

2011 FEDERAL POLICY REVIEW

AUGUST 2011

Thus far in 2011, the federal legislative landscape offers some progressive opportunities for women of color, with many bills reaffirming the vital role that equal pay, workplace flexibility, and reasonable immigration standards play in the lives of all citizens. Obstacles to such advancement loom large, however, with ongoing budget and deficit reduction negotiations threatening to tip the balance on social benefit programs, risking the economic safety net that low-income women of color rely on to support themselves and their families.



reproductive choice

IMMIGRATION
REFORM

LGBT RIGHTS

HEALTH care

PAY
EQUITY

safety net programs

INCLUSION.

As the first session of the 112th Congress reaches the halfway point, the Women of Color Policy Network offers this summary of recent legislative action pertinent to our federal policy priorities.¹

ECONOMIC SECURITY

Despite reports of a recovering economy, many low-income communities and families continue to struggle with high unemployment rates, record poverty levels, and growing food and housing insecurity. Congressional actions on policies that impact the economic security of economically disadvantaged families and communities are detailed below.

Job Creation/Unemployment

In May 2011, the **Jobs, Opportunity, Benefits, and Services (JOBS) Act (HR 1745)**² advanced in the House of Representatives, overshadowing the promise of last September's Small Business Jobs Act, which would have likely increased small business ownership among women of color. Contrary to its title, the JOBS Act stymies job prospects for U.S. workers by diverting unemployment assistance from the long-term unemployed. Under the legislation, introduced by Representative Camp (R-MI), states would not be obligated to spend the block grants on jobless benefit programs and could instead direct funds towards repaying debt obligations. The JOBS Act would also reverse the tax cut compromise reached in December 2010 that extended unemployment insurance for millions of Americans while simultaneously retaining the Bush-era tax cuts for the wealthy. The Center for American Progress has cautioned that the JOBS Act could "weaken an already fragile unemployment insurance system, jeopardize our still-fragile economic recovery, and provide undue hardship to millions of households."³

Unemployment insurance is at further risk of being scaled back at the federal level, with federal unemployment insurance extensions due to expire on January 1, 2012 unless Congress renews them before the end of the year.⁴ Failure to extend emergency unemployment compensation through the **Emergency Unemployment Compensation Expansion Act (HR 589)**,⁵ legislation introduced by Representative Lee (D-CA) in February 2011, will have a profound impact on those who remain unemployed for six months or more—approximately 45 percent of the total unemployed workforce.⁶ Black workers are disproportionately represented among the long-term unemployed and will be particularly affected by the legislation: In 2010, 48 percent of all Black unemployed workers were unemployed 27 weeks or longer, compared to 42 percent of unemployed whites.⁷ In the absence of extending federal unemployment insurance benefits, newly laid-off jobseekers filing jobless claims in July 2011 and thereafter will no longer receive any federal support beyond the benefits provided by their state. State unemployment insurance benefits are currently capped at 26 weeks, but jobless workers are eligible to receive 34 to 73 weeks of federal support under the expiring federal program.⁸

A promising piece of legislation, the **Unemployment Insurance Solvency Act of 2011 (S 386)**, introduced in February 2011 by Senators Durbin (D-IL), Reed (D-RI), and Brown (D-OH), would improve the economic prospects of unemployed workers by easing the debt burdens of states with insolvent unemployment trust funds and instituting rewards and incentives for states that maintain solvent funds.⁹ Likewise, the **Layoff Prevention Act of 2011 (S 1333)**,¹⁰ unemployment insurance reform legislation proposed by Senator Reed (D-RI) and Representative DeLauro (D-CT) in July 2011, would benefit workers and businesses by promoting short-time compensation, commonly referred to as work sharing.¹¹ Work sharing provides “prorated insurance benefits to individuals whose work hours are reduced in lieu of layoffs,”¹² thereby strengthening the economy and expanding the nation’s social safety net for workers. The legislation would especially benefit Black and Latino workers, who experience disproportionately high unemployment rates.¹³ Additionally, the **Fair Employment Opportunity Act of 2011 (HR 2501)**, introduced in July 2011 by Representative DeLauro (D-CT), would prohibit employers from refusing to hire or consider unemployed applicants solely due to their jobless status, a disturbing trend that further inhibits workers’ ability to regain their economic footing.¹⁴

Finally, the **Urban Jobs Act of 2011 (S 922)**,¹⁵ introduced by Senator Gillibrand (D-NY) in May 2011, would support job creation in urban communities by funding job training and education programs targeted at disconnected youth. The Act’s explicit purpose is to “provide adequate resources for national nonprofit organizations to prevent and reduce the disproportionate incarceration of eligible youth, especially minority youth, and to prepare eligible youth for entry into employment, or education leading to employment, that places participants on a path to economic self-sufficiency and provides opportunities for advancement, by providing a comprehensive set of services that includes job training, education, and support services.”¹⁶ The legislation would create **Urban Jobs Programs** offering education services, employment and job readiness activities, and other support services in urban communities. These programs would complement President Obama’s newly announced **jobs initiatives for rural America**, which include rural job creation and the expansion of job search and training services for rural job-seekers.¹⁷

Safety Net Programs

As entitlement programs and safety net supports come under fire in continued deficit reduction and FY 2012 budget negotiations, dwindling resources will present new challenges for low-income women of color, particularly those reliant on federal support, to make ends meet in tough economic times.

In April 2011, President Obama signed a continuing resolution designating the **FY 2011 budget** that included nearly \$42 billion in cuts to domestic and foreign aid programs. Cuts to social safety net programs included a \$504 million cut from the supplemental nutrition program for Women, Infants, and Children (WIC), which renders the program unable to meet the needs of low-income pregnant women and their infants should the number of participants increase beyond current levels. Social Security funding, which matches FY 2010 levels, will be similarly inadequate to meet the needs of the growing number of adults reaching retirement age. The resolution also includes a 45 percent cut to the Senior Community Service Employment Program, which provides job training and employment assistance to unemployed older Americans.¹⁸

Amid losses, certain budget earmarks included in the FY 2011 budget could help increase opportunities for women of color and their families. A \$340 million increase for Head Start and Early Head Start and a \$100 million increase for the Child Care and Development Block Grant (CCDBG) represent positive aspects of the legislation. In addition, the final budget continues funding for the Title X family planning program and teen pregnancy prevention program near FY 2010 levels and maintains funding for the Title V Maternal and Child Health Block Grant. The approved FY 2011 budget also covers the maximum award levels for Pell grants, as well as the Supplemental Educational Opportunity Grant program, which offers additional support to the lowest-income Pell grant recipients.¹⁹

Looking ahead to FY 2012, several budget plans being considered by Congress propose significant cuts to programs such as Head Start, Medicaid, Social Security, and WIC. Scaling back programs serving low-income citizens will disproportionately affect women, who are more likely than men to be poor at every stage of their lives.²⁰ For a detailed review of how different FY 2012 budget proposals would impact low-income families, please refer to *Analysis of FY 2012 Budget and Deficit Reduction Plans*, the Women of Color Policy Network’s policy brief on the issue.²¹

In June 2011, the House of Representatives voted to pass the **FY 2012 Agriculture Appropriations Bill**, cutting WIC, food stamps, and other nutrition safety net programs for low-income families. The legislation won approval by a slim margin and now advances to the Senate.²² If approved in the upper chamber and signed into law, the legislation will reduce WIC funding by \$685.7 million compared to FY 2011,²³ effectively denying assistance to up to 350,000 low-income women and children.²⁴ Though food insecurity is on the rise—a record 21 million households are currently reliant on food stamps²⁵—the legislation would also reduce SNAP funding by \$2 million compared to the President’s FY 2012 request.²⁶ The proposed cuts would disproportionately impact communities of color: A recent 2010 Feeding America study found that 29 percent of all Latino children and 38 percent of all Black children in the U.S. received food assistance in 2009, compared to just 11 percent of white children.²⁷ An even greater percentage of families of color participate in WIC, including 9 out of 10 Latino infants born in the U.S. in 2008.²⁸

In July 2011, the **Temporary Assistance for Needy Families (TANF) Supplemental Grants** expired, potentially leaving 17 states—among the poorest in the nation—without additional funding for the rest of FY 2011. Representative Dogget (D-TX) introduced legislation (H.R. 2277)²⁹ in June 2011 to fund the TANF Supplemental Grants and protect vulnerable families from being adversely affected by the budget shortfall. The funds have been provided annually to states since 1996 as a supplement to the TANF block grant, making this the first time in TANF’s history that Congress may not provide additional funding to assist states during an economic downturn or address funding inequities under the TANF block grant.³⁰ Without Congressional action, states stand to lose millions in FY 2011 and more than \$3 billion over the next decade.³¹ The outcome of the proposed legislation to extend the supplemental grants will serve as a bellwether for the continuation of the TANF block grant program, which comes up for reauthorization in September 2011.

In August 2011, deficit reduction negotiations led to the passage of the **Budget Control Act of 2011 (S 365)** to raise the nation’s debt ceiling. The legislation reflects a bipartisan deal reached by the President and Congressional leaders that includes \$1 trillion in cuts to discretionary and defense spending. The agreement also establishes a Joint Select Committee on Deficit Reduction, or “Super Committee,” tasked with reducing the deficit by an additional \$1.5 trillion over the next decade. If the committee’s plan is deemed insufficient or is not enacted by 2013, then automatic cuts split equally between defense and non-defense spending will take place.³² Entitlement programs such as Medicaid, Social Security, and SNAP/Food Stamps are exempt from the automatic cuts, but are still subject to reductions in the super-committee’s deficit reduction strategy.³³ Potential reductions to Medicaid and other safety net programs would come at the cost of the health and well-being of millions of low-income individuals.³⁴ Women represent more than two-thirds of the adults who receive Medicaid,³⁵ and nearly sixty percent of children participating in Medicaid represent communities of color.³⁶ Because women of color are disproportionately represented in low-wage or part-time jobs that fail to offer employer-sponsored health insurance, they would be among the first to feel the cuts to this vital program.

SOCIAL EQUITY

Advancing social equity requires a comprehensive approach that targets disparities in all sectors. The Network’s federal policy agenda highlights the need for legislative action on issues such as pay equity, reproductive choice, and LGBT rights for low-income communities and communities of color.

Pay Equity

Gender-based pay discrimination continues to adversely impact the earning potential and subsequent economic security of women in the U.S., particularly for women of color. Full-time Black and Latina women workers receive, on average, just 61 cents and 52 cents, respectively, for every dollar paid to a white male.³⁷ These wage disparities grow exponentially over time, leading to lower lifetime earnings and persistent economic insecurity for women of color, their families, and communities. Pay equity policies have been found to effectively reduce the percentage of workers earning poverty-level wages for women of color by nearly 50 percent.³⁸

Two legislative acts—the Paycheck Fairness Act and Fair Pay Act—were introduced on Equal Pay Day in April 2011 to ameliorate wage inequalities in the U.S.

The **Paycheck Fairness Act (HR 1519/S 797)**,³⁹ a bill that would help close the gender-based income gap by updating the Equal Pay Act of 1963, was reintroduced by Senator Mikulski (D-MD) and Representative DeLauro (D-CT). This critical legislation would also improve wage data collection and analysis and offer the same remedies for sex-based pay discrimination that are currently available in cases of race-based discrimination.

The **Fair Pay Act of 2011 (S 788)**⁴⁰ was introduced by Senator Harkin (D-IA) to ensure that employers provide equal pay for jobs that are equivalent in skill, effort, responsibility, and working conditions. The legislation would require employers to publicly disclose their job categories and their pay scales, whereas current law requires women who believe they are the victim of pay discrimination to file a lawsuit and endure a drawn-out legal discovery process to determine whether they make less than their male counterparts.

Reproductive Choice

In the first quarter of 2011, Congress introduced a succession of legislative acts that threatened women’s reproductive rights by proposing to eliminate critical funding to programs providing services to women and families. In February 2011, the GOP-led House of Representatives passed the **Pence Amendment**,⁴¹ introduced by Representative Pence (R-IN), which sought to bar federal funding of Planned Parenthood. The amendment, which later fell in the Senate in March 2011 along with HR 1, the House Republican’s bill for funding the federal government, also included cuts to other programs providing assistance to many low-income families, including the Women, Infants and Child (WIC) Program. Additional amendments proposed defunding nine aspects of the recent health care reform bill, including Title V Maternal and Child Health Block Grants, community health centers, and Teen Pregnancy Prevention Discretionary Grants.

In May 2011, the House of Representatives advanced an unprecedented attack on women’s reproductive rights by approving the **No Taxpayer Funding for Abortion Act (HR 3)**.⁴² Introduced by Representative Smith (R-NJ), the legislation aims to restrict abortion access for thousands of women, even when paid for with private funds and in instances where pregnancy poses a threat to a woman’s health. The Act would impose a significant tax increase on women seeking abortions and small businesses offering insurance plans that cover abortion services. Additionally, the legislation would make the D.C. abortion ban and Hyde Amendment permanent, thereby denying abortion coverage to all women reliant on government health care, including women who receive Medicaid, serve in the U.S. military, are federal government employees, are incarcerated in federal prisons, and are covered by the Indian Health Service. Finally, the Act would deny coverage to some rape victims by redefining rape and underhandedly narrowing the rape exception. The legislation, which now awaits Senate action, would disproportionately impact low-income women who cannot afford to pay for abortion services out of pocket.

Health Care

Congressional resolutions on access to insurance benefits and workplace flexibility affect the livelihood and health of all Americans, particularly low-income or unemployed workers who lack private options. American women are more likely than men to need preventive healthcare services but often have less ability to pay as a result of lower incomes and more burdensome out-of-pocket healthcare expenses. As a result, many women experience “higher rates of disease, fewer treatment options, and reduced access to care.”⁴³ These disparities are even more pronounced for low-income women and racial and ethnic minorities.

In May 2011, Senator Harkin (D-IA) and Representative DeLauro (D-CT) reintroduced the **Healthy Families Act (HR 1876/S 984)**.⁴⁴ The bill would require businesses staffed by 15 or more individuals to provide up to seven paid sick days per year to employees. Workers could use the paid leave to recover from illness, care for sick family members, and receive preventative or diagnostic treatment. Victims of domestic violence could also use the days to seek help. The passage of paid sick days legislation in Connecticut in June 2011⁴⁵ and the introduction of similar legislation in seven other states this year⁴⁶ may help create momentum at the federal level. The Healthy Families Act and similar paid sick days legislation at the state and local level would be particularly beneficial to workers of color, who are overrepresented in low-wage, hourly occupations that often fail to provide this essential benefit.

In May 2011, the House of Representatives voted to eliminate key provisions in the health care reform law by passing **A Bill to Repeal Mandatory Funding Provided to States in the Patient Protection and Affordable Care Act to Establish Health Benefit Exchanges (HR 1213)**.⁴⁷ House Republicans voted unanimously in favor of the legislation, introduced by Representative Upton (R-MI) to repeal a provision of the Affordable Care Act awarding grants to states for the planning and implementation of insurance exchanges. President Obama has stated he will veto HR 1213 if it passes the Senate.⁴⁸

In January 2011, the House of Representatives voted to repeal the full Affordable Care Act by passing the **Repealing the Job-Killing Health Care Law Act (HR 2)**. Introduced by Rep. Cantor (R-VA), the legislation is primarily symbolic as leaders in the Democratic-controlled Senate have stated that they do not intend to take action on the bill. The Affordable Care Act currently extends coverage to 30 million Americans, including 15 million uninsured women, by expanding Medicaid and providing subsidies. The Act also works to reduce existing health disparities for low-income individuals and communities of color, who face higher rates of disease and additional barriers to accessing health care coverage and treatment.⁴⁹ A full or partial elimination of the Affordable Care Act would have devastating implications for women⁵⁰ and communities of color.⁵¹

LGBT Rights

Recent advances on the frontier of LGBT rights reflect our evolving society; however, ongoing challenges to women’s reproductive rights epitomize the fragile nature of such progress. Extending basic protections against discrimination based on gender and race to include sexual orientation would help solidify equal rights and treatment for all Americans.

Senator Feinstein (D-CA) and Representative Nadler (D-NY) introduced the **Respect for Marriage Act (HR 1116/S 598)** in March 2011 to repeal the Defense of Marriage Act (DOMA),⁵² which restricts over a thousand federal rights from legally married same-sex couples—including Social Security survivor benefits and federal employee health benefits for spouses⁵³—by limiting the definition of marriage to a union between a man and a woman.⁵⁴ The bill recently gained President Obama’s support, indicating a departure from the President’s previous statements opposing same-sex marriage on religious grounds.⁵⁵

The **Employment Non-Discrimination Act (HR 1397/S 811)** was introduced by Senator Merkley (D-OR) and Representative Frank (D-MA) in April 2011 to provide basic protections against workplace discrimination on the basis of sexual orientation or gender identity.⁵⁶ Modeled after existing civil rights laws, the bill also prohibits preferential treatment and quotas related to these characteristics, though small businesses, religious organizations, and the military would be exempt from the bill’s non-discrimination regulations. Although laws exist in 21 states and the District of Columbia, the Human Rights Commission reports that “relatively few complaints of discrimination based on sexual orientation have been filed in these states.”⁵⁷

In May 2011, Representative Stark (D-CA) introduced the **Every Child Deserves a Family Act (HR 1681)**⁵⁸ to the House of Representatives. The Act would prohibit all federally funded adoption agencies and foster care agencies from discriminating against potential adoptive or foster parents on the basis of sexual orientation, gender identity, or marital status. The anti-discrimination measure also extends protections to lesbian, gay, bisexual, and transgender youth in the child welfare system, many of whom experience discrimination, harassment, and violence on the basis of their sexual orientation or gender identity. According to the bill text, approximately “one-third of child welfare agencies in the United States currently reject gay, lesbian, and bisexual applicants.”⁵⁹

Rep. Maloney (D-NY) and Senator Durbin (D-IL) reintroduced the **Family and Medical Leave Inclusion Act (HR 2364/S 1283)** in June 2011.⁶⁰ The Act would permit same-sex couples and domestic partners to take 12 weeks of unpaid leave to care for a seriously ill relative, a benefit granted to legally married spouses under the Family and Medical Leave Act of 1993. The stipulation regarding the individual in need of care would also be expanded to include a parent-in-law, adult child, sibling, or grandparent, in addition to a spouse, parent, or child. Nine states and the District of Columbia already include same-sex spouses in state family and medical leave laws, indicating a growing awareness of the strain that choosing between employment and caring for sick loved ones puts on all citizens.⁶¹

IMMIGRATION

Comprehensive federal immigration reform should include a clear and permanent path to citizenship. Legislation should also include provisions that take into consideration the unique and distinct needs of immigrant women and children. Undocumented workers contributed over \$11 billion in state and local taxes last year and even more through local spending.⁶² Despite these contributions, undocumented workers often work in unsafe conditions and are at far greater risk of workplace abuse, injuries, or death.⁶³

Over 80 percent of undocumented workers are employed in low-wage occupations, such as farm labor, cleaning, construction, and production labor.⁶⁴ These jobs tend to have little job security, offer few benefits, and are unlikely to be regulated by federal or state work standards. Positive immigration policies that address these challenges will help build the economic security of immigrant women and families, who would further bolster the nation’s economy with civil and workplace protections in place.

Comprehensive Immigration Reform (CIR)

In June 2011, the **Comprehensive Immigration Reform Act of 2011 (S 1258)**⁶⁵ was reintroduced in the Senate by Senator Menéndez [D-NJ].⁶⁶ The legislation includes the Development, Relief, and Education for Alien Minors Act (DREAM Act), the Agricultural Job Opportunities, Benefits, and Security Act (AgJOBS Act), the Uniting American Families Act, the Protect Our Workers from Exploitation and Retaliation Act (POWER Act), and other reforms related to detention and border enforcement. Through these measures, the bill would implement a mandatory employment verification system and create a federal commission on labor markets related to recommendations for employment-based visa programs.⁶⁷ The bill would also provide protections against labor exploitation and include elements designed to appeal to those in Congress who favor an immigration reform approach that emphasizes border enforcement and employer sanctions.⁶⁸ Finally, the Uniting American Families Act would amend the Immigration and Nationality Act to allow gay Americans to sponsor their foreign partners for residency, contingent upon the individual being financially interdependent with his or her partner.⁶⁹

Same-Sex Sponsorship

In May 2011, Representative Honda (D-CA) introduced the **Reuniting Families Act (HR 1796)**⁷⁰ to amend the Immigration and Nationality Act and promote family unity. The legislation includes the Uniting American Families Act and would reduce family-based visa backlogs and wait times by “classify[ing] spouses and children of permanent residents as immediate relatives and exempt[ing] them from numerical caps on immigration.”⁷¹

The DREAM Act

In May 2011, the **DREAM Act (HR 1842)**,⁷² critical legislation that would provide undocumented youth making a two-year commitment to the military or college with a pathway to citizenship, was reintroduced as a stand alone bill by Senator Durbin (D-IL) and Representatives Berman (D-CA), Gutierrez (D-IL), and Ros-Lehtinen (R-FL). Though the legislation has been blocked by lawmakers in every Congress since its original introduction in 2001, Senate Majority Leader Reid (D-NV) indicated that Democratic members of Congress are willing to pair the DREAM Act with immigration enforcement measures to garner bi-partisan support for the bill.⁷³

The DREAM Act was brought forth just one day after President Obama's El Paso speech on comprehensive immigration reform, where he reiterated his full support for the DREAM Act.⁷⁴ An estimated 1.2 million individuals would benefit directly from the legislation, including many youth of color.⁷⁵ Latina women, in particular, 41 percent of who fail to graduate high school with their peers,⁷⁶ stand to gain substantially from the DREAM Act's incentives and opportunities to pursue college and attain job security. The DREAM Act would also grant hundreds of thousands of undocumented youth access to student loans, scholarships, higher education opportunities, and legal employment that would enhance their individual economic well-being and bolster the national economy. The Congressional Budget Office has projected that the DREAM Act would significantly reduce the national deficit by \$1.4 billion and generate \$2.3 billion in new revenue.⁷⁷

Anti-Immigrant Measures

The **Keep Our Communities Safe Act (HR 1932)**,⁷⁸ introduced in May 2011 by Representative Smith (R-TX), would authorize the indefinite detention of immigrants, including individuals who have been ordered removed but cannot be deported because no country will accept them, those in removal proceedings, and individuals convicted for past crimes who have served their sentences. The Act would require any challenge to the detention of an individual under these circumstances to be filed with the federal district court in Washington, D.C. instead of the local federal court.⁷⁹ Opponents of the bill cite the broad discretion it affords the Department of Homeland Security in detaining individuals who do not pose a threat to the community as the title of the act implies. A statement by Human Rights First before the Subcommittee on Immigration Policy and Enforcement in May 2011 cautioned that "[w]hile this proposed legislation couches itself as providing for the detention of dangerous aliens . . . its adverse impact would be felt by a great many persons who do not warrant that description and whose detention is unconnected to community safety."⁸⁰ By propagating harmful stereotypes that associate immigrants with criminal behavior, the Act would compromise the personal safety and economic security of immigrant women of color and their families, instead relegating them to the sidelines of society and perpetuating an atmosphere of fear and secrecy that has resulted in longstanding abusive workplace conditions and civil rights violations.

CONCLUSION

Thus far in 2011, the federal legislative landscape offers some progressive opportunities for women of color, with many bills reaffirming the vital role that equal pay, workplace flexibility, and reasonable immigration standards play in the lives of all citizens. Obstacles to such advancement loom large, however, with ongoing budget and deficit reduction negotiations threatening to tip the balance on social benefit programs, risking the economic safety net that low-income women of color rely on to support themselves and their families. Reproductive rights also remain a volatile battleground, with harmful rhetoric shifting from debates into proposed legislation that would severely constrain a woman's right to choose. The Network will continue to work with policymakers, researchers, and community leaders to ensure that the voices and concerns of women of color and their families are reflected in inclusive local, state, and federal policies.

(Endnotes)

- ¹ Women of Color Policy Network, *Federal Policy Agenda for the 112th Congress*, available at http://wagner.nyu.edu/wocpn/publications/files/2011.112th_Congress_Federal_Policy_Agenda.pdf (last accessed July 7, 2011).
- ² *Jobs Act of 2011*, H.R. 1745, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112hr1745ih/pdf/BILLS-112hr1745ih.pdf> (last accessed July 7, 2011).
- ³ Center for American Progress, *The JOBS Act Is Not About Jobs*, available at http://www.americanprogress.org/issues/2011/05/jobs_act.html (last accessed July 7, 2011).
- ⁴ National Employment Law Project, *Newly Laid-Off Workers Could Face Major Cuts in Unemployment Insurance*, available at http://nelp.3cdn.net/e946f83c3764f31153_uem6i6f6h.pdf (last accessed July 19, 2011).
- ⁵ *Emergency Unemployment Compensation Expansion Act of 2011*, H.R. 589, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112hr589ih/pdf/BILLS-112hr589ih.pdf> (last accessed August 4, 2011).
- ⁶ *Ibid.*
- ⁷ U.S. Department of Labor, *The Black Labor Force in the Recovery*, available at http://www.dol.gov/_sec/media/reports/BlackLaborForce/BlackLaborForce.pdf (last accessed July 12, 2011).
- ⁸ *Ibid.*
- ⁹ National Employment Law Project, *Unemployment Insurance Solvency Act of 2011 (S. 386)*, available at <http://www.nelp.org/page/-/UI/2011/solvency.leg.summary.04.05.2011.pdf?nocdn=1> (last accessed July 19, 2011).
- ¹⁰ *Layoff Prevention Act of 2011*, S. 1333, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112s1333is/pdf/BILLS-112s1333is.pdf> (last accessed July 19, 2011).
- ¹¹ *Ibid.*
- ¹² United States Department of Labor, *Statement by Secretary of Labor Hilda L. Solis on unemployment insurance reform legislation*, available at <http://www.dol.gov/opa/media/press/eta/eta2011028.htm> (last accessed July 21, 2011).
- ¹³ United States Department of Labor, Bureau of Labor Statistics, *The Employment Situation—June 2011*, available at <http://www.bls.gov/news.release/pdf/empst.pdf> (last accessed July 21, 2011).
- ¹⁴ National Women’s Law Center, *Legislation Introduced in the House Would Ban Unfair Practice of Hiring Discrimination Against the Unemployed*, available at <http://www.nwlc.org/our-blog/legislation-introduced-house-would-ban-unfair-practice-hiring-discrimination-against-unempl> (last accessed July 19, 2011).
- ¹⁵ *Urban Jobs Act of 2011*, S. 922, 112th Congress, (2011), available at <http://www.govtrack.us/congress/bill.xpd?bill=s112-922> (last accessed August 15, 2011).
- ¹⁶ *Ibid.*
- ¹⁷ The White House, Office of the Press Secretary, *President Announces New Jobs Initiatives for Rural America*, available at <http://www.whitehouse.gov/the-press-office/2011/08/16/president-announces-new-jobs-initiatives-rural-america> (last accessed August 15, 2011).
- ¹⁸ National Women’s Law Center, *supra* note 14.
- ¹⁹ National Women’s Law Center, *What the FY 2011 Budget Deal Means for Women and Families*, available at <http://www.nwlc.org/resource/what-fy-2011-budget-deal-means-women-and-families> (last accessed July 7, 2011).
- ²⁰ National Women’s Law Center, *Protecting Programs for Low-Income People in Deficit Reduction Plans Is Vital to Women and Their Families*, available at <http://www.nwlc.org/resource/protecting-programs-low-income-people-deficit-reduction-plans-vital-women-and-their-families> (last accessed July 7, 2011).
- ²¹ Women of Color Policy Network, *Analysis of FY 2012 Budget and Deficit Reduction Plans*, available at http://wagner.nyu.edu/wocpn/publications/files/Analysis_of_FY12_Budget_and_Deficit_Reduction_Plans.pdf (last accessed July 21, 2011).
- ²² The Huffington Post, *Food Aid Cuts For Women, Children Passed By House Republicans*, available at http://www.huffingtonpost.com/2011/06/16/food-aid-republicans_n_878374.html?ncid=edlinkusaolp00000008 (last accessed July 25, 2011).
- ²³ House Appropriations Committee, *Summary: Fiscal Year 2012 Agriculture Appropriations Bill*, available at http://appropriations.house.gov/UploadedFiles/6.13.11_FY_12_Agriculture_Conference_Summary.pdf (last accessed July 25, 2011).
- ²⁴ Center on Budget Policy and Priorities, *House WIC Cuts Would End Food Assistance for 300,000 to 450,000 Low-Income Women and Children*, available at <http://www.cbpp.org/cms/index.cfm?fa=view&id=3499> (last accessed July 25, 2011).
- ²⁵ ABC News, *Congress Mulls Cuts to Food Stamps Program Amid Record Number of Recipients*, available at <http://blogs.abcnews.com/thenote/2011/05/congress-mulls-cuts-to-food-stamps-program-amid-record-number-of-recipients.html> (last accessed July 26, 2011).
- ²⁶ House Appropriations Committee, *supra* note 23.
- ²⁷ Feeding America, *When the Pantry is Bare: Emergency Food Assistance and Hispanic Children*, available at <http://feedingamerica.org/hunger-in-america/hunger-studies/~media/Files/research/ExecutiveSummaryHispanicBriefs.ashx?> (last accessed July 26, 2011).
- ²⁸ National Council of La Raza, *Save Our Babies! Stop Extreme Cuts to the WIC Program*, available at http://action.nclr.org/p/dia/action/public/?action_KEY=4283 (last accessed July 26, 2011).
- ²⁹ *TANF Supplemental Grants Extension Act*, H.R. 2277, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/z?c112:H.R.2277>: (last accessed July 26, 2011).
- ³⁰ Center on Budget Policy and Priorities, *Expiration of TANF Supplemental Grants a Further Sign of Weakening Federal Support for Welfare Reform*, available at <http://www.cbpp.org/cms/index.cfm?fa=view&id=3524> (last accessed July 26, 2011).
- ³¹ Congressman Lloyd Doggett, *Rep. Doggett Moves to Protect Vulnerable Texas Families from More Dangerous Republican Cuts*, available at http://doggett.house.gov/index.php?option=com_content&view=article&id=328:rep-doggett-moves-to-protect-vulnerable-texas-families-from-more-dangerous-republican-cuts&catid=49:latest-news&Itemid=149 (last accessed August 4, 2011).
- ³² National Women’s Law Center, *Unbalanced Debt Ceiling Deal Cuts Vital Programs; Critical Fights Ahead*, available at <http://www.nwlc.org/resource/unbalanced-debt-ceiling-deal-cuts-vital-programs-critical-fights-ahead> (last accessed August 4, 2011).
- ³³ *Ibid.*
- ³⁴ National Women’s Law Center, *supra* note 32.
- ³⁵ National Women’s Law Center, *Battles Over Medicaid Funding and Eligibility: What’s At Stake for Women*, available at <http://www.nwlc.org/resource/battles-over-medicaid-funding-and-eligibility-what%E2%80%99s-stake-women> (last accessed July 26, 2011).
- ³⁶ The Leadership Conference Education Fund, *Ryan Proposal to Block Grant Medicaid Would Disproportionately Impact Communities of Color*, available at <http://www.protectcivilrights.org/pdf/healthcare/ryan-medicaid-proposal-impact-on-communities-of-color.pdf> (last accessed July 26, 2011).
- ³⁷ Women of Color Policy Network, *Wage Disparities and Women of Color*, available at http://wagner.nyu.edu/wocpn/publications/files/Pay_Equity_Policy_Brief.pdf (last accessed July 20, 2011).
- ³⁸ League of Women Voters of New York State, *Call to Action: A Pay Equity Resource Guide*, available at <http://www.lwvny.org/advocacy/payEquity/PayEquityGuide061510.pdf> (last accessed July 7, 2011).
- ³⁹ *Paycheck Fairness Act*, S. 797, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112s797is/pdf/BILLS-112s797is.pdf> (last accessed July 7, 2011). *Paycheck Fairness Act*, H.R. 1519, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112hr1519ih/pdf/BILLS-112hr1519ih.pdf> (last accessed July 7, 2011).
- ⁴⁰ *Fair Pay Act of 2011*, S. 788, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112s788is/pdf/BILLS-112s788is.pdf> (last accessed July 7, 2011).

- ⁴¹ New York Times, *Planned Parenthood Financing Is Caught in Budget Feud*, available at <http://www.nytimes.com/2011/02/18/us/politics/18parenthood.html> (last accessed July 7, 2011).
- ⁴² *No Taxpayer Funding for Abortion Act*, H.R. 3, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112hr3eh/pdf/BILLS-112hr3eh.pdf> (last accessed July 7, 2011).
- ⁴³ HealthCare.gov, *Affordable Care Act Rules on Expanding Access to Preventive Services for Women*, available at <http://www.healthcare.gov/news/factsheets/womensprevention08012011a.html> (last accessed August 9, 2011).
- ⁴⁴ *The Healthy Families Act*, S. 984, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112s984is/pdf/BILLS-112s984is.pdf> (last accessed July 7, 2011).
- ⁴⁵ “An Act Mandating Employers Provide Paid Sick Leave to Employee,” Senate Bill 913, Gen. Assem., Reg. Sess., (*Connecticut 2011*), available at <http://www.cga.ct.gov/2011/ACT/PA/2011PA-00052-R00SB-00913-PA.htm> (last accessed July 7, 2011).
- ⁴⁶ National Partnership for Women & Families, *State and Local Action on Paid Sick Days as of June 2011*, available at http://www.nationalpartnership.org/site/DocServer/Paid_Sick_Days_Tracking_Update_July_2010.pdf?docID=1922 (last accessed July 7, 2011).
- ⁴⁷ *To repeal mandatory funding provided to States in the Patient Protection and Affordable Care Act to establish American Health Benefit Exchanges*, H.R. 1213, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112hr1213rh/pdf/BILLS-112hr1213rh.pdf> (last accessed July 7, 2011).
- ⁴⁸ The Washington Post, *Another week, another vote (or two) to defund health-reform bill*, available at http://www.washingtonpost.com/politics/another-week-another-vote-or-two-to-defund-health-reform-bill/2011/05/02/AF17YgbF_story.html (last accessed July 7, 2011).
- ⁴⁹ HealthCare.gov, *Health Disparities and the Affordable Care Act*, available at <http://www.healthcare.gov/law/infocus/disparities/index.html> (last accessed July 7, 2011).
- ⁵⁰ Women of Color Policy Network, *On Anniversary of Health Care Reform, A Reminder of What’s at Stake for Women*, available at <http://wagner.nyu.edu/wocpn/blog/2011/03/23/on-anniversary-of-health-care-reform-a-reminder-of-whats-at-stake-for-women.html> (last accessed July 7, 2011).
- ⁵¹ National Health Policy Training Alliance for Communities of Color, *Health Care Reform*, available at <http://www.healthpolicyalliance.org/resources/health-care-reform.html> (last accessed July 7, 2011).
- ⁵² *Respect for Marriage Act of 2011*, S. 598, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/D?c112:1:./temp/~c112ov83Lj:>, co-filed with H.R. 1116, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/D?c112:2:./temp/~c112ov83Lj:> (last accessed July 26, 2011).
- ⁵³ Human Rights Campaign, *House & Senate Bills Aim to End Federal Marriage Discrimination*, available at <http://www.hrc.org/15400.htm> (last accessed July 26, 2011).
- ⁵⁴ New York Times, *Obama to Support Repeal of Defense of Marriage Act*, available at <http://thecaucus.blogs.nytimes.com/2011/07/19/obama-to-support-repeal-of-defense-of-marriage-act/> (last accessed July 26, 2011).
- ⁵⁵ *Ibid.*
- ⁵⁶ *Employment Non-Discrimination Act of 2011*, S. 811, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/D?c112:1:./temp/~c112ycOKFc:>, co-filed with H.R. 1397, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/D?c112:2:./temp/~c112ycOKFc:> (last accessed July 26, 2011).
- ⁵⁷ Human Rights Commission, *Employment Non-Discrimination Act*, available at <http://www.hrc.org/issues/workplace/enda.asp> (last accessed July 26, 2011).
- ⁵⁸ *Every Child Deserves a Family Act*, H.R. 1681, 112th Congress, (2011), available at <http://thomas.gov/cgi-bin/query/z?c112:H.R.1681:> (last accessed July 7, 2011).
- ⁵⁹ *Ibid.*
- ⁶⁰ *Family and Medical Leave Inclusion Act*, H.R. 2364, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/z?c112:H.R.2364.IH:> (last accessed July 26, 2011).
- ⁶¹ Human Rights Campaign, *The Family and Medical Leave Inclusion Act*, available at <http://www.hrc.org/issues/health/9027.htm> (last accessed July 26, 2011).
- ⁶² Immigration Policy Center, *Unauthorized Immigrants Pay Taxes, Too*, available at <http://www.immigrationpolicy.org/just-facts/unauthorized-immigrants-pay-taxes-too> (last visited April 26, 2011).
- ⁶³ AFL-CIO, *Immigrant Workers at Risk*, available at http://www.aflcio.org/aboutus/laborday/upload/immigrant_risk.pdf (last accessed April 25, 2011).
- ⁶⁴ Lin, Sharat G., *Undocumented Immigrants in the United States: From Impoverishment to May Day Resurgence*, available at <http://www.sanjosepeace.org/fmd/files/SGLin%20-%20Ch10%20-%20Undocumented%20immigrants%20in%20US%20-%202009.pdf>, p. 16 (last accessed April 21, 2011).
- ⁶⁵ *Comprehensive Immigration Reform Act of 2011*, S. 1258, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/z?c112:S.1258.IS:> (last accessed July 26, 2011).
- ⁶⁶ Robert Menendez: United States Senator for New Jersey, *Menendez, Colleagues Re-introduce Comprehensive Immigration Reform*, available at <http://menendez.senate.gov/newsroom/press/release/?id=0c6c73f2-5366-4fde-bd9d-4e5d85c1b8f3> (last accessed July 26, 2011).
- ⁶⁷ Alliance of Business Immigration Lawyers, *Democrats Reintroduce Comprehensive Immigration Reform Bill*, available at http://www.abil.com/news_detail.cfm?NEWS_ID=183 (last accessed August 4, 2011).
- ⁶⁸ Fox News Latino, *Robert Menendez, Senate Democrats Re-Introduce Immigration Reform Bill*, available at <http://latino.foxnews.com/latino/politics/2011/06/22/robert-menendez-senate-democrats-re-introduce-immigration-bill/> (last accessed August 4, 2011).
- ⁶⁹ Human Rights Commission, *Uniting American Families Act*, available at http://www.hrc.org/laws_and_elections/uafa.htm (last accessed August 4, 2011).
- ⁷⁰ *Reuniting Families Act*, H.R. 1796, 112th Congress, (2011), available at <http://www.gpo.gov/fdsys/pkg/BILLS-112hr1796ih/pdf/BILLS-112hr1796ih.pdf> (last accessed July 7, 2011).
- ⁷¹ Congressman Mike Honda, *Reuniting Families Act*, available at http://honda.house.gov/index.php?option=com_content&view=article&id=1035:-reuniting-families-act-&catid=16:blog-posts&Itemid=357 (last accessed August 4, 2011).
- ⁷² *DREAM Act of 2011*, H.R. 1842, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/z?c112:H.R.1842.IH:> (last accessed July 26, 2011).
- ⁷³ The San Diego Union-Tribune, *DREAM Act reintroduced in Congress*, available at <http://www.signonsandiego.com/news/2011/may/11/dream-act-pitched-to-congress-wednesday-one-day-a/> (last accessed July 7, 2011).
- ⁷⁴ The White House Office of the Press Secretary, *Remarks of President Barack Obama—As Prepared for Delivery, Immigration and Border Security, Tuesday, May 10, 2011, El Paso, Texas*, available at http://www.micevhill.com/attachments/immigration_documents/hosted_documents/112th_congress/Text_Of_Obama_EL_Paso_Immigration_Speech.pdf (last accessed July 7, 2011).
- ⁷⁵ The San Diego Union-Tribune, *supra* note 73.
- ⁷⁶ National Women’s Law Center, *Listening to Latinas*, available at http://www.nwlc.org/our-resources/reports_toolkits/listening-to-latinas (last accessed July 7, 2011).
- ⁷⁷ Congressional Budget Office, *Congressional Budget Office Cost Estimate, S. 3992, Development, Relief, and Education for Alien Minors Act of 2010*, available at <http://www.cbo.gov/ftpdocs/119xx/doc11991/s3992.pdf> (last accessed July 7, 2011).
- ⁷⁸ *Keep Our Communities Safe Act of 2011*, H.R. 1932, 112th Congress, (2011), available at <http://thomas.loc.gov/cgi-bin/query/z?c112:H.R.1932:> (last accessed August 4, 2011).
- ⁷⁹ American Immigration Lawyers Association, *Summary of H.R. 1932 “Keep Our Communities Safe Act of 2011,”* available at <http://www.aila.org/content/default.aspx?docid=35759> (last accessed August 4, 2011).
- ⁸⁰ Human Rights First, *Statement of Human Rights First: House Judiciary Subcommittee on Immigration Policy and Enforcement Hearing on H.R.1932, the “Keep Our Communities Safe Act of 2011,”* available at http://www.humanrightsfirst.org/wp-content/uploads/pdf/HRF-Statement_House_Judiciary_Committee-hearing_on_detention.pdf (last accessed August 4, 2011).