

Advancing Women's Equality Town Hall

March 12, 2026



House Ethics: Congressional vs. Campaign Activity

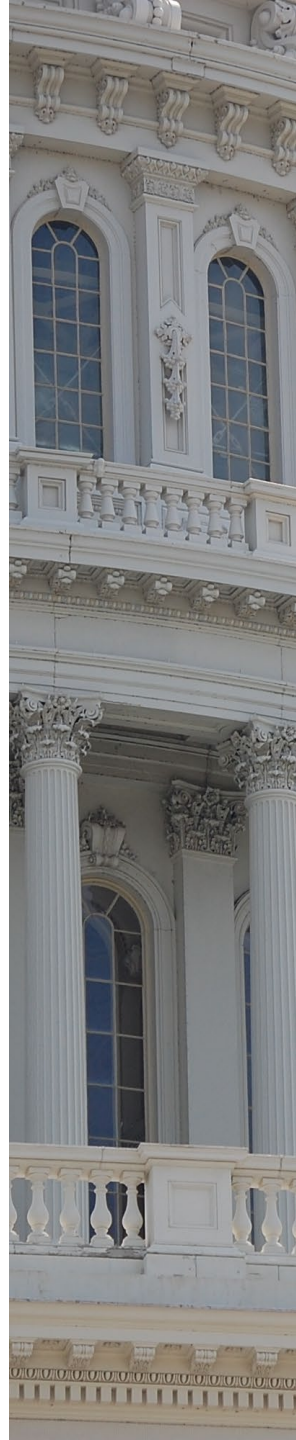
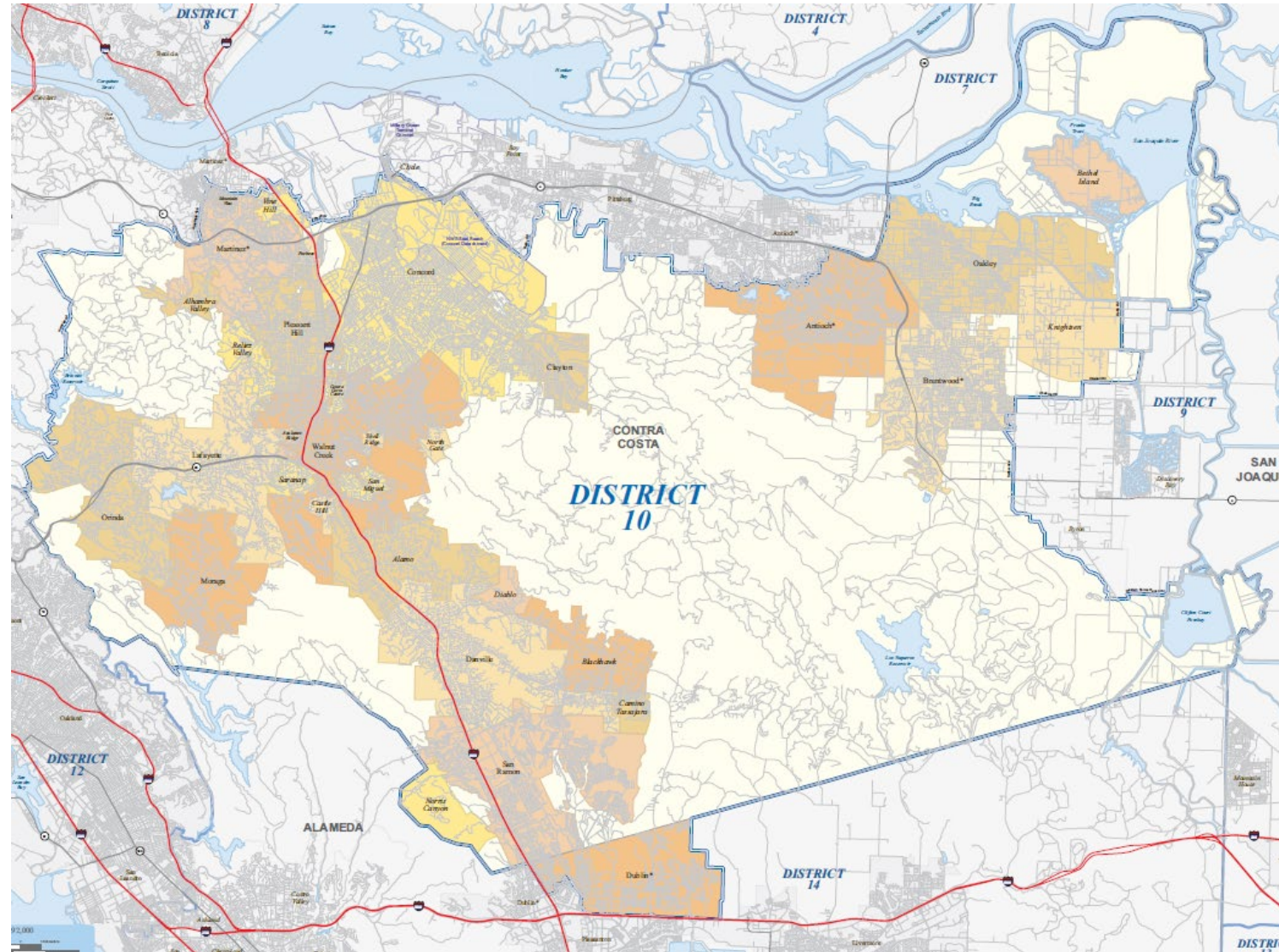
- Members of Congress are governed by the House Code of Official Conduct, which includes standards for whether, how, when, and where Members may engage in campaign activity.
 - This town hall is being hosted in my official capacity as Representative for California's 10th District, not as a candidate in a campaign. Therefore, House Rules prevent me from:
 - Solicitating, receiving, and accepting campaign contributions.
 - Making political endorsements.
 - Directing attendees to websites, resources, or events created or operated by a campaign or any campaign-related entity, including political parties and campaign committees.

You can learn more about the House Code of Official Conduct and how it relates to this event here:



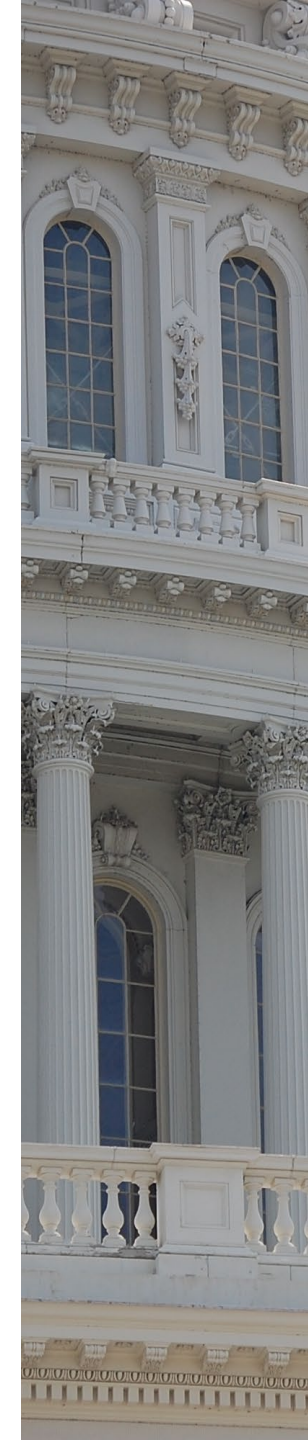
California's 10th Congressional District

CA-10 includes most of Contra Costa and part of Alameda County



Committees and Caucuses

- **Ethics Committee – Ranking Member**
- **Education & Workforce Committee**
 - **Ranking Member of the Health, Employment, Labor, and Pensions Subcommittee**
 - **Subcommittee on Higher Education and Workforce Development**
- **Transportation & Infrastructure Committee**
 - **Subcommittees on Highways, Aviation, Water Resources and Environment, and Railroads**
- **Member of several important and influential caucuses, including:**
 - **Reproductive Freedom Caucus**
 - **Congressional Progressive Caucus**
 - **Bipartisan Cancer Survivors Caucus – Co-Chair**
 - **Urban Regional Studies Caucus – Co-Chair**
 - **Sustainable Energy and Environment Coalition**
 - **Climate Jobs Task Force – Co-Chair**
 - **Gun Violence Prevention Task Force**



Supporting Women's Equality

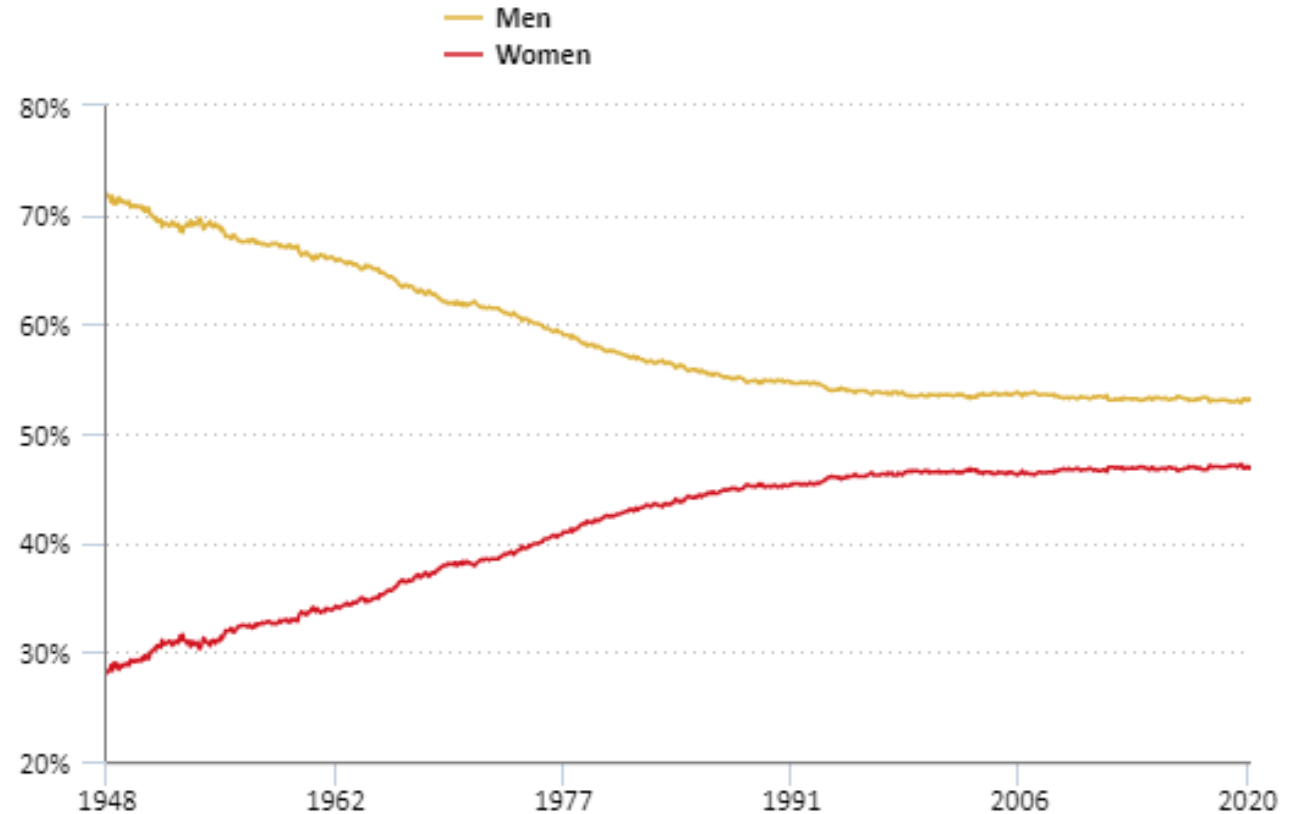
- In 1972, Congress passed the Equal Rights Amendment (ERA), which would guarantee women equal protection under the law.
 - While the required $\frac{3}{4}$ of states have ratified the ERA, Congress only provided 7 years for states to ratify the Amendment, preventing it from being enshrined in the Constitution.
 - Congressman DeSaulnier supports a **Resolution (H.J.Res. 80)** to remove the arbitrary deadline for the ratification of the Equal Rights Amendment (ERA).
 - He recently received the Equal Rights Champion Award for his support of this resolution.



Supporting Working Women

- Women's participation in the U.S. labor force has grown from 32.7% in 1948 to over 57% by 2023.
- Women now represent 47% of the total workforce, but the U.S. ranks 71st out of 180 countries for female workforce participation.
- U.S. women fill only 42.9% of managerial roles and only 33.7% of board seats.

Women's and men's shares of the civilian labor force



Source: U.S. Bureau of Labor Statistics.



Supporting Working Women

- The U.S. is the only OECD country with no federally-mandated paid parental leave.
 - Congressman DeSaulnier supports the Family and Medical Insurance Leave (FAMILY) Act (H.R. 5390) to expand access to paid family and medical leave.
- Rates of gender discrimination at work have remained steady around 40% for decades, but recent research shows that young women face rates of 53%.
 - Congressman DeSaulnier joined his colleague in opposing the Equal Employment Opportunity Commission's effort to rescind its Enforcement Guidance on Harassment in the Workplace.
- Half of all women not in the workforce report caring for others as being the reason they do not work.
 - Congressman DeSaulnier supports an effort to create a caregivers tax credit.



Opposing Attacks on Families

- Programs like SNAP and federal health care supports disproportionately benefit women and families.
- President Trump's Big Ugly Bill made unprecedented changes to Supplemental Nutrition Assistance Program (SNAP) and Medicaid.
 - Approximately 2 million women are now subject to new burdensome work requirements to receive SNAP benefits.
 - 6 million women on Medicaid are at risk of losing their benefits, making it more difficult to care for family members and maintain a consistent work schedule.
- Congressman DeSaulnier opposed the so-called One Big Beautiful Bill Act (H.R. 1)



For a 60 year old couple earning \$85,600 a year

annual premiums will rise by

▲ **\$29,778**

▲ **1053%**



For a family of four earning \$66,000 a year

(ages 45, 45, 15, and 10)

annual premiums will rise by

▲ **\$435**



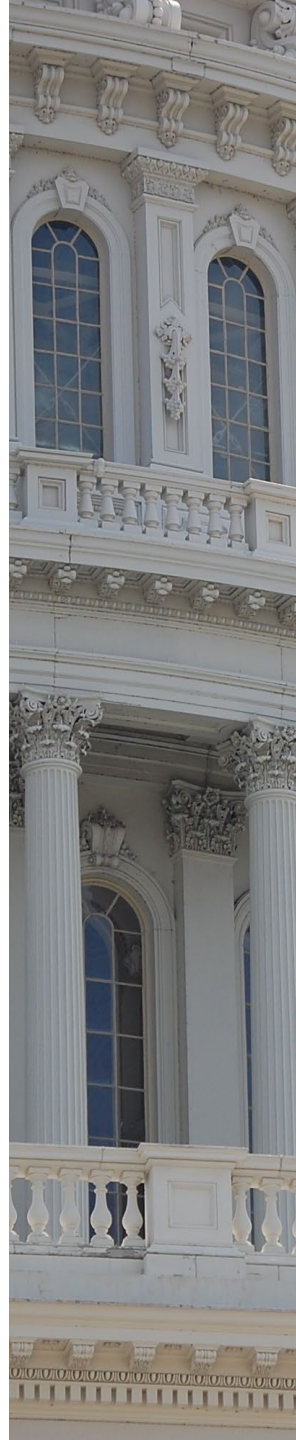
For a family of four earning \$133,750 a year

(ages 45, 45, 15, and 10)

annual premiums will rise by

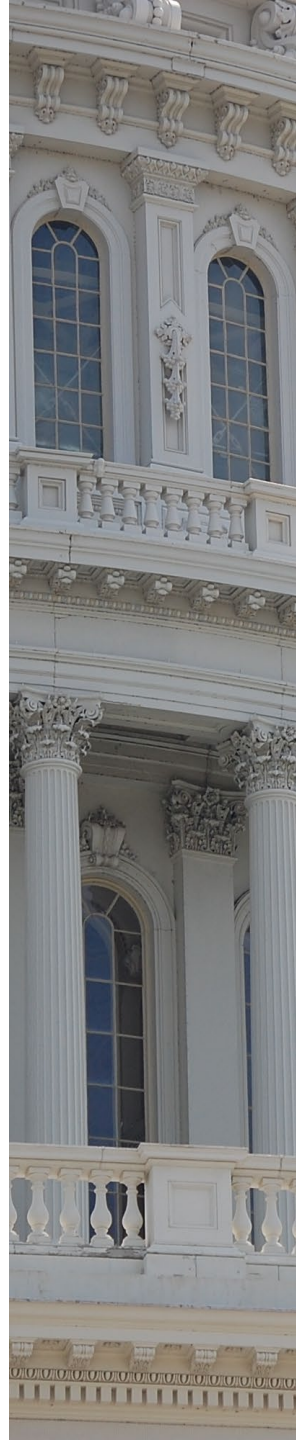
▲ **\$19,255**

▲ **250%**



Closing the Pay Gap

- In 2023, women earned just 83.6 percent of what men made.
 - In California, women make 90 percent what men make.
 - In 2022, Black women made just 63 cents for every dollar white men made while Hispanic women made just 58 cents per dollar.
- Congressman DeSaulnier supports the Paycheck Fairness Act (H.R. 17) to address wage discrimination on the basis of sex, which is defined to include pregnancy, sexual orientation, gender identity, and sex characteristics and the Black Women's Equal Pay Day Resolution (H.Con.Res. 42) to recognize Black Women's Equal Pay Day, and to highlight the disparity between wages paid to non-Hispanic white men and Black women.

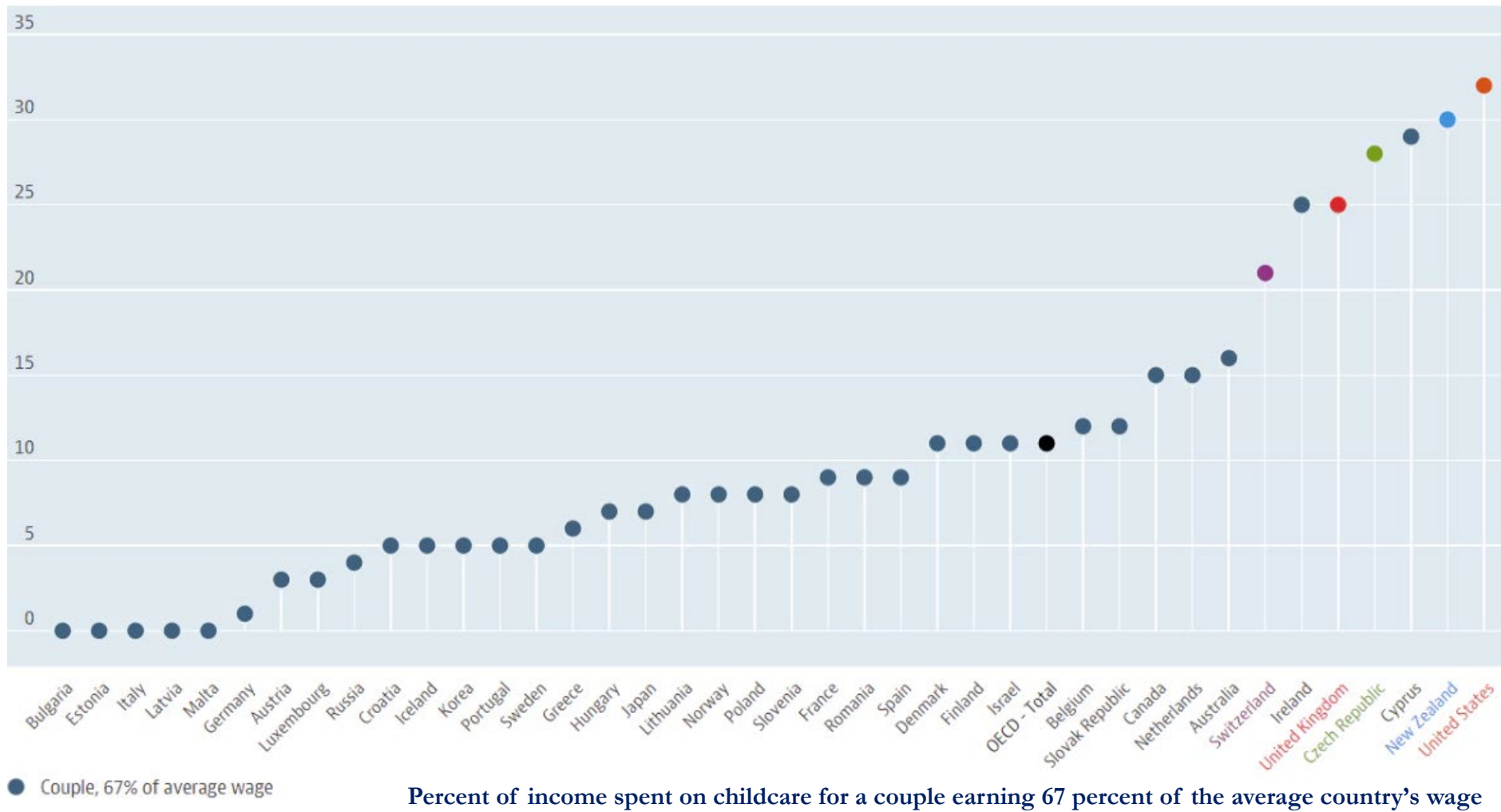


Lowering Costs for Families

- Childcare costs are prohibitive to women joining the workforce.
 - Median yearly income of working women in Contra Costa County in 2022: \$46,633.
- Congressman DeSaulnier supports the American Family Act (H.R. 2763) to make the monthly expanded Child Tax Credit permanent.
- Congressman DeSaulnier supports the Child Care for Every Community Act (H.R. 5656) to create a network of federally-supported, locally run child care centers in which no family pays more than 7% of their income on child care.
- Congressman DeSaulnier sponsors the Child Care for Working Families Act (H.R. 4418) to decrease the cost of childcare for low-income families and provide grants to establish childcare facilities.



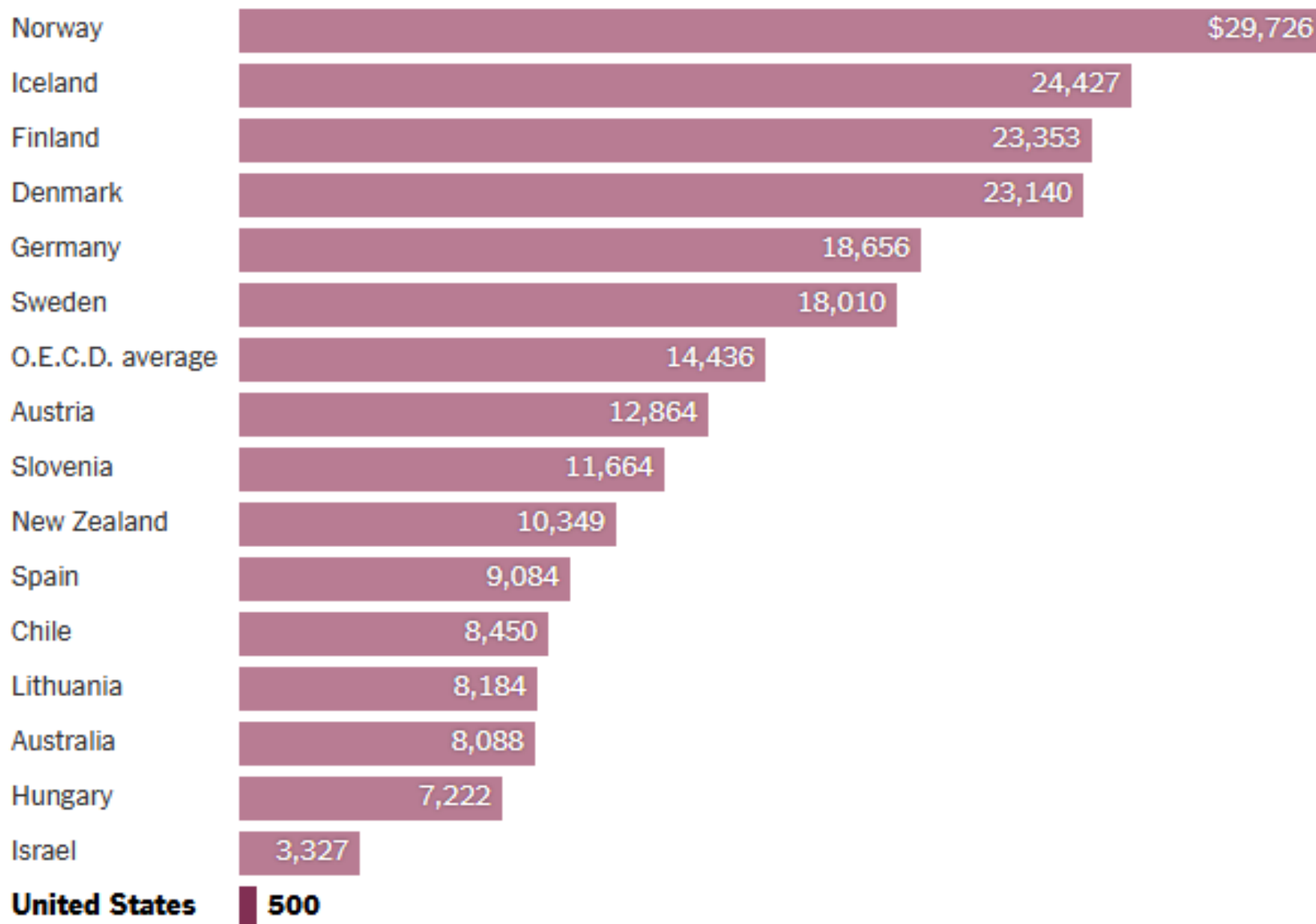
The US has the highest childcare costs as a percentage of a couple's wages



- In Germany, the average annual cost of childcare is \$1,425, or just under \$118 per month.
- In the U.S. the average annual cost of childcare is nearly \$15,000, or \$1,230 per month.
 - Median yearly income of working women in Contra Costa County in 2022: \$46,633.

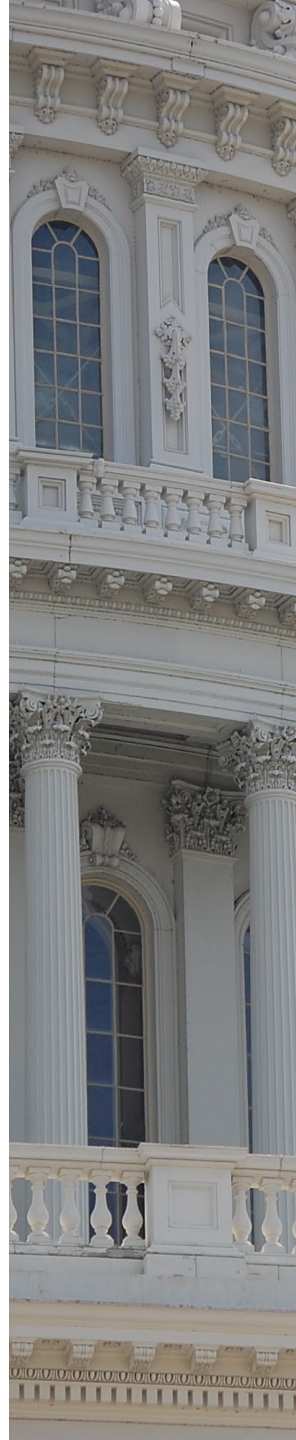
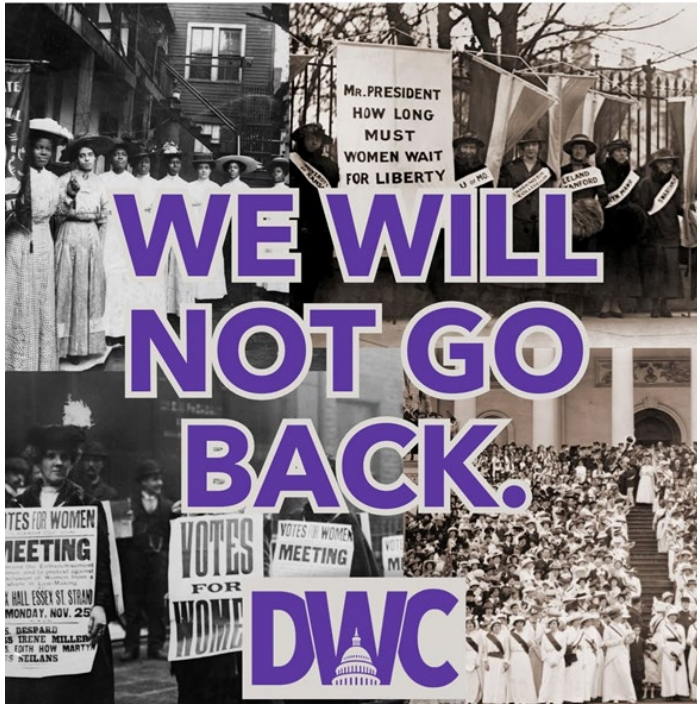
How Much Governments Spend on Child Care for Toddlers

Annual public spending per child on early childhood care.



Protecting the Right to Vote

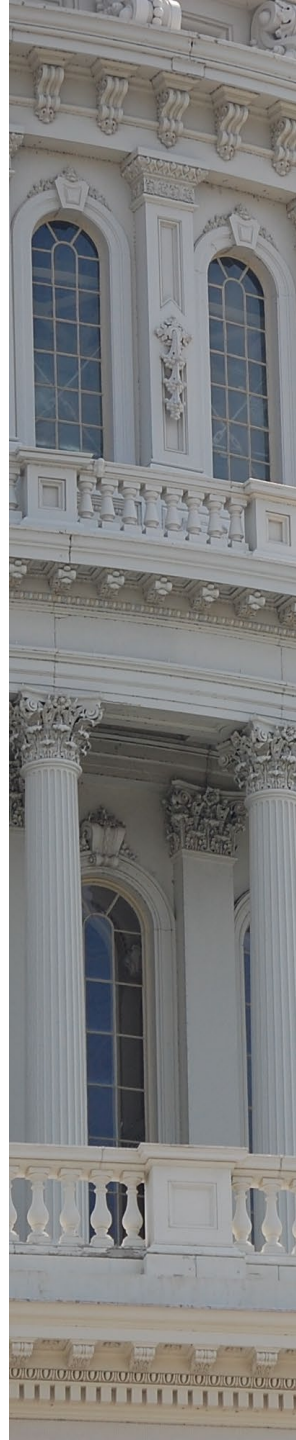
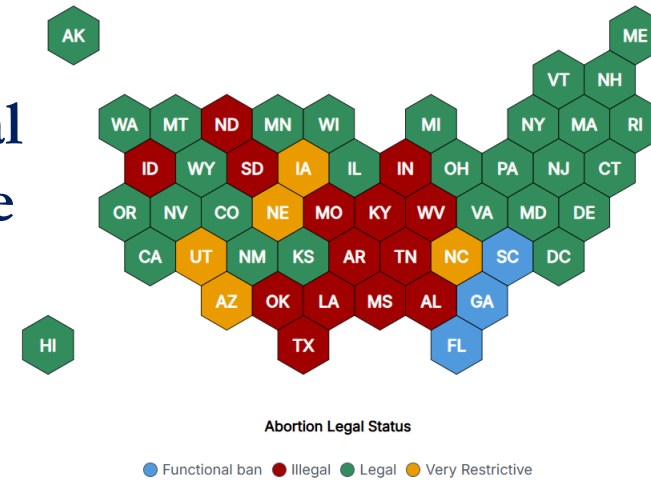
- Republican Congressional Leadership has advanced the SAVE America Act (S. 1383) to force Americans to show a passport or birth certificate in person in order to vote.
 - This bill would disenfranchise as many as 69 million women who have married and don't have a birth certificate that matches their new legal name.
 - Congressman DeSaulnier opposes the SAVE America Act (S. 1383) and instead supports legislation like the Freedom to Vote Act to make it easier - not harder - to vote.



Protecting Access to Abortion

- On June 24, 2022, the Supreme Court overturned *Roe v. Wade*, taking away the constitutional right to abortion.
 - Congressman DeSaulnier supports the **Women's Health Protection Act (H.R. 12)** to create a federal statutory right for health care providers to provide abortion care, and a corresponding right for their patients to receive that care.
 - Congressman DeSaulnier supports the **Stop Comstock Act (H.R. 2029)** to repeal language in the Comstock Act that could be used to ban the mailing of drugs used in medication abortions, equipment used in abortions, and educational material related to sexual health.

Abortion Bans by State 2026



Improving Access to Maternal Care

- The United States has the worst maternal mortality rate among similarly developed nations, at 17.9 maternal deaths per 100,000 live births.
 - Congressman DeSaulnier supports the **MOMMA's Act** to establish a series of programs and requirements to address maternal mortality in the United States.
 - Congressman DeSaulnier supports the **Access to Family Building Act (H.R. 2049)** to codify the federal right to assisted reproduction technologies, including IVF.



Honoring Women's History

- Congressman DeSaulnier coauthored:
 - **Rosie the Riveter Commemorative Coin Act (H.R. 429)** – Would honor the legacy of our "Rosies" through the creation of a series of commemorative coins.
 - **National Rosie the Riveter Day Act (H.R. 2256)** – Would designate a national day of recognition for the millions of women who supported the war effort on the home front during World War II.



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Select Photos and Resources

Slide Number	Select Sources
4	<ul style="list-style-type: none"> • <u>ERA NOW</u>
5	<ul style="list-style-type: none"> • <u>Women in the labor force, 2023: women and workplace flexibilities : BLS Reports: U.S. Bureau of Labor Statistics</u> • <u>Five Facts on Women in the Workforce RealClearPolicy</u> • <u>Why U.S. Isn't A Top Country For Working Women, According To Ranking</u>
6	<ul style="list-style-type: none"> • <u>Gender inequalities in the workplace: the effects of organizational structures, processes, practices, and decision makers' sexism – PMC</u> • <u>Workplace discrimination at a three year high for young women</u> • <u>New Study Reveals Paid Family Leave Policies Lead to 20 Percent Fewer Women Leaving the Workforce – IWPR</u>
7	<ul style="list-style-type: none"> • <u>The Trump-Republican Cost of Living Crisis House Budget Committee Democrats</u> • <u>Big, Beautiful Paperwork: Dismantling Programs That Help Women Work - Georgetown Center on Poverty and Inequality</u>
8	<ul style="list-style-type: none"> • <u>California Women's Demographic Data Women's earnings were 83.6 percent of men's in 2023 : The Economics Daily : U.S. Bureau of Labor Statistics</u> • <u>Women in the Workforce: The Gender Pay Gap Is Greater for Certain Racial and Ethnic Groups and Varies by Education Level U.S. GAO</u>
9	<ul style="list-style-type: none"> • <u>How Expensive Is Child Care in California? - Public Policy Institute of California</u>
10	<ul style="list-style-type: none"> • <u>Highest childcare costs and how countries are cutting them World Economic Forum</u> • <u>Understanding the True Cost of Child Care for Infants and Toddlers - Center for American Progress</u> • <u>Highest childcare costs and how countries are cutting them World Economic Forum</u> • <u>How Expensive Is Child Care in California? - Public Policy Institute of California</u>
11	<ul style="list-style-type: none"> • <u>How Other Nations Pay for Child Care. The U.S. Is an Outlier. - The New York Times</u>
12	<ul style="list-style-type: none"> • <u>SAVE America Act: House passes bill that could make it harder for women to vote</u>
13	<ul style="list-style-type: none"> • <u>Abortion Bans by State 2026</u>
14	<ul style="list-style-type: none"> • <u>Fertility treatment use in the US Pew Research Center</u> • <u>Maternal Mortality Rates in the United States, 2024</u>