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

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

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

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
Systemic Change: It’s not just big talk
Visit equalrights.org/2020annualreport for “10 Systemic Injustices & How We Fought Them in 2020” & other features

Community-Powered Justice

1,075 individual donors

100+ organizations nationwide
partnered with us in coalitions to attack structural inequities on many different levels

13,803 messages
sent to lawmakers by ERA action-takers

46 million activated on equal pay
through our Equal Pay Today initiative on social media, including 36,400 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

Make Change with Us

Donate: equalrights.org/donate
Take action: equalrights.org/join-the-action-team
Get updates: equalrights.org/sign-up

How You Helped

Total $3,019,733

Individuals, Foundations & Corporate $1,647,516
Legal Awards & Revenue $674,560
Events $686,030
Other Revenue $11,627

Revenue April 1, 2019–March 31, 2020

“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