

# Activating Community Power For Change



We are most powerful when we join forces for change. To do that, we're actively listening and building on-the-ground momentum to transform workplaces and schools. We're getting laws passed, then making sure they're enforced by bringing high-impact lawsuits. We're powering changemakers and leveraging our collective strength to advance gender, racial, and economic justice. Together, we can radically reform and rebuild this country into one that works for us all. Here's what we accomplished together in 2021:



**319,629**  
workers & students

used ERA's online Know Your Rights guides to fight discrimination, unfair pay, and sexual harassment at work and school

**30 bills passed**

for workplace reform and supporting family caregivers with federal and state legislation



**31,014 messages**

sent to lawmakers by ERA supporters to advance gender, racial, and economic justice

**407 essential women workers**



policymakers & advocates joined us to build power at our first Essential Women Workers Virtual Summit



**50,000+ signed**

a petition to the U.S. Department of Education demanding rights for student survivors of sexual assault



**When low-wage workers are covered, when the most marginalized among us are covered, then we all are.**



Ifeoma Ozoma, co-led advocacy with ERA on California's Silenced No More Act

Watch Ifeoma tell her story at [equalrights.org/2021-impact](https://equalrights.org/2021-impact)

## Radical Rebuilding

Our workplaces should work for us all. We're reimagining care infrastructures, reforming laws, holding employers accountable in court, and reinforcing our focus on underpaid essential women workers who keep our country afloat.

**2,300 Black & Latinx moms**

surveyed about their financial and caregiving needs to inform our 2022 priorities

**1,116 workers & students**

received free legal help from ERA attorneys & legal advocates



## From the Executive Director



“As we charge into the year ahead with the power of community behind us, I’m inspired by ERA’s vision for a future where we all can thrive — where women, girls, and people of all gender identities are supported throughout their lives as students, workers, and family leaders. No matter the crisis or political landscape, our goal is to build power for our shared values, including care for our families, quality work, equal opportunity to prosper, and representation in all spheres. Thank you for joining us in the movement to advance gender, racial, and economic justice.”

Read the rest of Noreen’s annual letter at [equalrights.org/2021-impact](https://equalrights.org/2021-impact)

## Title IX at 50



As we approach the 50th Anniversary of Title IX, we’re proud to lead the law’s progress to end discrimination in schools. Our groundbreaking cases

ensure schools take responsibility for peer sexual harassment and challenge inequality in sports, including a “no girls” rule in college wrestling (client pictured above). Today, our Pro Bono network represents student survivors of sexual assault with the benefit of ERA’s recent court win defending students’ rights in investigations (*ERA et al v. U.S. Dept. of Education*).

## Race + the Women’s Agenda

Our newest initiative focuses on Black and Latinx moms’ needs in the wake of COVID. A 16-city survey, Kitchen Table Conversation focus groups, and a forthcoming report will set forth aggressive policy priorities addressing affordable child care, paid leave, and raising the minimum wage.

Learn more at [equalrights.org/2021-impact](https://equalrights.org/2021-impact)

## Make Change with Us

- Donate: [equalrights.org/donate-2022](https://equalrights.org/donate-2022)
- 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)

## Powering Changemakers

Those who experience intersectional discrimination are best suited to reimagine our workplaces and schools. Here’s how we’re unleashing the power of our communities by partnering with essential workers, student survivors, and grassroots leaders on groundbreaking projects:



### 50 speakers

at our Essential Women Workers Virtual Summit, from low-paid workers to White House officials, kicking off a Year of Action for women essential workers

### 2,091 students



used our new first-of-its-kind Student Survivor Toolkit, made by and for student survivors of sexual violence



### 1,750 gifts made

in support of gender, racial, and economic justice

“ Right now, with this turn of events with COVID, we do have the power to say, ‘I need more.

I deserve more...

You’re going to respect me, and you’re going to pay me what I’m due.’



Jillian Melton, restaurant worker, One Fair Wage organizer

▶▶▶ More from Jillian at [equalrights.org/2021-impact](https://equalrights.org/2021-impact)