



When we understand

we can all rise

I raise up my voice—not so that I can shout,
but so that those without a voice can be
heard. We cannot all succeed when half of
us are held back.

– Malala Yousafzai

— 1920 —

Women narrowly get the right to vote after a 72-year struggle. All women of color, 1965

— 1963 —

Equal pay act* signed into law. However, the gap remains at 25.2%

— 2005 —

Men can be convicted of raping their wives, even without use of a weapon, in all 50 states

— 2010's —

Birth control is more accessible, abortions fall to all-time lows. Most female contraception remains prescriptive, while men's is over-the-counter

— 2023 —

The U.S. recorded an estimated 11% increase in abortions over 2020 (pre-Dobbs) levels

— 2024 —

Child marriage still legal in 46 states, only 12 states fully ban it

*This act enables courts to decide outcomes, therefore requiring the ability and means to sue an offender. Utah ranks last in pay equality.

Maternal mortality rate in the United States is highest among wealthy nations

About 1 in 4 women in the U.S. has experienced completed or attempted rape in her lifetime.

up to 26.1% United States compared to 1.8% Spain, 8–9% Canada, 5–7% UK, 7% France

Over half of women say they've experienced some form of sexual violence involving physical contact in their lifetimes.

- Only ~25% to 40% of rapes and sexual assaults are reported to police. Some studies suggest the reporting rate is less than 5% for certain types of sexual assault.
- Each rape is estimated to incur ~\$151,423 in lifetime costs (medical, lost productivity, etc.)

1 in 3 U.S. women experience Intimate partner violence

51%

of the U.S. Population are women (2024)

28%

are women in U.S. Congress (House + Senate)

33%

are women in State Legislatures

26%

of Governors are female

33%

are female Federal Judges

35%

are female State Judges

The U.S. ranks ~70th globally for women's representation in national legislatures — far below countries like Rwanda (61%), Mexico (50%), or Sweden (46%).

According to the World Economic Forum's Global Gender Gap Report 2024, the U.S. is ranked 43rd out of 146 economies in overall gender equality.

“A feminist is anyone who recognizes the equality and full humanity of women and men.” — Gloria Steinem

Women earn 74.8¢ per \$1 earned by men

all workers (full time, part time, seasonal)

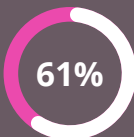


of jobs lost in the USA at the end of 2020 were held by women, a majority women of color

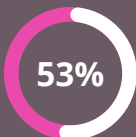
Degrees awarded to women



Bachelor's



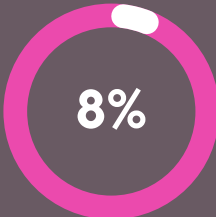
Master's



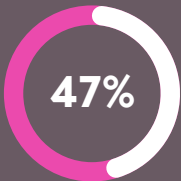
Doctorates



of CEOs, board members, senior executives are women



of top earners are women



of jobs are held by women

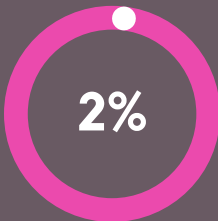


of women participate in labor force
68% of men participate

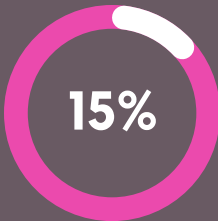


of working women work full-time

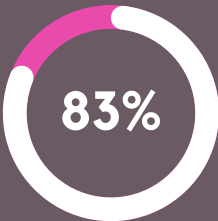
Women average 2.7 hours per day doing household activities



- As of 2024, only ~2% of venture capital funding in the U.S. went to female-founded startups



- Women co-founded teams (mixed gender) received about 15% of total VC funding



- All-male teams received the remaining ~83%

women start businesses at nearly the same rate as men

The tragedy isn't in the stats — it's our complacency. The tragedy is that the stats are met with defensiveness and a refusal to ask why.

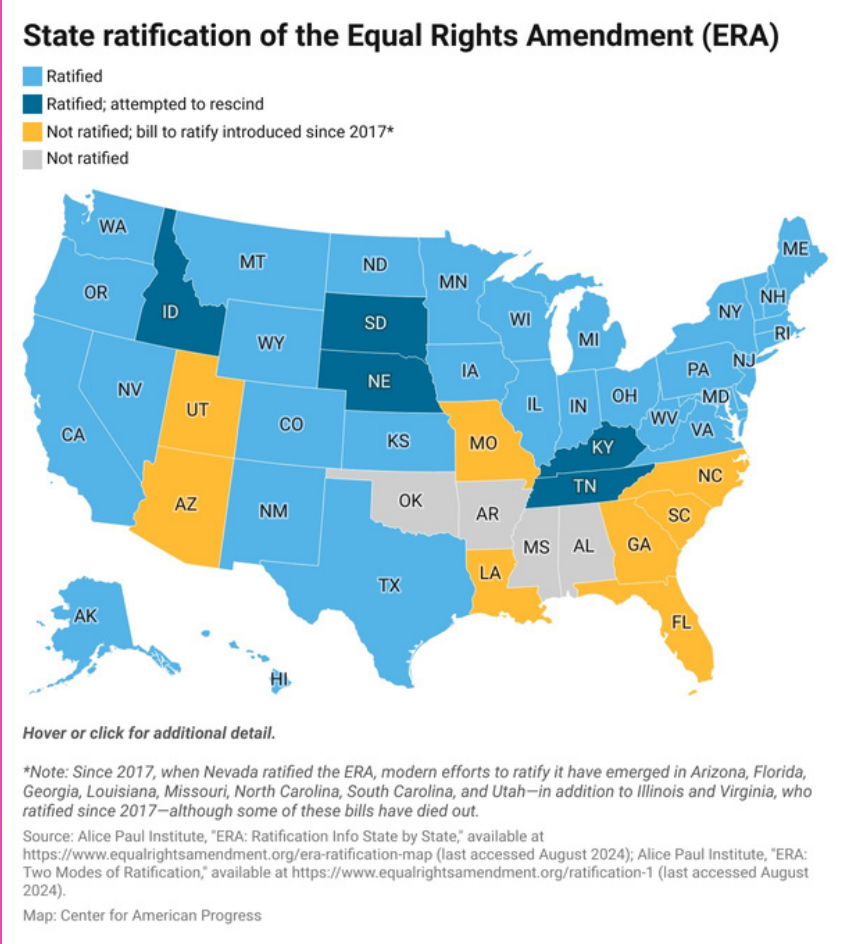
Many states still lack equal rights amendments in their constitutions; the federal ERA remains unratified.

It states in full:

Section 1.
Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

Section 2.
The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3.
This amendment shall take effect two years after the date of ratification.



In Simple Terms

- Proposed: 1923
- Passed Congress: 1972
- 38 states ratified: by 2020
- Deadline expired: 1982
- Status today: Not officially part of the Constitution — yet.

Even though women in the U.S. gained suffrage in 1920, most laws securing financial independence, bodily autonomy, and workplace equality came decades later — many within living memory.

The pattern is clear: women’s rights progressed in waves of reform, often triggered by lawsuits or activism that exposed how deeply inequality was still written into law.

Even though women’s rights have expanded through individual laws (Equal Pay Act, Title IX, Pregnancy Discrimination Act, etc.), none of these are constitutional guarantees.

Without the ERA:

- Sex discrimination isn’t explicitly banned by the Constitution.
- Rights can shift with changing political or judicial priorities.
- The 14th Amendment’s “equal protection” clause has been used for gender cases — but it was written to protect formerly enslaved men, not women.

The ERA would anchor gender equality as a permanent, explicit constitutional right, not something dependent on interpretation or legislative mood.

about 78% of Americans support ratifying the ERA (Pew, 2024).

In 2025, Defense Secretary Pete Hegseth reposted a video from pastors in a Christian nationalist church asserting that women should no longer have the right to vote and should instead vote as households or under male authority.

“The day will come when men and women will be recognized as equals —not because it is fashionable, but because it is right.”
— **Susan B. Anthony** late 19th century