

# PROGRESSING TO A NEW ERA

FISCAL YEARS 2021-2022  
ANNUAL REPORT



# LETTER FROM THE PRESIDENT

By any measure, the nation has endured major challenges since the publication of the National Partnership's previous annual report in 2021. Some of these were particularly difficult. The overturning of *Roe v. Wade*, which has caused chaos and devastating disruptions to health care access, harming millions of women across the country. The lingering economic harms caused by COVID-19 and the lack of care supports for families that continue to fall disproportionately on the shoulders of women – and especially women of color, women with disabilities and women with low incomes. The ongoing maternal health care crisis and the racial disparities that Black women continue to experience. And constant threats to women's safety, seen in increased attacks targeting women of color and trans women.

These challenges – which all unfolded in an era of heightened partisanship, Congressional gridlock and rising extremism fueled by racism, misogyny and other hateful ideologies – endanger many of the hard-won gains the progressive movement has secured for women and all people.

At the same time, this period was filled with signs of promise, historic firsts and even joy.




Ketanji Brown Jackson became the first Black woman confirmed to the United States Supreme Court, inspiring people in every corner of our country – including a generation of young girls of color who will see themselves in her. The Biden administration helped pass landmark legislation to revitalize our nation's infrastructure, combat climate change and protect the health of pregnant workers.

And, following the repeal of *Roe*, we saw activists and advocates throughout the nation rise up and raise their voices to defend reproductive freedom.

Against this backdrop, it is crystal clear that the National Partnership for Women & Families must remain unwavering in our commitment to advance civil rights and economic justice. This includes our efforts to address the crisis in Black maternal health; to champion comprehensive paid family and medical leave and combat discrimination in the workplace; to strengthen America's care infrastructure; and to expand access to abortion, particularly within underserved communities.

In our pivot to the future, a top priority of our organization is a focus on equity – centering women who face the steepest hurdles and defying a status quo that is perpetually resistant to change. We will be unafraid to think outside the box,



challenge conventional wisdom and pursue bold, transformational solutions – even when folks tell us that our goals are impossible.

If we want to create an inclusive economy that treats women fairly and transform our health care system so that it promotes greater equity and quality, then we need to rethink the existing playing field – and sow the seeds that will yield a new field of our own. We must concentrate on flipping the script ... on driving a new narrative that lifts up the diverse experiences of women across the country.

Too few of the pundits who shape our public discourse center the perspectives of women – and especially women of color. We must counter this situation by prioritizing policies that improve the lives of those who encounter the steepest barriers. This includes women who suffer compounding forms of bias, such as women of color who are also LGBTQ and/or disabled.

We must move forward with an unflinching belief in the power of Dr. Martin Luther King Jr.'s words: "Injustice anywhere is a threat to justice everywhere." When we focus – with intentionality – on enacting investments that address the harshest disparities for the most vulnerable, then we can raise the standard of living for our society as a whole.

Much of the National Partnership's work over the past year has sought to connect the dots between the wide range of obstacles confronting women in many

different settings – from the workplace to the doctor's office to the courtroom and the halls of Congress. This will continue to be the case in the year to come.

We're pursuing a new narrative that is more holistic and accurate. It is a narrative that is aspirational and inspirational ... that is unapologetic about centering women of color ... that is deliberate in prioritizing care and caregivers instead of treating them as afterthoughts ... that is fearless in choosing inclusion over division and love over hate.

Furthermore, we will remain patient and willing to play the long game. That is especially true because many women of color still live in an environment where people are more likely to question our ability, our authority and our autonomy. And we must operate in a broader environment that continues to be highly patriarchal, where power structures remain disproportionately white and privileged.

Yet, despite all the challenges before us, I remain immensely excited about the future of the National Partnership and our nation. While there will always be bumps in the road ahead, I am confident that we will press on – undaunted.

I am filled with gratitude for each person who helps make our work possible, from all our dedicated employees to our board members and to every amazing member of our supporter network.

Thank you – for everything you've done and for all you continue to do. I am honored to be on this journey together.

Sincerely,



Jocelyn C. Frye  
President

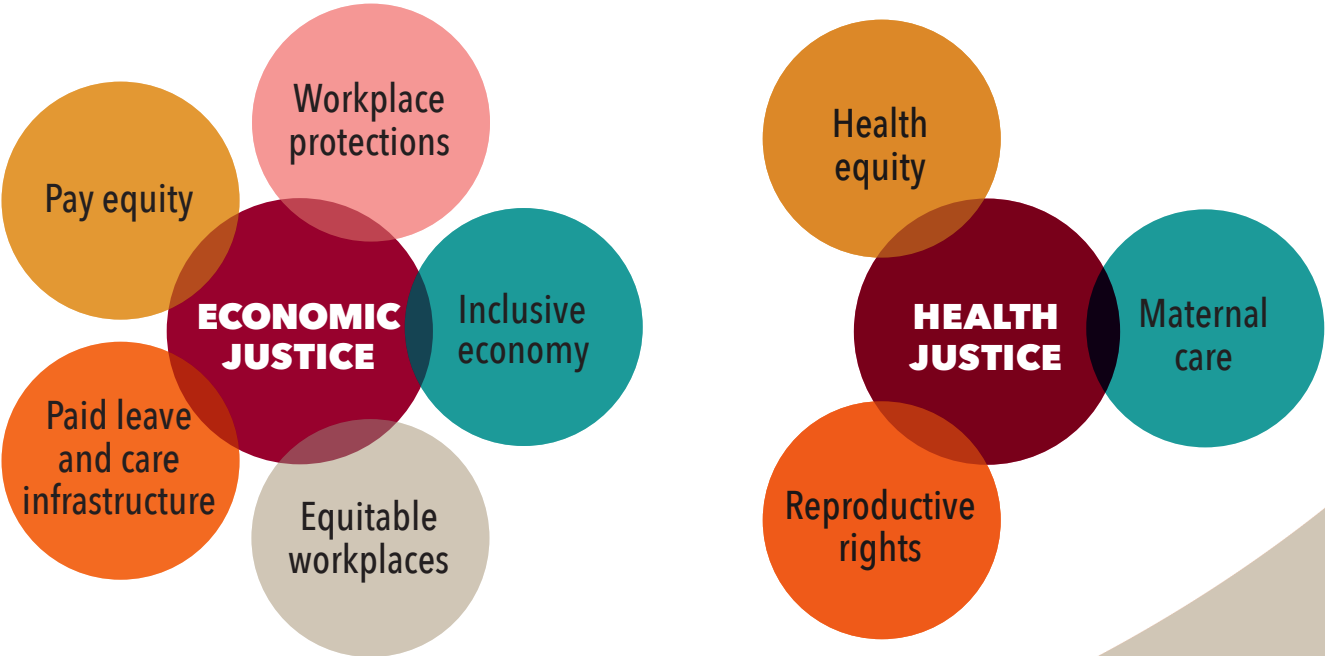


# OUR APPROACH TO JUSTICE

Our mission has always been to improve the lives of women and families by achieving equity for all women. We believe that we are living through a unique moment with both immense challenges and equally great potential. We are determined to seize this moment.

The success of our nation hinges on envisioning a future where the needs of women are viewed as integral to creating a more thriving economy, a more equitable health care system and a more prosperous America. This means we must center the women facing the steepest challenges — including women of color, low-income women and women with disabilities — in every major policy conversation. When we solve the problems confronting these women, the benefits will reach everyone.

# OUR CORE PRIORITIES



## HOW WE WORK

We accomplish our work through advocacy in both the public and private sectors and at the federal, state and local levels. Our strategies include policy research and analysis; technical assistance to policymakers, media and allies; and leadership and participation in diverse coalitions and stakeholder relationships, public education and public engagement. In all of our work, we seek to amplify the leadership of grassroots groups and women of color who are fighting for social justice.



# LEADING THE WAY TOWARD ECONOMIC JUSTICE

The ongoing COVID-19 pandemic continued to exacerbate the country's deepest, oldest inequalities. The burdens created by pandemic disruptions — including the direct health impacts and drastically increased care responsibilities and work stressors — too often fell most heavily on women of color. We believe that when we place the needs of women of color at the center of our approach and policy conversations, all women benefit and our entire nation benefits.

While we know there is a long road ahead to true economic justice, we have made meaningful progress on our key priorities, including building support for universal paid leave and strengthening workplace protections for women.

## **BUILDING MOMENTUM ON PAID LEAVE AND CARE INFRASTRUCTURE**

When working people are not given a choice between caring for their health or that of their loved ones and showing up to work, we all suffer. Building an adequate care infrastructure — including universal paid family and medical leave and paid sick days — not only supports racial and gender equity but also strengthens the nation's economy and overall well-being.

The ability to take time off when needed without fear of economic punishment or job loss is a crucial component of economic justice — and one that marginalized workers, especially

women of color, need most acutely. Nearly eight in 10 workers don't have access to paid medical leave, and nearly six in 10 lack personal medical leave through their employer. About one-third of workers, including 36% of Black workers and nearly half of Latinx workers, have no paid time off at all.

The COVID-19 pandemic showed, in the extreme, the impacts of the cruel lack of choice inflicted on workers. At the same time, the emergency expansions of paid leave and paid sick days that were granted during the height of that crisis demonstrated to many the value of making space for caregiving in our society.

In 2021 and 2022, we saw meaningful progress toward a more just caregiving infrastructure. The historic Build Back Better (BBB) Act, introduced in 2021, included a universal paid family and medical leave program that would have created new, badly needed protections for all working people.



Through our Congressional Relations team, we were active in shepherding the bill forward and worked closely with key political allies. While the ambitious bill was ultimately unsuccessful in the Senate, its passage in the House was a watershed moment in this decades-long fight for paid leave. Importantly, the bill's provisions for paid leave and paid sick days sparked a robust national conversation and garnered overwhelming popular support.

The National Partnership continues to build on the momentum of the BBB through a fresh round of advocacy and policymaker education around additional legislation, like the FAMILY Act and the Healthy Families Act.

### **FIGHTING FOR PREGNANT WORKERS AND ENDING WORKPLACE DISCRIMINATION**

For decades, the National Partnership has been at the forefront of fighting for workplace protections for women and pregnant people, including through the passage of the 1978 Pregnancy Discrimination Act. However, existing laws have not been sufficient in ending pregnancy-based workplace discrimination. Women of color and low-income workers remain most vulnerable to pregnancy-based workplace discrimination as they are more likely to work in positions involving manual and physical labor.

We have continued to educate lawmakers and the public on the need for stronger protections against pregnancy-based workplace discrimination through the Pregnant Workers Fairness Act (PWFA). The PWFA, which was signed into law in late 2022 and will take effect in June 2023, requires employers to make simple accommodations for pregnant workers – like switching to an assignment without heavy lifting or allowing water bottles at work – to help ease the health impacts of working in physically demanding jobs while pregnant.



Jocelyn Frye speaks at a paid leave event in Wilmington, DE to celebrate passage of the Healthy Delaware Families Act (May 19, 2022)



The National Partnership's in-house research has continued to vividly illustrate the disproportionate burdens carried by women, and women of color in particular, due to lack of gender equity policies on a range of issues. Some of our findings in 2021 and 2022 include:

- Fewer women in the workplace, often due to caretaking responsibilities, could cost the U.S. economy **more than \$650 billion**, or nearly 3% of GDP, every year.
- A national paid family and medical leave policy would **save \$62.4 billion** in health care costs.
- Wide **racial disparities in the gender wage gap** exist, with Hispanic, Black and Native American women facing the largest shortfalls compared to white men.
- Paid leave could keep more than 6 million workers with caregiving responsibilities in the workforce by 2030.
- Paid family leave would help women **close the wage gap**.

## ENDING WAGE DISCRIMINATION

Women deserve to be compensated equally for equal work. On average, working women earn 77 cents for every dollar earned by men, amounting to a nearly \$12,000 wage gap annually. Women of color face the largest disparities, with Latinas earning 54 cents, Native American women 51 cents, Black women 64 cents, and Asian American and Pacific Islanders earning 75 cents or less for every dollar paid to white men.

The Paycheck Fairness Act (PFA) would help break patterns of pay discrimination and strengthen workplace protections for women by closing loopholes in the Equal Pay Act. The National Partnership provided wage gap research and other supports to lawmakers to advocate for passage of the PFA. The bill passed a House vote in April 2021 but ultimately failed against conservative opposition.

Pay inequity impacts the short- and long-term financial security of women and their families. Ending wage discrimination is a fundamental component of achieving economic justice across racial and gender lines, and we remain committed to advancing this important component of our strategy.





# REIMAGINING HEALTH JUSTICE

Despite being one of the richest nations in the world, the United States routinely fails to provide accessible, affordable and adequate care to so many. We have seen how the COVID-19 pandemic and hostile attacks on women’s reproductive rights have reinforced racist and sexist systems — endangering the lives of all women but affecting women of color most profoundly.

Amid the ongoing pandemic, we continued to center equity in our approach to the overlapping public health crises facing women of color in this country, including the reversal of abortion rights, access to affordable care and the maternal mortality emergency.

## **RESPONDING TO THE OVERTURN OF ROE V. WADE**

Access to safe, legal abortion care has been a core issue for the National Partnership since our founding. Reproductive decisions are central to a person’s autonomy and ability to thrive in the way they choose. When a person cannot choose when and how to start or expand their family, they are not in full control of their health or economic future.

The *Dobbs v. Jackson Women’s Health Organization* decision by the Supreme Court in 2022 will likely stand as the most consequential case for women’s equity for decades to come. With the stroke of a pen, a partisan court reversed women’s long-held constitutional right to access an abortion and placed

the lives of women and birthing people at risk.

Women of color, immigrants and other marginalized groups – who have been chronically underserved by the medical establishment and who have faced systemic barriers to care since long before this decision – are most threatened by this regression.

But the *Dobbs* decision did not come out of the blue – and we were not caught unprepared. Throughout 2021 and into 2022, anticipating the fallout of the pending Supreme Court decision, we continued to build on our response to a years-long wave of state-level abortion restrictions through local and federal advocacy and support for alternative reproductive care methods.

We moved swiftly following the *Dobbs* decision to mobilize patient and doctor resources, engage in direct advocacy with political leaders and disseminate leading-edge research on the health impacts of abortion bans.

For example, we continued to raise awareness of medication abortion – a safe and viable alternative



**“The National Partnership has lobbied for years to protect access to medication abortion through in-person care and telemedicine, and we will continue to fight to protect this important lifeline for women.”**

to surgical abortions – among policymakers, doctors and patients. As of 2020, medication abortions accounted for over half of all abortions, despite escalating conservative attacks against this safe and effective method. In April 2022, we co-authored an **issue brief** to raise awareness of the availability of paid sick days for medication abortions and continued to advocate at the federal level for wider access to care. The National Partnership has lobbied for years to protect access to medication abortion through in-person care and telemedicine, and we will continue to fight to protect this important lifeline for women.

Meanwhile, our original research on the disproportionate impacts on marginalized women helped amplify conversations around abortion restrictions and health equity. We released several research briefs in the summer of 2022 quantifying the outsized impacts of abortion bans on women of color, women with disabilities, women veterans and other groups. Our **research**, which was featured across national news, found that state abortion bans would affect more than 36 million

women of reproductive age. Of those, 15 million are women of color, with Black and Native women among the most likely to live in areas subject to abortion bans or restrictions. Latinas, economically disadvantaged women and women veterans are also among those most affected.



Jocelyn Frye attends a historic White House meeting with civil and reproductive rights leaders and Vice President Kamala Harris to discuss the Supreme Court’s harmful Dobbs ruling (Sep. 13, 2022)

Following the June court decision, we also continued our advocacy work on the Hill, educating federal lawmakers and providing support for national legislative solutions. Our president, Jocelyn Frye, delivered extensive testimony on the impacts of abortion bans before the House Committee on Oversight and Reform in September. Her testimony highlighted the ways abortion bans amplify the dangers women of color face in an already racist and sexist health care system. She also echoed the National Partnership's ongoing advocacy for concrete, holistic legislative solutions that protect all women's health, dignity and financial well-being.


### **PROTECTING MATERNAL HEALTH AND JUSTICE**

The maternal mortality crisis in the United States stands as one of the greatest public health failures among any high-income country in the world. Black women are at a disproportionate risk of dying during pregnancy and childbirth. Black women are more than three times as likely as white women to experience pregnancy-related deaths, while Indigenous women are more than twice as likely. In addition, Black, Hispanic, Indigenous, and Asian American and Pacific Islander women are all disproportionately likely to experience births with severe maternal morbidity. These disparities have been amplified by the ongoing pandemic and threaten to be exacerbated further following widespread abortion bans.



Jocelyn Frye joins Speaker Nancy Pelosi and House Democrats at a Capitol Hill press event in support of *Roe v. Wade* and reproductive rights (May 13, 2022)

In 2021 we pressed forward on the Black Maternal Health Momnibus Act, a groundbreaking legislative package that would address the needs of Black women from multiple angles. The National Partnership has proudly supported the creation of the Momnibus' nine bills, introduced in April 2021, and its sponsor, Representative Lauren Underwood, along with co-sponsors in the Black Maternal Health Caucus. We believe this package has the potential to address social drivers of the maternal



mortality crisis and to get to the heart of the systemic racism within our health care infrastructure.

In 2022, we successfully advocated to include some aspects of the Momnibus in the Build Back Better Act. In addition, we continued to push for commonsense legislative solutions like a permanent extension of postpartum Medicaid coverage and federal action to close Medicaid gaps at the state level.

We also expanded our **Improving Our Maternity Care Now** series, which illustrates the benefits of four key care models that have been shown to improve birth outcomes and decrease avoidable harm. The series – covering midwifery care, community birth settings, doula care and community-led health worker groups – includes actionable recommendations for decision-makers. By highlighting known solutions to the maternal mortality crisis, we hope to guide decision-makers to act decisively and ameliorate the avoidable and tragic deaths among Black and brown birthing people.

### **ENCOURAGING HEALTH EQUITY**

We firmly believe that our health care system must be reimagined with the needs of the most vulnerable at the center. Without a meaningful overhaul of the entire system geared toward serving historically disadvantaged and ignored communities – including women of color and

their families – the richest nation in the world will continue to fail its population.

At the National Partnership, we envision a health care system that fully incorporates equity and justice at every step. Dismantling structures of discrimination and inequity in such a complex system requires more than one solution and approach. In addition to engaging in federal policy advocacy, we are pursuing this vision with tailored resources that support decisionmakers, researchers and practitioners with their everyday work.

Health care researchers, decision-makers and practitioners face many decision points in their work that can either reinforce or help to dismantle inherent structures of inequity in the health care system. Our **Choosing Health Equity** toolkit, released in 2021, provides a variety of resources that help key stakeholders evaluate these decision points through a racial and gender equity lens. The toolkit includes a step-by-step interactive platform for researchers and policymakers, comprehensive guides on centering health equity, and interviews with our in-house experts. We also developed fact sheets and guides for health care providers to improve patient and family engagement.



national partnership  
for women & families

## CONNECTING THE DOTS

Women's lives cannot be separated into distinct silos, and neither can our work. Our health justice and economic justice work are deeply intertwined because there is so much overlap between these issues in every woman's life. And, as women with intersectional identities — including women of color, women with disabilities and transgender women — face the highest and most complex barriers to equity, we intentionally place their lived experiences at the center of all we do.

We are here to connect the dots across the complex, urgent issues that cannot be easily unraveled into neat categories. But we believe that by acting as a bridge between these interconnected issues, we can achieve a great and longer-lasting impact on the lives of marginalized women.

Below are a few examples of how that intersectional approach shows up in our work.

### Partnership in Action

We are proud to partner with so many organizations working from the grassroots level up to national advocacy. Our ability to build coalitions and amplify the crucial work of partner organizations, particularly community-based organizations led by Black and brown women, powers our collective work forward over the long-term.

In July, we held our 2022 Annual Event to recognize women leaders from diverse backgrounds

and their unwavering commitment to justice and equality. The celebration included First Lady Dr. Jill Biden as a special guest speaker and acknowledged the contributions of our five Distinguished Honorees: Secretary Janet L. Yellen; Congresswoman Judy Chu; Delaware Senator Sarah McBride; Melanie Campbell, president and CEO of the National Coalition on Black Civic Participation; and Mónica Ramírez, founder and president of Justice for Migrant Women and co-founder of The Latinx House and Poderistas.

### Strengthening our internal DE&I approach

We recognize that our approach to equity and inclusion in our external work must be mirrored within our organization. In the past few years, we have made significant strides in strengthening diverse representation at all levels of the organization,

and we now have a majority person-of-color executive leadership team. As part of this ongoing work, in October 2022, we welcomed Aimee Peoples as our vice president of diversity, equity, inclusion and anti-racism. The newly created role is part of our multi-year change strategy and will amplify our dedication to combating racism and sexism within the workplace. Aimee brings a wealth of experience to the organization as a trained mediator,

public interest attorney and equity advocate, and we are excited to see her apply her talents here.

## Increasing Our Advocacy

Our Congressional Relations Team plays a crucial role in our overall approach to building equity and touches nearly all of our key priorities in some way. Because of their work engaging and educating lawmakers on a breadth of issues, we are able to place the needs and experiences of women of color and other intersectional groups on the national legislative agenda.

## Saving the Lives of Moms and Babies series

Supporting birthing people who face the systemic barriers of racism and sexism starts long before pregnancy. If we are to truly address the root causes of the extreme disparities we see in maternal health care and outcomes, we must take a holistic look at socioeconomic and environmental factors.

In 2021 we partnered with the National Birth Equity Collaborative to launch the Saving the Lives of Moms and Babies **report series**. This groundbreaking collection looks at how external conditions can dictate the health outcomes of mothers and infants. The 10-part series looks at the health impacts of often-overlooked factors, including racism, homelessness, incarceration, intimate partner violence and extreme heat. Each report also



Moderated by Jocelyn Frye, the National Partnership hosts a panel discussion on the historic confirmation of Supreme Court Justice Ketanji Brown Jackson and the urgent need for more Black women in the judiciary (May 12, 2022)



includes cohesive recommendations and solutions to ensure that all moms and babies can thrive.

## Breaking barriers in the Supreme Court

Real representation at the table of political and judicial power matters. It not only allows for a chance to reflect the lived experiences of the excluded but also shows future generations what is possible.

When Judge Ketanji Brown Jackson made long overdue history in 2022 as the first Black woman to be nominated as a Supreme Court Justice, she faced relentless and inappropriate attacks on her character and reputation. The National Partnership advocated for her appointment by encouraging citizens to speak up in support, organizing letters to Congress and persistently reminding the country of her impeccable credentials. Her eventual appointment stands as a joyful reminder of the very best that this country stands for.

## Protecting voting rights

Far-right conservatives have continued to chip away at voting rights protections in key battleground states. This concerted move to undermine our democracy affects us all but is primarily targeted at disenfranchising women of color.

While voting rights have not historically been an issue of focus for the National Partnership, it is

obvious that these partisan attacks are part of a wider move to inhibit women's equity – especially for women of color – and to continue to unravel core protections like the right to reproductive care.

In 2022, the National Partnership has been actively pushing back against voter disenfranchisement by joining forces with Martin Luther King Jr.'s family and other civil rights and social justice activists. Amid an ongoing onslaught of attacks on civil liberties, we advocated for legislative protections like the John Lewis Voting Rights Advancement Act and the Freedom to Vote Act.

## Continuing our Business Working Group

Engaging with large companies and corporations is one important way we encourage progress toward economic justice and workplace equity. In 2022, our Business Working Group for Gender Equity (BWG) marked its third year of work on gender equity. Participating companies – including Google, Patagonia and Airbnb – are primarily focused on advancing paid family and medical leave policies through shared best practices, internal policy changes and broad public policy advocacy.

# THANKS TO OUR SUPPORTERS

The generosity of our dedicated donors enables the National Partnership to be a powerful voice in the effort to achieve equity for all women and families. We gratefully acknowledge all of our supporters for their steadfast commitment and investment in our work.

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 Sandra McFeeley  
 Deven McGraw  
 Noelle McInerney  
 Edward McTaggart  
 Sherry and Gerald Merfish  
 Laurie Miller  
 Annie Miller  
 Heather Miller  
 Mary Minton  
 Lore Miranda  
 Mitzvah Fund of New Mexico  
 Elaine and Bruce Muirhead  
 Helen Norton  
 Helene Nseir  
 Sara OConnor

Linda Oliver  
 Margot and Joe Onek  
 Velma Parness  
 Lauren Pedley  
 Anna Penn  
 Susan Perry  
 Anna Petrov RD  
 Julian Pitt  
 Mark Prosser  
 Laura Quigg  
 Lynell Raiche  
 David Reuben and Gail Greendale  
 Michele Ritzman  
 David Roush  
 Dell Salza  
 Andy Samberg  
 Ellen Sandler  
 D'cady Sarahchild  
 Margaret Sazani  
 Gayle Schantzen  
 Regina Schauer  
 Tamar Scheartz  
 Lois Schiffer  
 Arlene Schler and David Flannery  
 MaryEllen Scirbona  
 Judy Seabridge  
 Phyllis N. Segal  
 Bruce and Peggy Sherman  
 Susan Sheu  
 Patricia Silver  
 Lisa Simpson  
 Marjorie R. Sims  
 Shoshanna Sofaer  
 Bettie Sogor  
 Betsie Spann  
 Mary Gay Sprague  
 Kathleen Stacy  
 Thomas Strikwerda and Donna Stienstra Fund  
 Sara Thacker  
 Diane E. Thompson  
 Barbara Thorpe Cartee  
 Gina Truex  
 Daniel van Leeuwen  
 MaryLou Vanderburg  
 Debra Walker  
 Jon Weintraub  
 Dorothy Whipple  
 Julie White  
 Victoria Wicks  
 Heather Willey  
 Robert Williams  
 Laura Williams  
 Brenda Williams  
 Susan Wind  
 H. Leabah Winter, MS, MPH  
 Janet Zimmerman

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 Agency Skincare  
 Airbnb  
 Amazon  
 Anthem, Inc.

Arabella Advisors  
 Avenue Solutions  
 Blue Cross Blue Shield Association  
 Blue Cross Blue Shield of Massachusetts  
 Boston Consulting Group  
 Ceridian  
 Conway Strategic  
 Deloitte LLP  
 Dewey Square Group  
 Dow, Inc.  
 Facebook  
 General Electric  
 Google  
 GRAIL  
 Jamison Professional Services  
 Jennings Policy Strategies  
 Johnson & Johnson  
 JPMorgan Chase & Co.  
 Kindred Events LLC  
 Lake Research Partners  
 Leavitt Partners, LLC  
 Levi Strauss & Co.  
 L'Oreal USA  
 Microsoft Corporation  
 Morgan Stanley  
 Northrop Grumman Corporation  
 NVG, LLC  
 OneDigital Health and Benefits  
 PayPal  
 Pfizer Inc.  
 PoliTemps  
 PWR  
 Starbucks Coffee Company  
 The Seelig Group, LLC  
 Uber Technologies

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ABIM Foundation  
 Ascend at the Aspen Institute  
 Bill and Melinda Gates Foundation  
 Center for Community Change  
 CityHealth / NEO Philanthropy Inc.  
 Feminist Majority Foundation  
 Ford Foundation  
 Health Care Transformation Task Force  
 Hopewell Fund  
 The Huber Foundation  
 Judy Family Foundation  
 Marjorie Cook Foundation  
 Markle Foundation  
 The Moriah Fund  
 The Omidyar Network Fund  
 Patient-Centered Outcomes Research Institute (PCORI)  
 The Pew Charitable Trusts  
 Pivotal Ventures  
 Pohlrad Family Fund  
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 Rockefeller Family Fund  
 The Sixteen Thirty Fund  
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 Tara Health Foundation  
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The William and Flora Hewlett Foundation  
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 Covington & Burling LLP  
 Cravath, Swaine & Moore LLP  
 Hogan Lovells US LLP  
 Holland & Knight  
 James & Hoffman  
 Katz Banks Kumin  
 Morrison & Foerster LLP  
 Munger, Tolles & Olson LLP  
 Outten & Golden LLP  
 Perkins Coie LLP  
 Sheppard Mullin Richter & Hampton LLP  
 White & Case LLP  
 Williams & Connolly LLP  
 WilmerHale

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AARP  
 America's Health Insurance Plans  
 American Academy of Family Physicians  
 American Board of Medical Specialties  
 American College of Physicians  
 American Hospital Association  
 Association for Community Affiliated Plans (ACAP)  
 Campaign for Tobacco-Free Kids  
 Center for Law and Social Policy  
 Community Catalyst  
 EMILY's List  
 Every Mother Counts  
 Federation of American Hospitals  
 Georgetown University Law Center  
 Georgia Budget and Policy Institute  
 Institute for Patient- and Family-Centered Care  
 Institute for Women's Policy Research  
 NCQA  
 National Family Planning and Reproductive Health Association  
 National Health Law Program  
 National Organization for Women  
 National Quality Forum  
 National Women's Law Center  
 PhRMA  
 Planned Parenthood Federation of America  
 YWCA USA

## **UNIONS**

AFL-CIO  
 American Federation of Teachers  
 Association of Flight Attendants - CWA  
 International Brotherhood of Electrical Workers  
 International Brotherhood of Teamsters  
 Service Employees International Union  
 United Food & Commercial Workers International Union

# 2021 FINANCIALS

National Partnership for Women & Families and National Partnership For Women & Families Action Fund  
**Combined Statement of Financial Position as of March 31, 2021**  
 With Summarized Financial Information For 2020

| <b>Assets</b>   | <b>2021</b>          | <b>2020</b>          |
|---|----------------------|----------------------|
| Cash and cash equivalents   | \$ 5,728,305         | \$ 2,675,324         |
| Investments   | 19,757,492           | 14,982,872           |
| Grants and pledges receivable, net of discount  | 2,098,131            | 3,647,164            |
| Accounts receivable   | 20,753               | 12,334               |
| Prepaid expenses  | 178,442              | 172,910              |
| Fixed assets, net of accumulated depreciation and amortization of \$1,261,353 and \$1,203,757 for 2021 and 2020, respectively | 93,011               | 135,512              |
| Security deposit  | 64,244               | 64,244               |
| <b>TOTAL ASSETS</b>   | <b>\$ 27,940,378</b> | <b>\$ 21,690,360</b> |
| <br>  |                      |                      |
| <b>Liabilities</b>  |                      |                      |
| Loan payable  | \$ 878,030           | \$ -                 |
| Accounts payable and accrued liabilities  | 176,268              | 114,238              |
| Accrued salaries and related benefits   | 334,209              | 289,841              |
| Deferred revenue  | -                    | 30,100               |
| Deferred compensation liability   | 876,835              | 678,085              |
| Deferred rent   | 70,443               | 135,432              |
| Deposit   | -                    | 7,037                |
| <b>TOTAL LIABILITIES</b>  | <b>\$ 2,335,785</b>  | <b>\$ 1,254,733</b>  |
| <br>  |                      |                      |
| <b>Net Assets</b>   |                      |                      |
| Without donor restrictions  | 6,214,034            | 2,071,557            |
| With donor restrictions   | 19,390,559           | 18,364,070           |
| <b>Total net assets</b>   | <b>25,604,593</b>    | <b>20,435,627</b>    |
| <b>TOTAL LIABILITIES AND NET ASSETS</b>   | <b>\$ 27,940,378</b> | <b>\$ 21,690,360</b> |

See accompanying notes to combined financial statements.

National Partnership for Women & Families and National Partnership For Women & Families Action Fund  
**Combined Statement of Activities and Change in Net Assets for the year ended March 31, 2021**  
 With Summarized Financial Information For 2020

|   | 2021                       |                         |                      | 2020                 |
|---|----------------------------|-------------------------|----------------------|----------------------|
|   | WITHOUT DONOR RESTRICTIONS | WITH DONOR RESTRICTIONS | TOTAL                | TOTAL                |
| <b>Support and Revenue</b>  |                            |                         |                      |                      |
| Grants  | \$ 25,704                  | \$ 3,858,016            | \$ 4,095,714         | \$ 4,275,305         |
| Contributions   | 1,161,478                  | 41,4731                 | 1,617,547            | 2,008,497            |
| Special event, net of expenses of \$5,373 and \$441,806 for 2021 and 2020, respectively | 449,836                    | -                       | 619,754              | 521,752              |
| Interest and dividend income, net of fees   | 302,646                    | 295,822                 | 318,331              | 258,892              |
| Program service revenue   | 401,313                    | -                       | 207,809              | 124,992              |
| Other income  | 67,401                     | -                       | 56,757               | 6,034                |
| Honoraria   | 14,452                     | -                       | 22,725               | 24,650               |
| Rental income   | 5,976                      | -                       | 28,828               | 35,183               |
| Net assets released from restrictions   | 4,844,401                  | (8,320,464)             | -                    | -                    |
| <b>Total revenue and support</b>  | <b>7,285,322</b>           | <b>(3,751,895)</b>      | <b>6,967,465</b>     | <b>7,255,305</b>     |
| <b>Expenses</b>   |                            |                         |                      |                      |
| <b>PROGRAM SERVICES</b>   |                            |                         |                      |                      |
| Health Justice  | 2,904,592                  | -                       | 2,904,592            | 2,834,787            |
| Economic Justice  | 2,064,587                  | -                       | 2,064,587            | 2,205,265            |
| Advocacy  | 205,562                    | -                       | 205,562              | 240,776              |
| Communications  | 687,278                    | -                       | 687,278              | 759,910              |
| Outreach, Member and Public Education   | 157,785                    | -                       | 157,785              | 111,763              |
| <b>Total Program Services</b>   | <b>6,019,804</b>           | <b>-</b>                | <b>6,019,804</b>     | <b>6,152,501</b>     |
| <b>SUPPORTING SERVICES</b>  |                            |                         |                      |                      |
| Resource Development  | 1,260,850                  | -                       | 1,260,850            | 1,056,647            |
| General and Administrative  | 573,812                    | -                       | 573,812              | 561,561              |
| <b>Total Supporting Services</b>  | <b>1,834,662</b>           | <b>-</b>                | <b>1,834,662</b>     | <b>1,618,208</b>     |
| <b>Total Expenses</b>   | <b>7,854,466</b>           | <b>(3,751,895)</b>      | <b>7,854,466</b>     | <b>7,770,709</b>     |
| <b>Change in net assets before other items</b>  | <b>2,864,894</b>           | <b>(808,904)</b>        | <b>(887,001)</b>     | <b>(515,404)</b>     |
| <b>Other Items</b>  |                            |                         |                      |                      |
| Realized and unrealized gain (loss) on investments                                      | 354,763                    | 4778384                 | 5,133,147            | (1,196,152)          |
| Extinguishment of debt  | 930,100                    | -                       | 930,100              | -                    |
| Provision for uncollected pledges   | (7,280)                    | -                       | (7,280)              | (66,166)             |
| <b>Change in net assets</b>   | <b>4,142,477</b>           | <b>1,026,489</b>        | <b>5,168,966</b>     | <b>(1,777,722)</b>   |
| <b>Net assets at beginning of year</b>  | <b>2,071,557</b>           | <b>18,364,070</b>       | <b>20,435,627</b>    | <b>22,213,349</b>    |
| <b>NET ASSETS AT END OF YEAR</b>  | <b>\$ 6,214,034</b>        | <b>\$ 19,390,559</b>    | <b>\$ 25,604,593</b> | <b>\$ 20,435,627</b> |

See accompanying notes to combined financial statements.

# 2022 FINANCIALS

National Partnership for Women & Families and National Partnership For Women & Families Action Fund  
**Combined Statement of Financial Position as of March 31, 2022**  
 With Summarized Financial Information For 2021

| <b>Assets</b>  | <b>2022</b>          | <b>2021</b>          |
|--|----------------------|----------------------|
| Cash and cash equivalents  | \$ 3,145,953         | \$ 5,728,305         |
| Investments  | 20,812,044           | 19,757,492           |
| Grants and pledges receivable, net of discount   | 1,007,540            | 2,098,131            |
| Accounts receivable  | 180,273              | 20,753               |
| Prepaid expenses   | 219,512              | 178,442              |
| Fixed assets, net of accumulated depreciation and amortization of \$65,597 and \$1,261,353 for 2022 and 2021, respectively | 128,861              | 93,011               |
| Security deposit   | 151,227              | 64,244               |
| <b>TOTAL ASSETS</b>  | <b>\$ 25,645,410</b> | <b>\$ 27,940,378</b> |
| <br>   |                      |                      |
| <b>Liabilities</b>   |                      |                      |
| Loan payable   | \$ 878,030           | \$ 878,030           |
| Accounts payable and accrued liabilities   | 98,403               | 176,268              |
| Accrued salaries and related benefits  | 297,673              | 334,209              |
| Deferred compensation liability  | 893,596              | 876,835              |
| Deferred rent  | 5,454                | 70,443               |
| <b>TOTAL LIABILITIES</b>   | <b>\$ 2,173,156</b>  | <b>\$ 2,335,785</b>  |
| <br>   |                      |                      |
| <b>Net Assets</b>  |                      |                      |
| Without donor restrictions   | 5,948,178            | 6,214,034            |
| With donor restrictions  | 17,524,076           | 19,390,559           |
| <b>Total net assets</b>  | <b>23,472,254</b>    | <b>25,604,593</b>    |
| <b>TOTAL LIABILITIES AND NET ASSETS</b>  | <b>\$ 25,645,410</b> | <b>\$ 27,940,378</b> |

See accompanying notes to combined financial statements.

National Partnership for Women & Families and National Partnership For Women & Families Action Fund  
**Combined Statement of Activities and Change in Net Assets for the year ended March 31, 2022**  
 With Summarized Financial Information For 2021

|   | 2022                       |                         |                      | 2021                 |
|---|----------------------------|-------------------------|----------------------|----------------------|
|   | WITHOUT DONOR RESTRICTIONS | WITH DONOR RESTRICTIONS | TOTAL                | TOTAL                |
| <b>Support and Revenue</b>  |                            |                         |                      |                      |
| Grants  | \$ 155,826                 | \$ 2,575,000            | \$ 2,730,826         | \$ 4,095,714         |
| Contributions   | 1,254,621                  | 258,500                 | 1,513,121            | 1,617,547            |
| Special event, net of expenses of \$185,637 and \$5,373 for 2022 and 2021, respectively | 751,123                    | -                       | 751,123              | 619,754              |
| Interest and dividend income, net of fees   | 47,349                     | 136,857                 | 184,206              | 318,331              |
| Program service revenue   | -                          | -                       | -                    | 207,809              |
| Other income  | 792,450                    | -                       | 792,450              | 79,482               |
| Rental income   | -                          | -                       | -                    | 28,828               |
| Net assets released from restrictions   | 6,115,340                  | (6,115,340)             | -                    | -                    |
| <b>Total revenue and support</b>  | <b>9,116,709</b>           | <b>(3,144,983)</b>      | <b>5,971,726</b>     | <b>6,967,465</b>     |
| <b>Expenses</b>   |                            |                         |                      |                      |
| <b>PROGRAM SERVICES</b>   |                            |                         |                      |                      |
| Health Justice  | 2,801,617                  | -                       | 2,801,617            | 2,904,592            |
| Economic Justice  | 3,424,949                  | -                       | 3,424,949            | 2,064,587            |
| Advocacy  | 66,640                     | -                       | 66,640               | 205,562              |
| Communications  | 898,161                    | -                       | 898,161              | 687,278              |
| Outreach, Member and Public Education   | 160,576                    | -                       | 160,576              | 157,785              |
| <b>Total Program Services</b>   | <b>7,351,943</b>           | <b>-</b>                | <b>7,351,943</b>     | <b>6,019,804</b>     |
| <b>SUPPORTING SERVICES</b>  |                            |                         |                      |                      |
| Resource Development  | 1,607,752                  | -                       | 1,607,752            | 1,260,850            |
| General and Administrative  | 690,817                    | -                       | 690,817              | 573,812              |
| <b>Total Supporting Services</b>  | <b>2,298,569</b>           | <b>-</b>                | <b>2,298,569</b>     | <b>1,834,662</b>     |
| <b>Total Expenses</b>   | <b>9,650,512</b>           | <b>-</b>                | <b>9,650,512</b>     | <b>7,854,466</b>     |
| <b>Change in net assets before other items</b>  | <b>(533,803)</b>           | <b>(3,144,983)</b>      | <b>(3,678,786)</b>   | <b>(887,001)</b>     |
| <b>Other Items</b>  |                            |                         |                      |                      |
| Realized and unrealized gain (loss) on investments                                      | 438,940                    | 1,278,500               | 1,717,440            | 5,133,147            |
| Extinguishment of debt  | -                          | -                       | -                    | 930,100              |
| Provision for uncollected pledges   | (170,993)                  | -                       | (170,993)            | (7,280)              |
| <b>Change in net assets</b>   | <b>(265,856)</b>           | <b>(1,866,483)</b>      | <b>(2,132,339)</b>   | <b>5,168,966</b>     |
| <b>Net assets at beginning of year</b>  | <b>6,214,034</b>           | <b>19,390,559</b>       | <b>25,604,593</b>    | <b>20,435,627</b>    |
| <b>NET ASSETS AT END OF YEAR</b>  | <b>\$ 5,948,178</b>        | <b>\$ 17,524,076</b>    | <b>\$ 23,472,254</b> | <b>\$ 25,604,593</b> |

See accompanying notes to combined financial statements.

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New York, N.Y.

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National Partnership for Women & Families

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SEIU  
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Northrop Grumman  
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National Partnership for Women & Families  
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San Jose, CA

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Hogan Lovells LLP  
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*Affiliations are listed for identification purposes only.  
\*Board list as of December 2021*

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Health Justice Policy Associate

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Chief Digital Officer

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**Corinna Dragulescu**  
Director of Finance

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Senior Operations and Human Resources  
Manager

**Emma Flores**  
Executive Assistant

**Eiley Fong**  
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Health

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Health Policy Associate

**Sinsi Hernandez-Cancio**  
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Development Assistant and Database  
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Director of Information Technology

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Senior Communications Specialist

**Olga Juarez Martinez**  
Development Associate

**Mettabel Law**  
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**Judith L. Lichtman**  
Senior Advisor

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**Jessica Mason**  
Senior Policy Analyst, Economic Justice

**Jessica Matton**  
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Economic Policy Counsel

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Director, Congressional Relations

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Associate Director, Digital Fundraising and  
Data Management

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Senior Policy Counsel, Economic Justice

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Director of Maternal Health

**Dior Seck**  
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Accounts Payable Specialist

**Debbie Wilkes**  
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*\*Staff List as of March 2022*



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