



FAMILY FORWARD

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# 2019 Annual Report

# WHO WE ARE

All families need care, but providing it usually comes at a great cost.

**All of our communities, and our economy, depend on people being cared for *throughout their lives*.** Yet, almost nothing is designed to value and support our caregivers and the families that depend on them.

**Care work has been rendered invisible** and is dependent on the free, cheap, or exploited labor of women – leading to widespread and long-term financial insecurity for our families.

***But we're determined to change that.***

# WHAT WE DO

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Family Forward Oregon | Family Forward Action

**Together, we are organizing  
mothers and other caregivers  
to build our economic and  
political power.**

# 2019 at a Glance

**Together, we accomplished a lot in 2019,** from passing our signature policy to building an innovative organizing program – all while centering our values and the needs of mothers and other caregivers.

Here is just a sampling of the milestones Family Forward Oregon and Family Forward Action accomplished in 2019:

**67 Votes for paid family and medical leave,** a historic bipartisan majority for the most inclusive law in the country

**210 Meetings with legislators,** advocating for our families

**115 People testifying** or submitting written testimony to make their voices heard with lawmakers in Salem

**166 News stories** featuring Oregon's paid family and medical leave bill or Oregon's child care crisis, including 15 articles in national outlets



**122 Actions and in-person events** through which our family of supporters convened, learned, and took action together

**1st-ever Leadership Summit** with 20 regional volunteer leaders, co-creating a child care vision and training on advocacy skills

**7 Additional policy wins** on child care, sexual harassment, pregnancy accommodations, and more

# Programmatic Strategy

How do you measure the process of changing hearts and minds,  
of changing the conversation about care in our culture?

**This is the movement we are building together.**

## Our Programs

MOVEMENT BUILDING

PUBLIC POLICY

FAMILY SERVICES

POLITICAL POWER

***We invest in people.*** Our programs work to serve our community, centering the needs and experiences of mothers and other caregivers.

## **Movement Building**

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We work with the people we organize to change systems that impact mothers and other caregivers. Through regional Action Teams, we come together across a variety of identities and life experiences to develop as leaders in advocacy, policy-making, and elections. **We work together both to unpack how current systems are designed to fail us and to take action to change those systems.**

## **Public Policy**

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Family Forward Oregon drives value-based campaigns for policies and programs that support mothers and other caregivers. We center our work within a race/gender/class justice lens, working to ensure that the most impacted among us benefit the most. **We build winning coalitions, develop policy expertise, engage impacted people in advocacy, and fight for comprehensive solutions for our families in every way that we can.**

## **Family Services**

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Family Forward Oregon hosts a monthly workshop called Clear Transitions where we help families connect to legal support, counseling, government agencies, and other services related to divorce or child custody. **We also serve as a resource to the public as they navigate access to their rights.**

## **Political Power**

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We work to build political power with mothers and other caregivers. **Family Forward Action teaches campaign skills and organizes volunteers to do election and ballot measure work that supports the things our families need to thrive.**





## Our Staff

Andrea Paluso *Executive Director*  
 Sharon Bernstein *Deputy Director*  
 Elisa Andrade *Salem Regional Organizer*  
 Tiffany Chapman *Portland Regional Organizer*  
 Regan Gray *Child Care Policy Advisor*  
 Lili Hoag *Political Director*  
 Amy Hojnowski *Development Director*  
 Nichi Linder *Organizing Director*  
 Danielle Nichols *Operations Manager*  
 Melanni Rosales *Communications Director*

# Our People



## Our Board

Elleanor Chin *Family Forward Oregon; President, Family Forward Action*  
 Ana del Rocío *Family Forward Action*  
 Rujuta Gaonkar *President, Family Forward Oregon; Family Forward Action*  
 Alice Gates *Family Forward Oregon; Family Forward Action*  
 Rae Jesequel *Family Forward Action*  
 Sara Ryan *Family Forward Oregon; Treasurer, Family Forward Action*  
 Jennifer Schuberth *Family Forward Oregon; Family Forward Action*  
 Anna Stiefvater *Secretary, Family Forward Oregon; Secretary, Family Forward Action*  
 Thuy Tran *Family Forward Action*  
 Katrina Yuen *Treasurer, Family Forward Oregon*



## Our Action Team Members

Joy Armas *Hillsboro*  
Neon Brooks *Portland*  
Lucia Carballo *Salem*  
Milagros A Catalan *Keizer*  
Nina Dabit *Clayton*  
Maribel Franco *Salem*  
Nancy Gamino *Keizer*  
Angela Gaspar *Salem*  
Claribel Geist *Salem*  
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Michelle Lasley *Portland*  
Sky Lockhart *Portland*  
Hilda Martinez *Salem*  
Megan McMillan *Portland*  
Cristin McQueen *Happy Valley*  
Jan Montes *Salem*  
Israel Oliveros *Independence*  
Jose A Oliveros *Independence*  
Jacqueline Ortega *Wilsonville*  
Leslie Polson *Salem*  
Luz Quevedo *Salem*  
Hannah Shootingbear *Salem*  
Hannah Silver *Portland*  
Kerala Taylor *Portland*

Nicola Van Hoff *Portland*  
Rebeca Velazquez *Salem*  
Magy Viveros *Salem*  
Margarita Viveros *Salem*



# A Decade of Wins

We passed Earned Sick Time statewide as well as the Oregon Domestic Workers Bill of Rights.



**Family Forward Oregon  
and Family Forward Action  
are born.**

2007 to 2009



A group of mothers met and started hatching a plan to change the way caregiving is valued in Oregon.

2009

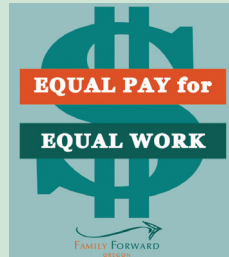
2010 to 2014



We led the coalition to pass the country's best paid sick time law. Paid sick time passed in Portland in 2013 and in Eugene in 2014.

2015

We expanded equal pay protections and helped pass the Reproductive Health Equity Act.



We're fighting for access to affordable, quality child care for our families and good jobs for those in the care workforce.



2016



We helped raise Oregon's minimum wage, passing the highest minimum wage in the country, and ensuring it goes up as inflation rises over time.

2017

2018-2019



We passed the most inclusive paid family and medical leave law in the country, and expanded pregnancy accommodations and milk expression laws.

2020

# 2019 Signature Accomplishment

## ***Paid Family and Medical Leave Insurance for All!***



After ten years of fighting to pass paid family and medical leave, the issue our organization was founded on, we passed this historic law in 2019.

**Starting in 2023, everyone working in Oregon will have access to paid family and medical leave insurance.**

As long as you earn at least \$1,000 a year, you are covered – regardless of the kind of work you do or industry you work in, what size company you work for, or whether you work part-time or full-time. With the passage of this historic law, we have shattered one more barrier that's keeping Oregon mothers, caregivers, and their families from living full lives.

**Together, we are getting one step closer to equity for all.**

# What did we win?

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## Universal Access

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**Under Oregon's new paid family and medical leave law, everyone working in Oregon will have access to 12 to 14 weeks of paid leave** to take the time they need to care for themselves or their family without risking their ability to pay the bills. This statewide, public insurance program will operate similarly to unemployment insurance, and it can be used when getting treatment or recovering from a serious illness or health condition; when caring for someone else who is getting treatment or recovering; to welcome a new baby; or to deal with issues related to domestic violence.

## Financial Security

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**In 2023, about 1.5 million workers in Oregon will be covered** by this common-sense, pro-family insurance program. Oregon's law is the first to change the definition of family to recognize all of our different family types, including LGBTQ, chosen, and multi-generational families. It is also the first to offer a 100% wage replacement for low-wage workers and to include job protections for all.

## Equity & Inclusion

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**We passed the most inclusive paid family and medical leave law in the country** as a direct result of our coalition's unique, values-based approach: Because this campaign was rooted in equity and inclusion, The Time to Care Oregon coalition was able to fight for what matters most to those who are the least likely to have access to paid time off.

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***For more information, please visit***  
**[familyforwardaction.org/PFML-FAQ/](https://familyforwardaction.org/PFML-FAQ/)**

# Strength in Coalition

We believe in the power of community and in bringing our collective voices together to create lasting social change that leaves no community behind. Meaningful change can only be made when we work together and all have a seat at the table. We are stronger together.

We want to acknowledge that this work is the work of all of our communities.

**Thank you to the Time to Care Oregon Coalition for being part of the fight to win paid family and medical leave insurance for every working Oregonian.**



AARP, AAUP, AAUW, ACLU, AFL-CIO, AFSCME, AFT, Allies for a Healthier Oregon/We Can Do Better, APANO, Basic Rights Oregon, Causa, Children First for Oregon, Clackamas Women's Services, Coalition for Communities of Color, Elders in Action, Fair Shot for All, Forward Together, Latino Network, Main Street Alliance of Oregon, Moms Rising, NARAL Pro-Choice Oregon, Oregon Education Association, Oregon Health Equity Alliance, Oregon Latino Health Coalition, Oregon National Organization of Women, Oregon Nurses Association, Oregon Public Health Association, Oregon School Employees Association, Oregon State Fire Fighters Council, Oregon Trial Lawyers Association, Partners for a Hunger-Free Oregon, PCUN, Planned Parenthood Advocates of Oregon, Rural Organizing Project, SEIU 503, UFCW, Unite Oregon, Urban League of Portland, Working Families Organization



# Our Vision Moving Forward



## **Paid Family and Medical Leave Implementation**

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Passing the country's most inclusive paid leave law was just the first step. Now, we're moving on to the next phase of work: defending our win and maintaining the integrity of the law we passed, supporting the implementation of the law, and bringing our volunteer leaders into the process to make sure this new paid leave program will work for their families. **We are committed to fighting for paid leave for the long-term!**

## **Universal Child Care**

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We're dreaming big about how to dismantle the next biggest barrier that's holding Oregon moms, caregivers, and their families back: Oregon's broken child care system. **With your help, we'll fight for the set of solutions that work for families, kids, and child care providers.**

## **Build Power in 2020**

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Our work is inherently political, because of the nature of what we are fighting to change (and win). In order to make the big changes our families need, mamas and caregivers need to have a voice and be heard. **2020 is a BIG year, and Family Forward Action will be engaging mothers and caregivers in shaping our political futures.**

# Our Family of Supporters

Family Forward Oregon and Family Forward Action have a growing and dedicated family of supporters, from those who have been with us since the beginning to those who are just now joining the movement. Often, our donors are also our Action Team leaders and community partners. **They are some of the most dedicated and passionate people living and working in Oregon today.**

# We are supported by:

**752 Individual Donations**

*from 360 Donors of which*

**39 are Give Forward Monthly Sustaining Members**

## National Networks

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Caring Across Generations  
Community Change  
Family Values @ Work

## National Partners

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A Better Balance  
Center for American Progress  
Center for Popular Democracy  
Institute for Women's Policy  
Research  
MomsRising  
National Women's Law Center

## National and Local Foundations

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Kaiser Permanente  
Meyer Memorial Trust  
Oregon Community Foundation  
Pritzker Family Foundation  
WK Kellogg Foundation  
Women's Foundation of Oregon

## 2019 Supporters *(at the time of publication)*

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Angela Zahas Ronda Zakocs Linina Zocchi

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Rachel Langford Christopher Lowe Matt And Megan Newell-Ching Juan Carlos Ordonez Marsha Paluso Schow Renee Hackenmiller Paradis Kathleen Reitel  
Sarina Saturn Carolyn Schulte Ryan Schwartz Christy Splitt Deborah Steinkopf Anna Stiefvater Mark Sturbois Thuy Tran David Turnbloom Jocelyn Wagman  
Chelsea Whitney Katrina Yuen

## In-kind Support

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Ipnosi Krissy Gilhooly of K19 Designs Katy Seibel Kiehls Ladies of Paradise Like Nobody's Business Mako The Children's Shop Mary King and Lisa Dodson  
NW Women's Fitness Oh Baby Lingerie Shop Oregon Nurses Association Oregon Screen Impressions Outlet PDX Paper Source Portland Craft Bar Profile Theater  
ReRack Shaking the Tree Theater Tea Chai Te The Barefoot Sage The Diva Den The Lumberyard The Meadow The Pencil Test Portland Nursery  
United Food & Commercial Workers, Local 555 Wildfire Family Clinic



## **Ben Verhoeven and Kathryn Weeks**

**Parents of 2,  
Owners and operators of Peoria Gardens in Albany, Ore.**

*“Over the years, we’ve deepened our commitment to Family Forward, going from volunteers to donors, to now, sustaining donors. It’s been an easy decision to make. Why wouldn’t we give to an organization with a proven track record and a clear direction forward?”*



**[familyforwardoregon.org](http://familyforwardoregon.org)**

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** [@familyforward](https://twitter.com/familyforward)**



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