

**AN OPEN LETTER TO MEMBERS OF THE BUSINESS ROUNDTABLE,
U.S. CHAMBER WHO HAVE COMMITTED TO PUTTING FAMILIES
FIRST BY ADVANCING GENDER AND RACIAL EQUITY**

October 4, 2021

TO: Members of the Business Roundtable, U.S. Chamber of Commerce

On behalf of organizations representing millions of women and people of color across the United States, we write to ask for your leadership in advancing “care economy” policies that promote gender and racial equity and the passage of the Build Back Better Act. We also ask you to urge the Business Roundtable and the U.S. Chamber of Commerce to withdraw their opposition to this historic legislation in order to allow Congress to make historic and much-needed investments in paid family and medical leave, child care and home and community-based services for older adults and people with disabilities.

The COVID pandemic laid bare a uniquely American crisis that has been brewing for decades. By failing to ensure access to care policies, including paid family and medical leave, affordable child care and reliable care for the elderly and people with disabilities, we have left families -- and especially those who rely on the incomes of women and people of color -- to fend for themselves. As executives of successful corporations, you know the devastating toll this lack of investment in the care economy takes on employee retention and business productivity, as well as the health and economic security of families.

As advocates for American families, we’re thrilled that many of you have committed to advancing gender and racial justice through statements of the Business Roundtable and the U.S. Chamber of Commerce. Many of you and your companies have taken a leading role in offering family-sustaining benefits to your employees, and did so even before the pandemic. We would like to consider you partners in the fight to pass the Build Back Better Act, which would establish a national paid family and medical leave policy and make critical investments in child care and home and community-based care for older adults and people with disabilities.

As many of you and others have acknowledged, implementation of family friendly policies is critical to achieving gender and racial justice. Last year, we were pleased when the Business Roundtable urged federal lawmakers to [“ensure paid family and medical leave benefits are available to as many working Americans as possible”](#) and called for [improved access to quality child care](#) as part of its commitment to advancing racial equity and justice. The U.S. Chamber of Commerce has also [called for expanded access to quality, affordable child care](#) and [expressed interest in passing a national paid family and medical leave policy](#).

It isn’t surprising that these organizations have recognized the value of investments in care policy. A [study by Panorama and the American Sustainable Business Council](#) found that companies with paid leave programs averaged increases of 4.6 percent in revenue and 6.8 percent in profits. Reliable access to care policies has also been proven to improve employee retention, health and morale, all of which works in favor of businesses large and small. Gender

equity and racial equity also strengthen business' bottom lines, increase shareholder value and more.

Unfortunately, the Business Roundtable and U.S. Chamber of Commerce have abandoned their prior commitments to American families and to advancing gender and racial equity by opposing federal legislation to invest in care, choosing instead to engage in [an assault on these desperately needed investments](#). **We are urging you, as members of the Business Roundtable and U.S. Chamber of Commerce, to hold these organizations accountable to their prior commitments and call for immediate passage of the Build Back Better Act.**

Right now, we have a once in a lifetime opportunity to transform America's care infrastructure. The care investments in the Build Back Better Act are good for businesses *and* good for families. In addition, they will promote gender and racial equity that will strengthen our country and correct injustices that have festered for far too long. We're counting on your leadership to pass these transformational policies.

Sincerely,

American Association of People with Disabilities
American Association of University Women (AAUW)
Black Women's Health Imperative
Black Women's Roundtable, National Coalition on Black Civic Participation
Campaign for a Family Friendly Economy
Caring Across Generations
Care Can't Wait
Center for American Progress
Color Of Change
Girls for Gender Equity
MomsRising
NARAL Pro-Choice America
National Domestic Workers Alliance
National Coalition Against Domestic Violence
National Women's Law Center
Paid Leave for All
Paid Leave for the United States (PL+US)
Supermajority
TIME'S UP Foundation
UltraViolet
United State of Women
Vote Run Lead
Women Effect Action Fund
Women's Foundation California
YWCA USA