

Activating Community Power For Change



Equal Rights Advocates is a national civil rights leader mobilizing community power and bold law reform to advance gender, racial, and economic justice. ERA has been the force behind new laws and high-impact litigation for five decades, helping women, workers, students, and families. We support our next generation of leaders to ensure education equity, reproductive choice, and safety from violence. Driving national change, in the past decade, we led the passage of 46 new laws, building the economic power of over 30 million people across the country. ERA is listening to and galvanizing communities most impacted by inequities at this critical moment. We are powering changemakers across generations to advance equality, transform workplaces and the care economy, and defend democracy. As ERA celebrates our 50th anniversary in 2024, we continue our commitment to ensure everyone thrives. Here's a snapshot of our recent success:



347,863
community members

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

9 policy wins

last year, ready for replication in other states. Building family financial security, they benefit 17.6M state workers, 4.3M low paid workers, and 158M federal workers.



9,100 messages
sent to lawmakers by ERA supporters to advance gender, racial, and economic justice

500+ nonprofit partners

engaged nationally in ERA-led campaigns & coalitions advancing core justice issues like childcare access, pay equity, and financial security.



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 bit.ly/IfeomasStory

Prioritizing Communities

Stories from Black & Latinx working moms and students informed our advocacy on behalf of **157 million** American breadwinners, and lead our calls to action to build momentum for family care, financial security, and equity.

600 Black & Latinx moms in 16 cities surveyed about their financial and caregiving needs shaped our 2023 priorities

1,276 workers & students received free legal help from ERA attorneys & legal advocates



From the Executive Director

Noreen Farrell



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."

Next Gen Defense



ERA initiatives focus on the most pressing issues faced by the NextGen leaders, voters, and workers. These include education equity, safety from violence, student debt relief and reproductive healthcare access. We provide legal training and

defense, and create opportunities to mobilize. We are committed to pay equity for their educators (as well as workers in all industries.) Our impact litigation includes a Vassar College pay equity case that will benefit hundreds of professors at Vassar College and remind students to demand their value as they enter the workplace.

Wage Justice in Action

ERA has a strong track record in promoting wage justice, passing fair laws, and leading the Equal Pay Today campaign. We're now forming a national network with seed funding from the Ford Foundation to ensure that the historic \$4 trillion federal infrastructure investments meet our high standards for gender and racial justice, benefiting women of color and creating high-wage jobs across the country.

Make Change with Us

-  **Donate:** equalrights.org/donate
-  **Take action:** equalrights.org/what-you-can-do
-  **Get updates:** equalrights.org/stay-connected

Building the Movement

Those who experience intersectional discrimination are best suited to lead our movement for gender justice at work and at school. Here's how we're unleashing the power of our communities by partnering with student survivors, emerging feminist attorneys, and grassroots leaders on groundbreaking projects:



82 attorneys

& advocates trained through innovative clerkships, fellowships, and ongoing alumni programming.

2,091 students

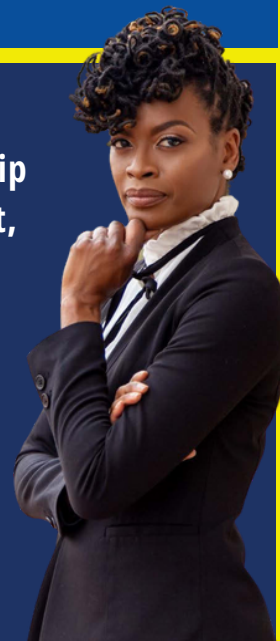
used our new first-of-its-kind Student Survivor Toolkit, made by and for student survivors of sexual violence.



200M Reached

in support of Black Women's Equal Pay Day with Action Team members across the country.

“ERA's partnership has been really great, from the research... to the work. They have very creative ideas on how we make sure the community is engaged in the fight for equal pay.”



▶▶▶ Cassadra Welchlin, Director, Mississippi Black Women's Roundtable, Equal Pay Today member