ERA has led efforts to ensure equity and fairness for women and girls since 1974. We worked this year with renewed resolve to meet the urgent need to empower girls, lift women out of poverty, and ensure gender equity across industries.

ERA is strategic in toppling systemic barriers to gender equity in close coordination with community partners and national allies. This year, we pursued dozens of enforcement actions across industries and schools, launched a national equal pay campaign, and promoted groundbreaking bills.

ERA has built a movement for change over four decades. With a logo and website refreshed this year, we engaged thousands more women, men, girls, and boys in our mission with social media campaigns and innovative projects.
ENSURING ACCESS TO JUSTICE

Through our unique advice & counseling hotline, ERA heard from callers from nearly every state in the country this year and assisted hundreds with questions and concerns about their treatment at work or school.

ERA filed administrative actions to address a wide variety of unlawful treatment claims, including on behalf of law professor Lucy Marsh who was being paid less than male professors despite her 40-year tenure and excellent qualifications. ERA also advocated on behalf of mechanics, bartenders, restaurant workers, and hotel housekeepers.

“Thank you for fighting for what you believe in. No matter how different we are, we should all have equal rights.”

Student Inspired By ERA’s Work

ERA reached prompt resolutions for dozens of women and men with discrimination and leave claims this year. This led to important workplace changes benefiting hundreds of employees – like the posting of sexual assault reporting procedures – and thousands of dollars in restitution for our clients.

We continue to vigorously defend on appeal our harassment and retaliation trial win on behalf of immigrant janitor Maria Bojorquez against her employer and to pursue justice on behalf of female workers at Wal-Mart challenging pay and promotion discrimination in Dukes v. Wal-Mart. ERA and co-counsel also filed several new cases this year to tackle the sexual harassment of young women workers at a manufacturing facility and pregnancy and pay discrimination faced by Crystal Kelley against K-2 Fabrications.
PROMOTING POLICY REFORM TO ASSIST WOMEN WORKERS MOST IN NEED

ERA joined coalition partners to support passage of bills promoting fair workplaces in California, including AB 241 which requires employers to provide domestic workers with basic employment protections and AB 770, which expands paid family leave to cover more caregivers.

We continue to push for passage of the Pregnant Workers Fairness Act, a bill that would allow women to work longer while pregnant with reasonable accommodations.

Joining with sister organizations across the nation, ERA launched the Equal Pay Today! Campaign to promote state and federal fair pay strategies. We announced the campaign at our 39th Annual Luncheon, which featured fair pay hero Lilly Ledbetter. The launch highlighted ERA’s Close the Gap social media campaign that engaged men and women across the county to challenge the wage gap in dozens of professions.

To bring economic security to all women, ERA launched the Breaking Barriers – Let Her Work Project with the National Center for Lesbian Rights. Three women were featured in the Project’s video series to support the passage of legislation lowering barriers to employment faced by those seeking re-entry into the workforce.
FORGING INNOVATIVE COMMUNITY AND STUDENT PARTNERSHIPS

ERA launched a Student Leadership Board with young women across the Bay Area to build their leadership skills and partner with them to ensure gender equity in schools.

Troubled by reports of widespread ignorance of gender equity laws, ERA continues our investigation of 166 Bay Area elementary, middle, and high schools to ensure adequate training of staff and students about Title IX.

Partnering with members of the local medical community and UC Hastings, we brought Know Your Rights educational materials on pregnancy discrimination into doctors’ offices.

A SNEAK PEAK AT THE YEAR AHEAD: ERA’S GENDER JUSTICE INITIATIVE

ERA will celebrate our 40th Anniversary with important initiatives and projects to build on 2013’s successes. ERA will release a groundbreaking report on the 50th Anniversary of the Civil Rights Act and launch national impact legal enforcement strategies with worker centers serving hundreds of thousands. We will partner with organizations promoting women in STEM (science, technology, engineering, and math) in an innovative speaker series examining the challenges and promise of these fields for women. As we have for decades, ERA will continue to serve thousands each year with our national free hotline to keep close to the communities who need our work. Volunteer, donate, and take action to support our work at www.equalrights.org.