

TEN EQUITY IMPLICATIONS

OF THE CORONAVIRUS COVID-19 OUTBREAK IN THE UNITED STATES



THE IMPERATIVE FOR CIVIL RIGHTS
ADVOCACY, MONITORING, AND
ENFORCEMENT

NAACP



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The Imperative for Civil Rights Advocacy, Monitoring, and Enforcement

A widely impactful public health crisis is upon us. The tentacles of its impact are many and pervasive, from social, to economic, to environmental implications. As a civil rights organization and as stewards of human rights, this outbreak calls on us to maintain vigilance and lift our voices to demand the policies and practices that will preserve the wellbeing of all.

Already we've seen many equity and justice challenges that must be addressed before they worsen and cause further damage. We must recognize and stand up against racial/ethnic discrimination and stereotyping. Our federal, state and local governments must ensure necessary policies and practices are in place, so that needed information, training, resources, and care are available equitably and reach all people in all communities. As we think about the upcoming Census and elections, the novel coronavirus [pandemic](#) underscores the ongoing need to push for affordable, quality health care coverage; a well-trained, diverse health care and medical research workforce; and accessible sources of care (hospitals, Federally Qualified Health Centers) for all.

KEY CONSIDERATIONS:

- I. Racism and stigmatization have increased, particularly towards the Asian and Asian American population.**
 - a. [Coronavirus: The latest disease to fuel mistrust, fear, and racism](#)—The Conversation
 - b. [What historians hear when Trump calls coronavirus 'Chinese' and 'foreign'](#)—CNN
 - c. [Feds Sound Alarm Over Claims of Asian Discrimination in Schools](#)—The Wall Street Journal
 - d. [Coronavirus panic sparks racist incidents against Asian Americans](#)—CBS News
 - e. [Coronavirus anxiety is devastating Chinese businesses in New York City](#)—CNN
 - f. [Irate Subway Passenger Sprays Asian Man With Air Freshener Over Coronavirus Concerns](#)—NBC New York
 - g. [NYPD Investigating Hate Crime After Asian Woman Allegedly Punched For Not Wearing Face Mask](#)—Gothamist
 - h. [Some evangelical leaders are linking LGBTQ people to coronavirus outbreak](#)—NY Post
 - i. [Israeli Rabbi: Coronavirus is divine punishment for gay pride parades](#)—Times of Israel

- II. Certain populations face differential exposure and extensive corresponding implications.**
 - a. Grandparents engaged to provide childcare when schools closed are at greater risk.
 - i. [Fears of virus risk to grandparents offering emergency care](#)—The Guardian
 - b. Persons in the criminal justice system face multiple injustices
 - i. Pending court cases are deferred indefinitely as courthouses closed, leaving people in jail, who haven't been convicted of a crime, in limbo and potentially unfairly detained.
 1. [What happens to people's legal cases as coronavirus shuts down courts?](#)—NPR
 2. [The coronavirus could spark a humanitarian disaster in jails and prisons](#)—The Slate

- ii. Risk to incarcerated persons is significantly more than the general population due to confined space.
 - 1. [Correctional Facilities the Perfect Incubators for Coronavirus](#)—Mother Jones
 - 2. [Prisons and Jails are Vulnerable to COVID 19 Outbreaks](#)—The Verge
 - 3. [Coronavirus inevitable in prison-like US immigration centers, doctors say](#)—The Guardian
 - 4. [No need to wait for pandemics: The public health case for criminal justice reform](#)—Prison Policy Initiative
 - 5. [New York State Has Prisoners Making Hand Sanitizer. It's Unclear If Prisoners Can Use It.](#)—Mother Jones
- c. Immigrant Health is at increased risk from fear of detention and due to denial of healthcare.
 - i. [With Coronavirus, 'Health Care for Some' Is a Recipe for Disaster](#)—NY Times
 - ii. [Democrats warn Trump's immigration policies risk aggravating coronavirus](#)—The Hill
 - iii. [With masks at the ready, ICE agents make arrests on first day of CA coronavirus lockdown](#)—LA Times
- d. Elderly persons with chronic illnesses such as heart disease, diabetes, and lung disease, all of which are more prevalent in African American communities, and, to some extent, Latino and Native American communities, are more likely to be impacted by the virus.
 - i. [Here's what older at-risk people should know about the virus.](#)—Healthline
- e. People with disabilities face differential access, risk, and impacts
 - i. [Five things to know about coronavirus and people with disabilities](#)—Forbes
- f. Nursing homes have been hit hard by the outbreak.
 - i. [Nursing homes face unique challenge with coronavirus](#)—US News and World Reports
 - ii. [For Relatives of Nursing Home Residents, Anger and Worry Spread](#)—Time
- g. Risk for persons experiencing homelessness is at least doubled.
 - i. [Homeless at 'double risk' of getting, spreading coronavirus](#)—ABC News
 - ii. [Homeless among the most vulnerable to coronavirus, experts say](#)—Fox News
 - iii. ['Stay home?' 500,000 homeless Americans can't follow coronavirus advice](#)—Curbed
- h. Low income communities under quarantine and unable to work will not be able to buy basic needs—food, water, and non-toxic sanitation supplies. They may also need assistance with energy bills /or rent.
 - i. [For urban poor coronavirus complicates existing health risks](#)—NY Times
 - ii. [Avoiding coronavirus may be a luxury some workers can't afford](#)—NY Times
 - iii. [Colorado wants to make sure coronavirus doesn't affect low income communities, minorities, disproportionately](#)—The Colorado Sun
 - iv. [Rural Americans are vulnerable to the virus](#)—Center for American Progress
 - v. [Utilities Face Pressure To Stop Shutting Off Services Amid Coronavirus Pandemic](#)—Huffington Post
- i. Native American communities are challenged by issues of sovereignty, nationhood, unfulfilled treaty rights, and under-resourced communities. Long distances to health care facilities create greater barriers to access to care for rural Native American populations. Under-resourced health care facilities and fractured systems of care may mean that Indian Health Service (IHS) may not have the capability to respond if there are a significant number of cases.
 - i. ["We are not ready for this: Native American tribes struggle to deal with the coronavirus](#)—The Salt Lake Tribune
 - ii. [The Navajo Nation Prepares for Coronavirus](#)—Phoenix New Times

- j. Gendered impacts tend to be recognized globally before the US acknowledges differential experiences but undoubtedly the disproportionate exposure from being frontline care workers, the childcare needs as schools close, and domestic violence are factors that will be seen as this crisis unfolds.
 - i. [Coronavirus: Five Ways Virus Upheaval is Hitting Women in Asia](#)—BBC.com
 - ii. [Gender and the Coronavirus Outbreak](#)—Think Global Health

III. Frontline workers face tough choices amid differential health and economic risks and impacts.

- a. Healthcare workers, TSA agents, service workers, home care providers, and others are being extensively exposed
 - i. [3 TSA Workers in San Jose Test Positive for the Coronavirus](#)—CBS News
 - ii. [At least 5 US health workers have gotten the coronavirus, and hundreds more are in quarantine. Hospitals may face staffing shortages as cases surge.](#)—Business Insider
 - iii. [Forced to Work Sick? That's Fine With Disney, Red Lobster, and Their Friends at ALEC.](#)—Mother Jones
 - iv. ['They don't care about safety': Amazon workers struggle with pandemic demand](#)—The Guardian
- b. Protection for cleaners, including domestic workers, is lacking, resulting in differential exposure and risk.
 - i. [Airport workers say they lacked gloves and training to clean planes amid coronavirus](#)—LA Times
 - ii. [Coronavirus in NY: Workers don hazmat suits to scrub germs off NYC buses](#)—NY Post
- c. Many workers can't afford to be off work due to lost pay.
 - i. [Coronavirus poses risk for workers who can't afford to lose pay](#)—Wall Street Journal
 - ii. [Paid sick leave could prevent the spread of coronavirus but 18 states prevent local governments from implementing](#)—The Business Insider
 - iii. [Lack of Paid Leave Risks Public Health During the Coronavirus Outbreak](#)—Center for American Progress
- d. Gig Economy workers have little choice in being on the frontlines of exposure.
 - i. [Coronavirus hits gig workers particularly hard](#)—Financial Times
 - ii. [Self-isolate or get paid? That's the choice for gig workers in a virus outbreak](#)—CNN
 - iii. [Virus spread emphasizes precariousness of gig economy work](#)—Axios

IV. Democracy vehicles are being jeopardized by coronavirus impacts.

- a. Census Bureau is beginning to weigh how coronavirus may affect operations.
 - i. [The Census Bureau wasn't counting on coronavirus](#)—The City Lab
 - ii. [Spread of coronavirus could undermine the 2020 Census](#)—The Washington Post
- b. Primaries may be impacted, particularly for older voters.
 - i. [Ten More States Have Primaries in March. Here's How Coronavirus Could Affect Voter Turnout](#)—Time
 - ii. [Louisiana postpones primary as states scramble to adjust to coronavirus](#)—Politico
 - iii. [Ohio Republican Secretary of State Frank LaRose ordered all polling places located in senior centers and nursing homes to be moved](#)—OH Secretary of State
- c. One large political gathering has already seen an incident of an infected participant.
 - i. [CPAC Attendee Has the Coronavirus, Attendees Say](#)—NY Times

- V. **Coronavirus remediation will result in increased exposure to toxic cleaning chemicals from products used in households, businesses, schools, which may harm occupants and cleaners.**
- [Coronavirus: Disinfectants selling out at Sacramento stores](#)—KCRA.com
 - [Abilene Sells Out of Cleaning Supplies, Masks Amid Coronavirus Concerns](#)—KTXS.com
 - [The Dirty Truth About Cleaning Products](#)—The Today Show
 - [Environmental Working Group's Hall of Shame: Toxic Household Cleaners](#)—CBS News
- VI. **School impacts may include infection outbreaks due to confined spaces. Also, if schools close, children who rely on free meals may suffer from missed meals, college students may experience housing insecurity if they don't have a home to which to return, and students will experience education interruption.**
- [Coronavirus is closing schools. Here's what it means for millions of kids who rely on school meals](#)—Civic Eats
 - [Parents express concern over how coronavirus could impact schools](#)—Hawaii News
 - [Many Districts Won't Be Ready for Remote Learning If Coronavirus Closes Schools](#)—Ed News
- VII. **Testing kits are lacking and when they become available, it's unclear how access will be prioritized and for whom, as well as what the implications of diagnosis will be for those who are uninsured.**
- [How many Americans have been tested for coronavirus?](#)—The Atlantic
 - [Coronavirus: White House concedes US lacks enough test kits](#)—BBC News
 - [The CDC's rocky efforts to get the US tested for coronavirus, explained](#)—Vox
 - [Colorado changes policy for drive-up COVID-19 testing facility](#)—KOAA News5
- VIII. **Quarantine policies and practices are unfolding with a risk to human and civil rights, given the unprecedented scale of the outbreak, possibly exacerbated by the historic experiences of marginalized communities with state sponsored confinement.**
- [What Can the Government Force People to Do in the Name of Containing the Virus?](#)—LA Times
 - [The US Government Can Contain You for Coronavirus and There's Almost Nothing You Can Do About It](#)—The Washington Post
 - [Cancer patient quarantined on cruise ship fears she won't make it home for chemotherapy](#)—Fox40 News
 - [Neenah family now back together after being separated due to coronavirus quarantine](#)—Fox 11
 - [Indiana Department of Correction has suspended visitation at all facilities](#)—State of Indiana
 - [Mississippi Department of Corrections suspends all visitation due to coronavirus threat](#)—WLOX
 - [The Coronavirus Could Spark a Humanitarian Disaster in Jails and Prisons](#)—Slate
- IX. **The coronavirus has already been used to justify restrictive immigration policies and increased militarization.**
- [Trump to deploy 160 active duty troops to border in response to court rulings, coronavirus](#)—USA Today
 - [The US Coronavirus travel ban could backfire: Here's How](#)—CNN
 - [Trump blames dem immigration policy for coronavirus: 'border security is also health security'](#)—Newsweek
 - ['Walls don't stop viruses': Donald Trump Jr torched for exploiting coronavirus to bash immigration](#)—The Raw Story

X. Denial and misinformation on the crisis can exacerbate the outbreak, by discouraging critical precautions.

- a. [Trump says the coronavirus is the democrats' new hoax](#)—CNBC
- b. [Coronavirus: Trump did not push for early testing 'because higher numbers would harm his re-election chances', report says](#)—UK Independent
- c. [As CDC Says, 'Do Not Go to Work,' Trump Says Thousands with Coronavirus Could Go to Work and Get Better](#)—Common Dreams
- d. [President Trump said people with coronavirus "go to work" and critics are furious](#)—CBS News
- e. [Trump rallies his base to treat coronavirus as a hoax](#)—Politico
- f. [Facebook is flagging some coronavirus news posts as spam](#)—Vox
- g. [Trump supporter says she doesn't believe coronavirus exists despite 7 US deaths](#)—The Mirror

Civil Rights Advocacy Recommendations

The recommendations below are largely only short-term measures to meet immediate needs of those who are most vulnerable. To achieve true justice, we must address the systemic underpinnings of inequity as a constant struggle in the foreground, even as we focus on optimizing emergency service provision so that vulnerabilities do not become liabilities.

Otherwise, as an overarching concern, as recommended by the [Open Letter to Mike Pence from Legal and Health Experts](#), the federal government and federal, local, and state agencies must minimize disruption to government activities throughout the epidemic to continue providing public services to those who need them. Government must have a coordinated plan for keeping its operations running in the event of work absences. Priority should be given to essential services and support to the public, for example ensuring that Social Security, Supplemental Nutrition Assistance Program, Temporary Assistance to Needy Families, Low Income Heating and Energy Assistance Program, veterans' benefits, and other forms of support are not disrupted.

Furthermore, in states where there are pre-emption restrictions, there should be consideration of lifting this prohibition for municipalities that are COVID-19 hotspots to allow for greater flexibility in implementing measures to flatten the curve and ensure the health and safety of residents. For example, given the way that COVID-19 targets the lungs, municipalities that have previously been prohibited by prevention from implementing clean air ordinances, should be allowed to do so in order to make the air breathable for those with respiratory limitations resulting from the coronavirus and otherwise.

Finally, as a blanket measure as we adjust to this new temporary normal while trying to advance continuity for all critical aspects of life, we must institute FREE Universal Broadband Access. This is crucial for students and for others to be able to access information to protect themselves, find resources, convene virtually, including critical populations such as folks in need of narcotics anonymous, alcoholics anonymous, and other meetings, etc.

Specific advocacy recommendations in response to the ten identified equity implications are as follows:

I. Racism/xenophobia/stigma

a. *Short term:*

- i. Advocate for federal, state, and local governmental officials dominating the airways to lead on narrative shift with messaging to include: 1) The virus is the enemy, not the person who is infected; 2) This outbreak could have started anywhere. It just happened to have started in China through no fault of the people of China; 3) This outbreak has nothing to do with the LGBTQ community and whom they choose to love. 4) We are all in this together! We are stronger together. Only through collective, global cooperation can we contain this outbreak!
- ii. Advocate for support for racial justice groups.
- iii. Advocate for resourcing of LGBTQ rights, support, and service groups.

b. *Long term:* Eradicate racism. Eradicate Xenophobia, Eradicate homophobia.

II. Vulnerable Populations

- a. ***Incarcerated persons:*** Advocate for: 1) Facilities should take all precautions in cleaning/sanitation with non-toxic cleaning supplies; 2) Incarcerated persons must be prioritized for testing, given differential vulnerability. 3) Quality healthcare should be afforded to those who are infected. 4) Any quarantine efforts should not result in persons being put into more restrictive environments, such as solitary confinement cells;

Furthermore, we must advocate to ensure that the [Families First Coronavirus Response Act \(HR 6201\)](#) resolves several limitations:

- i. No new prison sentences or arrests for misdemeanor convictions.
 - ii. Implement a video visiting platform where video/virtual visits can be conducted from home instead of requiring the family member or friend to travel to a location (usually a nearby state prison) where the video visit is conducted. It's imperative that people be allowed to stay connected with family during this time, and with people unable to visit state prisons to conduct video visits for the near term, video visits from home will be the only means for families to stay in contact.
 - iii. Health Care & Sanitation
 1. Provide updated information to all incarcerated people and staff on how to reduce the spread of COVID-19 and institute enhanced cleaning protocols for all state correctional institutions to reduce the presence of COVID-19 on surfaces inside of prisons.
 2. Healthcare in prison and outside of prison should be completely free and people should be encouraged to seek treatment if they show symptoms of COVID-19. All co-pays should be eliminated and people should be provided all medicines free of charge. Volunteer physicians should be sought in communities surrounding state prisons to assist in treating incarcerated people who contract COVID-19.
 - iv. Prison Release & Re-entry
 1. Release as many people on parole as quickly and safely as possible. Criteria should be established for people who have hit their minimum dates and are now parole-eligible that gives them the presumption of parole if they have been misconduct free for a certain amount of time or have demonstrated rehabilitation in other measurable ways. Parole hearings should be expedited for all incarcerated people. Hearings should be waived for people meeting the categories of presumption of parole.
 2. Explore emergency measures to release as many elderly people, people in prison for violating technical terms of probation, and people with comorbidities and complex medical needs from prison as quickly and safely as possible. The most vulnerable are obviously the elderly, as well as people with cardiovascular disease, diabetes, chronic respiratory illness, high blood pressure and cancer.
 3. Institute emergency measures to ensure people that coming home have access to re-entry support which will provide them healthcare, housing and all the things they need to be successful and safe in re-entry.
 4. Re-establish a system of furlough. In societies around the world mass furloughs are being issued as a way to combat COVID-19.
- b. ***Grandparents at risk via childcare:*** Advocate for expanded parental leave benefits so that grandparents do not have to be in the position of having to do emergency childcare. This is a matter of workers' rights and corporate social responsibility. This can also be a call to federal government to develop a mechanism to provide a short term benefit (perhaps through the unemployment system so that a new mechanism doesn't

- have to be developed) for workers in small businesses to be able to have some support when they are unable to work.
- c. ***Immigrant population:*** Advocate for: 1) A sanctuary model to be employed regarding testing and treatment of immigrant populations with no fear of detention. Clear messages should go out directing that ICE will not be called for anyone seeking health care. 2) Quarantine sheltering should be provided with no questions asked before, during, or after and this message needs to be very abundantly conveyed so that persons do not fear seeking assistance. 3) Trusted institutions in the community should be resourced, including training, equipment, and supplies, to provide services including testing, health care, and sheltering/quarantine to this differentially vulnerable population that will have trust issues with strangers despite all assurances.
 - d. ***Elderly Persons/Persons with Special Health Needs:*** Advocate for: 1) Municipal and community level mapping of vulnerable households; 2) Prioritization for universal routine testing, monitoring, and treatment; 3) Special delivery of basic needs (food, medicines, supplies, etc.) through mobile units; 4) Training on staying safe and healthy.
 - e. ***Nursing home residents:*** Advocate for: 1) Prioritization for universal routine testing, monitoring, and treatment; 2) Capacity and resources to remove and support infected persons in quarantine so that they do not infect other residents and/or staff members; 3) Resourced training and supplies for staff and management;
 - f. **Persons Experiencing Homelessness**
 - i. **Short term:** Advocate for: 1) Provision of universal emergency sheltering services; 2) Prioritization for universal routine testing; 3) Mobile basic needs delivery, including food, clothing, and sanitation supplies, for those who do not want to accept emergency sheltering services; 4) Training on staying safe and healthy;
 - ii. **Long term:** Eliminate homelessness—housing for ALL!
 - g. **Native American/Indigenous Nations/People**
 - i. **Short Term:** Advocate for: 1) Federal and philanthropic support for Native American/Indigenous led groups and nations so that they can determine and implement solutions that work for them.; 2) Increased resources to Indian Health Services as well as provision of mobile service units or temporary health facilities for rural areas.
 - ii. **Long Term:** Advocate for: 1) Adherence to treaty rights; 2) Granting of all federal recognition petitions.
 - h. **Women**
 - i. **Short Term:** Advocate for financial support for gender justice groups so that they can determine and implement solutions that work for them.
 - ii. **Long Term:** Eliminate sexism and misogyny.
 - i. **Low Income Communities**
 - i. **Short term:** Advocate for: 1) Provision of universal emergency sheltering services; 2) Prioritization for universal routine testing, monitoring, and treatment; 3) Mobile basic needs delivery, including food and sanitation supplies; 4) Moratorium on water shut offs, energy shut-offs, evictions, etc.

Furthermore, we must advocate to ensure that the [Families First Coronavirus Response Act \(HR 6201\)](#) resolves several limitations:

1. States should be required to use federal-only Medicaid dollars to cover coronavirus testing for the uninsured, especially to protect state budgets and ensure testing to all at-risk persons as needed.
2. Ensure that funding to reimburse providers for testing the uninsured does not become a boon for well-resourced health care settings and systems, to the disadvantage of community health centers and public hospitals.
3. Regarding the US territories, increased Medicaid funding must correspond with the need for services.
4. Further expansion of health care coverage to the uninsured and underinsured.
5. Ensure that food assistance provisions are not used to undermine progress made in nutrition guidelines.
6. States should be required to adjust their SNAP programs to provide additional support to families with eligible school-age children.
7. State work requirements for SNAP recipients should be waived along with federal work requirements.
8. Increases in nutrition assistance for the US territories must include the USVI and Guam (not listed in the summary), with an increase to the total allotted so no territory is shortchanged.
9. The bill must declare a moratorium on utility shut-offs, including water, electricity, gas/oil, etc.
10. Provisions must include cancellation of all student loan debt, particularly given the long-term impacts of this crisis on the economy.
11. The bill lacks any housing proposals. Recommend the following:
 - a. Moratorium on foreclosures and evictions:
 - i. Require loan forbearances for those affected by the pandemic
 - ii. Interest and fees should not be charged
 - iii. Forbearances should stay in place for an extended period to allow homeowners to rebuild their savings
 - iv. Payments should be added to the end of the loan; mortgagors should not have to play catch-up
 - v. Federal government should make sure investors are paid during this period
 - b. Suspend all evictions in process
 - i. Moratorium should include evictions for tax liens and utility payments
 - c. Moratorium on negative credit reporting
 - i. If credit is not affected once income is back in place, economic growth can continue
 - d. Suspend all current and pending debt collection efforts
 - i. Release garnishments
 - e. Increase protections against predatory lending and scams geared towards seniors
- ii. **Long term:** Eradicate poverty!

III. Workers' Rights

a. *Service Workers/Cleaning workers/Domestic workers*

- i. **Short term:** Advocate for: 1) Stringent adherence to the standards delineated in the Occupational Safety and Health Act. 2) Provision of training and safety gear as well as non-toxic cleaning materials. 3) Prioritization of provision of routine testing to this differentially vulnerable group; 4) Provision of quality treatment and quarantine in adherence with the standards of the Quarantine Bill of Rights referenced below. 5) Support for groups such as the National Domestic Workers Alliance and other worker led groups;

Furthermore, we must advocate to ensure that the [Families First Coronavirus Response Act \(HR 6201\)](#) resolves several limitations:

1. The bill provides paid sick leave, but not for all.
2. It's estimated that about 7 million workers at big companies/firms might fall through the cracks since they are excluded from the bill.
3. While the House bill calls for two weeks of paid sick leave at 100% of an individual's salary followed by 12 weeks of pay at 67% salary under the Family and Medical Leave Act, the concern is that if people are asked to stay home beyond that time will there be a caveat for extending those provisions? The bill must include clear language on this issue.
4. The bill language must provide clarity for small businesses regarding paid family and medical leave (FMLA). These employers can apply for an exemption through DOL from having to provide FMLA if it would jeopardize the businesses' ability to stay viable. It is not clear how lenient the Administration will be. There needs to be an upfront commitment from the Administration.
5. It excludes large companies, with staff in excess of 500, and its policy for paid sick leave rests totally with the companies' preexisting policies. According to the Department of Labor, 89% of workers at these companies have access to an average of 8 days which is below the 14-day quarantine protocol. The assumption is that companies will step up and provide additional time, but it's currently at the company's discretion. Essentially, not all policies are equal. The bill should not exclude big businesses.

- ii. **Long term:** Advocate for 1) Strengthened OSHA standards to adequately respond to extreme circumstances such as the COVID-19 Outbreak; 2) Health Care for ALL

b. *Healthcare workers*

- i. **Short term:** Ensuring HR 6201 resolves several limitations:
 1. The bill does not provide expanded protections for workers on the frontline of this pandemic. It also needs to expand the definition of "first responders" to include healthcare workers, daycare providers, and even grocery store workers.
 2. Benefits should include: Expedited Testing; Access to Protective Equipment; and Financial incentives similar to "combat pay."
 3. There is no information about increased funding for protective equipment for medical providers and other health care workers, emergency personnel, and other essential personnel.

4. The proposed mask liability cannot excuse or justify the use of subpar products that put providers and patients at greater risk.
- c. **Workers without paid leave**
- i. **Short term:** Advocate for 1) Provision of testing; 2) If infection is diagnosed, provision of quality treatment and quarantine in adherence with the standards of the Quarantine Bill of Rights referenced below. 3) Establishment of a system which allows workers without paid leave to still draw an income if they are unable to work due to the coronavirus, potentially through a mechanism such as the unemployment system. 4) While the Senate is working on an economic stimulus package to include in the Senate bill they should consider:
 1. Expanding unemployment insurance to workers who are idle during this period of self-containment and waive all waiting periods.
 2. Enact emergency paid sick leave programs that cover all workers in businesses of all sizes.
 3. Provide monetary financial support to small businesses/entrepreneurs/independent contractors.
 - ii. **Long term:** Advocate for; 1) The establishment of a paid leave system for all workers. Support HR 1185 (FAMILY Act) which would provide up to 12 weeks of partial pay for family health emergencies, including pregnancy and childbirth recovery; the serious health condition of a child, parent, spouse or domestic partner; the birth or adoption of a child; and/or for particular military caregiving and leave purposes.; 2) Health care for ALL.
- d. **Gig economy workers**
- i. **Short term:** Advocate for 1) Access to training, equipment, and supplies to minimize exposure/contact with the virus. 2) Provision of testing; 3) If infection is diagnosed, provision of quality treatment and quarantine in adherence with the standards of the Quarantine Bill of Rights referenced below. 4) Establishment of a system that allows workers without paid leave to still draw an income if they are unable to work due to the coronavirus, potentially through a mechanism such as the unemployment system.
 - ii. **Long term:** Advocate for: Health Care for ALL.

IV. Democracy

- a. **Census**—Advocate for: 1) Extensive training of outreach workers on safety, sanitation, and health measures; 2) Ensure the data collection for the Census through online and telephone enumeration, extend voting hours, and minimize large gatherings.
- b. **Primaries**—Advocate for: 1) Extension of voting hours; 2) Thorough cleaning of all surfaces of polling places including cleaning of each booth between each voter; 3) Staggering of voting periods and amount of people in each period to minimize lines in close quarters; 4) Provision of thorough training of poll workers; 5) Explore alternate means of voting to ensure safe, universal participation, including the possibility of drive-thru voting similar to how ATM machines are set up, having voting booths.
- c. **Political gatherings**—Advocate for: 1) Minimization and/or cancellation of all large gatherings; 2) Explore models for virtual town hall meetings via social media and otherwise until the outbreak is contained.

V. Toxic Cleaning Materials

- a. **Short Term:** Advocate for: 1) Agencies such as the Centers for Disease Control and others to emphasize non-toxic cleaning products; 2) Businesses, including airlines, transportation companies, etc. be required to only provide non-toxic cleaning products for worker usage.
- b. **Long Term:** Significantly increase the stringency of the Toxic Substances Control Act (TSCA) Chemical Substance Inventory and maintain thorough monitoring and enforcement.

VI. Schools (Exposure as well as Education, Meal, and Housing Interruption)

- a. **Exposure**—Advocate for: 1) Equal standards of sanitation, safety, and health in all schools; 2) Training of all school personnel and students on healthy practices; 3) Provision of equipment and supplies necessary to maintain health and safety standards; 4) Routine testing when kits become available; 5) Execution of appropriate containment processes if an infection is discovered, while ensuring the centering of equity, justice, dignity, safety, and health.
- b. **Loss of free meals for low income students**—Advocate for provision of food assistance to families enrolled in the free meal program via mobile delivery, food vouchers, or some other mechanism.
- c. **Housing insecurity for students dependent on university housing**—Advocate for establishment of a system by which students can register for housing assistance through Stafford Act provisions.
- d. **Education Interruption**—Advocate for: 1) Education continuity to the highest standard possible in the event of the need for school closure due to infection or risk. 2) Establishment of alternative means of education that are accessible to all and of comparable quality to the in-classroom experience.

Furthermore, we must advocate to ensure that the [Families First Coronavirus Response Act \(HR 6201\)](#) resolves several limitations:

- i. This bill does not include provisions tied to technology and student learning, a gap that must be addressed.
- ii. Many schools do not yet have access to or are not yet using technology in ways that can improve learning on a daily basis. Many homes in low-income and rural communities do not have the necessary technology. Teachers must be trained and supported as well.
- iii. Supporting learners in using technology for out of school learning experiences is often a missed opportunity. This underscores the need to accelerate and scale up adoption of effective approaches and technologies. With schools being closed, now is the time.
- iv. There's a full package of needs that must be addressed for quality distance learning: Access to high-speed internet, broadband in your community first; platforms to engage classes remotely with appropriate functionality for learning; resources to set up infrastructure, both internal and external; and technical assistance/support for setting up and using the tools.
- v. For many, on-line instruction may not be possible in the short run because of all the resources it requires. More than 917,000 households in NYC, or 29%, lack broadband digital access. Using printed materials and phone calls, the old-fashioned way, will be necessary for many students in the short term.

- vi. The National Education Technology Plan is the education technology policy document for the United States, a plan that can at least serve as a starting point to address the digital divide and the digital use divide.

VII. Testing and Care Access

- a. Advocate for funding to ensure an effective health infrastructure including health departments and the US Public Health Service whose role is critical for responding to urgent and ongoing challenges to the public's health and promoting health for us all.
- b. Advocate that as testing kits become available, vulnerable groups/populations are prioritized for testing and care.
- c. Prioritize under-resourced facilities to ensure limited hospital supplies are equitably distributed.

VIII. Quarantine Policies and Practices

- a. Advocate for the establishment and enforcement of a Quarantine Bill of Rights that sets forth conditions by which one can be remitted into quarantine, the conditions of quarantined, and the criteria for release while centering equity, justice, dignity, safety, health, comfort, and self-determination throughout the continuum. Included in this bill of rights should be the following excerpted from an [Open Letter to Mike Pence from Legal and Health Experts](#)—"Individuals must be empowered to understand and act upon their rights. Information should be provided on the justification of any mandatory restrictions as well as how and where to appeal such decisions. They should be afforded procedural due process, including universal access to legal counsel, to ensure their claims of discrimination or of hazardous conditions associated with their confinement are adjudicated."

IX. Restrictive Immigration Policies and Practices

- a. Advocate for: 1) Establishment of sanctuary municipalities and states; 2) Repeal of the travel ban; 3) Repeal of the restrictions on provision of healthcare to immigrants; 4) Improved conditions at the border in accordance with stringent public health standards.

X. Denial and Misinformation Impacts

- a. **Short term:** Advance a counter-narrative/vigilant refuting of misinformation and replacing with science-based facts. Advocate for federal, state, and local officials to only present factual information to the public.
- b. **Longer term:** Advance litigation for willful misleading of the public for political gain while jeopardizing the wellbeing of the nation.

Questions we must ask ourselves as implications of this outbreak continue to unfold:

1. How are we managing the mental health toll of extreme anxiety and fear?
 - a. [Mental Health Professionals are Preparing for an Epidemic of Anxiety Around the Coronavirus](#)—Mother Jones
2. Tornado season is upon us. What are the implications given the large, confined gatherings of people in shelters and disaster recovery centers?
3. How do we maintain rigorous grassroots mobilization on other fronts of struggle amidst the coronavirus crisis?
4. How do we anticipate and begin to mitigate against the shocks to the economy that will inevitably hit the most vulnerable communities and population groups first and worst?

Promising Emerging Equity Based Efforts:

Demands and Guidance

- 1) [Demands from Grassroots Organizers Concerning COVID-19](#)
- 2) Open Letter to Vice President Pence by Public Health and Legal Experts—[Achieving A Fair and Effective COVID-19 Response: An Open Letter to Vice-President Mike Pence, and Other Federal, State, and Local Leaders from Public Health and Legal Experts in the United States](#)
- 3) [Calls for a Just Recovery Response to COVID-19 that Centers The Most Vulnerable](#)—Climate Justice Alliance
- 4) [National Nurses United Guidance](#)
- 5) [Open Letter About Coronavirus And the LGBTQ+ Communities: Over 100 Organizations Ask Media & Health Officials to Weigh Added Risk](#)
- 6) [Humanity Not Cages: Demanding a Just and Humane Response to Outbreak](#)—Color of Change
- 7) [Coronavirus and Racism: Take Precautions to Fight Discrimination](#)—Society for Human Resource Management
- 8) [Statement on the Coronavirus Emergency, Official Response and its Impacts on Communities of Color](#)—Race Forward
- 9) [Social Justice in a time of Social Distancing](#)—The Design Studio for Social Intervention
- 10) [Emergency organizational sign on letter around coronavirus](#)—New Florida Majority
- 11) [We, Amazon Workers, Demand Coronavirus Protections!](#)—Amazonians United
- 12) [Citing coronavirus, labor coalition demands 15 days paid sick leave, triple the city mandate](#)—Chicago Sun Times
- 13) [Hospitality workers derail New Orleans coronavirus news update](#)—WWL TV
- 14) [Residential evictions in New Orleans suspended through April in light of coronavirus threat](#)—The Lens
- 15) New Orleans [public defenders request the release of all non-violent offenders in jail due to coronavirus](#)—The Lens
- 16) [Healthy LA Coalition](#)
- 17) Chicago Groups Advance Chicago Coronavirus COVID-19 People's Action Plan (link forthcoming)

Implementation

- 18) [Seattle Health Care System Offers Drive-Through Coronavirus Testing For Workers](#)—NPR
- 19) [Maryland to turn vehicle emissions sites into drive-through virus test centers](#)—The Washington Post
- 20) In New York, [the city plans to offer no-interest loans to small businesses](#) with fewer than 100 employees that could show a 25 percent reduction in sales since the outbreak, and grants of as much as \$6,000 for businesses with fewer than five employees.—NY Times
- 21) [D.C. Council passes bill offering assistance for workers, businesses in wake of coronavirus](#)—Washington Business Journal
- 22) [How utility, phone and internet companies are giving consumers a break during coronavirus pandemic](#)—USA Today
- 23) [Multiple cities suspend evictions during coronavirus crisis](#) (Denver, Seattle, San Francisco and San Antonio, New York state)—The Hill
- 24) [NC Courts stop evictions and foreclosures as part of coronavirus response](#)—The Charlotte Observer
- 25) [Detroit will monitor homeless in shelters, suspend evictions and foreclosures amid virus outbreak](#)—Fox 2 Detroit

- 26) [Bexar County to halt evictions during coronavirus outbreak](#)—San Antonio Express News
- 27) [Coronavirus: San Jose moves forward with moratorium on evictions, proposes financial aid for small businesses](#)—The Mercury News
- 28) [L.A. County courts to shut down for several days amid coronavirus spread](#)—Los Angeles Times
- 29) [Cook County courts to pause for nearly a month as precaution against coronavirus](#)—Chicago Tribune
- 30) [Applauding Release of Prisoners in Ohio Due to Coronavirus Threat, ACLU Calls on Officials Nationwide to Do the Same](#)—Common Dreams
- 31) [Coronavirus prompts Board of Correction to call for release of inmates from NYC jails](#)—NY Daily News
- 32) [ACLU Sues ICE For Release of Immigrants Especially Vulnerable to COVID-19](#)—ACLU
- 33) The Board of Elections in Erie County, which is home to Buffalo and nearly 300,000 registered voters, [announced it was opening absentee voting to all voters](#) countywide in April's presidential primary.
- 34) [Local Nonprofit Martha's Table Rolls Out Unprecedented Level of Support for D.C. Communities Amid Coronavirus Outbreak](#)

CORONAVIRUS MANGEMENT RESOURCES

- 1) [Coronavirus-How to Protect Yourself](#) (World Economic Forum)
- 2) [Get Your Household Ready](#) (CDC)
- 3) [Everything You Need to Know About Getting Tested for Coronavirus](#) (PoliSci)
- 4) [Interim Infection Prevention and Control Recommendations for Patients](#) (CDC)
- 5) [Coronavirus 101](#) (World Health Organization)
- 6) [How to Quarantine Yourself](#) (New York Times)
- 7) [Coronavirus Map](#) (NBC News)
- 8) [Seventeen Best Natural Cleaning Products](#) (NY Magazine)
- 9) [Interim Guidance for Businesses and Employers](#) (CDC)
- 10) [Resources for K-12 Schools and Childcare Programs](#) (CDC)
- 11) [Resources for Community and Faith Based Leaders](#) (CDC)
- 12) [COVID-19 \(Coronavirus\): What You Need to Know in Corrections](#) (National Commission on Correctional Health Care)
- 13) [Coronavirus/COVID-19 Resources for Artists](#)—Springboard for the Arts
- 14) [Caring Across Distance: Some Things to Consider Before Movement Gatherings During COVID-19](#) (Healing Justice)
- 15) [Principles for Ethical Cancellation](#)—Springboard for the Arts [Mental Health and Coping During COVID-19](#) (CDC)
- 16) [Taking Care of Your Mental Health in the Face of Uncertainty](#) (AFSP)
- 17) [State Policies on Paid Family and Sick Leave](#) (Kaiser Family Foundation)
- 18) [Dangers and Opportunities in the Coronavirus Epidemic](#)
- 19) [Collective Care Is Our Best Weapon against COVID-19](#)
- 20) BONUS TRACK—[Vietnam Government's Catchy Coronavirus Educational Video](#) (Euronews)

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