



Policy Brief:

Increasing access to comprehensive gender-based workplace protections for low-income women

Legal Momentum

This publication will explain key gender-based workplace protections that women have, as well as targeted strategies they can use to address violations of those protections, which will allow them to take action against gender-based discrimination at work.

About the advocate

Legal Momentum (LM) is a nonprofit legal organization whose mission is to ensure economic and personal security for all women and girls, with a focus on the most marginalized women, including low-income women, immigrant women, women of color, and survivors of gender-based violence. Advocating on behalf of women's equality for almost 50 years, LM engages in targeted impact litigation, legislative advocacy, and educational initiatives to advance gender equity in the workplace, education, and the courts. LM's pioneering legal initiatives have successfully reduced barriers to equal treatment and advanced access to equal opportunity for women in all walks of life.

The issue

Low-income women in New York are repeatedly subjected to gender-based workplace discrimination, yet many remain unaware of important legal protections that advance their economic security. Many also refrain from asserting rights due to risk of employer retaliation. A disproportionate number of women, and others who



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face gender-based discrimination like transgender and gender-nonconforming people, are pushed into inescapable cycles of poverty due to widespread and systemic gender and racial discrimination in employment. As a result, women are disconnected from the support necessary to achieve financial security.

The impact

Legal education and strategies for early intervention can go far in helping the most vulnerable women who often lack access to critical information and are not in a position to formally report violations once they occur. By understanding the core protections and targeted strategies, low-income women will feel more empowered and be able identify violations if and when they occur, and identify strategies and resources to preemptively address potential violations.

The distribution network

LM would distribute the poster mainly through its Advisory Council, which is made up of over 10 expert organizations that work directly with the target audience. Members of the Council include the National Domestic Workers Alliance, the Worker Justice Center of New York, the Restaurant Opportunities Center, and Sanctuary for Families. In addition to the Council, the poster would also be distributed in worker centers and given to worker leaders who work directly in the community.



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