



## **AAUW Florida Priority: ERA**

The American Association of University Women of Florida has over 10,000 members and supporters statewide. We advance equity for women and girls through advocacy, education, and research.

## **Equal Rights Amendment (ERA) Bill in the 2021 Florida Session**

### [SCR 500/HCR 475](#)

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

### **ERA is alive and moving**

- With the passage by the Virginia legislature, 38 states have now ratified the Equal Rights Amendment. This includes Nevada which passed the amendment in 2017 and Illinois which passed it in 2018.
- Arizona, Florida, North Carolina, and Utah currently have active bills in support of ratification of the Equal Rights Amendment.
- It would be an affirmation of the Florida Legislature's support for women to make Florida a part of this historic moment by ratifying the Constitutional amendment giving women equal protection under the law. Without it, women are subject to the vagaries of changing priorities and ideas.

### **Equal Rights for both genders**

Every person identifying as a male or female in the United States would receive the guaranteed legal rights and protections of the Constitution under the Equal Rights Amendment. Passage would provide protections not currently in the law against discrimination based on gender and allow for the creation of protective laws.

### **Removal of laws that discriminate**

By incorporating this amendment into the governing documents of the United States, it would effectively neutralize any of the gender discrimination laws that are lingering on the books of states across the country. Although Title VII prohibits discrimination against gender in hiring decisions, it does not resolve issues with the pay gap or inequality with how enforcement occurs. Passage would create a structure for societal equality.

### **Corporate Recruitment Needs**

Employers who have robust equal employment opportunity policies typically attract a diverse set of qualified applicants for their open positions. Job seekers often promote the best opportunities to get people into the best positions while avoiding those who use biased hiring practices. We already accept the general structure of what the ERA offers as an amendment through an informal set of rules most companies tend to follow. Passing the Equal Rights Amendment would formalize these structures, allowing companies to recruit the best help.

### **States Showing the Way**

Since 1979, 20 states have adopted state-level guidelines that are equal to or greater than what the federal amendment would provide. Instead of having differing laws for this basic right, we need to include a guarantee directly in the Constitution for the rights of women and others.

**Let's make Florida the 39<sup>th</sup> state to ratify the ERA.**

**For more information: AAUW's Where We Stand: ERA <https://www.aauw.org/resources/policy/position-era/>**