

# Join EQUAL RIGHTS ADVOCATES

Learn more about our organization and benefits to joining our team.

[READ MORE](#)





# WHO WE ARE

ERA is a national civil rights organization founded in 1974 to expand economic and educational access and opportunities for women and girls. ERA embraces an inclusive and intersectional view of gender justice, inclusive of trans, non-binary, and gender-expansive people. As we combat the patriarchy, we also challenge racist power structures and inequities compounded by ethnicity, class, sexual orientation, age, and other identities. Since its inception, ERA has been on the front lines of advancing gender justice through a combination of impact litigation, policy advocacy, public education, and direct legal services, bringing visibility to the experiences and voices of the people we represent.

[Read More](#)





Our talented and fierce team includes litigators, policy reformers, and movement builders working at the state, multi-state and national levels promoting gender equity and racial justice, expanding economic security, and growing community power. ERA's legal initiatives include the Initiative to End Sexual Violence in Education (including a pro bono network of volunteer attorneys), and several campaigns chaired by ERA and led in partnership with hundreds of partner organizations across the country driving gender justice reform and enforcement. These include the Equal Pay Today campaign, the Women's Agenda Initiative, the Network of States to Stop Harassment, and the Stronger California Women's Economic Security Campaign.



[Read More](#)





ERA's home base is in San Francisco, California, with team members also located in Washington D.C. and other locations.

Our annual operating budget is \$4.3 million, and we have prioritized significant growth in the near future.

We are a dedicated team of fierce advocates, legal and otherwise. We are intersectional in our feminist practice and we lead with our values: **Inclusion, Integrity, Shared Leadership**. We have a highly entrepreneurial environment and encourage our team members to be problem-solvers. We lead with a strong vision and fighting spirit, because gender equality is long past due.



[Read More](#)

# Our Benefits

## Comprehensive & Competitive

- 13 paid annual holidays
- Up to 15 days of paid vacation/personal time earned in 1st year – up to 20 days annually post 1 year
- Up to 15 days of paid sick time earned annually
- Employer-paid medical and dental insurance for employees and child dependents, with option to add spouse at own cost
- Employer-paid chiropractic/acupuncture benefit, long-term disability insurance, and \$50K life/AD&D for employees
- Optional vision insurance at own cost for self and dependents
- Optional health and dependent care FSAs, plus pre-tax commuter employee accounts
- Optional 403(b) qualified retirement plan – employer-matched up to 4% of compensation
- Flexible, hybrid, life-balancing and friendly work-environment
- Leave options: pregnancy, parental/new child bonding, family medical/caregiving, disability, bereavement, jury, time-off to vote, personal, and more
- Years of Service Awards: minimum 2 weeks additional paid vacation every 5-year incremental anniversary





# OUR COMMITMENT

ERA is proud to be an equal opportunity employer that will consider all applications equally without regard to sex, gender, gender identity, race, ethnicity, national origin, age, medical condition, religion, sexual orientation, differing ability, veteran status, marital status, arrest or conviction record, or any other characteristic protected by law. Applicants with differing abilities will be reasonably accommodated during the search process.

ERA's Equal Opportunity Employer Policy applies to all aspects and phases of employment. Through this commitment, ERA strives daily to maintain an equitable and accessible work environment that is supportive to all and free from discrimination.





- Work *may* require travel to local meetings and air travel at least quarterly.
- Laptop and required adapters and peripherals are provided by ERA
- This position is not generally subject to strenuous physical demands or dangerous conditions
- Team members with differing abilities are provided reasonable work accommodations
- ERA has a mandatory COVID-19 vaccination policy and adheres to related regulatory requirements