



December 9, 2020

Over the weekend we experienced a series of events that caused us great concern and we would like to take this opportunity to address it.

On Friday, December 4<sup>th</sup>, around 4:00PM ET, our National NOW account posted a graphic and accompanying language to our Facebook and Twitter pages expressing solidarity and support towards our friends in the LGBTQIA+ community, in particular our transgender friends. Members of the public and members of NOW began and continue to respond to the post with vitriol and language that is inappropriate, reprehensible, and not at all in line with the principles and mission of our organization.

***NOW's purpose is to take action through intersectional grassroots activism to promote feminist ideals, lead societal change, eliminate discrimination, and achieve and protect the equal rights of all women and girls in all aspects of social, political, and economic life.***

Since our founding over 50 years ago, we have fought countless battles in the name of equity and inclusion for women and sought to build a society that welcomed and recognized our humanity. Our foundational issues - Racial Justice, Economic Justice, Ending Violence Against Women, Reproductive Freedom, Constitutional Equality, and LGBTQIA+ (*lesbian, gay, bisexual, transgender, questioning/queer, intersex, asexual, and plus, LGBTQIA+ is seen as an inclusive and accepting way to refer to the queer community and those people who don't identify as heterosexual or cis gender.*) - create the ecosystem of justice that guides and inspires our work. We celebrate in our victories and support each other during our setbacks, and most importantly, we know that our diversity is our strength. We will not relent from this position. And we feel as though it is critical to reiterate that we stand with our LGBTQIA+ community; they will always be heard at NOW. We condemn all forms of transphobia.

NOW has taken swift action to address the matter within our organization. We recognize that this issue is not new; many current and former members of NOW have been personally hurt and affected by it. Addressing it will be an ongoing effort, and it is an effort that we are committed to. We hope that no-one else is put through the type of unacceptable behavior that happened and that we can all work collectively toward our shared goal and aspirations of creating a better, more welcome, and inclusive society.

Christian F. Nunes  
President

Bear Atwood  
Vice President