsement does not necessarily mean that organizations approve of or are actively working towards each priority listed in the Agenda

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