





Legal Momentum has enjoyed a triumphant, if tumultuous year. We faced off against implacable right wing forces in Washington and won victories for women in their battles to overcome domestic violence, end workplace discrimination, find jobs in fields that once were reserved for men, maintain their right to manage their own reproductive lives, and, as immigrants, to live safe from the fears of violence and retribution.



When times are tough, and the political landscape is adversarial, success sometimes means holding the line against threats that could reverse hard-won gains. And sometimes it means taking a calculated risk in the face of daunting odds. When circumstances dictate, we achieve our goals



by advocating, by working in coalition, and by holding public officials accountable through media activism. Other times we do our best by taking a case to court and going it alone.

If there's one thing we've learned in the past 36 years, it is to adapt to change, to view the future as opportunity and the past as preparation.

And so it has been this year as Legal Momentum's leadership transferred from our much loved and

respected board chair of five years and board member for 10 years, Michele Coleman Mayes, to the new direction of Linda A. Willett, who joined Legal Momentum's board in 2005.

While Michele, Sr. Vice President and General Counsel for Pitney Bowes, safely saw Legal Momentum through its name change and rebranding, and helped us launch such bold new initiatives as our Equality Works program, opening doors in fields such as construction and firefighting, and our Family Initiative program, advocating for early education and child care, she also developed a more diverse board and increased our credibility and visibility within the corporate sector.

Linda, Vice President and Deputy General Counsel of Bristol-Myers Squibb, counts among her priorities "assessing the women's rights issues of the 21st century, ensuring Legal Momentum is a leader in addressing those issues and engaging more women in supporting Legal Momentum and its mission."

We welcome the opportunity to serve under Linda's leadership and we join with her in anticipating a year of unique opportunities, raised visibility, hard-won successes and the satisfaction of knowing we have done our best for women.

Kathy Rodger

Michele Coleman Mayes

Linda A. Willett

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Sexuality and Family Rights

LEGAL MOMENTUM LAUNCHED ITS NEW SEXUALITY AND FAMILY RIGHTS PROGRAM

to challenge the increasing influence of far right groups on government policy. We are the only organization focused on bringing to light how the powerful alliance between the right-wing politicians who control the federal government and their far right religious backers is directing public resources to advance a dangerous agenda about women's autonomy, sexuality and place in society. This agenda aims to reverse the gains of the modern women's movement and to deprive women of the capacity to control fundamental decisions about their lives and well-being.

In its initial year, Legal Momentum's Sexuality and Family Rights program has:

- Exposed organizations whose extremism includes advocating traditional roles for women, denying women's reproductive rights and pursuing an ideology that all sex outside of (heterosexual) marriage is not only immoral, but dangerous. Profiles posted on our website detail critical background information on these groups, showing their ties to the Bush Administration and their regressive ideas about women and women's rights.
- Spread the life-saving truth about the importance of the vaccine that prevents Human Papilloma Virus (HPV) and thwarted a stealth campaign against it. Our op-ed in the Los Angeles Times spotlighted President Bush's appointment of Dr. Reginald Finger to the federal committee determining the vaccine's fate and his position as Medical Advisor to the leading organization of the religious right, Focus on the Family.
- Revealed the massive waste of taxpayer funds and the damage done to women and girls by abstinence-only "education" programs, which in 2006 received a record \$204 million in federal funding, supplemented by considerable additional state funding. Among other dangers, these programs promote damaging and outdated gender stereotypes, misinform about contraception and abortion, and stigmatize homosexuality and all sex outside of marriage. By depriving teenagers of accurate and complete information about sex, contraception and STDs, they pose serious risks to the psychological and physical well-being of American youth.
- Stymied the Bush Administration's attempts to make promoting marriage a centerpiece of the federal government's anti-poverty efforts, telling legislators that the federal government needs to give women in poverty the tools to earn more money. When Congress finally reauthorized the Temporary Assistance to Needy Families (TANF) program in February 2006, it reduced the requested allocation for these programs by two-thirds. More importantly, new federal funding for marriage promotion includes critical safeguards we wrote that require participation to be voluntary, and that programs be developed in consultation with experts on domestic violence.



Violence Against Women



The man who set Yvette Cade on fire last October has been sent to prison for life. The Maryland judge, who just weeks before the attack had humiliated her while dismissing her request for an extension of a protective order, has stepped down. But the case, the crime, and the fallout sent ripples through a community and the judicial system sworn to serve it.

After the 32-year-old woman's estranged husband walked into her workplace, showered her with an accelerant and set her on fire, Yvette Cade (above) became the face and the voice of women touched by violence everywhere. Cade and her sister, Shereen Jackson, turned to Legal Momentum for help. Last May, Legal Momentum set up meetings for Jackson with staff members in two U.S. Senate offices. "This was a tremendous help," says Jackson. "We had a chance to talk about efforts to reduce domestic violence, my sister appreciates this," she adds.

LEGAL MOMENTUM'S WORK TO END VIOLENCE AGAINST WOMEN IS ENTERING ITS THIRD DECADE.

Our most recent victory was the reauthorization of the Violence Against Women Act (VAWA), which involved the marshalling of considerable grassroots resources, and managing a coalition of hundreds of organizations under the umbrella group, the National Task Force to End Sexual and Domestic Violence Against Women. Our goal was realized when the President signed the bill into law on January 5, 2006.

As part of our violence work, we have become the nation's experts in crafting legislation to address the issues of housing and employment discrimination against victims of domestic violence. Working with a small group of advocates, we successfully lobbied Congress to include in VAWA groundbreaking housing discrimination protections for victims of domestic violence living in public housing or using federally funded housing vouchers. VAWA 2005 now ensures that women cannot be evicted simply because they are victims of violence and that all local public housing authorities specifically plan for how to meet the needs of victims of domestic violence and sexual assault. In addition, we worked with legislators and advocates on laws that would provide victims new housing or employment rights in states across the country, including Kansas, New Mexico, Washington, California, Wisconsin, Oklahoma, and New Jersey.

We also continued our aggressive litigation strategy to promote victims' housing and employment rights, with these recent legal victories:

- Representing Antonette Greer, who was fired from her job as a dishwasher the day after she obtained a protective order against her abusive co-worker/boyfriend, we won the first-ever ruling that firing a woman because she obtains a protective order is so contrary to Iowa public policy that it may be unlawful, as a "wrongful discharge in violation of public policy."

- On behalf of Angela Thoma, a waitress and bartender at a small-town Wisconsin tavern, we obtained an unprecedented initial ruling that telling an employee she must "drop" a protective order against an abusive ex-boyfriend or face discharge may constitute illegal sex discrimination.



Policy analyst Jennifer Grayson and Vice President for Government Relations, Lisalyn Jacobs, join Cade's sister Shereen Jackson to meet with Senate staffers.

- Our brief filed to support a New York woman who was denied unemployment insurance benefits after she fled her home and job to escape her abusive former fiancé not only resulted in restoration of her critically needed benefits, but also prompted new efforts by the state unemployment agency to improve its implementation of a law that is supposed to help domestic violence victims obtain benefits in such circumstances.
- We are also working with other advocates to address the devastating impact of the U.S. Supreme Court's decision last year in *Town of Castle Rock v. Gonzales*. In that case, the Supreme Court denied relief to Jessica Gonzales, whose three children were murdered by her estranged husband as a result of the local police's failure to enforce a protective order, despite her repeated pleas for help. The Court's decision was a blow to nationwide efforts to ensure the safety of victims of domestic abuse; not only did it foreclose federal constitutional relief, as well as jeopardizing the availability of state constitutional relief for domestic violence victims, but it also challenged the status of mandatory arrest statutes enacted by numerous states specifically to address the effects of domestic violence.

Immigrant Women Program

When a woman immigrates to the United States, she seeks to improve her life and make her longtime aspirations a reality. Unfortunately, language barriers, cultural isolation, and economic hardship often leave these women unaware of their legal protections. Berdalís Reyes (below), an immigrant from Venezuela, refused to let her abusive relationship with her husband get in the way of her future goals. Thanks to Legal



photo: Rick Meier

Momentum's work on shaping the original Violence Against Women Act (VAWA) in 1994, and its continuing co-chairing of the National Network to End Violence Against Immigrant Women, Berdalís can build a new future.

Talking with Berdalís now, one would never guess she once felt trapped in an abusive marriage. But before she sought legal help from the courts, she felt lost and unsure to whom to turn for help.

Three years after coming to the United States, Berdalís married an American citizen. By the following year, her life was fraught with physical, emotional, and verbal abuse. "I didn't want to live like that the rest of my life," she says. "One day, I called the police, and I escaped from that." Berdalís went to court and received a restraining order against her husband. When she arrived at a battered women's shelter, they informed her of her rights in this country under VAWA. "Thanks to that law," she says, "I don't have to be afraid anymore."

The National Network ensures that immigrant victims of domestic violence, sexual assault, and trafficking are able to escape violence and live safe, economically-secure lives. Legal Momentum leads the charge by drafting legislation and negotiating with legislators on issues that seek to meet that end as well as by conducting training for attorneys, advocates, police, prosecutors, and judges so that they are prepared to help these women.

Berdalís currently is working legally in the United States, studying to be a lawyer, and looking forward to dedicating her life to serving other immigrant women. "This is my way to say thank you," she says. "Thanks to this law, and to this country, for giving me the opportunity to be somebody here."

LEGAL MOMENTUM'S IMMIGRANT WOMEN PROGRAM HAS HAD ONE OF ITS MOST SUCCESSFUL YEARS.

We played a leadership role in:

- Securing passage of the Violence Against Women Act (VAWA) of 2005.
- Seeking Senate passage of comprehensive immigration reform that protects immigrant women and children.
- Planning national conferences and completing a model curriculum on the legal rights of domestic violence immigrant legal rights. The training gives attorneys and advocates education and skills they need to provide effective, culturally-competent assistance for law reforms we won. These laws enhance the lives of immigrant women and children across the country.

We secured improvements in legal rights and legal protections for immigrant victims of domestic violence, sexual assault and trafficking as part of VAWA. IWP attorneys crafted the VAWA 2005 immigration protections that for the first time offer immigration relief to elder abuse victims, expand protection for immigrant victims of incest and child abuse, and enhance protection for children of trafficking victims. VAWA 2005 also prohibits Department of Homeland Security immigration officials from relying on information provided by abusers to deport victims and from arresting immigrant victims at shelters and in protection-order courtrooms.

In one of its greatest victories, IWP secured legislation that:

- Guarantees that any victim of domestic violence, sexual assault or trafficking can receive help from any legal services agency in the country.
- Includes the International Marriage Broker Regulation Act (IMBRA). IWP helped craft portions of IMBRA that ensure that prospective brides are provided information about domestic violence and legal rights of victims in the U.S., along with information they need to make choices about entering into marriages with (particular) U.S. citizens.

As the result of IWP's position as co-director of the National Network to End Violence Against Immigrant

Women, and the program's success on VAWA 2005 legislation, IWP has become the go-to organization on women's issues in the immigration reform debate.

IWP developed a letter delivered to senators and signed by more than 160 organizations making it clear that immigration enforcement measures aimed at criminalizing thousands of people would endanger thousands of immigrant victims of domestic violence, sexual assault, and human trafficking. By doing so we played a key role in defeating provisions that would have harmed undocumented immigrants and victim-service providers who offer support for undocumented victims into criminals.

IWP's successful efforts to strip from the Senate bill provisions that would have made it virtually impossible for most immigrants to obtain temporary delays of deportation to appeal their immigration cases to the federal courts, provide another example of our leadership. IWP collected several real-life stories from attorneys representing immigrant women and children facing deportation. We incorporated these stories into a letter written by Legal Momentum and the National Network to End Violence Against Immigrant Women that was read out on the Senate floor. Our work was pivotal in garnering the bipartisan support needed to guarantee that immigrants would not be deported and delivered into the hands of human traffickers, batterers and persecutors.

A key component of IWP's work is ensuring that laws we helped create make a difference. IWP staff advocate with federal agencies for policies and regulations that will work for immigrant women. Providing training, legal research, informational materials, policy analysis, technical assistance and support are key.

Overall, IWP staff trained more than 4,000 professionals, conducting 52 workshops and plenary presentations in 12 states. These included trainings for immigration enforcement officers, Department of Homeland Security VAWA adjudicators, and government officials responsible for administering Department of Justice VAWA funding to domestic violence and sexual assault programs.



IWP staff attorney Carole Angel

Family Initiative



When Lynne Lee (left) first moved from San Francisco to Berkeley, finding a day-care center for her 3-year-old child was nearly impossible. “The search was last-minute because I was moving,” she says, “but I just couldn’t get on any waiting lists! I had a list of 25 preschools within driving distance of my

house, and only one told me they had an opening. [The one center available] was expensive—I had to pay whatever they told me—and it was not what I would have chosen for my child.”

Now that Lynne is pregnant with a second child, the thought of going through the same arduous process again is daunting. Lynne already pays more than \$1,000 a month for four days of child care a week. She may have to wait to pay more. “Now I can get on waiting lists,” she says. “But the costs are so exorbitant. It’s bad enough to pay for one child. The thought of paying for two is just frightening.”

The challenges faced by families like Lynne’s are those that the Family Initiative Program hopes to address. “I think there’s a great need for everything that the Family Initiative Program does,” Lynne says, citing a lack of diversity as one of the effects of preschool’s high tuition. “In terms of race and socioeconomic status, these schools aren’t reflective of the city that I live in because of their cost. I’m glad that there’s more activity and awareness around fixing these problems.” Lynne is hopeful for the future as she prepares to have another baby. “The Family Initiative Program is starting to build a foundation which hopefully will really help me the second time around.”



LEGAL MOMENTUM ESTABLISHED THE FAMILY INITIATIVE program to build support for greater public investment in quality care and early education, including afterschool care. We seek greater affordability and quality—so that every family that wants it can have access to quality care and early education.

To this end, we are building an understanding among the public and decisionmakers, communicating that creating quality early education and afterschool is a sound public investment—one that assists not only the children and families who are the immediate beneficiaries, but also fosters the economic development of whole communities, now and in the future. By increasing school success rates and decreasing the amount of money that must be spent on remedial schooling, crime prevention, prisons, and welfare, investment in early education and afterschool pays dividends with a higher economic rate of return than many other industries governments support with economic development funds.

Investing in early education is a cost-effective way of ensuring a literate and appropriately trained labor force for the future. What's more, early education and afterschool programs are industries of small businesses that employ millions, pay wages and taxes, and provide a service that supports other businesses. They should be regarded by local, state and federal governments as key economic opportunities.

We are moving our agenda in a national campaign in four ways by:

- Reframing early education and afterschool care as tools of economic development, so that policymakers no longer see these institutions as social service expenditures for the few, and instead recognize them as real economic and educational investments that provide a significant return to the many.
- Promoting the concept of new financing mechanisms based on economic models, so as to expand beyond the current and overextended revenue streams, such as education funds.
- Educating, engaging and mobilizing women and their families, members of the work force, and business and civic leaders to support public investment in the quality care and early education that families need.
- Focusing on quality by first addressing work force development.

Improved education and compensation for childcare providers and early-education teachers, this is critical to improving the quality and retention of the current childcare and early education work force. Recruitment of talented people requires adequate pay and benefits to enter the field. The quality of early education and childcare for our nation's children will improve right along with the increasing quality of the work force. The Family Initiative is in the forefront of moving us toward public policy that supports our families to achieve success.



Equality Works

Femi Agana (left) is a 48-year-old shop steward for Local 608 of the New York District Council of Carpenters. Born and raised in England, she arrived in the United States in 1983 after graduating from the London College of Fashion.

As a clothing designer, seamstress and shop owner who ran a small wholesale clothing line in Park Slope, Brooklyn (NY), Femi gave new meaning to the phrase “good with her hands.” She was all of that—until motherhood, a failed marriage, tough financial times, a broken ankle, and unemployment forced her to slow down and consider new ways of earning a stable living to support herself and her three children.

After seeing a flyer from Nontraditional Employment for Women (NEW) on one of her visits to the unemployment office, Femi decided to become a carpenter. “[The flyer] talked about three-month pre-apprenticeships that would expose me to many of the building trades and [would] help me find employment on completion of the course. It sounded like just what I needed,” she said. Femi began working as an apprentice in the union. She went from “stone broke, to \$13 an hour plus benefits.” That was “good pay back then [1999], and I was able to support myself and my kids,” she said.

The work was difficult, at first, Femi admitted. “Being an African-American woman, there will be people who don’t like you [because you’re] a woman, people who don’t like you because you’re black and people who just don’t like you because you’re you.” Despite those issues, Femi was prepared to work hard. She also recognized the importance of continuing education and took numerous classes to hone her skills. “The opportunities are not thrown at you, [so] you have to fight for them, particularly women of color,” she said. “It can be discouraging.”

Femi spreads the message to other single mothers that “this is a great way to make money and use your creative skills at the same time. Most of the women who do carpentry really enjoy the work. Sure you get frustrated, but you get frustrated at not getting more work. Not at the work you’re doing.”

The former clothing designer now makes \$41 an hour, and has been a carpenter for seven years. In addition to the considerable pay increase she has earned, she also receives a pension and medical benefits. “Before I did this work, I had three children, and no health insurance. If I hadn’t had this job, my oldest daughter might not have had the opportunity to go to college this year,” she said.



DURING THE LAST YEAR, LEGAL MOMENTUM CHANGED THE NAME OF ITS WOMEN REBUILD PROGRAM TO EQUALITY WORKS—a name that we feel better reflects the

positive nature of inclusiveness and diversity in high-paying, male-dominated fields such as construction work and firefighting.

Equality Works has as its goals increasing the recruitment and retention of women in nontraditional jobs and ending the discrimination and stereotypes that continue to make women unwelcome.

Equality Works uses a number of tools to bring about the kind of systemic change that results in the dismantling of barriers and the creation of a critical mass of women moving into and redefining these jobs. Among our approaches are policy initiatives, impact litigation, grass-roots outreach, and media advocacy.

The past year brought numerous successes for Equality Works and the women we serve:

- In *Wedow and Kline v. City of Kansas City* (8th Cir. 2006), we won the first federal appellate ruling that the failure to provide adequate protective gear and firehouse facilities for women constitutes sex discrimination.
- We assisted the U.S. Department of Justice in its ongoing investigation of the Fire Department of New York's employment practices in relation to women—an investigation initiated last year at Legal Momentum's urging.
- We increased our litigation docket to include three pending charges of discrimination before the Equal Employment Opportunity Commission (EEOC), challenging contractor and union discrimination on New York construction projects.
- We filed a lawsuit on behalf of the only female mechanic at a large fueling services company at JFK Airport, alleging pervasive harassment and retaliation. We also represented the mechanic against her union in proceedings before the EEOC and reached a settlement that included the union's paying damages to our client and implementing a comprehensive anti-discrimination policy and confidential complaint procedure.
- We continued to support Operation Punch List (OPL), a New York City tradeswomen's network now numbering close to 250 members.
- We conducted legal and media trainings with tradeswomen and firefighter organizations, and provided strategic advice to litigants and their attorneys in New York City and around the country.
- We worked with private and public developers to secure commitments for high goals in terms of work force participation for women.
- As a member of the New York City Mayor's Commission on Construction Opportunity, we helped shape the Commission's final initiatives, which were released in October 2005 and include Legal Momentum proposals for enhancing and enforcing the City's affirmative-action mandate.
- We took the lead in ensuring that another of the Commission's initiatives—opening a new High School for Construction Trades, Engineering and Architecture in the fall of 2006—provided new opportunities for girls. We drafted written materials educating parents and guidance counselors about the economic opportunities offered by the construction trades, and enlisted tradeswomen to recruit Middle School girls. The result? Nearly 30% of the school's new students are girls.
- We forged a relationship with the Lower Manhattan Construction Command Center, the coordinating body for all of the post-9/11 downtown reconstruction.
- We strengthened our relationships with corporations that support diversity in their work forces, such as Forest City Ratner, Jet Blue and Town Sports International.



Battalion Chief Anne Wedow of the Kansas City, Mo. Fire Department. photo: Kansas City Star

A PRINCIPAL GOAL OF THE NATIONAL JUDICIAL EDUCATION PROGRAM

is to raise awareness that gender bias in the justice system is not just a problem in rape and custody cases. Rather, it can be a factor across the spectrum of civil, criminal, family and juvenile law—in matters as disparate as driving while intoxicated, right-to-die, bankruptcy and setting bail.

In the 1980s, NJEP's judicial education programs were the catalyst for state supreme courts nationwide to establish task forces to investigate gender bias in their own court systems and make recommendations for reform. NJEP has worked with these task forces in all aspects of their investigations, reporting and long-term implementation. NJEP recently assisted the Bronx County, N.Y. implementation committee in showing the city's Criminal Justice Agency why its bail intake form was gender biased. Being employed counts as a positive factor for the defendant, but the form treated as "unemployed" individuals not in the paid work force because they are unpaid caregivers for children or the elderly. The vast majority of these caregivers are women. Treating hard-working caregivers as unemployed has a disparate impact on women and devalues what society views as "women's work."

In April, the committee implementing the New York State task force's recommendations celebrated its 20th anniversary with remarks from New York Chief Judge Judith Kaye. She summed up the achievements of the committee in a single phrase: "Impressive progress alongside persistent problems."

The benefit of staying the course was apparent to NJEP this year when the program released an updated version of its 1994 judicial education curriculum on rape trials and collaborated with the American Prosecutors Research Institute (APRI) to develop the National Institute for the Prosecution of Sexual

Violence, based on NJEP's 2000 curriculum for prosecutors.

"Understanding Sexual Violence: The Judicial Response to Stranger and Nonstranger Rape and Sexual Assault" (2005) focuses on helping judges deal fairly with sexual-assault cases, especially nonstranger rapes, with fact-based knowledge of this crime, respect for alleged victims and without undermining defendants' constitutional rights. The update reflects NJEP's experiences presenting this two-day curriculum across the

IMPRESSIVE PROGRESS ALONGSIDE PERSISTENT PROBLEMS

country over 10 years. It incorporates the four-hour DVD version of the curriculum, "Understanding Sexual Violence: The Judge's Role in Stranger and Nonstranger Rape and Sexual Assault Cases (2005)," and is completely reorganized to make it easier and less expensive for states to present the full program on their own.

"Understanding Sexual Violence: Prosecuting Adult Rape and Sexual Assault Cases" is a four-day curriculum NJEP created in response to judges' requests. It covers everything from medical evidence to the unique aspects of juror bias in rape cases. Based on NJEP's experience presenting this program in collaboration with APRI over several years, APRI's new National Institute for the Prosecution of Sexual Violence debuted in December 2005 and has since been presented several times regionally. Participants receive all of NJEP's written and video/DVD resources to use in their own offices.

National Judicial Education Program

The concept of date rape, or nonstranger rape, is tough for younger women to grasp. Someone you think you know turning violent? For many younger women the word rapist conjures images of a scary, violent stranger lurking on deserted streets. Statistics suggest otherwise.

Caroline Cuse (below) is one of the high school girls in the Los Angeles-based self-defense class, IMPACT L.A., who watched "The Undetected Rapist," a video produced by Legal Momentum about the dangers of date rape. The video features the words of a male prelaw student as he matter-of-factly describes a routine date rape at his fraternity.



He graphically explains the process of picking out a naive freshman, getting her drunk at a party, and then having sex with her while she is too drunk to resist.

"I think it's just scary that most rapists are people who the victims know. I have always thought of a rapist as a villain, like just some guy that you see from a distance and they just come up and attack you," says Caroline, a sophomore at L.A.'s Marlborough H.S. "But the victim can know the person, be involved with them," she adds.

Caroline understands the young victims: "The girls are just trying to fit in and [are] trying to start college and make friends. The fact that these guys would take advantage of them in that way, it's really sad and scary."

After watching Legal Momentum's video, Caroline is more prepared for her college future. "It helped me realize that I have to be careful, know who I am with, know who I'm talking to," she says. Even in her remaining high school years, Caroline is armed with newfound confidence. "If there's someone who's creeping me out or too close or something, it's easier now for me to just say, 'Go away, leave me alone.'"

Legal Docket

Legal Momentum is filling a critical gap by filing lawsuits for women in the trades who often face overt sex discrimination. We successfully represented Nattalia Genao, the first woman mechanic at a company whose trucks service airplanes at New York's Kennedy Airport, in a sex discrimination and retaliation complaint against her union, *Genao v. Teamsters Local 553*. After Genao complained about finding her tool cabinet soaked in urine, her union shop steward reportedly told her fellow employees to avoid her because she was "trouble." The union denied any wrongdoing but agreed to implement a new antidiscrimination policy, and to pay Genao damages. Our Equality Works Program is currently pursuing three other tradeswomen's cases with the Federal Equal Employment Opportunity Commission.

Widow and Kline v. City of Kansas City. Legal Momentum won a landmark decision from the U.S. Court of Appeals for the Eighth Circuit in cases brought by two female firefighters against Kansas City. For the first time, a federal appeals court ruled that a city's failure to provide properly sized protective clothing, and its failure to provide adequate restrooms, showers, and private changing facilities in firehouses, constitute illegal sex discrimination. The Court's legal conclusion—that unequal facilities and safety gear are discriminatory—will benefit firefighters and women in other uniformed services around the nation.

United States v. City of New York; Colon v. City of New York. Legal Momentum's earlier legal victory in these cases established that welfare recipients who hold "workfare" jobs are protected by the federal law that bans employment discrimination. After defeating the City's petition for Supreme Court review, we reached a settlement that will go far to reduce sexual harassment of women in workfare jobs and to ensure that harassers are punished. We also obtained significant monetary awards for our clients, and attorney's fees that will help fund our ongoing legal work.

In *Marcela Andrea Valdés Díaz v. Chile*, Legal Momentum is supporting the claims of a member of Chile's national police force who lost her job because she reported domestic violence by her husband, also a police officer. We filed an *amicus* (friend of the court)

brief on her behalf with an international tribunal, the Inter-American Commission on Human Rights, which is responsible for the promotion and protection of human rights in the Americas. A favorable ruling would add an important precedent to the growing body of international law recognizing that governments have a duty to protect women from sex discrimination and domestic violence, and to provide remedies for both.

Legal Momentum and our allies submitted a key *amicus* brief to the Supreme Court when it took up the issue of allowing juries to hear statements of crime victims who do not testify at their attacker's trials. The goal of our brief in these cases, *Davis v. Washington* and *Hammon v. Indiana*, was to highlight the importance of this issue for domestic violence prosecutions, because prosecutors are often forced to rely on out-of-court statements when traumatized and terrified victims are unable or unwilling to testify at trial. Our brief used statements from victims, advocates, and prosecutors, as well as studies, to emphasize how dangerous it can be for victims to testify.

Significantly, the Court acknowledged that domestic violence cases are "notoriously susceptible to intimidation or coercion of the victim to ensure that she does not testify at trial," and held that statements made by victims to 911 operators or police during emergencies can be used to prosecute criminal defendants, even when the victim does not participate in the trial.

Legal Momentum filed a brief in the major abortion case on the Supreme Court docket last year, *Ayotte v. Planned Parenthood*, urging the Court to recognize the importance of legal abortion in allowing women to participate as full and equal citizens in society. We pointed out that abortion restrictions can actually force a woman to continue a pregnancy that she wants to end, which is an intrusion on her physical integrity that has no parallel for men.

Moreover, because the vast majority of women who bear children raise them, interfering with the woman's ability to decide whether to bear a child also dictates to women what their families will be. This has significant consequences for their health and well-being as well as the nature and extent of her participation in work and public life outside the home.

SPECIAL EVENTS

Through our special events, we honor and celebrate those women and men whose community, corporate and government leadership has made a difference for the advancement of women and girls across the country. Thanks to our committed supporters, Legal Momentum's Equal Opportunity Awards Dinner and Aiming High Luncheon, together with our newest event, the San Francisco Women of Achievement Awards Dinner, grossed over \$2.3 million. Those contributions directly support Legal Momentum's programs that advance the rights of women every day.



Vivian Banta, Board member
Ina R. Drew, and Heidi Miller



Kathy Rodgers
(center) with 2006
Honorees Diane L.
Schueneman,
Suzanne Nora
Johnson, Joan
Guggenheimer, and
Linda Gooden

Aiming High 2006



2005 Honorees Michael Critelli and
Stephanie George, with Stephanie's
daughter Ali Lenchinsky, Soledad O'Brien,
and 2005 Honoree David Brennan



Dana Freyer, Michele Coleman Mayes, 2003 Aiming High
Honoree Stephanie B. Mudick, and Esta Eiger Stecher



2005 Honoree Ronald Frasch with Etta Froio



Rose Marie Bravo, Terry Lundgren, Kathy Rodgers
and David Brennan

Equal Opportunity Awards Dinner 2005



2006 Honorees
Elizabeth J. Cabraser,
Lauri M. Shanahan,
and Brenda Wright

San Francisco Women of Achievement Awards 2006



Hon. Kamala D. Harris and Board
member Clothilde V. Hewlett



Sandy Bernhard, Board member
Lynda Spence, and Gerson Bernhard

Our Contributors

We salute the following individuals, foundations, corporations, businesses and organizations whose generous support helps fund our programs.

\$100,000 and up

The Ford Foundation
Estate of Rona Jaffe
Ralph and Marjorie Fine Knowles
Estate of Barbara Sherman

\$50,000 to \$99,999

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\$25,000 to \$49,999

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The Equal Rights Legacy Society

The Equal Rights Legacy Society unites individuals whose personal commitment to achieving equal rights for women and girls is reflected by gifts to Legal Momentum made through their estate plans. In making their bequest and other planned gift intentions known to us, Society members also serve as examples for others who may wish to have an impact on our ongoing ability to remain strong advocates for women. We gratefully recognize the following members:

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Workplace Campaigns

Legal Momentum receives generous contributions from many individuals through their company's Workplace Giving Programs. We appreciate the efforts of the following employers and agencies who allow Legal Momentum to participate in these campaigns and who facilitate the philanthropy of so many generous employees.

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Matching Gift Employers

We wish to express gratitude to the following employers and corporate foundations for generously matching their employees' contributions to Legal Momentum during the past year.

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Summary Financial Report

We are pleased to present a summary of the audited financial report for fiscal year 2006. We remain in strong financial health, with a substantial unrestricted reserve and strong prospects for future growth. We are also pleased to report a positive year-end balance, due in part to two unexpected bequests totaling just over \$200,000. The Equal Rights Legacy Society is a wonderful way for donors who have supported the work of Legal Momentum during their lifetime to be able to carry on their philanthropic wishes.

In addition, a substantial increase in Special Events income was generated in FY2006. Both the Equal Opportunity Awards Dinner and the Aiming High Luncheon far exceed anticipated income goals. Combined, the two events raised more than \$400,000 in additional revenue. In its first six years, the Aiming High Luncheon has become a must-attend event in New York City. The addition of the new Women of Achievement event in San Francisco was also instrumental in bolstering this year's bottom line.

The positive balance can also be attributed, in part, to the Financial Accounting Standard Board (FASB) requirement that a grant be recorded in full in the year it is awarded, even if the grant is to be spent down over two or more years. This often leads to confusion because the requirement inflates revenue in the year of the award and reflects revenue for which there are no matching expenses. Such is the case in FY2006 with the receipt of a \$1.2 million, two-year grant from the Department of Justice Office on Violence Against Women for our Immigrant Women Program. Even in light of this substantial increase in government funding, which will be directed toward the Immigrant Women Program over FY2006 and FY2007, we remain in a positive year-end position.

We are grateful for the generous continued support from our core individual donors who have endorsed the work of Legal Momentum over the years. Contributed income from individuals, on virtually all levels, increased over last year. Given the current political climate, many advocacy organizations of our size have experienced extreme difficulty. We thank our loyal donors who have helped us through these challenging times.

Through planning and prudent spending this year Legal Momentum was able to lower, to just below 21%, the ratio of administrative and fundraising overhead to total income. This is a significant improvement and one that we are extremely proud to have achieved. We continue to meet the stringent standard of governance and financial accountability required by the Better Business Bureau Wise Giving Alliance. A copy of the complete 2006 audited financial statement is available upon request.



President



Vice President for Finance
and Administration

Year Ended June 30, 2006

INCOME

Major Gifts	881,319
Corporations and Foundations	854,261
Government Grants	1,183,908
Direct Mail Income	292,123
Legacies and Bequests	200,227
Special Events*	2,128,695
Other Income	468,024
Donated Services	1,575,024

TOTAL INCOME	7,583,581
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EXPENSES

Violence Against Women	721,828
Public Information and Education	402,950
Equality Works	989,009
Family Initiative	413,077
Gender Fairness in the Courts	666,860
Sexuality and Family Rights	682,184
Immigrant Women Program	1,109,313
Program Planning and Organizational Development	227,931
Communications	437,904
Management and General	333,128
Fundraising	920,179

TOTAL EXPENSES	6,904,363
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Net Revenue	679,218
Fund Balance July 1	4,585,458
Fund Balance June 30	5,264,676

Audited Financial Statements available upon request

*Net of direct donor benefits

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