

2025 Impact Report



HAND IN HAND
THE DOMESTIC
EMPLOYERS NETWORK

Your support made measurable change possible for domestic workers, employers, and families across the country.

This report highlights how your investment translates into education, organizing, policy progress, and stronger care workplaces in 2026.

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 people whose homes are workplaces to 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 centering the voices of communities most impacted by injustice.

Problems That We Face

Domestic workers are predominantly immigrant women and women of color and are among the most excluded from labor protections in the United States. In 2025, many were terrorized by unbridled and escalating attacks on immigrant communities, and impacted by cuts to social programs and threats to public policies, such as home care overtime protections.

There are over 21 million domestic employers in the US including families who employ childcare workers to care for their children while they work outside the home and people with disabilities and older adults who receive in-home support to live independently. With 17.5% of Americans now age 65 or older, the demand for home care is growing. Nearly 9 out of 10 seniors prefer to age in place — choosing the comfort and independence of home over institutional care.

Low wages, lack of protections, and anti-immigrant policies create workforce shortages and high turnover rates at a time when caregivers are needed most. This instability threatens the lives and livelihoods of families across the country. Furthermore, limited guidance for employers contributes to lower quality of care and jobs. Our work addresses these gaps through education, organizing, and policy change.



Image descriptions: Smiling supporters stand together to advocate for safe, healthy working conditions for domestic workers in California. Hand in Hand members and staff hold organization T-shirts during a gathering, smiling together in support of domestic workers in Washington.

2025 Impact at a Glance

“Hand in Hand gave me the knowledge and confidence to be a fair, responsible employer—and showed me what solidarity with domestic workers can look like in practice.” – Elana K. Dean, Hand in Hand Member

Because of your support:

- Employers accessed practical tools to create fair, stable jobs
- Workers gained clearer protections and stronger workplace standards
- Communities advanced local and state policy efforts
- The care economy narrative continues to shift towards greater equity and accountability
- A Domestic Workers Bill of Rights (HB 2355 / SB 6053) was signed into state law in Washington



We helped advance nine policies across the country that raised labor standards for domestic workers and strengthened long-term care systems — advocacy for domestic workers rights in New Jersey, Washington DC and Washington state, and budget defense for in-home supportive services in California.

145
Leaders Trained



In 2025, we trained 145 employers to share their story with the press, educate lawmakers, conduct community outreach, and lead workshops to organize other employers to support domestic workers and immigrant communities. Fifty percent identified as BIPOC, people with disabilities, and/or adults over 65.

153
Events Held



Across every region, organizers hosted 153 in-person, virtual, and hybrid events, ensuring participation and action!

Image description: CA members holding a banner advocating for domestic workers.



Exceeding our Goals



Across CA, NY, NJ, MA, WA, and DC, 132,764 people accessed employer education through our website, social media, and digital outreach in 2025.

2,539 employers trained through webinars and in-person sessions

1.4 million social media impressions across platforms in 2025

Our impact centers immigrant workers, people with disabilities, older adults, and families who rely on care to live and work with dignity.

Our Focus in 2026 and Beyond

Hand in Hand is focused on strengthening care systems that support long-term services and supports (LTSS), protect immigrant domestic workers, and ensure families can access stable and affordable care.

In 2026, Hand in Hand will continue to deepen the impact of our work and strengthen this movement. In the year ahead, your support will help us advance these priorities:

- **ADVOCATE** for policy change at the state and local levels to raise the standards of domestic work, protect immigrant domestic workers and their families, and defend investment in home and community based services.
- **PROVIDE RESOURCES AND TRAINING** to 5,000 employers in California, Massachusetts, New Jersey, New York, Washington, and Washington DC that encourage them to adopt fair employment practices.
- **AMPLIFY THE STORIES** of domestic workers and employers to change the narrative about domestic employment and highlight its essential role in our communities.



Image descriptions: Community members stand together at a rally supporting immigrant domestic workers during May Day in New York. Volunteers host a neighborhood outreach table sharing information about supporting immigrant domestic workers in California.

Join Us and Support this Work

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.**

Your contribution sustains employer education, organizing, and policy advocacy that strengthens care systems for immigrant domestic workers, people with disabilities, older adults, and families.

Ways To Give:

There are many ways to support our work and help expand our movement. Explore the options below to make a financial contribution.

Give Online

Make a one-time or recurring gift through our online donation page.

You can also scan the QR code to the right to contribute.



Donor-Advised Funds (DAF)

Hand in Hand welcomes gifts through Donor-Advised Funds (DAF). If your DAF provider does not share donor details with us, please contact development@domesticemployers.org so we can confirm receipt and properly thank you for your support.

Other Ways to Give

We welcome contributions made via **wire or ACH transfer**. For instructions and next steps, please email development@domesticemployers.org

Legacy and leadership gifts play a vital role in sustaining Hand in Hand's work and expanding our impact. If you are interested in exploring a planned gift or making a significant contribution, we invite you to contact development@domesticemployers.org to learn more.

Stock gifts are a powerful way to support our work. Please contact development@domesticemployers.org for instructions on making a stock donation.

Invite Others to Join

Another powerful way to support our work is by encouraging others in your network to get involved and contribute to Hand's mission.

Contact development@domesticemployers.org for more ways to get others involved.



Image description: Members celebrate Hand in Hand's 15th anniversary in New York.



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