



EQUAL JUSTICE AMERICA

Summer 2025

EJA FELLOWSHIP RECIPIENT

NAME	Mary McGregor
LAW SCHOOL	Brooklyn Law School
ORGANIZATION	Gender Equality Law Center

Final Reflection:

When I started my internship at GELC this summer, I knew I was interested in employment work, but was not sure in what way. I accepted the internship, hoping I could learn a few things about discrimination law and causes of action in New York. Throughout the summer, it became clear that this experience has taught me so much more than a few things about employment discrimination.

In my first week, I spent one day at the LaGuardia Community College PRIDE block party speaking to students about their rights as they enter the workforce.

Later that week, I spent two days learning about the different employment law practices areas in the low-wage worker task force. From labor trafficking to employee benefits, these presentations covered a multitude of topics. Having all of these events in the first week was the perfect way to set the scene for the summer.

I always thought employment discrimination only happened during the hiring process. Though this is still common, it was surprising to me to see many of our clients, who had spent years or even decades working somewhere, be punished suddenly for their identity or the identity of a family member.

I worked with clients who had strong relationships with coworkers and supervisors throughout their careers, then suddenly faced hostile conditions and treatment when they openly discussed being trans or spoke of a family member who is part of the LGBTQIA+ community. I worked with clients who were promised accommodations for their pregnancy, such as a weight limit on items they lift and more water breaks, which we subsequently ignored or terminated. Each of these cases shows how personal and emotional these instances are. They involve adults, children, and individuals who have built a career somewhere and cannot survive financially without it.

Overall, I am really grateful for all that I learned this summer and am excited to continue with my employment law.