

# Democratic Women's Caucus

## AN EXECUTIVE ACTION AGENDA THAT WORKS FOR WOMEN

### A Care Economy that Works for All Women.

The American economy will reach its full potential when it works for all women and families. Women need support to manage caregiving and work. Investing in child care and pre-K, senior, disability and home and community-based care, providing paid sick, safe and family and medical leave, and a pathway to a union if care workers so choose, will unleash new opportunities for women and spur economic growth. We must reform our care economy so all women can thrive.

#### Delivering Quality, Affordable Child Care

- Continue to champion efforts to fund the Child Care Stabilization Grants to reverse the devastating impacts of the child care funding cliff.
- Appoint a Caregiving Czar to coordinate a whole-of-government response to the caregiving crisis and to support care workers.
- Issue guidance encouraging states not to require parents to comply with child care support enforcement as a condition of eligibility for child care assistance under CCDBG and any other new child care programs.
- Finalize proposed rules and direct federal agencies to implement accountability standards for recipients of federal funds that support care work, including but not limited to grant recipients under the *Child Care and Development Block Grant Act* and the *Head Start Act*.
- Expand and improve access to child care during nontraditional work hours and culturally responsive care for communities of color and migrant families, including by providing financial assistance and technical assistance to family, friend, and neighbor caregivers to improve their access to resources.
- Provide guidance for families who don't qualify for assistance under CCDBG on accessing care and programs to fulfill their child care needs and ensure this guidance is available in multiple languages and is culturally responsive.
- Direct the Department of Agriculture (USDA) to reduce paperwork requirements by extending virtual monitoring waivers and allow for virtual visits of family child care homes participating in Child and Adult Care Food Program (CACFP), and to continue and explore increasing the reimbursement of the CACFP in line with the provisions of the *Early Childhood Nutrition Improvement Act*.
- Direct HHS to improve language access compliance standards and reporting in early childhood programs, including the Child Care Development Fund and the Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program.
- Enforce the finalized rule, "Improving Child Care Access, Affordability, and Stability in the Child Care and Development Fund," that implements aspects of the *Child Care for Working Families Act*, including requiring Child Care and Development Block Grant (CCDBG) subsidy levels based on enrollment rather than attendance, ensuring subsidy reimbursements match the true cost of care; increasing the job

search period, and identifying whether workers paid through the CCDBG are being paid a living wage for their region – helping to promote fair wages for child care providers.

- Ensure equitable implementation of the Executive Order on Increasing Access to High-Quality Care and Supporting Caregivers.
- Ensure there is equitable implementation of the Department of Commerce’s child care guidance for companies seeking funds through the *CHIPS and Science Act*.
- Ensure the Department of Veterans Affairs’ (VA) child care program is implemented rapidly and that Department of Defense (DoD) child care programs are continually expanded both on and off-base to serve the needs of military families.

### **Delivering Quality, Affordable Home and Community Based Services (HCBS)**

- Continue to expand and improve access to home and community-based services, including via Medicare, Medicaid and the *Older Americans Act*, to ensure that women and families get the support they need as caregivers and receive the care they need to age in their preferred setting. This includes working to ensure the implementation of provisions outlined in Executive Order 14095.

### **Providing Paid Leave**

- Issue an executive order requiring federal contractors to provide their employees with 12 weeks paid family and medical leave, including safe leave while keeping in mind the needs of small businesses.
- Work with Congress to expand paid leave for federal employees to include 12 weeks of paid family caregiving and medical leave, in addition to the existing 12 weeks of paid parental leave.
- Continue to issue grants to states to explore creating a state paid family and medical leave program, and issue grants to states to evaluate their paid and safe leave programs through the Department of Labor (DOL) Women’s Bureaus and the DOL Chief Evaluation Office.
- Pilot opportunities for cross-agency collaboration on paid leave, safe leave, and family and medical leave (FMLA).
- Direct the Department of Health and Human Services (HHS) to partner with DOL and state agencies to create an automated “Know Your Paid Leave Rights” process for workers who have a life-changing event captured by the health insurance marketplace.
- Enforce Executive Order 13706, requiring federal contractors to provide their employees with paid sick days.

### **Supporting the Caregiving Workforce**

- Direct DOL to work with the Administration for Community Living to continue conducting research on the caregiving sector to improve career pathways and development, identify national training standards and registered apprenticeship opportunities, develop credentials for workers to meet the growing demand for caregivers, improve wages, enhance benefits, increase staffing diversity, and improve working conditions across the industry.
- Finalize Public Service Loan Forgiveness (PSLF) regulations to ensure that *all* family child care providers and other self-employed caregivers are considered eligible for forgiveness through the program and that forgiveness is retroactive to the inception of the program.
- Continue to support opportunities that promote fair wages for child care providers that cover the cost of quality child care, ensure fair wages, and can be used to attract new providers to this important sector.

- Ensure care workers who provide in-home health, senior, disability, and child care - the majority of whom are women of color and disproportionately live in or near poverty - receive family sustaining wages, benefits, and worker protections that are commensurate with their work.
- Ensure that child care and home care workers have a pathway to a union, through rulemaking, guidance, and other agency action, and include care workers and their unions in decisions about implementation of policies that impact wages, benefits, and conditions of care work.
- Ensure the Small Business Administration (SBA) creates and advertises guidance on starting and operating a local care business and explore entrepreneurial development programming opportunities to assist care business owners in scaling their businesses and for entrepreneurs to start their businesses so more families can access high quality care.

## **Equal Opportunities for All Women.**

Women and girls deserve a fair chance at success. We must achieve pay equity, end occupational segregation, increase the share of women in leadership roles, and ensure women can excel in business, sports, military service, the trades, STEM, and any profession they choose to enter. We are also committed to ensuring that women veterans have the same opportunities and care that men do and that all women have security in retirement.

### **Closing the Gender Wage Gap**

- Reinstitute the White House Equal Pay Task Force to coordinate efforts to achieve paycheck fairness.
- Ensure the Equal Employment Opportunity Commission (EEOC) and Office of Federal Contract Compliance Programs (OFCCP) collect compensation data by gender, age, race, ethnicity, and ability, and publish wage gap information by industry and locality.

### **Supporting Women in the Workforce**

- Direct DOL to designate domestic work, a sector that is majority women, as a priority industry to implement complaint-driven and proactive strategic wage and hour enforcement.
- Reform the retirement benefits system to account for unpaid labor by caregivers which has historically negatively impacted women's retirement income.
- Take steps to promote fair work schedules that ensure working people have input, predictability, and access to adequate hours—including by launching research initiatives and leveraging infrastructure dollars to encourage employers to improve work scheduling practices.
- Create workplace safety guidance tailored to private homes for domestic workers. These recommendations should include effective strategies to conduct health and safety enforcement that address concerns of both employer and worker communities.
- Finalize the proposed rule to restore and extend overtime protections to 3.6 million salaried workers to ensure workers are paid fairly for their overtime work to reflect the cost of living.
- Direct DOL to recognize mental health as a type of health for purposes of enforcing health and safety in the workplace.
- Ensure jobs and funding opportunities created through the *Infrastructure Investment and Jobs Act*, the *Inflation Reduction Act* and the *CHIPS and Science Act* are equitably distributed to women, particularly women of color and women with disabilities.
- Continue to appoint women to leadership positions within the Administration.

## **Addressing Workplace Discrimination and Harassment**

- Issue an executive order to strengthen protections against workplace discrimination by federal contractors by prohibiting the use of mandatory arbitration and forced nondisclosure agreements for employment and labor law violations.
- Direct the Department of Defense (DoD) to ensure all issued gear and equipment is designed to protect women in combat and that all DoD mission policies are up to date to accommodate women servicemembers.
- Publicly recognize and acknowledge that women who take career breaks often face biases and discrimination when trying to re-enter the workforce and direct relevant agencies to review its procedures, policies, and rules to identify new ways to provide meaningful returnship opportunities, particularly for women.
- Direct the Department of Justice, Department of Labor, and the Consumer Financial Protection Bureau to engage in public awareness campaigns to ensure people know their rights regarding forced arbitration clauses, and pre-dispute non-disclosure agreements (NDAs) regarding sexual harassment and assault claims.
- Enforce the finalized rule prohibiting reliance on salary history in pay setting for federal employees and end reliance on salary history in pay setting for federal contractors.
- Implement the Blueprint for an AI Bill of Rights to protect women and marginalized communities from the harm that can be caused by automated management and artificial intelligence.
- Ensure equitable enforcement of the *Pregnant Workers Fairness Act* and the *PUMP for Nursing Mothers Act*.

## **Support Women Entrepreneurs and Small Business Owners**

- Restart the Interagency Committee on Women's Business Enterprise to support women entrepreneurs through a whole-of-government approach.
- Ensure the Women-Owned Small Business (WOSB) Federal Contract program is accessible for all women small business owners, especially women of color.
- Explore more ways to ensure the government-wide contracting goal of 5% to women-owned small businesses is not only met but exceeded.
- Continue to invest and expand the Women's Business Center program through the SBA so women entrepreneurs can access resources to help start and sustain their businesses.

## **Safe and Affordable Housing**

- Release guidance concerning the use of arrest and criminal records in housing applications, nuisance ordinances and fair housing, and the permissible use of HUD-assisted housing for home-based child care services.
- Collaborate across Department of Housing and Urban Development (HUD), the Census Bureau, and other agencies to track evictions—both legal and illegal—and their causes.
- Explore additional and alternative funding sources for the national Housing Trust Fund and incentivize the use of funds to create more accessible housing units to address one of the biggest housing supply gaps so more women can become homeowners.
- Enhance investigations and oversight to enforce fair housing rules and bring actions when necessary to address discriminatory housing and lending practices, including more systemic enforcement actions.

- Ensure HUD releases a strong Affirmatively Furthering Fair Housing (AFFH) final rule that includes robust engagement with impacted people in the local AFFH process, including women, and that requires jurisdictions receiving funds to analyze barriers to fair housing for protected classes and perform robust fair housing planning, which should include proactive plans to address discriminatory housing, land use, zoning, and development policies.

## **Health Care that Works for All Women.**

Women need trust, respect, and support from the health care system to have agency over their own health care decisions—without worrying about cost, legal, or political restrictions on access. We must protect abortion care, ensure access to pre-natal and post-natal care, end the maternal mortality crisis, safeguard access to contraception, and ensure that full preventive and comprehensive health care is inclusive, equitable, accessible, and affordable across the lifespan, including prescription drugs and mental health care.

### **Restoring Abortion Rights and Protecting Access to Abortion Care**

- Swiftly implement the Department of Health and Human Services' plan to educate all patients about their rights to access emergency abortion care and providers on their obligations to provide emergency abortion care required under the Emergency Medical Treatment and Labor Act (EMTALA) and ensure hospitals meet their obligations under federal law.
- Revoke Executive Order 13535, which perpetuates the harmful Hyde Amendment and reinforces burdensome requirements on private insurers offering abortion coverage on the health care exchange.
- Direct all federal agencies to protect and expand access to abortion, where legally permissible, including by ensuring the Department of Defense and Department of Veterans Affairs continue following directives to provide access to abortion care.
- Withdraw federal advertising for anti-abortion centers by updating the Centers for Disease Control and Prevention's (CDC's) National Prevention Information Network database to properly vet self-reported information and remove organizations that do not meet the inclusion criteria through the Temporary Assistance for Needy Families (TANF) program and otherwise.
- Protect the privacy and safety of consumers' health and health-related information, including by preventing the sales of patient information to target people who have visited reproductive health clinics and by finalizing the HIPAA privacy rule protections regarding reproductive health data.
- Ensure federal resources will not be used in any surveillance, investigation, or prosecution of those who seek, provide, or assist in abortion care or other reproductive health care services, and further protect women accessing essential health care.
- Continue to protect access to mifepristone in the face of specious court challenges by anti-abortion activists.

### **Expanding Access to Contraception and Family Planning Services**

- Enforce the ACA contraceptive coverage requirement by taking action against insurance companies and pharmacy benefit managers that continue to illegally delay, reject, or require cost-sharing of contraceptive products, and/or lack a transparent exceptions process.
- Complete rulemaking requiring coverage without cost sharing of over-the-counter contraceptive products with or without a prescription and take steps to ensure over-the-counter contraception is accessible to everyone.

- Direct the Office of Personnel Management to require Federal Employee Health Benefits (FEHB) plans to implement the standard outlined in the January 22, 2024, FAQ to cover every contraceptive product without a therapeutic equivalent.
- Employ all levers of the federal government's authorities and powers to ensure equitable access to contraception, including urgent implementation of the Executive Order on Strengthening Access to Affordable, High-Quality Contraception and Family Planning Services.
- Ensure that people without health insurance and/or those who face systemic barriers can access the full range of contraceptives through other avenues (e.g., Indian Health Service, Title X, School Based Health Centers, and Federally Qualified Health Centers).
- Enforce Medicaid's free choice of provider protections in all states to ensure that Medicaid beneficiaries can seek care from the family planning provider of their choice.
- Enforce the right of access to the full range of FDA-approved contraceptives and accurate information about contraceptives in federal law.

### **Addressing the Maternal Mortality Crisis**

- Issue guidance through HHS outlining the value and process of delivering high-quality, culturally, and linguistically appropriate maternal health care through professionally, racially, ethnically, and linguistically diverse care teams, including midwives, doulas, and other perinatal support professionals.
- Launch an initiative within the HHS Office of Climate Change and Health Equity to focus on protecting moms and babies against maternal and infant health risks associated with extreme heat, air pollution, and other climate change-related risks.
- Create a comprehensive doula and midwife initiative plan to expand the doula and midwife workforce.
- Implement a national strategy to increase the number and diversity of qualified maternal health providers to address maternal health care deserts in both rural and urban settings.
- Fully implement the President's Maternal Health Blueprint and update the plan annually to ensure there is a whole-of-government effort to combat the worsening maternal health crisis, including addressing maternal mortality and morbidity among Black and Indigenous women.
- Ensure grant funding allocations for maternal health programs under HHS agencies are distributed equitably to areas with the most significant need and made accessible to community-based organizations working to advance maternal health equity.

### **Delivering Quality, Affordable Health Care**

- Address the millions of Americans losing health care coverage through Medicaid redetermination. Specific actions may include requiring states to immediately pause procedural Medicaid disenrollment, increasing investigations into states with high rates of procedural terminations and issuing corrective action plans, publicizing timely data on Medicaid re-enrollment, and increasing outreach to patients to ensure they are aware they are losing coverage and redirect them to alternate coverage options.
- Host a White House summit highlighting older women's health issues and solutions.
- Protect the privacy, security, and confidentiality of patient information and other health data from criminalization, unwanted disclosures or data brokers selling health and location data.
- Convene an Advisory Committee to oversee the continued implementation of the recommendations of the Task Force on Research Specific to Pregnant Women and Lactating Women, including increasing the participation of pregnant and lactating women in clinical trials.

- Enforce the “Safeguarding the Rights of Conscience as Protected by Federal Statutes” proposed rule that largely rescinds the refusal of care rule finalized by the Trump Administration, which would have allowed individuals and institutions to deny patient care based on their own personal and religious beliefs.
- Direct CMS to proactively work with states to limit Medicaid estate recovery to the minimum required under current law to mitigate the harms of this discriminatory policy on communities of color.
- Enforce the finalized rule on Streamlining the Medicaid, Children’s Health Insurance Program, and Basic Health Program Application, Eligibility Determination, Enrollment and Renewal Processes to eliminate barriers to these critical health programs for women and families with limited income.
- Direct CMS to continue to expand the availability of medically necessary dental treatment to Medicare enrollees with chronic health conditions while working towards adding a comprehensive dental benefit to Medicare Part B and expanding Medicaid coverage of adult dental benefits in all states.
- Conduct a comprehensive review of maternal health data collection processes and quality measures through the Centers for Medicare & Medicaid Services (CMS).
- Direct CMS to explore payment options that would incentivize comprehensive fall risk assessments, increase investments in fall prevention programs, and ensure older women have equitable access to these assessments and programs.
- Ensure there is greater support for historically underfunded research for diseases and conditions that predominantly affect women such as endometriosis, POTS, MCAS, PCOS, ME/CFS, osteoporosis, and most autoimmune diseases through the White House Initiative on Women’s Health Research.
- Ensure that Medicare and Medicaid provider networks are transparent, up to date, and accountable for including access not only to OB-GYNs but also primary care, specialty care, and mental health care.
- Encourage states to eliminate asset tests and raise income limits for Medicaid programs that make health care affordable and help older women and women with disabilities get the support they need to live at home, integrated in their communities.
- Ensure Section 1557 of the ACA, which provides broad federal protections against discrimination in health care and health insurance, including sex discrimination, equitably protects women and is enforced.
- Robustly enforce preventive services coverage under the ACA and clearly communicate the continued copay-free coverage to the public.
- Enforce transparency requirements in Section 2715a of the *Public Health Service Act* to include complete data on denials and appeals to ensure a better understanding of inequities in access to care.

#### **Ensuring Women Veterans and Federal Workers Have Quality Health Care**

- Swiftly and fully implement the *Making Advances in Mammography and Medical Options for Veterans Act* and the *Dr. Kate Hendricks Thomas Supporting Expanded Review for Veterans in Combat Environments Act (SERVICE) Act*.
- Ensure the Department of Veterans Affairs better coordinates health care for women including but not limited to reproductive health care, mental health services, PTSD treatment, and gynecological care through the VA 2024 Equity Action Plan.
- Expand access to IVF and other assisted reproductive technologies through the Federal Employees Health Benefits (FEHB) Program and ensure recipients are aware.

- Direct the General Services Administration (GSA) to explore executive actions to expand access to menstrual products for federal workers in federal buildings.
- Ensure veterans and CHAMPVA beneficiaries do not have co-pays for all FDA-approved, granted, and cleared contraceptive methods through VA health care.
- Ensure servicemembers, veterans, and their dependents are aware of the full range of reproductive health and gender-specific care and benefits available to them, including abortion and contraceptive access available through recent VA and DoD rulemaking.

#### **Addressing the Mental Health Crisis for Women and Girls**

- Address the rising mental health crisis among adolescent girls through interagency partnerships between the Department of Education, CMS, CDC, and the Substance Abuse and Mental Health Services Administration (SAMHSA).
- Fully implement the Biden-Harris Strategy to Address the National Mental Health Crisis to expand access and reduce cost barriers that keep mental health care out of reach.
- Continue to market and track the use of the Maternal Mental Health Hotline and ensure all people who need help can access the hotline.

### **Violence Prevention that Works for All Women.**

Women and girls deserve to live free from violence and have access to services and prevention programs. We must work to end domestic violence and family violence, sexual assault, and harassment, including workplace harassment, violence facing Indigenous girls and women, and the ongoing gun violence crisis in America—which remains the leading cause of death among children.

#### **Ending Gender-Based Violence**

- Direct HHS to provide technical assistance to states on reducing rape kit backlogs, including by addressing shortages of Sexual Assault Nurse Examiners (SANEs) and Sexual Assault Forensic Examiners (SAFEs).
- Promptly issue regulations that clearly states that victims of gender-based violence may be eligible for asylum protections.
- Ban forced hysterectomies of detained women.
- Direct Immigration and Customs Enforcement (ICE), in consultation with medical and civil rights experts, to review and update its medical standards, particularly related to consent, to ensure the protection of women and girl immigrants, and regularly evaluate whether ICE detention centers – including private facilities under contract – follow these standards.
- Fully implement and continue to update the U.S. National Plan to End Gender-based Violence: Strategies for Action.
- Strengthen the Office on Violence Against Women to help support violence prevention programs, and help ensure survivors of domestic violence, sexual violence and abuse have the support they need to heal and recover, especially in underserved areas.
- Support federal agency commitments, as directed in the Initial Blueprint for the White House Task Force to Address Online Harassment and Abuse, to address technology-facilitated gender-based violence across four main lines of effort: prevention, survivor support, accountability, and research.
- Continue expanding access to safe housing for survivors of domestic violence and sexual assault by strengthening housing protections, ensuring shelters and housing providers have access to funding,

*Violence Against Women Act (VAWA)* training, and technical assistance, and increasing access to a broad range of affordable housing options.

- Support reauthorization of the *Elder Justice Act* to prevent neglect, abuse, and exploitation and ensure older women know of the services and opportunities available to them.
- Protect children on the internet by enforcing the mandates of the *PROTECT Our Children Act of 2008*.
- Protect women and children by ensuring the stability of *Victims of Crime Act (VOCA)* funds and ensuring they continue to fund victim services, especially in underserved and Tribal communities.

#### **Addressing the Sexual Harassment and Assault Crisis in Our Military**

- Ensure provisions from the *I Am Vanessa Guillén Act* are implemented and updated as needed to protect women servicemembers and Junior Reserve Officers' Training Corps students from sexual harassment and assault.
- Fully implement the *Deborah Sampson Act*, including provisions to address sexual harassment at VA facilities.

#### **Addressing the Gun Violence Crisis**

- Continue appointing special assistant U.S. attorneys, deputizing law enforcement officers, and establishing points-of-contact within the Bureau of Alcohol, Tobacco, Firearms and Explosives to help enforce domestic violence prohibitions for firearm access.
- Continue to work to fully close the “boyfriend loophole.”
- Ensure that schools have access to funding under the *Bipartisan Safer Communities Act* for mental health resources and counselors as well as safety and violence prevention programs and implement other provisions of the Act that protect women, girls, and survivors of intimate partner domestic violence and sexual assault from the threat of gun violence.

### **Education that Works for All Women.**

Women and girls deserve a quality education from day one to higher education and beyond, and moms deserve to know their kids are thriving. Banning books is not the answer. We must invest in our public schools, and deliver Title IX’s promise for safe, equal access to education for all students.

#### **Ensuring Women and Girls are Safe on Campus**

- Finalize a Title IX rule that restores protections for student survivors and codifies protections for LGBTQI+ students and pregnant and parenting students.
- Mandate that K-12 and college level schools make their policies related to sexual harassment and violence publicly accessible in a meaningful way. This could be by creating a standard page that all schools link to on their homepage clearly articulating the relevant policies and practices required by the *Clery Act*—a law which requires colleges to disclose crime statistics that happen on, adjacent to, or within campus both in their public crime log and the school's Clery Report.
- Continue the requirement of campus climate surveys, a powerful tool to measure students’ experiences, at all publicly funded colleges and universities and require public access to survey results and summaries.
- Direct the Department of Education to implement guidance to colleges and universities to reform their mandated reporting policies to ensure that confidential resources are available to all students without the requirement of filing a formal report of violence or harassment.

#### **Ensuring All Women and Girls Can Succeed in School**

- Support comprehensive, medically accurate, age-appropriate, inclusive sex education in K-12 schools.
- Expand opportunities for women in the trades by ensuring women can equitably access apprenticeship programs and career and technical education.
- Support programs to provide wraparound services and support, such as child care and tuition assistance, to ensure that students who are pregnant or parenting can complete their educational programs.
- Continue to eliminate all funding in proposed budgets for abstinence-only until marriage programs, including the Title V “Sexual Risk Avoidance Education” program.
- Support and implement provisions such as those in the *Ending Pushout Act* and *Keeping All Students Safe Act* to ensure that students are not disproportionately impacted by discriminatory school discipline policies, particularly girls of color.
- Protect the rights of transgender, intersex, and nonbinary students to access facilities and participate in school activities, including playing school sports, consistent with their gender identity.
- Equitably enforce 29CFR30 Equal Employment Opportunity in Apprenticeship, ensuring federally funded construction projects meet diversity apprenticeship goals for women and workers of color and include robust affirmative action programs.

### **Protecting and Supporting Educators**

- Speak out against attacks on teachers, early childhood educators, librarians, and books that seek to censor learning about history, culture, and truth, exclude diverse authors or characters, erase depictions of LGBTQI+ individuals, and prevent teaching about race or racism.

## **Foreign Policy that Works for All Women.**

Women and girls deserve to know that the United States stands for women’s rights everywhere. We must pursue a foreign policy that advances gender equality and empowerment. This means advancing women’s and girls’ voices and leadership, safety and freedom from violence, and access to health care, education, economic empowerment, and a safe and sustainable planet.

### **Center Women, Peace, and Security in U.S. Foreign Policy**

- Prioritize fully implementing and funding the *Women, Peace, and Security Act* and deliver thoroughly the Women, Peace and Security Strategy and National Action Plan to invest in the equal participation and full involvement of women in the prevention and resolution of conflicts, in peacebuilding, and in national security decision-making.
- Appoint a Women, Peace, and Security Director to the National Security Council.
- Advocate for the inclusion of women in all peace negotiations and in humanitarian and national security decision-making.
- Protect funding made available for USAID on Women, Peace, and Security programing, including in responding to humanitarian crises.
- Build a diverse talent pipeline of the next generation of foreign policy civil servants, inclusive of young women and girls, including those with disabilities, LGBTQIA+ individuals of color, and from marginalized communities.
- Include women of diverse racial backgrounds and abilities in positions of leadership on all foreign policy issues, including climate issues.

- Continue and enhance efforts to increase the number of women peacekeepers and train all peacekeepers in gender analysis.
- Promote the advancement and inclusion of women in U.S. and partner armed forces, including through research and production of modernized personal protective equipment for women.

### **Supporting Women’s Education Globally**

- Allocate funds and resources to support safe, inclusive, quality education for children worldwide, including displaced and refugee children and adolescent girls.
- Prioritize efforts to combat the barriers that prevent girls from completing secondary education including child, early, and forced marriage, female genital mutilation, and other forms of gender-based violence, harmful social norms, early pregnancy and motherhood, and unequal domestic and care responsibilities.
- Continue increased investments in multilateral and bilateral global education work, including U.S. contributions to Education Cannot Wait and the Global Partnership for Education.
- Ensure continued humanitarian assistance to directly support women and girls in Afghanistan as well as efforts to protect their rights to equal education and modified learning opportunities where such access isn’t possible.
- Update the agency implementation plans for the U.S. Global Strategy to Empower Adolescent Girls, which was last updated in 2016, to better support and protect adolescent girls across the world, with a particular emphasis on girls’ access to quality education and efforts to prevent child, early, and forced marriage and meet the needs of married girls.

### **Addressing Gender-Based Violence and Conflict-Related Sexual Violence**

- Prevent and respond to gender-based violence internationally through implementation of the United States Strategy to End Gender-Based Violence Globally and the Women, Peace and Security Strategy and National Action Plan.
- Continue funding for responding to gender-based violence in humanitarian emergencies including through the Safe from the Start Program and implement the Safe from the Start ReVisioned Strategy of 2022.
- Support women and girls in conflict zones who are vulnerable to the use of sexual violence as a weapon of war.

### **Supporting Global Women’s Health**

- Remove the Helms Amendment from proposed budgets.
- Maintain and increase funding for the U.N. Population Fund (UNFPA)’s life-saving work and funding to support the Joint Program on the Elimination of Female Genital Mutilation.
- To the extent possible, significantly increase investments in the International Organizations and Programs account, and to vital global health programs, including for maternal, newborn, and child health, the President’s Emergency Plan for AIDS Relief, the Global Fund to Fight AIDS, Tuberculosis and Malaria, and USAID HIV programs in proposed budgets.

### **Supporting Women’s Economic and Political Empowerment Globally**

- Create leadership opportunities for adolescents, particularly adolescent girls, in civic and political spaces, address barriers preventing adolescent girls from accessing these spaces, and expand availability of evidence-based programs that build adolescents’, particularly adolescent girls’, civic and political education, leadership skills, and confidence.

- Address the disproportionate impact of climate change on women and girls, including through following through on the establishment of an interagency working group on women and climate change, and support women-led organizations combating climate change and advancing climate resiliency efforts.
- Increase investments in women’s economic empowerment through the Gender Equity and Equality Action Fund and fully implement the Women’s Economic Security Strategy.
- Advance efforts to address the care economy and care infrastructure in foreign assistance and policy.
- Ensure full implementation of the *Women's Entrepreneurship and Economic Empowerment Act*.

## **A Constitution that Works for All Women.**

Women and girls deserve a constitution and laws that finally grant them equal rights—free from data discrimination based on sex or gender. We must eliminate all legal barriers to women’s and girls’ free and full participation in all aspects of society.

- Instruct the Archivist of the U.S. to certify and publish the Equal Rights Amendment to cement it into the Constitution.
- Further expand voter registration and information efforts through federal programs and agencies as allowed through the *National Voter Registration Act of 1993* (NVRA) to equitably reach more women, especially women of color