

Foreword

It is an honor to present Volume 10 Issue 1 of the *Journal of Race, Gender, and Ethnicity*. This volume is devoted to gender, more specifically the evolution of gender equity. Not only did we want this volume to be a celebration of the progress and accomplishments made for women's and LGBTQ rights, but we want readers to also recognize there is still so much more that needs to be done.

In this volume, it was important for us to make a recognizable distinction between gender equity and gender equality. In order for true gender equality to flourish, we first need gender equity. Gender equality is when both men and women have equal opportunities, equal resources, and equal justice in society. However, gender equality does not account for the social, economic, and political disparities that exist and command our society. In order for us to fully accomplish gender equality, we need to remedy the centuries of inequalities that contributed to the considerable disparities that make us unequal today.

This is why gender equity must come first. Equity requires us to address the centuries of oppression due to gender, race, sexuality, and religion. It requires us to first support those populations who have been marginalized. To achieve gender equity, the distribution of access, opportunity, resources, and justice must be based on those who have been ostracized socially, economically, and politically. By doing this, the oppressed can sit at the table as equal contributors, and not just observers. Equity is about justice. By focusing on justice, we can reaffirm every human being as equal members of our society and further support the equality we all desire.

Many of the Articles and Notes in this volume were devoted to the various types of laws that are needed to promote gender equity. The legal issues addressed in this volume include, but are not limited to, the gender wage gap, discrimination against the LGBTQ community when it comes to adoption, the transgender military ban, employment discrimination and period poverty.

As Editor in Chief of 2020-2021, I would like to express my gratitude and appreciation to the speakers who participated in this year's Symposium for seeing our *Journal's* potential and trusting us with their pieces. I also would like to thank the Faculty Editors for supporting our students and lending their expertise for hours on end. A very special person I want to thank for her tremendous role in reviving our *Journal* and giving invaluable feedback to our members is Professor Deseriee Kennedy. Professor Kennedy has personally molded me into the lawyer I hope to be, that pays attention to detail, is resilient, and eager to teach others. She helped shape the current and past editors into stronger writers and advocates as

well. It is due to her help and support that made it possible for this year's Editorial Board to complete the 2019-2020 publication while working on the 2020-2021 publication. Our appreciation to you is endless. Thank you Dean Tiffany Graham for taking the time and effort in helping us complete this publication.

Lastly, to Nikash Nanavaty for his unwavering support by keeping me mentally sane throughout my entire law school career. I would like to thank the Editorial Board and staff's hard work and relentless efforts that allowed our *Journal* to raise awareness while promoting discourse within our school and community. A special thanks to our Symposium Editor, Gabrielle Costa; it was her countless hours dedicated to planning, advertising, and reaching out to speakers, that the *Journal* was able to have its very successful first virtual Symposium, "The Evolution of Gender Equity". To my Managing Editor, Cristina Negrillo, thank you for all the late nights and weekends you spent with me editing papers and for always going above and beyond what was asked of you. It is because of your amazing organization, Microsoft Word and Microsoft Excel skills that this *Journal* has accomplished so much this year.

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