



THE NATIONAL
WOMEN'S
LAW CENTER
CELEBRATING
50 YEARS



CELEBRATING
OUR LEGACY
**DESIGNING
OUR FUTURE**

A portrait of Tashina Ross Graves, a Black woman with curly hair, wearing a grey blazer and a multi-strand pearl necklace. She is smiling and looking slightly to the right. The background is dark and out of focus.

A MESSAGE FROM THE PRESIDENT & CEO

Dear Friends,

When I reflect back on this year, it's clear to me that we are living through an unprecedented and consequential period of history. Not unlike the time period in which our organization was first founded—just after Title IX passed, and just before *Roe v. Wade* was decided. From that moment onward, and over the next 50 years, we have had to create laws and policies that didn't exist and build systems that hadn't been thought of yet. All in the hopes of building towards a better future that many could not, or dared not, imagine.

But not the National Women's Law Center. Day after day, decade after decade, we have dared to make sure that women can work with equity, be paid fairly, and be treated with respect on the job. We have guided, guarded, and brought Title IX to life, so that all students can learn with equity and safety. And we have worked to ensure that families living on the brink can find, and hold onto, economic security.

It is not easy to shift culture—to move those who refuse to see the world outside of the bubble they live in. Yet time and time again, we have made history—through our groundbreaking legislation, our forward-thinking policy solutions, and the ways in which we've challenged how our culture talks about gender justice. We've proven that change is possible, and that progress—not despite pain and challenges, but alongside them—is always within our reach.

Anytime we achieve progress, we must also confront waves of pushback. This year, we have been inundated with extremist attacks on our rights, intent on stealing away our fundamental ability to control our bodies, lives, and futures. At times, it feels bleak. But I am still motivated to dream, and to recommit to this fight for gender justice, because of the activists and advocates at NWLC who have relentlessly taken on every swell:

- When the Supreme Court overturned *Roe v. Wade*, we mobilized the on-the-ground fight to secure abortion access amidst statewide bans.
- When extremists went after LGBTQIA+ students, we demanded the Department of Education strengthen Title IX protections, and we advocated for trans youth in court.

When I tell the story of this year, I won't only remember our counter moves, or how we were forced to fight back against these attacks. Because part of our task right now—and it is a difficult one—is to remember that something better is possible. To remember the day our organization signed its very first union contract. To honor the fifth anniversary of #metoo going viral, and the hundreds of thousands of brave survivors who helped it do so. To remember the moment Judge Ketanji Brown Jackson took her seat on the Supreme Court. For me, that milestone sparked unbridled joy. And for many, including our own founders, Justice Jackson represents something better—and someone who embodies what is possible when we dare to dream.

In 1972, a few secretaries decided to do something about their working conditions. That one decision, that singular moment of solidarity, is what kicked off our entire organization. As I reflect upon our past, I am reminded that what started the National Women's Law Center was the simple act of a group of people demanding a better way. That has been our north star for the half century since, and as we look towards the next, let that star guide us towards a better future where we all have the freedom to live with safety, dignity, equality, and justice.

IN SOLIDARITY,

Tashina Ross Graves



SPEAKERS

PRIYA AIYAR

2022 GALA CHAIR

EXECUTIVE VICE PRESIDENT, CORPORATE AFFAIRS
& CHIEF LEGAL OFFICER
AMERICAN AIRLINES

ISABELLA GOMEZ

ACTRESS AND ACTIVIST

FATIMA GOSS GRAVES

PRESIDENT & CEO

NATIONAL WOMEN'S LAW CENTER

MEENA HARRIS

FOUNDER & CEO

PHENOMENAL

ANITA F. HILL

SENIOR ADVISOR TO THE PROVOST
& PROFESSOR OF POLICY, LAW &
WOMEN'S STUDIES
BRANDEIS UNIVERSITY

DOLORES HUERTA

PRESIDENT & FOUNDER

DOLORES HUERTA FOUNDATION

MÓNICA RAMÍREZ

FOUNDER & PRESIDENT
JUSTICE FOR MIGRANT WOMEN

MEGAN RAPINOE

TWO-TIME WORLD CUP CHAMPION AND MEMBER
OF THE U.S. WOMEN'S NATIONAL SOCCER TEAM

TONYA ROBINSON

CHAIR, BOARD OF DIRECTORS,
NATIONAL WOMEN'S LAW CENTER
VICE CHAIR & GENERAL COUNSEL, LEGAL,
REGULATORY, & COMPLIANCE
KPMG LLP

JANE SHERBURNE

PRINCIPAL
SHERBURNE PLLC

ELIZABETH H. SHULER

SECRETARY-TREASURER, BOARD OF DIRECTORS,
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CHILDREN'S CHORUS OF WASHINGTON
DJ BLACKBERRI

BIOGRAPHY



PRIYA AIYAR

**EXECUTIVE VICE PRESIDENT, CORPORATE AFFAIRS AND CHIEF LEGAL OFFICER
AMERICAN AIRLINES**

Priya Aiyyar is American's Chief Legal Officer. She leads the airline's Legal Affairs team and its legal strategies. This includes the company's corporate governance, securities and corporate finance, commercial, litigation, competition and antitrust, compliance, privacy, environmental, labor and employment, and intellectual property legal issues and work. Priya joined American in 2019 and played a crucial role in the company's navigation of the COVID-19 pandemic.

Prior to joining American, Priya served as a partner at Willkie Farr & Gallagher LLP, as Acting General Counsel and Deputy General Counsel for the U.S. Department of the Treasury, and as Deputy General Counsel for the U.S. Department of Energy. Earlier she held other senior legal roles within the federal government and was a partner at Kellogg, Huber, Hansen, Todd, Evans & Figel PLLC. She began her legal career as a clerk to Judge Merrick Garland of the U.S. Court of Appeals for the D.C. Circuit and to Justice Stephen Breyer of the U.S. Supreme Court.

Priya holds a Juris Doctor from Yale Law School, a master's degree from the University of Oxford and a bachelor's degree from Harvard University.

She is serving as the 2022 Gala Chair for the National Women's Law Center's 50th Anniversary Gala.



ISABELLA GOMEZ

ACTRESS AND ACTIVIST

Isabella Gomez recently appeared in *Aristotle and Dante Discover the Secrets of the Universe*, which screened at the Toronto International Film Festival this year. She also starred in the feature *Initiation* as Kylie Martinez. She is best known for her performance as "Elena" on Netflix's *One Day at a Time*, which earned her an Imagen Award for Best Supporting TV Actress. Isabella recently starred in the Netflix feature *A Cinderella Story: A Christmas Wish*. Before this, she recurred on *Matador* on El Rey Network. Isabella moved to Los Angeles full time in 2016. She immediately tested on *Dead of Summer* (Freeform), then went on a month later to book *One Day at a Time*. Isabella is also fluent in Spanish.



FATIMA GOSS GRAVES

PRESIDENT AND CEO, NATIONAL WOMEN'S LAW CENTER

Fatima Goss Graves, who has served in numerous roles at NWLC for more than a decade, has spent her career fighting to advance opportunities for women and girls. She has a distinguished track record working across a broad set of issues central to women's lives, including income security, health and reproductive rights, education access, and workplace fairness.

Ms. Goss Graves is among the co-founders of the TIME'S UP Legal Defense Fund.

Prior to becoming President, Ms. Goss Graves served as the Center's Senior Vice President for Program, where she led the organization's broad program agenda to advance progress and eliminate barriers in employment, education, health and reproductive rights and lift women and families out of poverty. Prior to that, as the Center's Vice President for Education and Employment, she led the Center's anti-discrimination initiatives, including work to promote equal pay, combat harassment and sexual assault at work and at school, and advance equal access to education programs, with a particular focus on outcomes for women and girls of color.

Ms. Goss Graves has authored many articles, including *A Victory for Women's Health Advocates*, *National Law Journal* (2016) and *We Must Deal with K-12 Sexual Assault*, *National Law Journal* (2015), and reports, including *Unlocking Opportunity for African American Girls: A Call to Action for Educational Equity* (2014), *Reality Check: Seventeen Million Reasons Low-Wage Workers Need Strong Protections from Harassment* (2014), and *50 Years and Counting: The Unfinished Business of Achieving Fair Pay* (2013).

Ms. Goss Graves received her B.A. from UCLA in 1998 and her J.D. from Yale Law School in 2001. She began her career as a litigator at the law firm of Mayer Brown LLP after clerking for the Honorable Diane P. Wood of the U.S. Court of Appeals for the Seventh Circuit. She currently serves as an advisor on the American Law Institute Project on Sexual and Gender-Based Misconduct on Campus and was on the EEOC Select Task Force on the Study of Harassment in the Workplace and a Ford Foundation Public Voices Fellow.

She is widely recognized for her effectiveness in the complex public policy arena at both the state and federal levels, regularly testifies before Congress and federal agencies, and is a frequent speaker at conferences and other public education forums. Ms. Goss Graves appears often in print and on air as a legal expert on issues core to women's lives, including in the *New York Times*, *Wall Street Journal*, *Washington Post*, *AP*, *Chicago Tribune*, *LA Times*, *San Francisco Chronicle*, CNN, MSNBC, and NPR. Follow Ms. Goss Graves on Twitter at @fgossgraves.



MEENA HARRIS

FOUNDER AND CEO, PHENOMENAL

Meena Harris is a powerful and dynamic creative poised to shake up the media landscape. As founder of the groundbreaking and Tony Award®-winning company, Phenomenal Media, as well as an author, and lawyer, Harris is a respected business leader and an influential voice for gender and racial equity.

A 360-degree media company, Phenomenal Media aims to amplify the stories and experiences of women and historically excluded communities. Through content creation, brand partnerships, book clubs and more, Harris and Phenomenal Media are leading a cultural shift to a more inclusive and equitable media landscape and world. They recently co-produced the critically acclaimed Broadway musical *A Strange Loop*, which won two Tonys at the 2022 Tony Awards. Phenomenal Media is continuing its expansion into theater, having recently signed on as a co-producer of *Death of a Salesman*.

In August 2022, Phenomenal Media announced its acquisition of Reductress, the first and only satirical women's digital magazine. Reductress was founded in 2013 to highlight women and marginalized writers in the entertainment industry by producing culture-defining content on the web and beyond. With the acquisition of Reductress, Phenomenal Media will continue to cultivate and support bold comedic talent across digital content, entertainment, and live events, as well as bolster its existing brand partnerships.

Harris has a number of exciting projects coming up, including the publication of her new children's book, *The Truth About Mrs. Claus*, and *A Is For Ambitious* in March 2023. In January 2021, Harris released her second book, *Ambitious Girl*, becoming a number-one *New York Times*-bestselling author.

Harris' legal expertise is in the areas of consumer protection, data privacy, and cybersecurity. Harris serves as a member of the National Women's Law Center board of directors. She is a graduate of Stanford University and Harvard Law School, and currently resides in the Bay Area with her husband and two daughters.



ANITA F. HILL

SENIOR ADVISOR TO THE PROVOST & PROFESSOR OF POLICY, LAW & WOMEN'S STUDIES, BRANDEIS UNIVERSITY

Anita Hill grew up on a farm in Oklahoma, the youngest of 13 children. She graduated from Oklahoma State University and received her J.D. from Yale Law School. Starting her career in Washington, D.C., Hill worked in private practice as well as at the Education Department and Equal Employment Opportunity Commission. In 1989, Hill was the first African American tenured at the University of Oklahoma, College of Law. Currently, she teaches courses on gender, race, policy and law at Brandeis University and leads the Hollywood Commission working with entertainment industry companies and unions to eradicate harassment, discrimination and power abuse. She serves on the boards of several nonprofit organizations, including the National Women's Law Center, and has authored a variety of publications, including *Believing: Our Thirty Year Journey to End Gender Violence* (2021). And Hill has offered television, print and radio commentary, and presented to hundreds of audiences around the globe.



DOLORES HUERTA

PRESIDENT AND FOUNDER, DOLORES HUERTA FOUNDATION

Dolores Huerta is the President of the Dolores Huerta Foundation. Her lifelong journey has been working as a community organizer and social justice activist for over 50 years.

Dolores is a two-time United States Presidential Award Recipient; she received the Medal of Freedom Award from President Obama in 2012, the highest civilian award in the United States, and the Eleanor D. Roosevelt Human Rights Award from President Clinton in 1998.

Huerta has played a major role in the American civil rights movement. Most notably she cofounded the United Farm Workers (UFW) with Cesar Chavez, advocating for farm workers in this country. She is a founding board member of the Feminist Majority Foundation; she also serves on the board of *Ms. Magazine*. Numerous awards include the Ohtli award from the Mexican Government, the James Smithson Award from the Smithsonian Institution, and the Icons of the American Civil Rights Movement Award, bestowed to her in 2011 by the National Civil Rights Museum. She also was named *Ms. Magazine's* one of the three most important women of 1997 and the *Ladies Home Journal's* 100 most important women of the 20th century. She is a recipient of the Puffin Foundation award for Creative Citizenship as a Labor Leader in 1984 and the Kern County woman of the year by the California State legislature, among many other accolades. She is a former UC Regent and has earned nine honorary doctorates from universities throughout the United States. Her most recent recognitions include her induction to the U.S. Department of Labor Hall of Honor. Dolores was also the first Latina inducted into the National Women's Hall of Fame.

As one of the most famous and celebrated Latinas in the United States, Huerta has been an advocate for social justice, women's rights, and reproductive freedom and LGBT civil rights. She continues working to develop community leaders to advocate for the working poor, immigrants, women and youth through her work with the Dolores Huerta Foundation. She speaks at universities and conference forums on issues of public policy, social justice, and advocacy influencing thousands of young people to serve their communities. For more information, visit www.doloreshuerta.org.



MÓNICA RAMÍREZ

FOUNDER AND PRESIDENT, JUSTICE FOR MIGRANT WOMEN

Mónica Ramírez is an attorney, author, and activist fighting for the rights of farmworkers, migrant women workers, and the Latine(x) community. She is the founder of Justice for Migrant Women and co-founder of Alianza Nacional de Campesinas, The Latinx House, and Poderistas.

Mónica has received numerous awards, including Harvard Kennedy School's first Gender Equity Changemaker Award, Feminist Majority's Global Women's Rights Award, the Smithsonian's 2018 Ingenuity Award, and the Hispanic Heritage Award. Mónica was named to *Forbes Mexico's* 100 Most Powerful Women's 2018 list, *TIME Magazine* included her in its 2021 TIME100 Next list, and *People en Español* recognized her as one of the 100 Most Powerful Latinos in 2021.

Mónica is also an inaugural member of the Ford Global Fellowship. She serves on the Board of Directors of the National Women's Law Center, Friends of the Latino Museum, and Care in Action, and she is a member of the Little Market's Activists Committee.

Mónica is a graduate of Loyola University Chicago, The Ohio State University's Moritz College of Law, and Harvard Kennedy School. She lives in Ohio with her husband and son.



MEGAN RAPINOE

TWO-TIME WORLD CUP CHAMPION AND MEMBER OF THE U.S. WOMEN'S NATIONAL SOCCER TEAM

As a two-time World Cup Champion and member of the U.S. Women's National Soccer Team, Megan Rapinoe has earned her place as a fan favorite and one of the U.S. team's most technical players.

A vocal leader on and off the pitch, Megan helped lead the USWNT to the 2019 Women's World Cup Championship, scoring some of the biggest goals of the tournament. Megan was also honored with the tournament's two top honors—the Golden Boot for being the tournament's top scorer, and the Golden Ball in recognition of being the 2019 World Cup's best player.

Megan is an advocate for equality for all and has been able to intersect her passion for humanity and authenticity by creating Rapinoe SC, LLC, and Re-Inc.—a purposeful lifestyle brand which she co-founded with her fellow teammates.



TONYA ROBINSON

VICE CHAIR AND GENERAL COUNSEL, LEGAL, REGULATORY, & COMPLIANCE, KPMG LLP

Tonya Robinson serves as KPMG LLP's Vice Chair and General Counsel – Legal, Regulatory and Compliance. As a member of the Firm's executive Management Committee, she reports to the Chairman/CEO and oversees the Office of General Counsel, Office of the Chief Ethics and Compliance Officer, Office of Government Affairs, and Firm-Wide Security. She also serves as Secretary to the US Firm's Board of Directors and as Head of Legal and Compliance for the Americas Region, which includes member firms in North, South and Central America.

At KPMG, Tonya has led transformations of the legal and compliance functions, better aligning those operations with the needs of the business while reinforcing her team's important gatekeeper and risk mitigation role. Before joining KPMG, Tonya served as the Acting General Counsel at the U.S. Department of Housing and Urban Development (HUD), serving as legal advisor to the Secretary and principal-in-charge of a legal office of nearly 600 professionals. Prior to her federal agency service, Tonya worked in the White House as Special Assistant to the President for Justice and Regulatory Policy and focused on a broad range of civil and criminal justice policy matters. She also managed several interagency processes, including convening the President's National Equal Pay Task Force and co-chairing an interagency roundtable designed to leverage civil legal services to enable access to critical services for low-income individuals and families.

Prior to her service at the White House, Tonya was a partner at a global law firm. Her practice centered primarily on complex civil litigation and investigations, including Congressional investigations, as well as discrete civil rights matters.

Tonya also worked as counsel to then-Senator Joseph R. Biden, Jr. on the U.S. Senate Judiciary Subcommittee on Crime and Drugs, where she focused on a mix of legal and policy issues, including corporate governance matters. Her work for the Judiciary Subcommittee marked Tonya's fourth stint on Capitol Hill, having earlier worked as a legislative aide in both the U.S. Senate and U.S. House of Representatives.

Tonya received her Bachelor of Arts Degree in Public Policy Studies and a Certificate in Women's Studies from Duke University, where she also served as president of the undergraduate student

body. She obtained a post-graduate degree in African Studies from the University of Cape Town in South Africa as a Rotary International Ambassadorial Scholar and her Juris Doctor Degree from Harvard Law School. After law school, Tonya served as a judicial clerk on the U.S. Court of Appeals for the Fourth Circuit. Among her community and philanthropic activities, Tonya serves on the boards of directors for both the National Women's Law Center and the Ethics Research Center, the leading provider of independent research on workplace integrity, ethical standards, and compliance processes and practices. She also serves on the Board of Advisors for the Duke University Sanford School of Public Policy.



JANE SHERBURNE

PRINCIPAL, SHERBURNE PLLC

Jane Sherburne is Principal of Sherburne PLLC, a legal consulting firm providing strategic advice in crisis environments to individuals and boards. Beginning in 2001, Ms. Sherburne has served as General Counsel to financial institutions (BNY Mellon, Wachovia and Citi Global Consumer Group), managing large legal departments and acting as the primary legal and government relations advisor to Boards and Senior Management.

Jane practiced law as a litigation partner at the Washington D.C. law firm of Wilmer, Cutler & Pickering, joining the firm in 1984. Her practice focused on representing clients in matters requiring crisis management, including media relations and matters involving Congressional investigations and internal government and corporate investigations. Ms. Sherburne interrupted her private law practice from 1994 to 1997 to serve as Special Counsel to the President in the Clinton White House, managing the response to ethics investigations of the President and Mrs. Clinton by Congress and the Independent Counsel.

She is a member of the Boards of Directors of Teledyne Technologies, Inc., HSBC North America Holdings, and Perella Weinberg Partners. In addition to serving on the National Women's Law Center Board of Directors (and as Board Chair from 2014 to 2022), Jane is a member of the Executive Committee of the Lawyers' Committee for Civil Rights and chairs the board of the Negotiation Strategies Institute. She is also a member of the American Law Institute, a member of the Committee for Economic Development, and co-chair of its Democratic Institutions Subcommittee.

She received her B.A. and M.S.W. from the University of Minnesota and her J.D. from Georgetown University Law Center.



ELIZABETH H. SHULER

PRESIDENT, AFL-CIO

Elizabeth H. Shuler is president of the AFL-CIO, a federation of 58 unions, 12.5 million working people across all sectors of the U.S. economy. She is the first woman to hold the office of president in the history of the labor federation. A visionary leader and longtime trade unionist, Shuler believes the labor movement is a powerful vehicle for progress and that unions are a central force in leading lasting societal transformations. Her leadership has focused on the future of work, clean energy economy, workforce development, and empowering women and young workers. She is committed to leveraging the labor movement's diversity and power to advance social and economic justice, and to making the benefits of a union voice on the job available to working people everywhere.

She serves as secretary-treasurer on the Board of Directors for the National Women's Law Center.

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TRACIE FRANKLIN

Tracie Franklin is a whiskey educator, public speaker, consultant, and distiller who lives in Washington D.C. Previously, she traveled the world singing and performing in theatre productions and now uses those skills to share her passion for whiskey with diverse groups. She has shared her knowledge on the small screen with the Today Show, CBS This Morning, and Good Day Chicago.

Tracie enjoys helping curious imbibers find a new appreciation for the vast and delicious world of spirits. She's been featured at events for Drexel University, Google, Peloton, Essence Festival, Salesforce, Keepers of the Quaich, and Charleston Food and Wine.

She has numerous certifications in Wine and Spirits and is pursuing her Diploma in Distillation from IBD. She is currently studying Distillation Management with the Nearest and Jack Leadership Acceleration program. This opportunity has allowed her to travel the US working with legendary distillers at unique distilleries. She is a 2020 Icon of Whisky for Best US Scotch Ambassador and is in the Dames Hall of Fame for making a lasting impact on the spirits industry.



LAUREN PAYLOR O'BRIEN

LP is cool as a cucumber but beneath her calm exterior beats the heart of a driven competitor with a curious scientific mind. Originally from the Bronx, LP moved to DC to pursue nursing and realized she has a knack for chemistry and a keen interest in molecular gastronomy.

Growing up in a big family, LP found a home in the chaotic and vibrant energy of a local bar, discovering her passion for craft cocktails and hospitality. LP has refined her skills running bar programs, research and developing menus and being behind the bar at some of DC's finest establishments including Silver Lyan. LP's chill demeanor and intentional approach to mixology has earned her top acclaim at both speed & craft cocktail competitions.

Some of her previous awards and accolades include being a 2019 World Class US Finalist, the Cognac Connection Winner in 2020, and named as part of the 2021 Wine Enthusiasts 40 Under 40, the Global Bar 100 Industry People to Know, and Dame Hall of Fame. LP currently owns and operates two businesses: a beverage consulting company, LP Drinks, and Focus on Health, a company that focuses on advocating for the health and wellness of the food and beverage sector.

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The victories won on behalf of women and their families during 2022 would not have been possible without the volunteer assistance that many organizations and individuals generously provided to the Law Center. In the past year, organizations and individuals providing pro bono support included:

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HISTORY

The National Women's Law Center (NWLC)

welcomes you to a quick trip through history with a snapshot of how we've been turning anger into action for 50 years.

Since 1972, NWLC has given a voice to women's rage—turning hurried whispers into desperate shouts, and finally, into a rallying cry for justice and change.

Our leadership has fueled a vision—and solutions—for laws, policies, and a societal culture that center gender justice values.

CELEBRATING OUR LEGACY **DEFINING OUR FUTURE**

For over half a century, the National Women's Law Center has been nothing if not persistent.

Title IX protections. Child care supports.
Reproductive freedom. Workplace equity and equality.

Against exceptional obstacles, and with exceptional success, we've fought persistently for those rights and many more—slowly chipping away at a system determined to make women feel less than.

We are more than enough, and we are just getting started. As we look toward the next 50 years, we recommit to relentlessly pursuing ***justice for her, and justice for all.***

REPRODUCTIVE RIGHTS

1970s–1980s

After *Roe v. Wade*, reproductive rights become a cornerstone of our organization.

NWLC works to protect vulnerable women and women in low-paid jobs from testing and involuntary sterilization.

2010s

NWLC leads advocacy and litigation efforts, alongside a broad coalition of women's and civil rights groups, to set the foundation for new civil rights protections in health care under the ACA—the first federal law to prohibit gender discrimination in federally assisted and federally conducted health programs and activities (Section 1557).

NWLC launches our CoverHer hotline, which provides guidance to callers who are struggling to afford or access birth control.

2000s

NWLC continues to fight for access to contraception as a sex discrimination issue and serves on the legal team that wins the first federal court ruling to the same effect, *Erickson v. Bartell Drug Co.*

Citing the abysmal state for women in the individual health insurance market, NWLC launches a nationwide health insurance reform campaign.

NWLC leads movement efforts to support the historic passage of the Affordable Care Act (ACA).

HEALING FROM THE PRESENT AND LOOKING TOWARD THE FUTURE

An overly politicized and extremist Supreme Court overturns *Roe v. Wade*, decimating our constitutional right to abortion. Fueled by anger, hope, and a clear vision for our collective reproductive rights, freedom, and health, NWLC prepares to fight on all levels—in court, in state and federal policy, and in our culture—to ensure that the right to abortion is restored, protected, and accessible for anyone who needs it.



OPPORTUNITY IN EDUCATION (TITLE IX)

1970s

NWLC fights for enforcement of Title IX, which prohibits sex-based discrimination in schools or federally funded programming.

2000s

NWLC fights to ensure those who speak out about sexual discrimination will not face retaliation.

2020s

Extremist politicians are attacking transgender and LGBTQ+ individuals, particularly students and athletes. NWLC will fight fiercely to protect their rights and to ensure all children feel safe and accepted in their school environments.

NWLC continues its efforts to end problematic school discipline policies and works alongside coalitions to redefine and support safer school environments.

1980s–1990s

In *Haffer v. Temple University*, NWLC brings the first case to take on an entire athletic program. The win builds a foundation and model for thinking about discrimination in athletics and across-the-board inequities.

NWLC brings, and argues, *Davis v. Monroe County* to the Supreme Court, where they rule in our favor, deciding that under Title IX, a school board can be held responsible for "student-on-student" harassment.

2010s

NWLC publishes our *Let Her Learn* toolkit—helping to ensure girls who have experienced harassment are not unjustly pushed out of school.

ACCOUNTABILITY, LAW, AND JUSTICE

1970s–1980s

In 1981, NWLC grows from the Center for Law and Social Policy into its own organization. One of its first triumphs? Releasing significant reports on the state of women's affairs in finance and the judiciary.

2010s

In the surge of the #MeToo movement, NWLC launches and becomes home to the TIME'S UP Legal Defense Fund. The first-of-its-kind fund connects survivors of workplace harassment and related retaliation with attorneys, and in select cases pays for their legal and PR fees. To date, the Fund has assisted nearly 6,000 survivors with these critical services.

1990s

NWLC advocates for the passage of the Civil Rights Act of 1991, codifying workplace protections for women.

The Center begins taking on legal cases to help women in prison.

2020s

NWLC leads the way in supporting more women of color appointees and a more fair and equitable judiciary. From fighting back against problematic societal narratives to leading national SCOTUS nominee campaigns, NWLC continues to demand that our leaders truly represent our country and our values.

In the immediate wake of the COVID pandemic, NWLC leads uniting the gender justice movement in their collective demands to center the needs and burdens of women—in particular women of color—in the government's COVID response, relief, and recovery efforts and policies.



EQUAL OPPORTUNITY AT WORK

1970s

NWLC sues the Department of Labor and spurs Congress' passage of the Pregnancy Discrimination Act.

1990s

Anita Hill gives history-changing testimony that will eventually spur significant change. This includes, in part, President Bush's signing of the Civil Rights Act of 1991 which for the first time allows limited money damages for victims of harassment and other intentional discrimination.

2010s

By now, women are allowed in the armed forces.

But they aren't supported once they get there—until NWLC fights to increase access to contraception, child care, and support for sexual assault survivors.

NWLC leads a groundbreaking, class action, pregnancy discrimination lawsuit against Walmart.

1980s

In a case supported by NWLC, the Supreme Court establishes that sexual harassment violates Title VII, prohibiting sex discrimination in employment. In its aftermath, NWLC launches a major effort in the courts, Congress, and government agencies to expand legal protection for survivors.

2000s

NWLC campaigns for and sees the passage of the Lilly Ledbetter Fair Pay Act, helping to close the pay gap.

2020s

NWLC continues to demand less discrimination and greater workplace protections through legislation like the Pregnant Workers Fairness Act and the BE HEARD in the Workplace Act.

1970s–1980s

NWLC advocates for stronger child support protections—including the Child and Dependent Care Tax Credit, which has since benefited millions of families.

2020s

NWLC launches *We Are the Backbone*: a national campaign that shifts the narrative around care work from being a personal responsibility to a public infrastructure.

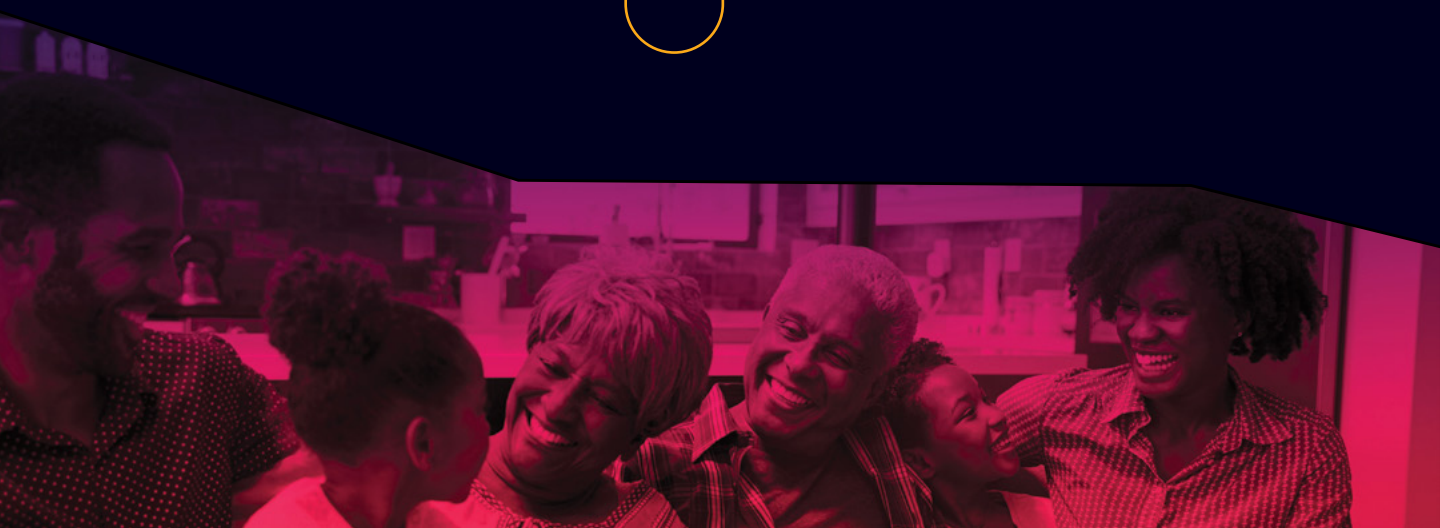
NWLC leads a nationwide effort to secure historic relief dollars that would stabilize the child care sector during the pandemic, in particular lifting up the needs of early childhood educators, frontline workers, and women of color.

INVESTING IN CHILD CARE AND FAMILIES

1990s

NWLC works to expand awareness about Child Care Tax Credits.

The historic Child Care and Development Block Grant Act is passed, thanks to significant leadership from NWLC.



WHAT DOES A MORE EQUITABLE FUTURE LOOK LIKE TO YOU?

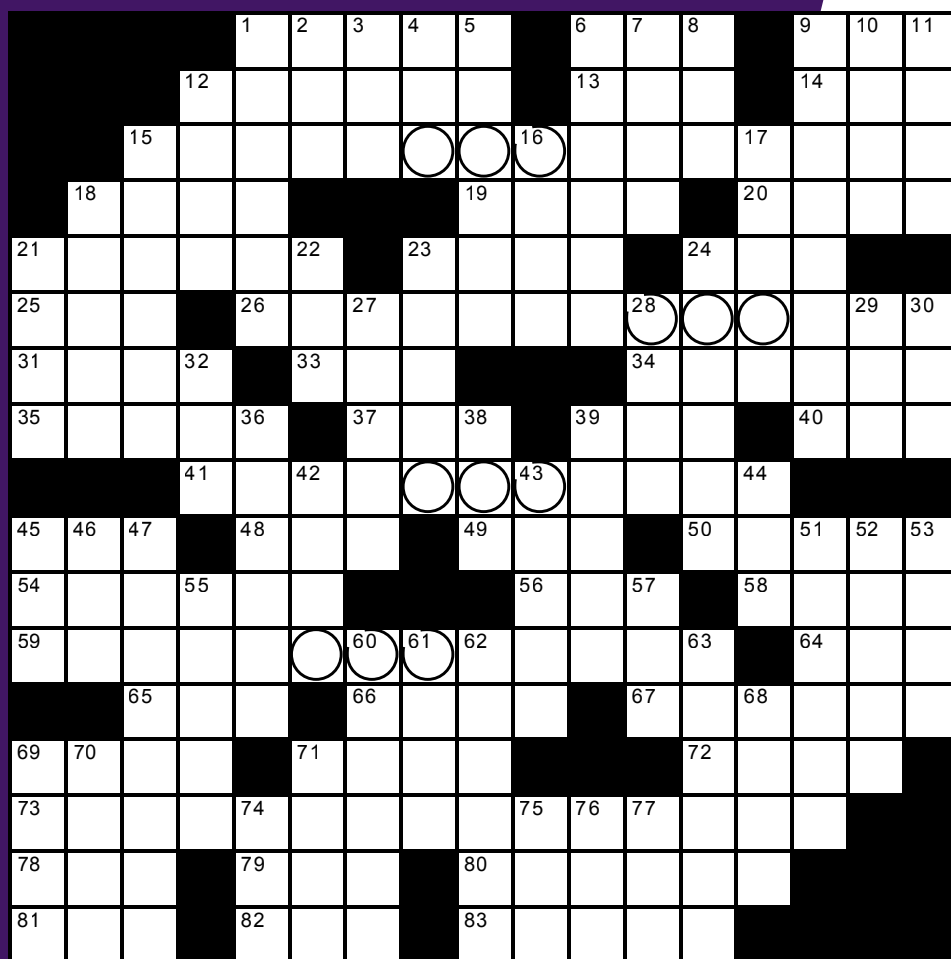
Scan the QR code to join our virtual time capsule and share what a more equitable and gender just future looks like to you.

SCAN ME!



CROSSWORD

Celebrating 50 Years of NWLC by Rachel Fabi



ABOUT THE CREATOR:

Rachel Fabi is a Syracuse-based solver, constructor, and writer-abouter of crossword puzzles. Rachel is a "Wordplay" columnist for the *New York Times*, writing about the daily puzzle and helping new solvers learn the tips and tricks of solving. Rachel is also the creator of These Puzzles Fund Abortion, a series of puzzle packs that have raised over \$135,000 for abortion funds. In her non-crossword life, she is a professor of bioethics and a "Jeopardy!" champion who loves bad puns, good trivia, and arguing about health policy and ethics on the internet (@faBioethics on Twitter).



ACROSS

1. Prickly plants
6. Common App element
9. Network for Christiane Amanpour
12. Adherents of a faith that emphasizes the unity of all people
13. Muscle under a delt
14. Shade
15. First Black opera singer to have a contract with a major American opera
18. Email button for outgoing messages
19. Word after "wolf's" or "hen"
20. Cacao morsels
21. Checked (off)
23. Combine into one
24. ___ Francisco
25. Suffix with Japan or Vietnam

26. English foodwriter who wrote "How to Eat"
31. Carpet or haircut style
33. Make a mistake
34. "Right away, cap'n!"
35. Sabrina the Teenage Witch's cat
37. Potato sprout
39. Squeeze (out)
40. Damp
41. Actress who played Xena: Warrior Princess
45. Abbrev. akin to LLC
48. Yeses' counterparts
49. Bit of ink
50. "Delta Dawn" singer Tucker
54. Dumpster fire
56. India's smallest state
58. Profound
59. Liberal arts college in Yonkers named for the wife of its founder
64. Bit of concert gear

65. Descriptor for vermouth or a desert
66. "Consequently ..."
67. The 1%
69. Catch (on)
71. Atop
72. Temporary capital of 52-Down
73. National ___ (groundbreaking legal organization celebrating its 50th anniversary this year ... or a hint to this puzzle's circled letters)
78. Year in Rio de Janeiro
79. Alternative to "nay"
80. Glamping amenity
81. Emerald or aquamarine, e.g.
82. Weep
83. They may be gained on a rushing play

DOWN

1. Lady ___ (drag queen named for a London neighborhood)
2. Common poke protein
3. Word before State or Poly
4. "We Do This ___ We Free Us" (Mariame Kaba book on prison abolition)
5. Author Allende
6. The Good Witch of the South
7. Ashen
8. Hub for Delta Airlines
9. Useful tool for an arborist
10. Unfeeling
11. Loch ___
12. Building that may have a drive-thru ATM
15. Kix or Chex, e.g.
16. Boundary
17. Wonderstruck

18. Malia's sister
21. Sticky situation, say
22. 20-sided D&D necessity
23. Streep who played Donna in "Mamma Mia!"
24. "What ___ thou?" ("What do you think?")
27. Longest-running TV medical drama of all time, for short
28. Erie or Ontario, e.g.
29. Owolewa who serves as D.C.'s "shadow representative"
30. Fishing implement
32. Styling product
36. Little snack
38. Have, as a little snack
39. John who wrote "Your Song"
42. "Neato!"
43. Subject of "Mundell v. Acadia Hospital Corp"

44. Down in the dumps
45. Hypotheticals
46. Actress Long
47. Spice found in masala chai
51. Less of a mess
52. See 72-Across
53. Words with Friends and TikTok, for two
55. Beetle Bailey's boss
57. Card that may be low or high
60. Children ___ (road sign)
61. "Hold your horses!"
62. Catwalk
63. Delights
68. Carded at a bar
69. Freebies from a conference, say
70. Not any
71. ___ interface
74. Where to find JFK
75. Org. in "Bridge of Spies"
76. Mess up
77. "Totes fine!"

WORD FIND

H U U T Y C I L O P K X S C H O O L T B G M M
J E P A A C U L T U R E C H A N G E R N W W I
P T A S I X U C I V I L R I G H T S R S P H O
V I C L J W T D I S C R I M I N A T I O N C X
J T O W T A O H M H C H T I T L E I X K H J D
U L E A B H B R E Z F E I R B S U C I M A B M
D E E L I I C O K P C O N S T I T U T I O N J
G V M X P X A A R P A Y A P L A U Q E C I C P
E I T M Z A A M R T L T U N O O O T E M M P M
S I I O Q M C S J E I A R G Z C O U R T W A S
Y C H I L D C A R E N O C I T I Q O E G P G U
U B I P X N Q A B M H R N E A W L F C X J E T
F E C I T S U J R E D N E G H R N D A B X G O
Z X G X Z Z Y G S S E R G N O C C J Y W F A C
U K W B U Q D E D O C S S E R D J H X P D W S
Z L B I R T H C O N T R O L T X Z A Y E O E Z

ABORTION	DISCRIMINATION	POLICY
ACA	DRESS CODED	SCHOOL
AMICUS BRIEF	EEOC	SCOTUS
BIRTH CONTROL	EQUAL PAY	TAX THE PATRIARCHY
CHILD CARE	GENDER JUSTICE	TITLE IX
CIVIL RIGHTS	HEALTH CARE	TITLE VII
CONGRESS	JUDGES	WAGE GAP
CONSTITUTION	LAW	WORKPLACE
COURT	METOO	
CULTURE CHANGE	NDA	

 ANSWER KEY IS LOCATED AT THE BACK OF THE PROGRAM BOOK.



#MY RIGHT
MY DECISION

NATIONAL WOMEN'S
LAW CENTER

STRATEGIC PLAN

NWLC's strategic plan was developed throughout 2021

during the COVID-19 pandemic and accompanying economic crisis, which made visible both the fragility of our caregiving infrastructure and the subpar pay and work conditions attached to jobs disproportionately held by women. The plan also comes during the ongoing national reckoning around racial injustice and state violence and amid an alarming and rapid increase in laws attacking voting rights, abortion, and the dignity and freedoms of transgender people.

These injustices have become newly salient at a time when there is a shift in political power in Washington that provides a historic opportunity to break with the longstanding approaches to problems that were once thought immovable and unsolvable.

This plan is guided by these principles:

- NWLC alone cannot bring about gender justice in society. We recognize that, to paraphrase Audre Lorde, women and girls do not live single issue lives, and those most impacted by discrimination and oppression must be elevated and centered in our work.
- Strengthening the gender justice ecosystem and continuing to center the needs, leadership, and experiences of women and girls of color and LGBTQ people in our work will increase the number, magnitude, and impact of our legal, policy, cultural, and narrative wins.
- Strengthening the ecosystem entails building on existing relationships with partners and influencers; forging new relationships beyond the “usual” partners; strategically engaging grassroots and grassroots players in the work; and practicing power-sharing and trust-building in our leadership.

- 1 **Grow the power** of the gender justice movement.
- 2 **Build our narrative power** to reach a broader audience of people ready to engage with us in our fight for gender justice.
- 3 **Reimagine the work** of the women's community as the work of gender justice, work that meaningfully encompasses the intersection of race, class, gender, disability, age, national origin, and sexual orientation and gender identity. The work of gender justice requires an ability to work across the multiple identities held by women and girls in ways that are both integrated and deep.
- 4 **Serve as part of the front-line defense** against attacks facing women of color and LGBTQ people, especially confronting harmful laws and policies rooted in narratives around protecting white, cisgender women (e.g., our current work defending against attacks on trans student athletes and our work to support women of color public officials).

➤ To read the full NWLC Strategic Plan, visit nwlc.org/strategicplan

ANNOUNCING THE ABORTION ACCESS LEGAL DEFENSE FUND



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The U.S. Supreme Court has decimated abortion access for millions and created chaos, forcing abortion patients, providers, and those who help them to navigate a legal minefield.

Right now, too many people and organizations are subject to surveillance, investigation, criminal prosecution, and civil liability. These individuals and entities—who are forced to make difficult decisions amid legal uncertainty—may face crushing legal fees, civil and criminal penalties, and damages judgments, as well as imprisonment. Our incredibly expensive legal system can prevent people from defending themselves or receiving fair treatment. But everyone who has needed abortion care or helped someone obtain it deserves legal representation, regardless of their ability to pay.

That's why the National Women's Law Center is creating the Abortion Access Legal Defense Fund.

You can help support abortion access by making a donation to the Abortion Access Legal Defense Fund today.

› Go to nwlc.org/fund

› Text **FUND** to **32434**

› Or scan the QR code below.

The Abortion Access Legal Defense Fund will provide financial support to patients and those who have helped people get abortions, including accused “aiders and abettors.” It will help cover attorneys’ fees and other legal expenses in criminal and civil legal proceedings.

Help NWLC protect abortion access by donating to the Abortion Access Legal Defense Fund. Your donation will help grow the fund at this critically important moment.

Visit nwlc.org/fund to become a founding donor to the Abortion Access Legal Defense Fund.

SCAN ME! →



Covington is proud to sponsor

The National Women's Law Center 50th Anniversary Gala

We applaud The National Women's Law Center for being a leader in landmark legal and public policy advances that have dramatically improved the lives of women and their families for 50 years.

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Congratulations

We are pleased to support the
National Women's Law Center
and salute it for advocating for
the future of women.

Davis Polk

**We proudly
celebrate the
National Women's
Law Center
and its 50 years
of incredible,
trailblazing work.**

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DEMAND IX

ABOUT THE CAMPAIGN

Demand IX is a campaign to engage millions of people as we coordinate efforts to galvanize the impact of individual Title IX Anniversary projects into one empowering national campaign that amplifies Title IX efforts and provides onramps for public participation and action.



The campaign aims to equip the Title IX Anniversary Coalition — composed of the Demand IX Leadership, Billie Jean King Leadership Initiative, National Women's Law Center, and the Women's Sports Foundation — with 1 million signatures. These signatures will create a powerful voice to take to Congress and other policymakers to demand more robust Title IX protection and enforcement.

Locally, Demand IX will educate, inspire, and empower millions of college students and leaders with the tools they need to ensure fairness for everyone in educational institutions.

DEMAND IX

SIGN THE PLEDGE



Learn more at www.demandix.org





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Goodwin is proud to sponsor the National Women's Law Center's 50th Anniversary Gala

We support their mission
to break down barriers for
women and girls facing
injustice and inequality.

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Women on the Move is JPMorgan Chase's commitment to fuel female ambition and advance financial equality.

Today, with women making up half of our global workforce and represented at every level of our organization, we are building on our success and reaching externally to expand our commitment to empower all women.

JPMorgan Chase proudly supports the National Women's Law Center as they celebrate 50 years of fighting to advance the rights of women and girls.

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A photograph of two women, one Black and one Asian, working together at a desk. The Black woman is in the background, smiling and looking at the desk. The Asian woman is in the foreground, focused on her work. They are both wearing professional attire. The background is a bright, out-of-focus office space.

When there are no ceilings, the sky's the limit.

Women should be able to go as far as their talent, drive and imagination take them. KPMG is committed to supporting women in the workplace, at home, and in life.

kpmg.com



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and celebrate NWLC's 50-year legacy
of fighting for gender justice

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Paul|Weiss

We are proud to
support the
National Women's
Law Center
50th Anniversary Gala



The 2 million members of SEIU are proud to support the National Women's Law Center on its 50th anniversary. We look forward to another 50 years of fighting side-by-side with the NWLC for gender, racial and economic justice.



The background of the entire page is a black and white photograph of two women in business attire walking down a set of stairs. The woman in the foreground is wearing a dark suit and glasses, holding a folder. The woman behind her is wearing a light-colored suit and is smiling while looking at something in her hands. The top of the page features a dark brown header with the firm's name in white serif font, and a blue geometric graphic on the right side.

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National Women's Law Center's 50th Anniversary Gala

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Uber is committed to driving equity and belonging within the communities we serve. We are honored to work with the National Women's Law Center, advocates, and survivors as we continue to embrace an action-oriented, survivor-centric and transparent approach to safety.

The National Women's Law Center
50th Anniversary Gala

Uber



***“The way to right
wrongs is to turn
the light of truth
upon them.”***

— Ida B. Wells

WilmerHale is proud to support
The National Women's Law Center 50th Anniversary Gala.
We applaud your mission to fight for gender justice—in the courts,
in public policy, and in our society—working across the issues that are
central to the lives of women and girls.

wilmerhale.com

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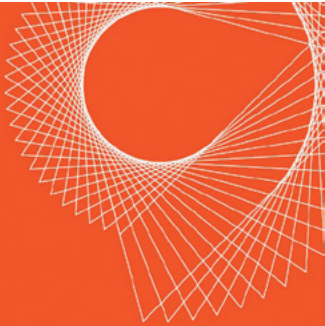


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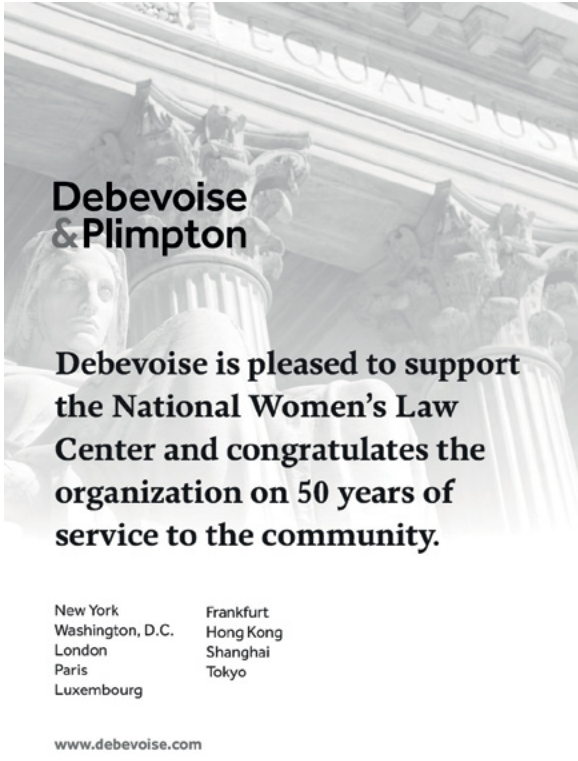
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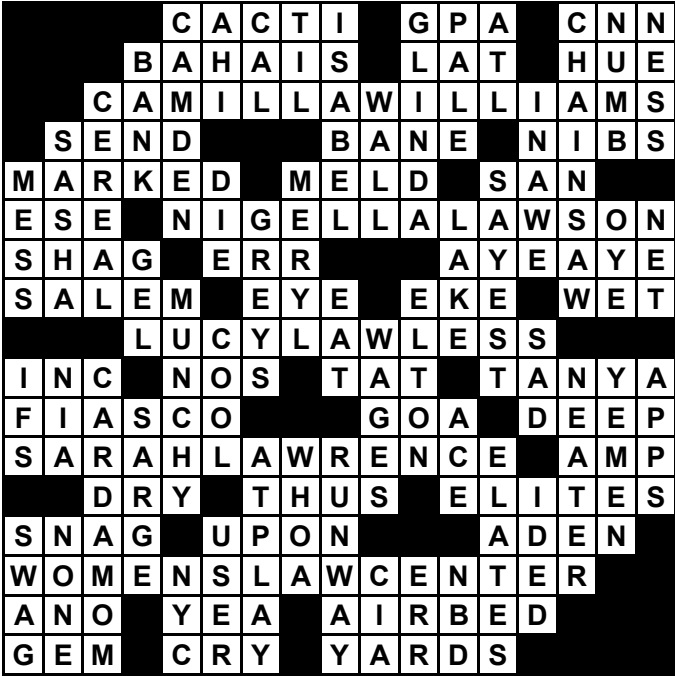
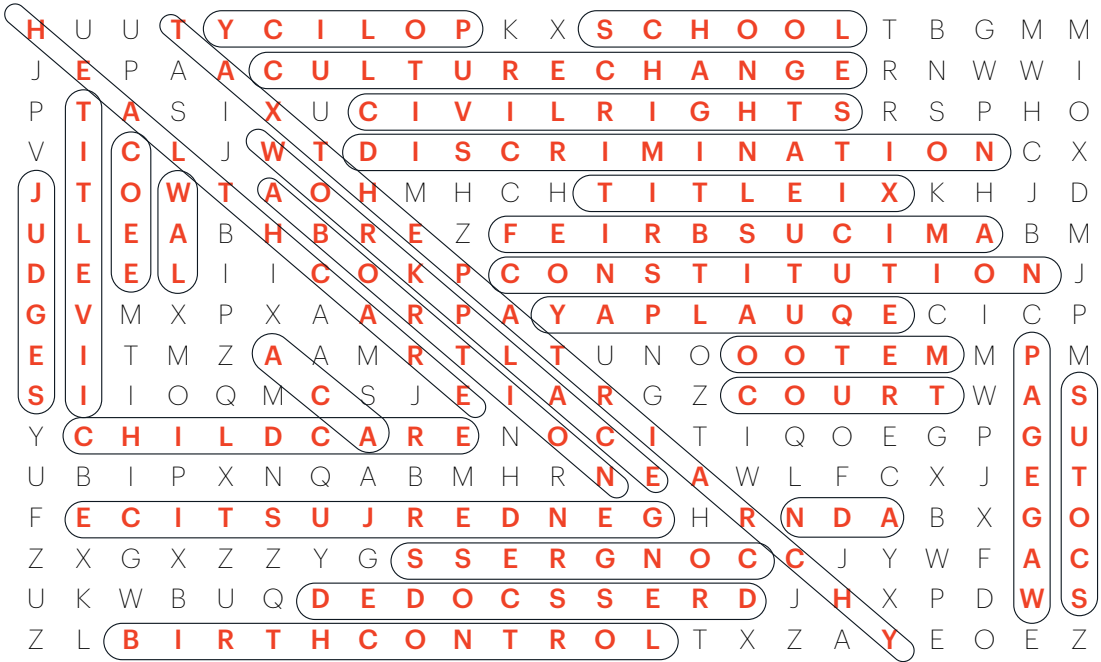
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