



DIVERSITY AND INCLUSION

CONGRESSIONAL LEGISLATION



Congressional Legislation

A Resolution to Assist in Controlling Drug Addiction and Assist in Recovery 4

A Bill to Remove the Confederacy From the US Military 5

A Bill to Legalize the Possession and Sale of Marijuana in the United States 6

A Bill to Instill a Maximum Cost of College Attendance 7

A Bill to Disarm Patrol Officers 8

A Bill to Ease Gentrification 9

A Bill to Create a National Mentoring Program for Students of Color 10

A Bill to Pay Reparations to African-Americans 11

A Bill to Require Cultural Competence Training for Medical Schools 12

A Bill to Ban Privatization of Prisons 13

A Resolution to Oppose Oppressive Voter ID Laws 14

A Bill to Encourage Bilingual Education Programs 15

A Bill to Reform the Census 16

The Comprehensive Immigration Reform Act 17

A Bill to Eliminate Columbus Day as a National Holiday 18

An Amendment to the Fair Housing Act 19

A Bill to Provide Funding For Puerto Rico 20

A Bill to Recoup Remittances 21

A Bill to Replace NAFTA With the USMTR 22

A Resolution to Acknowledge Sanctuary Cities 23

A Bill to Amend the Voting Rights Act to Provide Accessibility 24

A Resolution to Protect Virtual and Augmented Reality Users 25

A Bill to Require Transparency in Forced Arbitration Claims of Sexual Harassment and Retaliation 26

A Bill to Mandate Gender Mainstreaming to Offer a Pluralistic Public Policy Approach 27

A Bill to Eliminate the Pink Tax to Establish Economic Gender Equality 28

A Bill to Bolster Corporate Leadership 29

A Bill to Reform the Federal Judiciary to Reflect Gender Equality 30

A Bill to Encourage Multigenerational Proximity 31

A Bill to Limit Diplomatic and Military Relations with the Philippines to Protect Human Rights 32

A Bill to Expand the MVD Program to Improve Water Infrastructure in American Samoa 33

A Bill to Prevent Gentrification in Urban Cultural Areas 34
A Resolution Condemning all Forms of Anti-Asian Sentiment as Related to Covid-19 35
A Bill to Improve Asian-American and Pacific Islander American Health 36
A Bill to Require Change to T Visa Eligibility..... 37
A Bill to Build Up the IT Sector in Guam 38
A Bill to Increase the EEOC Budget..... 39
A Resolution to Encourage the UN to Recognize Hong Kong as An Independent City State 40
A Bill to Close the Gender Wage Gap 41
A Bill to Prohibit Discrimination on the Basis of Sex, Gender Identity, and Sexual Orientation 42

A Resolution to Assist in Controlling Drug Addiction and Assist in Recovery

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **WHEREAS,** Overdoses from heroin, prescription drugs, and opioid pain relievers last year
3 surpassed car accidents as the leading cause of injury-related death in America,
4 according to the Centers for Disease Control; and

5 **WHEREAS,** Deaths have reached their highest levels of the 21st century in 2014, the most
6 recent year for which data is available, according to the National Institute on
7 Drug Abuse.; and

8 **WHEREAS,** Heroin overdoses have more than tripled in the last five years; now, therefore,
9 be it

10 **RESOLVED,** By the Congress here assembled that (1) The United States shall improve
11 prescription drug monitoring programs to help states monitor and track
12 prescription drug diversion and to help at-risk individuals access services,
13 because inefficiencies and loopholes. (2) The United States shall improve
14 prescription drug monitoring programs to help states monitor and track
15 prescription drug diversion and to help at-risk individuals access services,
16 because inefficiencies and loopholes. (3) Shift resources towards identifying and
17 treating incarcerated people who are suffering from addiction, rather than just
18 punishment as is often the case currently. (4) Prohibit the Department of
19 Education from including questions about the conviction of an applicant for the
20 possession or sale of illegal drugs on the Free Application for Federal Student
21 Aid (FAFSA) financial aid form.

A Bill to Remove the Confederacy From the US Military

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** All properties of the US Departments of Defense and Education named
3 after confederate officers must change their name to a non-confederate
4 person or place. All to whom this law applies that don't comply with the
5 change shall lose 25% of their federal funding.

6 **SECTION 2.** All properties of the US Departments of Defense and Education refers to
7 all military and academy dorms, military bases, warships, and forts, and
8 all public universities and dorm buildings.

9 **SECTION 3.** The US Department of Education and the US Department of Defense shall
10 oversee the implementation of this legislation.

11 **SECTION 4.** This bill shall be implemented immediately upon passage.

12 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void

1

A Bill to Legalize the Possession and Sale of Marijuana in the United States

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** This bill shall make California Proposition 64 known as the Adult Use of
3 Marijuana Act, national law.

4 **SECTION 2.** California Proposition 64 also known as the Adult Use of Marijuana Act
5 shall be defined as the legislation that legalized the possession,
6 consumption and retail sale of marijuana, and was passed on November
7 9th 2016. National law shall be defined as federal law as well as in each of
8 the 50 states.

9 **SECTION 3.** The enforcement will be carried out by the Department of Justice will
10 oversee coordination of implementation in individual states, as well as
11 the resentencing, sentencing relief, release and clearing records, and
12 reparations.

13 **SECTION 4.** This legislation shall be implemented immediately.

14 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Instill a Maximum Cost of College Attendance

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** All public colleges will institute a ceiling on the cost of attendance of \$30,000
3 per year.

4 **SECTION 2.** Cost of attendance includes, tuition, fees, room and board.

5 **SECTION 3.** The Department of Education will oversee the implementation of this bill.

6 A. Schools which fail to adhere to this ceiling shall not receive Federal loans
7 or grants.

8 **SECTION 4.** Implementation of the bill will begin at the commencement of the 2018-19
9 academic year.

10 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Disarm Patrol Officers

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** This bill shall prohibit patrol officers from carrying and/or using a firearm.

3 **SECTION 2.** “Patrol officers” shall be defined as police officers that are assigned to a
4 specific geographic area, also known as a “beat cop”. “Firearm” is
5 defined as a rifle, pistol or any other portable gun.

6 **SECTION 3.** The enforcement will be through the Department of Justice

7 A. If a state or local law enforcement agency does not abide by this
8 law, they will lose all federal funding for law enforcement.

9 **SECTION 4.** This legislation shall be implemented immediately.

10 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Ease Gentrification

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The Long-Term Home Ownership Tax Credit is hereby established. Any US
3 citizen who is a racial or ethnic minority who has lived in their home for
4 more than five consecutive years will be eligible to apply. This tax credit
5 will cover 100% of costs for increases in local, state, and federal taxes on
6 their home compared to the tax cost from five years after purchasing or
7 mortgaging the home, scaled for inflation. This tax credit will be a write
8 off for income tax, but will be equal in value to the increase in property
9 taxes scaled for inflation.

10 **SECTION 2.** A racial or ethnic minority shall be defined as a culturally, ethnically, or
11 racially distinct group from the majority, which currently in the U.S. is
12 Caucasian. Additionally, people who have inherited the home shall inherit
13 the tax credit as long as the person who passed it down to them qualified
14 for it.

15 **SECTION 5.** The Internal Revenue Service and US Department of Housing and Urban
16 Development shall oversee the implementation of this legislation.

17 **SECTION 5.** This legislation shall be taken into effect starting in Fiscal Year 2019.

A Bill to Create a National Mentoring Program for Students of Color

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** This bill shall create and implement a national mentoring program for
3 colleges and universities for students of color.

4 **SECTION 2.** “Mentoring program” shall be defined as a guidance system for students
5 at colleges and universities in the United States. “Colleges and
6 universities” shall be defined as institutions where a student can achieve
7 an Associates, Bachelors, and/or Graduate degree.

8 **SECTION 3.** The enforcement shall be through the Department of Education.

9 **SECTION 4.** This legislation shall be implemented immediately.

10 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Pay Reparations to African-Americans

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The United States government will pay financial reparations of \$100 billion to
3 African-Americans for the historical injustices that have occurred in our
4 society.

5 **SECTION 2.** African-Americans eligible for these reparations shall be those who can trace
6 their genealogy to the continent of Africa, or who can demonstrate that their
7 ancestors were slaves, or would have been endangered by the Fugitive Slave
8 Act.

9 **SECTION 3.** The Department of Justice will oversee the process for determining the
10 individuals eligible for financial reparations.

11 A. The \$100 billion will be distributed evenly to all eligible members.

12 B. The \$100 billion will be issued as tax credits, and shall be administered by
13 the Internal Revenue Service.

14 **SECTION 4.** The Department of Justice will open the process for determining eligibility
15 one year after passage of this legislation. Distribution of tax credits should be
16 processed for the tax year following the identification of eligible individuals.

17 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Require Cultural Competence Training for Medical Schools

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** All medical schools receiving federal funding will be required to provide
3 cultural competence training to all students. This training must occur at
4 least once during a medical program. All training must be reviewed by
5 the Department of Health and Human Services to ensure compliance.

6 **SECTION 2.** Cultural competence training will cover implicit bias and communication
7 strategies designed to provide all medical students with an understanding
8 of how to better serve those from all ethnic and racial backgrounds.

9 **SECTION 3.** The Department of Health and Human Services will work with the
10 Department of Education to implement this legislation.

11 A. The Department of Health and Human Services will ensure the
12 content of the training is effective.

13 B. The Department of Education will oversee the implementation and
14 evaluation of the program. Any school found not in compliance may
15 lose access to federal funding until such time as they become
16 compliant with Section 1.

17 **SECTION 4.** This legislation will go into effect two years after passage.

18 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Ban Privatization of Prisons

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The Bureau of Prisons shall be prohibited from contracting with, or utilizing
3 services provided by, a private prison or any corporation engaged in the
4 private prison industry.

5 **SECTION 2.** A private prison is considered an institution that is owned or operated by a
6 non-government entity.

7 **SECTION 3.** The Department of Justice will be responsible for overseeing the closure of
8 all privatized prisons, the divesting of all contracts with private prison
9 corporations, and the opening of all new prisons.

10 **SECTION 4.** The Department of Justice will have fifteen years to complete the closure of
11 all privatized prisons from the date this bill is passed.

12 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Resolution to Oppose Oppressive Voter ID Laws

- 1 **WHEREAS,** Voter ID Laws are used in many states to restrict the right to vote “to
2 those who can show appropriate picture identification;” and
- 3 **WHEREAS,** This identification can often be difficult or expensive to obtain; and
- 4 **WHEREAS,** Those impacted by these laws are disproportionately people of color; and
- 5 **WHEREAS,** These laws limit the ability of all people to participate in the democratic
6 process; and
- 7 **WHEREAS,** A democracy is supposed to be a government for, by, and of the people;
8 and
- 9 **WHEREAS,** Representation cannot effectively occur if individuals are unjustly
10 silenced; now, therefore, be it resolved
- 11 **RESOLVED,** By the Congress here assembled that we reject all oppressive voter
12 identification laws in the United States.

A Bill to Encourage Bilingual Education Programs

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The Department of Education shall make \$2 billion in grants available for
3 states which either currently offer or will commit to the use of bilingual
4 education programs to educate all students not currently proficient in
5 spoken English.

6 **SECTION 2.** Bilingual education programs are those which provide instruction in
7 English as well as the students' spoken languages. This method is used to
8 develop student literacy in both languages.

9 **SECTION 3.** The Department of Education shall administer the grant program. Grants
10 shall be awarded upon demonstrated proof that the state has adopted
11 bilingual education programs as a primary means of English proficiency
12 instruction. Grants may be renewed if the state is able to demonstrate
13 growth on state-based English proficiency assessments. Funding shall be
14 taken from existing Title 1 funding.

15 **SECTION 4.** This shall take effect on September 1, 2019.

A Bill to Reform the Census

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** All questions on the 2020 Census shall be reviewed by an independent
3 commission to determine if each question is both relevant to the mission
4 of the census and will encourage, rather than discourage, participation in
5 the census. Any question which does not meet both requirements shall
6 be discarded from the Census form.

7 **SECTION 2.** The independent commission shall be compromised of individuals
8 appointed by members of the Senate and House Appropriations
9 Committees.

10 **SECTION 3.** The United States Census Bureau will receive the results of the
11 independent commission's report and shall adjust the 2020 Census as
12 deemed necessary. In the event that the USCB cannot adequately
13 change the questions on the census prior to September 1, 2019, the
14 decennial census shall be delayed until 2021.

15 **SECTION 4.** This shall take effect immediately upon passage.

The Comprehensive Immigration Reform Act

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Individuals currently residing in the United States without proper
3 documentation or authorization shall be permitted to apply for
4 citizenship provided that they meet the following conditions:

5 **A.** They have previously met the qualifications for the Deferred Action
6 for Childhood Arrivals program, or

7 **B.** They can demonstrate that they have resided in the United States for
8 ten consecutive years, have not been arrested for any crime, and
9 have paid all applicable taxes on income earned.

10 **SECTION 2.** Upon demonstration of the above, the person may apply for citizenship
11 following the process currently in place.

12 **SECTION 3.** Fees for this form of citizenship application shall be set at \$1500 per
13 applicant, with \$500 of that fee placed in an account for the purpose of
14 strengthening border security.

15 **SECTION 4.** The Department of Homeland Security, through Immigration and
16 Customs Enforcement, shall oversee implementation of this legislation.

17 **SECTION 5.** This shall take ninety days after passage.

A Bill to Eliminate Columbus Day as a National Holiday

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Columbus Day, traditionally recognized on the second Monday in
3 October, shall no longer be recognized as a federal holiday.

4 **SECTION 2.** No observances of this holiday, including closure of federal offices, shall
5 be permitted.

6 **SECTION 3.** All branches of the United States government, including all executive
7 departments, shall immediately create contingency plans for operation
8 on that day.

9 **SECTION 4.** This shall take effect upon passage.

10 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

An Amendment to the Fair Housing Act

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Title VIII of the Civil Rights Act of 1968 is amended by adding “citizenship
3 status,” after “familial status,” whenever it appears to describe a
4 protected class. Retaliation upon a member of this protected class,
5 including threats to notify Immigration and Customs Enforcement, shall
6 be considered the same as retaliation against any other protected class
7 under this act.

8 **SECTION 2.** “Citizenship status” refers to legal status within the country, whether
9 documented or undocumented.

10 **SECTION 3.** The Department of Housing and Urban Development shall enforce this
11 definition. The Department shall have the power to sanction property
12 owners for violations of section one using the same penalties as
13 proscribed for other violations of Title VIII.

14 **SECTION 4.** This shall take effect immediately upon passage.

A Bill to Provide Funding for Puerto Rico

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Puerto Rico shall be granted full statehood.

3 **SECTION 2.** Initial representation in Congress will consist of two senators and one
4 representative, with proportional representation to be determined by
5 the 202 census results.

6 **SECTION 3.** The Department of Treasury shall immediately discharge Puerto Rican
7 debt related to pension liabilities and bonds. Additionally, the Federal
8 Emergency Management Agency shall make \$100 billion available for
9 rebuilding infrastructure and utilities.

10 **SECTION 4.** This shall take effect on January 1, 2020.

11 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Recoup Remittances

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Remittance payments from the United States to countries in Central and
3 South America shall be subject to a 50% export tax.

4 **SECTION 2.** A remittance payment shall be defined as a transfer of funds from a
5 personal account hosted in a United States bank to a personal account
6 hosted by a bank in another country. This shall not include funds as the
7 result of international business dealings.

8 **SECTION 3.** The Department of Treasury will administer the collection of the tax and
9 shall oversee the distribution of the proceeds into the United States
10 general fund.

11 **SECTION 4.** This shall take effect on October 1, 2018.

A Bill to Replace NAFTA with the USMTR

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The North American Free Trade Agreement is considered invalid and shall
3 be replaced by the United States-Mexico Trade Agreement.

4 **SECTION 2.** This agreement shall retain most of the basic tenets as NAFTA, however,
5 specific differences in this agreement include:

6 **A.** The government of Mexico must pass legislation which adheres to the
7 United Nations standards for worker rights, including the right to real
8 union representation.

9 **B.** Mexico must increase the amount of United States manufactured car
10 parts by 20%, or cars assembled in Mexico will be subject to a 25%
11 import tariff.

12 **C.** A minimum of 40% of cars manufactured in Mexico intended for
13 export to the United States must be built in a factory where the
14 minimum wage is \$16 an hour

15 **SECTION 3.** The United States Trade Representative shall oversee final
16 implementation of this agreement and shall coordinate with the
17 government of Mexico to insure compliance with section 2.

18 **SECTION 4.** This shall take effect on March 1, 2019.

A Resolution to Acknowledge Sanctuary Cities

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **WHEREAS,** the subject of “Sanctuary Cities” has become an important issue to the
3 current administration; and

4 **WHEREAS,** Sanctuary Cities are defined as an urban area where the local law
5 enforcement does not follow federal immigration guidelines with respect to
6 detaining suspected undocumented immigrants; and

7 **WHEREAS,** Cities which hold these policies choose to do so because they feel that it will
8 make their cities safer by reducing fear of local law enforcement officials;
9 and

10 **WHEREAS,** there is no appreciable increase in crime in an area designated as a Sanctuary
11 City; and

12 **WHEREAS,** undocumented immigrants are more likely to come forward and cooperate
13 with local law enforcement due to this understanding; and

14 **WHEREAS,** such areas may even see an economic benefit from a larger available
15 workforce due to a greater pool of potential workers who will take low-wage
16 jobs; now, therefore, be it

17 **RESOLVED,** By the Congress here assembled that the United States federal government
18 should stop attempting to force local law enforcement compliance with
19 federal immigration laws in cities which have chosen a Sanctuary status.

A Bill to Amend the Voting Rights Act to Provide Accessibility

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Section 203 (c) of the Voting Rights Act of 1965 is amended by striking all
3 references to “English-illiteracy rate higher than the national average”
4 and shall mandate that all materials provided to voters shall be made
5 available in Spanish and any other language which is spoken by at least
6 5% of the population of that voting area.

7 **SECTION 2.** “Materials provided to voters” shall include ballots, voter information
8 pamphlets, applications, instructions at polling sites, mailings to identify
9 polling sites,

10 **SECTION 3.** The Department of Justice will oversee all provisions related to language
11 accessibility issues. The deliberate failure of a state to adhere to these
12 regulations shall cause that state to be in violation of section 2 of the
13 Voting Rights Act, and shall subject the state to penalties to be
14 determined by the Department of Justice.

15 **SECTION 4.** This shall take effect on January 2, 2019.

16 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Resolution to Protect Virtual and Augmented Reality Users

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **WHEREAS,** Virtual and augmented reality blurs the line between the digital and
3 physical worlds creating a sense of being present in the virtual world; and
4 **WHEREAS,** Global virtual reality is steadily growing and the market size is expected to reach
5 \$22.9 billion by the end of 2020, with the United States' market size projected
6 to be \$18.8 billion; and
7 **WHEREAS,** The demand for virtual reality applications is increasing in the healthcare
8 sector, gaming, and entertainment media, automotive, manufacturing, and
9 other industries. Of these, gaming and entertainment media covers a 40.5% of
10 the global virtual reality market share; and
11 **WHEREAS,** Steam, an online video game distribution service, reported in June of 2019 that
12 the monthly-connected VR headsets on Steam surpassed 1 million for the first
13 time; and
14 **WHEREAS,** Virtual reality offers the potential to revolutionize education and training
15 in numerous professional fields; and
16 **WHEREAS,** Without established community norms and regulations, virtual reality
17 can become an area for increased virtual assault and harassment; and
18 **WHEREAS,** According to Pew Research Center, 41 percent of Americans were subjected
19 to harassing behavior online, while 66 percent witnessed this behavior. For
20 more severe forms of harassment, such as physical threats, sexual harassment
21 or stalking, nearly 18 percent of Americans were targets; now, therefore, be it
22 **RESOLVED,** By the Congress here assembled that Congress will create a commission
23 comprised of representatives from the Entertainment Software Rating Board,
24 Federal Communications Commission, and the Federal Bureau of Investigation
25 to oversee the establishment of codes of conduct for virtual and augmented
26 reality users in the United States.

A Bill to Require Transparency in Forced Arbitration Claims of Sexual Harassment and Retaliation

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Employers are prohibited from requiring confidentiality clauses in forced arbitration
3 pertaining to sexual harassment, sexual assault, or retaliation due to the reporting
4 thereof.

5 **SECTION 2.** Forced arbitration is an agreement to forgo the rights to settle disputes through
6 civil or class action as a condition of employment.

7 Sexual harassment is written, verbal, or physical requests for sexual favors whose
8 rejection would adversely affect a person's standing.

9 Sexual assault is physical contact against a person's will with the intent to coerce a
10 person into a sexual act.

11 Retaliation is punitive action by an employer against an employee for reporting or
12 filing a claim pertaining to a protected activity.

13 **SECTION 3.** The Equal Employment Opportunity Commission will oversee the enforcement of
14 this bill.

15 B. Results of these forced arbitration claims must be reported to the EEOC within
16 30 days of completion.

17 C. Companies must make public the results of previously settled forced arbitration
18 pertaining to sexual harassment, sexual assault, or retaliation due to the
19 reporting of sexual harassment from 2018 forward.

20 **SECTION 4.** This shall take effect on February 17, 2021

A Bill to Mandate Gender Mainstreaming to Offer a Pluralistic Public Policy Approach

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** Gender mainstreaming shall be adopted as a mandatory process.

3 A. "Gender mainstreaming" shall be defined as taking a gendered perspective in
4 the process of assessing the implications for women and men of any planned
5 action, including legislation, policies or programs, in all areas and at all levels of
6 the federal government with the goal of making women's as well as men's
7 concerns and experiences as an integral dimension of the design,
8 implementation, monitoring and evaluation of policies and programs in all
9 political, economic and social spheres so that women and men benefit equally.

10 B. All international treaties must use non-gendered language.

11 C. The Office of Management and Budget (OMB) must provide gender-responsive
12 budgeting analysis for all executive programs.

13 **SECTION 2.** The U.S. Commission on Civil Rights shall oversee the implementation of this
14 legislation.

15 **SECTION 3.** This law shall go into effect Monday, March 8, 2021.

16 **SECTION 4.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Eliminate the Pink Tax to Establish Economic Gender Equality

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** It shall be unlawful to sell any two consumer products from the same manufacturer
3 or service-provider that are substantially similar if such products are priced
4 differently based only on the gender of the individuals for whose use the products
5 are intended or marketed.

6 **SECTION 2.** The following definitions shall apply:

7 A. Consumer products shall include any product or service for sale.

8 B. Intended gender for consumers of products can be determined through use of
9 “for her, for women, for girls” or similar phrases in marketing and/or by the
10 pink color of a product.

11 **SECTION 3.** The Federal Trade Commission shall ensure compliance with this bill.

12 A. Any manufacturer or service provider that fails to comply with this bill will be
13 fined 1 million dollars for each product in non-compliance.

14 B. 50% of all monies collected through fines will be donated to charities for
15 women and girls; the FTC will determine the specific charities on a yearly basis.

16 C. Any fined manufacturer or service provider will be required to undergo specific
17 training programs at their own expense; the FTC will determine the appropriate
18 programs.

19 **SECTION 4.** This bill shall be implemented upon passage.

20 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Bolster Corporate Leadership

- 1 **Section 1.** A. All publicly held domestic corporations are hereby required to have an equal
2 ratio of female to male sitting board members.
- 3 B. Corporations may increase the number of directors on its board in order to
4 comply with the aforementioned mandate.
- 5 **Section 2.** A. “Female” is an individual who self-identifies her gender as a woman, without
6 regard to the individual’s designated sex at birth.
- 7 B. “Publicly held domestic corporation” is a corporation with outstanding shares
8 listed on a major United States stock exchange.
- 9 **Section 3.** The Secretary of State shall oversee this legislation by adopting and enforcing the
10 following regulations:
- 11 A. Corporations that fail to adhere to section 1 by the next fiscal year (2020) shall
12 be fined \$100,000.
- 13 B. Corporations that fail to adhere to section 1 by the subsequent fiscal year
14 (2021, 2022, 2023, etc.) shall be fined in equivalent measures (\$200,000;
15 \$300,000; \$400,000, etc).
- 16 **Section 4.** This legislation shall go into effect immediately upon passage.
- 17 **Section 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Reform the Federal Judiciary to Reflect Gender Equality

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** A. 28 U.S.C. §1 be amended to state: “the Supreme Court of the United States shall consist
3 of a Chief Justice of the United States and eight associate justices, five of whom shall be
4 women, and any six of whom shall constitute a quorum.”

5 B. A Gender Equality Bench Protocol be implemented to guide the federal judiciary in
6 adjudication.

7 **SECTION 2.** The Gender Equality Bench Protocol will promote awareness of ways in which gender
8 intersects with other social statuses to affect the justice system, provide tools to help
9 judicial officers achieve gender-sensitive adjudication, and will be modeled after
10 comparable protocols in place around the world, such as Belize’s “Justice Through a Gender
11 Lens: Gender Equality Protocol for Judicial Officers” and Mexico’s “Judicial Decision-Making
12 with a Gender Perspective: A Protocol.”

13 **SECTION 3.** The United States House Judiciary Committee and Department of Justice will be tasked
14 with developing, implementing, and monitoring the progress of the Gender Equality Bench
15 Protocol.

16 **SECTION 4.** This legislation will go into effect immediately. The Supreme Court will have until
17 December 31, 2030 to meet parity requirements.

18 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Encourage Multigenerational Proximity

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **Section 1.** The Grow Families Closer Grant will provide applicants up to \$25,000 in
3 assistance in purchasing a resale apartment, condominium, or single
4 family home located within five miles of extended family or for the
5 purposes of housing at least three generations together.

6 **A.** Qualified family applicants will receive \$25,000 towards purchase.

7 **B.** Qualified single applicants will receive \$10,000 towards purchase.

8 **SECTION 2.** Family applicants are defined as applicant, spouse, and children under
9 the age of 18. Single applicants are defined as persons over the age of
10 25. Extended family includes the familial nucleus of parents and siblings.

11 **A.** At least one applicant must be a natural born citizen or legal
12 permanent resident of the United States.

13 **SECTION 3.** The Department of Housing and Urban Development will oversee the
14 enforcement of this bill.

15 **SECTION 4.** This shall take effect on May 20, 2021

16 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Limit Diplomatic and Military Relations with the Philippines to Protect Human Rights

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The United States will suspend all military activities in conjunction with,
3 or to the sole benefit of the Philippines. Diplomatic relations will be
4 reduced to a minimal level that still allows communication and influence
5 with the Philippines. Any diplomatic preferential treatment shall be
6 discontinued. These curtailments shall remain in effect until the
7 Department of State determines that the government of the Philippines
8 no longer is a significant violator of human rights.

9 **SECTION 2.** Military activities are defined as, but not limited to, training, running of
10 military exercises, supplying military materials, and presence of military
11 advisors. Complete removal of military personnel is not required but is
12 allowed as determined by the Department of Defense. Diplomatic
13 relations are defined as those involving embassies, consulates and their
14 personnel in communicating and collaborating between countries.

15 **SECTION 3.** The Department of Defense will coordinate the reduction of military
16 activities. The Department of State will coordinate the reduction of
17 diplomatic relations

18 **SECTION 4.** This legislation will take effect immediately upon passage.

19 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Expand the MVD Program to Improve Water Infrastructure in American Samoa

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The Making a Valuable Difference in Communities Program (MVD) shall
3 be extended until 2030 for the express purpose of improving clean water
4 infrastructure efforts in American Samoa.

5 **A.** A total of \$50 million shall be moved from the EPA Drinking Water
6 State Revolving Fund to support this MVD expansion.

7 **SECTION 2.** Other current MVD programs shall remain in place until such time as the
8 EPA determines they are no longer necessary.

9 **SECTION 3.** The Administrator of the Environmental Protection Agency shall oversee
10 enforcement of this legislation. The Administrator shall have the ability
11 to determine the efficacy of other MVD efforts.

12 **SECTION 4.** This shall become effective upon passage.

13 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Prevent Gentrification in Urban Cultural Areas

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** All new residential rental properties within a designated ethnic cultural
3 district are required to reserve 25% of their units for residents of the
4 district displaced by the construction. Rent for these units will be
5 prorated based on the tenant's lease prior to construction and
6 displacement.

7 **A.** Building owners will receive a tax break of 15% for the first five years
8 of the property's existence. After the five year period, their
9 occupancy will be reviewed to continue the tax break every 2 years.

10 **SECTION 2.** A designated ethnic cultural district is an officially identified area of a city
11 recognized specifically as distinct ethnic enclave.

12 Residential rental properties are properties zoned for dwelling and living.

13 **SECTION 3.** The Department of Housing and Urban Development will oversee the
14 enforcement of this bill.

15 **SECTION 4.** This shall take effect on April 3, 2021

16 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Resolution Condemning all Forms of Anti-Asian Sentiment as Related to Covid-19

- 1 **WHEREAS,** 23,000,000 Asian Americans and Pacific Islanders account for 7 percent of the
2 Nation’s population in the United States; and
- 3 **WHEREAS,** over 2,000,000 Asian Americans and Pacific Islanders are working on the
4 frontlines of this COVID–19 pandemic in health care, law enforcement, first
5 responders, transportation, supermarkets, and other service industries; and
- 6 **WHEREAS,** the use of anti-Asian terminology and rhetoric related to COVID-19, such as the
7 Chinese Virus, Wuhan Virus, and Kung-flu have perpetuated anti-Asian stigma;
8 and
- 9 **WHEREAS,** since January 2020, there has been a dramatic increase in reports of hate crimes
10 and incidents against those of Asian descent; and
- 11 **WHEREAS,** the increased use of anti-Asian rhetoric has also resulted in Asian-American
12 businesses being targeted for vandalism; and
- 13 **WHEREAS,** in 2015, the WHO issued guidance calling on media outlets, scientists, and
14 national authorities to avoid naming infectious diseases for locations to avoid
15 stigmatizing groups of people; and
- 16 **WHEREAS,** the Secretary General of the United Nations called for international solidarity
17 and an end to any ill-founded discrimination of the outbreak’s victims; now,
18 therefore, be it
- 19 **RESOLVED,** By the Congress here assembled that all public officials should condemn and
20 denounce any and all anti-Asian sentiment in any form, condemn all
21 manifestations of expressions of racism, xenophobia, discrimination, anti-Asian
22 sentiment, scapegoating, and ethnic or religious intolerance, and recommit to
23 building more inclusive, diverse, and tolerant societies

Introduced by the National Speech and Debate Association; adapted from H.Res 908 in the 116th Congress

A Bill to Improve Asian-American and Pacific Islander American Health

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The Partnerships to Improve Lifestyle Interventions (PILI) Project will
3 provide six \$500,000 grants to colleges and universities in cities with a
4 dense Asian-American and Pacific Islander American population to study
5 and reduce instances of obesity and Type-2 diabetes amongst the Asian-
6 American and Pacific Islander population.

7 **A.** The project will have a life cycle of five years for design and
8 execution.

9 **B.** Funding will become available when the institution has been awarded
10 the grant.

11 **SECTION 2.** Asian-Americans are defined as persons identifying their origins from
12 East, South, or Southeast Asia. Pacific Islander Americans are defined as
13 persons identifying their origins from Hawaii or the U.S. Territories of
14 American Samoa, Guam, and Northern Mariana Islands.

15 **SECTION 3.** The National Institute on Minority Health and Health Disparities will
16 oversee the development and funding of this bill.

17 **SECTION 4.** This shall take effect on January 18, 2022

18 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Require Change to T Visa Eligibility

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The requirement for T Visa applicants to prove removal from the United
3 States would cause “unusual or severe harm” upon return to their home
4 country shall be eliminated from the T-1 Visa application process.

5 **SECTION 2.** A T Visa is one of two visas that can be utilized to keep a non-immigrant
6 legally in the United States as protection from human trafficking.

7 A T-1 Visa is specifically used for an applicant who is a victim of human
8 trafficking. Unusual or severe harm indicates the applicant would not be
9 able to achieve a stable livelihood if returned to their home country.

10 **SECTION 3.** The U.S. State Department will oversee the enforcement of this bill.

11 A. All rejected T-1 applications submitted a year prior to the effective
12 date may be resubmitted and reviewed on a case by case basis.

13 **SECTION 4.** This shall take effect on January 8, 2021

14 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Build Up the IT Sector in Guam

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The creation of the Guam Bandwidth Program will provide private sector
3 Information Technology start-up companies a grant up to \$75,000 for the
4 specific purpose of setting up business in the American Territory of
5 Guam.

6 **A.** Qualified businesses will also be provided with a tax credit to their C
7 Corporation, S Corporation, or Limited Liability Corporation for the
8 first three years of business.

9 **B.** Qualified businesses must commit to employing 35% or more of their
10 staff from the local population of Guam.

11 **SECTION 2.** Information Technology (IT) company is defined as a business that deals
12 with the storage, retrieval, usage, and processing of digital information.
13 Local population is defined as a member of the Chamorro people or
14 native born citizens of Guam.

15 **SECTION 3.** The National Technical Information Service will oversee the enforcement
16 and funding of this bill.

17 **SECTION 4.** This shall take effect on October 4, 2021

18 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Increase the EEOC Budget

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The Equal Employment Opportunity Commission will receive a budget of
3 \$500 million in the fiscal year 2022. Of this, \$75 million will be dedicated
4 to handling backlogged and incoming claims of racial discrimination and
5 sexual harassment.

6 **A.** The total budget amount will not fall below \$500 million for two
7 years.

8 **SECTION 2.** Racial discrimination is the treatment of an applicant or employee
9 unfavorably because they are of a certain race or because of personal
10 characteristics associated with race or ethnic group. Sexual harassment
11 is defined as unwelcome sexual advances or any other physical or verbal
12 conduct with sexual intent towards an applicant or employee.

13 **SECTION 3.** The Equal Employment Opportunity Commission shall oversee
14 enforcement of this legislation.

15 **SECTION 4.** This shall become effective on October 1, 2021.

16 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Resolution to Encourage the United Nations to Recognize Hong Kong as An Independent City State

- 1 **WHEREAS,** Hong Kong, during its ownership by the United Kingdom, established
2 itself as a significant economic center; and
- 3 **WHEREAS,** after the return of Hong Kong to China on July 1, 1997 there has been a
4 significant reduction in human rights to the citizens of Hong Kong and
5 foreigners in its borders, as well as a significant reduction in Hong Kong's
6 economic standing; and
- 7 **WHEREAS,** the Vatican City, though on Italian soil, is recognized as an independent
8 city state by Italy and the world community; and
- 9 **WHEREAS,** China will not recognize Hong Kong as an independent city state without
10 overwhelming influence from the world community; now, therefore, be it
- 11 **RESOLVED,** By the Congress here assembled that the United States encourage the
12 United Nations and its members to recognize Hong Kong as an
13 independent city state.

A Bill to Close the Gender Wage Gap

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The United States Government shall hereby work to close the gender wage gap through
3 making equal pay mandatory and providing pension credits for individuals who have left
4 the workforce to provide childcare.

5 **SECTION 2.** A. Equal pay shall be defined as the concept that individuals in the same workplace be
6 given equal pay, dependent on the profession and job position.

7 B. Pension credit shall be defined as an income-related employment benefit that
8 women who served in the capacity of a primary child care provider can claim once they
9 reach the age of 66.

10 1. For single pensioners with a weekly income (including pension) below
11 \$250.00, a pension credit will be awarded up to the amount needed to
12 close the gap between weekly income and the \$250.00 ceiling.

13 2. For heterosexual couples, if the pensioner and their legal partner have a
14 joint weekly income (including pension) that is below \$350.00, a
15 pension credit will be awarded up to the amount needed to close the
16 gap between weekly income and the \$350.00 ceiling.

17 3. For female-gendered same-sex couples, if the pensioner and their legal
18 partner have a joint weekly income (including pension) that is below
19 \$450.00, a pension credit will be awarded up to the amount needed to
20 close the gap between weekly income and the \$450.00 ceiling.

21 C. Childcare shall be defined as the daily care of a minor for a year or more.

22 **SECTION 3.** The US Department of Labor shall oversee the implementation of this bill to ensure
23 equal pay is carried out in the workplace and pensions are carried out.

24 A. All businesses that fail to comply shall be fined 4% of their annual profits and shall
25 increase by 3% for every consecutive infraction.

26 B. Inspections of all business shall occur annually to ensure the proper implementation
27 of this bill.

28 C. All employed childcare providers shall receive $\frac{3}{4}$ of their monthly wage, while taking
29 parental leave.

30 **SECTION 4.** This bill shall go into effect fiscal year 2022.

31 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.

A Bill to Prohibit Discrimination on the Basis of Sex, Gender Identity, and Sexual Orientation

1 BE IT ENACTED BY THE CONGRESS HERE ASSEMBLED THAT:

2 **SECTION 1.** The Civil Rights Act shall be expanded to prohibit discrimination based on sex,
3 sexual orientation, and gender identity in a wide variety of areas, including
4 public accommodations and facilities, education, federal funding, employment,
5 housing, credit, and the jury system.

6 **SECTION 2.** In titles II, III, IV, VI, VII, and IX of the Civil Rights Act, these definitions apply:
7 (a) RACE; COLOR; RELIGION; SEX; SEXUAL ORIENTATION; GENDER IDENTITY;
8 NATIONAL ORIGIN.—The term ‘race,’ ‘color,’ ‘religion,’ ‘sex’ (including ‘sexual
9 orientation’ and ‘gender identity’), or ‘national origin,’ used with respect to an
10 individual, includes—(1) the race, color, religion, sex (including sexual orientation
11 and gender identity), or national origin, respectively, of another person with
12 whom the individual is associated or has been associated; and (2) a perception
13 or belief, even if inaccurate, concerning the race, color, religion, sex (including
14 sexual orientation and gender identity), or national origin, respectively, of the
15 individual.

16 (b) GENDER IDENTITY.—The term ‘gender identity’ means the gender-related
17 identity, appearance, mannerisms, or other gender-related characteristics of an
18 individual, regardless of the individual’s designated sex at birth.

19 (c) SEX.—The term ‘sex’ includes (1) a sex stereotype; (2) pregnancy, childbirth,
20 or a related medical condition; (3) sexual orientation or gender identity; and (4)
21 sex characteristics, including intersex traits.

22 (d) SEXUAL ORIENTATION.—The term ‘sexual orientation’ means homosexuality,
23 heterosexuality, or bisexuality.

24 **SECTION 3.** Federal agencies shall ensure compliance with this law and the U.S. Attorney
25 General shall enforce the constitutional rights herein guaranteed.

26 **SECTION 4.** This bill shall be implemented upon passage.

27 **SECTION 5.** All laws in conflict with this legislation are hereby declared null and void.