

Please view our *Healthy Families Act* fact sheet [here](#), and our section-by-section [here](#).

June 15, 2023

Dear Members of Congress:

We, the undersigned organizations, urge you to co-sponsor the Healthy Families Act, which would create a national paid sick and safe days standard.

The Healthy Families Act would guarantee working people the ability to earn up to seven paid sick days a year to recover from short-term illnesses, access preventive care, care for a sick family member or seek assistance related to domestic violence, sexual assault or stalking. Workers at places of employment with fewer than 15 employees would earn seven unpaid, job-protected sick days. Without paid sick days, workers are forced to make impossible choices when illness strikes: stay home, lose pay and risk their jobs; or go to work sick, jeopardize their health and spread illness to their co-workers and communities. Paid sick and safe days help keep families financially secure, workplaces and communities healthy and productive, and businesses and the economy strong. A permanent national paid sick days standard is an essential part of a just recovery from the pandemic.

The coronavirus pandemic has highlighted the consequences faced by working people, public health and our economy when workers lack access to paid sick days. As of February 2023, 1.3 million adults in the United States were not working because they were either sick with coronavirus symptoms, or caring for someone who was also experiencing coronavirus symptoms.¹ And the long-term health and caregiving consequences of COVID-19 are just beginning to surface. An estimated 10 to 33 million adults in the United States are affected by long COVID symptoms, which can interfere with the ability to work or require care from a loved one, and rates of long COVID are elevated among transgender people, cisgender women, and Latinx and multiracial people.² Workers in low-paid “frontline” and essential jobs, including at grocery stores, and in child care and health care, disproportionately women of color, are doubly impacted, facing higher rates of infection and death in part due to workplace exposure, and less access to protective measures like paid sick days.³ More than half of Latinx workers – an estimated 16 million people – as well as 47 percent of American Indian and Alaskan Native workers and 38 percent of Black workers are unable to earn a single paid sick day.⁴ At the same time, women of color are also bearing the brunt

1 U.S. Census Bureau. (2023). *Week 54 Household Pulse Survey: February 1 – February 13* (Employment Table 3a. Educational Attainment for Adults Not Working at Time of Survey, by Main Reason for Not Working and Source Used to Meet Spending Needs). Retrieved 2 March 2023, from <https://www.census.gov/data/tables/2021/demo/hhp/hhp25.html>
<https://www.census.gov/data/tables/2023/demo/hhp/hhp54.html>

2 Scientific understanding of this new disease is still developing and estimates vary of the incidence of lasting health effects of COVID-19; currently 10 to 15 percent is a conservative estimate for symptoms lasting longer than 90 days, particularly among patients with severe illness. See Cirulli, E. T., Schiabor Barrett, K. M., Riffle, S., Bolze, A., et al. (2020, December 1). Long-term COVID-19 symptoms in a large unselected population. *medRxiv*. Preprint. doi: 10.1101/2020.10.07.20208702; del Rio, C., Collins, L. F., & Malani, P. (2020, October 5). Long-term Health Consequences of COVID-19. *Journal of the American Medical Association*. 324(17): 1723–1724. doi: 10.1001/jama.2020.19719; Yelin, D., Wirtheim, E., Vetter, P., Kalil, A. C., et al. (2020, September 1). Long-term consequences of COVID-19: research needs. *The Lancet: Infectious Diseases*. 20(10): P1115–1117. doi: 10.1016/S1473-3099(20)30701-5

3 Maye, A., & Williamson, E. (2020, October). *In Their Own Voices: How Workers Earning Low Wages Struggle with COVID-19*. Center for Law and Social Policy Publication. Retrieved 3 March 2023, from https://www.clasp.org/sites/default/files/publications/2020/10/2020_Uplifting%20Low-Wage%20Workers%27%20Voices%20and%20Struggles%20Amid%20the%20COVID-19%20Pandemic-2.pdf; Mason, J. & Molina Acosta, P. (2021, March). *Called to Care: A Racially Just Recovery Demands Paid Family and Medical Leave*. National Partnership for Women & Families Publication. Retrieved 24 March 2021, from

<https://www.nationalpartnership.org/our-work/economic-justice/reports/called-to-care-a-racially-just-demands-paid-family-and-medical-leave.html>

4 U.S. Census Bureau. (2020). *American Community Survey 1-Year Estimates 2021, Sex by Age by Employment Status for the Population 16 Years and Over (Hispanic or Latino)*, Table C230021. Retrieved 2 March 2023, from <https://data.census.gov/table?q=C230021&tid=ACSDTY2021.C230021>; Xia, J., Hayes, J., Gault, B., & Nguyen, H. (2016, February 17). *Paid*

of job losses while shouldering increased caregiving responsibilities that have pushed millions of women out of the workforce entirely.

Paid sick days have been proven to benefit public health and flatten the curve of infection during an emergency. Research has long shown that workers without paid sick days are more likely to come to work sick or injured,⁵ and are less able to stay home and recover. The benefits of a national standard were proven by the implementation of an emergency paid sick days program in April 2020: states where workers gained new access to paid sick days through the Families First Coronavirus Response Act (FFCRA) saw 400 fewer coronavirus cases per state per day, with a national impact of 15,000 fewer cases per day.⁶ Paid sick leave laws reduce mortality among working-age people.

Fourteen states, including the District of Columbia, and 35 other jurisdictions have or will soon have paid sick days laws in place in the United States.⁷ A strong, growing body of evidence from jurisdictions that have had laws in place for years shows that paid sick days benefit workers, families and public health.⁸ These studies also show virtually no adverse effects – and some positive effects – on businesses and local economies.⁹

Despite substantial increases in access to paid sick days as a result of new laws, nearly one-quarter of the private sector workforce in the United States – nearly 30 million people – cannot earn paid sick days to use when they get sick.¹⁰ Millions more cannot earn time to care for a sick child or family member.¹¹ Lower-wage workers, workers of color and hourly workers are least likely to have access to paid sick time.¹²

Unpaid, unprotected days off have stark consequences for working families. For a family without paid sick days, just 3.3 days of lost pay due to illness are equivalent to the family's entire monthly health care budget, and 4.5 days are equivalent to an entire month of food.¹³ Nearly one-quarter of U.S. adults (23 percent) report they have lost a job or have been threatened with job loss for taking time off work due to illness or to care for a sick child or

Sick Days Access and Usage Rates Vary by Race/Ethnicity, Occupation, and Earnings. Retrieved 2 March 2023, from Institute for Women's Policy Research website:

<https://iwpr.org/iwpr-publications/briefing-paper/paid-sick-days-access-and-usage-rates-vary-by-race-ethnicity-occupation-and-earnings/> (Unpublished calculation based on the number of Hispanic or Latino workers in the civilian labor force multiplied by the percent of employed Hispanic workers without paid sick days)

5 DeRigne, L., Stoddard-Dare, P., & Quinn, L. (2016, March). Workers Without Paid Sick Leave Less Likely To Take Time Off For Illness Or Injury Compared To Those With Paid Sick Leave. *Health Affairs*, 35(3), 520-527. doi: 10.1377/hlthaff.2015.0965

6 Pichler, S., Wen, K., & Ziebarth, N.R. (2020, October 15). COVID-19 Emergency Sick Leave Has Helped Flatten The Curve In The United States. *Health Affairs*, 39(12), doi: 10.1377/hlthaff.2020.00863

7 National Partnership for Women & Families. (2022, December). *Current Paid Sick Days Laws*. Retrieved 2 March 2023, from

<https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/current-paid-sick-days-laws.pdf>

8 National Partnership for Women & Families. (2022, November). *Paid Sick Days Improve Public Health*. Retrieved 2 March 2023, from

<https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-improve-our-public-health.pdf>

9 National Partnership for Women & Families. (2020, October). *Paid Sick Days Are Good for Business*. Retrieved 2 March 2023, from

<https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-good-for-business-and-workers.pdf>

10 U.S. Bureau of Labor Statistics. (2022, September). *National Compensation Survey: Employee Benefits in the United States, September 2022* (Table 6). Retrieved 23 March 2021,

from <https://www.bls.gov/ncs/ebs/benefits/2020/employee-benefits-in-the-united-states-march-2020.pdf> <https://www.bls.gov/news.release/pdf/ebs2.pdf>

¹¹ Ibid.

¹² Xia, J., Hayes, J., Gault, B., & Nguyen, H. (2016, February 17). *Paid Sick Days Access and Usage Rates Vary by Race/Ethnicity, Occupation, and Earnings*. Retrieved 2 March 2023, from Institute for Women's Policy Research website:

<https://iwpr.org/iwpr-publications/briefing-paper/paid-sick-days-access-and-usage-rates-vary-by-race-ethnicity-occupation-and-earnings/>

¹³ Gould, E., & Schieder, J. (2017, June 28). *Work sick or lose pay? The high cost of being sick when you don't get paid sick days*. Retrieved 2 March 2023, from Economic Policy Institute website: <http://www.epi.org/publication/work-sick-or-lose-pay-the-high-cost-of-being-sick-when-you-dont-get-paid-sick-days/>

relative.¹⁴

Paid sick days make business and economic sense. When sick workers are able to stay home, the spread of disease slows and workplaces are both healthier and more productive. Paid sick days also reduce “presenteeism,” the productivity lost when employees work sick, which is estimated to cost our national economy approximately \$270.8 billion annually and surpasses the cost of absenteeism.¹⁵ In Washington state, a paid sick days law cut the share of retail and food service workers who reported working while sick by eight percentage points.¹⁶ Paid sick days also reduce workplace injuries: Workers who earn paid sick days are 28 percent less likely than workers who don’t earn paid sick days to be injured on the job,¹⁷ and research from Connecticut shows that enacting a paid sick days law reduces occupational injuries – with the greatest difference among workers in high-risk occupations.¹⁸

Ensuring all workers can earn paid sick days would significantly reduce health care expenditures. People without paid sick days are more likely to incur high health care expenses¹⁹ and are more likely to seek treatment at an emergency department because they can’t take time off to get care during regular business hours.²⁰ If all workers had paid sick days, 1.3 million emergency room visits could be prevented each year, saving \$1.1 billion annually.²¹ More than half of these savings — \$517 million — would accrue to taxpayer-funded health insurance programs, such as Medicare, Medicaid and the State Children’s Health Insurance Program.²² Workers with paid sick days are more likely to get regular cancer screenings and preventive care,²³ holding down health care costs and improving long-term health.

Paid sick days enable working parents to care for their children when they are sick – shortening recovery time and reducing community contagion. Parents without paid sick days are nearly twice as likely as parents with paid sick days to send a sick child to school or day care.²⁴

14 Smith, T. W., & Kim, J. (2010, June). *Paid Sick Days: Attitudes and Experiences*. National Opinion Research Center at the University of Chicago for the Public Welfare Foundation publication. Retrieved 2 March 2023, from

<https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-attitudes-and-experiences.pdf>

15 Stewart, W., Ricci, J., Chee, E., & Morganstein, D. (2003, December). Lost Productive Health Time Costs from Health Conditions in the United States: Results from the American Productivity Audit. *Journal of Occupational and Environmental Medicine*, 45(12), 1234-1246. DOI: 10.1097/01.jom.0000099999.27348.78 (Unpublished calculation based on \$225.8 billion [in 2002 dollars] annually in lost productivity, 71 percent due to presenteeism.). Inflation calculation for 2023 dollars based on calculation of \$160.32 billion in 2002 dollars using Bureau of Labor Statistics CPI Inflation Calculator available at https://www.bls.gov/data/inflation_calculator.htm

16 Schneider, D. (2020, February 20). Paid Sick Leave in Washington State: Evidence on Employee Outcomes, 2016–2018. *American Journal of Public Health*, e1–e6. doi: 10.2105/AJPH.2019.305481

17 Asfaw, A., Pana-Cryan, R., & Rosa, R. (2012, September). Paid Sick Leave and Nonfatal Occupational Injuries. *American Journal of Public Health*, 102(9), e59–e64. DOI: 10.2105/AJPH.2011.300482

18 Hawkins, D., & Zhu, J. (2019, July 22). Decline in the rate of occupational injuries and illnesses following the implementation of a paid sick leave law in Connecticut. *American Journal of Industrial Medicine*, 62(10), 859–873. doi: 10.1002/ajim.23028

19 Stoddard-Dare, P., DeRigne, L., Mallett, C., & Quinn, L. (2018, March). How does paid sick leave relate to health care affordability and poverty among US workers? *Social Work in Health Care*, 57(5), 376–392. DOI: 10.1080/00981389.2018.1447532

20 See note 16. [Smith & Kim]

21 Miller, K., Williams, C., & Yi, Y. (2011, October 31). *Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits*. Retrieved 6 March 2023 from Institute for Women’s Policy Research website: <http://www.iwpr.org/publications/pubs/paid-sick-days-and-health-cost-savings-from-reduced-emergency-department-visits/>

22 Ibid.

23 Peipins, L.A., Soman, A., Berkowitz, Z., & White, M.C. (2012, July 12). The lack of paid sick leave as a barrier to cancer screening and medical care-seeking: results from the National Health Interview Survey. *BMC Public Health* 12(520). DOI: 10.1186/1471-2458-12-520; DeRigne, L., Stoddard-Dare, P., Collins, C., & Quinn, L. (2017). Paid sick leave and preventive health care service use among U.S. working adults. *Preventive Medicine*, 99: 58–62. DOI: 10.1016/j.jypmed.2017.01.020

24 See note 18.

When parents have no choice but to do so, children’s health and educational attainment is put at risk — as is the health of classmates, teachers, school staff and child care providers.

Women are disproportionately affected by the nation’s lack of paid sick days, which jeopardizes the economic stability of families increasingly dependent on women’s wages. Women make up nearly half the workforce²⁵ and mothers are breadwinners in nearly half of families with children under 18, including 48 percent of Latina mothers, 79 percent of Black mothers, 64 percent of Native American mothers and 43 percent of Asian American and Pacific Islander mothers as well as 48 percent of white mothers.²⁶ Yet, overwhelmingly, mothers still have primary responsibility for selecting their children’s doctors, accompanying children to appointments and getting them recommended care. In 2017, 4 in 10 employed mothers (40 percent) said they alone must miss work when a sick child needs to stay home, compared to 10 percent of working fathers. Among these mothers, 56 percent were not paid when they take that time.²⁷

Like paid sick days, paid “safe” days are critical for workers’ productivity, security and well-being. In a 2018 survey of domestic violence survivors, nearly three-fourths (73 percent) reported that financial problems forced them to remain with their abusers longer than they wanted or to return after having left, and more than half (53 percent) said they lost a job because of the abuse.²⁸ Because survivors of domestic violence are at increased risk of harm during and shortly after separating from an abusive partner,²⁹ it is essential that they be able to find shelter, file restraining orders, attend court dates or receive counseling to prevent further abuse and continue working.

Without an inclusive paid sick days standard, America’s diverse workforce cannot meet its family caregiving needs. More than 80 percent of households today do not fit the so-called nuclear family model (a married couple living together with minor children).³⁰ For example, 1 in 5 people (about 64 million nationwide) live in a multigenerational household, and people of color are especially likely to do so.³¹ In part as a result of opioid-related substance use disorder and our lack of adequate policies to address it, nearly 3 million children are living with grandparents.³² Among LGBTQ people, 37 percent of workers, and 43 percent of LGBTQ women and LGBTQ workers with disabilities, reported not having access to paid sick leave at their current employer. Twenty-nine percent reported that they would be most likely to turn to a partner to whom they are not legally married for care if they needed to

25 U.S. Bureau of Labor Statistics. (2021, March). *Table A-1. Employment status of the civilian population by sex and age*. Retrieved 24 March 2021, from <https://www.bls.gov/news.release/empsit.t01.htm>

26 Shaw, E., Mason, C., Lacarte, V., & Jauregui, E. (2020, May). *Holding Up Half the Sky: Mothers as Workers, Primary Caregivers, & Breadwinners During COVID-19*. Institute for Women’s Policy Research Publication. Retrieved 6 March 2023, from <https://iwpr.org/wp-content/uploads/2020/07/Holding-Up-Half-the-Sky-Mothers-as-Breadwinners.pdf> (Breadwinner mothers are defined as single mothers who head a household or married mothers who generate at least 40 percent of a household’s joint income.)

27 Kaiser Family Foundation. (2018, March). *Women, Work, and Family Health: Key Findings from the 2017 Kaiser Women’s Health Survey*. Retrieved 6 March 2023, from <https://www.kff.org/womens-health-policy/issue-brief/women-work-and-family-health-key-findings-from-the-2017-kaiser-womens-health-survey/>

28 Hess, C., & Del Rosario, A. (2018). *Dreams Deferred: A Survey on the Impact of Intimate Partner Violence on Survivors’ Education, Careers, and Economic Security*. Retrieved 6 March 2023 from the Institute for Women’s Policy Research website:

<https://iwpr.org/iwpr-publications/report/dreams-deferred-a-survey-on-the-impact-of-intimate-partner-violence-on-survivors-education-careers-and-economic-security/>

29 Campbell, J. C., Webster, D., Koziol-McLain, J., Campbell, D., Curry, M., Gary, F., Laughon, K. (2003). Risk Factors for Femicide in Abusive Relationships: Results From a Multisite Case Control Study. *American Journal of Public Health*, 93, 1089-1097. Retrieved 6 March 2023, from <http://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.93.7.1089>

30 Bowman, M., Durso, L. E., Gruber, S., Kocolatos, M., Krishnamurthy, K., Make, J., McGovern, A., & Gallagher Robbins, K. (2016, December). *Making Paid Leave Work for Every Family*. Retrieved 6 March 2023, from Forward Together website: <https://forwardtogether.org/wp-content/uploads/2017/12/lgbtpaidleave-report.pdf>

31 Cohn, D., & Passel, J. S. (2018, April 5). *A record 64 million Americans live in multigenerational households*. Retrieved 6 March 2023, from Pew Research Center website: <https://www.pewresearch.org/fact-tank/2018/04/05/a-record-64-million-americans-live-in-multigenerational-households/>

32 Wiltz, T. (2016, November 2). *Why More Grandparents Are Raising Children*. Stateline. Retrieved 6 March 2023, from Pew Research Center website: <https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2016/11/02/why-more-grandparents-are-raising-children>

take time off work for health-related reasons, including share that rises to 32 percent for respondents of color.³³ And, whether due to small family size, living a great distance from relatives, or even divorce or estrangement from a birth family, many adults – in fact, nearly one-third of people in the United States – report having needed to care for a friend, neighbor or other person who does not have a legal tie.³⁴ Coverage for these “chosen family” members, which is included in paid sick leave laws in New Jersey, Arizona and New Mexico³⁵ as well as numerous other jurisdictions, is particularly important for LGBTQ people, people with disabilities,³⁶ and servicemembers and veterans: around 15 percent of caregivers for pre-9/11 veterans and nearly one-quarter (23.4 percent) of post-9/11 servicemembers and veterans are friends or neighbors.³⁷ The Healthy Families Act intentionally defines family members, partners, and children inclusively, acknowledging the different caregiving relationships across society.

The Healthy Families Act would strengthen workers and families businesses and the economy. It would guarantee workers access across the country the right to earn paid sick and safe days no matter where they live, bringing the rest of the United States in line with the states and cities that have passed these laws and much of the rest of the world.

We urge you to demonstrate your strong commitment to our nation’s working families by co-sponsoring the Healthy Families Act and advocating for support. Thank you.

Sincerely,

National

1,000 Days

A Better Balance

A. Phillip Randolph Institute

American Association of People with Disabilities

American Association of University Women (AAUW)

American Civil Liberties Union (ACLU)

American Federation of State, County and Municipal Employees

American Federation of Teachers

American Muslim Health Professionals

American Public Health Association

Asian Pacific American Labor Alliance, AFL-CIO (APALA)

Asian Pacific Institute on Gender-Based Violence

Asset Building Strategies

Association of Flight Attendants-CWA

BiNet USA

Campaign for a Family Friendly Economy

Caring Across Generations

³³ Mahowald, L., & Boesch, D. (2021, February 16). *Making the Case for Chosen Family in Paid Family and Medical Leave Policies*. Retrieved 6 March 2023, from Center for American Progress website: <https://www.americanprogress.org/issues/lgbtq-rights/news/2021/02/16/495680/making-case-chosen-family-paid-family-medical-leave-policies/>

³⁴ Gallagher Robbins, K., Durso, L. E., Bewkes, F. J., & Schultz, E. (2017, October 30). *People Need Paid Leave Policies That Cover Chosen Family*. Retrieved 6 March 2023, from Center for American Progress website: <https://www.americanprogress.org/issues/poverty/reports/2017/10/30/441392/people-need-paid-leave-policies-that-cover-chosenfamily/>

³⁵ New Mexico’s bill has passed the legislature and is awaiting signature by the Governor.
³⁶ Ibid.

³⁷ Ramchand, R., Tanielian, T., Fisher, M. P., Vaughan, C. A., Trail, T. E., Batka, C.,.... Ghosh-Dastidar, B. (2014). *Hidden Heroes: America’s Military Caregivers*. Retrieved 6 March 2023, from RAND Corporation website: https://www.rand.org/pubs/research_reports/RR499.html

Center for American Progress
Center for Disability Rights
Center for Economic and Policy Research
Center for Law and Social Policy (CLASP)
Center for LGBTQ Economic Advancement & Research (CLEAR)
Center for Science in the Public Interest
Center for the Repair of Historic Harms of the Presbyterian Mission Agency, PC (USA)
Child Care Aware® of America
Children's Defense Fund
Coalition on Human Needs
Equal Rights Advocates
Family Equality
Family Values @ Work
Family Values @ Work Action
First Focus Campaign for Children
Futures Without Violence
Human Impact Partners
Human Rights Campaign
Institute for Women's Policy Research
Interfaith Center on Corporate Responsibility
International Brotherhood Of Teamsters (ibt)
Ipas
Jewish Women International
Justice for Migrant Women
League of Women Voters of the United States
Main Street Alliance
March of Dimes
MomsRising
Movement Advancement Project
National Alliance to End Sexual Violence
National Asian Pacific American Women's Forum (NAPAWF)
National Association of Councils on Developmental Disabilities
National Association of Social Workers
National Center for Lesbian Rights
National Coalition Against Domestic Violence
National Community Reinvestment Coalition
National Council of Jewish Women
National Education Association
National Employment Law Project
National Equality Action Team (NEAT)
National Immigration Law Center
National Institute for Workers' Rights
National Military Family Association (NMFA)
National Organization for Women
National Partnership for Women & Families
National WIC Association
National Women's Law Center
NETWORK Lobby for Catholic Social Justice
Oxfam America

Paid Leave for All
ParentsTogether
PFLAG National
Prosperity Now
Public Advocacy for Kids (PAK)
Restaurant Opportunities Centers United
Service Employees International Union (SEIU)
Shriver Center on Poverty Law
Sojourners
T'ruah: The Rabbinic Call for Human Rights
Teamsters
The Arc of the United States
The Collaborative
The Leadership Conference on Civil and Human Rights
The National Domestic Violence Hotline
The National Network to End Domestic Violence
Third Way
Trust for America's Health
UnidosUS
Union for Reform Judaism
United Church of Christ Justice and Witness Ministries
United Food and Commercial Workers International Union (UFCW)
United for Respect
UsAgainstAlzheimer's
USOW
Women of Reform Judaism
Workplace Fairness
Young Invincibles
YWCA USA

Alabama

AIDS Alabama

Arizona

United Food & Commercial Workers Local 99

California

BreastfeedLA
California Partnership to End Domestic Violence
California Work & Family Coalition
Community Health Councils
Golden State Opportunity
Legal Aid at Work

Colorado

Clayton Early Learning

Connecticut

Connecticut Women's Education and Legal Fund (CWEALF)

Delaware

Delaware Cares Coalition for Paid Leave

District of Columbia

Jacobs Institute of Women's Health, The George Washington University

Georgia

Parent to Parent of Georgia

Hawaii

Hawaii State AFL-CIO

Illinois

POWER-PAC IL

Women Employed

Indiana

AAUW Indiana

AAUW Indianapolis

AAUW Valparaiso

Greater Indianapolis Multifaith Alliance (GIMA)

Indiana Association of Area Agencies on Aging

Indiana Community Action Association

Indiana Community Action Poverty Institute

Indiana Public Health Association

League of Women Voters of Fort Wayne

Sisters of St. Francis

Kansas

Kansas Breastfeeding Coalition

Thrive Kansas

Maryland

Public Justice Center

Massachusetts

American Psychiatric Association Women's Caucus

Michigan

Michigan League for Public Policy

Missouri

Missouri Jobs with Justice

New Jersey

New Jersey Citizen Action

New Jersey Time to Care Coalition

New Mexico

Native Women Lead

New York

GLSEN

PepTalkHer

The New York Women's Foundation

North Carolina

North Carolina Justice Center

Ohio

The Women's Fund of Central Ohio

Pennsylvania

Children First PA

The National Resource Center on Domestic Violence

Women and Girls Foundation of Southwest PA

Women's Law Project

Rhode Island

Women's Fund of Rhode Island

South Carolina

Women's Rights and Empowerment Network

Texas

Every Texan

Washington

Economic Opportunity Institute