



▲ Image description: Group of people, standing and seated in wheelchairs holding signs that say FairPay for Home Care and raising fists

Together We Will Win: Disability & Worker Justice



HAND IN HAND
THE DOMESTIC
EMPLOYERS NETWORK

Organizing domestic employers to join the movement for a just care system, with equity and dignity for domestic workers and access to support at home for people with disabilities and older adults.

Hand in Hand: The Domestic Employers Network (HIH) is the only national organization dedicated to **mobilizing domestic employers to work alongside domestic workers to advocate for a just and caring economy that benefits everyone.** We work to ensure that domestic workers are treated with fairness and respect while also ensuring that people with disabilities, including older adults, have access to high-quality, affordable home and community-based services.

The Problem

Systemic ableism, or discrimination against people with disabilities through policies, regulations, and practices, has long excluded and pathologized people who have developmental, behavioral, physical or sensory disabilities. The legacy of forced institutionalization of disabled people is rooted in dehumanization that seeks to isolate or attempt to “fix” them over creating access, equal opportunity, and ensuring full participation. Today, while much progress has been made to provide disabled communities with support needed to live in their homes and communities, advocacy for programs and funding to expand long term supports and services continues to be necessary and should be led by impacted communities.

Personal attendants and domestic workers are the backbone of our care infrastructure, providing essential services that enable many people with disabilities to defy these ableist systems. Yet, despite their vital

role in our economy and future, domestic workers are three times more likely to live in poverty than other occupations (**EPI**). Furthermore, most domestic workers, a majority women of color workforce, remain excluded from federal health, safety, and anti-discrimination protections. A staggering 90% of domestic workers do not have employer-provided retirement, and 80% do not receive employer-sponsored health insurance coverage. These substandard conditions affect worker retention, leaving low and middle income care consumers without the support they need.

As the population of older adults and people with disabilities grows, the demand for support only increases, outpacing the workforce. The average age of Americans is rising and one out of every two Americans is expected to need some kind of long-term care in their lives.¹ **Domestic workers and disabled employers have a shared stake in transforming our care system to ensure adequate investment in home and community based services to create family sustaining jobs for workers.**



◀ *Image description: Black-Filipina woman, smiling, wearing a green shirt and blue jacket in a wheelchair.*

“I have had a disability all my life, and I rely on personal attendants for support with getting ready for my day. Ending the racist exclusion of domestic workers from labor protections not only benefits workers, but also benefits employers by providing us with clear guidance to support workers in our homes and, on a societal level, creates good jobs for the needed workforce!”

— Nikki Brown-Booker

¹ <https://www.cnn.com/2023/09/16/business/aging-population-insurance-costs/index.html>

Image description: White woman in a wheelchair holding a sign, "Domestic Employers in Solidarity!" at an outdoor rally.



Our Work

Hand in Hand organizes domestic employers, including people with disabilities who hire personal care attendants, to work in partnership with domestic workers to advance equity and dignity for workers and employers alike.

We approach our work in the following ways:

Policy change: Our systems change work supports the leadership of disabled employers to advocate for policy solutions. Since our founding, our disabled members have educated lawmakers about the need to end the exclusion of workers from labor protections through Domestic Workers Bills of Rights. In New York, disabled employers worked alongside family caregivers and workers through the Fair Pay for Home Care campaign to win a \$7.4 billion investment in wages and home care for older adults and people with disabilities in 2022. In California, Hand in Hand disabled employers protected In-Home Supportive Services for undocumented, disabled consumers in solidarity with workers in 2024.

Education: We equip domestic employers with the knowledge and resources needed to foster equitable and safe working relationships. Our trainings focus on fair hiring practices, wages, time off, and transparent work agreements and how racism, exclusion, and sexism have shaped the industry and sometimes, our working relationships. To build mutual understanding, we also have led anti-ableism training to workers at unions and worker coalitions in California and Washington.

Shifting narratives: Weaved throughout our education and organizing for systems change, Hand in Hand amplifies the stories of care stakeholders to demand public investment in home and community-based services and family-sustaining jobs for care workers. In 2021, we held a storytelling fellowship program for 20 caregivers, care consumers, and workers, including people with disabilities, to craft their personal stories. The cohort shared their stories with the media, lawmakers and government agencies to advocate for increased public investment in care.

Success for Hand in Hand means creating a care system where people with disabilities play a central role in shaping solutions and where workers' leadership is crucial. We aim to build a base of employers committed to social justice, win policies that advance domestic worker rights, and lift up the importance of disability justice in our victories. By centering the experiences of people with disabilities, we are building a more just and inclusive care infrastructure.

Join Us

Philanthropy has a critical role to play in advancing disability leadership in our movements. Only 1 cent of every 10 philanthropic dollars goes to disability causes, even though 1 in 4 Americans has a disability.² By directing more resources toward organizations like Hand in Hand, philanthropy can help address this disparity and ensure that the voices and needs of people with disabilities are adequately represented and supported.

Our budget for fiscal year 2025 is \$2.6 million. With adequate funding, we can expand our outreach to other regions and develop the capacity to ensure that all of our base, including people with disabilities take leadership in our advocacy efforts. Your support is vital to building power, advocating for policy changes, and creating a care infrastructure that works for everyone.

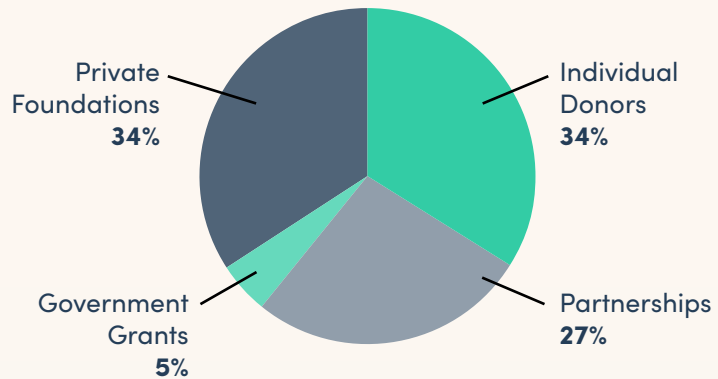
² <https://disabilityphilanthropy.org>

2024 Institutional Funders

- California Domestic Workers Coalition
- Care for All with Respect and Equity (CARE) Fund
- Caring Across Generations
- City of Seattle Office of Labor Standards
- Fair Work Leadership Fund
- Ford Foundation
- From Now On Fund
- Metta Fund
- Meyer Foundation
- National Domestic Workers Alliance
- NYC Council Discretionary Fund
- W.K. Kellogg Foundation

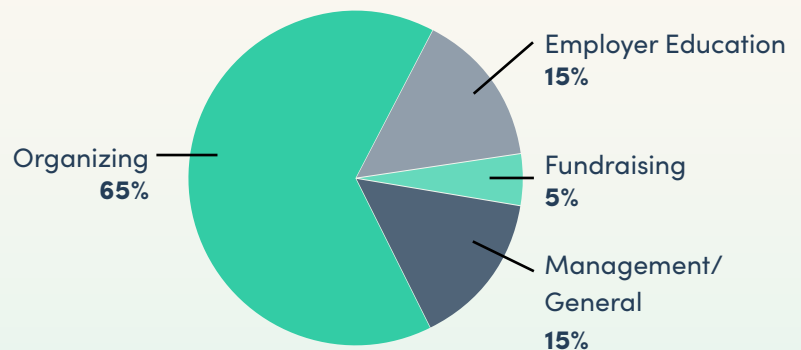
FY2025 Source of Funds

REVENUE TYPE	AMOUNT
Private Foundations	\$ 888,292
Partnerships	\$ 701,523
Government Grants	\$ 145,000
Individual Donors	\$ 883,675
Total	\$ 2,618,490



FY2025 Use of Funds

REVENUE TYPE	AMOUNT
Organizing	\$ 1,682,520
Employer Education	\$ 390,000
Fundraising	\$ 140,772
Management/General	\$ 405,198
Total	\$2,618,490



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

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