

Dan Ruben  
Executive Director  
Equal Justice America  
3007 E. Boundary Terrace, Suite 207  
Midlothian, VA 23112

**Dear Dan Ruben, Executive Director:**

This summer, I had the profound privilege of interning at the ACLU Women's Rights Project, an opportunity made possible through the generous support of Equal Justice America (EJA). This experience not only aligned with my deepest convictions but also allowed me to contribute to meaningful change in the realm of women's rights.

**The ACLU Women's Rights Project: A Brief History**

Founded in 1972 by Ruth Bader Ginsburg and others, the ACLU Women's Rights Project has been a vanguard in the legal battle for gender equality. Ginsburg's vision was to eliminate gender-based stereotypes in legislation and society, which laid the groundwork for the Project's long-standing mission to ensure that all regardless of gender have equal access to justice and equal opportunities to thrive. Their efforts span from landmark litigation cases to advocacy that reshapes public policies affecting women across the United States.

The ACLU Women's Rights Project employs a multifaceted approach to achieving gender justice, utilizing litigation, legislative advocacy, and public education to tackle systemic discrimination. This effort acknowledges the complex nature of gender oppression. The Project is guided by the principle that true equality can only be achieved when all forms of oppression are dismantled.

**My Role and Contributions**

During my internship, I focused on significant pregnancy discrimination cases. I conducted in-depth legal research, helped craft arguments for litigation, and was involved in strategizing sessions that aimed to set impactful legal precedents. By addressing these cases, I contributed to broader efforts aimed at ensuring that pregnancy and caregiving are recognized as normal conditions of employment, rather than grounds for discrimination.

The ACLU recognizes various critical goals to achieve gender justice, from dismantling sexism in the criminal justice system to advocating for reproductive rights and pay equity. My work this summer directly contributed to these goals by supporting legal strategies designed to enforce and expand protections against pregnancy discrimination. This not only aids individual clients but also paves the way for systemic changes that benefit all women, especially those facing multiple forms of discrimination.

**Reflecting on My Passion for Women's Rights**

My passion for women's rights is fueled by a desire to continue the legacy of activists who have fought for the rights we strive to protect and extend today. This internship was not just a professional milestone; it was a confirmation of my commitment to advocating for a world where gender-based disparities are eradicated, and all individuals can lead lives free from discrimination.

### **The Role of EJA in My Journey**

EJA Fellowship played a crucial role in enabling my internship at the ACLU. Their support not only facilitated my participation in this vital work but also underscored the importance of institutional backing for students eager to make a difference through public service.

My time at the ACLU Women's Rights Project was more than an internship; it was a journey into the heart of advocacy and legal innovation aimed at fostering gender equality. It solidified my dedication to pursuing a career in civil rights litigation and inspired me to continue advocating for justice and equality in every capacity.

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**Bio:** Katie Donoho is a JD/MBA/LLM candidate at Cornell. Katie's legal experience is marked by her dedicated involvement in the ACLU Women's Rights Project, focusing on pivotal legal advocacy against gender-based discrimination. She leads the Cornell Law ACLU Chapter and participates actively in the International Human Rights Clinic and Gender Justice Clinic, where she works on enhancing legal frameworks to support human rights and gender equality. Previously, she interned at the Legal Aid Society of San Diego, aiding in the provision of critical legal services to vulnerable populations. Katie is committed to a career in women's rights litigation, aiming to drive substantial reforms through the legal system.