

"Just days after the 90th anniversary of women's right to vote, the U.S. still ranks 86th in the world for the number of women in Congress."

—Women's Media Center—

"Feminism's agenda is basic: It asks that women not be forced to choose between public justice and private happiness."

— Susan Faludi —

"The test for whether or not you can hold a job should not be the arrangement of your chromosomes."

— Bella Abzug —

"Every time we liberate a woman, we liberate a man."

— Margaret Mead —

"Until economic freedom is attained for everybody, there can be no real freedom for anybody."

— Suzanne LaFollette —

"Gender is probably the most restricting force in American life."

—Gloria Steinem —

"In our own so-called civilized countries, the amount of domestic violence that is uncovered all the time is shocking."

—Dr. Jane Goodall —

"The battle for the individual rights of women is one of long standing and none of us should countenance anything which undermines it."

—Eleanor Roosevelt—

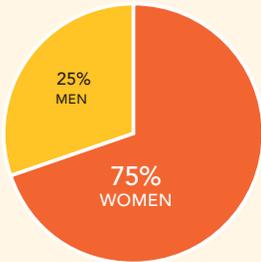
"History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again."

—Maya Angelou—

*Ensuring the Economic
& Personal Security
of Women and Girls*

CURRENT STATISTICS
DEMONSTRATE
ONGOING NEED
FOR URGENT ACTION

PERCENTAGE OF WORKERS
EARNING MINIMUM WAGE
OR BELOW



THE FACTS ON RAPE &
DOMESTIC VIOLENCE

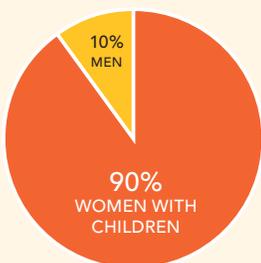


1 in 4 women experience
domestic violence



1 in 6 women has been raped

TEMPORARY ASSISTANCE
FOR NEEDY FAMILIES
(TANF) RECIPIENTS



MESSAGE FROM

LINDA A. WILLETT,
BOARD CHAIR

Dear Friends:

As Legal Momentum celebrates its 40th Anniversary, our nation continues to reel from the worst economic recession in decades. Legal Momentum certainly has not been shielded from the effects of the economic turmoil, yet our work remains just as important—if not more important—than ever before.

I would like to take this moment to express how thankful we are to you—our loyal supporters. With your generosity, we are able to continue the fight on behalf of our nation's women, many of whom are faced with increased economic hardship and violence in these difficult times.

Since our inception in 1970, our programs have shifted, reflecting the changing needs of women. Yet, what lies at the very heart of our work has remained the same. Legal Momentum works to ensure economic and personal security for all women and girls. We envision a society in which all women and girls are economically secure, empowered to make their own choices, and can live and work free of discrimination and violence.

As we continue to pursue these goals, we are fortunate to have a strong team of dedicated board members and staff experts behind us. Their commitment is unrivaled and stems from a firm belief in Legal Momentum's mission.

Our work is recognized as crucial by our long-term supporters as well. As a testament to the impact of our work, I am pleased to announce that we have recently formed new partnerships with foundation, government, corporate, and individual supporters. These multi-year partnerships will sustain and grow the impact of Legal Momentum's work on behalf of poor women and women who are victims of violence.

With diligence, teamwork, and—of course—your generosity, Legal Momentum will remain the premier institution defending women's rights through advocacy, public policy and litigation.

As you read about Legal Momentum's work and victories, I hope it will inspire you with the same resolve that keeps our board and staff motivated to continue the legacy of Legal Momentum, The Women's Legal Defense and Education Fund.

Sincerely,

Linda A. Willett
Chair, Board of Directors

Celebrating
40 YEARS
Advancing Women's Rights



LEGAL MOMENTUM

2010 SNAPSHOT

Legal Momentum is galvanizing federal enforcement of hiring goals and non-discrimination on the job.

Our advocacy reaches every level of government, as we highlight challenges encountered by women in the workplace. Recently, we hosted a roundtable discussion bringing together tradeswomen, policy experts, and researchers to discuss revision of federal construction regulations and strategies to increase the number and retention of women on federally-funded construction sites. The meeting was attended by two officials from the U.S. Department of Labor, Patricia Shiu, Director of the Office of Federal Contract Compliance (OFCCP), and Sara Manzano-Diaz, Director of the Women's Bureau, as well as by representatives from the real estate developer, Forest City Ratner Companies.

Legal Momentum is litigating groundbreaking employment discrimination cases.

Our cases include issues ranging from failure to hire and promote to egregious discrimination, focused on women working in non-traditional jobs. For example, in *Client v. DeFoe and Local 731*, a woman laborer was fired from a state-funded construction project in New York City after she was told by company representatives that having "two girls on the job" was unacceptable and one of them had to go. This past year, Legal Momentum achieved a favorable settlement for our client.

Legal Momentum is bringing the promise of Title IX to girls in vocational schools.

Just this year alone we have reached approximately 10,000 NYC high school students, parents, teachers and

administrators through our Pipeline Project, informing them about girls' options to enter higher-paying, male-dominated fields, and training guidance counselors to ensure attention to gender-related biases in career counseling. By educating those who have the greatest impact on young women's choices, we have helped to advance gender equity under Title IX in NYC career and technical schools.

Legal Momentum's Immigrant Women Program is empowering countless immigrant victims of domestic and other violence who seek protection and justice.

This year, we conducted nearly 200 trainings and made presentations for over 1,000 participants on the unique issues facing immigrant women victims. To enable attorneys, advocates and service providers to assist immigrant women victims, we completed and launched a web-based library providing the most comprehensive listing of laws, policies, research, and training materials available, as well as an updated directory of providers serving immigrant women nationwide.

Legal Momentum focused national attention on the failures and unfairness of the Temporary Assistance for Needy Families (TANF) program.

Our influential and widely used reports, including *The Sanction Epidemic in the Temporary Assistance for Needy Families Program* and *Not Enough: What TANF Offers Family Violence Victims* are frequently quoted in national media outlets including *The New York Times'* Economix Blog and by policymakers. Our

standing-room only Congressional Briefing, held in September "Punishing the Poor," in Washington, DC, was attended by over 100 individuals including members of the House of Representatives and other legislative staff and we have presented testimony to federal agencies ranging from the Department of Health and Human Services to the Senate Finance Committee.

Legal Momentum helps to ensure that victims of violence find justice in courts of law.

This year, our unique and award-winning National Judicial Education Program (NJEP) introduced Regional Team Meetings, which gathered judges, probation officers, sexual assault coalition representatives and judicial educators to present Legal Momentum's new and existing curricula on adult victim sexual assault. The participants responded enthusiastically to this model, which also seeks to develop strategic plans for implementing coordinated judicial education on sexual assault in their respective jurisdictions.



ECONOMIC SECURITY

The progress women have made in the workforce continues to be tainted by occupational segregation and the wage gap. How can we feel good about women finally nearing 50% of the workforce, when women are still dramatically overrepresented in the lowest paying professions and virtually absent in many of the highest paying fields?

Often, women in female-dominated, lower paying jobs in sectors such as food service, cosmetology and retail, face sexual harassment and barriers to hiring and promotion. When women do choose higher paying male-dominated

professions, such as plumbing or construction, they face an even more hostile and unwelcome work environment.

Female-dominated professions pay, on average, 30% less than male-dominated fields. For a single mother, or a family relying upon a woman as the primary breadwinner, these pay discrepancies can be devastating. Furthermore, since many female-dominated fields lack benefits like sick days or vacation time, women with childcare and/or other family responsibilities are at great risk of losing even these low-paying jobs.

The employment rights of women have been at the heart of Legal Momentum's mission since its inception. Through precedent-setting litigation, we have secured some of the most significant legal victories for working women, particularly for women harassed in non-traditional jobs and victims of domestic violence. Today, Legal Momentum works to increase women's access to jobs free from discrimination, promotes policies that enable low-wage working women to keep their jobs while supporting their families, and protects women from losing their jobs as they cope with the effects of gender-based violence.



For example, two decades after laws were enacted to prohibit gender discrimination, only 3% of employees in the construction trades are women. This past year, Legal Momentum worked at the federal, state, and local level to develop policies opening up new jobs for women, and promoted mechanisms to enforce these policies. We collaborated with tradeswomen,

non-profit organizations, union women's committees, and others to bring tradeswomen's voices to the fore of these efforts. We organized meetings with tradeswomen, the NY State Attorney General and NYS Division Human Rights to discuss the monitoring and enforcement of policies related to

American Recovery and Reinvestment Act funds, including increased oversight by the Equal Employment Opportunity Commission on all public and federally-assisted projects. We convened roundtables with leaders from the U.S. Department of Labor, tradeswomen, and the private sector to tackle worksite discrimination and increase women's opportunities.

Legal Momentum also challenges the underlying stereotypes that begin in the classroom (and earlier!) and become workplace barriers later on. Our groundbreaking **Pipeline Project** expands girls' access to male-dominated career and technical education programs by educating school administrators, teachers, parents and students about federal laws requiring that girls have access to the full range of career tracks and are not steered into stereotypical female tracks such as cosmetology.

Unfortunately, millions of women across America are unable to secure

and maintain steady employment due to the multiple challenges they continue to face in the workplace. When a job that barely pays the bills is lost, at times a woman's only option is to turn to last-resort safety nets such as the federal "Temporary Assistance for Needy Families" (TANF). TANF is essentially a women's social assistance program, since 90% of its adult benefit recipients are women. The need for TANF is truly a national symbol of how the U.S. has failed to adequately address women's poverty.

With the economic recession showcasing the program's shortcomings and reauthorization scheduled for September 2011, there is a real opportunity for reform. Our staff has worked tirelessly to gather and analyze data to demonstrate the degree to which the program is failing American women and their families. Last year, we produced numerous widely-acclaimed reports focusing on the fundamental flaws of TANF, from the meager benefits that perpetuate material hardship of recipients to the imposition of harmful and wrongful financial penalties known as sanctions. And through our extensive **EndPovertyNow** coalition of national, state, and local organizations we are urging Congress to ensure that those in need of a safety net do not confront barriers, and that recipients have access to real pathways into financially secure jobs—taking into account the challenges such as childcare responsibilities and violence faced by so many women.



PERSONAL SECURITY

Open any newspaper on any given day, and it remains clear that women are still plagued by domestic violence, sexual assault, and stalking. In fact, it is so commonplace that many barely bat an eye when they read about a woman who has been brutally attacked, or even murdered, by a spouse or a boyfriend. And when it comes to sexual assault and stalking, a “victim blaming” mentality remains among many in the general public, law enforcement, and even in the courtroom—the very system designed to protect victims and ensure justice.

Many believe that a woman can “just leave” if she experiences violence at home. Legal Momentum has not only fought against this misconception, we have tackled the barriers that often prevent women from leaving. These barriers often include a lack of support from the justice system, a lack of financial security, and fear for personal safety. Our anti-violence programs tackle each of these obstacles by identifying and addressing the systemic flaws that prevent women from achieving the financial security, justice, and support services needed to recover from abuse and rebuild their lives.

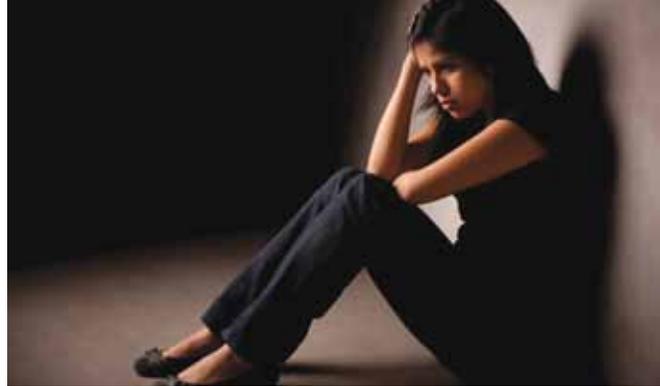
When gender stereotypes extend into the courtroom, it can be difficult or close to impossible for a victim of gender-based violence to obtain justice. Legal Momentum’s **National Judicial Education Program to Promote Equality for Women and Men in the Courts (NJEP)** is a unique, award-winning program that uses multi-media trainings and publications to educate judges and justice system professionals about the ways gender bias can affect and jeopardize fairness of civil, criminal, family and juvenile court proceedings.

Our trainings address how sex stereotypes shape the admission of evidence and sentencing in rape cases; how the courtroom treatment of women litigants, witnesses, lawyers and experts affects women’s credibility to jurors; how bias in child-support awards and enforcement following

divorce creates sharp economic disparities between women and men; how gender bias operates against both men and women in child custody disputes; and how women of color face bias in the courts at every level.

Another major roadblock for many women seeking to escape violence is a lack of financial security. Legal Momentum leads efforts to strengthen and expand the employment rights and economic security of victims of gender-based violence on a national scale. We conduct trainings across the country to help employers, attorneys, and advocates better understand the laws protecting women’s housing and employment, we develop and distribute national legal guides and resources on specific laws protecting women, and we advocate for legislation to protect women who face losing their jobs or employment because of gender-based violence.

We also work to ensure that public policies respond to the special needs of poor, low-income, and immigrant victims of domestic violence, sexual assault, and trafficking—so that no women are forced to endure violence because they cannot access legal protections. For example, Legal Momentum’s **Immigrant Women Program (IWP)** is a nationally-recognized leader in understanding and addressing the unique challenges confronting immigrant women. IWP works with federal agencies and Congress, submits briefs in court proceedings and provides national training and support on the legal rights of immigrant victims to improve policies affecting this vulnerable—and often invisible—group of women and their families. IWP’s innovative trainings, comprehensive web-based resources, and groundbreaking publications for advocates, service providers, law enforcement personnel and others working with immigrant victims held to ensure immigrant victims can access the full range of protections and services to which they are legally entitled.



Finally, a watershed achievement in the struggle to end gender-based violence was the passage of the Violence Against Women Act (VAWA). VAWA was the first effort on the federal level to deal with the epidemic of violence against women in America, and is undoubtedly one of the most important pieces of legislation pertaining to violence against women in history.

Legal Momentum led the effort to draft and pass the landmark Violence Against Women Act in 1994 and reauthorize it in 2000 and 2005. Since that time, VAWA has secured critical statutory reforms and awarded nearly \$9 billion to state, tribal, and local governments, non-profit organizations, and universities to prevent violence against women, improve the response to victims, and hold offenders accountable.

Every five years VAWA is up for reauthorization and, each time, legislators turn to Legal Momentum for guidance on how women can be best served by the legislation. This year, Legal Momentum is once again leading the movement to reauthorize this major legislation in 2011. Legal Momentum brings together domestic violence shelters, women’s advocacy coalitions and social service agencies from across the country to collect and organize data on the most pressing issues facing victims of gender-based violence. We then work with national policymakers to ensure that each new reauthorization effectively addresses the real barriers facing women—such as financial insecurity, housing, jobs, and justice system failures. VAWA’s continued impact—and the billions of dollars that have reached victims across the country—represents how sustained, targeted advocacy can bring about long-term change, and touch the lives of millions of women.

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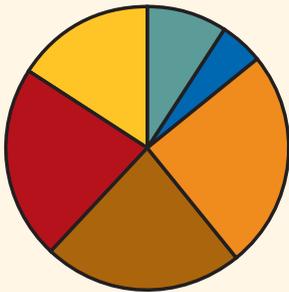
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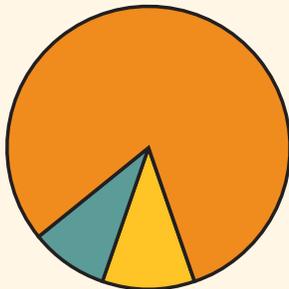
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INCOME BREAKDOWN



SOURCES OF FUNDS FISCAL YEAR 2010

■ GOVERNMENT GRANTS	25%
■ SPECIAL EVENTS	23%
■ DONATED SERVICES	22%
■ INDIVIDUALS	16%
■ OTHER INCOME	9%
■ FOUNDATIONS AND CORPORATIONS	5%



USES OF FUNDS FISCAL YEAR 2010

■ PROGRAM SERVICES	80%
■ MANAGEMENT AND GENERAL	9%
■ FUNDRAISING	11%

FINANCIAL STATEMENTS

	Year Ended June 30, 2010	Year Ended June 30, 2009
Income		
Major Gifts	\$ 580,807	\$ 554,687
Corporations and Foundations	308,308	748,575
Government Grants	1,416,242	421,282
Direct Mail Income	93,511	95,008
Legacies and Bequests	207,167	414,288
Special Events* (net)	1,301,456	1,826,085
Other Income	524,321	182,141
Donated Services	1,263,550	907,435
Total Public Support and Revenue	\$ 5,695,362	\$ 5,149,501
Expenses		
Violence Against Women	\$ 442,683	\$ 790,282
Public Information and Education	360,434	379,102
Pathways—Pipeline	839,357	491,538
Gender Fairness in the Courts	573,299	560,852
Sexuality and Family Rights	—	309,750
Immigrant Women Program	1,846,063	1,587,084
Program Planning and Organizational Development	80,940	336,818
Communications	907,922	1,187,047
Management and General	547,070	471,788
Fundraising	702,542	568,026
Total Expenses	\$ 6,300,310	\$ 6,682,287
Surplus (Deficit)	\$ (604,948)	\$(1,532,786)
Temporarily Restricted Revenue	905,446	474,899
Increase (Decrease) in Net Assets	300,498	(1,057,887)
Net Assets		
Permanently Restricted	200,000	200,000
Temporarily Restricted	1,853,173	947,727
Unrestricted	600,115	1,205,063
Total Net Assets	\$ 2,653,288	\$ 2,352,790

Audited Financial Statements available upon request

*Net of direct donor benefits

LEGAL momentum

The Women's Legal Defense
and Education Fund

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