



GENDER / **JUSTICE**

SPRING 2021 NEWSLETTER

Standing firmly with the movement for Black lives.

Hello Friends,



A year ago, as it became clear that the pandemic was going to dramatically alter our daily lives for some time, I found hope in the words of Arundhati Roy:

“Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. It is a portal, a gateway between one world and the next.”

This spring, as the ground softens and buds grow on the trees, I see signs of change – of breaks with the past and fights for a newly imagined world. A world where public safety is about meeting people’s needs holistically and in community. A world where transgender youth are celebrated and protected. A world where we get people the abortion care they need, safely in their homes. A world where Black lives truly matter.

But we know the path out of the “normal” of the past is not an easy one. Over these past twelve months we have also seen working mothers pushed to the edge financially and emotionally. We’ve fought back against unprecedented attacks against transgender children. We’ve watched as lawmakers prioritized more than 500 bills in state legislatures to limit reproductive freedom. And we’ve been shook by more police killings of Black men and girls here in Minnesota and across the country.

We have so much more work to do. And yet, I am optimistic about the future, and for good reason. I know that whatever 2021 brings to the table, we will hone in on the opportunities to create change – because over these past ten years, **Gender Justice has not just met the moment, we have anticipated it.**

Gender Justice was among the first organizations to see the full promise of the Affordable Care Act’s Section 1557, which bans sex discrimination, and won a landmark court decision affirming the protection of trans and gender nonconforming people to get the health care they need.

As you will see in this newsletter, in the last year alone, we have fought – and won – significant protections for trans students in school sports and classrooms in this state. Well before the media caught up to the growing right-wing threats against the fundamental rights of transgender children, Gender Justice was quite literally on the case.

In the face of a national wave of bills, including some particularly awful ones in Minnesota, we nurtured a public narrative rooted in dignity

and respect, and organized such a forceful response that we helped to stop an amendment seeking to criminalize transgender students from the education omnibus bill. The House author didn’t even speak up to defend it.

We did that. Us. Together.

We are able to look ahead and see these attacks coming in part because Gender Justice is neither a traditional women’s rights organization nor an LGBTQ rights organization. We work at the intersection of gender AND racial justice ... AND economic justice ... We see patterns in the strategies used by our opposition and use that recognition to anticipate new attacks and get out ahead of them.

Even in the extreme and increasingly cruel anti-trans legislation we’ve seen so far this year, there are glimmers of hope. The far-right and their tactics are growing more outlandish by the day. As they target communities they believe are more vulnerable, public opinion continues to shift toward trans inclusion and LGBTQ equality.

I believe we have the power to meet this moment – and the moments to come – with the intensity and urgency that our civil and human rights demand.

We can win. We can create pressure for change. Secure justice for our clients. Change our laws for the better. The law is most certainly an imperfect tool for justice. But people made the law and people can make it better.

With your continued support, of course. We have the skills and the commitment to take on the legal challenges ahead, but none of this would be possible without you by our side.

To reimagining our world together,

P.S. I’M SO THRILLED TO INTRODUCE THE NEWEST MEMBER OF OUR GROWING TEAM – TANA HARGEST! TANA WILL SERVE AS GENDER JUSTICE’S DEPUTY DIRECTOR, PROVIDING LEADERSHIP FOR OUR TEAM AND ORGANIZATIONAL CULTURE AS WE TAKE ON THE NEW AND CRITICAL FIGHTS FOR GENDER EQUITY.



JUSTICE FOR NICK

Anoka-Hennepin School District agrees to \$300k payment plus additional reforms over discrimination of trans students.

On Tuesday, March 23rd Gender Justice, The American Civil Liberties Union of Minnesota, and Stinson LLP announced a major \$300,000 settlement and several reforms from the Anoka-Hennepin School District over its discrimination against our client and transgender student, Nick.

In 2016, the school board initially barred Nick from using the boys' locker room, after he had been welcomed by and participated on the boys' swim team for much of the season. Nick was singled out and forced to use segregated changing facilities that no other students were required to use. This discrimination led to bullying and threats against his family, causing Nick emotional distress and harm.

“I wanted the school district and the school board to understand that how they allowed me to be treated was wrong, and to hopefully make things better for the next generation of students – not just at Anoka-Hennepin, but across Minnesota.”

- Nick, Client

“I never want any student to experience the discrimination and cruelty I experienced from the adults at my school,” Nick said. “It means a lot to see the courts protect transgender students like me. Today's settlement agreement makes it very clear that segregating transgender students doesn't just dehumanize us, it violates our legal rights.”

Over the past year, we've seen a growing wave of political attacks against the rights of transgender children to health care, education or even to play sports. Students like Nick need and deserve the same acceptance as their classmates. Instead, far too many are being targeted for discrimination by adults who should be watching out for them. With this settlement, **we hope to send a message that discrimination against trans students is not only wrong, it comes at a cost.**

“Anoka-Hennepin's mistreatment of Nick was unconstitutional and unnecessary, and we hope this settlement puts every other school district in Minnesota on notice that discrimination will not be tolerated,” said ACLU-MN staff attorney David McKinney. “Our LGBTQ students, like all students, should have equal access to education, programs and extracurricular activities, not be ostracized based on their gender identity.”

THIS MAJOR SETTLEMENT COMES AFTER A RULING BY THE STATE COURT OF APPEALS FINDING THAT IT'S A VIOLATION OF BOTH THE MINNESOTA HUMAN RIGHTS ACT AND THE MINNESOTA CONSTITUTION FOR SCHOOL DISTRICTS TO SEGREGATE TRANSGENDER STUDENTS FROM THEIR PEERS.

Put simply, the decision from the Court of Appeals is a really big deal, and your support made it possible! The decision sets the standard statewide for the rights of transgender students to use the locker rooms and bathrooms aligned with their gender identity. As a constitutional decision, it provides the highest level of protection possible, meaning that any new laws passed that run counter to this decision would be challenged and would require the MN Supreme Court to overturn the NH decision.

So, what does this mean practically for Minnesota's schools?

It's now crystal clear – to not violate the law AND the constitution, schools can't single out transgender students and force them to use locker rooms or bathrooms that don't align with their gender identity.

The Anoka-Hennepin School District agreed to take several steps including:

- Reaffirming its commitment to comply with the Minnesota Human Rights Act and not discriminate against or segregate transgender students.
- Developing a policy to allow every student to use all facilities consistent with their gender identity that includes a complaint procedure and a prohibition on reprisals.
- Training all school board members, staff, and students on these policies.
- Affirming that students of all gender identities are valued and welcome.

Thank YOU for your continued support for our client Nick as he bravely spoke up and took action against a school with a long history of transgender and LGB discrimination.

You never gave up on Nick and now more transgender students will feel safe and supported in their schools.

S.F. 96 Isn't About Me

It's about **all** of us. | JayCee Cooper

Anti-LGBTQ hate groups have launched an increasingly aggressive campaign against transgender children. These are just kids who want to continue to go to school, play sports alongside their classmates, and live healthy, happy lives without being bullied by adults and lawmakers. Legislative attacks against transgender student athletes in states like Arkansas, South Dakota and Florida have garnered more headlines, but make no mistake: we are far from immune here in Minnesota.

In early February, the Senate Education Committee heard testimony on SF 96, a bill that needlessly attacks transgender kids who want to participate in school sports. Then in late February, In Rep. Eric Lucero lowered the bar of decency even further by introducing HF 1657, a bill that actually includes *criminal penalties* for transgender girls who use the locker room or play school sports. These attacks are

not only exceedingly cruel, but they also violate the fundamental values of inclusion, friendship and respect that so many kids find in sports.

Supporters of these bills have used every talking point from the anti-transgender textbook to argue that girls' sports are under attack from other girls. Even when the bill language has nothing to do with transgender youth playing in school sports, as is the case with SF 96, they signaled their agenda by repeatedly bringing my name into the conversation.

As you may know, I am a Gender Justice client, a transgender woman and a powerlifter. I am also an adult who graduated from high school over a decade ago. Though I am vehemently opposed to them, bills that target student athletes have nothing to do with me personally. But during the first committee hearing on SF 96, the only two testifiers in support of the bill were, inexplicably, an adult woman powerlifter who has organized her life around targeting transgender women athletes, and a representative from USA Powerlifting, an organization I am currently suing for discriminating against me and all other transgender athletes by categorically banning us from competing. I can't describe how deeply absurd it was to watch the Senate Education Committee allow testimony weaponizing my very existence as a reason to target transgender girls who want to play youth sports.

Trans powerlifter and Gender Justice client, JayCee Cooper

Sex stereotypes and gatekeeping about who is a “real” girl ultimately harms all girls.

I'm committed to the sport of powerlifting because I have a home in the community of strong, supportive athletes who come together around a shared love of sport. Transgender children play sports for the same reasons as everyone: to learn the self-discipline, sportsmanship and teamwork that are fundamental to sports. Telling transgender girls that they can't play girls' sports – under threat of arrest and juvenile detention! – sends a terrible message. At their very best, sports are a testament to our power to push our bodies to achieve more than we ever thought possible, and to encourage our friends and teammates to do the same.

We also know – or should know by now – that there's no such thing as just a little discrimination that stays neatly targeted at one group.

Anti-transgender activists' attempt to pit girls against each other threatens the unity and team spirit that athletes seek out in sports, and it distracts from the very real threats to women's sports — racism, pay inequities, sexual abuse, and lack of athletic opportunities in schools, to name a few.

I believe in the power of sports to bring people together, and to empower girls to believe in themselves and each other. Girls, including transgender girls, should get a fair chance to participate and succeed in sports at every level. Conversations about participation in sports must start from a place of recognizing the humanity and dignity of all athletes.

Why this Christian supports the work of Gender Justice

I am a life-long Episcopalian, woman, a mother, a wife, a manager, a writer, and a photographer; I have many identities. And, like my transgender family and friends, I am fully human – the most important identity of all.

My Episcopal community in Minneapolis celebrates Christianity as action, and Godly love as an action verb. This is the cornerstone of my faith tradition – we are all deserving of acts of love, and loving kindness. All of us, without exception.

Trans rights are in jeopardy and the justification for eliminating them is frequently based on an unloving interpretation of the Word of God. I am grateful to Gender Justice; my children's lives are better because of the work that they do every day, and this is why I am a donor.

- Jolie Hawk, Gender Justice Supporter

Katie & Christy

Two lawyers. Four cases together.

A cup of coffee with Gender Justice co-founder Jill Gauling in 2014 started a years-long working partnership between Katie Barrett Wiik, partner at Best & Flanagan, and Gender Justice Senior Staff Attorney, Christy Hall. Together, we've taken on some historic cases and secured new rights for folks in Minnesota and across the country. Katie has a civil litigation and appellate practice at Best & Flanagan LLP in Minneapolis, and commits substantial time each year to pro bono work, including many collaborations with Gender Justice.



Christy: Katie, I met you through the *Rumble* case – an amazing case that has been a highlight of my career. It was the first case in the country litigated about the – then – brand new civil rights law, Section 1557 in the Affordable Care Act, to talk about trans rights. It was the first case to answer the question affirmatively – are trans rights protected under this statute that references sex discrimination? The court issued a landmark decision – this case is cited in regulations for Section 1557 and in other cases around the country. We relied upon the Minnesota Human Rights Act (MHRA) as well, which has prohibited discrimination based upon gender identity for decades. There were a lot of hours put into that case!

Katie: That case was very intense. Very rewarding. But an intense experience, at many moments. We all worked so hard on it. For me, this case came at a personal moment where I was recognizing that the conversations around me about gender justice and equality were too limiting and didn't do enough to encompass sexual orientation, anti-discrimination, liberation, and transgender rights work. Undoing these violent, harmful sex stereotypes was at the heart of my decision to join in on this case and to continue working with Gender Justice.

Christy: And then we handled another case about the same time as we filed *Rumble* that actually resolved fairly quickly. It also related to 1557 and the MHRA and a trans woman seeking care at an in-patient treatment facility. There was a men's floor and a women's floor and the facility didn't know what floor to put her on, so they refused to admit her, despite providing the services she needed. That case resolved fairly quickly.

Katie: It did. That was a facial denial. Our client needed chem-

ical dependency treatment and [the facility] was like "You're trans?! We can't admit you." It was bald, overt discrimination.

Christy: Totally.

And now we're working together on a case against Fairview Health.

We believe that the rights of lactating parents are protected by the Minnesota Human Rights Act, given its broad prohibition of sex discrimination. The MHRA covers employment, schooling, public accommodations, business discrimination, housing, etc. It seems fairly obvious, yet there aren't many cases yet establishing one's ability to pump in the workplace. We hope this case will bring that clarity.

Another piece I think is important is thinking about what rights people have when they are held in a 72-hour hold. Do people have rights under these circumstances? Is it just a black hole of zero rights?

Katie: No, that can't be. That can't be the law.

I see that [*Moua v. Fairview*] case as being... there's two Venn diagrams of overlap. One is the rights of biological moms who choose to breastfeed or pump – their lactation rights – as a subset of sex discrimination. And then the other is this working to destigmatize the need for mental health care for postpartum parents, as part of the project to destigmatize access to mental health care, generally.

Many women experience fairly serious postpartum mental health needs and they have to be able to go seek care. They need to be able to say "Listen, I need to go somewhere where I'm taken care of, and I need to sleep and get some rest, get the care I need, because that's what my family and I need." That has to come along with some assurance that **they will be treated with dignity and respect and not treated like they are subjected to horrible and inhumane condi-**

tions during the hold. Which is what happened to our client, who while on the mental health hold, was strip searched, her privacy violated, and she was denied access to food, water, and the equipment she needed to pump milk for her newborn in a sanitary and private manner.

What happened to her was not OK, and the law requires more.

If you are going to hold yourself out as a mental health provider, and you are going to put people on hold when they come to you, you've got to treat them appropriately.

Christy: Absolutely.

And this brings us to the last of our cases – *Woods v. Buffalo-Hanover-Montrose School District* – another trans rights case. This is such an important issue that I think school districts are just starting to realize they need to pay attention to. Otherwise, they will get sued.

This case will make it better for coming generations, who I'm sure will also be much better and quicker at addressing respect in school.

This is why I went to law school, and why I became interested in the law – to help people who don't have enough power in a particular situation by rebalancing that power through the legal system.

It's not perfect. And it's not the only form of social or legal change we need. But impact litigation is how many, many important changes socially and legally have happened in our country.

- Katie



DREAM BIG, LOVE HARD, AND MAKE ABORTION ACCESSIBLE FOR ALL MINNESOTANS

An excerpt from UnRestrict Minnesota's Lobby Day Keynote Speaker: Renee Bracey Sherman, Founder and Executive Director of We Testify.

Do you all know this story? After Roe v. Wade legalized abortion, white Christian fundamentalists who were organizing around school segregation needed a new issue, while maintaining the same racist political divides and Jim Crow-era racial segregation. And of course they didn't want to seem super racist. So they chose abortion because it had just been legalized and because misogyny and white supremacy are besties.

It's obvious, of course, because people who are anti-abortion are anti literally everything that allows us to live freely and create our own families, but they wanted to pick something that would deeply harm women of color and people living on low-incomes in particular. They knew that we wouldn't be able to have the resources or the skin color to circumvent the criminalization and barriers they enacted. The very idea of telling someone — truly, anyone, but particularly people of color — how, when and why they can create a family is white supremacist. **There is no way we can have true bodily autonomy and reproductive justice without ending white supremacy.**

But that's going to take real work. That's the deep interpersonal work that we all have to do to recognize how our place and station in life is upholding this system, encouraging us to believe racist and classist stereotypes, and really push us out of our comfort zones to create a truly visionary world—not just of equality, where everyone gets the same slice of pie, but equity and justice, where people who were never told that dessert was even being served are able to have some pie and as much as they need to feel whole again. Reparations pie! That means that we need to look outside of ourselves and even our movement, to build together to look at how we're meeting people where they're at, ensuring they have the resources they need to not only have the abortion they want, but have the children they want, get the educations they want, have ongoing access to the healthcare they need, have healthy food in their communities, and be able to live lives without worrying about harassment from white supremacists, police, or other state-sanctioned harm.

It's about the right to an abortion, of course, but it's also about the right to live freely as we want with our loved ones, without fear of becoming the next viral video, harassed by our neighbors because they're too afraid to open their door to us, or worse.

The work of the reproductive justice movement demands that we fundamentally shift how we exist in this world. It's an ongoing practice—something I am striving to be better at every single day.

You all are doing that by being here today, choosing to change Minnesota for the better for all. And I am so excited because you have the most amazing leadership of folks of color through UnRestrict Minnesota. And, we're on the right side of history.

We just have to reframe the abortion debate. We know **abortion is healthcare**. We know the vast majority of people support abortion access and sure as hell don't want the government restricting access. We know the overwhelming majority of Minnesotans want their loved ones to have an abortion experience that's supportive and free of stigma, available locally, and affordable. Right now, the ridiculous restrictions and hoops that are in the way make this vision not possible. So ask yourself, how can you be part of the solution? How can you stretch yourself, have a few more conversations with your legislators and neighbors, and create change and the loving visionary communities we know our neighbors want. If all of us who are sharing our abortion stories are taking the risk to speak out, ask yourself what you can do to meet us in that challenge.

You don't have to be scared of this issue; embrace it. Share your values and talk about the vision of the world you want to create and how abortion access for all is part of that liberated Minnesota. Challenge yourself to have deep conversations with your loved ones around your values, over and over and over again. Remind them that you love someone who had an abortion and that's why you are doing this work.



THANK YOU to everyone who joined Gender Justice and our UnRestrict Minnesota partners for Reproductive Freedom Lobby Day!

On Friday, March 12th over **400** people came together to push for reproductive freedom in our state. We grounded ourselves in reproductive justice with the incredible Renee Bracey Sherman, we heard from a panel of our lawmakers about their commitment to reproductive freedom and bodily autonomy, and we toasted to a great day with our community with the hysterical Lizz Winstead!

But, most importantly, over 100 Minnesotans met with 47 legislators about the Patient's Right to Know Act, which would overturn the requirement that health care providers give medically-inaccurate information (including a false link to breast cancer and depression) to patients before they provide abortion care.

SINCE THEN EIGHT MORE LEGISLATORS HAVE ALREADY JOINED ON AS CO-SPONSORS OF THIS BILL, BUILDING EVEN MORE MOMENTUM TO EXPAND ABORTION ACCESS IN MINNESOTA.

Together we made a strong showing, and demonstrated to our state legislators the widespread support for policies that bolster reproductive health, freedom, and justice.

“I’m any other girl on the team.”

Minnesota teen and trans athlete Grace shares her story.

Playing a school sport always felt like part of the typical high school experience anyone would want, and for me it was an opportunity to be part of a group of girls. I don’t know where I would be now if not for the girls on my team. As soon as I started, I told every one of them, “Hey, I want you to know: this is who I am, this is who I was, I’m so excited to be part of this team.” I’ve never, ever gotten backlash from them, or any of the parents. It’s been amazing. When I’m at tennis, I’m not just The Trans Girl, I’m any other girl on the team.

I worked hard, I slowly climbed up, and after a few years I was made captain – not even because I’m the best one out there. I am squarely in the middle of the pack. My team picked me to be captain because, to be honest, I put in the work and people like me.

But still, I know the risks that come with being me. I know that if a parent from the other team raised a concern about their daughter competing against a trans girl, it could escalate quickly. To be on the safe side, I always had my bloodwork forms on hand, showing that my testosterone levels are always very, very low. But let me be clear: I don’t believe that anyone, much less a child, should have to carry documentation just to prove that they have a right to exist on a sports team.

I’m tremendously lucky, I was never challenged to prove that I had the right to play – and that’s a luxury not everyone has. But there was always this anxiety that at any moment, I’d have to justify myself to adults I don’t know, to show them my personal medical forms and say, *“No, I belong here. I do. This is where I feel like I’m at home. This is where I feel safe. This is where I can be myself.”*

A huge part of high school is just wanting to fit in. And I know, so many girls say they want to stand out, but fitting in – there’s safety in that. Bills like [SF 1657] single us out. It targets middle schoolers, high schoolers, young people who are just starting out in life, starting to be independent. For trans girls like me, who are already playing sports alongside their classmates, and who should be focusing on practice like everyone else, it’s a terrible reminder that no, we could have it all taken away. We could lose all we’ve worked for, our futures, our friends, and be criminalized for who we are.

There are people who take great pride in their gender identity, and I’m one of them! But at the same time, I’m tired of fighting for the right to exist. I’m a trans girl, but I’m not only a trans girl. I want to go to school and enjoy the rest of my senior year. I’m excited to start college in the fall. I hope to play on my college tennis team. I don’t want to have this fear hanging over my head anymore.

If lawmakers would like to talk about advancing fairness and protecting women, then let’s have that conversation. The problem is, the only time some of them talk about defending girls and women, it involves putting down someone else. If they’d actually like to protect girls and women in sports, let’s do it – with funding, and resources, and by weeding out predatory coaches. Nothing is stopping them from supporting women’s sports if that’s really what they want to do. But stop using one marginalized group as a prop to harm another. It’s hurtful, and it avoids the actual issues.

“I belong here. This is where I feel like I’m at home. This is where I feel safe. This is where I can be myself.”

The amount of time I spend wondering if this could all end is crippling. It’s nerve-wracking, and it’s scary. But what’s always given me comfort and hope are my safe spaces, tennis and cheer. When I could walk into my high school wearing my uniform – my girls cheer uniform, with the short skirt and huge bow – I was so proud. I knew I belonged. That’s a feeling every kid deserves to have. That’s what high school should be about! Not defending who you are to adults who don’t care to know.

I’ve heard many people say that lawmakers who haven’t taken the time to sit down with trans children and really try to understand our experiences. Perhaps then they would rethink this awful campaign to criminalize us. We have a lot to offer.

Thanks to **YOU** we were able to shut down an amendment to the education omnibus bill that would criminalize transgender athletes like Grace. Your partnership is making a difference in the lives of young people across the state.



The Work Ahead

What we can do to shut down the latest attacks on the transgender community

Anti-LGBTQ hate groups are using state legislatures to attack trans children and codify discrimination against transgender youth. When it comes to these attacks, we no longer have the luxury of time. How we respond in the next six months will have a deep, lasting effect on the future of transgender rights.

Everyone deserves to feel safe and supported in their community. But in recent years, far-right conservative and religious groups have been coordinating on new lines of attack in their long-standing campaign against LGBTQ equality, and transgender rights in particular. Groups like the Heritage Foundation, Alliance Defending Freedom and others, have all played a part in advancing anti-LGBTQ lawsuits and legislation in states across the country.

In March, 2020, the governor of Idaho became the first to sign into law a ban on transgender women and girls from competing in girls' sports leagues. Here in Minnesota, the athletic organization USA Powerlifting announced a blanket ban on all transgender athletes in 2019. Since then, dozens of bills have been filed in states across the country – including Minnesota's SF 96 – targeting the ability of transgender youth to participate in sports, get the health care they need, or receive fair treatment in any number of public settings.

These attacks haven't stopped, and neither will we. With your support, Gender Justice will continue to take every opportunity to speak out, educate and build public support, and pursue cases that not only protect but also expand protections for LGBTQ rights under the law.

We need to get ahead of these attacks before irreparable harm is made.

Legislative, political, and legal attacks against the transgender community have surged in recent years – with opponents deploying arguments around "religious freedom" as a license to discriminate, wielding reductive distortions based on junk science, and exploiting the lack of research and education within federal and state courts systems to curb access to health care, public participation, education, and opportunity.

Gender Justice is taking a strategic, multi-pronged approach to fight against this discrimination and protect the rights of transgender people. Including:

1. Bringing cutting edge impact litigation cases to protect and expand transgender rights within our state laws and drive a public conversation lifting up equity and inclusion over division and hate.

2. Educating state and national partners, institutional leaders, and lawmakers around this issue so that they are confident and equipped to forcefully speak out on behalf of transgender rights and liberation.

3. Drive the public conversation with values-based messages centering inclusion, fairness, and countering misleading and inflammatory rhetoric used to stigmatize trans people. We are bold and proactive in shaping media coverage of these issues, and we plan to scale up our efforts to engage community members directly so they can confidently engage in personal and public discourse about sports, fairness, and inclusion of transgender athletes.

We know from experience that these are winning strategies.

Gender Justice has a reputation for leading the fight for transgender rights and bring a "first mover" in pursuing innovative litigation to protect and expand trans rights.

In 2015, we secured a first-in-the-nation decision by a federal court in Minnesota affirming that Section 1557 of the Affordable Care Act does indeed protect the rights of transgender people to access health care without discrimination. Last year, we won a MN Court of Appeals decision affirming that discrimination against transgender students, including regarding locker room access for student athletes, is illegal under MN's Human Rights Act.

Our efforts have led to changes in how care providers and insurance treat transgender patients, and forced new measures of accountability on schools to ensure equal education to all students.

And right now, we're proudly representing transgender powerlifter and advocate JayCee Cooper, who was denied the opportunity to compete when USA Powerlifting instituted a blanket ban on transgender athletes.

We know what needs to be done now – but we need you with us.

Help us reach our \$40,000 spring fundraising goal to support this urgent work. Please make a gift and partner with us to reach others about this important issue. Together, we can get ahead of these harmful laws and divisive narratives before they can fully take hold and cause irreparable harm.

Your gift will be put to work immediately by helping us grow our capacity to meet the needs of this pivotal moment. Thank you!



PUSHING FOR EQUITY IN OUR LAWS

This session continues to look different than other years because of the ongoing COVID-19 and economic crisis. However, this hasn't deterred us from furthering our commitment to advancing opportunities for racial, gender, and economic equality through our laws.

Thanks to your help, we are working with our lawmakers on solutions to address the unique economic challenges faced by Black, Indigenous, women and people of color, as well as the transgender youth who are being singled out by our lawmakers.

The Attorney General's Task Force on Women's Economic Security

The Attorney General's Task Force on Women's Economic Security. As Task Force co-chair, Gender Justice Advocacy Director Erin Maye Quade has a voice in directly shaping priorities and pursuing solutions that will impact women for decades to come.

Advancing an Intersectional Legislative Agenda

We are working to secure paid family and medical leave, and a salary history ban to close the wage gap and make sure no one has to choose between caring for their family and putting food on the table.

Restoring the Office on the Economic Status of Women (OESW)

By refunding the OESW we can build the infrastructure and oversight to ensure the economic status of Black women and women of color are an explicit, actionable focus of our state government.

Pushing Back Against Anti-Trans Policy

Thanks to your support and action, we successfully killed a transphobic amendment that would have criminally penalized transgender students participating in sports. We will continue to testify, educate our lawmaker allies, and launch opportunities for constituents to make their support for trans youth loud and clear.

Thank you to our friends and partners in the legal community for making the work you are reading about possible.

You can join them in the Gender Justice Equity Circle by visiting genderjustice.us/equity-circle

Nichols Kaster is proud to stand with Gender Justice in the fight for equal rights and full inclusion for trans employees, students, and athletes.



STAFF

- Megan Peterson (she/her) Executive Director
- Erin Maye Quade (she/her) Advocacy Director
& UnRestrict MN Campaign Manager
- Jess Braverman Legal Director
- Tana Hargest (she/her) Deputy Director
- Christy Hall (she/her) Senior Staff Attorney
- Stephanie Shea (she/her) Development Director
- Adrian Elaine Doerr (they/them) Finance & Administration Director
- Michelle Hesterberg (she/her) UnRestrict MN Deputy Campaign Manager
- Stacey Burns (she/her) UnRestrict MN Digital Manager
- Claudia Zavala (she/her) UnRestrict MN Field Organizer
- Grace Reardon (she/her) UnRestrict MN Project Manager
- Cici Coquillette (she/her) Legal Fellow
- Karina Estrada (she/her) Saeks Public Interest Residency Fellow
- Ayana Smith-Kooiman (she/her) Advocacy Intern and Chuck Green Fellow
- Samantha Holtz (she/her) Advocacy Intern
- Sophia Weaver (she/her) Legal Intern

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- Jessica Nyman (she/her)
- Melissa Harl (she/her)
- Sarah Clyne (she/her)
- Summra Shariff (she/her)
- Wintana Melekin (she/her)

Congratulations Christy Hall on being included in Minnesota Lawyer's POWER 30 | Employment Law list!



ADVANCING GENDER EQUITY THROUGH THE LAW

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www.GenderJustice.us
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