



EQUAL RIGHTS  
ADVOCATES

# ANNUAL REPORT 2015-2016



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The background is a collage of various images and text. It includes portraits of diverse individuals of different ages and ethnicities. Overlaid on these are several protest signs. One sign at the top center reads: "IT'S ELEMENTARY... ALL CALIFORNIA'S CHILDREN DESERVE OUR SUPPORT THE MAXIMUM FAMILY GRANT RULE HURTS KIDS GOV. BROWN, PLEASE SIGN SB 23!". To its right, another sign says "Lift up the women of Salinas". Below that, a sign for "A Stronger California" is visible, with the tagline "SECURING ECONOMIC OPPORTUNITY FOR ALL WOMEN". In the bottom left, a sign says "Lift up the women of Los Angeles". Another "A Stronger California" sign is in the bottom right. The entire collage is covered with a semi-transparent blue filter.

Equal Rights Advocates is  
dedicated to protecting  
and expanding economic  
and educational access and  
opportunities for women  
and girls.

# MESSAGE

FROM OUR EXECUTIVE DIRECTOR



Dear Friends,

Each of you has a story that connects you to the work of Equal Rights Advocates. You may be a pioneer for women in the workplace or had a champion influence you. You may have faced hardship because of your sex, color of your skin, place of birth, or who you love. You likely experience “firsts” for women with mixed emotions – happy to see barriers broken and frustrated with the pace of progress. These are the stories and sentiments that fuel ERA’s urgent work.

**Together, we foster strong girls.** ERA is working at the K-12 and collegiate levels to improve outcomes for girls. Our K-12 education equity efforts benefited tens of thousands of girls this year, especially girls of color, threatened by violence and harassment or discriminatory discipline procedures. We push reform and Title IX enforcement at the collegiate level, where sexual assault disrupts the education of 1 in 5 young women and where women continue to receive fewer athletic opportunities so important to their growth as leaders.

**Together, we accelerate the pace of change through law reform.** As chair of the Equal Pay Today! Campaign, we are working with partners in six states and at the federal level to close the gender pay gap. We’ve joined Patricia Arquette and advocates nationwide in a renewed call for ratification of the Equal Rights Amendment. As founder of the Stronger California Campaign for women’s economic security, we worked with the state’s best advocates to drive passage of the nation’s strongest equal pay law, a Domestic Worker Bill of Rights requiring overtime pay,

and legislation making California the first state with a \$15/hour minimum wage. With women comprising two-thirds of the country’s minimum wage workforce and a gender pay gap costing women \$500 billion a year, these reforms are game changers for millions of women and their families.

**Together, we enforce hard-earned rights.** Important to ERA’s success is our unique ability to enforce the law. Through our free hotline, impact litigation, and partnerships with advocates, educators, and employers, we assisted thousands of clients this year facing discrimination and other unfair treatment. Focused on system reform, we move beyond quick wins. We reached a historic class action settlement this year that will radically improve promotion practices that depress the wages of female shipyard workers in Norfolk, Virginia. We are challenging a Raley’s policy denying pregnancy accommodations to thousands of grocery workers. And we’ve taken on the entire California workers’ compensation system in a case challenging its discriminatory allocation of benefits to female workers.

Together, we will see these efforts through, as we have for the past 42 years. We extend our heartfelt thanks to you, for both the story that brought you to ERA and for your generous support of gender justice!

Onward,

A handwritten signature of Noreen Farrell in black ink.

Noreen Farrell  
Executive Director



# MESSAGE

## FROM OUR BOARD CHAIR



Dear Friends,

This is an extraordinarily historic year, one in which I am especially proud to be a part of Equal Rights Advocates – as an advocate, passionate supporter, and now as chair of our transcendently dedicated Board of Directors.

Equal Rights Advocates has been an important part of my life for over 42 years, dating from the moment I first met its fearless founders – Nancy Davis, Wendy Williams, Mary Dunlap, and Joan Graff. Mentored by two of the most distinguished women lawyers in the nation, professors Herma Hill Kay and Barbara Babcock, ERA successfully took on pregnancy discrimination challenges and an astonishing number of other seminal cases and legislative initiatives of the early women's movement.

In the ensuing years, I have had the privilege of bestowing an ERA honor on my pioneering feminist mother, Dr. Estelle Ramey. I have also joined so many of you in supporting ERA in its nearly half-century of groundbreaking pursuit of equality for women and girls.

I give to ERA because our nation's troubled past weighs heavily on me, and the bright future of the equality movement we are determined to achieve relies on me, on you, and on all of us. The upcoming national elections have televised and amplified the unmistakable reality that misogyny, racism, and other forms of hatred persist at profoundly disturbing levels across this country. That women have been called pigs

and dogs and mocked for their appearance is an attack on all of us, emblematic of the forces marshaled against equality of opportunity in America. This spectacle has revealed what many of us know. Deep-rooted biases based on gender and race and other factors continue to stand as barriers to our country's promise of equality and vitally harm women and girls and their families every day and everywhere.

I stand with ERA as an organization that guards and strengthens the movement for equality. As this Annual Report details, we remain as effective and bold as ever, thanks to the constant and tireless support of our community of women and men fiercely committed to equality of economic and education opportunities for women and girls.

Thank you for standing with us.

Sincerely,

A handwritten signature in dark ink, reading "Drucilla S. Ramey".

Drucilla Stender Ramey  
Chair, Board of Directors

*This report highlights ERA's work from January 2015 to July 2016.*

# MAKING AN IMPACT

With your support:

We secured nearly **\$5 million in settlements and verdicts for women and girls** challenging discrimination, as well as workplace policy reforms that will help tens of thousands of workers.

We helped **infuse state budgets with nearly \$800 million to address poverty and expand access to child care** as part of the Stronger California Women's Agenda.

We joined partners in leading a campaign that promotes school reforms to **improve outcomes for young women of color, benefiting 38,000 students** in the Oakland Unified School District.

We built upon our **\$812,000 sexual harassment jury verdict** for Maria Bojorquez with policy reform initiatives that will protect more than **200,000 janitors from sexual harassment and violence**.



## BUILDING POWER



### THINKING BIG: LEADING HIGH IMPACT COLLABORATIONS

ERA co-founded and now chairs strategic collaborative campaigns at the state and national levels, leading 29 partners building economic security for women in the Stronger California Campaign and leading 21 partners working in six states and at the federal level to close the pay gap in the Equal Pay Today! Campaign



### FINALLY PASS THE EQUAL RIGHTS AMENDMENT

We have joined activists across the country in reactivating the call to amend the U.S. Constitution to expressly prohibit sex discrimination. Our petition calling for ratification of the ERA, launched with Academy Award-winning actress Patricia Arquette, reached hundreds of thousands this year and promoted the documentary "Equal Means Equal" featuring ERA Legal Director Jennifer Reisch.



### BUILDING WOMEN'S POWER AND ECONOMIC SECURITY

The Stronger California Campaign is driving groundbreaking policy reforms on poverty, child care, fair pay and job opportunities, and family-friendly workplaces. California now boasts the nation's strongest equal pay law and the first \$15/hour state minimum wage, expanded access to paid family leave, and an increased budget for child care and to support children in poverty.





#### CLOSING THE WAGE GAP

We are leveraging fair pay wins and innovations we lead in California to support similar reform in other states as chair of the national Equal Pay Today! Campaign. We are stopping retaliation against workers who try to unearth discrimination and ending employers' reliance on prior salary (which often reflects discrimination) in initial hiring decisions.



#### CELEBRATING EMPLOYERS ON THE HIGH ROAD

We are activating high road employers as partners to close the gender wage gap, supporting companies like Salesforce taking the initiative with fair pay audits. At the United State of Women Summit this year, dozens of companies became engaged by taking the White House Equal Pay Pledge.

## TRANSFORMING INDUSTRIES

#### ENDING SEXUAL VIOLENCE IN THE WORKPLACE

Taking an industry-by-industry approach, ERA is working to end the epidemic of sexual violence against low-wage women workers. Through impact litigation, collaboration with worker centers like Restaurant Opportunities Centers United, and direct legal services, we are empowering workers to vindicate their right to work free of harassment.



#### STANDING WITH WOMEN IN THE UNIFORM TRADES

ERA's long history of advocating for women in uniform enabled us to successfully support four women fighting back against gender discrimination within the Sacramento County Sheriff's Department. A jury awarded the plaintiffs a \$3.5 million verdict this year.



#### **JUSTICE FOR MARIA AND WOMEN JANITORS**

To broaden the impact of our successful resolution of Maria Bojorquez's sexual harassment suit against janitorial giant ABM, we've launched a comprehensive campaign to assist thousands more women janitors. We led passage of a California bill to beef up sexual harassment prevention requirements in the industry. We are also partnering with workers, unions, and others to improve practices in thousands of worksites.



#### **CHANGING SYSTEMS THAT DISCRIMINATE**

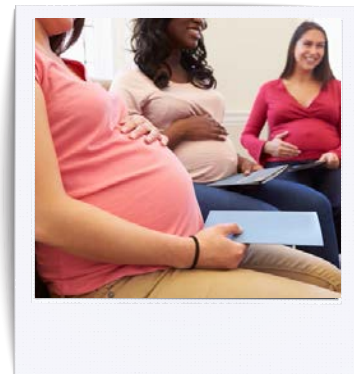
ERA and co-counsel filed a proposed class action against the California workers' compensation system, challenging its discriminatory devaluation of injuries experienced by women.

## TRANSFORMING INDUSTRIES



#### **BREAKTHROUGHS IN MALE-DOMINATED INDUSTRIES**

We resolved two groundbreaking cases this year on behalf of women in male-dominated fields. Our class settlement in *Aviles v. BAE Systems* will put an end to discriminatory promotion practices depressing the wages of female shipyard workers. We also collaborated with Jazz at Lincoln Center (which has never had a female instrumentalist) to ensure position posting and blind auditions.



#### **KEEPING WORKING MOTHERS EMPLOYED**

Our proposed class action against Raley's grocery stores targets an unlawful policy denying thousands of grocery workers pregnancy accommodations and sheds light on how it harms low-wage women workers like plaintiff Lucianna Borrego.





#### MAKING SCHOOLS SAFER FOR GIRLS

We represent four women students at a Bay Area university who were sexually assaulted by a repeat perpetrator. The case was featured in a front-page story in The Huffington Post.



#### REFORMING SCHOOL DISTRICTS

Building upon our investigation of 116 school districts' compliance with Title IX, we are working to implement reforms in districts with the most need. With partners, we are driving reform in the Oakland Unified School District to improve outcomes for girls of color who disproportionately face discriminatory discipline and sexual harassment at school.

## ADVANCING GIRLS



#### MOBILIZING GIRLS AND YOUNG WOMEN OF COLOR

Intent on disrupting inequality based on sex and race experienced by women and girls of color, we are proud of our collaborations with young women of color as leaders and influencers in the gender justice movement. At wage gap hearings this year, we promoted young women of color leading the fight for fair pay in industries like domestic work and the skilled trades. The hearing helped drive passage of groundbreaking legislation that will help thousands of women in these industries.



#### CHAMPIONING GIRLS AS ATHLETES

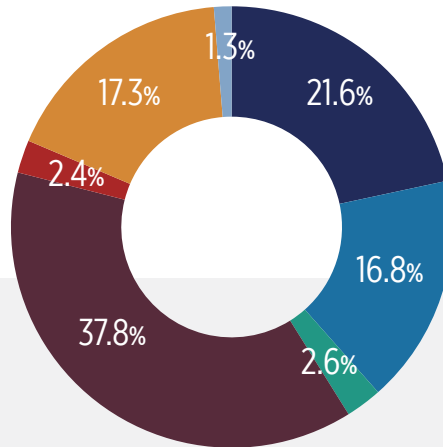
Firm in the belief that sports are an important part of a girl's education, we continue to fight for the inspiring female athletes of the University of California at Berkeley's field hockey team, who were denied equitable playing fields. After lengthy negotiations, the team now has a home field, but work remains to ensure equitable facilities.

# FINANCIAL OVERVIEW: STATEMENT OF ACTIVITIES

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

## REVENUE

Foundation Grants	583,720
Unrestricted	68,626
Temporarily Restricted	515,094
Individual Contributions	453,836
Cy-Pres Awards	71,760
Attorney's Fees	1,021,582
In-Kind Contributions	64,995
Events (net)	467,378
Investments	(1,083)
Net assets released from restriction	0
Unrestricted	481,844
Temporarily Restricted	(481,844)
Misc. Income	34,816
Total	\$2,697,004



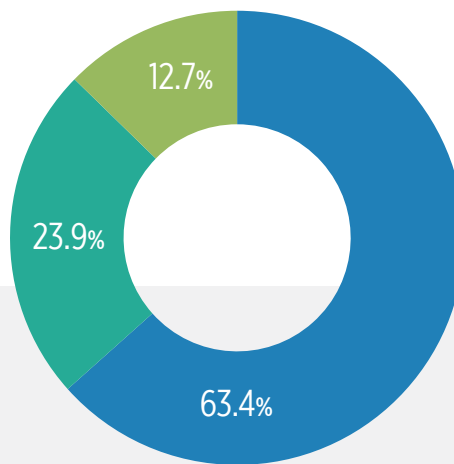
THANK YOU FOR  
**HELPING  
GROW**  
OUR IMPACT.

NET ASSETS,  
BEGINNING  
OF YEAR:  
**\$869,468**

NET ASSETS,  
END OF YEAR:  
**\$1,954,617**

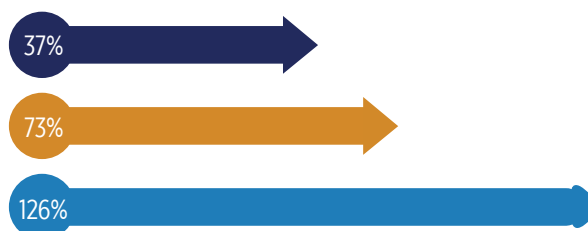
## EXPENSES

Programs/Litigation	1,022,678
General and Administrative	204,704
Fundraising	384,473
Total	\$1,611,855



## PERCENTAGE INCREASE IN SUPPORT SINCE 2012

- Foundation Support
- Event Revenue
- Individual Contributions



\*\*\*ERA released an additional \$293,750 from prior year grants and contributions during FY15-16. Our full Audited Financial Statements can be found online: [equalrights.org/about-era/annual-report](http://equalrights.org/about-era/annual-report)



# 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.

*The following lists ERA's supporters for Jan. 1, 2015 through July 31, 2016. Please contact us if there are any omissions or errors.*



## BEQUEST TO ERA'S LEGACY FUND – PAYING IT FORWARD

ERA was deeply honored to receive a bequest from Joanne Garvey's estate. Joanne, a business and tax lawyer, was one of the earliest and most powerful feminist voices in national and local legal communities. She was a founder of California Women Lawyers, the first woman to serve on the California State Bar Board of Governors, and the first woman president of the Bar Association of San Francisco. Joanne valued ERA's work advancing opportunities for women and girls. Her contributions to women's equality will continue through ERA's work.

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Taylor and Company Law Offices Inc.  
Tycko & Zavareei  
Walkup, Melodia, Kelly, Wecht & Schoenberger  
White & Case LLP

### \$2,000 to \$3,499

Adler & Colvin  
Blue Shield of California  
Edgewood Partners Insurance Centers  
Garden City Group  
Glikman Associates  
Golden Gate University  
Lawless & Lawless  
Leonard Carder, LLP  
Polsinelli  
Roisman Henel LLP

Sanford Heisler LLP  
Schneider Wallace Cottrell Konecky  
Wotkins LLP  
Thomson Reuters

### \$500 to \$1,999

Andrus Anderson LLP  
Bryan Schwartz Law  
The Cartwright Law Firm  
Cohen Milstein Sellers & Toll PLLC  
IBEW Local Union 1245  
JAMS  
Levy Vinick Burrell Hyams LLP  
Minami & Tamaki LLP  
Patton, Wolan, Carlise LLP  
Remcho, Johansen & Purcell  
Rouda, Feder, Tietjen & McGuinn  
Weaver Schlenger Mazel LLP  
Weinberg Roger & Rosenfeld

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