



2022 Blueprint Report Recommendations

COVID-19 Pandemic

What Can You Do?

Support policies and programs that:

- Provide job training
- Provide paid sick leave to part-time and full-time employees.
- Provide a living wage for workers in childcare, food service, sanitation, and retail.
- Support Increasing the federal minimum wage.
- Expand eligibility of unemployment insurance.
- Extend student loan forbearance.
- Make childcare accessible to all who need it.
- Reduce health inequities that existed long before the pandemic.
- Provide funding to remove people with disabilities out of congregate settings.
- Extend the eviction moratorium.

Educational Disparities

What Can You Do?

Support policies and programs that:

- Study the adultification of Black girls and its causal connection with adverse outcomes for Black girls in the education system, the juvenile justice system, and the child welfare system. Make reforms based on these findings.
- Provide implicit bias and adultification training to teachers, school administrators, law enforcement officers, prosecutors, public defenders, probation officers, and judges.
- Provide leadership and mentorship opportunities to Black girls.
- Provide information about disproportionate discipline and policing among communities of color.
- Recruit and retain Black teachers and administrators.

Employment and Earnings

What Can You Do?

Support policies and programs like:

- The Paycheck Fairness Act, which would “prohibit employers from retaliating against employees who discuss their wages and make it easier to demonstrate that discrimination has occurred” (National Partnership for Women and Families 2020).
- Fair Pay Act, which tackles occupational segregation based on gender.
- Options for family court that include weekends and evenings.

- Support policies that ban the use of prior salary history to determine current salaries.
- Pennsylvania Fairness Act, which would add gender identity and expression and sexual orientation to Pennsylvania's Human Relations Act, which provides protection against discrimination based on race, color, religion, ancestry, age, sex, national origin, and disability.
- A paid family and medical leave act.
- Increase in wages, especially in female-dominated fields.
- Unions.
- Comparable work.
- Attend or offer a salary negotiation workshop.
- Employers conducting pay audits.
- Eliminate pay secrecy norms that punish or fire employees for disclosing their salary or inquiring about the salaries of others.

Work and Family

What Can You Do?

Support policies and programs that:

- Provide paid parental leave.
- Provide paid leave for family caregiving responsibilities and define family as same-sex partners and spouses.
- Protect against caregiving or pregnancy discrimination.
- Advance breastfeeding rights.
- The Schedules That Work Act, which would give employees a right to request schedules that work for them, to rest between shifts, to get advanced notice of work schedules, to receive predictable pay for last minute schedule changes and canceled shifts, and to receive split shift pay.
- Provide funding for childcare assistance subsidies.
- Provide funding to maintain or expand preschool programs.
- Create, promote, and de-stigmatize flexible work programs.
- Train supervisors to identify and prevent family responsibilities discrimination and adopt an anti-family responsibilities discrimination policy.
- Create, promote, and de-stigmatize a complaint procedure for caregiving discrimination.
- Create and implement work coverage plans for employees who need time off for family caregiving responsibilities.

Poverty and Opportunity

What Can You Do?

Support policies and programs that:

- Support and maintain Social Security.
- Cancel student loan debt in an equitable way.
- Simplify the student loan repayment process.
- Eliminate the gender wage gap.
- Expand and increase Pell grants.

- Provide mentoring and leadership programs for women.
- Support the Equality Act, which would provide anti-discrimination protections for trans people.

Health and Well-being

What Can You Do?

Support policies and programs that:

- Provide culturally competent and equitable health care for historically marginalized racial and ethnic groups and the LGBTQ+ population.
- Support research on disparities in health care and health outcomes in historically marginalized racial and ethnic groups and in the LGBTQ+ population.
- Recruit and retain Black people as well as other people of color into medical school programs and healthcare professions.
- Integrate health considerations into programs and policies across sectors to promote a shared goal of improving the health of communities.
- Support the adoption of the National Standards for Culturally and Linguistically Appropriate Services (CLAS) in health care facilities and other culturally competent training for health care providers.
- Protect people from discrimination based on sexual orientation and gender identity.
- Guarantee access to health care coverage for lesbian, bisexual, and transgender women.
- Promote equality in all facets of life since these factors are also related to health outcomes.
- Monitor health status indicators and outcomes to inform data-driven decision making and evaluate effectiveness of programs and policies.

Violence and Safety

What Can You Do?

Support policies and programs that:

- Protect women's safety by passing laws that protect women from violence, stalking, harassment, and abuse.
- Increase funding for the Violence Against Women Act and include provisions for economic justice.
- Support policies to help survivors, including access to housing, childcare, transportation, and legal assistance.
- Support research on sexual violence and sexual orientation and identity.
- Refer sexual assault victims and survivors to culturally appropriate services.
- Support laws to reduce sexual harassment by mandating that employers provide sexual harassment training and create policies and procedures for sexual harassment complaints.
- Expand funding for the Family Violence Prevention and Services Act.
- Support intimate partner violence awareness and prevention campaigns that are inclusive of sexual orientation and identity.

- Support training among service providers to be sensitive to issues of the LGBT community.
- Support and promote the Lethality Assessment Program (LAP).
- Strengthen the Violence Against Women Act to include provisions for economic justice.
- Increase funding for the Violence Against Women Act.

Political Participation

What Can You Do?

Support policies and programs that:

- Maintain a searchable database of vacancies on county and/or municipal boards, commissions, and committees in order to motivate women in Chester County to become more involved in public life. Then recruit women to fill these vacancies. These positions could be elected or volunteer.
- Encourage girls to be involved in public life and give them opportunities to meet female community leaders and politicians.
- Support and/or create leadership programs for all women with an emphasis on women of color.
- Support and encourage women's political participation at all levels even if it is not running for office. For example, encourage women to volunteer for political campaigns, work with a local party, and/or donate to political campaigns.
- Encourage women, and women of color specifically, to run for public office.
- Encourage women's organizations to support female candidates.
- Support policies that encourage voter turnout.
- Support campaign training for female candidates and connect women who want to run for office with campaign training programs.

Reproductive Rights and Fertility

What Can You Do?

Support policies and programs that:

- Make birth control more affordable.
- Maintain access to abortion and emergency contraception.
- Maintain Title X funding.
- That fund comprehensive sex education programs that are medically accurate, inclusive, and teach about healthy relationships, consent, and interpersonal violence.
- Defund abstinence only programs which stigmatize LGBTQ children and have been shown not to work.
- Provide culturally appropriate training for reproductive health providers who can competently serve people of color and the LGBTQ+ community.
- Provide free or low-cost prenatal care.
- Provide culturally competent training for doctors of obstetrics and gynecology that informs them about bias and racism in medical care.
- Recruit and retain Black people as well as other members of historically marginalized racial/ethnic groups into medical school programs.

- Investment in community-based services and nonclinical, holistic approaches to improving health.

In Conclusion:

- **Share** - Raise awareness by sharing the Blueprint Report with family, friends and colleagues.
- **Lead** - Be a mentor or provide leadership opportunities for a woman or girl in your life.
- **Vote** - Select political candidates who support legislation that will improve the lives of women and girls.
- **Stay informed** - Learn more about the work of The Fund and our grantees. Subscribe to our [eNewsletter](#) and social media to remain current on issues affecting women and girls.
- **Give** - Volunteer and contribute to organizations working to address the needs of women and girls.
- **Take action** - These recommendations focus on supporting policies and programs that will improve the lives of women and girls in the areas related to education, employment, poverty, reproductive rights, healthcare, violence and safety, and political participation. Take action to support or advocate on behalf of these policies.