



OWNING OUR SPACE. OWNING OUR POWER.



EQUAL RIGHTS
ADVOCATES

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.

LETTER FROM THE EXECUTIVE DIRECTOR	2
OUR TEAM	3
YOUR IMPACT	5
CAMPAIGNS & INITIATIVES	8
FINANCIALS	10
LIST OF SUPPORTERS	11
LOOKING AHEAD	15

LETTER FROM THE EXECUTIVE DIRECTOR



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 roll-backs 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

OUR TEAM: STAFF



Noreen Farrell
Executive Director



Maria Alvarez
Director of Finance
& Operations



Delia Coleman
Deputy Director



Lara Morgan
Director of Development



Jennifer Reisch
Legal Director



Shannon Williams
Director, Equal Pay
Today campaign



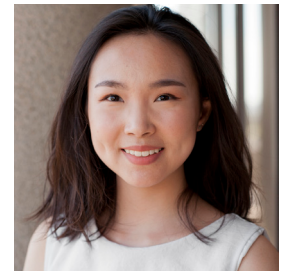
Francesca Bitton
Policy & Communications
Coordinator



Sophia Booth Magnone
Development Manager



Erika Casey
Development Associate



Mei Mei Chan
Executive Team
Assistant

"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



Jess Eagle
Strategic Communications
Manager



Becca Holt
Senior Program
Coordinator



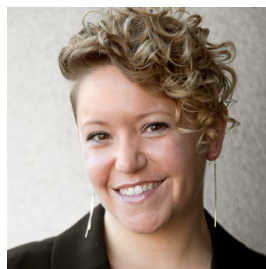
Maha Ibrahim
Staff Attorney



Harjit Kaur
Pro Bono Coordinating
Attorney, ESVE



Kel O'Hara
Equal Justice Works Fellow



Brenda Star Adams
Senior Staff Attorney



Jessica Stender
Senior Counsel for Workplace
Justice & Public Policy

OUR TEAM: BOARD OF DIRECTORS



Drucilla S. Ramey, Chair
Dale Schroedel, Vice Chair
Gilda R. Turitz, Secretary
Turitz Dispute Resolution
Nitin Jindal, Treasurer
Deloitte
Eve H. Cervantez
Altshuler Berzon LLP
Natalie Dana
Zymergen

Vanice Dunn
Provoc
Patricia Gillette
JAMS
Judith Goldkrand
Wells Fargo
Nisha Nanda
Loxo Oncology
Marja-Liisa Overbeck
Munger, Tolles & Olson LLP
Jihan Spearman
Uber

James Sturdevant
The Sturdevant Law Firm
Claudia Vetesi
Morrison Foerster
Pami Vyas
Apple
Carl Whitaker
Whitaker Communications
Ellen Widess
Rosenberg Foundation

OWNING OUR POWER TO CHANGE THE WORLD

200,000

people reached through
our education, advocacy,
& Free Legal Advice
programs in 2018

18.5 MILLION

workers protected by the
nation's strongest fair pay
& anti-harassment laws
due to bills led by ERA

100,000

students protected by
our work enforcing &
strengthening school sexual
harassment policies

OUR VISION

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.

THE POWER OF OUR STORIES

NIGHT SHIFT JANITORS SPEAK OUT

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



45 YEARS OF CHANGEMAKING AND GOING STRONG

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.

CAMPAIGNS & INITIATIVES

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 gen-

der 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.

THE POWER OF OUR VOICES

STUDENT SURVIVORS BECOME ACTIVISTS

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.

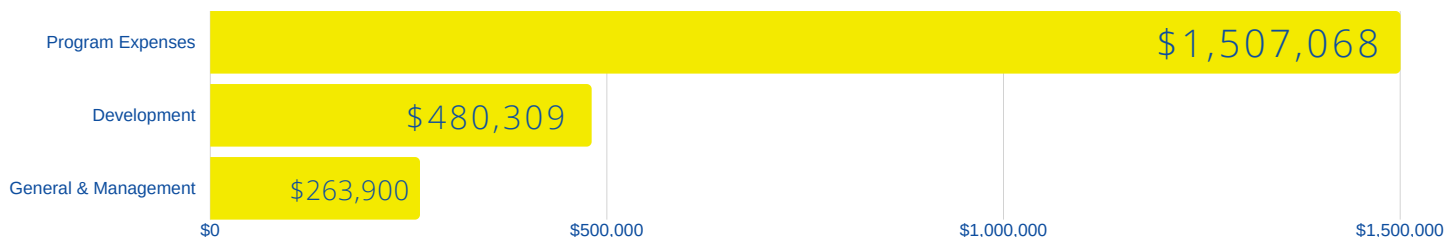
Despite their school’s active attempts to keep them apart, Amelia and Julia connected through ERA and helped each other through their traumas. Now they’re both speaking out publicly because they don’t want other students survivors to endure similar mistreatment. In the past year, they’ve spoken at press 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.



FINANCIALS

The following reflects our fiscal year April 1, 2018 - March 31, 2019. Thanks for your generous support of our mission!

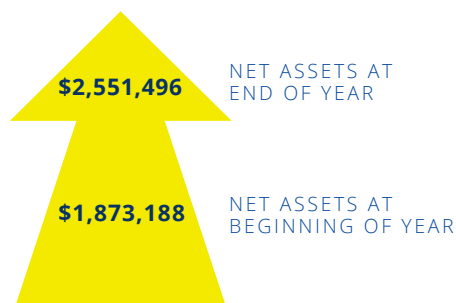
EXPENSES



TOTAL

\$2,251,277

THANK YOU FOR HELPING
US GROW OUR IMPACT!



REVENUE



TOTAL

\$2,929,585

2018 - 2019 DONORS

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.

Abigail Miller	Carl Whitaker & Ellen Reinheimer	Debra Chaw
Adela Karliner & Joel Karliner	Carla Barboza	Delia Coleman
Adele Corvin	Carla Javits	Denise Top
Alec Bash	Carol Banquer	Diane Greenberg
Alicia Gamez	Carol Harris & Richard Harris	Dianna Bravo
Alicia Gould-Bailey	Caroline Corbin	Donald Brown
Alison Sirkus Brody & Michael Brody	Cassandra Flipper	Donna Brorby
Alyssa Koo	Cassie Gruenstein	Donna DeDiemar & Christopher E. Hamilton
Amay Champaneria	Catha Worthman	Doris Ng & Hong-Sze Yu
Amber Sprague	Catharine Holden	Drucilla Ramey Stender & Marvin Stender
Amira Vandermeiden	Catherine & Jim Koshland	Edward Lampert
Amy Morehouse	Catherine Gruenstein	Elaine Leitner & Steve Zieff
Amy Oppenheimer & Jennifer Krebs	Catherine Hazelton	Elaine Orr & David Orr
Andrea Carlise	Celeste Davis	Eliza Koshland
Andrew Wagoner	Chad Russell	Elizabeth Berke-Dreyfuss & Kenneth Dreyfuss
Anita Elliot	Charity Espiritu	Elizabeth Cabraser
Ann Brick	Charlotte Burchard	Elizabeth Colton
Ann Wion	Cheryl Porro	Elizabeth Echols
Anna Gehriger	Christina Shih & Bradford Maring	Elizabeth Jameson
Anne Krantz	Christine Adams	Elizabeth Salvesson
Anne Naffziger	Christine Brigagliano & Mike J. Baller	Emily Bergsland
Anne Rosenzweig	Christine Noma	Emily Katz
Antonieta Poncedeleon	Christine Yelda	Erica Grubb
Anunie Sauro	Claire Burdett	Estelle Freedman
Arabelle Malinis	Claudia Cate	Estelle Rogers & Hal Kwalwasser
Arturo Gonzalez	Colleen Bal	Eve Cervantez
Ashish Sudhakaran	Constance Hunter & Thomas A. Hunter	Farrah Wilder
Barbara Babcock & Dr. Thomas Grey	Constance Yu	Felicia Medina
Barbara Lawson	Cyrus Mehri	Fran Becker
Barbara Moore	Dale Brodsky	Fred Fields
Barbara Spencer	Dana Corvin	Gabriel Gross
Beth H. Parker & Kenneth S. Taymor	Daniel Bedford	Gail Kaufman
Beth Terrell	Daniel Orr & Ann Longworth-Orr	Gay Crosthwait Grunfeld & Dr. Carl Grunfeld
Betsy Cotton	Daniel Siegel	Genevieve Casey
Bob Gomez	Darci Burrell	Ghada Saliba-Malouf & Nassif E. Malouf
Brenda Wright	David Gluck	Gilda Turitz
Breona Graper	David Oppenheimer & Marcy Kates	Grace Carter
Caitlin Bubar	David Pogrel	Gretchen Iverson Sandler & James Sandler
	Debbie Gong	Harry Schoening & Amy Schoening
	Deborah Schmall & Peggy Garner	Hayley Thompson
	Deborah Schweizer	

Heather Mills
 Holly Teliska
 The Hon. Donna Hitchen &
 The Hon. Nancy Davis
 The Hon. John M. True &
 The Hon. Claudia Wilken Ian Johnson
 Ira Klein
 Irma Herrera & Mark Levine
 Isbael Schroedel
 Jack Londen
 Jacqueline Sellers
 Jacqueline Sung
 Jahan Sagafi &
 Kristen Law Sagafi
 Jaime Delaye
 James C. Sturdevant &
 Therese M. Lawless
 James Emery
 James Hormel
 Jane Kahn
 Jane Kaplan
 Jane Kulesa
 Jane Leavy
 Jane Lewenthal
 Janice Babula
 Janice Platt
 Janine Scancarelli
 Jason Spero
 Jean Veit
 Jeffrey Lewis
 Jeffrey Williams
 Jennifer Liu
 Jennifer Orthwein
 Jennifer Schifter
 Jennifer Tomkins
 Jessica Lee
 Jessica Rowe
 Jessica Vapnek
 Jihan Spearman
 Jim Finberg
 JoAnn & Jack Bertges
 Joanna Cooper
 Joanne Abelson & Christopher A. Goelz
 Joanne Arakaki
 Joanne Casey
 Jody LeWitter & Marc Van Der Hout
 John Crew
 John Flynn

John O'Grady
 Joi Chaney
 Jonathan Selbin
 Josh Baskin
 Joshua Friedman
 Joshua Meltzer
 Joy Ming
 Joy Spezeski
 Judith Kridle
 Judith Kurtz

 Julie Graves
 Julie Jones
 Julie Treppa
 Julie Veit & John Shim
 Karen Backus
 Karen Frank
 Karen Lynch
 Karen Madsen
 Karen McKewan
 Karen Silverman
 Karl Christiansen
 Katharine Vieira
 Kathi Pugh & Josh Maddox
 Kathleen Burke
 Kathleen Goodhart
 Kathleen Meagher & Harvey Sohnen
 Kathy Rosner
 Kelly Jenkins-Pultz
 Kelly Klaus
 Kelly Volkar
 Kelly Woodruff & Gavin Milner
 Kenneth Greenstein
 Kirsten Schlenger
 Kit Durgin
 Kitty Huang
 Krista Stone-Manista
 Kristen Engelhardt
 Kristen Palumbo
 Laura K. Roberts & Aaron Loeb
 Laura Stein
 Laurie Davis & Joe Sellers

Leah Recht
 Lee Baxter
 Lee Slinkard
 Leslie Levy & Caryatis Cardea
 Leslie Rose
 Linda Dardarian & Terry Carroll
 Linda Davis
 Linda Kattwinkel
 Linda Klamm
 Linda Li

 Lindsay Gehman
 Lisa Barrow
 Lisa Buhler
 Lisa Honig & Dale Schroedel
 Lisa P. Lindelef & John Lyons
 Liza Siegler
 Lola DeMoon
 Lonelle Bergen
 Loren Kieve
 Louette Colombano
 Louise Francis
 Louise Shalit
 Lucia Pena
 Lucy Wang
 Lynda Elliott
 Lynne Parenti
 Lynne Royer
 M. Johnston
 Madeline Chun & John Farnkopf
 Maha Ibrahim
 Marc Peters
 Marci Rubin
 Marcia Rosen & Alfred H. Rosen
 Margaret Anderson
 Margarita Merz
 Margie Gelb
 Margo George & Catherine Karrass
 Margo Greenough
 Margot Golding
 Maria Alvarez
 Marian Johnston

“It felt very empowering... to have an agency to go to that would actually stand by you.”

- Terry Becker, former ERA client

2018 - 2019 DONORS

Mariko Yoshihara
Marja-Liisa Overbeck
Marjorie Moore
Marjorie Wallace
Mark Zelman
Marley Weiss
Marsha Cohen
Marsha Soffer
Martha Jordan
Martha West
Martin Checov
Mary Bowden
Mary Logger
Mary Luck
Mary McCutcheon
Mary Powell
Mary V. Hughes & Joe Simitian
Mary Wiederhold
Matt Canepa
Matthew Gluck
Matthew Lombardi
Maureen Sheehy
Megan Havstad
Megan Thompson
Mehrnaz Boroumand Smith & Brian Smith
Melinda Mendelson

Millicent Bogert
Minette Kwok
Molly Martin
Muffie Alvarez
Myra Strober & Jay Jackman
Nancy Cotton & John Given
Nancy Geimer
Nancy Newman
Natalie Dana
Nicholas Fram
Nicole Lavallee
Nitin Jindal
Noel Cook
Pamela Guest
Pamela Merchant & Kirby Sack
Patricia Carlson
Patricia Gillette
Patricia Sturdevant
Patrick Thompson
Paul & Lindsay Llewellyn
Paul Craig
Paulette Meyer & David Friedman
Pauline Weaver
Peggy Estrada
Phillip Bokovoy
Phyllis Friedman

Ronna Perelson
Ronnie Caplane & Joe Remcho
Rosanna Arquette
Rosasharon Gripton
Russ Roeca
Samantha Sheehan
Sandra R. Hernandez & Viviana Paredes
Sandy Brumbaum
Sanjana Rishi
Sara Sanderson & Eric Weaver
Sarah Chester
Sarah Cohen
Sarah Flanagan
Sarah Lesko
Sasha Rao
Scott A. Fink & Kathy Klein
Serra Goldman
Shaady Salehi
Shanti Brien
Shawna Brotsky
Shea Lazarow
Sheila Matz
Shelby Tsai
Shirley & Michael Traynor
Simona Best
Soma Mitra

"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

Melita Jampol
Merle & Wayne A. Lawrence
Mia Munro
Michael Bien
Michael Loeb
Michael Orr & Noreen Farrell
Michelle Landry
Michelle Mercer & Bruce Golden
Michelle Montagno
Michelle Sklar

Quinn Delaney & Wayne Jordan
Quyen Ta & Demian L. Pay
R. Brien
Relic Sun
Renee Dupree
Richard Grosboll & Dorothy Geoghegan
Richard Pearl
Robert Bacon
Robert Dell
Robert Wexler
Roberta Steele
Robin Johansen
Robin Miller & Dan Rossi

Stacey Gartland
Stacey Mufson
Stacy Mason
Stephanie Sheridan
Stephen Garber & Rena J. Pasick
Stephen Prutsman-Brotzman
Suneeta Fernandes
Surender Jindal
Susan Feder
Susan Gilardi
Susan Goldwomon
Susan Leal
Susan Mendelsohn

Susan Newstat
Susan Shalit
Suzanne Badenhoop & Guy Lampard
Suzanne Lampert
Tammy Cho
Tessa D'Arcanelew
Tiela Chalmers
Todd Morgan
Traci Hinden
Vanessa Holton
Vanita Jindal
Victoria Brewster
Virginia Palmer
Vlad Kroll
Wendy Bear
Wendy Musell
Wendy Tonkin
Wendy Williams
William Alderman
William Jhaveri-Weeks
Winifred Wood & Phil Wood
Zachary Hill
Zahavah Levine
Zoe Palitz

LAW FIRMS, CORPORATIONS & FOUNDATIONS

AAA Northern California, Nevada & Utah
Allen Matkins
Altshuler Berzon LLP
Boies Schiller Flexner, LLP
The California Endowment
California Lawyers Association
The California Wellness Foundation
Calvo Fisher & Jacob, LLP
Charles Schwab Foundation
City National Bank
Coblentz Patch Duffy & Bass LLP
Common Counsel Foundation
Cotchett, Pitre, & McCarthy LLP
Dentons
Dickson Geesman LLP
Drinker Biddle & Reath LLP
Equal Justice Works
Equal Pay Today, Project of the
Tides Foundation

Evidentia Consulting
Farella Braun + Martel LLP
Feinberg Jackson Worthman & Wasow LLP
Fenwick & West LLP
Fish & Richardson LLP
The Freya Project
The GE Foundation
Glikman Associates
Global Philanthropy Foundation
Gold Law Firm, P.C.
Goodwin Procter LLP
The Grey Law Firm
Grinds LLC
Hanson Bridgett LLP
Hemming Morse LLP
Hinman & Carmichael LLP
Hunter Pyle Law
Hunton Andrews Kurth, LLP
Hutchinson Black and Cook, LLC
Jewish Community Federation &
Endowment Fund
Johnson & Johnson
Joseph A. Company LLC
Kaiser Foundation Hospitals & Kaiser
Foundation Health Plan
Kazan McClain Partners Foundation
Keker, Van Nest & Peters LLP
Kilpatrick Townsend & Stockton LLP
Kraw Law Group
Kurtzman Carson Consultants
Lafayette & Kumagai
Latham & Watkins LLP
Lawless & Lawless
Leonard Carder LLP
Lieff, Cabraser, Heimann & Bernstein LLP
Littler Mendelson PC
The Liu Law Firm
Marguerite Casey Foundation
Marin Community Foundation
Mary Alexander & Associates
Maynard Cooper & Gale
Mehri & Skalet, PLLC
The Merck Foundation
Mission Economic Development Association
Morgan, Lewis & Bockius LLP
The Morrison & Foerster Foundation

Morrison & Foerster LLP
Mujeres Unidas y Activas
Munger, Tolles & Olson LLP
Northern California Grant Makers
Nossaman LLP
NoVo Foundation
Ogletree, Deakins, Nash, Smoak & Stewart
Orrick, Herrington & Sutcliffe LLP
Outten & Golden LLP
Pacific Gas & Electric
Perkins Coie LLP
Renaker Hasselman LLP
Riley Safer Holmes & Cancila
Robbins Family Law
Robbins Geller Rudman & Dowd LLP
Roisman, Henel + Adams LLP
Rosen Bien Galvan & Grunfeld LLP
Rouda, Feder, Tietjen & McGuinn
Rudy, Exelrod, Zieff & Lowe LLP
Rukin Hyland & Riggin LLP
Rust Consulting
Salesforce
Sanford Heisler Sharp, LLP
The San Francisco Foundation
Schwab Charitable
Seattle Foundation
Shartsis Friesen LLP
Solidarity Giving
Steptoe & Johnson
Stewart R. Mott Foundation
The Sturdevant Law Firm
Tara Health Foundation
The Tides Foundation
Tycko & Zavareei
Uber Technologies Inc.
United Way of the Bay Area
van Loben Sels/RembeRock Foundation
Vanguard Charitable Endowment Program
Venable LLP
Weaver Schlenger Mazel LLP
Wells Fargo
Wendel, Rosen, Black & Dean, LLP
White & Case LLP
Wilson Sonsini Goodrich &
Rosati Foundation
Women Donors Network



TOGETHER, WE CAN MAKE GENDER EQUITY A REALITY.

Donate at equalrights.org/donate

Or learn about corporate giving, planned giving, and other ways to support ERA at equalrights.org/ways-to-give



EQUAL RIGHTS
ADVOCATES

1170 Market St., Suite 700
San Francisco, CA 94102

info@equalrights.org
equalrights.org
equalrights.org/donate