



MID YEAR REPORT

January - June 2020



a note from the Executive Director

The first half of 2020 has been filled with social upheaval and change on multiple fronts. Although we are living under unprecedented times, things are still moving forward here at 9to5. We have witnessed seismic shifts in what we thought was possible in our communities, in our legislatures, and in our workplaces. For me, it's simple: we were called to this work before and we're called to it now more than ever. We are going to have to throw down all we've got to get us where we need to be: an economically and racially just future where women and their families can live and thrive.

As an organization, 9to5 has been confronted with the need for flexibility, creativity, and perseverance as we navigate these uncertain waters and continue our work towards economic justice and centering the care of our communities. We have continued to make adjustments to our work in response to our shifting environment – including the launch of the Rapid Response Care Fund, shifting our voter education canvass program to a socially distanced model, and advocating for emergency policy solutions at local, state, and federal levels.

We are undergoing an internal transformational culture shift as an organization, where we prioritize our commitment to racial and gender justice as integral to the fight for economic justice. We have welcomed a new slate of directors to the national board, expanded our chapter staff, and have doubled down on our commitment to centering our membership in all we do.

I'm proud that our work at 9to5 has always been about building power and lifting up those that are most impacted, primarily Black and brown communities. That is and must continue to be the grounding point for all of us. Although 2020 has been hard, we are more committed than ever to continue doing this work because we believe a better world is not only possible, but necessary. Thank you for continuing with us on our collective journey towards justice – onward!

Leng Leng Chancey, Executive Director



our values

Over the last several months, people have come together in the streets and in our communities to take a stand against racist policing, white supremacy and fascism.

As we build this new civil rights movement together, 9to5 stands in solidarity in calling for an end to police violence and the racist systems that enforce the persecution, prosecution, and murders of untold numbers of Black people to protect white supremacy.

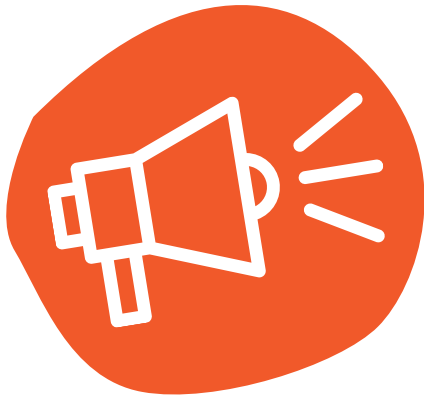
The killings of George Floyd, Tony McDade, David McAtee, Breonna Taylor, Ahmaud Arbery and so many others are examples of the countless incidents of racist police violence and acts of racism that happen every day but never make the news.

9to5 is committed to actively breaking apart systems of injustice with full transparency in order to advance our vision of collective liberation.

9to5 is committed to:

- Advancing racial justice through, in part, direct action, defunding the police and policy change
- Supporting the leadership of Black women within and outside of our organization
- Amplifying Black-led organizing and liberation work
- Aligning our policies and practices to dismantle systems and structures of white supremacy internally, while we work toward liberation for all

what we do



Community Organizing

Bringing directly impacted community members together to take systemic action is the cornerstone of our organization. We believe in the power of people to create a future where all women and their families can live and thrive.



Education & Empowerment

We offer training and teachings on a variety of topics with the goal of empowering people to take action. We work towards cultivating politically engaged and active members to drive policy development and advance economic justice.



People Centered Policy Advocacy

We advocate for community centered policy solutions that lift up women and their families, inside and outside of the workplace. We support policy initiatives at the local, state, and federal levels.



Top: Colorado chapter staff at the bill signing of 2020 Mobile Home bills into law.
Bottom: Wisconsin chapter member Stacy Baugh speaking on the importance of taking the census.



rapid response care fund

The rippling impacts of the Covid-19 pandemic have only worsened and intensified existing inequality. The most directly impacted communities - communities of color, women, the undocumented, low-wage workers - have largely been left out of emergency aid packages. While lawmakers prioritize funding and aid to large corporations, families and working people have been left to fend for themselves. We are now facing a looming eviction crisis at levels never before seen in our country.

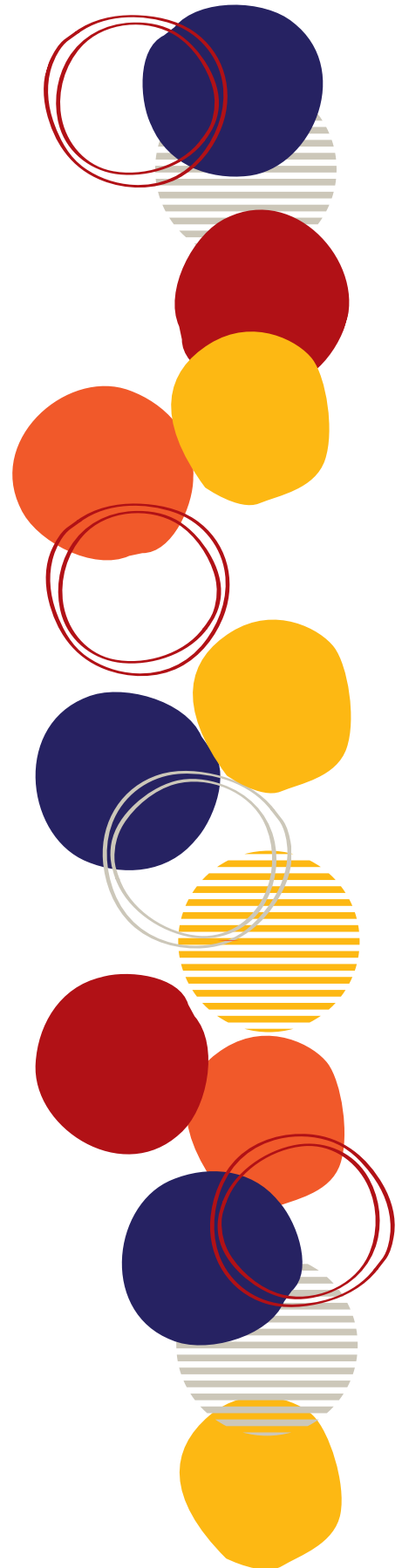
At 9to5, we believe in being nimble and creative in order to care for our people. In April this year, 9to5 launched our Rapid Response Care Fund, a new initiative to provide direct support to our members and their families - because no one should be carved out during a crisis.

We've raised dedicated funds from generous individuals and foundation funders, and we've directed cash assistance to those that need it most - people struggling with job loss, furloughs and lost wages; those facing eviction; caregivers providing for the sick; families wondering how they are going to keep the lights on.

To date, we have reached 339 families with direct cash assistance. We will continue this work as long as we have the resources, and as long as our communities are facing unmet needs.

Together we'll continue to envision a better world for all, and fight hard to make it a reality through programs like our Rapid Response Care Fund.

Donate at 9to5.org/rrcf



by the numbers

January-June 2020



339

Families that have received aid from the Rapid Response Care Fund



7,000

The number of conversations we've had with voters through voter registration and outreach



20

Bills we advocated for at the local, state, and federal levels, to win new rights and protections for working families



488

The number of digital advocates across 25 states that moved the dial forward through online petitions and letter campaigns



california

Yes on 15
SCHOOLS & COMMUNITIES FIRST

**VOTE YES ON
PROP 15
THIS NOVEMBER**



In California, 9to5 continues fighting for justice alongside our communities, neighbors, and schools. With our allies, we are focusing on ending the housing crisis and stopping illegal wage theft.

In February, California board chair Cathy Deppe represented 9to5 at the Housing for People, Not for Profit Speak Out & Rally. At the rally, which took place on undeveloped city-owned land, Cathy joined other Los Angeles residents to demand the city build low income housing at the site.

We've worked with partners Unite Here and LA Voice to close loopholes in California law so that wealthy corporations pay their fair share, reclaiming billions of dollars every year to invest in our schools and local communities. 9to5 has collected petition signatures in the LA and San Jose metro areas in support of this "Schools and Communities First" proposal.

We are proud to be part of the campaign that collected a record-breaking 1.7 million signatures to put this onto the ballot as Prop 15 in November. Until then we'll be educating our communities about why they should support strong schools and communities and vote yes on Prop 15.





colorado

The Colorado chapter started the year off strong, building big momentum for our housing and renters' rights campaign. We coordinated a storm of actions to help pass key bills protecting mobile home owners. Our press conference at the state's Capitol lifted up our demands and helped spark further action and advocacy.

However, as COVID-19 struck Colorado in late winter, the chapter shifted our efforts away from the legislative session to respond to the needs emerging from the public health and housing crises facing Colorado residents. This pivot included helping more than 100 families by giving over \$50,000 through our Rapid Response Care Fund.

We also piloted a Know Your Rights training series that has become a staple for community empowerment and protection, including trainings on eviction defense and why paid leave is so critical.

.When the legislative session resumed from its hiatus, we led, supported, and advocated for 12 bills to increase protections and strengthen rights for tenants, mobile home owners, and workers, through the duration of the pandemic and beyond. We also lent our weight to collective efforts to improve law enforcement accountability.

We're proud that our efforts helped pass 10 key legislative changes this year, including new protections for renters facing maintenance issues, limitations on rental application fees and new rights for mobile home owners including a dispute resolution system. We are also acutely aware that the impacts of COVID-19 are not letting up any time soon. It is increasingly clear why our work is critical and why our efforts should not let up either.





georgia

9to5 Georgia has pivoted our organizing work to digital organizing to meet the needs of our changing landscape. In addition, we hired a new State Director, Mica Whitfield, to provide leadership and support to our work. Our chapter remains committed to power-building with working women as a core strategy in the expansion of our work throughout Georgia.

We opened two new offices in Macon and Albany in early 2020. We also hosted a Town Hall on the Economic State of Women in Georgia around the Earned Income Tax Credit.

Completed the 2020 Summer Cohort of the Savannah Community Justice Fellowship Program. Seven high school students learned and applied key concepts in Voter Registration, Census Education and Campaign Strategies.

We completed year 2 of the Economic Empowerment Program which resulted in over 300 women participating in critical social and economic justice trainings.

Our Albany voter registration team kicked off the year by registering more than 400 people to

vote, and helping get the word out about upcoming elections. The Utilities Community Justice Fellows spent two months studying the utilities and housing crisis in Albany, and presented a petition to Albany Utilities to suspend cut-offs.



wisconsin

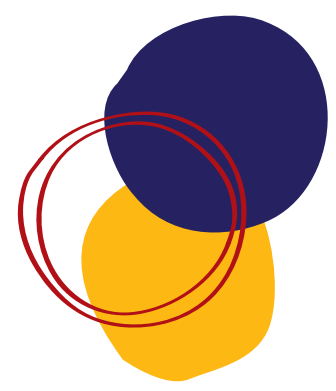
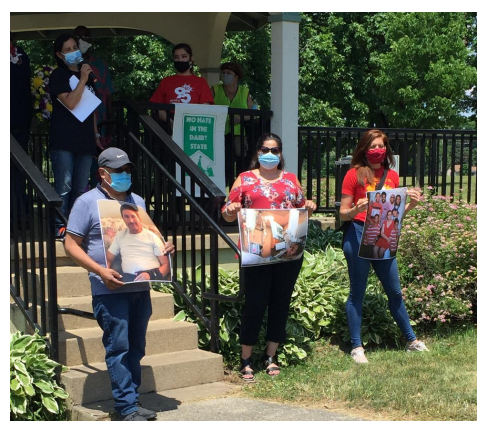
Like many other places across the country, voter suppression is on the rise in Wisconsin, with access to free and fair elections under attack for Black people and people of color. This was on display in the April 2020 primary, when Wisconsin voters were forced to stand in long lines in the middle of a pandemic.

9to5 is building the people-power we need to fight back against voter suppression and hold decision-makers accountable at the ballot box. So far this year, we have reached over 50,000 Wisconsinites with information about voting rights and how to exercise them.

We've reached tens of thousands in Milwaukee, Racine and the Fox Valley region to talk with people about why their vote is so important and how they can make sure their vote counts. We've heard from many folks about why paid family leave and child care are so critical right now.

We've also reached people with essential information about the Census; we've connected with women and families about how the Covid-19 pandemic and economic crisis has affected them. And, we've activated paid canvassers and members to develop deeper relationships with the folks we meet and offer ways they can get active locally.

9to5 is proud to be part of a movement where people of all ages and backgrounds are taking a stand and getting involved in making change.



IN THE NEWS

A selection of media coverage of our work in 2020

Executive Director Leng Leng Chancey addresses critical workplace discrimination protections in [“What Are Your Rights at Work?”](#)

An in-depth snapshot of the eviction crisis facing renters is highlighted in [“What eviction has meant for one man in Metro Denver”](#) featuring 9to5 Colorado member Bobby Salandy and 9to5 Colorado Senior Housing Organizer Cesiah Guadarrama Trejo.

9to5 Board Co-Chair and 9to5 Colorado member Kris Garcia shares his story about the urgent need for paid family and medical leave [“States Are Reopening. Schools Aren't. Does Anyone See the Problem Here?”](#)

LaToya Brannan, an organizer for 9to5 Georgia who is based in Savannah, went on air on the [“Women on Top”](#) radio show to talk about challenges facing women in the workplace.

9to5 Wisconsin member Tracy Jones is featured in [“Why Wisconsin Doesn't Have Mandatory Paid Sick Leave”](#), sharing her story about working without leave.

PARTNERS & COLLABORATORS

At 9to5, we work closely with dozens of peer organizations locally and nationally to build power and work to achieve our collective goals. We're proud to work alongside so many dedicated and impactful groups to broaden our strength and win change together. Some of our current national partners include: A Better Balance, Equal Rights Advocates, Family Forward, Family Values at Work, Make it Work Nevada, Mothering Justice, National Partnership for Women and Families, National Women's Law Center, Paid Leave for All, Stronger California Women's Agenda, Right to the City

