

# Now is Our Time



**HAND IN HAND**  
THE DOMESTIC  
EMPLOYERS NETWORK

**Hand in Hand** organizes domestic employers to join the movement for a just care system, including equity and dignity for domestic workers and access to home- and community-based services for families, older adults, and people with disabilities.

Hand in Hand is the only national organization focused on mobilizing employers of nannies, house cleaners, and home care workers to win policy to bring rights and respect to our care sector. We believe that the kind of change we seek is only possible by engaging in multiple strategies and centering the voices of communities most impacted by injustice.

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*Image descriptions: People mobilizing to win Fair Pay for Home Care (2023), Home and Community Based Services investment (2021), the Philadelphia Domestic Workers Bill of Rights (2019), and the Washington DC Domestic Workers Bill of Rights (2022).*

# Problems that Affect Us All. Solutions We Can All Be Part Of.

Millions of people in the United States work with domestic workers who keep our children safe, support aging and disabled loved ones, and clean our homes. Nannies, house cleaners, home care workers, and attendants bring order to our households and dignity and support to our lives. But they are three times more likely to live below the poverty line, and in most states, they lack protections and rights afforded to other workers. Domestic workers are mostly women, disproportionately women of color and immigrants, and their work is often unseen and unrecognized – an erasure rooted in the legacy of slavery.

Those of us who employ domestic workers are also rarely understood as a distinct identity group. We are parents who hire nannies or join a nanny share. We are people with disabilities and older adults who rely on paid caregivers for support with bathing, dressing, cooking, and other essential tasks. We are professionals who, while working outside the home, pay someone to come over to scrub the bathrooms and kitchen. It takes time to even understand ourselves as employers because our culture treats this work as informal. However, we have a role to play in ending the exclusion of domestic workers from labor rights and protections.

Today, we are all facing a care crisis – a growing demand for home and community-based services and a shortage of people available to do this work, because it often pays too little and is unsustainable. Both domestic workers and employers deserve dignity. We can solve the care crisis together.

**8,000**  
people in 36 states trained  
to create a positive and  
mutually beneficial working  
relationship with workers  
employed in the home.

Digital resources accessed  
**26,000**  
times by employers  
(2023).

## What We've Done Already

For 15 years, Hand in Hand has worked to create a care system that treats domestic workers with respect and ensures access to affordable home care.

### Hand in Hand has:

Mobilized employers to support and win **Domestic Workers Bills of Rights** in California, Massachusetts, Connecticut, Illinois, New Jersey, Virginia, Seattle, WA, Philadelphia, PA, and Washington, DC

Created a national education initiative, **My Home Is Someone's Workplace**, and partnered with the localities of Los Angeles, New York City, San Francisco, Seattle, and Washington DC and the states of California and Connecticut to educate domestic employers through virtual and in-person workshops, videos, and online resources

Organized domestic employers to engage more deeply in social justice movements, from creating the **Sanctuary Homes campaign** in support of immigrant domestic workers' rights to the **I Care, I Vote campaign**, which gets domestic employers civically engaged to support childcare, home care, paid family leave, and domestic workers' rights at the polls

Won a historic **\$7.4 billion investment in home care workers** in 2022 through our **New York Caring Majority coalition** leadership

Organized alongside domestic workers to garner a **\$35 million budget allocation** for domestic worker and employer outreach and education in California in 2023

# The Next Decade

Over the past twenty years, the domestic worker and care movements have made significant strides in advancing policy change for domestic workers and fostering broader culture changes to make visible the powerful work of immigrants and women of color.

As the U.S. population ages and lives longer, we need to ensure that everyone can afford and access the care we need. People with disabilities demand options for independent living. Family caregivers need support to care for loved ones.

Domestic worker jobs will not be automated, and must be sustainable.

## In the next decade, we can

- Win a national Domestic Workers Bill of Rights and expand local and state protections across the country
- Win long-overdue federal investments in home and community-based care
- Enact strong and effective policies to protect domestic workers in regional hubs
- Engage in mass education and outreach to shift norms and perceptions about the value of domestic work, the responsibilities and practices of domestic employers, and the need for public investment in care

▼ *Image description: Black woman with a Families Belong Together sign (2018).*



- To do this, we need to expand and strengthen our base of employers and care stakeholders, continuing to organize domestic employers in partnership with domestic workers.

Our multiracial country will need to continue to reckon with and heal the wounds of racism and oppression to value every worker and every voice, to make sure we all get the care and support we need.

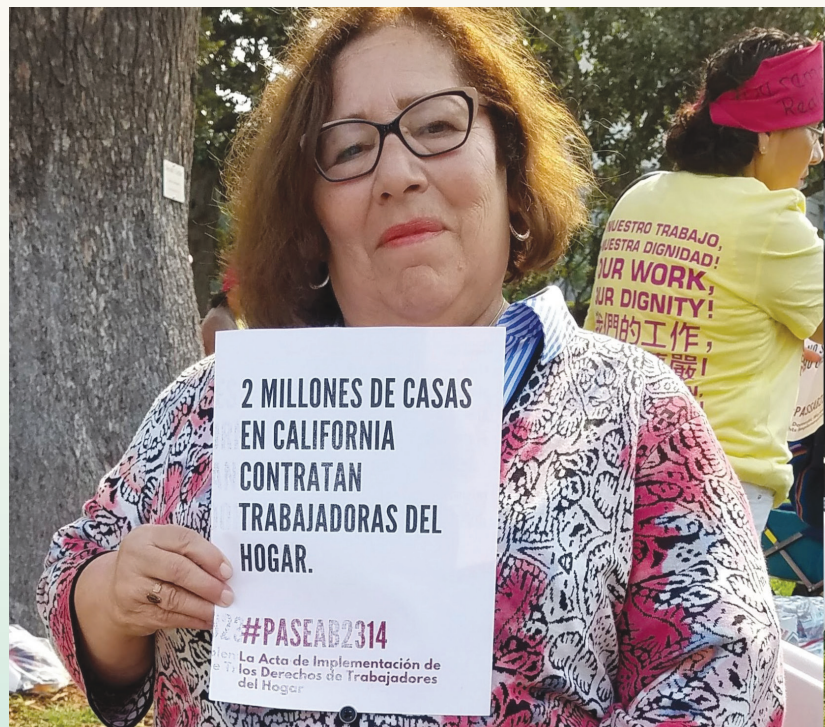
## Our goal is to raise \$15 million over the next five years.

- To expand our capacity to win policy change
- To shift the practices of domestic employers toward equity and fairness
- To be strong partners to domestic worker organizations, the public sector, and unions

## Our Strategy

- ORGANIZING
- MASS EDUCATION & OUTREACH
- NARRATIVE CHANGE

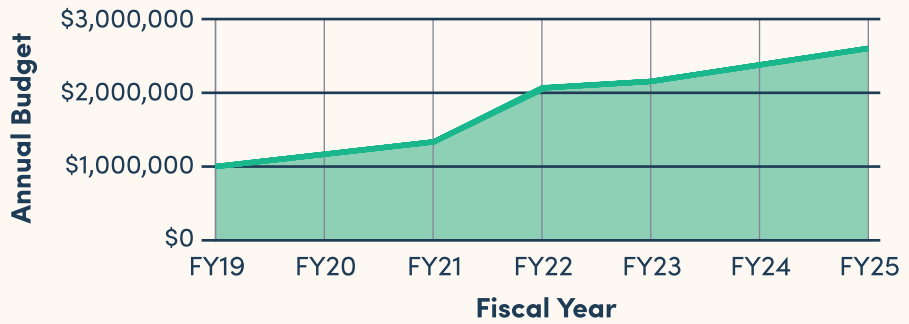
▼ *Image description: Latina holding a sign in Spanish: 2 million households employ domestic workers (2023).*



# Our Donors and Members

Hand in Hand works in the tradition of community organizing, which brings together individuals to take courageous collective action for meaningful change in their communities. Our model is rooted in solidarity – organizing communities across differences of power and experience. We are building a bigger we.

Over the last fifteen years, Hand in Hand has diversified our income to build connections with new constituencies and ensure our financial stability in uncertain times.



# Join us.

Our members and donors contribute both time and money. They sign petitions, share their personal stories, talk to legislators, share information with their friends and families, facilitate domestic employer trainings, and follow the guidance we offer to domestic employers to create equitable and safe conditions in the home as a workplace.

For our 15th Anniversary, Hand in Hand has set the goal to raise \$15 million to build a just and equitable care economy for workers and employers alike.

PURPOSE	2025	FIVE YEAR GOAL 2025-2029
To advance worker protections and public investment in care	\$1,700,000	\$10,000,000
To make fair employment practices in the home the norm	\$400,000	\$2,500,000
To raise the resources needed to build a sustainable and impactful team	\$150,000	\$1,000,000
To maintain the systems and infrastructure.	\$300,000	\$1,500,000
	<b>\$2,550,000</b>	<b>\$15,000,000</b>

# How to Get Involved

You can help us reach our goals by making a financial contribution, leaving a legacy gift, or inviting others to join you in supporting Hand in Hand. If you're not already, we invite you to become an active member and join the movement. Contact us at [15thanniversary@domesticemployers.org](mailto:15thanniversary@domesticemployers.org)

To make a donation, scan the QR code on the right.



Hand in Hand: The Domestic Employers Network, is a fiscally sponsored project of Bend the Arc: A Jewish Partnership for Justice.

<http://www.domesticemployers.org> | [info@domesticemployers.org](mailto:info@domesticemployers.org)