



Guiding Vision and Definition of Principles

OVERVIEW & PURPOSE

The Women's March on Washington is a women-led movement bringing together people of all genders, ages, races, cultures, political affiliations and backgrounds in our nation's capital on January 21, 2017, to affirm our shared humanity and pronounce our bold message of resistance and self-determination.

Recognizing that women have intersecting identities and are therefore impacted by a multitude of social justice and human rights issues, we have outlined a representative vision for a government that is based on the principles of liberty and justice for all. *As Dr. King said, "We cannot walk alone. And as we walk, we must make the pledge that we shall always march ahead. We cannot turn back."*

Our liberation is bound in each other's. The Women's March on Washington includes leaders of organizations and communities that have been building the foundation for social progress for generations. We welcome vibrant collaboration and honor the legacy of the movements before us - the suffragists and abolitionists, the Civil Rights Movement, the feminist movement, the American Indian Movement, Occupy Wall Street, Marriage Equality, Black Lives Matter, and more – by employing a decentralized, leader-full structure and focusing on an ambitious, fundamental and comprehensive agenda.

#WHYWEMARCH

We are empowered by the legions of revolutionary leaders who paved the way for us to march, and acknowledge those around the globe who fight for our freedoms. We honor these women and so many more. They are #WHYWEMARCH.

**Bella Abzug • Corazon Aquino • Ella Baker • Grace Lee Boggs
Berta Cáceres • Rachel Carson • Shirley Chisholm
Angela Davis • Miss Major Griffin Gracy • LaDonna Harris
Dorothy I. Height • bell hooks • Dolores Huerta • Marsha P. Johnson
Barbara Jordan • Yuri Kochiyama • Winona LaDuke
Audre Lorde • Wilma Mankiller • Diane Nash • Sylvia Rivera
Barbara Smith • Gloria Steinem • Hannah G. Solomon
Harriet Tubman • Edith Windsor • Malala Yousafzai**

VALUES & PRINCIPLES

- We believe that Women's Rights are Human Rights and Human Rights are Women's Rights. This is the basic and original tenet from which all our values stem.



Guiding Vision and Definition of Principles

- We believe Gender Justice is Racial Justice is Economic Justice. We must create a society in which all women—including Black women, Native women, poor women, immigrant women, Muslim women, lesbian, queer and trans women—are free and able to care for and nurture their families, however they are formed, in safe and healthy environments free from structural impediments.
- Women deserve to live full and healthy lives, free of violence against our bodies. One in three women have been victims of some form of physical violence by an intimate partner within their lifetime; and one in five women have been raped. Further, each year, thousands of women and girls, particularly Black, indigenous and transgender women and girls, are kidnapped, trafficked, or murdered. We honor the lives of those women who were taken before their time and we affirm that we work for a day when all forms of violence against women are eliminated.
- We believe in accountability and justice for police brutality and ending racial profiling and targeting of communities of color. Women of color are killed in police custody at greater rates than white women, and are more likely to be sexually assaulted by police. We also call for an immediate end to arming police with the military grade weapons and military tactics that are wreaking havoc on communities of color. No woman or mother should have to fear that her loved ones will be harmed at the hands of those sworn to protect.
- We believe it is our moral imperative to dismantle the gender and racial inequities within the criminal justice system. The rate of imprisonment has grown faster for women than men, increasing by 700% since 1980, and the majority of women in prison have a child under the age of 18. Incarcerated women also face a high rate of violence and sexual assault. We are committed to ensuring access to gender-responsive programming and dedicated healthcare including substance abuse treatment, mental and maternal health services for women in prison. We believe in the promise of restorative justice and alternatives to incarceration. We are also committed to disrupting the school-to-prison pipeline that prioritizes incarceration over education by systematically funneling our children—particularly children of color, queer and trans youth, foster care children, and girls—into the justice system.
- We believe in Reproductive Freedom. We do not accept any federal, state or local rollbacks, cuts or restrictions on our ability to access quality reproductive healthcare services, birth control, HIV/AIDS care and prevention, or medically accurate sexuality education. This means open access to safe, legal, affordable abortion and birth control for all people, regardless of income, location or education. We understand that we can only have reproductive justice when reproductive health care is accessible to all people regardless of income, location or education.



Guiding Vision and Definition of Principles

- We believe in Gender Justice. We must have the power to control our bodies and be free from gender norms, expectations and stereotypes. We must free ourselves and our society from the institution of awarding power, agency and resources disproportionately to masculinity to the exclusion of others.
- We firmly declare that LGBTQIA Rights are Human Rights and that it is our obligation to uplift, expand and protect the rights of our gay, lesbian, bi, queer, trans or gender non-conforming brothers, sisters and siblings. This includes access to non-judgmental, comprehensive healthcare with no exceptions or limitations; access to name and gender changes on identity documents; full anti-discrimination protections; access to education, employment, housing and benefits; and an end to police and state violence.
- We believe in an economy powered by transparency, accountability, security and equity. We believe that creating workforce opportunities that reduce discrimination against women and mothers allow economies to thrive. Nations and industries that support and invest in caregiving and basic workplace protections—including benefits like paid family leave, access to affordable childcare, sick days, healthcare, fair pay, vacation time, and healthy work environments—have shown growth and increased capacity.
- We believe in equal pay for equal work and the right of all women to be paid equitably. We must end the pay and hiring discrimination that women, particularly mothers, women of color, lesbian, queer and trans women still face each day in our nation. Many mothers have always worked and in our modern labor force; and women are now 50% of all family breadwinners. We stand for the 82% of women who become moms, particularly moms of color, being paid, judged, and treated fairly. Equal pay for equal work will lift families out of poverty and boost our nation's economy.
- We recognize that women of color carry the heaviest burden in the global and domestic economic landscape, particularly in the care economy. We further affirm that all care work--caring for the elderly, caring for the chronically ill, caring for children and supporting independence for people with disabilities--is work, and that the burden of care falls disproportionately on the shoulders of women, particularly women of color. We stand for the rights, dignity, and fair treatment of all unpaid and paid caregivers. We must repair and replace the systemic disparities that permeate caregiving at every level of society.
- We believe that all workers – including domestic and farm workers - must have the right to organize and fight for a living minimum wage, and that unions and other labor associations are critical to a healthy and thriving economy for all. Undocumented and migrant workers must be included in our labor protections, and we stand in solidarity with the sex workers' rights movement. We recognize that exploitation for sex and labor in all forms is a violation of human rights.



Guiding Vision and Definition of Principles

- We believe Civil Rights are our birthright. Our Constitutional government establishes a framework to provide and expand rights and freedoms—not restrict them. To this end, we must protect and restore all the Constitutionally-mandated rights to all our citizens, including voting rights, freedom to worship without fear of intimidation or harassment, freedom of speech, and protections for all citizens regardless of race, gender, age or disability.
- We believe that all women’s issues are issues faced by women with disabilities and Deaf women. As mothers, sisters, daughters, and contributing members of this great nation, we seek to break barriers to access, inclusion, independence, and the full enjoyment of citizenship at home and around the world. We strive to be fully included in and contribute to all aspects of American life, economy, and culture.
- We believe it is time for an all-inclusive Equal Rights Amendment to the U.S. Constitution. Most Americans believe the Constitution guarantees equal rights, but it does not. The 14th Amendment has been undermined by courts and cannot produce real equity on the basis of race and/or sex. And in a true democracy, each citizen’s vote should count equally. All Americans deserve equality guarantees in the Constitution that cannot be taken away or disregarded, recognizing the reality that inequalities intersect, interconnect and overlap.
- Rooted in the promise of America’s call for huddled masses yearning to breathe free, we believe in immigrant and refugee rights regardless of status or country of origin. It is our moral duty to keep families together and empower all aspiring Americans to fully participate in, and contribute to, our economy and society. We reject mass deportation, family detention, violations of due process and violence against queer and trans migrants. Immigration reform must establish a roadmap to citizenship, and provide equal opportunities and workplace protections for all. We recognize that the call to action to love our neighbor is not limited to the United States, because there is a global migration crisis. We believe migration is a human right and that no human being is illegal.
- We believe that every person and every community in our nation has the right to clean water, clean air, and access to and enjoyment of public lands. We believe that our environment and our climate must be protected, and that our land and natural resources cannot be exploited for corporate gain or greed—especially at the risk of public safety and health.



Guiding Vision and Definition of Principles

ABOUT THIS DOCUMENT

The guiding vision and definition of principles were prepared by a broad and diverse group of leaders. The Women's March on Washington is grateful to all contributors, listed and unlisted, for their dedication in shaping this agenda.

J. Bob Alotta, Executive Director, Astraea Lesbian Foundation for Justice

Monifa Bandele, Vice President, MomsRising

Zahra Billoo, Council on American Islamic Relations - San Francisco Bay Area

Gaylynn Burroughs, Director of Policy & Research, Feminist Majority Foundation

Melanie L. Campbell, Convener, Black Women's Roundtable, President & CEO, NCBCP

Sung Yeon Choimorrow, Interim Executive Director, National Asian Pacific American Women's Forum

Alida Garcia, Immigrant Rights & Diversity Advocate

Alicia Garza, National Domestic Workers Alliance

Carol Jenkins, Board of Directors, ERA Coalition

Dr. Avis Jones-DeWeever, President, Incite Unlimited, LLC

Carol Joyner, Director, Labor Project for Working Families, Family Values @ Work

Janet Mock, Activist and author of *Redefining Realness* and *Surpassing Certainty*

Jessica Neuwirth, President, ERA Coalition

Terry O'Neill, President, National Organization for Women (NOW)

Carmen Perez, Executive Director, The Gathering for Justice

Jody Rabhan, Director of Washington Operations, National Council of Jewish Women

Kelley Robinson, Deputy National Organizing Director, Planned Parenthood Federation of America

Kristin Rowe-Finkbeiner, Executive Director and Co-Founder, MomsRising

Linda Sarsour, Founder, MPower Change

Heidi L. Sieck, Co-Founder/CEO, #VOTEPROCHOICE

Emily Tisch Sussman, Campaign Director, Center for American Progress

Jennifer Tucker, Senior Policy Advisor, Black Women's Roundtable

Winnie Wong, Activist, Organizer and Co-Founder, People for Bernie