



NC Women United Report Card Addendum with Bill References

Table of Contents

<i>Who We Are</i>	3
<i>A Message From Our President</i>	4
<i>Report Card Grading Scale</i>	5
<i>Economic Stability</i>	6
<i>Expand Access to Healthcare</i>	10
<i>Promote an Equitable and Inclusive Democracy</i>	14
<i>End Gender Based Violence</i>	19
<i>Revenue Statement</i>	22
<i>Education Statement</i>	23

Who We Are

NC Women United (NCWU) is a coalition of progressive state and local organizations working to achieve the full political, social, and economic equality of all women across North Carolina. NCWU works to build women's power through grassroots activism, community organizing, legislative advocacy, and engagement in the political process.

Engage with us:



A Message From Our President

Greetings,

2020 was, by any measure, an extraordinary year.

A global pandemic wrought havoc on our state's health, economy and society, the backdrop against which a fraught election played out and protests against systemic racism, police violence and white supremacy erupted statewide. Statues came down, and new chapters are being written in our history books, giving voices to new perspectives and experiences that have not traditionally been represented there.

It was in this context that North Carolina Women United conducted member outreach and virtual listening sessions over the summer of 2020, in order to update our legislative agenda to reflect the considerably different needs of women and communities across the state, incorporating an intersectional analysis centering dual and reinforcing streams of marginalization: gender, race, and rurality to name a few.

This report card reflects the Legislature's progress against that intersectional agenda, on issues that are key to promoting women's equality and combating systemic racism. In each of our priority areas, we have identified the policy goal(s) and what actions the General Assembly can take. Based on the actions taken, the NC General Assembly is given a grade from A-F on each policy goal. Two versions of this report card exist: a shorter summary scorecard and this extended version that includes bill references.

Since its inception, NC Women United understood that one of the most significant hindrances to improving women's conditions is public awareness about what goes on in the legislature. For the average citizen, there is not enough time to understand the mechanics of "long session, short session, or special session, and that limits civic engagement in a meaningful way. Conversely, legislative leaders too rarely hear from women as a constituency, and the issues that should be prioritized by representative government.

We hope that this document and other NCWU products and activities help to fill that gap: that legislators are aware of and engaged on an equity agenda to improve the lives of women across the state, and constituents have the knowledge and feel empowered to navigate the North Carolina legislative terrain in a way that holds our elected officials accountable to those ends.

Later this year, we plan to host a Women's Advocacy Day (WAD). WAD will be an opportunity to let your voice be heard by those who represent your district. Due to an evolving pandemic landscape, we are not currently able to announce whether this will be virtual or in-person, but please check our website soon for more details.

In addition to advocacy days, we hope you will participate in related events hosted by our member organizations and other allied community partners. To stay informed on those opportunities and engage with legislators, please visit. www.NCWU.org.

Finally, we also hope that our work breaks down the silos created by geography. Although legislative decisions happen in Raleigh, they impact women from all 100 counties. We hope this document provides a useful resource for hosting local forums to discuss the Legislature's impact on women in communities across the state, in the tradition of our women's agenda assemblies. For more information on how to host a local agenda assembly stay tuned for our updated toolkit. You can also participate in our survey and give us feedback on issues that matter to you.



Charnessa Ridley, NCWU President

Report Card Grading Scale

Grade	Explanation
A	The legislature accomplished our desired goal(s) in the specific policy area
B	The legislature accomplished most of our goal(s), but there is room for improvement.
C	The legislature accomplished some goals, but did not accomplish other goal(s), or took some good action and some bad action(s) in the specific policy area.
D	The legislature did not accomplish our goal(s), or took bad action(s) in the specific policy area.
F	The legislature did not take any action toward desired goal(s), or took action that hurt our legislative goal(s) in the specific policy area.

Economic Stability

North Carolina Women United urges policymakers to enhance the economic security of our state and NC families.

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
Pay a living wage, including equal pay and raising the minimum wage to \$15/hour.	F	None.	<u>Economic Security Act</u> <u>Raising Wages for NC Workers</u> <u>Constitutional Amendment/Up Minimum Wage</u> <u>Living Wage by 2024</u>	None.
Guarantee all workers paid sick days for personal or family care and ensure workers can use FMLA leave to care for a sibling, grandparent, grandchild, step-parent or parent-in-law.	F	None	<u>Healthy Families and Workplaces</u> <u>Economic Security Act</u> <u>COVID-19 Paid Sick Leave</u> <u>Enact KinCare Act</u> <u>North Carolina Equal Pay Act</u>	None

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
<p>Meet or exceed the actions authorized for state employees under Executive Order No.95 for all NC families by establishing a state-run, 100% parental leave program.</p>	F	None	<p><u>State Employees/Paid Parental Leave</u></p> <p><u>NC Families First Act</u></p>	None
<p>Meet or exceed the actions authorized for state employees under Executive Order No. 82 by:</p> <ul style="list-style-type: none"> - providing protection for all pregnant workers in NC - requiring employers to make reasonable accommodations to employees who have physical limitations related to pregnancy - prohibit employers from retaliating or discriminating against a worker who requests a reasonable accommodation. 	F	None	<p><u>Enact NC Healthy Pregnancy Act</u></p> <p><u>NC Families First Act</u></p>	None

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
<p>Restore unemployment benefits that were slashed in 2013, as the current benefits are inadequate to meet the need of families struggling across the state.</p>	C	<p><u>COVID-19 Recovery Act</u></p> <p>Federal Unemployment Supplemental Funding</p>	<p><u>Unemployment Changes/Restorations</u></p>	None
<p>Invest in the education system including:</p> <ul style="list-style-type: none"> - increases in teacher pay, most of whom are women - promote smaller class sizes, - invest in learning outcomes and promote girls' participation in science, technology, engineering and math 	C	<p><u>Capital Appropriations/R&R/Cybersecurity</u></p> <p><u>Agency Policy Directives</u></p>	<p><u>Strengthening Educators' Pay Act</u></p> <p><u>Invest In A Sound Basic Education</u></p> <p><u>STEM Elective Course Using Ballistics Science</u></p> <p><u>State Board of Ed./Education Changes</u></p> <p><u>After School Robotics Grants/Athletics</u></p>	None

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
<p>Reverse the state's ban of time-limit waivers for Able-Bodied Adults without Dependents (ABAWDs) who receive Supplemental Nutrition Assistance Program (SNAP) Employment and Training opportunities; and preserve categorical eligibility and reject additional work requirements for SNAP eligibility in order to protect the "food insecure" North Carolinians.</p>	F	None	<p><u>Grace for CCRC/Waive Time Limit for ABAWD</u></p> <p><u>Temp. ABAWD Time Waivers</u></p>	<p><u>Waiver/Prohibit Certain Foods/SNAP Eligibility Reform/SNAP</u></p>
<p>Increase funding to the NC Housing Trust Fund and the NC Workforce Housing Loan Fund to ensure that women and working families are able to pay for housing expenses and still pay for basic necessities like childcare and groceries.</p>	F	None.	<p><u>Funding for Housing Trust Fund</u></p>	None.

Expand Access to Healthcare

North Carolina Women United urges policymakers to ensure women and families are able to enjoy the highest standard of health and well-being.

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
Ensure healthcare coverage for the maximum number of North Carolinians by expanding Medicaid.	C	<u>Temporary Medicaid Funding for Prevention, Testing, and Treatment of COVID-19</u> (Omnibus COVID Response Funds)	<u>Close the Medicaid Coverage Gap</u> <u>Expand Medicaid to 100% FPL</u> <u>NC Healthcare for Working Families</u>	None
Provide age-appropriate health and sexual education and information for students in K-12 schools.	F	None	None	<u>Parental Consent for Sex Education</u> <u>Instructional Material Selection</u> <u>Parents Right To Know</u>

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
<p>Protect and expand access to all reproductive health care.</p>	<p>F</p>	<p><u>Born Alive Abortion Survivors Protection Act</u> <i>(*This bill passed the legislature, was vetoed, and not overridden therefore is not law*)</i></p>	<p>None</p>	<p><u>NC Response/Extreme On Demand Abortion Policy (Resolution)</u></p> <p><u>Pain Capable Unborn Child Protection Act</u></p> <p><u>Unborn Child Protection from Dismemberment</u></p> <p><u>A Second Chance for LIFE</u></p> <p><u>Woman's Right to Know</u></p> <p><u>Prohibit Abortion After 13 Weeks</u></p>

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
<p>Protect and expand access to all reproductive health care; and ensure that women are able to access the full range of safe and legal reproductive health care options, including abortion care and birth control, without government or employer intrusion or restriction, and without undue financial hardship; ensure women’s health clinic regulations are based on sound science and medical information rather than political ideology.</p>	<p>F</p>	<p>None</p>	<p><u>None</u></p>	<p><u>NC Response/Extreme On Demand Abortion Policy (Resolution)</u></p> <p><u>Pain Capable Unborn Child Protection Act</u></p> <p><u>Unborn Child Protection from Dismemberment</u></p> <p><u>Born Alive Abortion Survivors Protection Act</u></p> <p><u>A Second Chance for LIFE</u></p> <p><u>Woman’s Right to Know</u></p> <p><u>Prohibit Abortion After 13 Weeks</u></p>

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
<p>Stop the diversion of health care public funds to support anti-abortion centers ("crisis pregnancy centers"). These centers exist to push an anti-abortion/ anti-choice/ anti-LGBTQ ideology, not to provide actual health care.</p>	<p>F</p>	<p><u>Carolina Pregnancy Care Funds (Budget)</u></p> <p><i>(*This bill passed the legislature, was vetoed, and not overridden therefore is not law*)</i></p>	<p>None</p>	
<p>Ensure women's health clinic regulations are based on sound science and medical information rather than political ideology.</p>	<p>F</p>	<p>None</p>	<p>None</p>	<p>None</p>

Promote an Equitable and Inclusive Democracy

North Carolina Women United urges policymakers to protect civic participation, promote equality and take measures to eliminate discrimination based on sex, race, class, age, immigration status, ability or any other identity.

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
Expand the authority of local governments to establish citizen review boards to investigate police misconduct.	F	None.	Citizen Review Board/Law Enforcement Charlotte Citizen Review Board Subpoena Power Law Enforcement Recordings/Winston-Salem	None.
Ratify the Equal Rights Amendment	F	None.	NC Adopt Equal Rights Amendment	None.
Amend NC General Statute 50B to remove the discriminatory "opposite sex" requirement for dating relationships.	F	None.	None.	None.
Expand non-discrimination protections in housing, employment	C	Second Chance Act First Step Act	Equality for All	None

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
(including unpaid internships), public accommodations, insurance, lending institutions, and education				
<p>Increase accountability in law enforcement by:</p> <ul style="list-style-type: none"> - prohibiting discriminatory profiling - requiring enhanced reporting on information collected at traffic stops - collecting additional information on use of deadly force by law enforcement regarding characteristics of officers and victims - updating training and education of law enforcement on issues of discrimination 	F	None.	None.	None.
<p>Increase the scope of and penalties for hate crimes, to demonstrate commitment to and further enhance the safety</p>	F	None.	<p><u>Hate Crimes Prevention Act</u></p>	None.

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
and security for all populations in North Carolina.				
Actively defend against racial discrimination by outlawing hair discrimination by supporting the CROWN Act creating a respectful open world for natural hair.	F	None.	None.	None.
<p>Provide fair treatment to immigrants living in NC by:</p> <ul style="list-style-type: none"> - expanding access to state driver's licenses - allowing all residents of NC to pay in-state tuition for higher education - expanding worker protections to include all workers, regardless of immigration status - repeal laws barring NC municipalities from designating their communities as sanctuary cities 	F	None.	<p><u>In State Tuition Equity</u></p> <p><u>Retail Workers Bill of Rights</u></p>	<p><u>Enjoin Sanctuary Ordinances</u></p>

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
Establish an independent redistricting process to draw legislative and congressional districts	F	None.	<u>NC Citizens Redistricting Commission</u> <u>Fix Our Democracy</u> <u>NC FAIR State and Congressional District Act</u> <u>NC FAIR Act</u>	None.
Oppose legislation that: - seeks to create additional barriers to safety and critical resources for immigrants residing and working in NC - limits local governments' and law enforcement's efforts to better integrate immigrants into their communities	F	<u>Require Cooperation with ICE Detainers</u> <i>(*This bill passed the legislature, was vetoed, and not overridden therefore is not law*)</i>		<u>Government Immigration Compliance</u> <u>48 Hour Hold for Certain Criminal Detainees</u> <u>Verification of Immigration Status</u> <u>Memorandum of 287(g) Agreements</u>
Streamline voter registration and access through: - same-day registration - increased voting sites and hours - expanded online options for voter registration	B	<u>Combat Absentee Ballot Fraud</u> <u>Bipartisan Elections Act of 2020</u>	<u>Let NC Vote Act</u> <u>Automatic and Online Voter Registration</u>	

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
Support laws that create open, transparent elections and promote checks and balances in government.	C	<u>Combat Absentee Ballot Fraud</u> <u>Bipartisan Elections Act of 2020</u>		

End Gender Based Violence

North Carolina Women United urges policymakers to prevent and respond to gender based violence in the state.

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
<p>Enacting common sense gun safety regulations such as:</p> <ul style="list-style-type: none"> - closing the background check loophole - increasing penalties for unsafe storage - restricting firearms on public and school grounds - mandating training and background checks in the pistol permitting process - authorize district court judges to order the surrender of firearms in any domestic violence protection order (DVPO) case where the judge finds it an appropriate remedy for the safety of the victim and children 	F	None.	<p><u>Firearm Safe Storage Awareness Initiative</u> (Budget)</p> <p><u>Gun Violence Prevention Act</u></p>	<p><u>Clarify DVPO Expiration and Firearm Surrender</u></p>

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
Expanding protection for sexual violence victims by removing statute language that indicates consent, once given, can't be withdrawn	A	<u>Child Sex Abuse/Strengthen Laws</u>	None.	None.
Clarifying that victims who knowingly drank alcohol or took drugs can be considered "mentally incapacitated" and unable to consent to sexual acts	A	<u>Child Sex Abuse/Strengthen Laws</u>	None.	None.
Adequately funding the Family Court system to support swifter and better custody outcomes for domestic violence survivors.	F	None.	None.	None.
Amending NC General Statute 50B/50C to accept electronic filing requests from "rape crisis centers" in addition to "domestic violence programs."	F	None.	None.	None.

Goal	Grade	Bills That Passed	Bills Introduced (Did not Pass) that Promote our Vision	Bills Introduced (Did Not Pass) that Hurt our Vision
Ending the shackling of pregnant, incarcerated people in North Carolina prison and jails	F	None.	<u>Restraint Prohibition and I WILL Act</u>	
Take actions to end: - gender-based violence - discrimination - abuse of girls such as child marriage and female genital mutilation.	B	<u>Female Genital Mutilation</u>	None.	None.
Taking actions to end how NC deals with adolescent sexting- removing the felony charges and sex offender registration.	F	None.	None.	None.
Taking actions to end the epidemic of missing and murdered Indigenous women in North Carolina.	F	None.	None.	None.

Revenue Statement

There was no one budget document for 2019-2020 due to the gubernatorial veto. The appropriations in the Base Budget bill totaled \$23.90 billion for FY 2019- 20 and \$23.98 billion for FY 2020-21. Since 2011, legislators have averaged a 2.7 annual spending growth per year. While growth in spending is slightly above the arbitrary formula of population plus inflation that budget writers use as a guide for determining targets, spending under the new budget is insufficient to keep up with the growing cost of delivering public services to the state's growing population and to make up for ground lost during the Great Recession, especially now that the State is in another Recession.

When the General Assembly adjourned the Regular Session in January 2020, there was projected to be a \$2.3 billion Unappropriated Balance in the General Fund at the end of the 2019-20 fiscal year (FY). And, without additional enacted revenue or appropriations changes, a \$3.6 billion Unappropriated Balance was estimated at the end of FY 2020-21. Due to the unprecedented nature of COVID-19, there is a projected revenue shortfall of \$2.57 billion. However, it was reported in December 2020 that the General Assembly has over \$4 billion in unspent revenue.

When the legislature returns in January, they will be challenged with additional COVID-19 needs, as well as general funding of state operations.

Education Statement

In 2019, the budget was vetoed over Medicaid expansion and teacher pay and failed to be overridden. There were additional efforts to pass a teacher pay raise that were also vetoed, and therefore teachers did not receive a pay raise. North Carolina's estimated average teacher salary for 2019-20 is still more than \$9,000 less than the estimated national salary for 2019-2020.¹ Principals did receive an average pay raise of 6.2% in a separate bill.

An issue that the 2020 General Assembly and the Governor came to an agreement on in 2020 was broadband access. The pandemic exasperated the needs for rural connectivity, and the COVID relief packages addressed the issue. In December, amidst reports that Governor Cooper used rural broadband funding for other purposes, stating that further federal guidance was needed. The initial round of COVID relief included funding for other school programs and PPE within the public school system. After discussion with legislative leaders, legislators agreed to the Governor's redirecting of funding to other projects, vowing that the legislature would vote on a \$30 million package that will come from the State's General Fund. Educational issues during COVID will remain to be at the forefront of debate at the legislature.

Per Pupil Spending and Instructional Pay

Per pupil spending in North Carolina remains stagnant. The estimated national average for per-pupil spending in 2019-20 is \$13,384. The estimated average per-pupil spending in North Carolina is \$10,632, ranking it 40th in the nation.² The average salary for instructional staff in 2019-20 NC is projected to be \$54,682. The national average is projected to be \$66,126 in 2019-20. North Carolina's average salary for instructional staff in 2018-2019 was \$53,940, more than \$10,000 below the national average of \$64,545 in 2018-19.³

Racial Justice in Schools

The General Assembly did pass [an omnibus school safety bill](#), which requires the Center for Safer Schools to conduct an audit of school resource officers (SROs) annually and include data about the SROs. This bill included matching grants for funding the SROs within public schools. The General Assembly failed to take further action to address the school-to-prison pipeline.

Education-Related Bills from 2019-2020

Despite the budget stalemate, the General Assembly managed to pass many education-related bills in the 2019-2020 biennium. There were changes to the Advanced Teaching Roles, low performing schools, innovative school districts, and third grade reading changes. There is an expansive summary for education bills enacted into law, which can be found [here](#).

¹ https://www.nea.org/sites/default/files/2020-07/2020%20Rankings%20and%20Estimates%20Report%20FINAL_0.pdf

² *Id.*

³ *Id.*