

## EQUAL RIGHTS AMENDMENT: VISIONS FOR EQUALITY AWARENESS CAMPAIGN 2016

**WHEREAS**, ninety-three years after the Equal Rights Amendment was first introduced in Congress, women and gender minorities are *still* not granted equal rights in the United States constitution. Although existing laws attempt to protect all people from discrimination, there is no substitute to the comprehensive rights that would be guaranteed by the Equal Rights Amendment;

**WHEREAS**, Until we achieve ERA ratification, women and gender minorities across all social and cultural backgrounds will be forced to continue fighting long, burdensome political and legal battles to ensure that their rights are legally equal to the rights automatically held by cis-gender men, especially those who are white, heterosexual and abled;

**WHEREAS**, reviving the fight for the Equal Rights Amendment relies on the unification of feminist activists of diverse social and cultural identities: age, race, class, sexual orientation, religion, ability, nationality, gender, and other axes of identity;

**WHEREAS**, the fight for constitutional equality is not one size-fits-all, and community focused activism is critical to unifying activists in the push for ratification in state legislatures;

**WHEREAS**, because the U.S. Senate has passed the military draft for women, we should use that as leverage to demand the ERA;

**THEREFORE BE IT RESOLVED**, that the National Organization for Women (NOW) will include in its 2016-17 Strategic Action Program the creation of an awareness campaign to expand the national conversation about constitutional equality and increase the number of people--particularly young people-- who know the status of the national Equal Rights Amendment and support its ratification;

**BE IT FURTHER RESOLVED**, that through this awareness campaign, NOW will promote diverse and intersectional interpretations of constitutional equality that reflect the many lived experiences of gender minorities in the United States;

**BE IT FURTHER RESOLVED**, that the 2016-2017 Strategic Action Program will pursue ERA ratification through activism at the national level and in the states, with both congressional resolution approaches and with both a start-over strategy and with a three-state strategy focus;

**BE IT FINALLY RESOLVED**, that a key goal of NOW's awareness campaign will be to inspire feminist activists to ultimately push for ratification in state legislatures of the federal Equal Rights Amendment and promote the development of state-level ERAs.