OWNING OUR SPACE. OWNING OUR POWER.

EQUAL RIGHTS ADVOCATES

Fighting for Women’s Equality | www.EqualRights.org

ANNUAL REPORT 2018-2019
Equal Rights Advocates is a national civil rights organization dedicated to protecting and expanding economic and educational access and opportunities for women and girls. Since 1974, we’ve been fighting for gender justice in workplaces and schools across the country. Through groundbreaking legal cases, bold legislation, and collaborative campaigns building community power, we are on the front lines of social justice for women, girls, and people of all gender identities.
Dear friend,

As we head into the monumental year 2020, this Annual Report is a testament to all we can accomplish when we work together to own the power of our stories, voices, and actions.

At this crucial moment for justice and democracy, ERA is fighting like never before to protect the rights of our nation’s most vulnerable people. We are owning our space and our power as an organization with decades of experience transforming workplaces and schools into spaces where people of every gender have equal opportunity to thrive. And thanks to you, we’re not alone in this work. With your help, we have taken great strides for gender justice in 2019, including:

• Passing the country’s strongest laws to stop workplace sexual harassment and discrimination, extend legal filing deadlines, and end retaliatory practices that silence workers;
• Inaugurating a brand new Women’s Agenda Initiative, Digital Hub, and Rapid Response Team to support partners in states across the nation who want to replicate the groundbreaking reforms of our Stronger California campaign;
• Launching the Initiative to End Sexual Violence in Education to increase our representation of students in need, with a national network of pro bono attorneys dedicated to serving survivors of sexual assault and harassment; and
• Defending the rights of students to be free from sexual violence in a federal court case challenging rollbacks by the Trump Administration, and in the legislature with state bills codifying student protections under attack at the federal level.

We also had a banner year in the courts thanks to your support. Please read on to learn more about our groundbreaking legal wins for miners, janitors, grocery workers, and educators. Feel inspired by student survivors like Virginia, who ERA proudly represented in a case against her school after it mishandled her sexual assault by other students. Not only did Virginia prevail, but her case set in motion school district-wide policy changes benefiting 49,000 students.

We all have the capacity to spark this kind of change. In the past two years since the #MeToo movement caught fire, women across the country have realized and owned our power in new and inspiring ways. We are speaking out, telling our stories, organizing our communities, lifting each other up, running for office, voting, and doing many other daily acts of resistance. As we look ahead to 2020, I have no doubt that our communities will continue finding new, amazing ways to own and share and leverage our power.

Onward,

Noreen Farrell, Executive Director
I feel like these ladies were there by her side through everything — how they worked with her and how they fought for her, how they were there and they never gave up. They’re so dedicated to what they do, and they don’t give up. They fight.

- Flor, mother of ERA student survivor client
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As we look ahead from this particular moment in the history of the movement for women’s rights and gender justice, we see the work that must be done. Our country’s most pressing challenges — poverty, violence, discrimination — will be solved by transforming our communities into places where every woman and girl can lead.

We envision a world where
- work and school are guaranteed places of safety and promise
- every student can grow to their fullest potential
- all women have the economic security they need to care for themselves, their families, and their communities
- everyone is able to participate in our democracy
- those who abuse their power are held accountable
- we are united, not divided, by our common values

We get there by enforcing civil rights laws in court, fighting to end violence and discrimination at work and school, providing free legal advice and education, and partnering with communities most impacted by inequities in developing solutions. Together, we’re building a world where gender justice is a reality, and where everyone has equal opportunity to thrive.
In February, they broke their silence with gusto. Maria Paramo and Araceli Sanchez spoke out in front of their coworkers, families, reporters, and news cameras about the atrocities they experienced as night shift janitorial workers for ABM Industries. After years of being intimidated into silence about the severe sexual harassment, retaliation, and blacklisting they experienced at ABM, they found the courage in each other and themselves to come forward. This is the second time in 10 years that Equal Rights Advocates is suing ABM in California for sexual harassment-related claims. We and co-counsel Lang Richert & Patch filed suit against ABM on Maria’s and Araceli’s behalf that morning as they told their stories publicly at an ERA press conference. The power of their stories — and the fact that they were validated, believed, and truly heard that day — manifest in a chant of “Ya basta!” — “Enough is enough!” Maria says she is no longer afraid to speak out and wants to help other sexual harassment and assault victims take a stand for themselves.

“I still walk around with fear and pain. It is hard to speak out. But I am proud to be here in front of all of you today who are supporting us. I am proud to stand up for myself and others who cannot speak to say, ‘Ya basta! to continuing to evade responsibility. You are not going to get away with this anymore.’”

- Maria Paramo, ERA client
For 45 years, we’ve worked with clients to transform workplaces and schools. Thanks to your support, here are some highlights from 2018-2019.

**WORKPLACE & ECONOMIC JUSTICE**

- Landmark Settlement for ERA Gold Miner Client: In June, a settlement was reached in an EEOC lawsuit against an Alaskan gold mine on behalf of our client Hanna Hurst. Hanna’s former employer agreed to pay $690,000 for the hostility and discrimination Hanna faced at the mine, where she was unfairly denied promotions and raises because of her gender.

- Ending Rape on the Night Shift: In February, ERA filed a lawsuit against ABM, one of the world’s oldest and largest janitorial companies, on behalf of 3 former night shift janitors who experienced sexual harassment, blacklisting, and retaliation. Our clients bravely shared their stories at a press conference with support from SEIU-USWW.

- Equal Pay Push: We continued our ongoing battle for equal pay for educator Aileen Rizo in *Rizo v. Yovino*. In February, the U.S. Supreme Court issued a rare per curiam opinion vacating the previous judgment of the 9th Circuit Court of Appeals and remanding the case. ERA represented amici in oral argument in this case last year, including arguing in front of an en banc 9th Circuit panel.

**EQUITY IN SCHOOLS & UNIVERSITIES**

- Suing Betsy DeVos: In partnership with other civil rights groups, we’re suing the U.S. Dept. of Education and Sec. DeVos over Title IX changes that harm student survivors of sexual assault and harassment. We also organized a historic grassroots campaign, with 2,460 ERA supporters submitting public comments in response to the proposed changes, contributing to the record-breaking highest number of comments the Dept. has ever received.

- Helping 49,000 Students: Our lawsuit on behalf of student client Virginia settled for $400,000 this Sept. She was unofficially suspended by her school for causing distraction after being sexually assaulted by multiple schoolmates. We’re making sure nothing like that happens again by working with Sacramento School District to rewrite their sexual assault and harassment policies for the district’s 49,000 students.

- Ending the Pushout of Women in Science: The academic sciences have the second highest rate of sexual harassment in the U.S., so we partnered with students at Scripps, the world’s most influential biomedical research center, to create new policies to be implemented at 250 laboratories. We hope change at this world-renowned lab influences other programs across the country to transform an industry entrenched in toxic masculine culture.
By combining forces with other advocacy organizations and community leaders nationwide, we're tackling some of the biggest gender justice issues facing our country today. Our initiatives and campaigns fight for policy reform and innovative laws that give every student and worker the opportunity to thrive in safe, equitable, discrimination-free environments.

**WOMEN’S AGENDA: STRONGER CALIFORNIA & BEYOND**

The Stronger CA Women’s Agenda is a collaborative campaign of 50+ advocacy groups and coalitions from across the state. ERA co-founded and chairs this cross-sector network. Together, we drive innovative reforms to help Californian women and families combat poverty and build assets, achieve workplace justice and family-friendly workplaces, and expand access to affordable, quality child care. ERA leads the Agenda’s workplace justice efforts, including bills on fair pay and harassment, which are setting the pace for the rest of the nation. In 2020, we’ll launch our Women’s Agenda Initiative to replicate these wins in other states. Because everyone should have the opportunity to thrive and lead economically secure lives. Visit StrongerCalifornia.org for more information about the campaign and our wins.

**EQUAL PAY TODAY**

Equal Rights Advocates has been fighting for equal pay for 45 years at the state and federal levels, and across industries. Our work includes the Equal Pay Today initiative, which we co-founded with partners across the country to close the wage gap that especially harms women of color and low-paid working women. As Chair of this national initiative, we work in partnership with 20 of the country’s leading gender justice organizations to support reforms on issues such as lack of pay transparency, segregation of women into low-paying jobs, and pregnancy discrimination that forces women out of the workplace, resulting in depressed wages and fewer opportunities for professional advancement. With our support, dozens of states are considering fair pay legislation this year!

**ENDING SEXUAL VIOLENCE IN EDUCATION**

Sexual and gender-based violence against college students is happening at epidemic levels: More than 1 in 5 women will be the victim of a sexual assault or attempted assault before she graduates college. Sexual violence harms a shocking 24% of transgender and nonbinary students as well. Our initiative to End Sexual Violence in Education helps students find support and seek justice when sexual assault or harassment threatens to disrupt their education. Through this initiative, we’ve launched the nation’s first pro bono network of volunteer attorneys dedicated specifically to providing free legal information and help to student survivors of sexual assault and harassment. We’re also engaging student survivors as activists, spokespeople, and storytellers, and partnering with movement leaders to raise awareness about Title IX and challenge rape culture in schools.
Myriah, Amelia, and Julia were initially connected by traumas they shared: They survived sexual assault as college freshmen, and they were retraumatized by their schools after reporting. But through ERA and their connections with each other, they fought back and pursued justice, owning their voices and their ability to effect change.

Myriah: When first-generation college student Myriah reported being sexually assaulted, her school issued a retaliatory “mutual no-contact order.” This campus equivalent of a two-way restraining order restricted Myriah’s movements and whereabouts, and threatened discipline if she accidentally violated it. Myriah was not the first to be punished by her school for reporting, but she was the first to tell ERA about it. Because of her persistence, we discovered a state-wide school system practice of punishing survivor complainants by issuing automatic mutual no-contact orders. Now, Myriah is a courageous spokesperson against such institutional betrayal. Her perseverance and tenacity saved countless other students from similar abuse.

Amelia and Julia: After separately surviving sexual assault by the same student assailant and reporting to their college, Amelia and Julia met through ERA and discovered they had been assaulted by the same person. Both endured being disbelieved, victim-blamed, and shamed by school officials after reporting. In Amelia’s complaint, the school allowed the assailant to repeatedly appeal the finding of sexual misconduct, allowing the investigation to go on for more than a year, with seemingly no end in sight. Julia wasn’t informed of her right to file a Title IX complaint and launch an investigation in a timely manner, resulting in her experiencing additional harm at the hands of the assailant.

Despite their school’s active attempts to keep them apart, Amelia and Julia connected through ERA and helped each other through their traumas. Now they’re both speaking out publicly because they don’t want other students survivors to endure similar mistreatment. In the past year, they’ve spoken at press conferences about the Trump Administration’s Title IX rollbacks; written letters to the editor and op-eds that were published in The New York Times and the Los Angeles Times; and testified in front of dozens of legislators in support of bills to help student survivors.
The following reflects our fiscal year April 1, 2018 - March 31, 2019. Thanks for your generous support of our mission!

**EXPENSES**

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<td>General &amp; Management</td>
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**TOTAL** $2,251,277

Thank you for helping us grow our impact!

**REVENUE**

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**TOTAL** $2,929,585

Unrestricted: $1,900,000
Temporarily Restricted: $1,300,000

Unrestricted: $967,795
Temporarily Restricted: $876,500
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 is a list of supporters who gave $200 or more between April 1, 2018 and March 31, 2019. Please contact us with any omissions or errors.

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“It felt very empowering... to have an agency to go to that would actually stand by you.”
- Terry Becker, former ERA client

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Margarita Merz
Margie Gelb
Margo George & Catherine Karrass
Margo Greenough
Margot Golding
Maria Alvarez
Marian Johnston
“She got up and smiled today. I haven’t seen that smile in a while, so I’m thinking that she will be OK. Her life is not ever going to be the same, but just to hear my baby say ‘Mom it’s over, we won’ — it was beautiful for her. We got justice.”

- Flor, mother of ERA student survivor client

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