

YEAR ONE OF TRUMP'S SECOND TERM: An Assault on Gender Justice and Democracy

Authors: Emily Martin, Angel Padilla, Maribel Ramos, Erin Weber

Contributors: Ma'ayan Anafi, Gretchen Borchelt, Gaylynn Burroughs, Brian Dittmeier, Sofia Hay, Sarah Javaid, Lauren Khouri, Dorianne Mason, Amy Matsui, Kathryn Menefee, Katie O'Connor, Shiwali Patel, Whitney Pesek, Sydney Petersen, Jasmine Tucker

The first year of Donald Trump's second term has been defined by governing through intimidation and retribution, the consolidation of executive power, the breaking of democratic norms, the disregard for the rule of law, and an assault on women, children, LGBTQ+ people, and immigrant communities. Indeed, attacks on gender justice have been a key element of and engine for the administration's broader assault on democracy. Trump and his administration have implemented 50% of the objectives in Project 2025, the anti-democratic, misogynistic, and ultraconservative blueprint for dismantling our rights and freedoms.

TRUMP'S FIRST YEAR AT A GLANCE

71% of people don't believe raising children is affordable for most people
— **up from 58% in 2024**

Health insurance premiums on the ACA Marketplace increased by 114%

Women's unemployment rose
from 3.6% in January 2025 **to 3.9%** in December 2025

Women's labor force participation
decreased **from 58.9%** to **58.6%**

There were **277,000 fewer** federal government employees by the end of 2025

500,000 people were deported

It is no secret that since day one, Trump has been intent on undermining our systems of checks and balances, including actions which have been challenged in court for exceeding constitutional authority and an unprecedented overreach of presidential power. He has continued to use the levers of executive authority as cover to unlawfully roll back legal protections, attack transgender people under the guise of “defending women,” override Congress’ power of the purse, and attempt to dismantle the federal government.

Just weeks after the election, Trump announced his intent to nominate Russell Vought, a key architect of the anti-democratic Project 2025 policy agenda, to be the Director of the Office of Management and Budget (OMB). Vought holds hostile views towards reproductive rights, gender affirming care, gender and racial diversity and equity, and dignity and humanity for immigrants. His terrible policy views on the issues central to the lives of women and girls are a hallmark of the Project 2025 agenda, but it doesn’t end there. Vought has been leading the illegal practice of impoundment (the refusal to release Congressionally approved funds), a power grab that puts our system of checks and balances under threat. This administration has illegally withheld funding from programs that they argue do not support the President’s agenda, including many critical to the well-being of women and their families, such as Head Start programs, Title X family planning, educational institutions, and essential funding that supports survivors of domestic violence and sexual assault.

This administration’s actions have been driven by lawlessness, cruelty, and chaos, harming everyday women and families. One year into his term, Trump and his signature policy achievements are deeply unpopular, and across the country, people believe the government, economy, and policies are headed in the wrong direction.

Passage of Trump’s Key Anti-Family Policy Agenda

On July 4, 2025, Trump signed into law his signature “One Big Beautiful Bill Act” (OBBBA). The legislation passed almost entirely along partisan lines, with three Republicans voting no in the U.S. Senate and with two Republicans voting no in the U.S. House of Representatives, and with no Democrats voting yes in either chamber. This law gives trillions in tax cuts to billionaires and big corporations while making historically devastating cuts to health care and nutrition assistance that women and families rely on and supercharging the administration’s cruel detention and deportation agenda. The law adds \$3.4 trillion to the deficit while cutting integral funding to many programs. Changes to Medicaid will cause 11 million people to lose their health coverage, and an additional 4 million risk losing insurance if Congress does not extend the Affordable Care Act (ACA) enhanced premium tax credits (ePTCs). Additionally, 2.4 million people will lose Supplemental Nutrition Assistance (SNAP) benefits, while another 4 million people could see their benefits reduced or eliminated. These changes imperil the health, economic security, and well-being of women and their families for a generation. Ahead of its passage in the Senate, 64% of people viewed the legislation unfavorably. This bill is so unpopular that Trump is trying to rebrand the bill as the “Working Families Tax Cut Act.” However, no matter what he calls it, he cannot hide the fact that the bill does little for women, families, and communities while slashing basic needs programs they rely on to deliver massive tax cuts to wealthy corporations and billionaires.

MAKING THE TAX CODE EVEN MORE REGRESSIVE

Despite promises to lower the deficit, reduce costs for families, and balance the national budget, the Trump administration doubled down on the failed strategy of delivering even more massive tax cuts for the wealthy in OBBBA. In contrast, the law’s expansion of tax benefits for families (such as the Child Tax Credit or the Child and

Dependent Care Tax Credit) were modest at best and left out those most in need of assistance—and the administration and congressional Republicans failed to include an extension of the ePTCs in the law. OBBBA will increase the deficit by at least \$3.3 trillion over the next 10 years. It will also reduce tax revenue for decades, pushing long-needed investments in child care, care for aging and disabled family members, health care, housing, and more, further out of reach. While the richest people in the world can deduct their private jets from their taxable income, and the top 10% wealthiest taxpayers will receive an effective \$12,000 bonus as a result of the tax cuts in the OBBBA, lower income households will see any tax benefits offset by the increased cost of health care and groceries, as a result of the OBBBA's cuts to the Supplemental Nutrition Assistance Program (SNAP), Medicaid, and more.

INCREASED FOOD INSECURITY

SNAP has helped women and families keep food on the table for decades. In 2023, women were more than half (55%) of nonelderly adult SNAP recipients. About one-third of women receiving SNAP in 2023 were women of color. In that same year, SNAP moved nearly 3.4 million people out of poverty, including 1.3 million women, more than half of whom were women of color. Federal funding cuts and changes to SNAP in Trump's OBBBA law will make it difficult for states to offer benefits at the same level as prior years, and doing so may necessitate cuts to other state programs.

SNAP benefits are an essential support for workers, particularly those making a federal minimum wage (\$7.25 per hour) that hasn't risen in 16 years. Despite misinformed attempts to discredit recipients as lazy or dependent, 86% of the households who received SNAP in 2021 included at least one non-disabled working age adult. OBBBA's new work requirements fly in the face of facts and eschew avoiding starvation as a human right.

Work requirements create additional barriers to applying for and receiving benefits. The age exemption for work requirements rose from 55 to 64, and parental exemptions

are limited to parents with children aged 14 and under for the first time. It also removes exemptions for veterans, people experiencing homelessness, and young people who recently aged out of foster care. Moreover, we know work requirements' red tape cut working recipients off programs they need rather than increase employment or earnings. More than 62% of SNAP recipients are in families with children, and the U.S. Department of Agriculture estimates that \$1 in SNAP benefits generate \$1.54 in economic activity.

OBBBA further eliminated refugee eligibility for SNAP benefits, robbing benefits from asylees, victims of trafficking, and survivors of domestic violence who have filed a self-petition under the Violence Against Women Act, among others.

TAKING AWAY PEOPLE'S HEALTH CARE AND COVERAGE

The Affordable Care Act (ACA) of 2010 transformed the health care coverage landscape. It created the ACA Marketplace and expanded Medicaid eligibility to include nearly all low-income adults. These changes, along with others, led to an estimated 20 million previously uninsured people gaining comprehensive coverage that prohibited plans from charging women more than men, prohibited discrimination in health care, required no-cost coverage of contraception, and ensured that coverage met women's needs, like maternity care. It has been a lifeline for women and families. Despite this, and despite unsuccessfully attempting to repeal the ACA in Trump's first term, the Trump administration focused its signature domestic bill on undermining and dismantling the ACA, including Medicaid expansion.

IMPOSING DAMAGING CHANGES ON THE MEDICAID PROGRAM

Despite the fact that Medicaid has broad public support—83% of people report favorable views of the program—OBBBA makes harmful cuts and changes to the Medicaid program that will make people lose coverage, or, if they retain coverage, make people pay

more or forgo care they need. Some of the changes to the program—especially the work reporting requirements and cost sharing mandate—present a fundamental shift away from the purposes of Medicaid coverage and will be most harmful to women.

OBBBA drastically restricts Medicaid access for individuals with low incomes under the guise of “increasing employment.” The law subjects the Medicaid expansion population to onerous work reporting requirements. In August, the Congressional Budget Office (CBO) estimated that changes in OBBBA—primarily work reporting requirements—would risk 9.9 million to 14.9 million people losing coverage.

The idea that Medicaid enrollees need an incentive to work (Medicaid coverage) or should be punished if they don’t work (through loss of coverage) is based on the false narrative that Medicaid enrollees do not work. This is a distortion of reality predicated on over-invoked racialized and gendered stereotypes of beneficiaries that ignore the lived experiences of all low-income people across racial and gender lines. The vast majority of Medicaid recipients under the age of 65 who don’t receive disability benefits and who also are not covered by Medicare, nearly two-thirds of recipients, work either full or part time.

Many Medicaid expansion enrollees will now have to follow a complicated process to prove they worked 80 hours a month to keep their health care. These bureaucratic hurdles will lead millions of eligible people, many of whom already work, to lose their coverage. This will disproportionately harm women because of unique employment barriers they already face. Women are also more likely to provide caregiving, which is not fully exempted from the reporting requirements.

At the same time, OBBBA imposes mandatory cost sharing on the Medicaid expansion population, which goes against Medicaid’s very purpose and will rip care away from Medicaid enrollees who rely on it the most: those with the highest health needs. This disproportionately harms

women, who are more likely to be cost-sensitive than men. Indeed, imposition of even nominal cost-sharing has been demonstrated to cause low-income women to delay or deny themselves health care, including essential services.

At its core, Medicaid exists to provide health coverage to people with low incomes who cannot otherwise afford it and helps these individuals attain or retain the capacity for independence and self-care. Loss of this coverage due to Trump’s law increases the likelihood of worse health outcomes, medical debt, and economic instability.

DEFUNDING PLANNED PARENTHOOD AND LEAVING MEDICAID ENROLLEES WITHOUT THE CARE THEY NEED

Trump’s signature OBBBA law includes a provision that prohibits certain entities from participating in the Medicaid program for one year, defining those “prohibited entities” to intentionally and almost exclusively target Planned Parenthood health centers. Since July 4, when President Trump signed the “defund” provision into law, 20 Planned Parenthood health centers have been forced to close, leaving patients with fewer options and higher travel costs for essential health care, including birth control, abortion, cancer screenings, STI testing and treatment, and primary care. The direct impact of this provision of OBBBA can be seen in Maine, when their Family Planning announced closure of three rural clinics, resulting in the end to primary care services for nearly 1,000 people in rural areas of the state because of Trump’s law.

FORCING HOSPITAL CLOSURES

Medicaid represents about 9% of revenue for rural hospitals, providing \$12.2 billion to rural hospitals every year. As work requirements and Marketplace coverage changes lead to millions fewer insured patients, rural hospitals will bear the brunt of the impacts. Children and nonelderly adults are more likely to rely on Medicaid if they live in rural areas, and the increased prevalence of disabilities in rural areas underscores the importance of hospitals’ continued existence and funding. Near the end of 2025, 23 hospitals

had closed, and 27 rural hospitals had to close or planned to close their maternity wards, while an additional 120 remain at risk. These rural closures are particularly concerning for people giving birth, as longer travel times lead to worse health outcomes for both pregnant people and their babies. They also come at a time when 41.5 million women in the United States live in areas in which they have significantly limited or no access to necessary reproductive health care.

In response to the concerns of the disproportionate impact that OBBBA will have on rural hospitals, the Senate added a \$50 billion “rural health fund,” which is a little over one third of the estimated loss of federal Medicaid funding in rural areas. However, this does not take into account the other revenue losses that rural hospitals will be responsible for related to OBBBA, such as the increased number of people who will be uninsured because of the expiration of the enhanced ACA premium tax credits. Rural hospitals are expected to see a 21% decline in Medicaid reimbursement due to provisions in OBBBA.

ACA INSURANCE MARKETPLACE COVERAGE

The ACA created the ACA Marketplace and provided low-to-moderate income individuals and families with access to premium tax credits to make coverage on the Marketplace more affordable.

OBBBA clawed back impactful parts of the ACA Marketplace coverage by:

- Increasing hurdles to premium tax credits: OBBBA requires pre-enrollment verification of eligibility to receive tax credits. Increased paperwork and required annual recertification will lead to fewer people claiming the premium tax credits they need to afford insurance.
- Robbing immigrants of health care access: Previously, lawfully present immigrants with incomes under 100% of the federal poverty level were eligible to purchase Marketplace coverage, but OBBBA bars access for some lawfully present immigrants like refugees and asylees, people with temporary protected status, individuals on work visas, and DACA recipients, among others.

PUTTING HIGHER EDUCATION OUT OF REACH

OBBBA slashes assistance that helps students attend higher education institutions. Pell Grants are federal contributions to low-income students that do not have to be repaid and therefore help break poverty cycles, decrease high interest borrowing, and open otherwise locked doors to higher education. In 2024, 34% of all undergraduate students received Pell Grants, including 43% of all female college students. OBBBA’s changes to eligibility thresholds will cause low-income students to choose between pursuing their education or avoiding crippling debt.

The law also imperils access to federal student loans with income-based repayment programs, fixed interest rates, and forgiveness programs their private loan counterparts lack. New caps on how much parents and students can borrow over their lifetimes will limit their options. Meanwhile, elimination of several income-based repayment programs will increase payments for borrowers, particularly for women, who hold two-thirds of outstanding loan debt totaling more than \$929 billion.

INCREASING ANTI-IMMIGRANT ENFORCEMENT

Trump leveraged the budget process to include unprecedented funding for immigration enforcement in OBBBA, deploying and heavily arming masked federal agents to raid homes, workplaces, and communities. Over four years, OBBBA provides an additional \$70 billion for border enforcement and \$75 billion to expand Immigration and Customs Enforcement (ICE) operations in communities—in addition to funds for expanding detention capacity, immigration and removal proceedings, and creating additional onerous immigration requirements. In total, Trump and his allies in Congress allocated \$170 billion to his xenophobic and barbaric attacks on immigrants, all while cutting taxes for the wealthy and robbing women and families of important services and programs.

Executive Orders

Since January 20, 2025, Trump has signed 225 **Executive Orders (EO)**, the most in a single year since **F.D.R.** He wielded orders like weapons against his most vilified opponents, including federal workers, women, the transgender community, and immigrants.

A few of his most harmful include:

- [Executive Order 14148](#) revoked 78 executive orders and memoranda issued by the Biden administration, including a Biden EO requiring federal agencies to conduct equity assessments and “[collect data](#) to track and address trends and barriers that underserved communities face in accessing federal positions and programs.”
- [Executive Order 14173](#) revoked the 1965 Equal Employment Opportunity rule that protected against discrimination in employment among federal contractors and requires them to certify that they do not operate diversity, equity, and inclusion (DEI) programs.
- [Executive Order 14201](#) is an attempt by Trump to ban trans women and girls from participating in women and girls’ sports based on a distorted interpretation of civil rights law and reality. Soon after, Trump began threatening to withhold federal funding from schools that did not comply with his unlawful attempt to ban trans women and girls from sex-separated spaces and activities, like sports. His actions are cruel, blatant, and illegal attempts to eviscerate safe, affirming, and equitable schools—a right that every student deserves, including transgender students.

Dismantling of Our Democracy

INTIMIDATING PERCEIVED POLITICAL ADVERSARIES

One of Trump’s tactics is to intimidate civil society by targeting both the public sector and independent entities, such as non-profits, media outlets, educational institutions, and law firms, which are all pillars of a functioning democracy and are under attack. He continues to threaten those he perceives as political opponents with loss of federal funding or federal investigations and litigation in order to keep them silent. Trump has launched investigations into and levied punishments against institutions long revered for their expertise and reputations for integrity, all while compromising public trust in them. At least [470 people, organizations and institutions](#) have been targeted for retribution since Trump took office—an average of more than one a day.

These actions are meant to sow division and roll back critical civil rights protections. Trump is rigging the various federal Civil Rights Offices by appointing his political loyalists who are devoted to carrying out his anti-woman, anti-LGBTQ+, anti-immigrant, and anti-democracy agenda. To date, the administration has frozen more than \$4 billion in federal grants and research funding to at least nine schools in order to force them to end diversity, equity, and inclusion programs and ban transgender athletes from women’s sports. Trump has also threatened cutting off federal k-12 funding for the state of Maine in an attempt to make the state enforce his anti-trans ideology. The state refused to acquiesce to Trump and held to what the federal courts have ruled—that nothing in Title IX prohibits schools from allowing transgender girls and women to participate on girls’ and women’s sports teams—resulting in Maine’s ongoing legal battle with the federal government.

Rhetoric against nonprofits has been particularly chilling. In September, Trump issued a [Presidential Memo](#) on “Countering Domestic Terrorism and Organized Political

Violence.” The memo threatens groups “perpetuating” “‘extremism’ on migration, race, and gender,” as well as ideals of “anti-capitalism and anti-Christianity.” At the end of October, the Department of Education issued a final rule that threatens to impact student loan forgiveness for those working in non-profits advocating for immigrants and LGBTQ+ people, which unlawfully expands the Department’s power because federal law makes clear that eligibility applies to all 501(c)(3) charitable nonprofits.

Under Trump, the Equal Employment Opportunity Commission (EEOC) has been weaponized to attack law firms’ diversity, equity, and inclusion practices, resulting in the EEOC sending letters to 20 of the nation’s most prominent law firms inquiring into what the administration calls “alleged discriminatory hiring practices linked to DEI policies.” This is in line with Trump’s anti-DEI executive orders that he issued less than 48 hours after he was sworn into office. Some of these law firms have reached an agreement with the administration to end their DEI practices and remove DEI language from their websites. Others are refusing to settle and have filed legal challenges to the executive orders. In a further attempt to weaponize the federal government against its political opponents, the newly created Chief Executive Officer of the IRS has been charged with investigating the nonprofit status of organizations that have long advocated for policies that protect immigrant and LGBTQ+ communities, and the donors who support this work.

USING JUDICIAL NOMINATIONS TO ADVANCE TRUMP’S ANTI-WOMAN AND ANTI-LGBTQ+ AGENDA

In his first term, Trump was able to appoint a striking 28 percent of our federal judiciary. In total, 234 judges he nominated were confirmed: three to the U.S Supreme Court, 54 to the U.S. circuit courts, 177 to the U.S. district court, and seven to the U.S. Court of International Trade. Trump’s appointments during his first term led directly to the erroneous overturning of *Roe v. Wade*, ending the constitutional right to abortion. Trump has a record of appointing judges who agree with his extreme ideology, and

we already know how Trump views presidential authority—Project 2025 calls for consolidating executive power, bypassing Congress, and pushing through an extremist agenda.

In his second term, Trump continues to put forward a slate of judicial nominees who have built their careers on fighting against abortion rights, LGBTQ+ rights, education equity, the right to vote, and workers’ protections.

A few examples:

- Chad Meredith, an anti-abortion extremist, who, as the Kentucky Solicitor General and Chief Deputy General Counsel to the Governor, defended laws that force patients to undergo invasive and unnecessary ultrasounds before receiving abortion care, was nominated to the U.S. District Court for the Eastern District of Kentucky.
- Jennifer Mascott, whose legal record demonstrates a dedication to undermining abortion access and eroding Title IX sexual harassment protections for students, was nominated for the U.S. Court of Appeals for the Third Circuit.
- William Crain, whose partisan, anti-abortion political views have motivated his judicial decision making in the past, was nominated for the U.S. District Court for the Eastern District of Louisiana.

These judicial seats have lifetime appointments and will make decisions that impact our lives for years to come.

Judges and the courts are an essential guardrail against attacks on our civil rights, and they’ve made decisions that have protected us from attempts by extremists in Congress to pass bills that curtail them.

DISMANTLING AND WEAPONIZING THE FEDERAL GOVERNMENT

Since day one, Trump has made unlawfully targeting federal employees a central goal of his administration. It was no surprise when he appointed Russell Vought as the Director of the OMB, a key architect of Project 2025 and someone who has made no secret of his blatant hostility

towards federal workers. Additionally, through executive order, Trump created DOGE, led by multi-billionaire Elon Musk, to fire federal workers, cancel government contracts, and dismantle federal agencies. Thousands of federal workers have been fired, placed on leave, or pressured to resign as part of the Trump administration's goal to dismantle the federal government through DOGE, creating widespread chaos and fear.

Trump has aggressively sought to force out career federal workers and replace them with partisan ideologues, unilaterally cut or undermine core services, and undermine the public's confidence in our government.

One of Trump's early actions was the firing of Jocelyn Samuels and Charlotte Burroughs, both commissioners at the EEOC. By statute, they are nonpartisan government officials tasked with protecting workers by enforcing civil rights laws, including protections against sex discrimination in the workplace. Additionally, Trump also fired Gwynne Wilcox, chair and the first Black woman member of the National Labor Relations Board (NLRB), an independent agency that safeguards employees' rights to unionize and prevents unfair labor practices. Lawsuits have been filed against the administration's firings of members of the EEOC and the NLRB because of the illegal firings and the undermining of agency independence. These actions further Trump's goals of expanding executive power by seizing control over independent agencies.

The majority of the federal workers in departments targeted by the Trump administration are women and people of color, resulting in the elimination of jobs that provide greater stability, benefits, and pay equity relative to jobs across all industries. These attacks also targeted civil rights offices and staff across the federal government in an attempt to undo federal protections against discrimination on the basis of race, sex, or national origin in employment, education, housing, and more. In addition to Trump's executive orders which instructed the Office of Personnel Management (OPM) to terminate all government activities related to DEI, they also required federal agencies to compile lists of the government's DEI programs. This

resulted in mass terminations of federal employees who the administration perceived were associated with DEI, which disproportionately singled out people of color. Following these terminations, a group of federal employees filed a lawsuit against the administration for violating their First Amendment rights.

While women made up 46% of the total federal workforce in September 2024, they represented a substantial majority of the workforce in five Cabinet-level departments targeted for large-scale layoffs: the Department of Veterans Affairs (VA) (64%), the Department of Education (63%), the Department of Health and Human Services (HHS), the Department of the Treasury (61%), and the Department of Housing and Urban Development (HUD) (59%). By the end of 2025, there were an estimated 271,000 fewer federal employees than when Trump began his term.

The Office of Federal Contract Compliance Programs (OFCCP) within the U.S. Department of Labor, which is responsible for ensuring that federal contractors operate fair, nondiscriminatory workplaces, was also targeted for elimination by the Trump administration. Trump's Executive Order 14173 drastically cut OFCCP's enforcement oversight and ended affirmative action requirements for federal contractors. While OFCCP is a small division, their work resulted in 250,900 workers obtaining financial relief totaling \$260.8 million between 2014 and 2024, with Black workers and women receiving most of the monetary relief.

Despite Trump's campaign promise to "protect women," his actions only continue to hurt women and their economic prosperity. He is seeking to terminate the Women's Bureau, which represents the needs of wage-earning women and works to increase the presence of women in industries where they are underrepresented. The Women's Bureau has reportedly lost more than two-thirds of its staff.

Staffing cuts fell especially hard on programs focused on the wellbeing of women and families. For example, HHS fired two in five of workers overseeing child care programs. The Office of Child Care lost a third of its staff that oversees

a block grant program that provides child care subsidies to about 840,000 children. As a result of DOGE cuts, some child care centers serving military families closed. In addition to affordability, decreased child care supports also threatens parents' ability to fully participate in the workforce.

Trump and OMB Director Vought took advantage of the government shutdown to inflict further pain on government employees by following through on their threat to fire thousands of employees. Women and LGBTQ+ were specifically targeted through the decimation of the Office of Population Affairs, which administers Title X family planning, teen-pregnancy prevention, and LGBTQ+ health initiatives.

DISMANTLING OF ANTI-DISCRIMINATION PROTECTIONS AND EQUITY PROGRAMS

On his first day in office, Trump issued Executive Order 14151, which directed the termination of all DEI policies and programs in the federal government, the closure of federal offices related to DEI, and the termination of all relevant federal jobs. Many similar orders have since followed, designed to roll back decades of progress in combating sex- and race-based workplace discrimination and establishing a federal policy of recognizing only two genders based on a definition that erases transgender and nonbinary people—all under the guise of “protecting” women.

The Department of Justice's Office on Violence Against Women (OVW), tasked with implementing programs supporting survivors of domestic violence and sexual assault, imposed unlawful new conditions on grant recipients. Recipients must now certify they are not supporting and will not support diversity, equity, inclusion and accessibility programs, discuss “gender ideology,” or serve undocumented immigrants, even when those services are required by law or essential to survivor care. These actions undermine Congress's clear intent, threatening the effectiveness of these programs and jeopardizing services that vulnerable communities across the country depend on. These unlawful policy conditions force organizations

to choose between losing critical funding or facing severe legal and financial risks under the False Claims Act, which is a federal law that imposes liability on persons and companies who defraud governmental programs.

In March, Andrea Lucas, then Acting Chair of the EEOC and tasked with advancing the Trump anti-opportunity agenda, sent public letters to 20 major law firms requesting detailed information about the firms' employment practices related to DEI and questioned the legality of such practices. These actions were on their face intended to intimidate law firms that might otherwise challenge unlawful actions by the administration, while further sowing confusion regarding the legality of these programs. Her actions contradict the EEOC's core mission to promote diversity, equity, inclusion, and accessibility in the workplace, which are fundamental to preventing discrimination and remedying its impacts.

On April 23, 2025, Trump signed an executive order to roll back the protections afforded to Americans against discrimination that has a “disparate impact” based on race, sex, or other protected characteristics and that is not otherwise justified. The prohibition of disparate impact discrimination has for decades been a core protection provided by our nation's civil rights laws. This executive order instructs the government to stop enforcing key civil rights protections—in the workplace, at schools, and in all aspects of our society—and to rewrite regulations that have protected the rights of all people for decades.

Trump's efforts to stymie diversity extend to the military. His Secretary of Defense Pete Hegseth's first action was to fire Adm. Lisa Franchetti, the first woman to lead the Navy and serve on the Joint Chiefs of Staff. Her firing came with little explanation but against a backdrop of insinuations that because of Biden's “woke” culture, leadership positions had been awarded based on quotas (there are no such quotas), not merit.

In September, the Department of Defense (DoD) terminated the Defense Advisory Committee on Women in the Services

(DACOWITS), which provided “advice and recommendations on matters and policies relating to the recruitment, retention, employment, integration, well-being, and treatment of servicewomen in the Armed Forces.” Eliminating this committee will have a real, detrimental impact on our military capability, readiness, and national security. Under Hegseth’s leadership, the DoD accused the committee of “advancing a divisive feminist agenda.”

Attacks on Women and LGBTQ+ Workers

One of Trump’s early actions was to issue the Executive Order “Ending Illegal Discrimination and Restoring Merit-Based Opportunity.” This EO revokes a series of other executive orders, including longstanding civil rights protections for workers employed by federal contractors, and threatens private entities that promote equal opportunity—including businesses, nonprofits, philanthropic foundations, professional associations, and higher education institutions—with civil investigations and potential litigation.

The numerous harmful executive orders—confirmation of dangerous and unqualified political nominees, unprecedented and illegal firing of federal employees, and the restructuring or elimination of federal agencies—has had a detrimental impact on the rights of women and LGBTQ+ workers. Under Trump, the first half of 2025 saw the steepest decline in labor force participation rate of mothers with young children in more than forty years. Black mothers were disproportionately affected.

Trump’s EEOC has moved to dismiss at least seven active lawsuits involving transgender and non-binary workers, stopped processing many discrimination complaints involving gender identity, and instructed staff to classify such complaints as meritless. This policy is in line with the Trump administration’s directives, including Executive Order 14168, which redefines federal policy to recognize only two

sexes and strips away protections for transgender people across the federal government.

The EEOC’s actions violate the law. Specifically, they violate the Fifth Amendment’s Equal Protection guarantee, the Administrative Procedure Act, and Title VII of the Civil Rights Act of 1964. The Title VII violations are made clear by *Bostock v. Clayton County*, a case where the U.S. Supreme Court held that Title VII’s prohibition against employment discrimination includes discrimination based on sexual orientation and gender identity, confirming protections for LGBTQ+ workers that the EEOC had previously recognized for nearly a decade. In response, the National Women’s Law Center, together with Democracy Forward, sued the EEOC and its Acting Chair Andrea Lucas for its policy of unlawfully refusing to enforce federal workplace protections for transgender workers.

In an attempt to further attack women and workers of color, the Trump administration’s Department of Labor (DOL) proposed a rule that would gut critically important protections designed to help break down barriers for women and workers of color to access apprenticeship training programs. The proposed rule rescinds proactive measures and anti-discrimination requirements in apprenticeship programs. Although women comprise nearly half of the labor force, only 14.4% of active registered apprentices in fiscal year 2024 were women, with an even smaller percentage in federally registered construction apprenticeship programs. These apprenticeship programs can provide a pathway to high-paying jobs in industries in which women remain significantly underrepresented. Shutting women out of these opportunities for good jobs and benefits closes off avenues to economic security for women and their families.

In a recent assault on workers, the EEOC is seeking to issue a final rule to rescind its updated Enforcement Guidance on Harassment in the Workplace (“Harassment Guidance”). The Harassment Guidance helps ensure workers can enforce their rights to a work environment free from harassment. Rescinding the Harassment Guidance would not change workers’ rights under the law, but it would

make it harder for workers to enforce their rights. This is yet another example of the Trump administration undermining civil rights protections and turning its back on workers.

Trump's actions have only made it harder for people to access good jobs and a workplace free from discrimination, threatening the economic security of workers and their families.

Undermining our Education System

DISMANTLING THE DEPARTMENT OF EDUCATION

Trump followed through on fulfilling a clear goal of Project 2025 by issuing an executive order to gut the Department of Education. For decades, extremists have been trying to eliminate the Department of Education (ED) but have been unsuccessful because it would require an act of Congress. However, the Trump administration is attempting an end run around Congress to pick the Department apart, piece by piece. While it is clear that the president cannot unilaterally dismantle ED or the statutorily created offices within the Department, this administration is now attempting to do this through a reorganization that would shift parts of the agency to other federal agencies, including the Office of Elementary and Secondary Education, which administers K-12 grant programs; the Office of Postsecondary Education, which administers programs to help students access and complete college; the Indian Education program; and programs that oversee child care access, foreign medical education, and foreign language education.

By transferring many of ED's programs and responsibilities to other federal agencies that have little to no expertise in education, the Trump administration is creating a fractured, chaotic, and inefficient system for implementing the laws Congress has passed. The federal role in education has always been to support states

in expanding educational access and to ensure equal opportunity for all students. Dismantling ED leaves students without the federal backstop established by Congress to ensure they receive a high-quality education and protect their civil rights. It also weakens the implementation and oversight of federal programs and creates confusion, bureaucracy, and uncertainty at the state level.

The offices targeted by this latest attack provide billions of dollars in grant funding and essential resources for local school systems to identify gaps in learning, remove disparities in access to education, and otherwise ensure educational opportunity. Moving these functions to other agencies is not only nonsensical given their tangential relationship to overseeing education, but also will harm the students who need them the most, particularly students from low-income communities, students of color, multilingual learners, and students with disabilities.

Trump has also gutted the Department's Office for Civil Rights (OCR), which develops guidance to ensure schools comply with federal civil rights law, collects data about students' experiences with discrimination, provides technical assistance to help schools protect students' rights, and investigates institutions that engage in discrimination. This comes at a time when civil rights complaints filed with OCR have increased more than 200% from five years ago. Just last year, more than 22,600 complaints were filed.

These actions will result in no federal oversight to ensure schools are safe, inclusive, and equitable. There would be deep cuts to funding for federal student loans and for schools that need resources to support their students, particularly students from historically marginalized communities, and a rollback of civil rights protections and accountability for discrimination.

WEAKENING TITLE IX PROTECTIONS

Title IX has protected students in education programs and activities, including school sports, for over 50 years, but the first year of the Trump presidency has jeopardized

the significant progress made by Title IX. Under Biden, ED released a Title IX rule to clarify protections for LGBTQ+ students and pregnant and parenting students and to restore protections—weakened by the first Trump administration in 2020—for students who experienced sexual assault and sex-based harassment. However, the Biden Title IX rule was immediately met with legal challenges by conservative states and organizations and was subsequently vacated by two separate federal district courts. Trump's OCR shortly thereafter announced a return to enforcing the weakened 2020 Title IX rule, creating barriers to protecting students from sexual harassment.

On National Girls and Women in Sports Day, Trump signed an executive order to ban trans women and girls from participating in women and girls' sports based on a distorted interpretation of civil rights law and reality. Soon after, Trump began threatening to withhold federal funding from schools that did not comply with his unlawful attempt to ban trans women and girls from sex-separated spaces and activities, like sports. His actions are cruel, blatant, and illegal attempts to eviscerate safe, affirming, and equitable schools, a right that every student deserves, including transgender students.

CONTINUED ATTACKS ON HEAD START

In Trump's first year, he has deliberately attacked the Head Start Program, which has led to instability, lack of access to funding, and even some programs temporarily closing their doors. These attacks can be traced directly to plans put forth in Project 2025, which proposed to fully eliminate the Head Start program.

Earlier this year, families woke to the news that the Trump administration planned to completely eliminate the Head Start program as part of his fiscal year 2026 budget proposal to Congress. As a result of advocacy from families, communities, and organizations—including NWLC—the Trump administration's budget proposal to Congress did not include the elimination of Head Start. However, this hasn't stopped the Trump administration's continued attacks on the program through various means.

Attempts to dismantle Head Start are not expected to cease, and they are not new or sporadic. These attacks are part of a decades-long sustained strategy to undermine progress for families with low incomes and reduce critical supports for entire communities.

Attacks on early learning programs like Head Start are anti-family and thinly veiled attacks on women's rights.

When families have access to child care, the whole family thrives. Parents are able to work or pursue education, build up their financial stability, and focus on their long-term investments like paying down debt, saving, or contributing to their retirement. Mothers in particular are more able to find work and stay employed when there is access to stable and affordable early care and education for their children. Yet, in the first few months of the Trump administration, families faced waves of unpredictability and chaos through funding freezes, office closures, and staff layoffs for Head Start programs across the country.

Without these support systems, parents (typically mothers) need to cut their work hours or leave the workforce entirely. This defies Trump's support for the pronatalist movement—basically any efforts, including government policy, to increase the number of babies born. While this administration wants to encourage a “baby boom,” their policies undermine its “pro-family” goal by refusing to increase the critical support services families need to thrive because they don't seem to care if women are pushed out of the workforce. Protecting Head Start, child care, and early learning opportunities is inextricable from defending women's rights and hard-fought freedoms.

Attacks on Immigrant Women and Families

Trump made mass deportation a key policy platform and has taken drastic actions against immigrants from the start of his second term. On his first day in office, Trump declared a national emergency at the southern border as

an excuse to mobilize military, police, and other resources to attack and demonize immigrant communities. It was the first step in a coordinated attack that weaponized Congress, the courts, and law enforcement.

In an attempt to upend any sense of security or humanity, Trump's Department of Homeland Security rescinded a Biden-era rule protecting areas like churches and schools from immigration enforcement. The impact was swift and shocking. We have seen immigration enforcement officers seize on their new lack of boundaries, even violently detaining early childhood educators in front of their students. Under this current immigration enforcement climate, even pregnant immigrants have been "shackled and chained while miscarrying, denied prenatal care, [and] given inadequate food and water."

Legally present immigrants have lost vital resources during Trump's first year. Trump directed several agencies to claw back benefits immigrants had previously been able to access, though a federal court blocked his attempt to exclude immigrant children from Head Start programs.

Threatening Access to Health Care

ATTACKS ON REPRODUCTIVE FREEDOM

Since his first week in office, Trump has repeatedly taken direct aim at access to abortion and birth control while giving little more than lip service to his promise to expand access to in vitro fertilization (IVF). Trump's executive orders, proposed regulations, funding cuts, executive and judicial nominations, and federal employee terminations, just like his signature domestic law OBBA, have made clear his 2024 campaign pledge to be "great for women and their reproductive rights" was a bald-faced lie.

In his first week in office, President Trump repealed two Biden-era executive orders that sought to protect

and expand access to reproductive health care in the aftermath of the Supreme Court's wrongful decision to overturn the constitutional right to abortion. Among other things, he stopped federal agency efforts to protect patient and provider privacy and security; dismantled the whole-of-government response to the crisis in abortion care; ceased efforts to advance abortion access for patients enrolled in Medicaid who must travel for abortion care; blocked key data collection, research, and analysis; and stopped public education and awareness efforts about how to obtain birth control.

On his third day in office, Trump pardoned 23 anti-abortion extremists who were prosecuted and convicted under the federal Freedom of Access to Clinic Entrances (FACE) Act, a critical civil rights law that makes it a federal crime to use force, the threat of force, or physical obstruction to injure, intimidate, or interfere with someone who provides or is obtaining reproductive health care services. The extremists that Trump pardoned were found guilty of entering clinics by force, barricading clinic entrances with chains and bike locks, harassing patients and providers, and even assaulting and injuring clinic staff. Shortly after the pardons were announced, Trump's Department of Justice announced that it would no longer enforce the FACE Act at all, except in "extraordinary cases" that present "significant aggravating factors." These actions by this administration only serve to embolden anti-abortion extremists who seek to intimidate, harass, threaten, and engage in violence against abortion providers, patients, and volunteers.

The Trump administration has targeted our servicemembers, their dependents, and veterans, restricting their access to abortion care. During his first week in office, the administration rescinded a key policy that provided for travel allowances and leave for service members and dependents who are forced to travel off-base for abortion care they are denied in the military. In December, the Trump administration quietly implemented a near total abortion ban for veterans and other Veterans Affairs beneficiaries, then formalized it after the fact through a final rule. These policies are dangerous and cruel and betray those who currently serve or have served our country.

In March, the Trump administration abandoned a case that sought to ensure access to emergency abortion care under the federal Emergency Medical Treatment and Labor Act (EMTALA) in states that otherwise criminalize such care. The case, which was filed by the Biden administration, challenged Idaho's abortion ban because it would prohibit abortion care that is necessary to treat a person experiencing a medical emergency, in violation of federal law. Three months after dropping this important case, the administration revoked federal guidance that reminded hospitals of their ongoing obligations under EMTALA. These actions by the administration show a callous disregard for the health and lives of pregnant people across the country, some of whom will suffer needlessly, or even die, because they are denied the care their doctors know they need.

In addition to defunding Planned Parenthood through OBBA, the Trump administration is trying to dismantle the Title X program. Title X is the nation's only federal program dedicated to providing reproductive health care and family planning services to millions of people with low incomes. The Trump administration is withholding Title X funding from several Title X grantees, including nine Planned Parenthood health centers. This will decimate people's ability to access birth control and other critical care. Trump and his administration have also pushed dangerous falsehoods about birth control—wrongly claiming that contraceptives like IUDs and birth control pills cause abortion.

The Trump administration also reinstated the Global Gag Rule, a harmful policy that prohibits international non-governmental organizations that receive U.S. government funding from using their own money to provide information, referrals, or services for legal abortion or to advocate for access to abortion in their own country. This policy harms the health of individuals in the poorest countries and leaves them without the information and care they need. It censors organizations who are trying to provide that information and care and renders the U.S.'s international family planning program ineffective.

The Trump administration has uplifted junk-science and misinformation about medication abortion. Under the leadership of Robert F. Kennedy, Jr., Trump's Department of Health and Human Services (HHS) has launched a review of mifepristone, an incredibly safe and effective medication that is used in nearly two-thirds of abortions nationwide. The review was prompted by the release of a deeply biased and methodologically flawed so-called study from an extreme anti-abortion organization that had a hand in drafting Project 2025, which explicitly calls for mifepristone's FDA approval to be reversed. Any effort to roll back access to mifepristone would devastate the abortion access landscape across the entire country.

In addition to the judges Trump has appointed who have demonstrated ideologically extreme anti-abortion records, Trump has also filled his administration with extremists who oppose abortion, birth control, and other forms of reproductive health care. For example, he nominated David Weldon to be the Director of the Centers for Disease Control and Prevention (CDC). Weldon is the architect of the Weldon Amendment, which allows health care providers, hospitals, and insurers to deny abortion care, referrals, and even information about these services to patients. In a win for public health and reproductive freedom, Trump withdrew Weldon's nomination as a result of large public pushback due to Weldon's dangerous record and unfitness for the role. Trump also nominated Thomas March Bell, who has close ties to anti-abortion extremist organizations and led a controversial and highly partisan Congressional investigation into Planned Parenthood, to be the Inspector General of the Department of Health and Human Services.

Trump has pretended to care about ensuring access to some reproductive health care, particularly access to fertility care. He even pledged to make IVF free and called himself the "fertilization president." But his actions betray that professed support. The Trump administration has eliminated the federal agency division responsible for researching fertility treatments and providing data that could improve outcomes. And he hasn't followed through on his claims in October 2025

that he would reduce the cost of some IVF drugs and clarify options for employers to offer standalone fertility benefits for their employees and their dependents. Trump's proposal is not likely to significantly increase access to IVF, as it only offers a discount for a limited set of drugs and clarifies that employers have pathways to offer a limited benefit.

LIMITING ACCESS TO GENDER AFFIRMING CARE

The first year of the Trump presidency has brought relentless attacks against the transgender community, including their access to essential health care. This administration has made it a priority to make it harder—or even impossible—for trans people to get the care they need, especially trans young people. In his first week in office, Trump signed an Executive Order calling for a whole-of-government approach to restrict access to this care—and his agencies have pursued this dangerous ideology with gusto.

For example, the administration has misused criminal and civil rights laws to intimidate providers who work with trans patients, subjecting them to baseless investigations, abusive subpoenas, and threats of prosecution. The Trump administration has promoted disinformation about trans people's care, including through a widely debunked report about the supposed dangers of this care—disregarding the robust medical consensus on its safety and effectiveness. They have tried to cut off coverage of care for veterans, military families, and federal employees. They also have threatened to subject providers and medical associations to fraud investigations under the Federal Trade Commission, simply for providing best practice care, and have sought to restrict health care for trans people from Essential Health Benefit protections.

In one of its most direct attacks to date, the Trump administration released three proposed rules in December 2025 targeting access to care for transgender youth and protections for transgender people of all ages. The first proposed rule would bar federal Medicaid and Children's Health Insurance Program (CHIP) funding from covering gender-affirming care for transgender youth. The second

proposed rule seeks to coerce hospitals into denying this care for young people by threatening to strip away their Medicaid and Medicare funding. And the third would take away critical nondiscrimination protections for many transgender people. This proposed rule would categorically exclude gender dysphoria from disability nondiscrimination requirements that apply to entities receiving funding from HHS, opening many transgender people up to denials of care and mistreatment in a range of essential programs.

The impacts of anti-trans efforts are compounded by the administration's broader attacks on access to health care. Trans people are, for example, more likely to be enrolled in Medicaid and are less likely to be able to afford ACA plans without subsidies—meaning that policies undermining these programs have an outsized impact on trans communities.

The Longest Government Shutdown in History

We all know that Trump likes to break records, and he broke his own record set during his first term with the longest government shutdown in history lasting 43 days. The federal government shut down on October 1, 2025, after Congress was unable to come to an agreement on extending the enhanced ACA premium tax credits (ePTCs), threatening millions of people with loss of coverage or skyrocketing insurance costs.

The shutdown proved to be another opportunity for this administration to undermine women's socioeconomic power by using it to further hurt women, children, and families.

At a time when food benefits were being threatened for families and federal employees' were fearful of losing their jobs, Trump was busy hosting a lavish "Great Gatsby" themed party to thank his donors for their contributions to the construction of a 90,000 square-foot ballroom at the White House costing about \$400 million.

The shutdown began over the battle for affordable health care. In negotiations, congressional Democrats insisted on an extension of the ePTCs, language to undo the cuts to Medicaid in OBBBA, and language to prevent this administration from continuing to illegally withhold congressionally appropriated funds.

Premium tax credits are subsidies that make health insurance on the ACA marketplaces affordable for millions of Americans and are relied on by 93% of ACA marketplace enrollees to afford their insurance. These credits were enhanced under the 2021 American Rescue Plan Act (ARPA), making health care coverage affordable for more Americans, and the enhancements were extended under the Inflation Reduction Act through December 31, 2025.

Trump purposely prolonged the government shutdown by urging Republicans to refuse to negotiate with Democrats and urged them to end the filibuster, which would have allowed Republicans to pass a funding bill with a simple majority. The shutdown ended after a deal was struck by Congress to reopen the government with a short-term continuing resolution until January 30, 2026, without extending the ePTCs. In December 2025, while a bipartisan majority of the Senate voted to extend the credits, Republican leadership filibustered and blocked the bill. In the absence of that extension, costs for ACA premiums will more than double and roughly four million people will lose the health insurance they rely on. In 2024, 11.2 million women enrolled in the ACA Marketplace, and 10 million of these women received premium tax credits to afford health insurance. Low-income women, women of color, and non-citizen women are less likely to have health insurance, and health outcomes for uninsured women are demonstrably worse than those who have insurance.

USING GOVERNMENT EMPLOYEES AS LEVERAGE

During the shutdown, Trump threatened to fire more public servants, using them as hostages to try to force Democratic members of Congress to give up their health care demands. He followed through on his threat by

imposing mass layoffs through “reductions in force” (RIFs), which were legally challenged. The spending agreement that ended the government shutdown cancelled all RIFs during the shutdown and banned any new RIF notices through January 30, 2026. Women and people of color made up the majority of the workforce in the departments that were already targeted and impacted by layoffs in early 2025. In addition, OMB Director Vought issued a memo threatening to withhold pay for furloughed employees, which contravened the 2019 “Government Employee Fair Treatment Act” signed by Trump during his first term after a partial shutdown that stretched over 35 days.

SHUTDOWN IMPACT ON HEAD START

Head Start fills a vital role in early childhood education and child care for over 700,000 children and families every year, two-thirds of whom identify as Black or Latino. During the shutdown, Head Start programs in more than 40 states did not receive their scheduled funding on November 1st. This put many in immediate jeopardy of closing their doors.

Due to the shutdown, more than 8,000 children and families in 15 states and Puerto Rico lost access to Head Start services. The week after the shutdown ended, nearly 9,000 children were still locked out of their Head Start programs, further imperiling the education of the children and families these programs serve. In addition to closures, many Head Start programs were only able to remain open by eliminating certain services, cutting back on staff, or shortening their operating hours, and others had to take out loans to remain open.

ADMINISTRATION EFFORTS TO STOP FOOD ASSISTANCE

A fight over the use of SNAP contingency funds ensued when the government remained shuttered on November 1, 2025. Women, in particular women of color, disproportionately rely on SNAP benefits, and 73% of Black women and 80% of Latinas were already concerned about affording groceries before benefits were paused.

A contingency fund exists to fill gaps in funding during outlying times of need like government shutdowns, and the Trump administration is legally required to use it to continue benefits. The initial plan laid out by the USDA said that it was legally required to tap into the contingency funds during a government shutdown. The USDA later deleted this plan from its website and argued it could not legally tap into these funds during a shutdown, resulting in a federal judge ordering benefits to be paid out “as soon as possible.” Trump ultimately pushed back against his mandate to release funding for SNAP, going all the way to the U.S. Supreme Court to fight for the right to withhold food support from families in need during the holiday season. The administration also threatened states that stepped up to fill the gap with their own funds with penalties for doing so, and they refused to reimburse those states. The [U.S. Supreme Court](#) ultimately did not issue a final ruling because Congress passed a deal ending the government shutdown shortly after.

SHUTDOWN IMPACT ON DOMESTIC VIOLENCE SURVIVORS AND THEIR CHILDREN

During the shutdown, the Trump administration clearly was intent on inflicting unnecessary chaos by shuttering the Department of Justice’s grant-making offices, resulting in the furlough of many employees who help provide critical support to organizations that assist domestic violence and other victims of crimes. [According to current and former staffers](#), all of whom worked during past shutdowns, the office had enough funding in its budget to continue operating.

[Nearly half of all adults in the United States have experienced abuse by an intimate partner, disproportionately impacting roughly half a million women each year.](#) Many domestic violence shelters and programs are already under-resourced and rely on federal funding, without which they are [unable to operate](#). During the shutdown, many shelters were left with limited resources to stay staffed and open, causing them to turn away survivors and their children in need of help.

Because of the actions of the administration, the shutdown has resulted in unnecessary hardship for federal employees and women and families relying on critical federal services and programs. It was typical of the first year of Trump’s second term, which has been full of confusion, abuse of power, and illegality.

Conclusion

Trump’s first year has changed the fabric of our democracy. His administration subverted congressional authority to layoff unprecedented numbers of federal employees, gutted departments and programs that fight for equality and justice for women, legally antagonized and vilified political opponents, weaponized government functions, withheld congressionally appropriated funds, deployed troops against its own country, and openly defied civil rights protections and many other binding laws. He won’t slow down in his second year, but we are prepared to fight back.

The public and civil society remain the best line of defense against authoritarian overreach. Millions of people around the world [continue to show up](#) for protests and acts of resistance, sending a strong message to the legislators blessing Trump’s overreach with apathy. In addition to the clear messages the public is sending, advocates, state and local lawmakers, private businesses, organizations, and individuals have been challenging the administration’s unprecedented actions in court. In 2025 alone, over [500 lawsuits](#) were filed against the administration’s actions on transgender rights, immigration, and federal firings, [among others](#).

States will be deeply affected by the cost-shift to states and program cuts in OBBBA, and they can play a role in mitigating harm from this law, too. Some states are passing legislation to [raise state income taxes](#) on their wealthiest earners, [create separate tax funds](#) for their state Medicaid programs, and [unmask federal agents](#) in their communities. Meanwhile, governors are [advocating for their states](#), and

state legislators are issuing resolutions calling for needed policy changes.

As states learn from each other's acts of resistance, we will become much more than the sum of our parts. With a deluge of information and ever-changing news stories, keeping track of bad bills and authoritarian actions can feel like a full-time job. Many people across the United States and the world are choosing to extricate themselves from an alarming media landscape. But reporters, policy wonks, and impacted people alone cannot bear the burden of a collective memory, and keeping a record of events is an essential part of rebuilding a stumbling democracy.