



Insight Panel Exclusive: Your Activist Origin Stories

In the October 2023 Insight Panel survey, we asked you to tell us about your earliest experiences as an advocate for civil rights and liberties. We wanted to know what issue brought you in and what motivated you to keep going.

Your responses were remarkable and moving and we wanted to share them with you here:

- My first day as an ACLU member was the day George W. Bush was declared president. I was afraid of his influence on the country, especially through Supreme Court nominations. And unfortunately, it turns out I was right to worry. My earliest protest was in 5th grade, when our class from public school was taken to a camp for a weekend, which was all sorts of fun until they sung a Christian prayer before mealtime. My Jewish friend was upset by this, so I sat in silence with her while others stood and sung. That was a big rebellion for me, a classic rule following type, but it helped to shape my belief that we have a right that is not freedom of religion, but instead freedom from religion.
- I've been a monthly donor for decades. You're the only beneficiary in my will.
- When I was young, I made several driving trips to the south-eastern states of the US and was amazed to see chain gangs, mostly black as I recall, working by the side of the road. Fortunately, this no longer seems to be apparent anymore.
- Not exactly an "origin story," but as a young lawyer, I worked as local counsel with the Nation Prison Project in a state-wide class action suit here in Vermont. I like to tell people that I have been in every one of the state's prisons, including crawling around in the plumbing chases and ventilation ducts. That case succeeded in, among other things, forcing the closing of one of the state's oldest prison buildings--one that was a clear firetrap and health and safety nightmare. I learned that sometimes this kind of work is not all that "sexy," but that rights and liberties can be denied in many different ways. Had there been a fire or other emergency in that building, many people would have died.
- I'm an African American baby boomer, who grew up in the 50s & 60s, during America's Civil Rights Years, the Black Power Movement, the Women's Liberation Movement, and the protests against the Vietnam War. My family lived in Chicago's racially-integrated Hyde Park community on the campus of

the University of Chicago – where my father was a research chemist, one of the few Black professionals at that institution. My father taught me to read, at the age of 5, by using the daily newspaper. The articles he selected were usually about the civil rights struggle in the South or the hunt for Nazi War criminals (& efforts to bring them to justice). He wanted me to understand the complexity of the world and, more importantly, the challenges that I would be facing as a Black child and as a Black woman. I came to value these lessons as an adult. But, frankly, by the time I was 8 years old (and could read the newspaper on my own), I was traumatized by my knowledge of racial lynchings in the South. And that our government had detention camps for Japanese Americans during WWII. That one's color or religion could be a death sentence. In response to my anxiety, my father gave me very important advice: he told me that I didn't have to be a Martin Luther King, Jr. or a great woman in history to make a difference in this world. What is important is for me to "do what I can do in my own life to improve the condition of Black people." So, beginning at the age of 10, I participated in school boycotts and marched in civil rights and anti-war demonstrations. As an adult, I did impactful research on Black electoral participation and voter mobilization strategies – as well as lobbying and public policy work to improve the economic and social welfare of women and minorities.

- I signed up after the 2016 presidential election. ACLU seems to be the best value for my donation.
- My husband and I decided not to have children because of our concern with overpopulation. He's the oldest of six children, and the two next down had each had four children by the time we were starting our family. He had a vasectomy, and we looked into adopting children (infants). We are white and the children who were needing to be adopted were black or mixed. We adopted a boy and a girl two years apart. I'm 80 now, so this was 50 years ago. We were students at the time, in graduate school. When my husband completed his PhD and his DVM, we looked for a university position in an area that had a black neighborhood that we could move into and raise our children, so the issues that we faced have been racial. We've been actively following ACLU issues that have to do with race all along, and I don't really remember the specifics of how we became aware of the work that you do, but we have been aware and appreciative for a long time.



Will Martinez

- I was born right after Japan surrendered in 1945. I was aware of the Holocaust from a very early age and have always wanted everyone to be treated equally, with full civil rights.
- My father, a minister, believed in the fight for justice and civil rights. He joined the NAACP. Due to failing eyesight, I sometimes drove him to meetings. I was honored to meet Roy Wilkins when my father, a white man, gave the invocation at the local Freedom dinner.
- Been working with the ACLU for decades. Don't remember when we started -- mid-70's?
- I have had several friends and acquaintances who were gay. I am happy to support an organization that promotes gay rights.
- I was born to it. (in 1950) My parents were peace and civil rights activists. They were members of ACLU.
- The Selma march and all that occurred after started me. I didn't know about the significance of the Selma march, however, until much later for whatever reason. I was a senior in college. But it wasn't until years later, when, as an English teacher, I was reading Waiting for Godot and read Didi's line, "Was I sleeping while others suffered?" (May be a paraphrase), that I felt remorse at having not known the reality of that day.
- I got interested during the early civil rights movement era. and was especially supportive of ACLU because of the support of the organization by my boss. whom I greatly admired. We both were employed by Boston University at the time.
- My parents discussed democracy, capitalism, hatred, love, the arts, literature, war, greed and justice when I was just a little girl. They taught about the real world - what it really is, and they shied away from fairy tales. My father was an electrical engineer. He lost his job when he refused to cross a picket line. He walked away from another job that entailed designing/installing radios in war planes destined for Vietnam. My mother was a musician. She loved biographies and related stories about fabulous black musicians who were not allowed to eat or sleep where they performed, the Hollywood writers who were blacked listed and the gay actors who were deep in the closet. They spoke in a matter-of-fact way, so I was never frightened and as a result, today I am forever grateful for their calm, matter-of-fact picture of life and what to expect. They taught me to follow the facts, to admit our mistakes but not be ashamed and instead be sure to learn from them. They taught me about our world - the good and the bad. I was never scared or anxious - I only grew stronger and more confident with an

understanding of how we work which prepared me for what we all are facing now. Has anything changed? Certainly, totalitarians are back in vogue. I grew up with German Expressionist art by Georg Grosz and Kathe Kollwitz on our



Will Martinez

walls which depicted the poverty of the many and riches of the few, before, during and after WWI. Sound familiar? My father collected Arthur Szyk's work depicting Hitler and the American heroes of WWII, and to this day I own a Ben Shahn lithograph of Martin Luther King - that image was on the cover of Time Magazine. So to answer your questions, it was my parents who motivated me to pursue the news and to support organizations that defend democracy. All issues were on the table for discussion and there was many! I came from a privileged upbringing. The stark contrast between how I lived and how many others struggle is always on my conscious.

- Joined ACLU in 1960's, as best as I can recall. Served on Board of Florida ACLU for a few years but had to discontinue because I had to miss too many meetings.

I've always been an advocate for people who aren't treated equally, regardless of their persuasion. Now, as a mom of two biracial kids, it's important to me and my husband that they have every opportunity, and they understand the importance of fighting for equality in every way for every oppressed class of people in this country.

- When I spoke out in letters to the editor as a pastor back in the 1990s about homophobia, a church member asked me "I agree with your position, Rev. Bob, but do you have to speak about this publicly?" I told her, yes, if nobody speaks out against discrimination, it is likely to simply continue. We need to help people find the courage to defend our civil liberties, realizing that speaking out makes us feel vulnerable, but is the only way to stand up to hatred and discrimination of any kind. If the majority of Republicans were standing up for Civil Rights instead of bowing down to King Trump, we'd have a very different society.
- Getting off a Greyhound bus in the middle of nowhere (Georgia) because the driver made a Black lady sit in the back. 1957
- Early days in college antiwar activities and first earth day

- When I was 8 riding a bus in Hamtramck with my father. A white woman boarded the bus but would not sit in an open seat in the back. My father explained loudly that he would not give up his seat for her because of the empty seats in back. It was one of several experiences that taught me of the existing discrimination.
- In one of my first cases, I sued the, Nashua, New Hampshire school board for removing Ms. Magazine from the school library shelves. *Salvail v. Board*. I won the trial in District Court and at the First Circuit. I met a lot of good people and had a lot of fun; and I got invited to an ACLU conference in Washington on the 1st Amendment. For the next 40 years, I served on the New Hampshire ACLU legal panel and wound up my service a couple years ago as chair of the board of the ACLU of New Hampshire.
- My first full-time job was at the Campaign for Political Rights in 1981. The Reagan administration and U.S. Senate allies attacked our coalition of civil rights/peace/social justice organization for "carrying water for the Soviet Union." They suppressed political expression, increased surveillance, and imposed greater government secrecy, which we are still resisting today. After the Church Committee, I was hopeful we could curtail domestic spying. I'm still committed, although I am much more exhausted.
- Civil rights growing up in the 60s. Suits to stop the US aggression in Vietnam Police brutality and corruption Judicial activism and corruption.
- My first major protest was in 2007. I went to DC with the ACLU to protest and lobby for the closure of Guantánamo. The fact that Bush/Cheney had ignored habeas corpus and were torturing people was a horrific step toward where we are today. My wife and I attended the Women's march in 2017. Then when the ACLU called out for people to create People Power teams, I formed one of the teams in the metro Detroit area that worked for voting rights and immigration rights in Michigan. My team responded to an emergency call to be down at the convention center when the Republicans were causing chaos. Members of that original People Power team now have formed a 501c3 that works strictly on voting rights.
- I first voted in 1970 as I turned 21, actually voting in the primary before my birthday, as was permissible in Pennsylvania. It taught me to read the fine print in order to fully exercise my franchise. My first real outreach was participating in door-to-door voter registration in disadvantaged areas of Palm Beach County, Florida while I was studying Political Science in graduate school there. Implementing what I was learning, so to speak.

- As a teenager in the 1960's it was plain that our system of government checks and balances didn't accomplish all that was needed. My parents were supporters of ACLU. Life has not really changed that much, and the powers of reaction have grown more entrenched.
- Support for the 1st Amendment.
- As a college student breaking away from the religious tradition I was raised in that defined black [people] as inferior and having awareness of the origin of our species I took comfort and support from Loving v Virginia to know that I was on the right intellectual and moral path.
- I grew up in the Senator Jesse Helms era ... during covered dished suppers at Francis Asbury United Methodist Church, I would hear old white men saying racists and unfair comments about Cherokee, Blacks, and Mexican [people] (politically correct or not, they were people in fact from Mexico ... on this point I'm sure they were correct). I would hear "Jesus Loves All the Little Children" yet ... somehow, he overlooked minorities, disabilities, or sexual preference/gender identity (before it was even defined)? In college, LGBT, folks from the Middle East, and black [people] were treated with disrespect and without support from those in power. The ACLU's job is to be a superhero for the underdogs!
- I became more active in politics when Scott Walker turned Wisconsin upside down with his drastic right-wing agenda. At the time, I was an employee of UW-Madison and for the second time in my life participated in peaceful demonstrations against the unfair actions of his government. The first time was when I lived in Spain in the 1970s and we demonstrated against the efforts of the Falange of Franco to retain power after the dictator's death in 1975. Sadly (for the US), I believe the democracy in Spain now is more solid than here in the US.



Mike Ade

- Raised in the Quaker tradition, I've been active in human rights and civil rights since 1964 (age 80). On the board of ACLU CT, our dynamic and motivated staff is a source of ongoing inspiration for me.
- I graduated from law school in 1977 and have spent my entire career working on human rights. Involvement in human rights law was encouraged by one of my professors, Virginia Leary (RIP). She arranged an internship with the International Commission of Jurists, a human rights organization based in Geneva CH. The ICJ was a small, highly respected office then headed by Niall MacDermott. I'm grateful to him for giving me responsibilities that were unusual for a recent law graduate. From 1983 to 1985 I worked at the Inter-American Institute of Human Rights, in San Jose, Costa Rica, and from 1988 to 1992 I worked for Defence for Children International, in Geneva. Between those years I wrote my first book, *Protección Internacional de los Derechos Humanos*. Other books include *Children Are People Too*, Anvil Press, Manila, 1996, and *Law Reform and the Implementation of the Convention on the Rights of the Child*, UNICEF, 2007. In 1993 I began to work as a consultant, primarily for UNICEF. I've had consultancies in some 50 countries, mainly in Latin America, the Balkans and Eastern Europe, and Asia. I also had temporary positions with the UN as Chief Investigator of the truth commission in Guatemala in 1997 and Deputy Head of the UN Secretary General's Investigative Team in the D.R Congo, in 1998. I have lectured at the International Human Rights Institute in Strasbourg, the Interamerican Human Rights Institute, and the International Institute of Humanitarian Law, in San Remo.
- I started supporting you when I saw ACLU support even unpopular groups rights.
- follow up I don't know that I have a great origin story. I've always been into wildlife and protecting the environment so my road to advocacy started in those fields. An interest in environmental justice led to food justice and then all other fields of inequality we deal with today. I'm pretty shy so being on the frontlines talking with strangers is hard for me. So I am happy to support others, like the ACLU, who can do that kind of work for me. If there are other ways of helping out on the back end, you can always reach out to me.
- The first time I remember participating in a civil rights issue was when my father took my brother and me to a protest demonstration at the Glen Echo Amusement Park swimming pool that had been closed to Black people. I was around 11 years old.
- Didn't get politically active till after divorce at age 40. Tried many things, but found I am not a people person, so most political activities don't work for me. About 10 years ago, just started to donate money (on a pension, but live a

simple life). Currently donating monthly to ACLU, NARAL, Planned Parenthood, FFRF, LDF, Fair Fight, March for Our Lives, Indivisible, Run For Something, and the Trevor Project. Occasionally give to a political campaign but prefer to help finance the kind of activism that I wish I were capable of. It gives me considerable satisfaction to follow the activities of each of these organizations.

- Been with you for decades. Though I likely became a supporter originally through my late husband, I was familiar with the work you do, even before I moved to the South, as I was raised with a framework of equal rights and access for all.
- Bush convinced us to join ACLU when he disparaged Dukakis as a "card carrying member." We liked your positions on free speech, such as supporting the Nazis demonstrating in Skokie (we were ethnically Jewish and believe the free speech aspects). We supported the anti-war and civil rights movements in the 60s but weren't real activists. We became activists after my pre RvW abortion.
- In 2016, I suddenly had big reasons for activism at both the federal and local level. First, at the federal level, I finally gave in and decided my desire for the franchise (to vote for any candidate other than Trump) outweighed my desire for political speech and freedom of association, so now I'm unaffiliated for all but the minimum number of weeks that I have to register with a party in order to vote in my state's closed primaries. At the local level, that was the year I had to move three times in three months because I had begun my teaching career during the 2008 recession and I was still three pay steps behind, so I couldn't afford my own apartment, and shared housing is unstable. As a result of that trying experience, I actually got up the nerve to speak at a school board meeting about the pay inequities later that year. In the November election, I was so passionate about who I didn't want to win the presidency that I canvassed for Democrats in a neighboring state. After the election, a friend mentioned that the ACLU had been receiving a huge amount of donations, and I decided to become a first-time donor myself. That year I also wrote letters to my elected officials and marched with my teachers' union, neither of which was new to me, but having already stepped outside my comfort zone multiple times that year, when I received an email about the People Power meetings that would be held that winter, I signed up for one. My activism has waned since the new administration and since my union has won important salary increases, but I would check my calendar in a heartbeat if People Power organized another night like that.
- Twenty years ago I saw a newspaper story reporting how ACLU-NJ had defended a Black kid's right to swim in a public pool. I was moved by the victory and became a member. Subsequently, I met staff members and attended local

events and have followed local and national work - Appreciate that there is an ACLU to defend civil liberties.

- I've admired what ACLU has done and represents, I'm sheepish that it took the election of Trump to be my call to action. I'm in for the long haul now.
- After being a civil rights demonstrator when I was a teen, after being thrown out of my elementary school class for refusing to say the Pledge of Allegiance because there is not liberty nor justice for all, after marching on Washington and sitting in at the state capitol and scolding the men at the Rotary Club, I graduated college and joined the ACLU. Before long I was on the board of directors and continued to do assorted volunteer gigs intended to support the rights and well-being of people who needed assistance. Now as an old person, I still give blood products, volunteer at Pride, give money, send messages to elected officials whose positions are physiological wonders.
- In 1967, a good friend (whose brother-in-law, Paul Meyer, had helped start the Oregon Affiliate) persuaded me to join the ACLU. Many years later she said she had done that because she knew I would DO something. In late 1960s, I started volunteering in the office, stuffing envelopes, and continued as a weekly clerical helper until late 1972. Oregon's wonderful executive director, Stevie Remington, enlisted me to do solicitation mailings, finding mailing lists, etc. Percentage wise, the best list was instructors at the Museum Art School, not an affluent group, but committed. From 1976 to 1986, I was on the Oregon Board, variously appointed to a vacancy, representing the Portland Chapter, or elected directly. When the ability to raise money became a key attribute, I was not able to continue - I didn't have rich friends and making solicitation calls was too daunting. From 1986 to 2005, I lived in several different cities, always following the activities of the local affiliates; I became a close friend of the Exec. Dir., in New Mexico, Grace Williams; and each time I left one job for another, I asked that donations go to the local Affiliate. I worked in museums, not high-paying work, but ACLU and AFSC remain my top two organizations to support. You ask about the issues of interest, but I can never select just one or two. The ACLU commitment to the Constitution and the Bill of Rights, the underpinning of our democracy is so fundamental. We don't always prevail, but we're always there in the fray. I name names here because those leaders inspired me and broadened my understanding of civil liberties. People like them are as important to ACLU as principles, and as cash.
- I am 76 years old and have been active in civil rights (and now climate change) for the last 50 years. I'm a Democratic committee person and a member of Third Act, Citizens' Climate Lobby, Sierra Club political committee, Indivisible, Fair Districts PA and MoveOn. I'm hoping to leave this country/earth in better

shape for the next generations and it's an ongoing struggle - 2 steps forward and one step back but push we must.

- I'm an independent and my focus is on our Constitution and individual liberties. I study history and the world and know what we have - and that it needs defending. I'm not a Democrat and fiercely oppose the ACLU acting like or happily seeming to be an extension of the Democratic Party by what it highlights and chooses to focus on. The stakes are too high.



Rana Young

- I joined ACLU as a college student in 1968. As a northern, white, high school student, I closely followed the civil rights movement in the South, and regretted being just a little too young to join in. Later, I was inspired by ACLU's decision to identify and pursue civil liberties issues in support of the movement to end the Vietnam War, including National Legal staff attorney Marvin Karpatkin's anti-draft litigation. In the summer of 1968 I stumbled into a summer job as a messenger boy for the law firm of Greenbaum, Wolff and Ernst and

was excited to meet and speak with partners Morris Ernst (an ACLU attorney and national board member since the 1930s) and Harriet Pilpel (national co-general counsel), a leader since the 1960s in ACLU's reproductive rights, privacy, and sex equality work. These connections influenced me deeply. I am now an Affiliate board president.

- With you for decades, thanks to Steve Brown, head of the RI ACLU!!!! He is the best by far!
- After retiring I read the Taylor Branch books about Martin Luther King which made me aware of just how bad things have been for black Americans. To hear white Americans say that reverse racism is worse just shows how out of touch with reality many people are. I was hoping the election of Barack Obama would be a turning point for progress, but instead it seems to have led to a backlash.
- At 80 years of age, I've supported ACLU so long I cannot recall my earliest experiences.

- We joined ACLU in 1962. At the time, anti-Communist witch hunts were still in style though diminishing - thanks in large measure to the efforts of ACLU.
- I've just had a basic feeling that the little guy needs someone on their side for a long time. ACLU provides that in a number of cases. I think maybe gay rights was one of the early items that caught my eye.
- I'd always support the ACLU's policies, but when George Bush called Michael Dukakis a "card-carrying member" of the ACLU, I knew I had to join. And I've carried my ACLU card since then.
- I am 88 years old. At age 10 I watched Patton's army roar by on a dirt road in Normandy. I instantly fell in love with those wondrous guys who waved at me -- it took me 8 short years to get to New York to find out where these boys came from. I never left. The ACLU, to me, exemplify that spirit, liberating people from abuse on their liberty.
- I think the Skokie case was my first introduction to the ACLU. I was interested that the organization felt free speech was so important even hateful speech needed to be protected.
- I grew up in the 50s when women and minorities lacked so many essential rights. I worked -- and watched -- as gradually these rights were gained. And now we're painfully watching as so many of them are being eroded again. It shouldn't be this hard, but white male power is well entrenched. I was a single parent and building a professional career in the 70s and 80s, fighting for work opportunities. Fortunately, my children haven't faced these issues as much.
- I'm a White woman who grew up in the 50s and 60s. I always had a sense of what's right and fair in the way people should be treated, even as a tiny girl. I grew up in a very white community. I first got involved in Women's Rights and the anti-Vietnam War movement in high school. As I got older and had the opportunity to meet more people of other races, cultures, and sexual identities, my interest has expanded to help all folks. America belongs to all of us, and the government should serve us all!
- I got interested during the Skokie (I don't have the name right) issue. I joined at that time for the fair hearing. I was an off and on subscriber until black Integration became the issue.
- Equal rights for all is a continuing goal of this country and we are still failing.

- Too long ago to remember. But about 45 years ago, I turned to the local ACLU on an employment matter. A lawyer came with me to my meeting with authorities—and they caved rather quickly.
- Supporting conscientious objectors during the Vietnam War. I was only 16 or so. This resonated for me not because of the fear of my potentially having to serve but wanting personal views and values to be respected. I didn't fully understand the law, but hoped it supported this liberty.
- Some concern about being able to continue to hire immigrants when they are needed.
- Reagan got elected.
- Obgyn providing abortion services.
- I was 5 yrs. old and saw my father with a grim face I had never seen before. It truly scared me. Years later I was told he had been listening via short wave radio to a speech Hitler was giving. He knew what that speech meant. Our family suffered the loss of many relatives in concentration camps. This was the beginning of my education in why citizens must stand up to every form of bigotry and pay attention to who they vote for. The fight never ends.
- In a leftwing summer camp I heard MLK's I have a dream speech over the radio and was raised to be antiracist long before that.
- We started long ago by supporting the West Brooklyn Independent Democrats (WBID) and saving Willowtown from Bob Moses's wrecking ball with stories in the Brooklyn Heights Press. I've been on more marches and rung more doorbells than I can count. Don't do that anymore (I just celebrated my 90th birthday)
- I'm an American person who has lived overseas since 2006. I acquired a new nationality to move countries and so I like to think I understand a little living as a foreigner but I'm very privileged, so I also like to keep track of what's being done in my name by the US government.
- I am a "child" of the 60's... Women's rights -- I was out of college, living on my own and working and couldn't open a bank account without my father's involvement. To put it mildly, I was livid. And I did get the account opened. Civil rights -- In college in a small midwestern town, I met this most fantastic man only thinking about how great he was and not that he was of a different color. I was embarrassed when we went into town and saw a "white's only" drinking fountain. It got worse when I was called into a professor's office and told that it

was not in my best interest to date the man and that it would negatively impact my success in college and life. Payback -- I graduated cum laude and went on to earn two master's degrees and successful careers.

- My commitment to our local ACLU began when I was working with imprisoned men and women housed at the ACI. As a warden and administrator I interacted daily with hundreds of people who I believed did not deserve or need to be incarcerated. The ACLU took on cases based on injustices that inmates had suffered and helped their cause in ways I, as part of the system, was not able to.

- I became more involved with supporting ACLU around 2020 ahead of the presidential election and also as a result of the protests regarding social justice issues. I had been bothered by the direction of our country, especially after the 2016 election, and I have seen how marginalized or minority communities have been mistreated in our communities. As a middle-aged white woman, I want to do more to support our diverse communities and to ensure fairness in voting rights, bodily autonomy, etc.



Rana Young

- No dramatic story here...I grew up in a white family and didn't experience any significant discrimination growing up. My Father was a bi-vocational minister and office worker for a heavy equipment manufacturer. We weren't wealthy, but we had what we needed. My wife Kaye and I were childhood friends who fell in love as teenagers and had been married 41 years at the time of her death at age 60. I'm 77 now. My Father was on total and permanent disability by the time I was a sophomore in high school, so I had to pay for my own college education. Even though our families had minimal contact with black, Asian, or Hispanic people, none of our parents ever said anything disparaging of others. We've always been active in missionary work and developed a respect for all people. So as an adult we have felt a calling to help make sure others are treated fairly. Other than legislation, the ACLU is the most effective way to make that happen. Discrimination is also a personal matter now, because both of our Sons are gay.

- Nazi persecution in WWII
- Although I was never told, I know the AR ACLU fought a civil case for me. Unfortunately, I believe they lost due to a (gasp) Democrat Governor's speech before the decision came down. We deserved to win. We were in the right. But, in a red state with right wing politicians cozy with some who didn't want their reputations dirtied, it was a hard road.
- My earliest experience was picketing for the Grape workers in 1971 or so. After studying classical Greek and philosophy in college, I discovered workplace democracy through labor law. I practiced public sector labor law for a decade before becoming an academic. I published the first empirical paper on nonunion mandatory, forced, or adhesive arbitration and how employers who are repeat players win statistically significantly more cases in arbitration. The paper was Employment Arbitration: The Repeat Player Effect. SCOTUS has dramatically undermined workplace democracy with its interpretations of the Federal Arbitration Act. The 9th Circuit Court of Appeals cited it in 2019. We need federal legislation strengthening worker rights!

Thank you for your generous submissions!