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

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**

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**

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**

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 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
Maria Gonzalez-Romero  Salem
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

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.

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

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.

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

**Universal Access**

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**

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**

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.

*For more information, please visit familyforwardaction.org/PFML-FAQ/*
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.

Our Vision
Moving Forward

Paid Family and Medical Leave Implementation

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

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

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.
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**
- Caring Across Generations
- Community Change
- Family Values @ Work

**National Partners**
- 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**
- 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)

Hamdi Abdullahi   Lily Aboud   Sonja Ackman   Simon Alhokai   Sara Aliyar   Christie Apodaca   Melissa Appleyard   Sable Askew   Candace Avales   Julia Ball
Jodi Ballard-Beach   Bill Barnes   Jeremy Barnicle   Jill Bartell   Alice Bartelt   Patricia Bateman   Janet Bauer   Beth Baumberger   Marah Bean
Theresa Beck Van Heemstra   Lindsay Benes   Susan Benke   Carol Bernstein   Robert Bernstein   Sharon Bernstein   Jennifer Bevacqua   Jenn Bildersee   Thinly Binnett
Earl Blumenauer   Bora Architects   Emily Borke   Summer Boslaugh   Grace Bounds   Rosy Boyer   Louisa Egan Brad   Ellen Bravo   Lee Ann Bronson
Jason and Liz Brooks   Neon Brooks   Shirley Brooks   Paul Brown   Jennifer Brownlee   Laurel Buckley   Beth Burns   Gillian Butler   Michaela Caldwell   Jennifer Calhoun
Belle Cantor   Alisa Castellano   Milagros A Catalan   Beth Cavanaugh   Tiffany Chapman   Pamela Chipman   Kari Christensen   Lauren Clarke   Stephanie Cobin
Sage Cohen   Nan Collie   Marsha Colombo   Donna Coningsby   Coco Corbett   Andrea Coukos   Aimee Craig   Maya Crawford Peacock   Charmain Creagle   Emily Cricke
Michelle Cristiani   Monica Cuneo   Alyssa Dalton   Alexa Dare   Lee Davenport   Mona Davies   Nancy Davis   Ana Del Rocio   Gun Denhart   Jeffrey Denson
Maxine Dexter   Sulochana Dhar   Janice Dilg   Doreen Dodgen-Magee   Caitlin Domingo Collings   Angela Donley   Amy Donohue   Barbara Dudley   Lisa Durham
Anne Eddy   Joan Eismann-Perry   David Silver and Elaine Vale   Jane Elliot   Jennifer Ellis   Megan Elson   Lindsey Emery   Adrienne Enghouse   Ruth Epstein
Elizbett Eslinger   Julie Fahey   Nafisa Fai   Run Feering   Danielle Fidler   Nikki Fisher   Deborah Fleskes   Vail Fletcher   Ingrid Ford   Erin Fornes   Irene Foster
Amy Fowler   Lisa Frack   Jeana Frazzini   Lyle Funderbunk   Michelle Ganow-Jones   Rachel Ganzon   Trish Garner   Marci Garnes   Anna Garwood   Cheryl Gaze
Jennifer Gilden   Shelley Gillespie   Kathleen Gomez   Manolete Gonzalez   Dorothy Goodman   Julia Goodman   Jennifer Gould   Cheryl Grabham   Brooke Graham
Anyeley Hallova   Julie Hambrecht   Christi Hancock   Kari Hansen   Nicole Hanig   Krista Hanson   Allison Harding   Benjamin Hazelton   Amy Heninger
Dana Hepper   Ximena Herrera   Cara Hersh   Hannah Highlander   Molly Hiro   Marissa Hirt   Carl Hitt   Carolene Hixon   Amy Hojnowski   Mark Homan
Katie Honeyman Colvin   Paige Hoque   Hillary Houck   Caitlyn Howard   Addie Humbert   Kamla Hurst   Michelle Hynes   Yasmin Ibarra   Jeff Immer   Erin Jauring
Crystal Kasmar   Ben Verhoeven and Kathryn Weeks   Sara Kaviani   Courtney Keating   Christina Ketcham   Tim Ketchum   Ali King   Mary King   Pamela Kiiskak
Nicole Koffler   Cindy Kokis   Sharleen Kornegay   Rachel Langford   Tracy Lawson Allen   Charles Leavitt   Noelle Lefitz   Cliff Lehman   Jenifer Leider   Risa Lertz
Ladonna Lindley   Melissa Lindsay-Lipkins   Catherine Livingston   Leah Lukofka   Jennifer Lynch   Terry Marchyok   Rossella Mariotti-Jones   Kerstin Maroney
Barbara Marsh   Stacey Marshall   Staci Martin   Hilda Martinez   Kathy Masarie   Christine Mason   Rosy Mazaika   Heather McClelland   June McGee   Megan McMillan
Cristin McQueen   Deb Meiser   Johanna Mercier   Tamara Metz   Gina Miga   Andy Miller   Douglas Miller   Lisa Miller   Marcella Miller   Sue Miller   Sara Mitenbuler
Michelle Mize   Polly Molden   Jan Molinaro   Jan Montes   Martin and Cecelia Monto   Kris Moore   McKenna Morrigan   Heather Morrow Almeida   Adalante Mujeres
Rachelle Mulder   John Mullin   Mark Murphy   Thea Nealschneider   Kari Nelsestuen   Melissa Nelson   Robin Nelson   Amy Niessner   Peter Noordijk   Danell Norby
Kerry Norton Cassidy   Elizabeth O’Neill   Sharon Overtin   Julia Pagan   Jennifer Pagliaro   Lorraine Parkinson   Anne Peckham   Jill Pelavin   Currie Person
Sherri Peterson   Sunny Petit   Dianna Pickett   Melissa Pierce   Elana Pirtle-Guiney   Julie Plagehoef   Andrea Platt   Sara Pomeroy   Maise Ponce   Jennifer Poole
Give Forward Sustaining Donors


In-kind Support

Aesop  Artifact PDX  Bag and Baggage Theater  Blueprint Modern Hair  Bolt Fabric  Broadway Books  Corrib Theatre  Dava Bead  Float On  Inner Light Coaching  Ipnosi  Krispy 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
“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?”

Ben Verhoeven and Kathryn Weeks
Parents of 2,
Owners and operators of Peoria Gardens in Albany, Ore.

familyforwardoregon.org
familyforwardaction.org