



NOW

100 DAYS OF

A FEMINIST AGENDA



HEALING FROM CENTURIES OF OPPRESSION: OUR WORK IS NOT YET DONE



“100 DAYS OF A FEMINIST AGENDA: HEALING FROM CENTURIES OF OPPRESSION – OUR WORK IS NOT DONE YET” IS A LISTENING AND DISCUSSION SERIES CO-HOSTED BY NOW AND BLACK WOMEN’S BLUEPRINT THROUGHOUT THE FIRST 100 DAYS OF THE BIDEN-HARRIS ADMINISTRATION AND BEYOND.

FEMINIST TOOL KIT

“THE ABUSE OF WOMEN IS WELL KNOWN IN HISTORY, AND TELLS YOU A LOT ABOUT WHAT IS HAPPENING ON OUR EARTH.” – LADONNA BRAVE BULL ALLARD, STANDING ROCK SIOUX



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Acknowledgments

Land Acknowledgement

We gathered together in conversation from all across the traditional lands of Turtle Island, one of the Indigenous terms for the North American continent. We acknowledge the genocide, ethnic cleansing, stolen land, and forced removal that took place on these unceded territorial lands. We honor the many Indigenous peoples who inhabited, held sacred, and stewarded this land —past, present and future. We acknowledge that the land we are on is land we must steward, keep whole and healthy, and see as the nourishing beacon that holds us and contains all of our humanity. That we must keep it alive as it has kept us alive. We all have a responsibility to acknowledge and know the histories of the peoples whose lands we occupy.

Dear Feminist Activists,

In late 2020, Black Women's Blueprint and National Organization for Women (NOW) entered into a partnership that would uplift each organization's agenda - to share our perspectives and experiences, highlighting how we have been personally impacted and what issues matter most to us and our communities as the newly elected Biden/Harris administration took office.

The first 100 days are crucial in setting the tone and establishing the priorities for any administration. Under the Trump Administration the bold advances that women have made over the past decades, particularly those of our Black, Indigenous, Women of Color, Latinx, trans, and gender non-conforming relatives, had come under threat of regressing. These communities have been healing from centuries of oppression and were no longer willing to be ignored or silenced.

The Biden-Harris Administration has committed to uplift our much needed diverse voices, but we know there is so much that needs to be done to truly make a difference in our lives and the lives of the women we serve.

With a collaborative spirit in mind, we partnered to create a space where our intersectional and radical feminism could live in action. Our free listening and discussion series included perspectives from community leaders, grassroots activists, state and local representatives, and national legislators who all lifted up the priorities of a feminist agenda for the first 100 days of the Biden-Harris Administration.

Through the active effort of coming together, listening to one another, sharing ideas and perspectives, and taking up the calls to action from the panelists, we can make an impact in the legislation and policies we want to see moving forward. This toolkit is a summary of those calls to action that we hope will guide you in your own journey of change.

In Solidarity,

Christian F Nunes, President, NOW



Farah Tanis, Executive Director, Black Women's Blueprint





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Grounding our Advocacy for the Next 100 Days

Activism is grueling work because as feminist activists, our work means advocating for equality and equity for all.

This conversation series opened our eyes and reminded us what it means to be a feminist and the values that continue to guide us. We know that the structural systems of oppression in our society impact different communities in different ways. It is critical for us to listen, learn and stand in solidarity so we can work towards true policy reform at the local, state and federal levels.

As we look to the next 100 days we hope that we can continue to center the diverse voices and experiences and promote real change in our advocacy for reproductive health, health care reform, LGBTQIA+ rights, climate justice, economic justice, constitutional equality, police reform and violence against women.

Activism through sharing and education.

This toolkit was built with radical feminist activists in mind who wish to move our system away from a society built around patriarchal and white supremacist values to a feminist human rights framework rooted in love and respect for one another and led by black, indigenous, women of color, TGNC and LatinX communities. Please share this toolkit and what you have learned from the 100 Days series with your community. Continue your education and activist efforts by supporting these diverse organizations and continuing the conversation at the local and national level.

Activism through breath and gratitude.

Breathe in positive energy for four seconds or as long as comfortable for you, and breathe out negative energy for seven seconds or as long as comfortable for you. Alternatively, breathe in the negative energy for four seconds or as long as comfortable for you and breathe out positive energy for seven seconds. This may help increase your window of tolerance and may result in a noticeable shift in energy around your surroundings. Engage in your cleansing breath.

Extend gratitude to previous generations of activists and current leaders working to implement visions and ideals of community as they align within a human rights/intersectional feminist framework.

100 Days of A Feminist Agenda Series

The content is drawn from the rich conversations that panelists and speakers contributed to and engaged in over the past several months. Recordings of each conversation can be found by visiting the National Organization's Website page [here](#).

[323 Days of COVID: The Lasting Impact on Women](#)



The pandemic has pulled back the curtain and shone an even brighter spotlight on entrenched social and economic inequities, particularly for BIWOC, Latinx, trans, gender non-conforming, and immigrant populations. While these communities were and continue to be overrepresented in industries that were hardest hit by the pandemic and face deep repercussions, the lasting impact on women in general will affect us for generations.

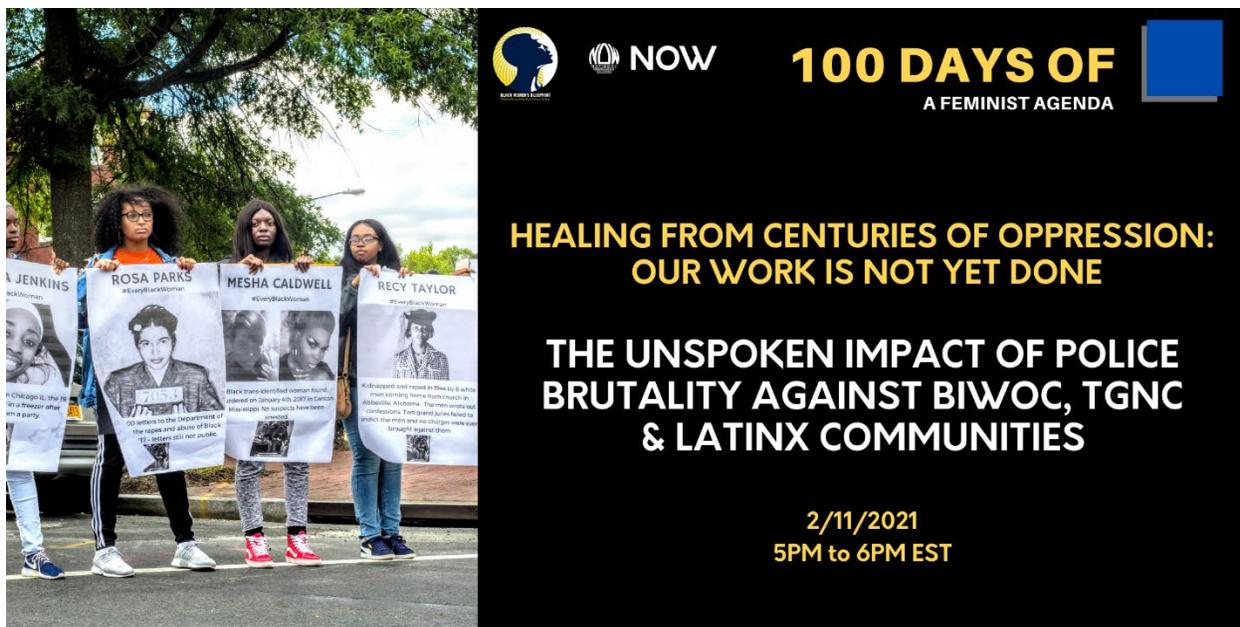
Legislation to support:

- [Raise the Wage Act](#)
- [American Families Plan](#)
- [Reauthorize the Violence Against Women Act](#)

Additional Resources:

- [COVID-19 Resources for Women](#)
- [Coronavirus and Women Fact Sheet](#)
- [COVID-19 Activist Resources](#)
- [Coronavirus and Abortion – Fact Sheet](#)
- [COVID-19 and Immigration](#)

The Unspoken Impact of Police Brutality against BIWOC, TGNC & Latinx Communities



During this incredibly transformative moment, police brutality against Black people, although not a new phenomenon, has recently been exposed on a much wider scale than ever before. While these instances have garnered more public attention and outrage, the national discourse consistently decenters the lives of Black women and girls, disabled sisters, trans and GNC communities, sisters across the border, and women that exist along all other axes of oppression. This type of erasure insists that we use our voices to ensure that the continued fight for BIWOC representation and the issues that affect our lives are centered in the new feminist agenda.

Legislation to support:

- [the BREATHE Act](#)
- [George Floyd Justice in Policing Act](#)

Additional Resources:

- [Legal Aid Society of South Eastern Virginia](#)
- [Local Progress Organization](#)
- [Freedom Inc.](#)
- [Movement 4 Black Lives](#)
- [Spare the Kids: Why Whopping Children Won't Save Black America by Stacey Patton](#)
- [Presente! Latino Immigrant Voices in the Struggle for Racial Justice by Cristina Tzintzún Ramirez](#)
- [Ctrl+Alt+Del Program](#)

A Holistic Approach to Equitable Reproductive Healthcare



The battle over reproductive freedom and access to care has been a contentious one for decades. The United States lags well behind its counterparts in other high-income countries in terms of access for women to health care and health status and holds the position of having the highest rate of maternal mortality. This issue is amplified for BIWOC communities. With an unbalanced, conservative Supreme Court, and state and local legislators trying to restrict access to women's healthcare, the stakes have never been higher. This fight for reproductive freedom and improved healthcare for BIWOC populations impacts us all and is a fight we must all join to ensure we ALL have equitable access.

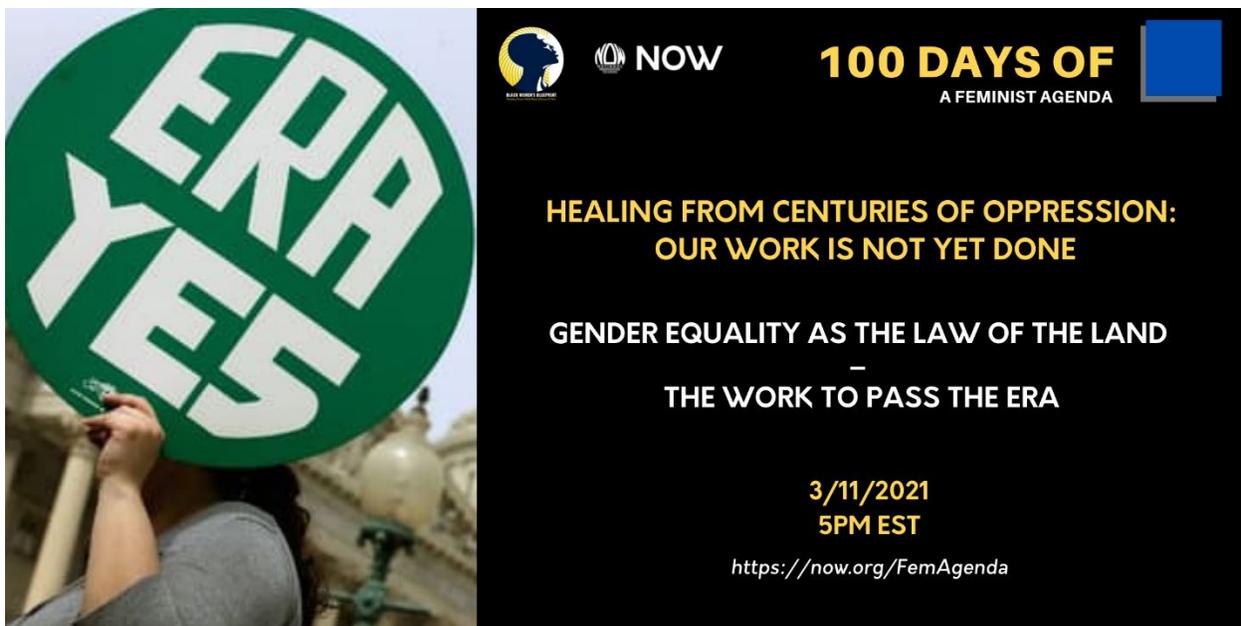
Legislation to support:

- [Black Maternal Health Momnibus Act](#)

Additional Resources:

- [New Mexico Birth Equity Collaborative Legislative Brief](#)
- [Black Maternal Health Week](#)
- [Ancient Song Doula Services](#)
- [the Doula Project](#)
- [Tewa Women United's Birth Equity and Economic Justice in New Mexico](#)

Gender Equality As the Law of the Land – The Work to Pass the ERA



Nearly 100 years since Alice Paul introduced the Equal Rights Amendment (1923), the Constitution does not entirely prohibit discrimination based on sex. For progress to continue, we must enshrine gender equality in our founding document. In January 2020, Virginia voted to become the 38th and final state needed to ratify the Equal Rights Amendment (ERA). In January 2021, resolutions to remove the deadline of ratification of the ERA were introduced in the House and Senate.

It is more important than ever to make sure that we are using every platform available to us to insist our elected officials and those in positions of power are pro-equality, understand intersectional justice, and take into account the compounded discrimination faced by women of color (both on the basis of sex and the basis of race) as they work to ensure the ERA becomes law.

Legislation to support:

- Take action to get the Senate to approve H.J. Res 17, the deadline-removal bill, or to hold hearings on [S.J. Res. 1](#), the companion measure introduced by Sen. Ben Cardin (D-MD) with Rep. Lisa Murkowski (R-AK), which has been referred to the Senate Judiciary Committee.

Additional Resources:

- [Miss. Representation](#) *written and directed by Jennifer Siebel Newsom*
- [ERA Coalition](#)
- [Fund for Women's Equality](#)
- [The Women's Media Center](#)
- [Generation Ratify](#)

Economic Justice – We Are Not Percentages of a Dollar: Solutions for Equal Pay Every Day



Women have been fighting for decades so that men and women earn equal pay for comparable work. The gender wage gap puts a significant burden on hard-working women and their families who struggle with making ends meet between monthly bills, health care, childcare, and an economic system that already leaves them behind. Not to mention, the ramifications of the COVID-19 pandemic disproportionately impacts low-income women of color, which they may feel for decades to come.

With the current conversation in Congress about increasing the minimum wage, women, specifically women workers, stand to make huge gains. So, the good news is that there is a clear path forward for economic justice for *all* women. Continuing the conversation and taking actionable steps towards economic justice is essential to create change.

Legislation to support:

- [Paycheck Fairness Act](#)
- [Raise the Wage Act](#)
- [Pregnant Workers Fairness Act](#)

Additional Resources:

- [Equal Pay Day](#)
- [Workers Defense Project](#)
- [KWH Law Center for Social Justice and Change](#)

Amplifying LGBTQIA+ Activism and Uplifting the Pursuit for Equality and Fundamental Rights



2020 saw a tragic new record of fatal violence against transgender and gender non-conforming people in this country, particularly against Black and Brown transgender women. More than 1 in 3 LGBTQIA+ Americans faced discrimination of some kind this past year. LGBTQIA+ Americans are being denied basic legal protections in states across the country due to the lack of comprehensive federal non-discrimination laws. Their pursuit for equality and fundamental rights challenges cultural beliefs that insist on seeing tragedy in sex and gender identities that threaten a patriarchal status-quo. This thinking is informed by a racist paradigm that for centuries kept its foot on the necks of each of us while also confining men to a destructive code of toxic masculinity.

Legislation to support:

- [The Equality Act](#)

Additional Resources:

- [ACLU Transgender Rights](#)
- [Trevor Project](#)
- [New York City Anti-Violence Project](#)
- [National Coalition of Anti-Violence Programs](#)
- [The Transgender Law Center](#)

Katrina, Maria, & Sandy: Climate Justice is a Feminist Issue



The climate crisis is a global problem that has many direct effects on our daily lives. Extreme weather conditions, environmental pollution, and food accessibility, all impact our families and communities. But not all communities are impacted equally. Data shows that factors like race, gender, and economics can determine who bears the brunt of this rapidly intensifying disaster and women, especially women of color, will struggle the most. Women are the caretakers of their communities and the effects of climate change make them even more vulnerable to the patriarchal systems in place - immediately [after natural disasters](#), like [Hurricane Maria](#) and [Katrina](#), reporting shows that women faced an uptick in gender based violence and harassment.

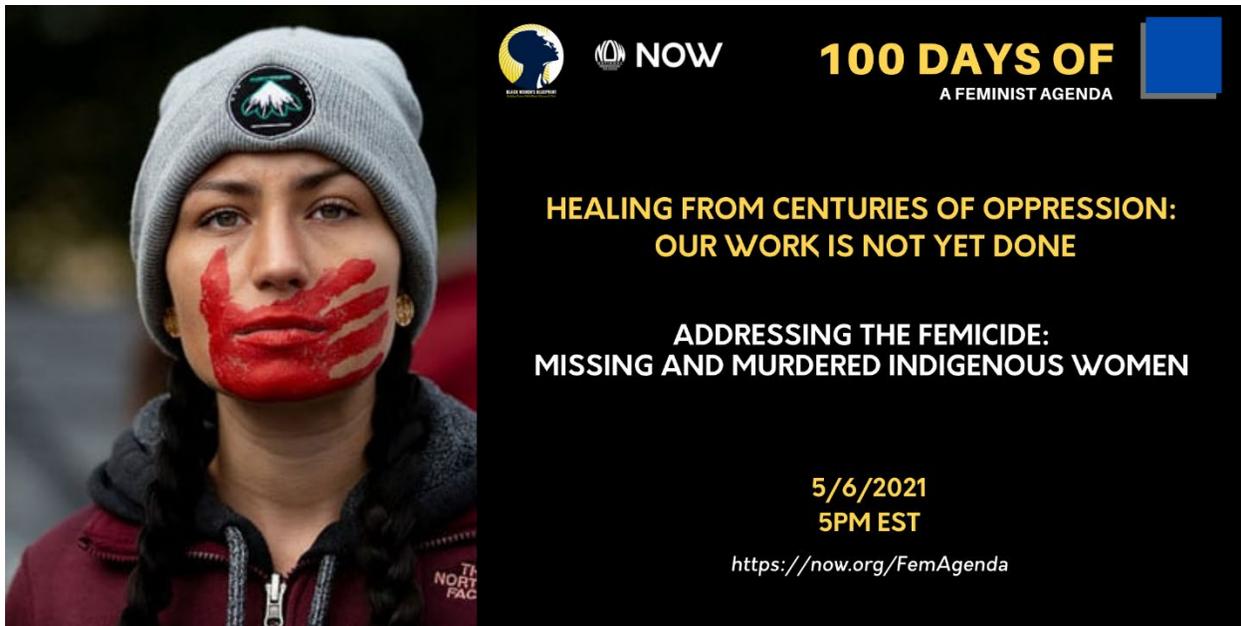
Legislation to support:

- [Green New Deal for Public Housing](#)

Additional Resources:

- [THRIVE Agenda](#)
- [American Indian Community House](#)
- [Green Leadership Trust](#)
- [Women's Voices for the Earth](#)
- [350.org](#)
- [Youth United for Climate Crisis Action \(of Earth Care\)](#)

Addressing the Femicide: Missing and Murdered Indigenous Women



  NOW

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A FEMINIST AGENDA

**HEALING FROM CENTURIES OF OPPRESSION:
OUR WORK IS NOT YET DONE**

**ADDRESSING THE FEMICIDE:
MISSING AND MURDERED INDIGENOUS WOMEN**

**5/6/2021
5PM EST**

<https://now.org/FemAgenda>

The legacy of violence against Indigenous women and children began with the colonial conquest of Europeans coming to the “New World” over 500 years ago, and it still persists today. In the U.S., homicide is the third-leading cause of death among Native women ages 10 to 24, according to [the Urban Indian Health Institute](#), and Native women are victims of murder more than ten times the national average, according to [the U.S. Department of Justice](#). Nationwide, the voices of Indigenous people have united to raise awareness of missing and murdered Indigenous women and girls. And though awareness of the crisis is growing, data on the realities of this violence is scarce.

Legislation to support:

- [Reauthorize the Violence Against Women Act](#)

Additional Resources:

- [Missing and Murdered Unit \(MMU\) within the Bureau of Indian Affairs Office of Justice Services](#)
- [Three Sisters Collective](#)
- [Coalition to Stop Violence Against Native Women](#)
- *Obeja Negra & Dr. Christina Castro (Dr. X) Rap video*
<https://youtu.be/M4qXVbh9AKk>
- Solidarity video - <https://youtu.be/tQ7MeEPPusA>



100 Days Of A Feminist Agenda



Take Action

Contact your Legislators:

Call your Representative and your Senators to urge them to support issues outlined above to push forward a feminist agenda.

Local Lawmakers:

Contact your local law and policy makers like your Governor, Mayor, School Board and City Council officials. In order for us to dismantle structurally oppressive systems we must create and propose change at all levels of government.

House of Representatives:

Don't know who your House member is? Go to <https://www.house.gov/representatives/find-your-representative> and follow instructions. Or, for House members' phone numbers, go to <https://www.house.gov/representatives>. Another option: send a message via a Representative's official website by entering their name in the search window, and the website will appear. Write a short message using the information below. And you can always call the Capitol Switchboard at **202-224-3121**.

Senate:

To be connected to your senators' offices, call the Capitol Switchboard at **202-224-3121**. You can enter your state on this U.S. Senate Directory webpage and get contact information for both your senators, <https://www.cop.senate.gov/senators/senators-contact.htm>. Or, if you know the names of your senators, you can go directly to their official websites and send a message. Calling and leaving a message is better; you can always call the senators in-state offices and leave a message.

Spread the Word:

Contacting your representative and senators is just a start. Help us keep the conversation going by spreading the word on social media and urging others to take action. Use the hashtag #FeministAgenda to join in the conversation.

Don't forget to tag us using the handles below -

Black Women's Blueprint

- Twitter [@BlackWomensBP](#)
- Facebook [@BlackWomens.BWBNY](#)
- Instagram [@BlackWomensBlueprint](#)

NOW

- Twitter [@NationalNOW](#)
- Facebook [@NationalNOW](#)
- Instagram [@NationalNOW](#)



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Moderators & Panelists:

We are so grateful to the moderators, guest speakers, and panelists who gave not only their time but also their full engagement, expertise, and brilliance. And we thank our ASL translators from RGC Access for their incredible interpretation.



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Stephanie Morales, Esq.



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Sevonna Brown



Triana Arnold James



Rep. Carolyn B. Maloney



Delegate Hala Ayala



Carol Jenkins



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Kathleen Murphy



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Esther Lee



Cristina Tzintzún Ramirez



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Dr. Corrine Sanchez



Jessica Lujan



Marcela Howell



Farah Tanis



Christian F. Nunes



Bear Atwood



100 Days Of A Feminist Agenda



Organizations

Below is a list of organizations that our panelists and speakers represent. Consider these organizations when looking for places to share your time or resources with:

[National Organization for Women](#)

[Black Women's Blueprint](#)

[National Women's Law Center](#)

[TIME'S UP Legal Defense Fund](#)

[Ctrl+Alt+Del Program](#)

[Future Leaders Initiative](#)

[Delta Sigma Theta Sorority, Inc](#)

[Young Elected Officials Network](#)

[Legal Aid Society of South Eastern Virginia](#)

[Local Progress Organization](#)

[Freedom Inc.](#)

[Movement 4 Black Lives](#)

[Land Back Movement](#)

[Ancient Song Doula Services](#)

[the Doula Project](#)

[Spirit of a Woman Leadership Development Institute](#)

[Standing in Our Power: A Women of Color Transformative Leadership Institute](#)

[Sadie Nash Leadership Program](#)

[RAINN](#)

[Women's March](#)

[ERA Coalition](#)

[Fund for Women's Equality](#)

[The Women's Media Center](#)

[Amref Health Africa USA](#)

[Generation Ratify](#)

[Minnesota Coalition Against Sexual Assault](#)

[Monford Dent Consulting & Psychological Services, LLC](#)

[Centering Sisters](#)

[Jolt](#)

[Workers Defense Project](#)

[KWH Law Center for Social Justice and Change](#)

[African American Performing Arts Center Foundation](#)

[Emerge New Mexico](#)

[Con Alma Health Foundation](#)

[Catholics for Choice](#)

[Black Feminist Future](#)

[Race Forward: The Center for Racial Justice Innovation](#)

[SPARK Reproductive Justice NOW](#)

[Just Neighbors](#)

[UndocuMason](#)

[New York City Anti-Violence Project](#)

[National Coalition of Anti-Violence Programs](#)

[The Transgender Law Center](#)

[American Indian Community House](#)

[Green Leadership Trust](#)

[World Economic Forum](#)

[Metropolitan Washington Council of Governments, Air, and Climate Public Advisory Committee](#)

[Women's Voices for the Earth](#)

[350.org](#)

[Youth United for Climate Crisis Action \(of Earth Care\)](#)

[Three Sisters Collective](#)