



**Toward A Just And Caring Future**

**CASE FOR SUPPORT**



# Letter from Our Executive Director

Earlier this year, Hand in Hand staff, our steering committee and members from across the country completed a strategic planning process to set our future direction. Despite the uncertainty of our times, we were all clear that Hand in Hand has a unique role to play in advancing a care agenda that centers justice and dignity.



What will a just and caring future mean for all of us? I asked some of our community and here is what they shared with me:

Gemma, from New York, who requires daily support to get into her wheelchair and ready for her day, will **have access to multiple home attendants who are all paid living wages and have benefits.**

Silvia, who immigrated to Seattle from Mexico, will **have paid time off as a house cleaner, to use when she or a loved one gets sick.**

Myra, from California, will be able to **afford support at home to lessen the pressure she feels as a sandwich generation caregiver**, taking care of her mom while also raising her daughter.

Every person in our community has a story like these. All of us deserve this future and I believe we will get there together. **Your financial support will make the difference.**

In community,

A handwritten signature in black ink, appearing to read 'Stacy Kono'.

Stacy Kono



New York supporter at a nursing home action, 2020.

# From a **BOLD VISION**

Ten years ago, New York employers of nannies, house cleaners and home care workers joined low-income Black and immigrant women of color domestic workers to pass the first Domestic Workers Bill of Rights in the country.

From this victory, a bold vision arose of domestic worker employers across the country mobilizing to contribute to a just and caring economy that starts in our homes and communities.

Today, Hand in Hand has become the only national organization harnessing the power of domestic employers and family caregivers to make sure that everyone receives the care and respect we need to live whole lives with dignity.

“

I can't imagine where our movement would be today without Hand in Hand. From winning Domestic Workers Bill of Rights campaigns state by state, to fighting to end family separation, together we have demanded fairness and equity for those who have historically been excluded from legal rights and protections.”

AI-JEN POO  
EXECUTIVE DIRECTOR,  
NATIONAL DOMESTIC  
WORKERS ALLIANCE

**We need your  
support to fulfill  
this vision.**



Member María Guillén supporting health and safety for domestic workers, 2021. Photo by Brooke Anderson.

## OUR FIRST TEN YEARS AND BEYOND



### 2010-PRESENT: WINNING DOMESTIC WORKERS BILLS OF RIGHTS.

After winning in New York, Hand in Hand organized employers to pass legislation in California in 2014. We proceeded to support campaigns in multiple states, most recently establishing policies in Seattle and Philadelphia.





# Our Goal:

## RAISE \$8 MILLION Over Five Years

Hand in Hand's work is about social transformation: confronting our country's legacy of slavery and combatting the systemic injustices that lead us toward individualism and isolation instead of interdependence. Domestic worker rights sit at a critical nexus point from which to address the old and build the new.

Hand in Hand is raising \$8 million over the next five years to build our capacity to ensure implementation of the laws that we have won and to **expand our organizing to demand family supporting wages and benefits for the 2.5 million domestic workers nationwide.**

We aim to serve as the leading resource for domestic employers to **create fair and safe working conditions in their homes.**

We seek to solve the growing crisis of affordable home care by expanding our wins for **long-term care led by workers, older adults and people with disabilities.**

## Join us.

► You can help us reach our goal by making a multi-year financial contribution, a legacy gift, or inviting others to join you in supporting.

Contact us at [justandcaringfuture@domesticemployers.org](mailto:justandcaringfuture@domesticemployers.org) to make a plan.



Philadelphia members and workers supporting local Domestic Workers Bill of Rights, 2019.

“Hand in Hand powerfully models interdependence, working across disability, race, class, gender, and age. We center the voices of those who are most impacted to be the ones to develop solutions to the problems we face and create a more just and humane society.”



NIKKI BROWN-BOOKER,  
CO-CHAIR OF THE  
NATIONAL STEERING  
COMMITTEE,  
AT HAND IN HAND AND  
INTERIM DIRECTOR  
WITH DISABILITY  
INCLUSION FUND

### 2016-18: SOLIDARITY WITH IMMIGRANT COMMUNITIES.

Hand in Hand members took direct action to defend immigrant communities targeted by the Trump Administration and launched more than 120 family-led “Playdate Protests” nationwide.



### 2018: \$2 MILLION FOR HOME CARE.

In coalition with other organizations, Hand in Hand won a model program to provide home care vouchers to lower and middle income seniors and people with disabilities in San Francisco.

## WHY NOW

“ [Infrastructure] is not only about roads and bridges... it's about care. ...We want to create an economy in which care is readily available for all those who need it. We want to ensure that caregivers are treated with dignity and respect.”



VICE-PRESIDENT  
KAMALA HARRIS  
AT THE CARE  
CAN'T WAIT  
SUMMIT



Among the unimaginable losses our country has experienced during the COVID pandemic, the loss of support in our homes exposed the critical role that domestic and care workers play in so many people's lives.

Our new Administration recognizes that care work is a part of our nation's infrastructure. That all families must be able to afford child care and homecare to participate in our economy. That investment in care work, by Black, immigrant and women of color, will fuel our economic recovery and national healing.

**Our movement has the opportunity now to advance our values of interdependence, equity and dignity. Now is the time to build our future.**



**2021: FAIR PAY FOR HOME CARE.** Through our New York Caring Majority campaign, we launched a powerful fight for \$4 billion to raise home care worker wages.

**2025: NATIONAL PROTECTIONS FOR ALL DOMESTIC WORKERS AND UNIVERSAL FAMILY CARE.** Hand in Hand will play a critical role in passing a national bill and in guaranteeing affordable home and childcare for every American.

# Hand in Hand FINANCIAL SNAPSHOT

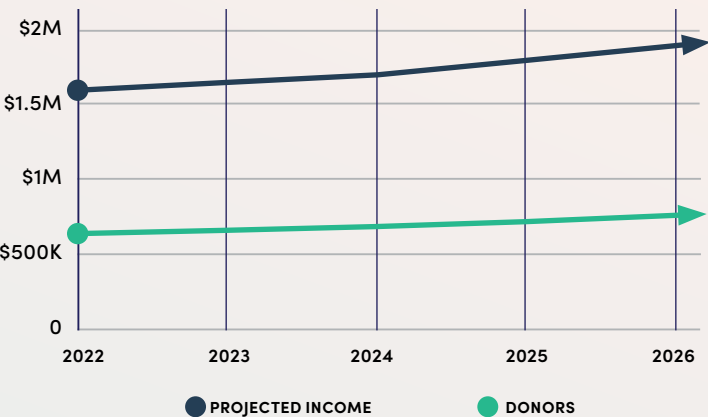
Over the last six years Hand in Hand has steadily expanded our budget, ensuring donors and members play a significant role in our financial sustainability.

	INCOME	DONORS
2016	\$305,472	\$167,899
2017	\$586,254	\$220,984
2018	\$529,894	\$243,174
2019	\$985,537	\$312,500
2020	\$1,159,136	\$372,923
2021	\$1,514,811	\$434,750

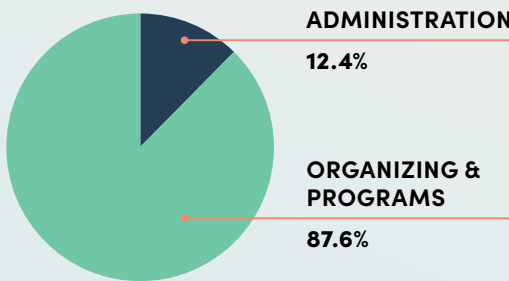
	PROJECTED INCOME	DONORS
2022	\$1,700,000	\$640,000
2023	\$1,700,000	\$660,000
2024	\$1,700,000	\$680,000
2025	\$1,800,000	\$720,000
2026	\$1,900,000	\$760,000

As we plan for growth over the next five years, we aim to maintain individual donor and member support to be at least 40% of our budget.

## PROJECTED INCOME and DONORS



## FY 2021 Expenses



**We recognize the powerful partnership and investment we receive from our institutional supporters in our last fiscal year, including:**

- |  |                                    |
|--|------------------------------------|
| Blue Shield of California Foundation                 | Metta Fund                         |
| California Alliance for Retired Americans            | National Domestic Workers Alliance |
| California Domestic Workers Coalition                | North Star Fund                    |
| California Foundation for Independent Living Centers | NoVo Foundation                    |
| Caring Across Generations                            | Ralph E. Ogden Foundation          |
| CDPAANYS   | SEIU Local 775                     |
| City of Seattle                                      | SEIU Local 2015                    |
| Elias Foundation                                     | Showing Up for Racial Justice      |
| Ford Foundation                                      | The California Endowment           |
| James and Gretchen Sandler Philanthropic Fund        | The San Francisco Foundation       |
| Jews for Racial and Economic Justice                 | Tides Center Fair Work Initiative  |
|  | United Domestic Workers of America |
|  | Women's Foundation of California   |

- **Organizing & Programs, 1.3 M.** The bulk of our expenses are allocated to organizing, with a skilled staff, strong membership and bold campaigns.
- **Administration, \$184,000.** We keep our administrative overhead to a minimum.



**HAND IN HAND**  
THE DOMESTIC  
EMPLOYERS NETWORK

**National Office:** 45 Broadway, Suite 320, New York, NY 10006  
[www.domesticemployers.org/justandcaringfuture](http://www.domesticemployers.org/justandcaringfuture)  
[justandcaringfuture@domesticemployers.org](mailto:justandcaringfuture@domesticemployers.org)  
 Fiscally sponsored project of Bend the Arc: A Jewish Partnership for Justice