

2021

**Gender Justice
Equity Circle**

GENDER
JUSTICE



THE GENDER JUSTICE EQUITY CIRCLE IS A BOLD COMMUNITY DEDICATED TO THE ENVELOPE-PUSHING WORK NEEDED TO TRULY ACHIEVE GENDER JUSTICE. YOUR COMMITMENT FUELS THE FIGHT TO EXPAND AND PROTECT OUR HUMAN AND CIVIL RIGHTS HERE IN MINNESOTA - IMPACTING THE LIVES OF OUR COMMUNITIES NOW AND FOR GENERATIONS TO COME.

[GENDERJUSTICE.US/EQUITY-CIRCLE](https://genderjustice.us/equity-circle)

Advancing gender equity through the law.

**GENDER JUSTICE
FIGHTS FOR
GENDER EQUITY BY
DISMANTLING
BARRIERS AND
EXPANDING
PROTECTIONS SO
THAT ALL
PEOPLE CAN THRIVE
REGARDLESS OF
THEIR GENDER,
GENDER EXPRES-
SION OR IDENTITY,
AND SEXUAL
ORIENTATION.**

STRATEGIC & IMPACT LITIGATION

We bring cases that push the law forward. Our cases clarify what the law actually means to everyday people, change the interpretation of the law, or raise new and important issues as yet unaddressed by the courts.

PUBLIC EDUCATION

To realize the full potential of changing the law, we aim to change hearts and minds, and to build power for social progress. People need to not only know their rights, but also feel empowered and supported to realize those rights.

POLICY ADVOCACY

We advocate in the state legislature, US Congress, and at the city and county level on behalf of policies that advance gender equity. We promote new policies and laws, and work to stop those with the potential to undermine our freedoms, dignity, and autonomy. We are a resource for policymakers so they are informed, confident, and equipped to advocate for gender rights and equality.

PARTNERSHIP & COALITION BUILDING

Gender Justice takes a movement-based approach to our work. We join with justice-minded partners to build power, make long-term change, and improve lives at the intersection of gender, race, and class.

EXPERT LEGAL ANALYSIS

Our expert legal analysis comes from a deep understanding of how the law works, how it is enforced, and the impact it has on people's real lives. Too often, the justice system is used as a tool for oppression. We have particular expertise in state and federal civil rights laws, including the Minnesota Human Rights Act, Title VII, Title IX, and Section 1557 of the Affordable Care Act.

2021 Gender Justice Initiatives

LITIGATION

COOPER v. USAPL

Fighting for trans rights in sports.

DOE v. MINNESOTA

Ending Minnesota's unconstitutional abortion restrictions.

M. v. FAIRVIEW HEALTH

Defending pumping accommodations for new parents.

ANDERSON v. THRIFTY WHITE

Ensuring access to emergency contraception for rural communities.

N.H. v. ANOKA-HENNEPIN, WOODS v. BUFFALO- MONTROSE-HANOVER

Protecting the civil rights of trans students in school by setting case law precedent under the Minnesota Human Rights Act.

ADVOCACY

THE AG'S TASK FORCE ON WOMEN'S ECONOMIC SECURITY

Shaping priorities and pursuing solutions that will positively impact the economic status of Black women and women of color for decades to come.

UNIVERSAL PAID FAMILY & MEDICAL LEAVE

Minnesotans should be able to work *and* care for themselves and their families.

SALARY HISTORY BAN

Closing the wage gap and securing economic justice for women of color.

RESTORING THE OFFICE ON THE ECONOMIC STATUS OF WOMEN

Building an office that represents women from across the state in fighting for equal economic opportunities.

COALITION

UNRESTRICT MINNESOTA

Leading a multi-racial, cross-sector coalition to expand access to, protect, and destigmatize abortion in Minnesota.

EQUAL PAY TODAY

Eradicating the long-standing gender wage gap, impacting the economic security of women and families.

THE ALLIANCE: STATE ADVOCATES FOR WOMEN'S RIGHTS & GENDER EQUALITY

Steering a national collective of legal organizations securing gender rights and protections.

FAITH, RIGHTS, AND DEMOCRACY

Fighting against right-wing efforts to use religion as a license to discriminate.

A DECADE OF IMPACT

Setting a National Precedent for Trans Rights Under the ACA

In a historic decision issued in March 2015 — the first in the nation — a federal court in Minnesota ruled that Section 1557 of the Affordable Care Act's ban on sex discrimination includes discrimination on the basis of transgender status.

When our client, Jakob Rumble, went to the emergency room of a Twin Cities area hospital in severe pain in June 2013, he experienced what 70% of transgender and gender-nonconforming individuals surveyed report about their treatment by health care providers — discrimination.

Jakob made a courageous decision to challenge the mistreatment and substandard care he received. He brought a lawsuit under a new federal civil rights law found in the Affordable Care Act (ACA) (sometimes referred to as “Obamacare”). Section 1557 of the ACA prohibits sex, race, age or disability discrimination by health programs that receive federal funds.

To interpret the new protection against sex discrimination in Section 1557, the court looked to precedent set by judges interpreting older civil rights laws such as Title VII of the 1964 Civil Rights Act, which forbids sex discrimination in employment. The court noted that the U.S. Supreme Court had “eviscerated” the narrow view of the term “sex” back in 1989, in a landmark Title VII case, *Price Waterhouse v. Hopkins*, and that courts increasingly interpret the term “sex” in Title VII to include all “individuals who are perceived as not conforming to gender stereotypes and expectations,” including transgender and gender-nonconforming individuals.

The court also confirmed the opinion of the Director of the Office for Civil Rights of the U.S. Department of Health and Human Services, which is charged with enforcing the new law. He has stated that Section 1557 must extend to “claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity.”

The new law and the court's decision in Rumble create a powerful tool for addressing a widespread and well-documented problem – the frequency with which health care providers fail their transgender patients.

As a result of these experiences, many transgender individuals postpone or do not seek health treatment when they are sick or injured because they fear discrimination.

Effective enforcement of Section 1557 will help to correct this problem, ensuring that all patients are treated with respect and dignity and offered the same quality care, regardless of their gender identity or gender expression. Recommended policies and training information are available to health care providers to help them meet this standard.

Gender Justice Events

Gender Justice is advancing gender equity through advocacy and education. Our events are designed to provide engaging content about today's most pressing gender equity issues.

SCOTUS CHATS!

Pop-up digital conversations unpacking the gender implications around the latest U.S. and Minnesota Supreme Court cases.

ADVANCING CIVIL RIGHTS FOR TRANSGENDER AND NONBINARY INDIVIDUALS (VIRTUAL CLE EVENT)

1 Standard Credit and 1 Elimination of Bias Credit

Thursday, April 22nd | 11:00 AM - 1:15 PM

STRENGTHENING GENDER-BASED CIVIL RIGHTS IN MINNESOTA (VIRTUAL CLE EVENT)

1 Standard Credit (Virtual)

Thursday, November 18th | 12:00 Pm - 1:00 PM

CONNECTING IN THE PARK (COVID-PENDING)

Outdoor, in-person event to re-connect as a community.

August - September 2021

Join the Gender Justice

Equity Circle

**EQUITY CIRCLE PARTNERS
ENJOY THE FOLLOWING
BENEFITS AND RECOGNITION**

	JUSTICE PARTNER \$10,000	EQUALITY PARTNER \$5,000	OPPORTUNITY PARTNER \$2,500	INCLUSION PARTNER \$1,000
TOTAL 2021 EVENT TICKETS	20	15	10	5
OPTIONS FOR EVENT PARTICIPATION				
SPRING OR FALL NEWSLETTER FEATURE				
RECOGNITION IN OUR "SCOTUS CHATS" (video & email)				
ONLINE DONOR SPOTLIGHT				
NAME OR LOGO ON EVENT EMAILS (4+)				
VERBAL ACKNOWLEDGEMENT DURING EVENT PROGRAMS				
OPPORTUNITY TO TURN PARTNERSHIP INTO A MATCH				
SOCIAL MEDIA SHOUT OUT				
PRINT NEWSLETTER ADVERTISEMENT	1/2 Page	1/4 Page	1/8 Page	Name/Logo
LOGO OR NAME ON WEBSITE EVENT PAGES				
ACCESS TO PRIVATE BRIEFINGS FROM OUR LEADERSHIP TEAM				

A DECADE OF IMPACT

Leticia Zuniga

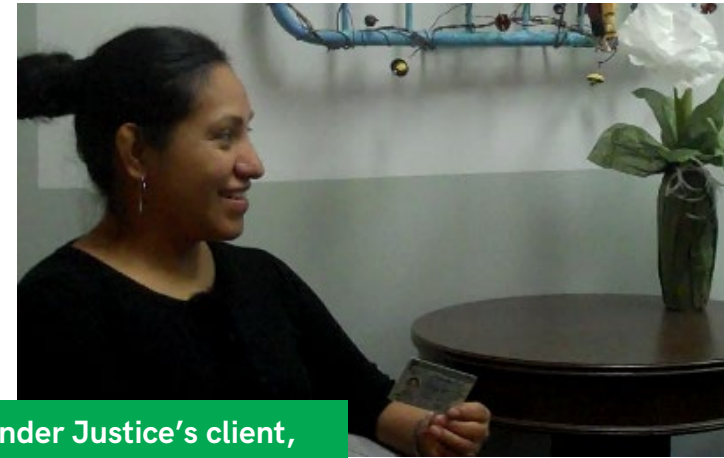
In 2007, Leticia Zuniga suffered repeated sexual assaults at the hands of her boss, Marco Gonzalez. At the time, Leticia worked as a custodian at the Ridgedale Center, a local mall that subcontracted Service Management Systems to clean.

Gonzalez served as the facilities manager at Ridgedale Center, and was the only SMS employee at the mall with the ability to hire and fire the custodians. His power over her employment, along with the fact that Leticia was an undocumented immigrant, made it terrifying and near impossible for Leticia to report the assaults.

Incredibly, though, Leticia reported the abuses she endured. Although there was not enough evidence to pursue a criminal case, according to the Hennepin County attorney, Leticia and the lawyers at Gender Justice filed a lawsuit against SMS and Gonzalez.

The lawyers for SMS argued that the company had a clear sexual harassment policy in place and that since Leticia did not take advantage of the policy, the company was absolved from any liability in the case. However, SMS's employee handbook did not specify how to report sexual harassment, nor was there any protection in place for employees who came forward. Further, the company performed an investigation into Leticia's claims that was led by Gonzalez himself; not surprisingly, no remedial action was taken against him.

Rather than going to trial, SMS eventually reached a settlement with Leticia in 2012 that included changes to the company's sexual harassment practices to help employees report abuses.



Gender Justice's client, Leticia Zuniga

Now the company must post flyers with their human resource hotline in all its workplaces, as well as hold yearly sexual harassment training for all of its employees. Previously, this training was unavailable to most employees and optional for managers like Gonzalez. Hopefully these policy changes can prevent horrors like those Leticia endured from happening to others.

For Leticia, the road to personal recovery may be long, but she continues to move forward with the support of her family. We worked with the Immigration Law Center to help Leticia obtain her U-Visa. She now works for another custodial subcontractor in Minnesota. She was shortly after awarded the National Employment Lawyers Association's Courageous Plaintiff award for her bravery in coming forward.

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PLEASE CIRCLE YOUR COMMITMENT:	JUSTICE PARTNER \$10,000	EQUALITY PARTNER \$5,000	INCLUSION PARTNER \$2,500	OPPORTUNITY PARTNER \$1,000
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SIGN UP ONLINE. VISIT [GENDERJUSTICE.US/EQUITY-CIRCLE](https://genderjustice.us/equity-circle)

Or, complete the form below and scan it to Stephanie.Shea@genderjustice.us, or mail it to our physical address, below.

Sponsor name, as it should appear on public listings: _____

Primary Contact: _____

Address: _____

Daytime Phone: _____ Email: _____

Please make checks payable to **Gender Justice** and mail along with this form to:

Gender Justice
200 University Ave W, Ste 200
Saint Paul, MN 55103

Please contact Gender Justice Development Director Stephanie Shea at Stephanie.Shea@genderjustice.us with any Equity Circle questions or requests for custom benefits.

Gender Justice is a nonprofit 501(c)(3) organization. Please note some of these benefits may result in taxable income.

651-789-2090 GENDERJUSTICE.US

