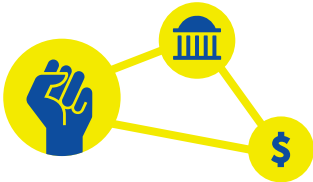


## Transforming Systems for Gender, Racial, and Economic Justice

An unprecedented year called for bold action. With your support, we stood with essential women workers to challenge the systems exploiting them. We fought to ensure families could emerge from the pandemic with new rights and opportunities. Together, we transformed laws, workplaces, and schools, helping millions of people. Thank you!



**18 million**  
workers supported

with 8 new laws and budget allocations from our Stronger California initiative, helping low-paid women & families with more paid sick days & family leave, access to affordable child care, and more

**308,359**  
learned about their rights  
with our online "Know Your Rights" Guides including COVID-specific guides



**3x the advocates**

The ERA Action Team tripled in size, with 4,660 action-takers in all 50 states receiving weekly Action Alerts to email, call, or tweet at lawmakers

**Free legal help**  
for 384 workers and students  
through our Legal Advice & Counseling Helpline



**321 bills**  
were tracked

by 1K users through our national Women's Agenda Policy Hub and interactive map

## Grounded in Community Power

It's time to reshape the broken systems highlighted by 2020 crises. We work toward major systemic change by partnering with Black & Latinx mothers, low-paid workers, and survivors of sexual violence.



**Worker-Led Change**  
**397 essential workers**  
represented in class action litigation cases

**Student-Led Change**  
**2.71 million students** in CA colleges protected after sexual violence thanks to our student-led campaign to pass SB 493



"I found a team that believed in me and encouraged me to find out how strong I really am. I want people to think if she did it, I could do it."

Virginia M., student client & survivor of sexual violence



Watch Virginia tell her story at [equalrights.org/2020annualreport](https://equalrights.org/2020annualreport)

## Community-Powered Justice



**1,075**  
individual  
donors

**13,803 messages**

sent to lawmakers by ERA  
action-takers



## Systemic Change: It's not just big talk

Visit [equalrights.org/2020annualreport](https://equalrights.org/2020annualreport) for  
"10 Systemic Injustices & How We Fought  
Them in 2020" & other features



**100+ organizations nationwide**

partnered with us in coalitions to attack structural  
inequities on many different levels



**46 million activated on equal pay**

through our Equal Pay Today initiative on social media, including **36.4K**  
attending virtual events

## Letter from the Executive Director



"Like you, ERA has always held it essential to support the safety, security, and equity of workers, particularly women of color, immigrants, and others in low-paying industries. Like you, we've always known that a healthy society depends on just workplaces, where employees are guaranteed paid leave, affordable childcare, and fair wages to support themselves and their families. 2020 showed the world that getting 'back to normal' will not suffice. It's time to transform the systems that shape our lives."

Read the rest of Noreen's letter at [equalrights.org/2020annualreport](https://equalrights.org/2020annualreport)

"As a mom with a son to raise, I want to be a small change in the world to make it a better place...It's important for me to be an advocate for my son and myself, to be able to stand up for the both of us."

Candice Branner, essential worker client, pregnancy discrimination

Watch Candice's story online at [equalrights.org/2020annualreport](https://equalrights.org/2020annualreport)

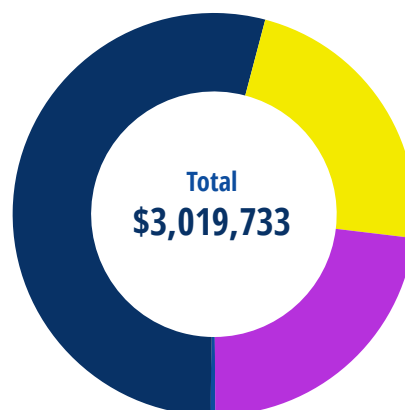
## Make Change with Us

 Donate: [equalrights.org/donate](https://equalrights.org/donate)

 Take action: [equalrights.org/join-the-action-team](https://equalrights.org/join-the-action-team)

 Get updates: [equalrights.org/sign-up](https://equalrights.org/sign-up)

## How You Helped



Revenue April 1, 2019–March 31, 2020

● Individuals, Foundations  
& Corporate

**\$1,647,516**

● Legal Awards & Revenue

**\$674,560**

● Events

**\$686,030**

● Other Revenue

**\$11,627**