

BUILDING POWER AMONG GRASSROOTS SOCIAL JUSTICE FEMINIST LEADERS

US caregiving systems are deeply rooted in the nation’s history of racism and sexism, and are dependent on a legacy of unpaid, coerced, and underpaid labor of women, people of color, and immigrants. This systemic oppression persists due to a lack of representation for women and caregivers in leadership roles across the public and social sector. Too often, significant barriers prevent those most impacted by our unjust caregiving systems from stepping into positions of power and influence. Family Values @ Work seeks to scale up our leadership development programs across more than two dozen states that help caregivers from underrepresented communities step into power while deepening their social justice feminist analysis and practice.



What is Social Justice Feminism?

Social Justice Feminism is an intersectional, holistic feminist movement-building approach that recognizes that we do not live single-issue lives and, therefore, our liberation will not be achieved through winning one policy or advancing one movement. A social justice feminist practice is inherently anti-racist and works to achieve gender, racial, LGBTQIA+ and disability justice.

EXECUTIVE SUMMARY

Since 2003, Family Values @ Work (FV@W) has built the power of women, caregivers and grassroots organizations fighting for gender and racial equity. We hope to expand and deepen our social justice feminist practice while scaling up our leadership development models to engage more worker activists - primarily women and caregivers across intersecting identities of race, class, gender identity, sexuality, ability, immigration status and language. By putting these caregivers in the driver's seat of community leadership, movement building and elected office, we will accelerate systems change that benefits everyone, especially those most impacted by inequity. This project will build the personal agency of caregivers throughout our network and beyond, instill lasting community power, establish more partnerships between the community and elected feminist leaders and ultimately lead to transformative policy change at local, state and federal levels that achieves race, gender and economic justice.

Leadership Development Opportunities

- 1** national plan
- 27** state plans
- 7** leadership programs scaled
- 500** new participants in leadership opportunities

Expanding VOW

- 58** new VOW members
- in **3** national and
- 7** state programs

Core Competencies

- 1** online training center serving
- 2,000+** organizers and activists
- 50+** training modules

OUR VISION

FV@W envisions an equitable economy in the U.S. with an affordable, accessible care infrastructure that centers the needs of those most impacted by a lack of caregiving supports, including women and caregivers. The society that births this new economy must have substantially more women and leaders from impacted communities in positions of power across the social and political sectors, and a culture that values caregiving as a public good worthy of investment. Achieving this vision requires a cohort of well-equipped grassroots leaders networked and serving in leadership roles at all levels of society. Armed with a crystal-clear understanding of intersectional feminism, we know we'll greatly accelerate women's power and influence across the country and secure the policy wins that meet the needs of all working families.

WHAT WE'LL DO

SJF Practice

-  **3** SJF conversations for **100+**
- 12** SJF messaging experiments 
-  **3** trainings for **50+** per messaging experiment
- 16** quarterly trainings for **100+** 

- **Operationalize our Social Justice Feminist Practice**
- **Inaugurate the Nation's Elected Women (NEW) Institute**
- **Define and Scale Leadership Development Opportunities**
- **Expand the Voices of Workers (VOW) program**
- **Deepen Peer-to-Peer Learning**
- **Design a Core Competencies Curriculum**
- **Develop a Political Education Curriculum**
- **Invest in Narrative and Culture Change Programming**

YOUR INVESTMENT AND IMPACT

A gift of \$500,000

Would help us scale up leadership development programs in 5 states, benefiting over 300+ activists and organizers.

A gift of \$1 Million

Would cover all of our regrants to states for one year, reaching 14+ states.

A gift of \$5 Million

Would fund our leadership development work for two years, reaching more than 2,000 caregivers, worker activists and organizers in 27+ states.

A gift of \$10 Million

Would allow us to build long-term power in underrepresented communities over five years, moving thousands of women and caregivers into positions of power and influence to effect transformative policy change.

NEW Institute

-  **1** national convenings for **50+**
- 3** national convenings for **150+** 
-  **8** regional networks for **500+**
- 21** regional meetings per year for **500+** 

If you would like to learn more about FV@W and our work, please contact:

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