

ANNUAL REPORT

GENDER EQUALITY LAW CENTER


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 @gender_law

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OVERVIEW

GENDER EQUALITY LAW CENTER

ABOUT THE ORGANIZATION

GELC is a Brooklyn-based 501(c)(3) nonprofit organization whose mission is to advance laws and policies that promote gender equality in all spheres of public and private life. Using an intersectional lens, we seek to break down barriers that limit economic and social opportunities for individuals on the basis of gender, gender identity, gender expression and/or sexual orientation as well those that are created by institutionalized discrimination and stereotyping.

Our work targets three specific areas to protect and empower low-income women and LGBTQ and gender fluid individuals, including: (1) fighting for their economic security and advancement by combating workplace discrimination; (2) mitigating instances of sexual harassment and assault in the workplace; and (3) pushing for systemic work-family balance including fighting against pregnancy discrimination and for family leave.

To do this, we employ a blend of strategies, including: impact litigation, legislative reform and advocacy, and community leadership, empowerment, and know your rights trainings. Together, our strategies work to dismantle pernicious and historical structures of gender-based discrimination in an effort to reach a more just and equitable society.

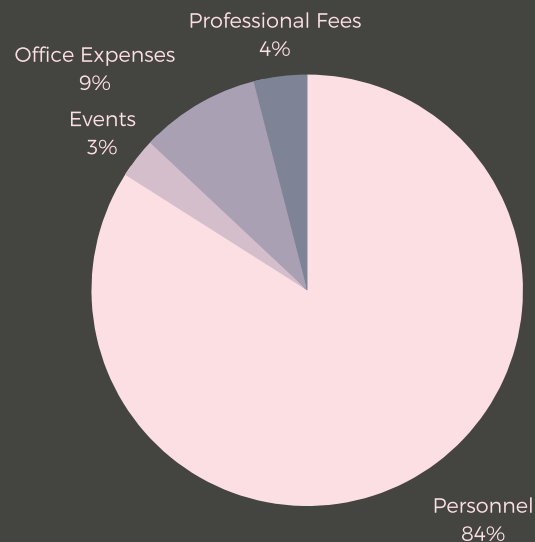
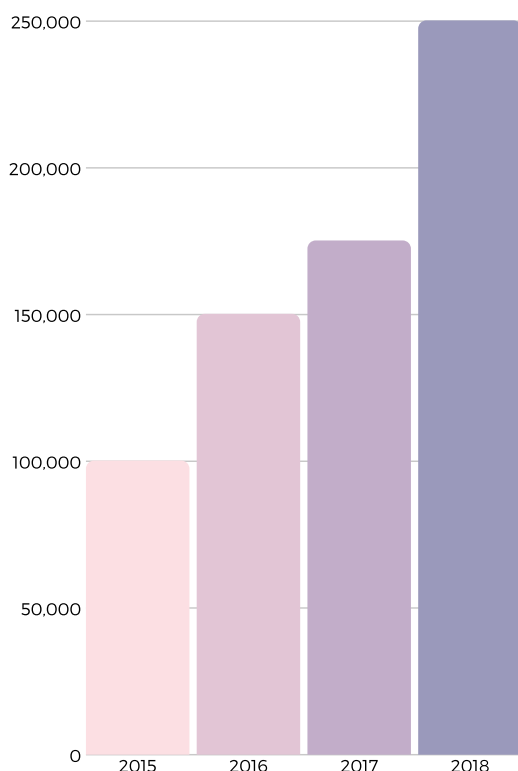


FINANCES

GENDER EQUALITY LAW CENTER

ORGANIZATIONAL INCOME GAIN SINCE 2018

Since its inception in 2015, The Gender Equality Law Center has seen a steady increase in revenue each year. In 2018, we secured three institutional grants including from The Valentine Perry Snyder Fund and two from The New York Women's Foundation. We also secured a fourth grant from the NY Bar Foundation at the start of 2019 along with a \$20,000 major gift. We almost doubled our individual donor base, and an increase in our capacity has enabled up to take on more clients and cases, which resulted in an increase in earned attorneys fees.



ANNUAL EXPENSES

The majority of our expenses are personnel costs related to employee salaries, contractor fees, fringe benefits, and taxes. In 2018 we welcomed two new members to our team: our Community Outreach Coordinator and a Staff Attorney. Our overhead expenses are minimal due to the fact that we have office space in a collaborative work space which includes utilities. The remaining expenses are for events, travel, continuing education and workshops for staff, and professional fees and licensing for our attorneys.

"INSTITUTIONAL SUPPORT HAS BEEN CRITICAL TO OUR SUCCESS THIS PAST YEAR. WITH MORE RESOURCES, WE CAN SERVE MORE PEOPLE AND HAVE A GREATER IMPACT IN OUR COMMUNITY."

-ALLEGRA FISHEL, FOUNDER &
EXECUTIVE DIRECTOR

IMPACT

GENDER EQUALITY LAW CENTER

"The Gender Equality Law Center put all the pieces back together and became the voice I needed so that I could be heard and taken seriously. GELC became my fiercest advocate."

- GELC Client

2018 HIGHLIGHTS

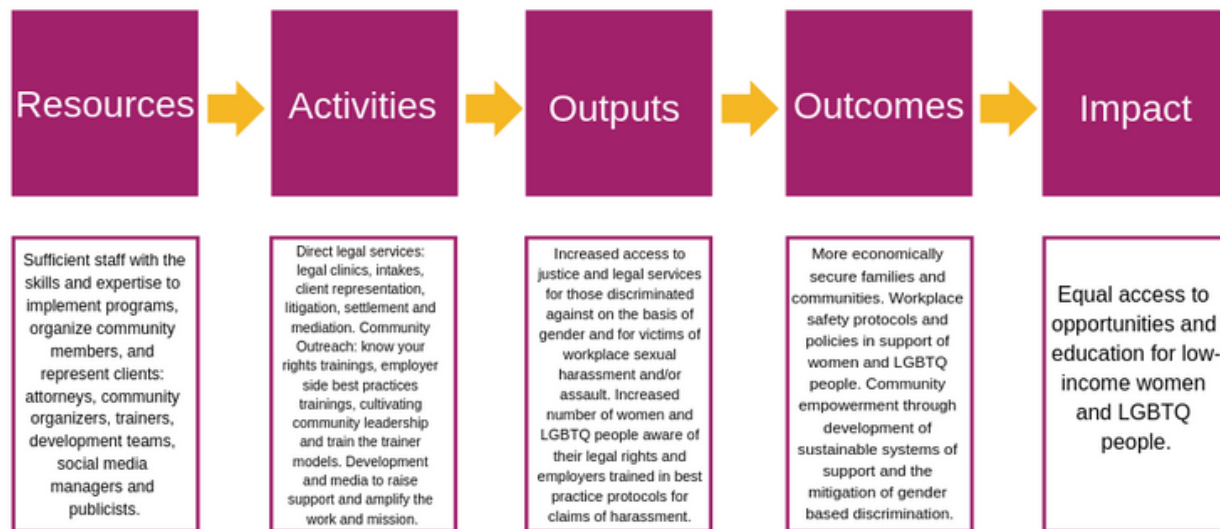
- 7 significant settlements in support of low-wage women's rights including high damage awards and changes to policy to work in secure work environments free from discrimination and/or sexual harassment.
- As part of a settlement in a federal case for an undergraduate student who suffered sexual orientation discrimination at a NYC university, we required across-the-board sensitivity training on LGBTQ issues and reporting requirements under Title IX.
- Hundreds of women and LGBTQ workers received Know Your Rights trainings on
- Ensured greater equality for women in the workplace by conducting trainings on the enforcement of New York Paid Family Leave to attorneys and community groups.
- Help combat sexual harassment in housing by partnering with the Department of Justice's Civil Rights Division on their new local initiative.
- Raised awareness within the LGBTQ community about same-sex sexual harassment in the workplace by presenting on a panel at the LGBTQ Center.
- Empowered and educated youth by leading a group of high schoolers at NYC Youth Law Conference on issues of how gender-based discrimination and stereotyping impacts opportunities for LGBTQ individuals and girls in school.
- Raised awareness on the issue of gender-based bullying and girls' empowerment by presenting workshops with our partners Shadowbox Theater and the Headstart Program for parents of public school children.
- Helped pass a series of bills regarding sexual harassment by giving testimony to the NYC Council on Women's Issues and attended NYS Legislative Women's Caucus roundtable to discuss GELC's work in addressing how sexual misconduct stymies women's advancement in the workplace.



SUPPORT

GENDER EQUALITY LAW CENTER

Logic Model



Organizational Partnerships

We see partnerships as being critical to the effectiveness and success of our programming. Through collaboration and partnerships, we take a more holistic approach to social change by supporting shared goals, exchanging data to help identify need, and working jointly to best serve our constituents with the greatest impact. Some of our partners include:

- Make the Road NY
- NOW/NYC
- Safe Horizon
- PowHer NY
- New Immigrant Community Empowerment
- ShadowBox Theatre/Headstart
- National Women's Law Center
- NELA
- ERA Coalition
- Cornell ILR
- New Women New Yorkers

THANK YOU

Institutional Supporters

We couldn't do the work without our donors and the foundations that support us.

Valentine Perry Snyder Fund

THE NEW YORK WOMEN'S FOUNDATION
Radical generosity.

 THE NEW YORK BAR FOUNDATION