



Equal Rights Advocates

Education Equity Campaign Special Report

April 24, 2012



ERA'S EDUCATION EQUITY CAMPAIGN UPDATE: TITLE IX BIRTHDAY BASH COUNTDOWN

As part of ERA's continuing series of events, projects and testimonials leading to our Annual Luncheon and Title IX Birthday Bash on June 8, we share this latest Education Equity Campaign Special Report. In this Report:

- Seeking Gender Equality in the Silicon Valley Workplace: From Pipeline and Advancement to Work-life Balance on April 25 at Stanford Law School
- Women in Sports Series: U.S. Olympian Erin Cafaro
- Education Equity for Educators: Advocacy Update
- Giving Girls A Voice: A Fresh Perspective on Gender Equity
- WISE Fund Applications Open for UC Davis student-athletes
- ERA's June 8 Title IX Birthday Bash with American soccer great Julie Foudy

**Wednesday, April 25, 2012, 5:30-7:30 p.m.
Stanford Law School**

Seeking Gender Equality in the Silicon Valley Workplace: From Pipeline and Advancement to Work-life Balance

Silicon Valley is home to women who are changing the way we think about and engage in technology and other STEM (science, technology, engineering, mathematics) careers. Join an engaging strategy discussion among leading venture capitalists, lawyers, and educators on how best to empower and advance girls and women in one of the most dynamic economic landscapes in the world.

Co-Sponsored by Stanford Women in the Law & Stanford's Clayman Institute for Gender Research

Reception hosted by Morrison & Foerster LLP

[Click here for more information, including speaker bios, directions and parking information.](#)

Women in Sports Series: Olympic Gold Medalist Rower Erin Cafaro

By Amy Eastman

Continuing ERA's celebration of women in sports, ERA recognizes the accomplishments of Olympic gold medalist Erin Cafaro. Erin boasts an impressive list of achievements in rowing: she's medaled in the Women's 2-, 4- and 8+ events including winning two NCAA Championships, five FISA World Championship gold medals, and one Olympic gold. This summer she'll be heading to the 2012 Olympics in London to compete on the U.S. women's rowing team.

Erin wasn't always a rower, but she has always been an athlete. Erin says she "tried almost every sport growing up, from softball to basketball to even ballet for 12 years of my life... but it took me a while to find a sport where I really fit in and excelled."



Erin grew up in Modesto, California. Since Erin's Beijing win, her hometown now has the distinction of raising four Olympians, all of whom are women. "Growing up in Modesto and reading about each one of these women's accomplishments in the daily newspaper really did inspire me and light a fire under me to think if these women could do it, so could I," says Erin. The lessons she learned from participating in athletics helped her succeed once she eventually discovered crew. Erin worked her way to the Varsity team as a freshman novice at University of California, Berkeley. Her team won the NCAA Rowing Championships in both 2005 and 2006.

Erin began training full-time for the US Rowing National Team in 2006, and went on to medal in three World Championships. Yet after beginning rowing at age 18, the path to the Olympics wasn't easy for Erin. Not only did she get a late start in the sport, but she was also one of the shortest athletes in contention for the Olympic team at 5' 9". Further, she broke two of her ribs leading up to the 2008 Games. But these challenges just encouraged her to work harder: "Not for one second do I feel sorry for myself or feel like I drew the short end of the stick (no pun intended)... I like to be challenged because I feel that is when I do my best and push myself further than I ever thought possible."

In 2008, Erin made history as part of the first US Women's 8+ team to win gold at the 2008 Olympics in Beijing. However, Erin has gained much more than medals from her rowing career. She says sports not only keep you physically healthy, but mentally as well. According to Erin, women and girls who participate in sports "gain tremendous amounts of confidence needed in life," helping them succeed and grow "inside and outside of sports."

Erin hasn't slowed down since winning an Olympic gold Medal. In 2009, she won gold again in both the Women's 2- and 8+ events at the World Championships in Poland. After accomplishing so much, what comes next for Erin? Her reply: "Win another Olympic gold medal!" ERA wishes Erin and her teammates the best of luck as they prepare for the 2012 summer Olympics.

Empowering Girls: A Fresh Perspective on Gender Inequality



Eighth grader Claire H. interviewed Nicole Marquez, Ruth Chance Law Fellow, for a school project focusing on gender inequality. After the interview, Nicole took the opportunity to ask Claire a few questions about her opinion on gender inequality, women's rights, and strong women leaders.

Nicole: What is the root of gender inequality?

Claire: The root of gender inequality is bias and ignorance. There are certain stereotypes embedded in our society about female inferiority to men.

Gender inequality is also based in education. We educate our kids that boys are better than girls. Because I attend an all-girls school, we are taught the exact opposite: women learning, women leading.

Nicole: Why are women's rights important?

Claire: Women's rights are important because women are just the same as men and deserve equal rights.

Nicole: What are some ways people can address gender inequality in their everyday lives?

Claire: People can respect the opposite gender and think again before they act.

Nicole: Who is a strong woman leader and why?

Claire: There are so many strong women that I admire: Hillary Clinton, Benazir Bhutto, Margaret Thatcher, Aung San Suu Kyi. I think they all share the trait of fearlessness in the face of opposition and hardship.

Nicole: What are some ways lawmakers can address gender inequality (gender wage gap, sex discrimination, etc)?

Claire: Lawmakers should make all legislative bodies 50 percent men and 50 percent women!

Claire attends Castilleja School in Palo Alto, CA. She told us that her family emphasizes the importance of education and determination. Her hobbies include ballet, Lego robotics, piano, and geography.

Education Equity Must Include Equity for Educators: ERA Takes on Discrimination in Academia

ERA, along with co-counsel Bryan Schwartz Law, has recently begun investigating discriminatory tenure, promotion, review, and pay practices at Pitzer College, a member of the Claremont Colleges. A female faculty member of color at Pitzer has alleged that the Pitzer president and other members of the school administration discriminated against women seeking tenure. The client is an accomplished professor who was denied tenure despite two enthusiastically positive recommendations from the College's tenure committee and positive evaluations from her department, students, and external scholarly reviewers. Female faculty members also report gender-based pay inequities.

Our client reports: "I am surprised that a college that so strongly articulates a commitment to social responsibility would not be more concerned with investigating and addressing unequal treatment and would not work harder to maintain a fair, consistent, clear, and transparent

process with respect to faculty promotions. I hope that changes will be made so that all junior faculty at the institution, particularly women and women of color, are not subjected to what I have gone through.”

ERA is taking on gender discrimination in schools and colleges and the workplace in collaboration with sister organizations across the country, including the American Association of University Women.

(Pictured to the right: ERA Executive Director Noreen Farrell and Wal-Mart Plaintiff Edith Arana with AAUW members at a conference in New York on April 22).



ERA Accepting WISE Fund Applications From UC Davis Female Athletes

Deadline: July 2, 2012



ERA announces that it is accepting applications from UC Davis athletes for grants from the Women in Sports Equity (WISE) Fund for the final year. The WISE Fund was formed from funds from the settlement of a Title IX class action lawsuit brought by ERA, The Sturdevant Law Firm, and Equity Legal against the University of California on behalf of female students at its UC Davis campus (*Brust v. Regents of the University of California*). For the past three years, the WISE Fund has provided over \$75,000 in grants to support the development of female athletes on UC Davis club teams. The Fund is administered in partnership with the Women’s Foundation of California

[Click here to access the application.](#)

ERA's 38th Annual Luncheon and Title IX Birthday Bash!

Making Girls into Strong Women

June 8, 2012

Hilton San Francisco

Keynote Speaker: **American Soccer Great [Julie Foudy](#)**

To learn more about the event or to sponsor a table or buy tickets, please visit [ERA's Annual Luncheon website](#) or [ERA's Facebook page](#). Sponsor by **June 1st** to be listed in the Program!

Donate a ticket to a Bay Area student/athlete to attend the luncheon and be listed in Program as a [Sports Power Advocate](#).

Questions? Contact:

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