

THE EQUAL TIMES

Women's rights. Nothing less.



THE COST OF BEING A WOMAN

*With your support, we have fought—and will continue to fight—the gender wage gap. But we know that an equal paycheck is far from the only thing standing between women and economic security. In fact, there are countless injustices that contribute to the **cost of being a woman**.*

PREGNANCY & PREVENTION

Women and other people who can become pregnant assume the bulk of the financial burden of pregnancy and pregnancy prevention. Though contraceptive, abortion, and prenatal care all constitute basic health care, many people still must pay out of pocket for the care they need.

Further, though it has long been unlawful to discriminate against pregnant workers, **workers still lose their jobs** because their employers refuse to accommodate their needs to protect their health during pregnancy. Earlier this year, we successfully advocated for a **groundbreaking law** that ensures pregnant workers in Washington can access those accommodations. But without federal protections, the problem and its financial implications persist for workers elsewhere in the Northwest.

INCARCERATION

Women, especially women of color, are being incarcerated in record and rapidly increasing numbers. Women face many barriers when they are in prison, but the impact of incarceration—especially the financial impact—**extends far beyond the time she is imprisoned**.

For instance, people with criminal records are prevented from obtaining a number of occupational licenses, no matter how old their convictions or how much they've changed their lives. **Women are most affected by this restriction**, as female-dominated fields like nursing, childcare, home health care, and teaching are regulated more than male-dominated occupations, such as construction or janitorial work. And considering that

women who are convicted of felonies are disproportionately poor, undereducated, and black, these legal restrictions have the effect of **destabilizing already vulnerable communities**.

DOMESTIC VIOLENCE

There's also a significant economic impact from domestic violence, the victims of which are most commonly women. Survivors often face increased medical needs while also dealing with lost wages, job loss, and housing instability. And financial tolls **don't always stop after a survivor leaves**. Abusers often use the legal system to continue exerting control over survivors, frequently to the point of financial devastation.

Of course, this cost is not the same for all women. Incarceration disproportionately affects women of color, with **black women being three times more likely than white women to be incarcerated** despite being no more likely to commit a crime. Transgender women are aggressively discriminated against in employment, housing, and health care, and are more likely than other women to live in poverty. And while Washington this year became the fifth state to offer paid family and medical leave, we know that our region's low-wage workers—who often most need access to paid leave—are consistently being forced to choose between their families and their livelihoods.

Legal Voice recognizes that **the injustices women face are just as multifaceted as women themselves**. Your support has allowed us to tackle each of these issues to create a more just world for women in the Northwest. We will keep fighting for *all* women to live freely, safely, and without the added cost of simply being themselves.

DID YOU KNOW?

Women are **twice as likely as men to live in poverty** upon retirement. This economic disadvantage is further exacerbated when we take divorce into account. Twenty-nine states have adopted laws that prevent people from accessing their former spouse's retirement accounts and life insurance policies—financial support that they may have **depended on for security upon retirement**. Legal Voice joined Women's Law Project and many other partners to urge the U.S. Supreme Court to close this gap so that divorced, retired women may enjoy the economic security and dignity they deserve.

PADDLES UP, SMILES ON: AN INSPIRING EVENING AT THE 2017 AUCTION

*Oh, what a night—and what a community! Along with your friends, colleagues, family members, and fellow supporters, you raised your paddles and **raised more than \$215,000** to advance the rights of women and families in our region. Thank you for believing in us.*

Our heartfelt thanks go to all of the **volunteers** who gave their time and talents, to our **local businesses and friends** who donated amazing items and experiences, and to our **Table Captains** for bringing out such fun people! The room was buzzing with energy from new community members and seasoned auction-goers alike.

The Auction would not be possible without the **generous support of our sponsors**: our 2017 partner, Lane Powell, as well as 1st Security Bank, Deloitte, Foster Pepper, Garvey Schubert Barer, MacDonald Hoague & Bayless, Mainstreet Legal Malpractice Insurance, Pacific Continental Bank, Pacifica Law Group, Perkins Coie, Skellenger Bender, Socius Law Group, Stoel Rives, Stokes Lawrence, and Summit Law Group. Thank you all!



SAVE THE DATES!

December 13, 2017 • 12–1:30 p.m.
Legal Voice's Annual Legislative Lunch & Learn with CLE Credit

January 24 & February 15, 2018 • 5:30–7:30 p.m.
Take Action! Legislative Letter-Writing Nights

March 8, 2018 • 6–8 p.m.
Cocktails for a Cause

October 13, 2018 • 5:30–9:30 p.m.
Legal Voice Auction



VICTORY! RECOGNIZING HARASSMENT AS DISCRIMINATION

Legal Voice defends Washington's non-discrimination law to ensure protection against sexual harassment

Throughout the original civil rights era, people fought for their rights to equal access in the public sphere. Those brave actions led to the adoption of laws intended to protect against discrimination in public spaces. For example, the Washington Law Against Discrimination creates a civil right to “full enjoyment” of services in places such as hospitals, civic spaces, restaurants, hotels, and the like.

Yet people continue to be **targeted and harassed** for wearing a hijab, for the color of their skin, for appearing gender-nonconforming. They are sexually harassed at their jobs, at restaurants, and **even when they seek medical care**.

That's exactly what happened to Rev. Christopher Floeting, who sought health care services on a near-weekly basis from a Group Health clinic. During his visits, he was **routinely on the receiving end of sexually explicit comments**, sexual advances, and unwanted touching from a patient access representative. Christopher fought for his rights to be protected from that kind of harassment, and we stood with him.

The Court agreed with us that **harassment is a form of discrimination**, and that Christopher's rights were violated. Though the Court's decision focuses exclusively on sexual harassment, it sets a solid groundwork to protect people experiencing harassment based on their **race, religion, gender identity**, and other protected bases.

But the decision wasn't perfect. In fact, there was one glaring line that left us a little dumbfounded: “*We leave for another day the situation of **same-sex sexual harassment** arising in a place of accommodation.*” Unwanted advances are unwanted advances, **regardless of who is making them**. We will revisit this issue to ensure *all* people are protected from sexual harassment and other forms of discrimination.

The recent onslaught of federal attacks—on the LGBTQ community, on people who use birth control, on immigrant families, and so many more—prove how critical state laws can be. Thank you for **defending Washington's non-discrimination law** with us.

KNOWLEDGE IS POWER: ENSURING STUDENTS KNOW THEIR RIGHTS

Legal Voice launches a new, comprehensive online resource for campus sexual assault survivors



Passed in 1972, Title IX promises equal educational opportunities for all students regardless of gender. To fulfill this promise, **colleges and universities must prevent sexual assault** on their campuses. They must also support survivors who have been assaulted so they can stay in school and complete their education without fear and harassment.

Unfortunately, the Trump Administration tried to undermine that promise when it changed its rules, focusing on the rights of the accused rather than working to end sexual violence on campus. Though this move **did not end the rights of students** to

Title IX protections, it has led to much confusion about what exactly those rights are.

To give students some clarity on their rights—and the tools and resources available to them—in the event of a sexual assault, we launched **Know Your Rights**, a simple, mobile-friendly website for campus sexual assault survivors in Washington State. Created by Legal Voice's Campus Sexual Assault Workgroup, the website gives students a **comprehensive overview of their legal rights**.

Your support has made this vital project possible! We are already working to create similar websites for the rest of our region, starting with Idaho in early 2018. Please visit the Know Your Rights site at **students.LegalVoice.org** and share it with the college students, parents, faculty, and staff in your life.

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BECOME A VISIONARY...



I DEPEND UPON LEGAL VOICE IN MANY WAYS. I depend upon them to do work that is important to me and that I can't do myself. I depend upon Legal Voice to let me know about important issues that I'm not aware of. I depend on Legal Voice to fight the good fight over the long haul. That's why I support Legal Voice with an annual gift and volunteer my time.

Like most Legal Voice supporters, I always wish I could give a bigger gift and do more to support the work and the amazing staff. That's why I have included Legal Voice in my estate plans as a beneficiary on a retirement asset. I don't know how big that gift will be when it gets to Legal Voice, but it is my chance to give the gift Legal Voice deserves.

Legal Voice Visionaries are supporters and friends who have included Legal Voice in their estate plans or wills. If you are interested in our *Visionaries* program and would like to know more about it, please contact B. Michelle Johnson, Director of Development at 206-682-9552 x113, or by email at MJohnson@LegalVoice.org.



HAVE YOU HEARD? Our *Handbook for Washington Seniors: Legal Rights and Resources* is now available in its fully revised second edition! This quick-reference handbook is an invaluable resource for elderly Washingtonians and the people who care for them and about them. We're also thrilled to now offer a fully translated *Handbook* for our Spanish-speaking friends, family, and neighbors. Hard copies and digital downloads for both versions are available at www.LegalVoice.org/Handbook.

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