CORPORATE EQUALITY ROUNDTABLE
Implementing the Equal Rights Amendment
The Context:

The ERA is not yet a part of the Constitution.

In June 2020, **93 companies** including Apple, Google, NFL, Salesforce and Pfizer signed an amicus brief voicing their support for the Equal Rights Amendment (ERA), which guarantees sex equality as a constitutional right.

The ERA Coalition and Fund for Women’s Equality are deeply engaged in taking all steps to make the ERA a reality for all.

“Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.”
COMMITTED TO EQUALITY: The Roundtable is driven by a commitment to practicing standards that will be codified by the Equal Rights Amendment.

LEAD BY EXAMPLE: We represent Corporate America for the ERA, and stand ready to support, learn and implement Lived Equality in workplaces and among our stakeholders.

GROUND IN THE REALITY: The US constitution does not guarantee equal protection on the basis of sex. The US ranks in the bottom half of The World Bank index (of 131 economies) of economic inclusion via gender protection.

STRONGER WITH CORPORATE SUPPORT: The ERA can begin to change systemic inequality, but we need corporate commitments to build the practice of Lived Equality within our societal and business ecosystems.

WHAT IS THE CORPORATE EQUALITY ROUNDTABLE?
Companies are now expected to lead by example and take strong positions to create a better world. Achieving gender equality is of growing importance to key external stakeholders, including investors, and has broader implications for market performance.

Companies are responsible to key external stakeholders

Nasdaq

Nasdaq is seeking regulatory permission to require diverse boards and related disclosures on companies listed on its exchange.

Business Roundtable

Commitment by 181 CEOs to lead their companies for the benefit of all stakeholders – customers, employees, suppliers, communities and shareholders.

Bloomberg

The Bloomberg Gender-Equality Index (GEI) tracks the performance of public companies committed to disclosing their efforts to support gender equality through policy development, representation and transparency.
BUSINESS EXPECTED TO FILL VOID LEFT BY GOVERNMENT

Percent who agree

- CEOs should step in when the government does not fix Societal problems: 68%
- CEOs should take the lead on change rather than waiting for government to impose change on them: 66%
- CEOs should hold themselves Accountable to the public And not just to the board of Directors or stockholders: 65%

While leaders think their organizations are inclusive, employees feel otherwise.

68% of leaders feel they create an empowering culture of equality, but only 36% of employees agree.

*Source: Edelman Trust Barometer 2021

*Source: Accenture Getting to Equal 2020
There is a renewed and urgent focus on Equal Rights by the Biden Administration in his 100-Day priority and stated in his Women’s agenda.

The Constitution requires 38 states to ratify an amendment. In January 2020, Virginia became the 38th and final state required to ratify. This triggered the process to make the ERA an official amendment.

Bipartisan ERA bills were introduced in the House and Senate as President Biden’s Day One priority on January 21, 2021 to remove a time limit that had been placed on the proposed Equal Rights Amendment in 1972.

- **Senate sponsors:** Senators Cardin (D-MD) and Murkowski (R-AK)
- **House sponsors:** Congresspersons Speier (D-CA) and Reed (R-NY)
BUILDING THE CORPORATE EQUALITY ROUNDTABLE TOGETHER

TAKE A STAND
Proactively and courageously support equal rights and address the needs of internal and external stakeholders

WRITE THE STORY
Together with your business peers, you will shape the agenda for corporate equality

AN INCLUSIVE FORUM
The Roundtable provides access for leaders to leverage best practices and learnings when addressing gender equality in the workplace and beyond

- Direct updates on legislation and high-level access to leadership briefings
- Impact in solidifying strong corporate DEI and ERG practices
- Recognition in ERA Coalition public forums and bespoke events
- Employee engagement opportunities
- Contribution to continued research on Lived Equality
## Partnership Benefits

### BUILDING STANDARDS AND COMMUNITY PRACTICE:
- Create the Code of Equality to serve as a corporate standard for equality
- Direct and confidential briefings/consultations from the ERA Coalition/Fund for Women’s Equality
- Participation and amplification of best practices through digital media hubs – Podcasts/Town Halls
- Facilitated, confidential thought leader forums on equal rights and access to high level influencers/experts

### ADVOCACY AND ENGAGEMENT:
- Access to regular sessions sharing resources for ratification and post-ratification strategies
- Access to toolkits and resources for fostering an inclusive workplace
- Participate in grantmaking to build corporate/community partnerships

### RECOGNITION:
- Participate and sponsor ongoing research related to Lived Equality
- Recognition on all materials through direct quotes and placement of logos
- Adhere to the Code of Equality

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ERACOALITION

Fund for Women’s Equality
The ERA Coalition is made up of over 150 organizations that represent the diversity of this 100-year movement for sex equality. We have well-recognized partnerships with leading organizations such as the National Organization for Women, Ms. Foundation and Feminist Majority Foundation as well as grassroots movement organizations such as #MeToo.

**OUR BOARD MEMBERS INCLUDE:**

Gloria Steinem
American Journalist & Activist

Carol Jenkins
President and CEO of the ERA Coalition and the FFWE

Kimberly Peeler-Allen
Political Strategist Board Chair, ERA Coalition

Mona Sinha
Social Justice Advocate Board Chair, FFWE

Jessica Neuwirth
President Emerenta of the ERA Coalition and FFWE

Leslie Bhutani
Treasurer of the ERA Coalition and FFWE

Antuan M. Johnson
Secretary of the ERA Coalition and FFWE

Suzanne Lerner
Co-Founder & President, Michael Stars

Alyssa Milano
Actress, Producer, Singer, Author, and Activist

Bamby Salcedo
Founder, TransLatin@ Coalition

Caroline Clarke
Journalist & Author, Former Chief Brand Officer, Women of Power

Steve Andersson
Former Commissioner of the State of Illinois

Ron Baldwin
Owner and President of Cabal Management and Consulting

Lauren Embrey
President of Embrey Family Foundation and CEO of Embrey Interests, Ltd

Dru Levasseur
Director of Diversity, Equity, and Inclusion for the National LGBT Bar Association

Carol Robles-Román
General Counsel and Dean of Faculty at Hunter College

Heidi Schreck
Playwright and Award-Winning Actor

Christina Swarns
Executive Director of The Innocence Project

The Rev. Dr. Serene Jones
Scholar and President of Union Theological Seminary, NY

Devika Bulchandani
CEO, Ogilvy North America & Global Chairwoman of Advertising

Kamilah Willingham
Feminist writer, speaker, and activist

Fran Zone
Founder & President, Zone Communication
The ERA Coalition is a trusted advisor to elected officials at the State and National level for the passage of key legislation:

- Lead organization to coalesce movement in VA as the 38th and final State to ratify the ERA
- In 2019, advocated for and led first federal judiciary committee hearing on the ERA in 30 years

The Fund for Women’s Equality (FFWE) amplifies issues affected by the passage of the ERA through Town Halls. Our Town Hall discussions reflect “Living in an Equal Democracy” and are attended by thousands of engaged participants. These include racial justice, disability rights, LGBTQIA+ rights, faith-based rights.

Creative campaigns garner community support and are spearheaded by well recognized movement leaders such as Gloria Steinem and Alyssa Milano.
Join the Roundtable as Co-Chair, Amplifying Partner or Community Partner

**REGISTER** your company to join the Corporate Equality Roundtable

**EMPOWER** professionals in your network to join or be an ally for the ERA

**ADVOCATE** for equal employment practices within your organization and external stakeholders

**SHARE** best practices with other industry leaders

For partnership inquiries, please contact Carol Jenkins, at cjenkins@eracoalition.org
“Certainly, the Constitution does not require discrimination on the basis of sex. The only issue is whether it prohibits it. It doesn’t.”

- Antonin Scalia
The History of the ERA

There has been extraordinary progress in the movement toward full equality.

- **1923**: While Alice Paul began it all in 1923.
- **1972**: Congress passed the ERA in 1972.
- **1982**: By 1982 only 35 states had ratified, three shy of the necessary 38 to make it an official Constitutional amendment.
- **2017**: But in 2017, Nevada ratified the ERA, the first state in 40 years to do so.
- **2018**: In 2018, Illinois ratified the ERA.
- **2020**: And Virginia ratified it on January 27th, 2020, becoming the 38th and final state needed to ratify a Constitutional Amendment.
- **2020**: On February 13th, 2020, the House of Representatives voted to end the time limit written in the amendment’s introduction.