



# ANNUAL REPORT 2014 AND 2015



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# MISSION STATEMENT

Equal Rights Advocates protects and expands economic and educational access and opportunities for women and girls.

Dear Friend,

Thank you for your tremendous support of Equal Rights Advocates. We are excited to share this report, which details one of ERA's most exciting and impactful periods, made possible by you and the clients we serve.

Invigorated by ERA's 40th anniversary in 2014, we sat down and strategized about how we could help more women and girls and drive lasting systemic change in the United States. We launched three initiatives to guide our work locally, in California, and nationally: Strong Girls, to improve outcomes for girls by demanding safety and equal opportunities at school; Women at Work, to end discriminatory and unfair practices harming employment opportunities and economic security; and Access to Justice, to close the startling gap in the enforcement of rights in the workplace and schools, especially for women and girls.

We also developed four innovative models for high impact. First, we decided to dive deep into specific industries plagued by discriminatory practices, in partnership with groups with close ties to workers in those industries. Second, we developed, with partners across the U.S., a tightly coordinated national and multistate campaign to close the pay gap, one of the most persistent barriers to progress and financial security faced by women in this country. Third, we decided to leverage California's role as a progressive influencer and launched a visionary and comprehensive women's economic security policy agenda with a historic cross-sector network of advocates across the state. Fourth, we decided to more deliberately engage girls and millennials as partners and as influencers of the social justice movement.

“We are  
moving women  
forward, and our  
momentum is  
fierce.”

From these strategic decisions, formidable partnerships have been forged and game-changing campaigns were born. They come at an important moment in the movement for gender equality. Forty-one percent of women are the primary breadwinners in their households. A staggering 90 percent of American voters favor policies that would help women get equal pay for equal work and raise wages for women and families. Progressive policies critical to the economic security of working families, such as paid family leave and workplace accommodation for pregnant workers – which first gained traction in California – are beginning to take hold elsewhere in the country.

ERA has seized this moment. We are leveraging growing popular support for gender equity and fairness to benefit and better assist those often left behind: low-wage female workers, women and girls of color, immigrants and others for whom discrimination based on sex is compounded by other factors. These efforts have been buoyed by a period of phenomenal financial growth at ERA that will also fortify our future efforts.

We are moving women forward, and our momentum is fierce. Our heartfelt thanks for your partnership,



Noreen Farrell  
Executive Director



Ghada Saliba-Malouf  
Chair, Board of Directors





# HIGH-IMPACT MODELS IN ACTION

## TRANSFORMING AN INDUSTRY

In Action: Access to Gender Justice with ROC United

The challenges faced by women in the restaurant industry are emblematic of those faced by many low-wage workers, but with a twist: Female restaurant workers' reliance on tips to support themselves and their families makes them more vulnerable to sexual harassment at work. This is especially true for women working in states with a "tipped minimum wage." Some states set this wage as low as \$2.13 per hour – far lower than the federal minimum wage rate – which makes workers even more dependent on customers' tips to make ends meet.

ERA has teamed up with one of the most effective worker organizations in the nation, Restaurant Opportunities Centers United, to take on the systemic gender inequities in the restaurant industry. We are using our legal expertise to help workers enforce the law. We are filing claims to challenge sexual harassment, pregnancy discrimination and the exclusion of women from higher-paid jobs, as we support ROC United's One Fair Wage campaign, which takes aim at the unfair wage policies that exacerbate these conditions.

## PUSHING STATE MOMENTUM NATIONAL

In Action: A Stronger California

What does it take for women and families to live economically secure lives? Our answers informed the launch of this visionary women's economic security policy campaign with partners across the state. Women need a living wage and equal pay for similar work. They need affordable and quality child care so they can go to work. Some need income support to rise out of poverty and build assets. Women need access to job training to enter higher-paid occupations, and family-friendly workplaces that provide paid leave and fair work schedules. Frustrated that these basic needs are often pitted against each other in California during the budgetary and legislative process, ERA worked with partners across sectors to develop a historic network of advocates and a unified platform of policy initiatives taking a comprehensive approach to economic security. Given the state's projected budget surplus and its role as a progressive influencer in the nation, we knew it was the right time and place to mobilize. The two-year campaign will advance bold policy reform to meet the needs of Californians, as it creates federal momentum. Learn more at [www.StrongerCalifornia.org](http://www.StrongerCalifornia.org).

## GIRLS: PARTNERS AND LEADERS

### In Action: Power of IX

We know that helping girls learn and thrive at school will help them succeed and advance economically. And we know that won't happen unless schools provide safe environments that are free from gender-based harassment and stereotypes, where girls and boys enjoy full and equal access to opportunities in classrooms and on playing fields.

For more than 40 years, Title IX has guaranteed the right to equal opportunity in education for girls and young women across the country. But the law is not self-enforcing: It takes the power of a movement to achieve Title IX's ultimate purpose. That's why movement building is at the core of our Power of IX campaign, which prioritizes the engagement of girls and young women to ensure their safety and equal access to opportunities at school. Our engagement with young women catalyzed our decision to investigate Title IX practices at 116 K-12 Bay Area school districts and informed the recommendations made in the resulting report, "Ending Harassment Now: Keeping Our Kids Safe at School." Through the Power of IX campaign, we will strengthen our connections with students, parents and educators to develop and implement strategies to ensure and improve gender equity in schools.

## A NATIONWIDE SOLUTION TO CLOSE THE GAP

### In Action: Equal Pay Today

We've marked recent anniversaries of both the Equal Pay Act of 1963 and the Civil Right Acts of 1964 still angered by the persistent gap between the average earnings of men and women which is costing women and families billions of dollars each year. We see a pay gap between men and women in every state and in every industry, across occupations, and at every level of experience and educational attainment. We decided enough was enough. We banded together with partners across the country to mount a multistate campaign to close the gender wage gap through innovative policy reform and aggressive enforcement of existing laws. Chaired by ERA and co-led by sister organizations already advocating for fair pay in states and at the federal level, the Equal Pay Today campaign starts with a focus on six states – California, Illinois, New Mexico, Pennsylvania, Minnesota and Washington. And we will keep going, state by state and at the federal level, until women make a dollar for every dollar earned by men.



# Strong Girls Initiative:

## Links education equity with economically secure futures through innovative strategies

### WE ARE HARNESSING THE POWER OF TITLE IX.

We marked this year's anniversary of Title IX of the Education Amendments of 1972 with the launch of our Power of IX campaign, which is designed to **activate middle and high school girls** and their parents and to engage with educators and policymakers. The new website, [equalrights.org/powerofix](http://equalrights.org/powerofix), features engaging tools that we developed to help students and parents learn more about their rights, including an educational video, quiz and other resources.

### WE ARE FINDING OUT WHAT'S WRONG AND DOING SOMETHING ABOUT IT.

Recent Strong Girls accomplishments include the release of an investigative report on Title IX practices at 116 K-12 school districts in California: "Ending Harassment Now: Keeping Our Kids Safe at School."

Our analysis of schools and trends at the state and national level, as well as our close work with girls and young women in education campaigns and legal enforcement actions, are driving ERA's policy reform efforts. ERA-sponsored legislation, SB 429 (Jackson), would impose **more rigorous gender equity training requirements on school districts**. This legislation builds on a prior bill supported by ERA that requires K-12 schools to better track gender equity data.

### WE ARE STANDING WITH GIRLS.

ERA continues its high-impact enforcement efforts on

behalf of girls at the K-12 and collegiate levels as well. We represent six women who were **sexually assaulted on their**

**college campuses** and a group of female field hockey players at the University of California, Berkeley who are **fighting for equal access** to the facilities and support services they need and deserve as student athletes.

Central to our efforts is our support of student activists as partners in this work. These include student leaders of BHS Stop Harassing – young women at Berkeley High School who **organized to combat sexual harassment** at their school through a model we will promote to other school districts. We released a video honoring them as our 2015 Champions of Justice.

The new website, [equalrights.org/powerofix](http://equalrights.org/powerofix), features engaging tools ... to help students and parents learn more about their rights.



## Access to Justice Initiative:

Ensures that women, girls, and their families have access to free legal assistance and information

### WE TAKE AIM AT THE PERSISTENT ENFORCEMENT GAP FOR WOMEN AND GIRLS.

Our Advice and Counseling program is anchored by a hotline and website that field requests from over 1,000 people each year. ERA trains law clerks and fellows who staff the hotline under the supervision of attorneys.

These services are augmented by our “Know Your Rights” materials and trainings made available online and across the U.S. Through these direct services and outreach and education efforts, we provide invaluable legal assistance to thousands of students, parents, workers and worker advocates across the country, while also training the next generation of gender justice advocates.

We rely on the Advice and Counseling program to inform our legal enforcement targets and develop stories critical to move public opinion and policymakers on various policy reform issues.



### WE ARE SERVING COMMUNITIES WITH TRAINING AND LEGAL RIGHTS EDUCATION.

Proyecto La Voz is just one example of our innovative outreach efforts. ERA launched La Voz to address the pervasive abuse of low-wage immigrant female workers through a combination of community education, legal representation and policy advocacy. We reached hundreds of organizations and workers in Northern California through free, bilingual and culturally sensitive community education trainings and provided holistic services to dozens of women in need who contacted ERA as a direct result of that outreach.





Female shipyard workers of BAE Systems are fighting back against sexual harassment and retaliation.

## Women at Work Initiative:

Leverages our deep experience as impact litigators and strong track record of leading policy reform efforts at the state and national level

### WE ARE ACCELERATING POSITIVE CHANGE FOR WOMEN AT WORK.

We don't have one more minute to wait for equality. We marked the 50th anniversary of the passage of the Civil Rights Act of 1964 with the release of a groundbreaking three-part report called "Moving Women Forward" which addresses persistent obstacles faced by women in the workplace, including **sexual harassment, pregnancy and caregiver discrimination, and the gender wage gap**. As it takes stock of the unfinished business of the women's movement, the series offers a compelling roadmap of recommendations to policymakers, advocates, and employers about how to move women forward in the workplace.

### WE PUSH FOR GENDER EQUALITY AND ECONOMIC JUSTICE IN THE COURTS.

Great laws do not enforce themselves. We're representing women in dozens of industries across the country, including gold miners, sheriff's deputies, factory workers, law professors and many more. The efforts are **transforming workplaces and addressing injustices**. In *Aviles v. BAE Systems Norfolk Ship Repair*, we've reached a groundbreaking settlement for female shipyard workers in Virginia. The court is expected to approve the class settlement, which will address discriminatory pay and promotion practices and sexual harassment and retaliation harming women in a workplace where male employees outnumber women by nearly 16 to 1.



## PUSHING FOR IMPORTANT WINS

Blind auditions at Lincoln Center so that female jazz musicians have a fair shot to join an orchestra that has excluded them for decades

Equal pay for female law professors in Denver who have lost over \$1 million in wages

Policies that ensure pregnancy accommodations for thousands of female workers at Raley's grocery stores across California

An end to sexual harassment and the tipped minimum wage in the restaurant industry with partner Restaurant Opportunities Centers United

Better representation of women in the trades and other nontraditional occupations as chair of the National Taskforce on Tradeswomen Issues

### WE ARE A POLICY REFORM LEADER TO WATCH.

Too many women fall through the cracks of existing laws. Our Fair Pay campaign is highlighting and addressing the gender wage gap, with an emphasis on the **inequities harming women of color**. At the national level, ERA is chair of the **Equal Pay Today campaign**, co-led by 18 partners pushing fair pay reform in six states and at the federal level.

In California, we led efforts to pass the Fair Pay Act, SB 358 (Jackson), which will be the strongest state fair pay law in the nation.

We launched and now chair **A Stronger California**, a historic effort with dozens of partners across the state to advance a policy agenda that will **help millions of Californians**. The campaign seeks to address poverty, increase access to quality and affordable child care, promote fair pay and income equality, open up nontraditional careers and job training opportunities, and support working families.



The **Let Her Work project** dramatically improved the lives of women previously involved in the criminal justice system who are seeking employment. We offered legal services and produced a compelling video series featuring the stories of our courageous clients. These efforts buoyed the passage of important legislation designed to give them a **fair chance to succeed**, including a bill to open pathways to certified nursing assistant licenses. ERA partnered with the National Center for Lesbian Rights on the project, which was generously funded by the Levi Strauss Foundation.

New York City rally "We Are Not on the Menu" called attention to the epidemic of harassment and violence against low-wage female workers.



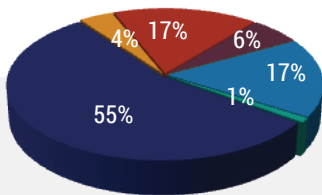
### SUMMER 2015

Activated supporters to take action on legislation via digital campaigns

# STATEMENT OF FINANCIAL INCOME & EXPENSE

ERA's fiscal year is from April 1 to March 31.

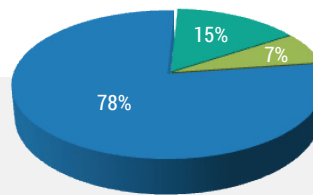
2013-2014



## REVENUE

Foundation Grants	\$786,014
Unrestricted	\$21,000
Temporarily Restricted	\$765,014
Individual Contributions	\$240,992
Cy-Pres Awards	\$17,339
Attorney's Fees	\$86,463
In-Kind Contributions	\$51,800
Events (net)	\$246,410
Investments	\$2,206
Net assets released from restriction	\$0
Unrestricted	\$492,478
Temporarily Restricted	(\$492,478)
Misc. Income	\$31,484
<b>Total</b>	<b>\$1,462,708</b>

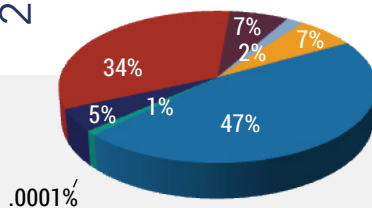
Net Assets, Beginning of Year: \$810,533  
Net Assets, End of Year: \$952,157



## EXPENSE

Programs/Litigation	\$1,033,349
General and Administrative	\$85,351
Fundraising	\$202,384
<b>Total</b>	<b>\$ 1,321,084</b>

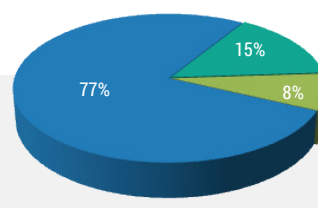
2014-2015



## REVENUE

Foundation Grants	\$55,850
Unrestricted	\$40,850
Temporarily Restricted	\$15,000
Individual Contributions	\$639,146
Unrestricted	\$239,146
Temporarily Restricted	\$400,000
Cy-Pres Awards	\$11,800
Attorney's Fees	\$88,885
In-Kind Contributions	\$72,953
Events (net)	\$460,413
Investments	\$ 2,561
Net assets released from restriction	\$0
Unrestricted	\$530,450
Temporarily Restricted	(\$530,450)
Misc. Income	\$25,122
<b>Total</b>	<b>\$1,356,730.</b>

Net Assets, Beginning of Year: \$952,157  
Net Assets, End of Year: \$869,468

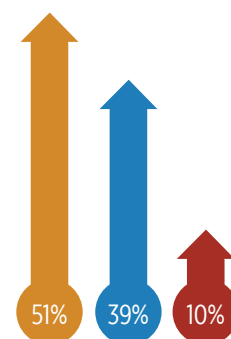
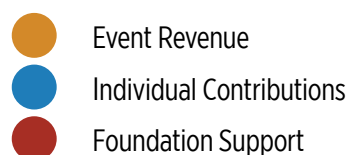


## EXPENSE

Programs/Litigation	\$ 1,111,043
General and Administrative	\$ 111,116
Fundraising	\$ 217,260
<b>Total</b>	<b>\$ 1,439,419</b>

THANK YOU FOR  
HELPING  
**GROW**  
OUR IMPACT.

## PERCENTAGE INCREASE IN SUPPORT SINCE 2012



# THANK YOU!

Our work on behalf of girls, women, and families is possible because of the generous contributions of our beloved community of supporters. We extend deep appreciation to the following individuals, foundations, law firms, and businesses for supporting ERA's mission to protect and expand economic and educational access and opportunities for women and girls.

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