



ANNUAL REPORT



Equal Rights Advocates

SINCE 1974, LEADING THE FIGHT FOR WOMEN'S EQUALITY



JUSTICE ECONOMIC EQUALITY WOMEN LITIGATION

The following Annual Report encompasses our work from January 1, 2009 – March 31, 2010.

A Message from Arcelia Hurtado, *Executive Director*



Dear Friends,

My first year at the helm of Equal Rights Advocates was a wonderful whirlwind of activity. The report that follows is a glimpse of our work from January 2009 to the end of our fiscal year in March 2010. As always, I invite you to learn more about our work by visiting our web site at www.equalrights.org.

To start, we successfully relocated our office to a beautiful and modern space near the Embarcadero. In January 2010 we hosted an Open House with many of our supporters in attendance. It was a great opportunity to welcome you to our new home. I am proud to lead a staff of energetic and passionate people who care deeply about the work we do.

We are fortunate to receive sustenance for our work from long-time donors as well as new ones. The 35th Anniversary Luncheon was a remarkable success—with more money raised at the event than ever before. As we continue to adapt to a challenging economy, we strive to increase our donor base and aggressively pursue diverse funding sources. At no time is your help in this effort more essential than as we move ERA forward.

The energy is palpable at ERA. In March 2010, a district court upheld a multi-million dollar jury verdict in favor of our client, Michelle Maher, against the City of Fresno Fire Department. In the process, ERA brought home the message that a woman cannot be mistreated simply because of her sex or status as a mother. The case also reinforced ERA's long-standing support of women in non-traditional professions including fire fighting. If that is not the epitome of what we stand for, I don't know what is.

The Ninth Circuit sided with our clients in *Dukes v. Wal-Mart Stores* making it the largest civil rights class action in U.S. history. Without a doubt, these women and numerous others across the country have all of you to thank for these and countless other monumental advances on behalf of women's rights.

The most significant thing I have learned in the past year is that ERA is a living, breathing organization that is nurtured by dedicated individuals like you. As we begin our 37th year, ERA is a leader on all issues essential to women across the country. Everywhere I go, I am reminded of the place ERA holds in the women's movement. Whether I am talking to a client referred to us after suffering violence at work or to a reporter from a German newspaper or White House officials about our impact, or mentoring law clerks who generously donate their time to our cause, I have seen how ERA is uniformly and highly respected by many diverse communities here and abroad because of our successful track record of improving women's lives. I am constantly humbled by the enormity of our responsibility to keep this legacy alive.

Much work lies ahead, but my own load seems lighter when I think of all of you standing next to me as ERA moves forward. I remain forever grateful for your generous support, and look forward to more victories for women and girls everywhere.

Sincerely,

A handwritten signature in black ink that reads "Arcelia Hurtado". The signature is written in a cursive, flowing style. It is positioned below the word "Sincerely," and above the printed name and title.

Arcelia Hurtado
Executive Director

A Message from Betsy Cotton, *Board Chair*



Dear Friends,

As the mother of two school-age children, I know firsthand the many challenges that working women face. That's why in my first full year as the Board Chair of Equal Rights Advocates, I am proud of the fact that over the last fiscal year, ERA reinvigorated its efforts to support women of all walks of life. Among the most notable achievements was our victory in *Medina v. Station Casinos*, where we helped a class of nearly 6,000 employees receive back pay. Thanks to your help, ERA was able to achieve this landmark victory despite the odds.

ERA implemented its strategic plan using a campaign-based approach, relying on a combination of litigation, advocacy, and public education to further the rights of women and girls in the workplace and in schools. Whether protecting our client's rights to a harassment-free workplace or empowering girls to seek equal opportunities at their schools, ERA continues to be at the forefront of public policy for women's rights. In our efforts to reach an audience that might be geographically isolated, ERA is committed to using the Internet and social networking sites to promote our mission and educate our constituents on their rights.

The last fiscal year was not without its challenges. Many nonprofit organizations collapsed or constricted because of the adverse economic climate, seeing a sharp decline in their financial support. Despite the economic downturn, our 35th Anniversary Luncheon was a great success and raised a record amount of funds from individuals at the event to help support our work. We also enjoyed the support of several foundation grants that allowed ERA to continue its important work despite these difficult times.

We also bid a fond farewell to Irma Herrera. Irma served as ERA's Executive Director for nearly fourteen years, remarkably only the second leader in the organization's long history. I am proud to have led the search for a new executive director, and am extremely pleased with our decision to hire Arcelia Hurtado. Arcelia is a dynamic leader who understands ERA's work and has worked tirelessly to advance our mission to protect and enhance the opportunities for women and young girls everywhere. Together with our committed staff and evolving board of directors, ERA will continue to flourish under Arcelia's leadership.

ERA continues to withstand every challenge thanks to its committed supporters who continue believing in the importance of our mission. I am impressed and remain grateful for the unflagging generosity of our donors and base.

Sincerely,

A handwritten signature in black ink, appearing to read "Betsy Cotton". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Betsy Cotton
Board Chair

Empowerment Campaigns

Our unique approach to women’s empowerment—through advocacy, education and litigation—has produced significant advancements for women’s rights over the last 36 years. Now in our 37th year, ERA has embarked upon a new strategic plan which will guide our work through March 2012. In addition to setting forth exciting goals to increase our organizational capacity, the plan affirms the importance of targeted campaigns that engage the multi-prong approach to advocacy that distinguishes ERA’s work.

Empowerment in Education



Equality and economic security for women starts with educational opportunities. ERA enforces the civil rights of students while empowering them to become tomorrow’s leaders. This campaign recognizes the immense importance of educational opportunities to the success of young women from disadvantaged socio-economic backgrounds and seeks to make that success a reality.

Our targeted litigation efforts have advanced our campaign goals as follows:

End Gender Based Harassment in Schools

Colangelo v. Brookings Harbor School District: In 2010, ERA filed a complaint with the United States Office of Civil Rights to challenge this Oregon school’s failure to protect a young girl from extreme bullying based on the perception that she looked like a “boy” and a “lesbian.” ERA hopes the case will increase awareness of gender-based bullying in schools and promote positive change in the school.

Ensure Athletic Equity for Girls

Brust v. Regents of the University of California: In 2009, ERA and co-counsel the Sturdevant Law Firm and Equity Legal settled a class action on behalf of female students at UC Davis who sought equal athletic opportunities under Title IX of the Education Amendments of 1972. Terms included improved participation ratios for female athletes over a ten-year period and the establishment of a fund to be distributed by plaintiffs to support club athletes at Davis. In partnership with the Women’s Foundation of California, ERA kicked off the first grant period of the Women in Sports Equity (WISE) Fund to distribute settlement funds to UC Davis club teams developing women athletes.

Mansourian v. Regents of the University of California: ERA and co-counsel, The Sturdevant Law Firm and Equity Legal, hailed a decisive win in their clients’ favor before the Ninth Circuit. Plaintiffs are former UC Davis female students who brought suit under Title IX to challenge the university’s elimination of their varsity wrestling opportunities and important associated benefits. This appeal was closely watched by advocates across the country. The Ninth Circuit upheld plaintiffs’ claims and confirmed their right to seek monetary damages without pre-litigation notice hurdles.



Empowerment of Marginalized Women Workers



ERA has historically and consistently advocated for women facing the most egregious forms of discrimination either because they work in male-dominated sectors or because they are disempowered by immigrant status, earning capacity, or language. ERA focused intense efforts on the legislative front, vociferously opposing SB 1070, Arizona's anti-immigrant law, as disproportionately affecting women. ERA also played a crucial monitoring role on behalf of tradeswomen who continue to break barriers. Working closely with partners such as Tradeswomen Inc., ERA represented women striving to complete apprentice programs and is closely monitoring federally-funded San Francisco construction projects to ensure women get a fair shot in the hiring process.

ERA's litigation efforts on behalf of marginalized women workers have achieved the following successes:

Grant Women Access to Male-Dominated Fields

Maheer v. City of Fresno: Consistent with ERA's historic commitment to representing women in firefighting and other male-dominated fields, 2009 brought a major victory for ERA and co-counsel Siegel and Yee. Michelle Maheer brought suit to challenge her discriminatory discharge from Fresno's Fire Academy. As the Academy's sole female recruit, Maheer was a professional-caliber athlete and highly qualified. Yet she was subjected to different standards than male recruits and told she should give up custody of her children to succeed at the academy. In 2009, a Fresno jury found that the City discriminated against Maheer in terminating her from the Academy and awarded her \$2.47 million in damages.

End Gender Discrimination in the Retail Industry

Dukes v. Wal-Mart Stores: In April 2010, the U.S. Court of Appeals for the Ninth Circuit issued a long-awaited decision in *Dukes v. Wal-Mart* that upholds certification of the largest sex discrimination class in history. Filed in 2001, this Title VII sex discrimination case relies on the company's own records to allege that Wal-Mart and its subsidiary, Sam's Club, discriminates against female employees across the country in terms of promotions, training and pay. As a result, women are paid less and grossly underrepresented in every major job category within the company.

Stop Violence Against Immigrant Women Workers

Poultry Industry Litigation: ERA is closely monitoring and assisting litigation on behalf of women working in the poultry industry who have been subjected to and witnessed sexual harassment and rape at the worksite.

Bojorquez v. ABM: ERA is also taking on the service industry. In January 2010, ERA filed suit with co-counsel Talamantes, Villegas, Carrera on behalf of a female janitor who alleges that her employer failed to prevent and remedy sexual harassment at her worksite which culminated in her sexual assault.



Empowerment of Working Families



ERA is committed to assisting working women in all fields who face discrimination in the workplace. In addition to taking on litigation, ERA joins sister organizations in coalition across California and nationwide to educate the public about existing rights and to advance the law. Through a variety of efforts, we aim to improve the work-life balance for women. ERA is a founding member of the Paid Family Leave Collaborative. This group undertakes outreach and training on California's law, as well as advocacy efforts to ensure the law is preserved and expanded. As an active member of the California Work and Family Coalition, ERA advocates for family-oriented workplace policies. ERA leads the effort in advocating for an express prohibition against caregiver discrimination under state law and broader protection for pregnant workers.

Our litigation efforts have centered around the following strategic goals:

Combat Discrimination Against Working Mothers and Pregnant Workers

Corinn Medina v. Station Casinos: ERA achieved astounding gains for mothers and other women working in the casino industry who faced sexual harassment, pay inequities, and barriers to promotion. In July 2009, the Superior Court of Placer County issued final approval of both a multi-million dollar settlement on behalf of a sexual harassment class and a wage and hour class of workers at Thunder Valley Casino.

Caregiver/Pregnancy Discrimination: ERA is taking an aggressive stance and developing novel approaches to combat a disturbing surge in discrimination against pregnant workers and workers who are perceived to be primary caregivers. ERA is also working to enforce California law that requires the reasonable accommodation of pregnant workers in a variety of sectors, including health care and security.

ADVICE & COUNSELING

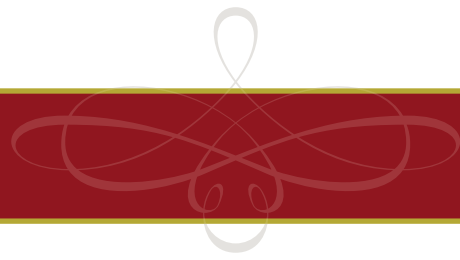
Many ERA cases begin with a phone call or letter from a woman experiencing discrimination. Established in the early 1980s, ERA's Advice & Counseling (A&C) Program consists of three components: a toll-free, multi-lingual hotline; Know Your Rights brochures; and in-person trainings. The A&C hotline is staffed by law clerks under the supervision of attorneys. Through the use of a translation service, we can assist hundreds of callers every year in more than 150 languages. The A&C hotline is a vital resource, especially in areas of the country where no other legal service organizations exist.

FOSTERING THE NEXT GENERATION OF ADVOCATES

ERA is proud to have had hundreds of women and men work at our office as volunteers, interns and law clerks. Through the Ruth Chance Law Fellowship and our clerkships, ERA provides training to students, not only on substantive law, but on client counseling and other essential legal skills. Fellows also participate in public hearings and conferences, write articles for law review journals, and serve as a contact for the media. Law students work with staff attorneys on cases related to equal opportunity, safe work environments, and family and medical leave. Past and current fellows benefit from ongoing mentoring and guidance from one another, and maintain their connection to ERA.



The Year in Photos



AAUW CALIFORNIA STATE CONVENTION



Senior Staff Attorney Debra Smith (L) and Julia T. Brown (R) of Charles Schwab.

INTERNATIONAL WOMEN'S DAY



Guests including Managing Attorney Noreen Farrell, ERA Board Member Roberta Steele and ERA Vice Chair Beth Parker at CAV Wine Bar and Restaurant.

35TH ANNIVERSARY LUNCHEON

PHOTOS BY ALEX SCHOENFELDT



Keynote Speaker Donna Brazile



Kelenia Olsen, Field Rep. for Assemblywoman Fiona Ma & Reese Isbell, District Rep. for Senator Mark Leno with Betsy Cotton



ERA staff and law clerks at the 2009 Luncheon





Emcee Pam Moore of KRON-4



Madeline Mixer and Herma Hill Kay



ERA Board Members Cheryl Feiner and Kelly Woodruff



Former ERA client Amy Love, Betsy Cotton and author Joan Ryan



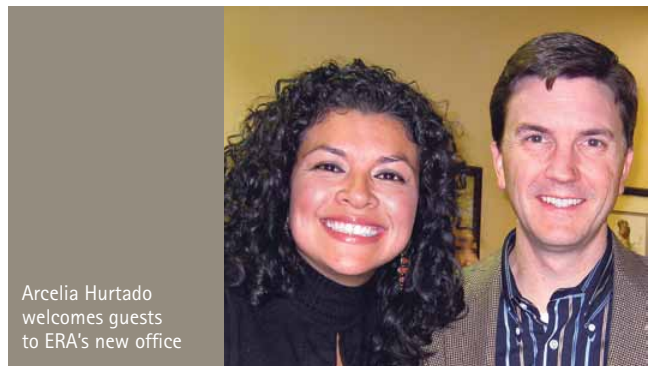
Irasema Garza of Legal Momentum and Executive Director Arcelia Hurtado at the Women's Foundation of California Gala Luncheon



Guests celebrate Equal Pay Day at Absinthe Brasserie



ERA staff and summer law clerks enjoy a San Francisco Giants game.



Arcelia Hurtado welcomes guests to ERA's new office



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STATEMENT OF REVENUE & EXPENSES

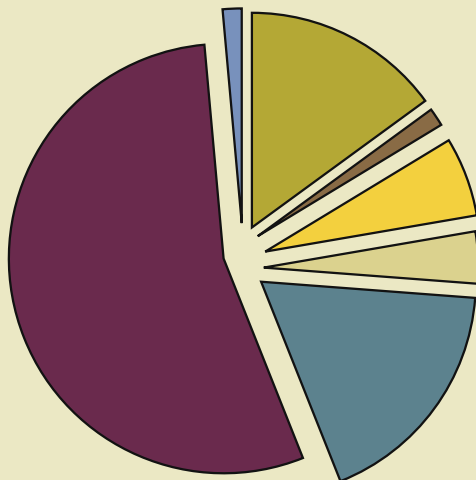
ERA's fiscal year begins April 1 and ends March 31 of following year.

REVENUE	FY 2009
Individual Contributions	\$212,931
Cy-Pres Awards	\$19,375
Foundation Grants	\$85,000
In-Kind Contributions	\$55,633
Events (net)	\$253,007
Attorneys' Fees	\$777,211
Misc. Income	\$20,290
Investments	\$99,576

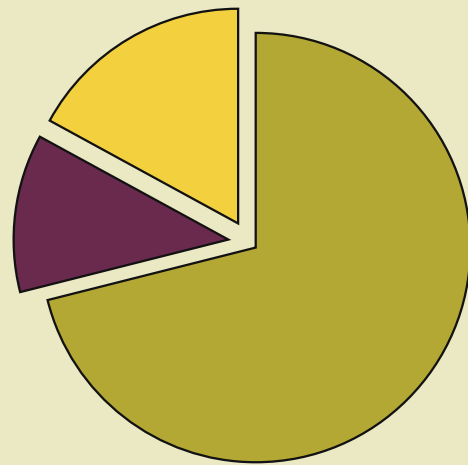
EXPENSES	FY 2009
Programs/Litigation	\$1,001,222
General and Administrative	\$167,468
Fundraising	\$240,191

TOTAL REVENUE	\$1,523,023
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TOTAL EXPENSES	\$1,408,884
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- ATTORNEYS' FEES
- Cy-PRES AWARDS
- INDIVIDUAL CONTRIBUTIONS
- FOUNDATION GRANTS
- IN-KIND CONTRIBUTIONS
- EVENTS (NET)
- MISC. INCOME



- PROGRAMS/LITIGATION
- GENERAL AND ADMINISTRATION
- FUNDRAISING

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