

Dear Hand in Hand Supporter,

This was the year Hand in Hand turned a corner. The organization celebrated its fifth birthday. We successfully went through our first major leadership transition. Our campaigning reached presidential heights (and ears)! We were featured in major national media outlets, such as [The Washington Post](#) and [The New York Times](#). And we stood with our movement friends—with the National Domestic Workers Alliance (NDWA), Black Lives Matter, and Caring Across Generations—as they continued to transform the national landscape around human dignity and care.

We did it with and thanks to you, the growing number of supporters, donors, and activists who are helping Hand in Hand reach more people, train more leaders, and make more impact.



Staff and leaders from Caring Across Generations, Fair Care Labs, Hand in Hand, and NDWA.

WHAT WE DID

We said goodbyes and hellos. Danielle Feris, the visionary leader behind employer organizing for over a decade, left her role as Founding Director, and we welcomed Ilana Berger, a long-time leader in building and supporting membership organizations for racial and economic justice. We couldn't have dreamed of two better leaders to take this organization from strength to strength to strength.

We innovated and broke new ground. We kicked off the Fair Care Pledge partnership with NDWA and Care.com in style with President Bill Clinton, who recognized it as “exemplary approach to addressing critical domestic challenges.” With our partners, we signed up over 16,000 employers to commit to Fair Pay, Clear Expectations, and Paid Time Off, with new and expanded resources to support them. And then to top it all off, President Obama gave the Pledge a shout out at the White House. Two presidents in one year.. not bad!

We held our first mentorship program for people with disabilities who are hiring home attendants for the first time. We brought employers, domestic workers and family caregivers together for the first dedicated storytelling workshop with the Moth Radio Hour Community Program. And we gathered researchers from East Coast to West to create a first-of-its-kind participatory research project to find out more about the challenges we face in ensuring everyone has the accessible and affordable care, services, and support they need.

We showed up with our allies. Hand in Hand held dedicated events with Black Lives Matter to highlight the connection between the fight for fair workplaces and the broader struggle for racial and economic justice. Our leaders continued to actively participate in the California Domestic Workers coalition as we collectively ready ourselves for the 2016 campaign to renew the California



Domestic Worker Bill of Rights. **We celebrated together.** We supported the next wave of bills of rights campaigns and toasted victories in Connecticut, Massachusetts, and Oregon. **And we didn't back down.** When corporate home care agencies attempted to block implementation of the Home Care Rule, which raises labor standards for domestic workers, we worked with Caring Across Generations to bring the case to the public's attention and press for implementation. The rule went into effect in October.



Hand in Hand's Nikki Brown-Booker with Ai-jen Poo and other movement leaders at the Justice for Homecare Tribunal.

We lived our values. As Hand in Hand leaders and staff grappled with illness and family care needs in their own lives, we maintained our commitment to building an organizational workplace we can be proud of, by developing ways for people to take the time they need to take care of the people they love. We strived to be the change we want to see in the world and we proved it can be done.

Of course, all of this adds up to building a more robust Hand in Hand that can keep doing more of what we do best. Here's a sneak peek at where we're going in 2016:

WHAT WE'LL DO NEXT

As the national conversation around economic inequality, work/life balance, and caregiving becomes one of the central topics of the 2016 presidential election, Hand in Hand plans on being right there:



Growing our communications and storytelling programs at the local and national levels.



Expanding our resources to give YOU the tools to organize My Home is Someone's Workplace workshops, hold Fair Care Pledge canvases, collect data for the affordability research project, or start a new project of your own imagining.



Providing more employers with more information and services to bring this all home.



Innovating and dreaming, with old partners and new, about how we make dignified and sustainable care accessible and affordable for EVERYONE while creating quality jobs.

We believe Hand in Hand, together with our partners, can make a big impact in the next five years, and we invite you to help us shape our future and to grow with us. Please consider becoming a monthly sustainer, or making an end-of-year donation to Hand in Hand and our friends at the National Domestic Workers Alliance, so we can all bring on more staff and support more leaders to do more around the country in 2016 and beyond. [Donate online](#) or by check to: Hand in Hand PO Box 144, 123 Seventh Avenue, Brooklyn NY 11215.

Thanks for everything you've done to make this year possible.

Gayle, Ilana, Lindsay, Linta, and the entire Hand in Hand team

A BIG thank you to all of our funders and donors who made 2015 possible, including:

AJ Aaron | ANDRUS FAMILY FUND | Alex Desautels | Barbara Naden | Barbara Schatz | Betsey McGee | Betty Kahn | THE CALIFORNIA ENDOWMENT | CARING ACROSS GENERATIONS' CARE FUND | Carinne Luck | Carla Wallace | Dylan Cook | Rabbi Ellen Lippmann | Elspeth Gilmore | Elizabeth Gilmore | Emily Stein | FORD FOUNDATION | Gayle Kirshenbaum | Holly Fetter | Ian Pajer-Rogers | Iris Brilliant | James Schaffer | Jessie Spector | Jim and Gretchen Sandler | Kathy Barry | Krista Lee Hanson and Burke Standsbury | Laura Wernick | LEFT TILT FUND | LINKED FATE FUND | Margot Seigle | Mark and Robin Seigle | Martha Easter-Wells | Mary Ford | Meg Coward and Sarah Schwartz-Sax | Melissa Fetter | Michael Gast | Michael Hirschorn | Midge Coward | MORNINGSTAR FOUNDATION | Naomi Sobel | National Domestic Workers Alliance | NORTH STAR-KINDLING FUND | Oliver Cannell | Patrisse Aaron | Paul Kivel | Phyllis Goldman | SAN FRANCISCO BOARD OF SUPERVISORS | Sara Sanderson | Scott and Mary Ruth Shenker | Susan Sandler | Yael Jacobson-Zieff | Zachary Smith