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Dear Senator/Representative and Members of the Biden-Harris Transition Team:

Women, especially Black, Indigenous, Latina, Asian American and Pacific Islander (AAPI) women, are on the front lines of responding to COVID-19 – as health care workers, child care providers, grocery clerks and other essential workers sustaining us through this pandemic. And yet, women are shouldering the brunt of the pain from our nation's inadequate response. During this crisis, we are more likely to lose our jobs and more likely to be pushed out of the labor force altogether.

As a result, women come home to empty pantries, and they struggle to pay their rent or mortgage and other bills that come due every month, and their health care needs remain unmet. At the same time, women are taking on the lion's share of unpaid caregiving, with many of our children more disconnected than ever from a school community, many child care centers still closed or operating at lower capacity—and many at the brink of closure, and fears that nursing homes are not safe places for their loved ones. While women and girls, disproportionately Black, Indigenous, and Latinx, are the first to lose their schooling and jobs when a crisis starts, they will be the last to return—if ever— to school or income-generating opportunities when the crisis abates.

The fact that women of color experience greater gaps in income and wealth, are more likely to work in poorly-paid jobs, and already suffer health inequities means that women of color and their families face greater risk of economic distress, unemployment, and poor health outcomes. For example, Black women are nearly twice as likely as white men to say that they have either been laid off, furloughed, or had their hours and/or pay reduced because of the pandemic.¹ According to the latest Jobs Report, 37% of unemployed women have been out of work for longer than six months, and for AAPI women, that number jumps to a startling 45%. While the virus doesn't discriminate, its impacts reflect and amplify centuries of discrimination.

One thing is clear: while the recent relief that is being provided by Congress is an important measure to help struggling people, it is a fraction of what is needed. For instance, the recent relief provided by Congress did not provide adequate relief for child care providers, failed to extend funding for cash-strapped state and local communities, and did not extend the requirement for employers to provide emergency paid sick leave and paid family leave. A top legislative priority of the Biden-Harris administration must be a robust COVID relief package and a large stimulus bill that enables women and girls across the nation to not just survive the current pandemic, but to

¹ Lean In. org and Survey Monkey, Impact of COVID-19 on Women, available here: https://docs.google.com/document/d/19UkIM_LtTUj02EI9Hw7U03-ybv0sCGUNTYGdnrHz7FU/edit

rebuild our dramatically weakened societal structures, communities, and economy and to be able to thrive on the other side.

The challenges facing women and families now are not new; the pandemic has simply highlighted and exacerbated inequities and systemic barriers that are the consequence of deeply embedded structural racism and sexism. But our country can no longer look away as women—especially Black women, Latina women, Indigenous women, Asian American and Pacific Islander women, and their families absorb the harm created by our social and economic systems.

2021 presents a critical opportunity to meet the needs and priorities of this country. To build back better, Congress and the next Administration can—and must—chart a new course toward racial and gender justice by centering the needs of women and girls of color. Centering the needs of women and girls of color is the only way forward to rectify centuries of intertwined structural racism and sexism, to ensure we can all thrive in a post-COVID reality.

Gender justice policies that address the needs of women and girls are essential to the prosperity of this country—including providing COVID relief; ending sexual harassment; ensuring access to high quality, affordable child care; closing the gender wage gap; protecting and expanding access to abortion; and providing access to low-cost, accessible health care to all. This memo identifies legislative and oversight priorities for the 117th Congress to advance gender and racial justice in 2021. These include:

- Providing COVID-19 relief,
- Providing the robust, sustained support that women and families will need as we build a more equitable economy that works for everyone,
- Building and providing the resources to achieve an equitable, effective child care for all system,
- Rebuilding an economy that values women’s work and shifts power to working people,
- Ensuring that everyone can work with safety, equality, and dignity—free from harassment and discrimination,
- Promoting safer school climates, and
- Protecting and expanding access to health care, including reproductive health care.

For almost 50 years, the National Women’s Law Center has advocated to expand opportunities for women and girls, driving towards a world where all women and girls can live, learn and work with

equality and dignity. We are eager to continue working with you to advance legislative and oversight priorities that will help ensure that all women and girls in the country can succeed.

Sincerely,

A handwritten signature in black ink that reads "Fatima Goss Graves". The signature is written in a cursive, flowing style.

Fatima Goss Graves
President & CEO
National Women's Law Center

In many instances, the 116th Congress has built an important foundation for prompt legislative action in 2021. For example, in 2019 and 2020, the House of Representatives passed many of the priority bills identified below, positioning these measures for quick votes in the coming year. In other instances, important and needed Congressional efforts to advance these legislative and oversight priorities in the coming year include moving forward for the first time with hearings and otherwise uplifting these critical issues.

Providing COVID-19 relief

A top legislative priority of the next Congress must be a COVID relief package that puts Black and brown women at the center of our recovery from both the virus and the economic crisis in its wake. This package should provide the relief that women and girls across the nation need to survive the current pandemic; to rebuild our dramatically weakened communities and economy; and to be able to thrive on the other side of this crisis. Such a package must include:

- At least \$50 billion in stabilization funding for the child care sector, consistent with the Child Care Is Essential Act, which passed the House on a bipartisan basis in July, and an additional \$7 billion in funding through the traditional Child Care and Development Block Grant program, as included in the revised HEROES Act passed by the House of Representatives in October;
- At least \$1 trillion in state and local fiscal relief that provides states and localities flexibility in using these funds to address both needs directly related to the coronavirus pandemic and the evolving economic crisis;
- Restoring the expanded Unemployment Insurance benefits that expired at the end of July, ensuring such benefits do not turn off until economic conditions improve;
- Income supports such as the additional Economic Impact Payments and temporary expansions to the Earned Income Tax Credit and Child Tax Credit set forth in the revised HEROES Act;
- Increased housing assistance comprised of \$100 billion in emergency rental assistance, a universal eviction moratorium, \$75 billion in mortgage assistance, and \$11.5 billion in homelessness assistance;
- Increased funding for the Supplemental Nutrition Assistance Program and other nutrition assistance programs, as well as program flexibilities to help families put food on their table during the pandemic;
- Improving health care access, by the immediate establishment of a marketplace special enrollment period, with \$25 million for marketplace outreach and education activities as called for in the HEROES Act and guaranteeing no cost-sharing for COVID-19 treatment and vaccination for any Medicare, Medicaid, CHIP, TRICARE, and Veterans Affairs beneficiaries diagnosed with or presumed to have COVID-19 during the emergency period, and ensure that

the safety net is equipped with resources and policies that allow providers to deliver high quality care in the midst of the pandemic;

- Extending the availability of emergency paid sick days and paid family leave, now set to expire at the end of 2020, and expanding these programs to ensure that all working people are included in these protections;
- Extending monthly payment relief for federal student loan borrowers for the duration of this crisis, canceling at least \$30,000 in outstanding student loan debt per borrower—inclusive of borrowers with commercially held federal loans, such as Perkins and FFEL loans, and ensuring that pauses on repayment count towards Public Service Loan Forgiveness and Income-Driven Repayment plans;
- Requiring the Occupational Safety and Health Administration to issue an enforceable standard on infectious diseases to help employers achieve the safest possible conditions for front-line workers;
- Rejecting efforts by anti-abortion legislators in Congress to further restrict abortion access in legislation addressing the pandemic;
- Rejecting efforts to provide businesses with immunity from coronavirus-related lawsuits – including those based on negligence, failure to comply with workplace health and safety standards, and workplace civil rights violations -- at the expense of working people and the public;
- Ensuring that all students have financial assistance and technology supports for remote learning regardless of their documented status and directing the Department of Education to issue guidance relaxing standards that establish Satisfactory Academic Progress for financial aid eligibility, encouraging remote options for federal work-study program, and encouraging schools to adopt penalty-free leave policies for students with caregiving responsibilities;
- Providing funding for schools to provide mental health counseling for children and adult learner to address any stress or mental health needs associated with the pandemic; and
- Ensuring no relief funds are used to increase the role of law enforcement in schools.

Providing the robust, sustained support that women and families will need as we build a more equitable economy that works for everyone

Even before the pandemic, many women, particularly women of color, older women, women with disabilities, and single-parent households, [struggled to make ends meet](#). Now, in the midst of an economic recession and pandemic, women are facing unprecedented levels of hardship. Women

and their families need access to supports that help them meet basic needs, and correct for systemic inequality, as we strive towards a more equitable economy.

Legislative Priorities:

- **Improve tax benefits that help low- and moderate-income women and families make ends meet.** This includes improving the Earned Income Tax Credit (especially for very low-income workers who do not claim children) and helping the families with the lowest incomes fully benefit from the Child Tax Credit. (If these credits are temporarily expanded in a COVID-relief package, Congress should then work to make the expansions permanent.) In addition, Congress should make the Child and Dependent Care Tax Credit refundable.
- **Improve fair access to safe, accessible, and affordable housing for all women and families.** This includes increasing funding for housing assistance to meet the needs of HUD public housing and Section 8 housing programs, as well as USDA rural housing programs; mitigating evictions and their negative impact on women and families; strengthening the scope and enforcement of the Fair Housing Act and Equal Credit Opportunity Act; and promoting access to homeownership for women and people of color.
- **Expand and improve social insurance programs that support low- and moderate-income women and families.** In addition to restoring pandemic unemployment benefits, Congress should prioritize policies to modernize and strengthen unemployment insurance so that benefits reach more people, are more adequate, and are responsive to economic indicators, not arbitrary deadlines. Congress should also establish a jobseeker's allowance for workers without the employment history to qualify for traditional UI. Similarly, Congress should increase benefits for Social Security and Supplemental Security Income.
- **Make the tax code more progressive and increase racial and gender equity.** Provide more revenues for programs and services that will help women and families recover and find more stable economic footing after the COVID-19 crisis has ended. These revenues can be generated by rolling back provisions of the 2017 tax law that overwhelmingly benefit the wealthy and large corporations, such as the reduced top corporate and individual income tax rates or the pass-through income deduction, taxing capital like work, and restoring meaningful taxation of dynastic wealth.
- **Improve the data integrity of the 2020 Census.** Congress should enact one-time postponements of statutory deadlines for delivery of apportionment and redistricting data codified in 13 USC § 141.

Oversight Priorities

- **Probe the weak points in our nation's social assistance programs,** with particular attention to how new and proposed Trump Administration rules have weakened access to nutrition assistance, rental assistance, unemployment insurance, and other countercyclical

tools for women and people of color - with consequences for both struggling families and the economy overall during the COVID-19 recession.

- **Inquire about the status of Fair Housing Act enforcement and rulemakings**, including rolling back Trump administration attempts to evict mixed-status families and to dismantle disparate impact, Affirmatively Furthering Fair Housing, and Equal Access rules that help reduce discrimination in housing and help women and their families access fair housing opportunities.
- **Analyze the process by which the Internal Revenue Service distributed Economic Impact Payments (EIP)** to discover why millions of families did not receive their payments; to determine any disparities in income, race, and citizenship status in payment receipt; and to make the process more effective and equitable for future EIP distributions and for implementation of refundable tax credits more generally.
- **Examine the impact of tax policy and enforcement on racial and gender equity**, including by Investigating the Internal Revenue Service's declining audit rates and why those rates are declining more steeply for top-earning individuals as compared to low-income individuals and EITC claimants.

FY 2022 Appropriations Priorities

- **Significantly boost IRS funding.** The initial year of a multi-year plan to restore and increase IRS funding, within a range of approximately between \$20 and \$100 billion over a 10-year period, should be included in FY22 Budget.
- **Avoid unnecessary austerity in discretionary funding.** The FY22 Budget should avoid adhering to tight non-defense discretionary budget caps and instead, ensure that discretionary funding proposals based on agency, program, and community need drive the non-defense discretionary total.
- **Address the long-term housing crisis.** The administration must significantly increase housing investments in the FY 2022 budget, including funding universal Section 8 housing choice vouchers; increasing funding for public housing to maintain existing units; providing at least \$3.5 billion for the national Housing Trust Fund to increase the stock of affordable and accessible housing; and increasing funding for processing Fair Housing Act (FHA) complaints.

Building and providing the resources to achieve an equitable, effective child care for all system

High-quality, affordable care is a public good that is critical to the success of our children, families, and economy and an essential investment to advance gender and racial equity. Investing in child care means more children can access the tools that will prepare them for school; more families

who can work, go to school, or retrain for a new career; and fairer compensation for the child care workforce, primarily women of color and immigrant women, which in turn improves their economic security and contributes to availability of quality care.

Legislative Priorities

- **Introduce in early 2021, and work to swiftly pass, legislation that provides the policies and funding needed to achieve equitable, high-quality, affordable child care for all and value the educators doing this essential work.** Such a bill should meet the legislative principles outlined by NWLC and 186 other organizations in [*Child Care and Early Learning: Addressing the Urgent Crisis and Investing in the Future*](#).

FY 2022 Appropriations Priorities

Provide significant additional funding to serve as down-payments on the broader legislative vision for transforming our child care and early learning system. In addition to securing at least \$57 billion in immediate relief for the child care and early learning sector in the first relief package of 2021, the FY 22 appropriations bills must include at least \$57 billion for child care to build in and sustain pandemic relief funding, avoiding severe cliffs in funding and swings in policy changes for providers, families, and states when relief funding expires.

Rebuilding an economy that values women’s work and shifts power to working people

Caregiving and service sector jobs performed largely by women, disproportionately Black and brown women, have long left millions living paycheck to paycheck or working multiple jobs to survive—even as corporations raked in record profits. Employers have refused to make the changes necessary to ensure people can succeed at work while caring for their families. And companies’ increased use of subcontracting and labor intermediaries have degraded working conditions by attenuating employer accountability and diminishing worker access to collective action and bargaining. To recover from the punishing recession wrought by COVID-19, Congress must focus on rebuilding an economy that works for working people by improving job quality and building worker power—centering the women of color doing undervalued work who were in crisis long before the pandemic.

Legislative Priorities

- **Raise the minimum wage for all working people to \$15 an hour by 2025 by passing the Raise the Wage Act.** The House passed the Raise the Wage Act in July 2019.
- **Ensure that working people are able to take the time they need to care for themselves and their families without risking their livelihoods by advancing the Healthy Families Act and the Family and Medical Insurance Leave (FAMILY) Act.** In January 2020 the House Ways and Means Committee held a hearing on legislative proposals for paid family and

medical leave, including the FAMILY Act. The House Education & Labor Committee held a hearing on the Healthy Families Act in March 2020.

- **Pass the Forced Arbitration Injustice Repeal (FAIR) Act and the Restoring Justice for Workers Act.** The House passed the FAIR Act in September 2019.
- **Restore and strengthen workers' rights to organize and collectively bargain by passing the Protecting the Right to Organize (PRO) Act.** The House passed the PRO Act in February 2020.
- **Extend collective bargaining rights to public service workers across the country, a majority of whom are women, through the Public Service Freedom to Negotiate Act.**
- **Give working people more predictability, stability, and voice in their work schedules by advancing the Schedules That Work Act and the Part-Time Worker Bill of Rights,** an important complement to the Schedules That Work Act.
- **Protect the rights of domestic workers and others excluded from key labor and employment protections through the Domestic Workers Bill of Rights.**

FY 2022 Appropriations Priorities

- **Provide robust funding for the Department of Labor and the National Labor Relations Board to increase enforcement capacity and safeguard workers' labor and employment rights,** with particular attention to protecting the right to organize and combating wage theft and misclassification.

Ensuring that everyone can work with safety, equality, and dignity—free from harassment and discrimination

COVID-19 has exposed and exacerbated existing inequities and economic insecurities that increase the risk of discrimination and harassment in the workplace. Women in low-paid, front-line jobs and those facing heightened risk of job loss are more desperate to keep a paycheck at any cost in the midst of record-setting unemployment and less willing to report discrimination, harassment or assault, increasing the risk of coercion and abuse. Many front-line workers are without legal protections against discrimination altogether because they are often classified as independent contractors. And women of color are facing the compounding effects of racial and gender wage

gaps. Congress must ensure that as we rebuild our economy and create jobs, everyone can work free from discrimination and retaliation.

Legislative Priorities

- **Help close race and gender wage gaps and strengthen protections against pay discrimination by passing the Paycheck Fairness Act.** The House passed the Paycheck Fairness Act with bipartisan support in March 2019.
- **Ensure pregnant workers are no longer forced to choose between a healthy pregnancy and a paycheck by passing the Pregnant Workers Fairness Act.** The House passed the Pregnant Workers Fairness Act with overwhelming bipartisan support in September 2019.
- **Strengthen critical federal civil rights laws by providing explicit protection from discrimination based on sexual orientation and gender identity, while adding new protections against sex discrimination, by passing the Equality Act.** The House passed the Equality Act in May 2019.
- **Address workplace harassment by advancing the BE HEARD in the Workplace Act and the EMPOWER Act.**
- **Protect employees with caregiving obligations from discrimination** through the **Protecting Family Caregivers from Discrimination Act.**
- **Ensure all work is safe from harassment and discrimination** by introducing and moving legislation to extend Title VII protections to servicemembers and provide them with access to the same complaint process as federal sector workers; legislation to strengthen protections for federal sector workers, including by extending the 45-day statute of limitations for filing a complaint; and legislation to provide antidiscrimination protections for people who work for the federal judiciary.

Oversight Priorities

- Examine attempts by EEOC to allow claims of religious beliefs to undermine workplace civil rights protections, including EEOC's proposed changes to its Compliance Manual on religious discrimination, and related nonpublic stakeholder meetings and litigation.
- Examine EEOC's development and implementation of its pilot program on conciliation and its pending rule changing conciliation procedures.
- Probe repeated attempts by EEOC and OMB to block or avoid attempts to collect employer pay data, including OMB's unlawful August 2017 decision to indefinitely stay the EEOC's collection of employer pay data pursuant to a previously-approved Paperwork Reduction Act notice, the EEOC's subsequent failure to develop a revised pay data collection proposal, and the EEOC's September 2019 announcement that it will cease collecting pay data once the current court order requiring it to do so expires.

FY 2022 Appropriations Priorities

- Significantly increase funding for civil rights enforcement, including doubling funding for the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs to permit increased enforcement and education efforts.
- Ensure that none of the funds appropriated or otherwise made available through appropriations may be used to implement, enforce, or otherwise give effect to the Department of Labor’s final rule, entitled “Implementing Legal Requirements Regarding the Equal Opportunity Clause’s Religious Exemption” (85 Fed. Reg. 79324 Dec. 9, 2020).

Promoting safer school climates

Transform schools into places where every student feels safe, valued, and included—no matter their race, national origin (or immigration status), religion, disability, or sex (including sexual orientation, gender identity, pregnancy and related conditions, and parental status).

Legislative Priorities

- **Block the Education Department’s final Title IX rule on sexual harassment, to ensure equal access to educational opportunities for all students in elementary, secondary, and post-secondary schools.** For example, H.R. 5388 (introduced in the 116th Congress) would block enforcement of this harmful rule or any rule or guidance that is substantially the same.
- **Take a comprehensive approach to addressing school climate by passing a package of bills to create better, safer, and more inclusive elementary and secondary schools for Black, Native, and undocumented girls and gender expansive youth and to promote healthy school environments for all students,** through the Ending PUSHOUT Act; the Counseling Not Criminalization in Schools Act; and the Protecting Our Students in Schools Act.
- **Ensure any reauthorization of the Higher Education Act (HEA) removes barriers for historically marginalized students.** HEA reauthorization should increase affordability, access, and accommodations for students who are expectant or parenting, by increasing recruitment through GEAR UP and on-campus services, guaranteeing lactation accommodations on campus, and standardizing parental leave policies; promote campus safety by codifying campus climate survey requirements, protections against LGBTQ harassment and discrimination, and protections against sexual harassment and assault; and increase funding and data collection activities related to civil rights compliance. HEA reauthorization should include the Hold Accountable and Lend Transparency on Campus Sexual Violence (HALT) Act, the Tyler Clementi Higher Education Anti-Harassment Act, Safe Equitable Campus Resources and Education (SECuRE) Act, and the Exposing Discrimination in Higher Education Act.

- **Ensure students in K-12 Schools are protected against sexual harassment, by supporting greater resources for Title IX coordinators; expanding protections, programs, and resources for students experiencing sexual harassment in their elementary, middle, and high school educational programs; and ensuring schools collect climate data to inform policy and practice.** These measures are included in the Stop Sexual Harassment in K-12 Act, the Supporting Survivors of Sexual Harassment in Schools Act of 2020, and the Safe Schools Improvement Act. Congress should also ensure there is adequate funding for training and capacity building of Title IX Coordinators by advancing the Patsy T. Mink and Louise M. Slaughter Gender Equity in Education Act of 2019.
- **Ensure that any legislation intended to restore students' civil rights comprehensively addresses race, sex, disability and age discrimination.** The Equity and Inclusion Enforcement Act, passed by the House in 2020, was a partial step to fix the misinterpretations of law that have limited people's access to the courts to address discrimination based on race and national origin. We look forward to working with leaders in the next Congress to expand upon these protections to reach all forms of unlawful discrimination. Congress must also pass the Protect Black Women and Girls Act as a companion to the Commission on the Social Status of Black Men and Boys Act, which was signed into law in the 116th Congress.

FY 2022 Appropriations Priorities

- **Stipulate that any appropriations provided to the Department of Justice shall not be used to place law enforcement in schools.** These cuts to funding should be counterbalanced by increases to programs that invest in academic, social, and emotional student supports such as ESSA Title IV grants. This federal divestment from mechanisms that criminalize students coupled by investments in student supports will reverse racial and gender inequities that fuel the school-to-prison pipeline and school-to-poverty pathway.
- **Significantly increase funding for civil rights enforcement.** Congress should provide at least \$260 million for the Department of Education Office for Civil Rights in FY2022. This would be a two-fold increase from what was appropriated in FY 2020 and is necessary to rebuild the Office, increase enforcement of the nation's civil rights, and communicate to student victims of discrimination that the Office for Civil Rights is open for business again.
- **Eliminate funding supporting abstinence-only programs in K-12 schools.**

Protecting and Expanding Access to Health Care, Including Reproductive Health Care

Congress must ensure that everyone has access to the health coverage and care they need, including abortion and birth control, without financial difficulty, stigma, discrimination, or other barriers to care.

Legislative Priorities

- **Eliminate harmful restrictions on abortion.** Congress should pass bills including but not limited to the EACH Woman Act and the Women’s Health Protection Act.
- **Protect and expand access to birth control.** Congress must ensure all individuals have coverage of birth control and related education and counseling no matter the source of health care coverage, including by passing the Access to Contraception for Women Servicemembers and Dependents Act and the Equal Access to Contraception for Veterans Act.
- **Ensure that personal beliefs do not dictate patient care.** Congress should take action to proactively protect patients’ access to health care, including passing the Do No Harm Act and the Access to Birth Control Act, as well as any necessary legislation to block previous Trump administration action that emboldened discrimination against patients.
- **Expand comprehensive, accessible health coverage to all.** The pandemic has laid bare the inequities in our current health care system. Congress should act to expand comprehensive, accessible health coverage to all, and ensure coverage meets health care needs, including by covering reproductive health care such as abortion and birth control.
- **Address health disparities affecting women of color,** Congress should center the experiences of historically underserved populations and pass legislation to address systemic racism and inequities, including the Health Equity and Accountability Act; the HEAL for Immigrant Women and Families Act; and the Black Maternal Health Momnibus Act of 2020.
- **Address barriers health care providers face in offering patients the full range of reproductive health care, including abortion.** Health care providers should not face harassment, violence, privacy violations, discrimination, or damage to their careers simply because they want to treat patients seeking reproductive health care. Among other things, Congress should eliminate the Coats Amendment and pass legislation that eliminates these barriers.
- **Increase funding for critical domestic and global programs.**
- **Improve access to young people’s access to sexual and reproductive health care and education.**

Oversight Priorities

- Investigate continuing barriers to access to birth control, with a focus on communities that struggle to access care and/or who lack insurance coverage .

- Investigate access to abortion care, including assessing state actions that either suppress or support access, investigating the systemic harassment and violence at reproductive health care clinics, and barriers for providers in providing abortion care to patients.
- Investigate how best to address racial and ethnic disparities in health care, including addressing interpersonal discrimination and bias among clinicians, and how to best support Black, Indigenous, and people in communities of color to become health care providers.

FY 2022 Appropriations Priorities

- **Eliminate barriers to reproductive health care.** All harmful riders, including the Hyde and Weldon Amendments, that currently are used to restrict access to reproductive health care should be struck from FY 2022 appropriations bills.
- **Comprehensively fund health care.** FY 2022 appropriations must provide for comprehensive funding for the Affordable Care Act, Medicaid, Title X, and other programs that help people access health care.

Addressing issues that cut across a range of gender justice issues

Many issues cut across gender justice issues as people do not live single issue lives. It is important for Congress to pass legislation and conduct oversight in ways that do not undermine one gender justice fight for another, but instead comprehensively addresses how all of these issues are connected. Congress can start this process by removing the congressionally-imposed deadline for ratifying the Equal Rights Amendment. In 2020, Virginia became the 38th state to ratify the ERA, and it important that our foundational legal document fully affirm women’s right to equality in all aspects of their lives, including their reproductive decision making and health care. Congress should also work to ensure that data by gender and race is more widely available to policymakers and the public.