

**I need the
ERA because...**

**INEQUALITY HARMS
EVERYONE,
INCLUDING MEN**

**GENDER EQUALITY SHOULD
BE IN THE CONSTITUTION**

Men for the ERA

Although women and other marginalized groups experience the most [pervasive and systemic forms of sex discrimination](#), gender inequality also negatively affects men. **Outdated gender roles, stereotypes, and assumptions impact men too, limiting their opportunities, well-being and equal participation in society.** The Equal Rights Amendment (ERA) would help ensure that all people, regardless of sex or gender, can live free from discrimination, with legal equality and equal opportunity.

Men who [internalize rigid gender attitudes are more likely](#) to suffer from depression, engage in risky behaviors, face barriers to mental health support services, and have shorter life expectancies. They [often face stigma and other obstacles](#) when seeking parental leave or entering caregiving roles. Men working in traditionally female-dominated professions, such as nursing, education, or social work, can [face bias or unequal treatment](#). Narrow portrayals of [masculinity and men's familial roles](#) in the media further reinforce these damaging stereotypes, hindering progress toward a more equitable society.

Gender inequality also holds back economies. If the world achieved gender parity, the [global economy would grow by \\$7 trillion](#), productivity would increase, there would be stronger, more resilient labor markets, and poverty would decline. When all people in society are equally able to contribute at home, at work, and in public life, communities thrive.

Men acting as allies to women and the LGBTQ+ community is essential—and many already embrace such a role with intention. In January 2025, [President Biden took a historic step by declaring the ERA the “law of the land,”](#) affirming its status as the 28th Amendment to the United States Constitution and demonstrating his administration's commitment to gender equality. But allyship is only one reason to support the ERA. **For men and boys, standing up for gender equality and the rights of others will also lead to healthier, happier futures for themselves.**

What could the ERA do?

The ERA, when universally recognized and implemented, would establish a nationwide guarantee of sex equality under the law. This protection would apply to everyone, including boys and men, and would grant courts, the legislature, and the executive branch the power to combat sex and gender-based discrimination.

This could have tangible and far-reaching effects for men. For example, the ERA would grant Congress clear authority to pass legislation ensuring equitable paid leave for all parents. Fathers in the US currently [take an average of just one week](#), compared to 11 weeks for mothers. Concerningly, up to 20 percent of companies fail to offer even unpaid parental leave to eligible fathers, as required under the limited [Family and Medical Leave Act](#), compared to 7 percent for mothers. The ERA could help to address these gaps and advance policies that encourage a more equitable distribution of care. Importantly, [a majority of men already support](#), and are willing to vote in favor of, policies to increase investments in care and ensure access to paid leave.

The ERA would also require courts to apply “strict scrutiny” to cases involving sex-based discrimination against men. This could provide a legal tool to tackle policies which perpetuate harmful gender stereotypes, whether facially or in practice, such as those which discourage men from entering caregiving professions or prevent male survivors of gender-based violence (GBV) from accessing or seeking the support they need. Assumptions about caregiving and GBV don't just further entrench the gender divide, they also limit the opportunities of men and boys.

Constitutional equality is not about men losing rights, it is about all people gaining the legal protections and policies needed to build a more equitable society.

Learn more: equalitynow.org/ineedera

