

Emily J. Martin

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Experience

National Women's Law Center (*Washington, D.C.*)

Chief Program Officer (2023 to present)

- As a member of NWLC's executive team, lead the development and execution of an integrated policy and legal strategy across NWLC's gender justice priorities, including child care, income security, reproductive rights, health, education, workplace justice, and other issue areas, with a particular focus on women and girls of color and LGBTQI+ people.
- Act as lead champion for an integrated advocacy approach to all the issues on which NWLC and its affiliates work, developing and maintaining a broad and deep knowledge of all issue areas and providing thought partnership to program Vice Presidents and Directors as they craft and execute issue-specific plans, ensuring clarity on priorities across issue areas and consistency and integration of policy and litigation goals and supporting connection to broader movement ecosystem strategies including narrative change.
- Serve as a leader within the broader organization by helping lead cross-team collaborations and cultivate an inclusive and equitable organizational culture.
- Represent NWLC and its affiliates in the media, conferences, philanthropic and coalition gatherings, and other external spaces.

Vice President for Education & Workplace Justice (2018 to 2023)

- As a member of NWLC's senior leadership team, oversaw NWLC's advocacy and policy efforts to ensure fair treatment and opportunity for women and girls at work and at school, with a particular focus on the obstacles that confront women and girls of color, women in low-paid jobs, and LGBTQI+ people; identify key priorities and strategic opportunities for NWLC engagement and collaborate with other members of the senior leadership team to craft organization-wide strategy.
- Led and coordinated litigation and policy strategies to end sex harassment at work and at school, close race and gender pay gaps, support pregnant workers and students, end school pushout of girls of color, promote fair work schedules, raise wages and improve job quality for women in low-paid jobs, and challenge discrimination on the basis of sexual orientation and gender identity, positioning NWLC as go-to experts on a wide range of key policy issues.
- Supervised operation of the TIME'S UP Legal Defense Fund, a first-of-its-kind \$24 million initiative funding litigation and story telling support for individuals challenging workplace sex harassment, and the Legal Network for Gender Equity, which connects individuals who have experienced sex discrimination with hundreds of attorneys across the country.
- Spearheaded federal and state legislative advocacy efforts, including winning campaigns to pass the federal Pregnant Workers Fairness Act and innovative state law salary transparency provisions; represented NWLC in coalitions; worked closely with congressional and committee staff.
- Led federal regulatory advocacy initiatives, including through engagement with top administration officials, such as efforts to defend and strengthen Title IX's protections against sex harassment, pregnancy discrimination, and LGBTQI+ discrimination.
- Oversaw impact litigation and amicus brief efforts, including successful efforts to reinstate federal pay data collection efforts unlawfully blocked by the Trump administration and to partially block Trump administration Title IX rules weakening protections against sex harassment in school.
- Recruited and built a diverse, high performing team of approximately 25 staff under my

supervision.

- Regularly spoke on behalf of NWLC at conferences and events; frequently quoted in print and broadcast media, including appearances in outlets such as *New York Times*, *Washington Post*, *USA Today*, *Marketplace*, *Washington Journal*, *Fortune*, *Forbes*, *All Things Considered*, *NBC Nightly News*, *Today*, and *PBS NewsHour*, as well as in the legal press.
- Collaborated with Development team in growing funder support for education and workplace justice efforts, crafting proposals and reports, and deepening relationships with foundations and donors.
- As part of Management Committee advised Management Bargaining Team during negotiation of first NWLC collective bargaining agreement.

Vice President for Workplace Justice and General Counsel (2016 to 2018)

- Spearheaded legal and policy work addressing workplace antidiscrimination and job quality protections through state and federal legislative advocacy, litigation, and regulatory work, with a particular focus on women in low-wage jobs.
- Led NWLC litigation team in pregnancy accommodation class action against Walmart which resulted in \$14 million settlement.
- When #MeToo went viral, played key leadership role in NWLC efforts to seize the new opportunities for change created by that moment, building new partnerships, growing funder support, and identifying and advocating for key policy innovations to address harassment.
- Played lead advocacy role in efforts to establish and defend first ever pay data collection requirement applied to private employers by the Equal Employment Opportunity Commission.
- Designed and launched the Legal Network for Gender Equity in order to connect victims of sex discrimination with legal representation and support the further development of expertise in sex discrimination matters in the private bar.
- Played key visioning role and lead implementation role in design, launch, and staffing of the TIME'S UP Legal Defense Fund.
- Provided in-house legal advice and representation to the Center related to compliance, non-profit governance, and employee relations, including complex and novel legal questions and negotiations related to the creation and launch of the Legal Network for Gender Equity and the TIME'S UP Legal Defense Fund, including the creation of the National Women's Law Center Fund LLC.

Vice President and General Counsel (2009 to 2016)

- Directed cross-cutting projects and cross team collaborations addressing women's legal rights in the courts and in Congress, including leading administrative advocacy efforts to implement and enforce novel protections against sex discrimination in health care; lobbying for passage of the international Convention to End Discrimination Against Women; coordinating cross-issue NWLC voter education efforts; and developing and overseeing policy proposals and advocacy addressing fair work schedules. Created products and represented NWLC in coalitions that bridged multiple programmatic policy priorities.
- Launched and led NWLC initiative addressing pregnancy accommodation at work, including drafting and introduction of the federal Pregnant Workers Fairness Act, passage of parallel state laws, successful advocacy for robust enforcement guidance addressing pregnancy accommodations from the Equal Employment Opportunity Commission and the Department of Labor, coordination of *amicus* strategy in landmark *Young v. UPS* Supreme Court case, publication of NWLC report *It Shouldn't Be a Heavy Lift: Fair Treatment of Pregnant Workers*, and representation of individual clients in pregnancy accommodation matters.
- Led NWLC Supreme Court and federal appellate *amicus* practice in range of key constitutional and civil rights cases, including cases addressing marriage equality, the constitutionality of the

Affordable Care Act, the scope of sex discrimination protections under the Equal Protection Clause, and the applicability of contraceptive coverage to for-profit employers who claimed religious objections to contraception.

- As inaugural general counsel for NWLC, created policies related to compliance and to employee benefits, addressed complex employee relations matters (including during the organization's only reduction in force), and stewarded outside counsel relationships; led creation of the National Women's Law Center Action Fund, NWLC's 501(c)(4) affiliate.

Women's Rights Project, American Civil Liberties Union Foundation (*New York, NY*)

Deputy Director (2005 to 2009); Staff Attorney (2001 to 2005)

- Served as inaugural deputy director for the Women's Rights Project and played a supervisory role managing staff attorneys, interns, and administrative staff.
- Coordinated civil rights litigation and other legal advocacy efforts to achieve equal opportunity for women, with a particular emphasis on the needs of the needs of low-income women, women of color, immigrant women, survivors of violence, and others marginalized by intersecting barriers to equality.
- Crafted legal strategies, identified plaintiffs, developed cases as lead counsel, wrote and reviewed legal memoranda and briefs, appeared and argued in court, directed discovery, provided technical assistance to ACLU affiliates and private attorneys, provided legislative testimony, commented on regulatory proposals, created public education materials, spoke at conferences and other public events, represented the Women's Rights Project in print and broadcast media, and prepared grant proposals.
- Led ACLU efforts to challenge sex discrimination under the Fair Housing Act, including precedent-setting litigation challenging discrimination against domestic violence survivors and cases challenging landlord sex harassment and family status discrimination; drafted provisions providing new housing rights for individuals experiencing domestic violence that were included in the Violence Against Women Act of 2006; recognized as a national expert on sex discrimination under the Fair Housing Act.
- Created and led ACLU initiative against assignment of students to sex-segregated classes in public schools, including litigation, administrative advocacy, and public education efforts; represented students in pregnancy discrimination matters and girls in athletics equity cases.
- Served as lead counsel in complex, long-running litigation addressing the permissibility of race- and gender-conscious remedies for employment discrimination.
- Co-author of *The Rights of Women* (4th Ed.) (2009), the comprehensive ACLU guide to women's legal rights.

Senior Judge Wilfred Feinberg, U.S. Court of Appeals, Second Circuit (*New York, NY*)

Law Clerk (2000 to 2001)

- Researched and drafted judicial opinions and bench memoranda.

National Women's Law Center (*Washington, DC*)

Legal Fellow (1999 to 2000)

- As a recipient of the Georgetown Women's Law and Public Policy Fellowship, worked to ensure women's economic security, with a focus on child care, child support enforcement, equal pay, welfare reform, family tax policy, affirmative action, and Social Security.
- Researched and analyzed policy proposals; drafted reports, congressional testimony, comments on proposed regulations, and issue papers; lobbied federal lawmakers; helped prepare amicus briefs; and supported coalition building.
- Co-author of NWLC report *Be All That We Can Be: Lessons from the Military for Improving Our*

Nation's Child Care System; credited contributor to *The Little Engine That Hasn't: The Poor Performance of Employer Tax Credits for Child Care*.

Judge T.S. Ellis, III, U.S. District Court, Eastern District of Virginia (Alexandria, VA) 1998 to 1999)
Law Clerk (1998 to 1999)

- Researched and drafted judicial opinions and bench memoranda.

Volunteer Experience

American Bar Association Commission on Women in the Profession

Special Advisor (2021 to present)

- Provide advice and expertise to ABA commission dedicated to securing full and equal participation of women in the ABA, the legal profession, and the justice system.
- Member of advisory council to Commission's Parenthood & Child Caregiver Study, exploring the impact of caregiving on attorneys' careers.

Fair Housing Justice Center (New York, NY)

President (April 2007 to April 2009); Vice President (April 2009 to 2010).

- Served on as first president of board of directors of start-up non-profit organization dedicated to challenging systemic housing discrimination, promoting open and inclusive communities, and strengthening fair housing enforcement in New York City through innovative fair housing testing programs. Recipient of FHJC Acting for Justice award.

New York City Bar Association Social Welfare Law Committee (New York, NY)

Member (2003-2005)

Education

Yale Law School, J.D. (June 1998)

Honors and Activities: Coker Fellow; Editor, *Yale Journal of Law and Feminism*; Battered Women Temporary Restraining Order Project

Third-Year Paper: "Organizing Privacy: Waged Homework and Its Possibilities for Unionization"

University of Virginia, B.A. with Highest Distinction, English Literature (May 1995)

Minor: Women's Studies

Honors and Activities: Phi Beta Kappa; Wagenheim Award for Best Undergraduate Essay of Literary Criticism; Dean's List (all semesters); Sherri Gayle Richman Scholarship; Student Council Scholarship

Selected Publications

The Rights of Women (4th Ed. 2009), coauthored with Lenora Lapidus & Namita Luthra.

Pregnant Women Are Pushed Out of Work, and It's Time to Finally Protect Them, The Hill (October 21, 2022)

COVID-19 and the Disappearance of Millions of Working Women, The Hill (October 14, 2020)

Families Trapped by Precarious Work, Short Takes: Provocations on Public Feminism, Signs (May

2019).

Uncover Discrimination Data, USNews.com (Nov. 15, 2017)

Not Just a Worker's Rights Case, Symposium re *Janus v. AFSCME*, SCOTUSblog (December 21, 2017)

Trump's Disgraceful Defense of Predators Bill O'Reilly and Roger Ailes Only Makes Things Worse, New York Daily News (Apr. 5, 2017)

Shortchanging Women: Four Reasons Why It Takes Women 10 More Years to Earn a Man's Pay, USNews.com (Apr. 4, 2017)

The High Court's High Stakes for Women, USNews.com (March 20, 2017)

Strike for Women Who Can't, USNews.com (March 8, 2017)

Keeping Sexual Assault Under Wraps, USNews.com (September 28, 2016)

Will 'Religious Liberty' Get a Second Shot in Contraception Case?, TPM Café (March 21, 2014)

coauthored with Jennifer Pizer

Equal Pay Day: Raising Minimum Wage Will Help Women and the Economy, Christian Science Monitor (April 9, 2013), coauthored with Arjun Sethi

Why U.S. Needs to Ratify Women's Right Treaty, USA Today.com (Jan. 6, 2013), coauthored with Arjun Sethi

Title IX and the New Spending Clause, American Constitution Society Issue Brief (Dec. 4, 2012)

Segregation Breeds Inequality (guest editorial re: sex-segregated education), USA Today (Oct. 13, 2008), coauthored with Lenora Lapidus

The Need to Address Equal Education Opportunities for Women and Girls, ABA Human Rights (Fall 2008), coauthored with Ariela Migdal, Mie Lewis & Lenora M. Lapidus

Antiquated Gender Stereotypes Underlie Radical Experiments in Sex-Segregated Education (featured post), Huffington Post, March 4, 2008, coauthored with Lenora Lapidus

21st Century Segregation in Our Public Schools (op-ed re: sex-segregated education), Spartanburg Herald, September 23, 2007, coauthored with Joyce Cheeks

Venus and Mars in Separate Classrooms? The Rise of Single-Sex Education, Florida Ass'n of Women Lawyers Journal, Spring 2007

Fair Housing for Victims of Domestic Violence: Using Federal and State Laws to Promote Secure Housing for Survivors, ABA Domestic Violence Commission Newsletter, Feb. 2007, coauthored with Deborah A. Widiss

Bad for Both Boys and Girls (guest editorial re: sex-segregated education), USA Today, Aug. 17, 2006, coauthored with Katie Schwartzmann

Fair Housing for Battered Women: Preventing Homelessness Through Civil Rights Laws, Cornerstone (National Legal Aid & Defender Association), Winter 2005/2006

Housing Mobility as a Women's Rights Issue, in *Keeping the Promise: Preserving and Enhancing Housing Mobility in the Section 8 Housing Choice Voucher Program*, Conference Report of the Third National Conference on Housing Mobility (Philip Tegeler *et al. eds.*, 2005)

Castle Rock v. Gonzales and the Future of Police Protection for Victims of Domestic Violence, Domestic Violence Report, Oct.-Nov. 2005, coauthored with Caroline Bettinger-Lopez

Making a Federal Case out of Women's Concerns: The Supreme Court's Hostility to Civil Rights for Battered Women, in *Awakening from the Dream: Civil Rights Under Siege and the New Struggle for Equal Justice* (Denise C. Morgan *et al. eds.* 2005)

Domestic Violence and Public and Subsidized Housing: Addressing the Needs of Battered Tenants Through Local Housing Policy, 38 Clearinghouse Rev. 553 (2005), coauthored with Naomi Stern

Admitted to practice in New York and Washington, D.C.