

July 21, 2016

Dear Hadassah Delegates,

At the National Business Meeting, Tuesday morning July 26, you will be asked to vote on 4 Policy Statements, which will provide the mandate for Hadassah to strengthen and expand its advocacy efforts. A selection of Hadassah's Policy Statements are available on Hadassah's website at [www.hadassah.org/policystatements](http://www.hadassah.org/policystatements).

The Hadassah National Board will vote on these policy statements on Sunday, July 24, at the Hadassah National Board Meeting. If the Board adopts any changes, Hadassah Delegates will receive notification of the changes approved by the National Board on Monday evening via the Convention daily email and a verbal review of changes on Tuesday morning at the National Business Meeting.

**Delegates MUST bring their own copies of the Policy Statements to Convention if desired. No hard copies will be distributed.** Given time constraints, debate on these policies will be extremely limited and no comments may be made regarding minor grammatical or wording changes.

Below is a brief explanation of the proposed Policy Statements, followed by the full text.

ZIONIST AFFAIRS

- Zionism
- United Nations Reform

AMERICAN AFFAIRS

- Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Equality
- Caregiving

**Thank you for your support, which allows Hadassah to pursue robust and engaging Zionist and American Advocacy Agendas.**

We look forward to seeing you in Atlanta.

Debra Mazon, Judy Shereck and the Hadassah Advocacy Team

# Hadassah Memorandum

**DATE:** July 21, 2016  
**TO:** Hadassah 2016 Convention Delegates  
**FROM:** PRAZE (PRogramming, Advocacy, Zionism, & Education) Division  
**RE:** Hadassah Policy Statements and Background Memo

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Hadassah's PRAZE Division and Advocacy Team present the following Zionist and American Affairs Policy Statements, which will be voted on by Hadassah's National Board and Delegates to the 2016 Hadassah National Convention.

## ZIONIST AFFAIRS

- Zionism
- United Nations Reform

## AMERICAN AFFAIRS

- Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Equality
- Caregiving

### **United Nations Reform**

We propose reaffirming and updating Hadassah's 2014 United Nations Reform Policy Statement.

The statement expresses Hadassah's commitment to the founding principles of the United Nations, and its deep concern that the U.N.'s integrity and effectiveness have been compromised. Based on Hadassah's proud involvement with the United Nations as a member of its Economic and Social Council (ECOSOC), Hadassah is particularly outraged by the pervasive bias against Israel within the U.N. We believe is timely and imperative to re-iterate the urgent need for United Nations Reform.

We have witnessed some progress at the United Nations, most recently in 2016 with the election of Israeli Ambassador Danny Danon to Chair the Sixth Committee (Legal Committee), marking a great accomplishment for the State of Israel, as it is the first permanent committee the country will lead since Israel's creation in 1948. However, it is duly important to note that no other country's Ambassador was ever subject to a vote to this permanent committee. Requiring a vote—as opposed to verbal acclamation—for Israel exemplifies the deep prejudice and continued structural bias against Israel.<sup>1</sup>

<sup>1</sup> [Remarks by U.S. Ambassador Pressman on the Election of Israel as Chair of the Sixth Committee for the 71st Session of the UN General Assembly](#)

Additionally, this past year the United Nations finally recognized Yom Kippur as the holiest day of the Jewish people, making it an official U.N. holiday.

In May 2016, the Conference of Presidents of Major American Jewish Organizations announced a campaign to unite the Jewish community and friends of Israel in response to the intensifying anti-Israel activity at the U.N. with the obsessive bashing of Israel. Hadassah commends the Conference of Presidents for spearheading the reform and is a proud signatory of their “Declaration Opposing Discrimination Against Israel at the United Nations.”

As a signatory Hadassah pledged to, “continuously monitor the application of fair and universal standards at the UN and to continue to make public violations of those standards; to enlist representatives of member nations to support this call for justice and fairness, and to engage officials, media and influential leaders from every walk of life to endorse this call to end the blatant discrimination against Israel.”

The Conference of Presidents detailed the following background and call to action:

In March 2016 the U.N. Human Rights Council, where countries with the most appalling human rights records in the world absurdly sit in judgment, and where Israel is the only country the Council has assigned a permanent place on its agenda, five separate resolutions condemning Israel were passed.

In the eleven years since the Human Rights Council was established, Israel has been the subject of a total of 73 separate resolutions and country specific Special Sessions. The other 192 countries in the world combined have been the subject of a total of 271 resolutions and country Specific Sessions. On average over these eleven years, there were seven resolutions and Special Sessions condemning Israel, and only 25 for the rest of the world.

When the General Assembly finally revoked the Zionism is Racism resolution in 1991, it left this anti-Israel bureaucracy intact and fully operational. Every day the Division for Palestinian Rights (DPR) continues to carry out the malign intent of that odious resolution. Year after year, the cash strapped United Nations provides the funds to keep UN staff working to undermine the legitimacy of Israel. ... It is time to complete the revocation of Zionism is Racism. It is time to dissolve the Committee on the Exercise of the Inalienable Rights of the Palestinian People (CEIRPP) and reallocate the resources of the DPR. It is time to end the annual, virtually automatic, process of condemnation and discrimination against Israel.

Reaffirming and expanding our UN Policy Statement affirms our commitment to the Conference of Presidents’ Declaration.

## Zionism

We feel it is timely and significant to pass a Policy Statement reaffirming our commitment to and highlighting the importance of Zionism, especially in light of campaigns to delegitimize it and the State of Israel. In the face of attempts to slander and vilify Zionism, we are reclaiming Zionism, proudly, as we are Hadassah, the Women's Zionist Organization of America. We serve as conveners on the subject of Zionism, ensuring that there is room for all members of the Jewish community to join the discussion in a safe space.

In 1968, the World Zionist Organization adopted the *Jerusalem Program*, a synopsis of the basic ideological platform of the Zionist movement. In order to be considered part of the Zionist movement, an individual or an organization must adhere to the *Jerusalem Program* through signing on to its principles and incorporating the program in its bylaws. The *Jerusalem Program* outlines five basic aims of Zionism, and serves as the foundation that guides the activity of Zionist organizations, such as Hadassah. The *Jerusalem Program* was [updated in 2004](#).

As a Zionist organization, we believe it is our responsibility to help ensure the continuity of the Jewish people both in Israel and the Diaspora, and contribute to the betterment of the world through life-saving medical care, research in service to humanity, and other acts of *tikkun olam*. As Hadassah members, Associates, and supporters, we express our practical Zionism by supporting the Hadassah Medical Organization and other Hadassah projects in Israel, and by promoting and engaging in Zionist education and advocacy in the United States and worldwide.

## LGBTQ Equality

In 2006, Hadassah passed the Equality for Lesbian, Gay, Bisexual, and Transgender (LGBT) Americans policy statement. The statement acknowledged that LGBT Americans face numerous forms of discrimination—including brutal hate crimes, as well as denial of employment, credit and housing—which are still concerns a decade later. The bulk of the statement addressed the rights of same-sex couples, stating Hadassah's strong opposition to efforts at the federal and state level that would selectively limit or deny civil rights to same-sex couples, and supported government action to provide civil status to committed same-sex couples and their families. Progress has been made for LGBTQ equality in several areas, though many challenges remain.

The background memo in 2006 started by mentioning Matthew Shepard, a 21-year-old man who, in 1998, was tied to a fence, brutally beaten and left to die—just because he was gay. After over a decade of activism, the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act was signed into law on October 28, 2009. Hadassah actively mobilized in support of the legislation and Marla Gilson (Director of Hadassah's Washington Action Office at the time) was in attendance at the White House to celebrate the bill signing. The recent shooting at the Pulse night club in Orlando shows that hate crimes are still a pressing issue.

In 2013, Hadassah joined an amicus brief in [United States v. Windsor](#), challenging the federal Defense of Marriage Act (DOMA). The Supreme Court ruled that DOMA was unconstitutional, extending federal legal rights and obligations to same-sex couples in states that recognized their marriages. In 2015, Hadassah joined an amicus brief in [Obergefell v. Hodges](#), calling on the Supreme Court to extend civil status to same-sex couples in all states, which the court ultimately did through its ruling on June 26, 2015.

Despite this progress, LGBTQ Americans continue to face numerous forms of discrimination, harassment, and violence in this country—as employees, students, parents and families, customers, patients, and in all roles as citizens.

Most recently, North Carolina received widespread criticism for passing the Public Facilities Privacy & Security Act (HB 2), which requires individuals to use public bathrooms that correspond with their sex as assigned at birth.<sup>2</sup> In 2015, a few states passed policies that provide protections for individuals and groups that hold the religious belief that marriage should only be recognized as the union of one man and one woman. Indiana’s Religious Freedom Restoration Act extended that protection, “regardless of whether the state or any other governmental entity is a party to the proceeding”<sup>3</sup>—allowing private businesses to deny services like wedding photography and cake baking to same-sex couples.

In 27 states it is legal to be denied a job, fired, or passed over for a promotion on the basis of sexual orientation or gender identity.<sup>4</sup> On July 21, 2014, President Obama signed an executive order barring discrimination by federal contractors on the basis of sexual orientation and gender identity. Hadassah continues to advocate for the Employment Non-Discrimination Act, which would ban employment decisions on the basis of sexual orientation and gender identity. A version of the bill passed the Senate in a bipartisan vote of 64-32 in 2014, but was never voted on in the House.

This LGBTQ Equality Policy Statement reaffirms and expands Hadassah’s support for LGBTQ rights.

## Caregiving

In 2013, Hadassah passed a Women’s Economic Equity & Security policy statement promoting pay equity, paid family and sick leave, pregnant workers’ rights, and raising the minimum wage. That statement recognized that, “Women are often the caregivers for their families, sometimes juggling the responsibilities of both children and aging parents.” In 2014, that statement was amended to include the important role that affordable child care can play to support families’ economic security. The Jewish Council for Public Affairs, of which Hadassah is a Member, passed a [Long Term Care and Supportive Services for the Elderly Policy Statement](#).

The proposed Caregiving Policy Statement expands on Hadassah’s support for women’s economic equity and security by recognizing and valuing the integral role of caregivers—paid and unpaid—in supporting the health and dignity of America’s aging and disabled population.

An estimated 39.8 million adults in the United States provide some level of unpaid care for an adult friend or relative, according to the June 2015 report, “Caregiving in the United States,”<sup>5</sup> produced by the American Association of Retired Persons (AARP) Public Policy Institute and the National Alliance for Care Giving. The report also identifies the following key findings:

<sup>2</sup> [“North Carolina governor signs controversial transgender bill,”](#) CNN

<sup>3</sup> [Indiana SB 101](#)

<sup>4</sup> [ACLU: Non-Discrimination Laws State-by-State Information Map](#)

<sup>5</sup> [Caregiving in the United States](#), National Alliance for Caregiving and the AARP Public Policy Institute, June 2015

The majority of caregivers are female (60%), but 40 percent are male. Eight in 10 are taking care of one person (82%). They are 49 years of age, on average. A large majority of caregivers provide care for a relative (85%), with 49 percent caring for a parent or parent-in-law. One in 10 provides care for a spouse. Higher-hour caregivers (those providing 21 or more hours of care weekly) are almost four times as likely to be caring for a spouse/partner. Nearly 1 in 10 caregivers is 75 years of age or older (7%).

Caregiving responsibilities affects the professional and financial security for caregivers—especially for women. “Six in 10 caregivers report having experienced at least one impact or change to their employment situation as a result of caregiving, such as cutting back on their working hours, taking a leave of absence, receiving a warning about performance or attendance, or other such impacts.”<sup>6</sup> 18 percent of caregivers also report experiencing financial strain due to caregiving.<sup>7</sup> Another study estimates that women experience \$185,049 in lost wages and social security benefits for reduced work hours and \$274,044 due to leaving the workforce entirely—12 percent and 17 percent more than men, respectively.<sup>8</sup>

Thirty-two percent of caregivers (whose friend or relative was not in a nursing home or assisted living) report using paid services. A 2014 survey found that nearly half of caregivers spend over \$5,000 a year on caregiving costs, with 30 percent spending more than \$10,000.<sup>9</sup> The 2015 Caregiving Report found that 25 percent of caregivers found it moderately or very difficult to access affordable services—like in-home care, respite services, delivered meals, or transportation—in their areas,<sup>10</sup> and 29 percent of higher-hour caregivers attribute leaving the workforce because they can’t afford paid care for their loved one.<sup>11</sup>

Caregiving also takes an emotional and physical toll on care providers. In the 2015 caregiving study, 38 percent of caregivers found caregiving moderately or very stressful. Female caregivers report higher rates of stress and depression compared to male caregivers and women who are not caregivers.<sup>12</sup> One survey have found that 21 percent of women reported getting mammograms less often.<sup>13</sup> Reports by The Common Wealth Fund also show that female caregivers were twice as likely as non-caregivers to forgo needed medical care or not fill a prescription due to cost<sup>14</sup> and that caregivers report chronic health conditions at twice the rate of non-caregivers (45 percent vs. 24 percent).<sup>15</sup>

<sup>6</sup> *Caregiving in the United States*, p. 60

<sup>7</sup> *Caregiving in the United States*, p. 54

<sup>8</sup> [Caregiving Costs to Working Caregivers](#), June 2011

<sup>9</sup> [Senior Care Cost Index](#), Caring.com, September 2014

<sup>10</sup> *Caregiving in the United States*, p. 69

<sup>11</sup> *Caregiving in the United States*, p. 62

<sup>12</sup> Jennifer L. Yee and Richard Schulz, “Gender Differences in Psychiatric Morbidity Among Family Caregivers: A Review and Analysis,” *The Gerontologist*, April 2000, Vol. 40, No. 2, 147–164

<sup>13</sup> [Caregivers in Decline](#), p. 60, Evercare in collaboration with the National Alliance for Caregiving, September 2006

<sup>14</sup> [Informal Caregiving](#), The Common Wealth Fund, May 1999

<sup>15</sup> [A Look at Working-Age Caregivers Roles, Health Concerns, and Need for Support](#), The Commonwealth Fund, August 2005

The 2015 Caregiving report noted that caregivers would benefit from support in several areas, such as adequate information, training, counseling, support, quality and affordable supplemental services, and further assessments of caregiver needs. 49 percent of caregivers said it would be helpful to have their own name on their loved one's medical chart, and about 40 percent would like to require hospitals to demonstrate medical/nursing tasks which the caregiver may have to perform.<sup>16</sup> Government policy could also support caregivers by commissioning reports, funding studies and providing direct support services, financial supports (like tax credits, paid leave), and expanded Medicare coverage.

Paid care workers—about 90 percent of whom are women—serve as nursing, psychiatric, and home care aides in institutional, community, and home-based settings.<sup>17</sup> On January 1, 2015, the Department of Labor Home Care Rule went into effect—granting 2 million home care workers minimum wage and overtime protections.<sup>18</sup> Advocates continue to emphasize the need to ensure this does not lead to cutbacks in staff or employees' hours (especially if it changes the worker's status from full to part-time). The Paraprofessional Healthcare Institute cites that home care aids earn an average of \$13,000 per year, and lack access to paid sick leave, vacation time, and adequate training.<sup>19</sup> Home care workers who work excessive overtime or during illness because they can't afford lost wages put their patients at risk. Therefore, this policy statement also supports labor protections and training to help ensure that paid caregivers are providing the highest quality care to their patients.

<sup>16</sup> *Caregiving in the United States*, p. 13

<sup>17</sup> [Women & Long-Term Care Fact Sheet](#), AARP Public Policy Institute

<sup>18</sup> [Department of Labor Home Care Rule](#) (Last month, the Supreme Court decided not hear a legal challenge to the rule—providing added certainty for the rule's implementation.)

<sup>19</sup> [Paying the Price: How Poverty Wages Undermine Home Care in America](#), Paraprofessional Healthcare Institute, February 2015

UNITED NATIONS REFORM

1 Hadassah, the Women’s Zionist Organization of America, Inc., reaffirms its commitment to  
2 upholding the founding principles of the United Nations and is proud to be a non-governmental  
3 organization (NGO) in special consultative status with the U.N. Economic and Social Council  
4 (ECOSOC).

5

6 Hadassah remains deeply concerned that the U.N.’s integrity and effectiveness have been  
7 compromised. While recognizing some recent strides toward Israel’s acceptance at the U.N.—such  
8 as the recent election of Israel’s Permanent Representative to the United Nations Danny Danon to  
9 chair the Sixth Committee, and the recognition of Yom Kippur as an official United Nations  
10 holiday—Hadassah is outraged by the bias against Israel that continues to pervade the institution.

11

12 In 2006, Hadassah welcomed an initiative for U.N. reform and in 2014 reaffirmed calls for  
13 significant reforms that will lead to a more productive U.N., where bias against any state, and  
14 against Israel in particular, does not occur.

15

16 In 2012, 138 member nations of the United Nations General Assembly approved Palestinian non-  
17 member observer state status— using the opportunity to demean and delegitimize Israel while  
18 enabling Palestinians to circumvent international pressure for direct bilateral negotiations.

19 The United Nations Human Rights Council has become a mockery of its intended goals. The  
20 council includes, and frequently appoints to leadership roles, the very nations who have the worst  
21 human rights records, such as Saudi Arabia, Iran, China, Cuba, and Sudan. Since its founding  
22 eleven years ago, the Council has passed 73 resolutions against Israel—over one-third of all  
23 country-specific resolutions—and Israel is the only country singled out, with a dedicated Special  
24 Session on the Council’s permanent agenda.

25

26 As a member organization of the Conference of Presidents of Major American Jewish  
27 Organizations, Hadassah supports its recent campaign to unite the Jewish community and friends  
28 of Israel in response to the intensifying anti-Israel activity at the U.N. with the obsessive bashing  
29 of Israel. Hadassah reaffirms and expands its U.N. Reform Policy Statement to support the

UNITED NATIONS REFORM

30 Conference of Presidents' Declaration Opposing Discrimination Against Israel at the United  
31 Nations.

32

33 Hadassah urges the U.N. to implement broad and substantive changes to its institutions and bodies,  
34 specifically:

- 35 • to eliminate redundant and anachronistic resolutions and committees, specifically the four  
36 committees on Palestinian affairs that have only served to exacerbate the Israeli–Palestinian  
37 conflict, and waste the time and resources of the General Assembly;
- 38 • to implement clear conditions for membership and leadership positions within the Human  
39 Rights Commission that require countries to abide by the highest standards of human rights,  
40 and cooperate fully with the Commission and its mechanisms;
- 41 • to evaluate and increase transparency in the nomination, selection, and appointment process  
42 of United Nations Special Rapporteurs and other mandate holders;
- 43 • to establish a permanent mechanism within the Secretariat to develop objective criteria for  
44 assessing the fairness of the resolution processes throughout the various UN bodies and to  
45 monitor, evaluate and report annually on the results of the application of those criteria;
- 46 • to adopt a clear and comprehensive definition of terrorism that condemns it in absolute terms.

47

48 Additionally, Hadassah calls upon the United Nations Secretary General, President of the  
49 General Assembly, and High Commissioner for Human Rights to condemn any remarks by  
50 international leaders, U.N. officials or independent consultants that include false statements, promote  
51 anti-Semitism or delegitimize Israel.

52

53 Finally, Hadassah urges the U.S. to continue its strong and vocal support for Israel at the United  
54 Nations and lobbying for broad and significant U.N. reforms. As a signatory of the Declaration  
55 Against U.N. Anti-Israel Bias, we look forward to working with the Jewish Community and the  
56 United States government, as it leads an intensive effort within the United Nations to achieve the  
57 goals of this campaign and finally end the injustices, indignities, and discrimination towards Israel.

ZIONISM

1 Hadassah, The Women’s Zionist Organization of America, Inc., reaffirms its steadfast dedication  
2 to Zionism and firm commitment to the *Jerusalem Program*, the official platform of the World  
3 Zionist Organization and the international Zionist movement. The *Jerusalem Program* proclaims  
4 Zionism as the national liberation movement of the Jewish people, which brought about the  
5 establishment of the State of Israel, and views a Jewish, Zionist, democratic and secure State of  
6 Israel to be the expression of the common responsibility of the Jewish people for its continuity  
7 and future. Furthermore, Hadassah believes it is especially relevant in light of worldwide  
8 increased anti-Zionism, often masking anti-Semitism, to reaffirm our commitment to Zionism.

9  
10 Hadassah believes it is our responsibility to help ensure the continuity of the Jewish people both  
11 in Israel and the Diaspora, and contribute to the betterment of the world through life-saving  
12 medical care, research in service to humanity, and other acts of *tikkun olam* (repairing the world).  
13 As Hadassah members, Associates, and supporters, we express our practical Zionism by  
14 supporting the Hadassah Medical Organization and other Hadassah projects in Israel, and by  
15 promoting and engaging in Zionist education and advocacy in the United States and worldwide.

16  
17 Hadassah’s foundation is rooted in practical Zionism, and it is imperative to our mission and  
18 guiding principles to advocate and nurture what the *Jerusalem Program* refers to as “mutual  
19 Jewish responsibility to defending the rights of Jews as individuals and as a nation, to represent  
20 the national Zionist interests of the Jewish people and struggle against all manifestations of anti-  
21 Zionism.” Hadassah reaffirms its condemnation of any linkage between Zionism and racism, its  
22 long-standing policy against all forms of organized boycotts, and denounces the systematic  
23 global campaign to delegitimize the State of Israel.

24  
25 Hadassah is committed to addressing and changing the current negative connotations of Zionism  
26 in an increasingly anti-Zionist world. Through renewed and strengthened education, advocacy  
27 and discourse we are committed to proudly declaring our Zionism and in doing so to create a  
28 safe space to interact with and educate the wider public. Hadassah recognizes that many in our  
29 community are passionate when we discuss Israel and are deeply committed to individual ideas  
30 for how best to support and defend the Jewish homeland. In order to ensure that there is room for

ZIONISM

31 all members of the Jewish community to join the discussion, we must listen and respect those  
32 who share opinions that differ from our own and emphasize what unites us— shared identity,  
33 love of Israel, and commitment to Jewish traditions and values—not what divides us.

LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER (LGBTQ) EQUALITY

1 Hadassah, the Women’s Zionist Organization of America, reaffirms its support for equality and  
2 equal protections under the law for lesbian, gay, bisexual, transgender, and queer (LGBTQ) persons  
3 in the United States.

4 Hadassah proudly advocated for the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention  
5 Act and signed amicus curiae briefs for *United States v. Windsor* and *Obergefell v. Hodges*—  
6 Supreme Court rulings which extended federal rights and benefits to same-sex couples.

7 Despite this progress, LGBTQ Americans continue to face numerous forms of discrimination,  
8 bullying, harassment, and violence—as employees, students, parents and families, customers,  
9 patients, and in all roles as citizens.

10 Mandates on the use of facilities based on assigned sex at birth, regardless of gender identity; overly  
11 broad Religious Freedom Restoration Acts and other religious exemption policies are used to justify  
12 discrimination against transgender persons and same-sex couples. While Hadassah remains deeply  
13 committed to the American ideal of religious liberty, it also reaffirms that the protection of  
14 individual civil rights—regardless of sex, race, creed, sexual orientation and gender identity—must,  
15 in many circumstances, take precedence over personal religious beliefs.

16 Hadassah strongly opposes all efforts—whether through legislation, referendum or constitutional  
17 amendment—that would selectively limit or deny civil rights to LGBTQ Americans. To further  
18 ensure equality for LGBTQ Americans, Hadassah also calls upon federal, state, and municipal  
19 governments to enact new public accommodation and non-discrimination measures—especially in  
20 the areas of employment, education, housing, and health.

CAREGIVING

1 Hadassah, the Women’s Zionist Organization of America, Inc., which is deeply committed to the  
2 health and economic equity of American women, reaffirms and expands its support for women  
3 as caregivers—for their own families and for others.

4  
5 Women are often the primary caregivers for their families, sometimes juggling the  
6 responsibilities of caring for both children and aging parents. Approximately 40 million  
7 Americans, three-fifths of whom are women, provide unpaid care for an adult relative or  
8 friend—exacting a professional, financial, emotional, and physical toll on caregivers and their  
9 families.

10  
11 Over half of employed caregivers report that they reduced work hours or left the workforce in  
12 order to accommodate the added responsibilities. Employees who remain in the workforce may  
13 jeopardize their career advancement due to missed time or face financial hardships if they lack  
14 access to adequate paid family and sick leave options. Female caregivers are more likely to  
15 experience stress, depression, and chronic health problems, and also report forgoing their own  
16 preventive health care and prescriptions due to cost and lack of time.

17  
18 Paid care workers—about 90 percent of whom are women—provide an essential life-line for  
19 their patients and patients’ families. It is essential that families have access to quality and  
20 affordable in-home care services, while also ensuring that care workers are afforded the  
21 necessary compensation and benefits for their own economic security.

22  
23 Therefore, Hadassah, the Women’s Zionist Organization of America, Inc.:

- 24 • Encourages the medical community to recognize and value the integral role of  
25 caregivers—paid and unpaid—in supporting the health and dignity of America’s aging  
26 and disabled population.

CAREGIVING

- 27       • Supports efforts within the medical community and by government to continue assessing  
28       unpaid caregiver needs and ensure that they are provided with adequate information,  
29       training, counseling, support, quality and affordable supplemental services.
- 30       • Reaffirms its support for paid sick leave, paid family and medical leave, and flexible  
31       workplace policies to support unpaid caregivers;
- 32       • Welcomes the implementation of the Department of Labor Home Care Rule to extend  
33       minimum wage and overtime protections to paid home care workers without affecting the  
34       total number of home care workers nor reducing employees' hours, and encourages the  
35       extension of other economic equity policies to caregivers, as well as investment in  
36       training for the home care industry.