

LEGAL
momentum

The Women's Legal Defense
and Education Fund

Ensuring the Economic and Personal Security of Women and Girls



2009 ANNUAL REPORT

MESSAGE FROM
LEGAL MOMENTUM'S
LEADERSHIP

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Dear Friends:

For women, this is a pivotal moment in our nation's history. The dramatic changes we have seen in the political and economic landscape, along with several key pieces of legislation that have recently passed or are soon up for reauthorization, offer new opportunities to improve women's economic and personal security in ways that have not been possible in recent history.

As millions of Americans continue to endure the effects of the recession, our work is more important than ever before. More women are the primary breadwinners of their households, yet women still, on average, earn about twenty-five percent less than men. And many of these women work without the paid leave time necessary to fulfill their responsibilities at home. Furthermore, the effects of the recession have led to rising rates of violence against women at a time when communities face cutbacks in the resources needed to help women leave abusive situations. A sustainable economic recovery requires an investment in women and girls.

For nearly 40 years, economic and personal security for women has been integral to Legal Momentum's work championing women's equality in all spheres. To enhance our impact, and ensure that our work benefits poor and low-income women, Legal Momentum has identified four priority program areas:

- Better Jobs for Women
- Workplace Rights
- Women and Poverty
- Women and Violence

The following pages describe how Legal Momentum is addressing these issues through advocacy, litigation and education. But, today, the need for our work far exceeds our resources. More than ever before we are counting on your support to be able to advance and strengthen laws and policies that support women's rights and opportunity. The work we do affects millions of women each year and this is truly a critical time. On behalf of the board and staff of Legal Momentum, thank you for your continued commitment to this organization—and its mission.

Sincerely,

A handwritten signature in black ink that reads "Linda A. Willett".

Linda A. Willett
Chair, Board of Directors

A handwritten signature in black ink that reads "Irasema Garza".

Irasema Garza
President

"Women's rights are an essential part of the overall human rights agenda, trained on the equal dignity and ability to live in freedom all people should enjoy."

— RUTH BADER GINSBURG —
ASSOCIATE JUSTICE
THE UNITED STATES SUPREME COURT

“Girls should have the same opportunities as boys to lead full and productive lives. . . . [R]esearch we’ve done has emphasized that this is also a question of smart economics. Studies show that investment in girls and women yield[s] very large economic and social returns. . . .”

— ROBERT B. ZOELICK —
PRESIDENT
THE WORLD BANK

INCOME BREAKDOWN



SOURCES OF FUNDS FISCAL YEAR 2009

■ SPECIAL EVENTS	32%
■ INDIVIDUALS	19%
■ GOVERNMENT GRANTS	16%
■ DONATED SERVICES	16%
■ FOUNDATIONS AND CORPORATIONS	14%
■ OTHER INCOME	3%



USES OF FUNDS FISCAL YEAR 2009

■ PROGRAM SERVICES	84%
■ MANAGEMENT AND GENERAL	7%
■ FUNDRAISING	9%

FINANCIALS

FINANCIAL DATA

	Year Ended June 30, 2009	Year Ended June 30, 2008
Income		
Major Gifts	\$ 554,687	\$ 768,153
Corporations and Foundations	748,575	1,474,444
Government Grants	421,282	1,313,114
Direct Mail Income	95,008	131,693
Legacies and Bequests	414,288	274,149
Special Events*	1,826,085	1,981,612
Other Income	182,141	331,022
Donated Services	907,435	1,493,554
Total Public Support and Revenue	\$ 5,149,501	\$7,767,741
Expenses		
Violence Against Women	\$ 790,282	\$ 612,768
Public Information and Education	379,102	463,580
Equality Works	491,538	948,383
Family Initiative	—	96,327
Gender Fairness in the Courts	560,852	694,487
Sexuality and Family Rights	309,750	856,900
Immigrant Women Program	1,587,084	1,425,303
Program Planning and Organizational Development	336,818	550,985
Communications	1,187,047	564,864
Management and General	471,788	417,625
Fundraising	568,026	771,236
Total Expenses	\$ 6,682,287	\$7,402,458
Surplus (Deficit)	\$(1,532,786)	\$ 365,283
Temporarily Restricted Revenue	474,899	(664,237)
Increase (Decrease) in Net Assets	(1,057,887)	(298,954)
Net Assets		
Permanently Restricted	200,000	200,000
Temporarily Restricted	947,727	472,828
Unrestricted	1,205,063	2,737,849
Total Net Assets	\$ 2,352,790	\$3,410,677

Audited Financial Statements available upon request

*Net of direct donor benefits

BETTER JOBS FOR WOMEN

Women continue to hold jobs with lower salaries and fewer benefits, and to face barriers to employment in job sectors from which they have long been excluded. Job training programs for both adults and students too often reinforce these trends, failing to provide women and girls with competitive skills and a path into non-traditional, well-compensated jobs. In its NYC Pipeline Project, and with federal government agencies, Legal Momentum works to enhance participation by women and girls in training for higher-wage jobs in the construction trades, and to increase compliance with laws barring discrimination in education and employment.



FROM TRAINING TO OPPORTUNITY

- In 2009, more girls entered “non-traditional” programs such as plumbing, electrical and carpentry in several large New York City high schools. Through its training, recruitment, and outreach activities, in partnership with seven New York City Career and Technical Education (CTE) schools, Legal Momentum has helped to double and triple the number of girls entering “non-traditional” job skills training programs. If these girls complete the program, they can expect to earn on average \$200 more per week than girls typically earn graduating from traditionally female training programs such as cosmetology.
- Following the passage of the American Recovery and Reinvestment Act (ARRA), Legal Momentum worked tirelessly in an effort to ensure that women would benefit equally from the jobs created. On February 25, 2009, Legal Momentum hosted a briefing in Washington, DC for 25 members of Congress and their staff addressing policies to advance women’s economic security in a time of crisis. We also advocated for closer oversight of federal policies, promoting equal opportunities for women in non-traditional jobs.

WORKPLACE RIGHTS

Nearly 50 years after Congress acted to prohibit sex discrimination in employment, women continue to be paid less, face sexual harassment, and confront barriers to hiring and promotion. Many low-income women work in jobs providing no paid leave. They are critical breadwinners and cannot afford to forfeit wages in order to take time off from work. Yet, they remain principal family caretakers; they become pregnant but need to work; and they have little access to back-up family or child care services. Legal Momentum advocates for workplace policies, rights, and benefits that account for the reality of women’s lives at home and enable low-wage working women to keep their jobs. We develop and test novel legal theories and offer technical assistance and training.



FROM POLICEWOMEN TO FARMWORKERS

- In July 2009, Legal Momentum won a favorable jury verdict in *Germain v. County of Suffolk, et al.*, a case we co-tried in the Eastern District of New York with co-counsel Janice Goodman. We represented a Park Police Officer who was denied a “light duty” job assignment during pregnancy. The victory represents a step forward in the battle to ensure that women in physically demanding jobs are not forced to choose between unpaid leave or job loss and staying healthy during pregnancy.
- In a victory for immigrant women farmworkers, Legal Momentum obtained an important settlement agreement in *Olvera-Morales v. International Labor Management Corp.* (North Carolina District Court), working with co-counsel Kaye Scholer LLP, the Workers’ Rights Law Center of New York, and the North Carolina Justice Center. The case was a class action lawsuit on behalf of female guest workers recruited to work on U.S. farms. It challenged defendants’ practice of discriminating against female workers by recruiting women into jobs carrying an “H-2B” visa classification, which provides inferior pay and benefits, compared to jobs with “H-2A” classifications. The settlement provides injunctive relief to prevent future discrimination, and a significant monetary settlement for our clients.

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