

OUR STRENGTH IS IN OUR UNITY

2019 ANNUAL REPORT





Here for the Women
who can't leave
their jobs today

#Enough
Mark's
Betsy DeVos
Kavanaugh
isn't a
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for all workers
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STRONG FAMILIES
STRONG NATION
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on YOU
politicians lie, people die

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BANS.
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ABORTION
IS
WITH CARE

OUR RIGHTS ARE
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Governor Parson
SHAME
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JUSTICE
MATTERS
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WOMEN WILL
STOP KAVA WALL
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for women & families

BELIEVE
WOMEN

LETTER FROM THE PRESIDENT

Dear Friends:

This has been a year when we had to fight, night and day, for the soul of this country, when it was entirely clear that our rights, our dignity, and our future were on the line. When our own government put the health care families rely on at risk, tried to gag health care providers from even saying the word “abortion,” wreaked havoc on our country’s family planning network, denied basic services to impoverished immigrant families, attacked the school lunch program, sanctioned discrimination against the trans community, and tore asylum-seeking families apart.



Some of the Trump administration’s most cruel initiatives that the courts had temporarily blocked took effect, making our country meaner and more divided and putting our future at risk. The National Partnership fought back, protecting and whenever possible building on our gains. We used every means at our disposal to continue the progress. Our victories on paid family and medical leave, pregnancy discrimination, fair pay, minimum wage, paid sick days and other issues continued in state after state. At the federal level, we beat back attack after attack on our health care.

We’ve intensified our work to stop disparities in maternity care and maternal health, strengthen the #MeToo movement, and fight bigotry, racism and discrimination in all its forms. We stood up for the free and fair elections that are the foundation of our democracy. We’ve broken down silos in our work and are more purposefully connecting the issues, so more people will understand that wage discrimination affects our ability to access quality health care, lack of paid sick days impedes access to health care and imposes more barriers to abortion services, lack of paid family and medical leave particularly traps women and families of color in poverty, and the inability to access reproductive care prevents women and families from thriving.

We are very proud that we took significant, intentional steps to infuse racial equity into all our work and elevate the compounded effects of both race and gender discrimination, transforming both what we do and how we do it. For us, that meant listening even more to the lived experiences of marginalized women, recognizing that no solution will be effective unless it addresses structural and systemic racism, rejecting solutions that aren’t inclusive of all women, and centering women of color in all of our work.

These and other changes are positioning us to win in the years ahead. As tough as these times are, and as grueling as this work is, we are only becoming stronger and even more determined. I am immensely proud of the work we did together this year and the resistance we continue to mobilize. We couldn’t do any of this without your support. Thank you for being with us every step of the way!

Debra L. Ness

President

ADVANCING RACIAL EQUITY

IN EVERYTHING WE DO, IN EVERY WAY WE CAN

You may have noticed some changes at the National Partnership.

There's been a shift in the way we do our work. That's because we've taken significant, intentional steps to include racial equity in everything we do. We recognize that our country was built on white supremacy and that progressive movements, including those we have actively participated in, perpetuate harm if they uphold the status quo. We are determined not to be part of the problem, and that means no longer pursuing our goals in a race-neutral way. Instead, we're intentionally advancing racial equity and combatting white supremacy, day in and day out. We continue to interrupt the patterns and behaviors we have used in the past. We're working hard to change. Every single day.



ADVANCING RACIAL EQUITY


The National Partnership's mission continues to be to improve the lives of women and families by achieving equality for all women. To do that, we're fighting fiercely against all forms of racism, discrimination and oppression, and centering women of color in all our work. That means using a lens of racial equity and inclusivity as we develop and assess public policies. It means recognizing that no solution can be effective unless it addresses the roots of structural and systemic racism. It means rejecting measures that fail to be inclusive of all women. And it means listening more to the lived experiences of marginalized women and engaging people with diverse perspectives every step of the way as we fight for change.

We're living our values both internally and externally — changing in ways you can see and ways you can't. We're partnering with allies — from Black Mamas Matter Alliance to the National Domestic Workers Alliance and many, many others — and lifting up their work more intentionally than we have in the past.

We're investing in our staff to increase their competencies in racial equity and creating new structures, including an Internal Change Team, to hold ourselves accountable. We've revamped our recruitment, hiring and onboarding processes, and the ways we evaluate staff. Our staff reading and learning group on racial equity has been meeting for more than a year. We brought in our first class of paid interns this summer, because we realize that hiring unpaid interns perpetuates inequities. We're ensuring that the women of color on our staff are

an integral part of the effort to shape policies, hone strategies, improve our materials, and much more.

As we fight to create a more equitable country — where all women can thrive regardless of their race, ethnicity, socioeconomic background, sexual orientation or ability — we are living the values for which we advocate. Transforming our institution, and ourselves, is hard work, but it's making our conversations deeper, our alliances richer, our institution more effective, and each of us stronger. Thank you for supporting us in this work.



We commit to holding ourselves accountable in our racial equity work, and working against racism and sexism in order to strengthen solidarity and movements that help those who are most disenfranchised.

PRESERVING OUR PROGRESS, AGAINST ALL ODDS

This year, the Trump administration and its allies in Congress ramped up their efforts to obliterate and reverse many of our gains — gains that are making life better for women and families and making our country more equitable and just. Every single day, the National Partnership sounds the alarm and fights back. These are just some of the ways.



IN THE TRENCHES FOR QUALITY, AFFORDABLE HEALTH CARE

The National Partnership has long been a leader in improving access to affordable, quality health care that meets women’s needs, and in working to reduce the health disparities that plague our country, including the appalling disparity in maternal health outcomes for Black women.

In September of 2018, we sued the Trump administration in federal court to strike down a rule that would have expanded the availability of discriminatory, inadequate short-term “junk” plans that fail to provide consumer protections contained in the Affordable Care Act (ACA). These plans would have undermined patients’ access to quality, affordable coverage; disrupted insurance markets; allowed insurers to once again charge exorbitant premiums to women and people with pre-existing conditions and to deny plan-holders basic benefits such as maternity and mental health care; and brought back abusive practices that harm

consumers. That’s why, with six other health groups, we demanded that the courts block the rule. The judicial battle continues.

At the same time, the National Partnership stepped up our vigorous defense of the ACA — the greatest advance for women’s health in a generation. Every time the Trump administration tried to undermine, sabotage and repeal this essential law, we educated the public about what was at stake and fought back in every way possible.

During open enrollment season, when the administration walked away from its duty to alert consumers that it was time to sign up for coverage, we stepped up, conducting focused outreach to women and families so they would know they had a short window during which to purchase or renew plans through the health insurance marketplace.

More than **67 million** – roughly half of – women and girls in the United States have a pre-existing condition.



RESISTING ASSAULTS ON OUR EQUALITY AND DIGNITY

The National Partnership works every day to give every woman access to the full range of reproductive health information and services, including abortion care and contraception. We know that reproductive health care is women's health care — and it's under ferocious attack.

Emboldened by the most anti-abortion administration in modern American history, anti-abortion forces at the local, state and federal levels redoubled their efforts to deny women access to abortion and other reproductive health care. In the first half of 2019, the surge in state laws denying reproductive rights included more than 50 abortion restrictions, including bans on abortion in nine states. The National Partnership fought every single anti-abortion initiative, because when our opponents win, women lose autonomy, agency and freedom — and women with low incomes, women of color and young women suffer disproportionate harm. We protested, encouraged our members to support the advocacy groups that are on the ground in states where women's access to abortion is under attack, and provided expert assistance and technical support to allies that are in the trenches.

At the federal level, the Trump administration continued issuing rules and regulations that deny women access to contraceptive and abortion care. This too is a racial justice issue, with women of color, immigrant women and women with low incomes

most likely to suffer when health clinics are forced to restrict their services and withhold information from women seeking care. The National Partnership protested and organized fierce opposition when the administration issued discriminatory rules that undermine the ACA's guarantee of birth control without out-of-pocket costs. These rules would have prevented insurance plans from providing abortion coverage, and dismantled Title X, the country's family planning program, which serves millions of low-income patients and people of color. The Title X rule undermines free speech and medical ethics by forcing doctors and other health care providers to withhold critical information their patients want and need.



ADVANCING ECONOMIC JUSTICE, BLOCKING TRICKERY AND DECEIT

Throughout our history, the National Partnership has been one of the nation's innovators and leaders in advancing economic justice and making our country's workplaces more fair and family friendly. Our goal is a country where no one faces discrimination or harassment and everyone can take time away from work to deal with a serious personal or family illness, or to care for a new child, without losing their family's economic security.

This year, our leadership, partnerships with state and local allies, and intensive policy and advocacy work brought concrete gains. Massachusetts adopted paid family and medical leave and Connecticut, Oregon and Colorado made significant progress toward doing so as well. Many states and cities adopted paid sick days, fair pay and pregnancy discrimination laws. Each victory was hard-fought and meaningful, bringing tangible supports to workers and families.

However, only national laws will ensure that nobody is left behind. Key to making gains at the national level is educating and mobilizing the public; the National Partnership continues to step up our efforts on this front. We've been advocating to raise the minimum wage, pass a fair scheduling law, create fair overtime regulations, shore up measures to prevent sexual harassment and assault, and more. A key measure of our success is the growing public support for paid family and medical leave. A national survey we commissioned found that four in five voters, including three in five Republicans, now support a national paid family and medical leave policy that covers all people who work. That is progress!



But the growing support we helped build has led to some challenges. It resulted in some members of Congress proposing bills designed to look like solutions when we know they are anything but. Some of these sham measures would do little or nothing to solve the problem and others are actually underhanded attempts to reverse our progress. They include paid family and medical leave bills that would leave behind the vast majority of workers who need leave or force people to raid their Social Security in order to take benefits. The National Partnership is using sophisticated strategies to expose the real impact of these measures, build opposition, and hold accountable the lawmakers who are trying to fool people by advancing them.

MAKING GOVERNMENT WORK *FOR* THE PEOPLE

After two years during which the federal government blocked the progress women and families need, 2019 brought a House of Representatives that was more female and more diverse than any in our country's history. The National Partnership moved quickly and successfully to help newly elected lawmakers fulfill their mandate to stop discrimination and violence, protect women's reproductive rights, champion paid leave, make quality health care available to all, advance fair pay, and more. These are just some examples.



SETTING A BOLD AGENDA

To help set an agenda for Congress and share our expertise with officials new to the federal scene, the National Partnership created a simple yet comprehensive policy guide for lawmakers. It provides a roadmap to help them honor the mandate from women across the country whose activism shaped the new Congress. Our *Agenda for Progress* is informed by the struggles of real families. It offers seven specific goals for creating a more fair, just and inclusive country, and specific recommendations to advance each. We released it at a well-attended forum that brought National Partnership leaders together with members of Congress and media. The event was webcast live and our *Agenda for Progress* was distributed to lawmakers across the country and shared with media and opinion leaders. It has served as a stirring call to action for the progressive community.



STRENGTHENING ALLIANCES

One hallmark of the National Partnership's work over the years has been our ability to build and strengthen broad-based coalitions that sometimes include unlikely partners and are more than the sum of their parts. In this era during which national leaders are using misogyny, racism and bigotry of all kinds to divide us, that work is especially important. In fact, key to giving all women and families the ability to succeed and thrive is broadening our work with allies who will stand with us on a range of issues. To that end, we deepened alliances with diverse allies, including: groups led by people of color who have long been leaders on issues central to our agenda; business and professional groups; and others working on vitally important issues such

as fighting hate, promoting the rights of immigrants and asylum-seekers, preventing gun violence, combatting hunger, and more.

This has meant more intentionally engaging diverse women across the country as we fight to protect our health care and reproductive rights, focusing more intentionally on women with low-incomes and women of color in our economic justice work, and expanding our agenda to advocate more vigorously and vocally on issues ranging from protecting and expanding LGBTQ and immigrant rights to stopping gun violence to stamping out bigotry and hate. It has meant centering women of color in all our work.

ADVANCING THE MEASURES WOMEN AND FAMILIES NEED

Working hand-in-hand with leaders in the House of Representatives, the National Partnership helped the new Congress get off to a spectacular start. In its first few months, the House passed several vitally important bills, including the Paycheck Fairness Act — a high priority for the National Partnership because it would help close the wage gap that punishes women of color, and all women, by helping to break harmful patterns of pay discrimination and strengthening workplace protections. The House also passed a bill that would require universal background checks on gun sales.

Our work during this year made it possible for the House to pass the DREAM and Promise Act of 2019, which would put more than 2 million people with deep roots in our country on a path to become citizens or permanent residents; **the Equality Act,** a historic bill that would prohibit discrimination against LGBTQ people in employment, housing, public spaces, education and more, and strengthen protections against discrimination on the basis of sex; and **the Raise the Wage Act,** which would eliminate the sub-minimum wage for tipped workers and raise the minimum wage, which is especially helpful to women of color who are more likely to hold low-wage jobs due to barriers such as structural racism. At the same time, we put pressure on the U.S. Senate, which we dubbed a legislative



graveyard, to take up these essential bills rather than let them languish.

In another measure of our influence, **Representatives Lauren Underwood and Alma Adams launched the Black Maternal Health Caucus** to improve black maternal health outcomes and make this issue, which the National Partnership has long worked to address, the national priority it deserves to be.

We did all this while working to stave off attacks on immigrants, protect the safety net programs women with low incomes and families rely on, challenge administration efforts to allow discrimination against transgender people, fight federal budget proposals that enrich the already-wealthy and leave the rest of us to fend for ourselves, speak out against voter suppression, and more.

All women need and deserve ...





PAVING THE WAY TO A BETTER FUTURE

Insightful research. Timely, top-notch data analysis. Public policies that improve women's and families' lives. Messages that resonate. Messengers whose voices are welcomed and respected. Discussions that help people understand how state and federal policies will affect them. These are just some of the distinguishing characteristics of the National Partnership's work, and the ways we are fighting back today and shaping the debates we expect to engage in tomorrow.

CONDUCTING RESEARCH AND ASSESSING DATA

In September of 2018, the National Partnership issued *Listening to Mothers in California*, a major survey of more than 2,500 California women that found a significant disconnect between the maternity care they want and the care they end up getting, with the vast majority receiving too many medical interventions during childbirth. The study, conducted in English and Spanish and including an oversample of Black women, identified significant differences by race, ethnicity and insurance status. We released it along with issue briefs focused on what *Listening to Mothers* found regarding disparities in maternity care experienced by Black, Latina, and Asian and Pacific Islander women. Coupled with our *Blueprint for Advancing High-Value Maternity Care Through Physiologic Childbearing*, which offered a series of evidence-informed strategies to improve the country's maternal and infant health outcomes, we are helping policymakers shape solutions that can improve maternal health for years to come.

At a time when policy and law are treating abortion differently from other health services, and false concerns for patient safety are used to justify ideologically driven regulations that target abortion care, the National Partnership teamed with the American College of Obstetricians and Gynecologists to create *The Project on Facility Guidelines for the Safe Performance of Primary Care and Gynecology Procedures in Offices and Clinics*. It concluded that "existing guidelines for facilities performing office-based procedures, including abortion, are already comprehensive and adequate," and that "regulations or laws requiring changes ... are unwarranted and add burden to

women and providers without improving safety." The guidelines were endorsed by more than a dozen prominent, highly respected medical and health groups, including the American Academy of Family Physicians and the American College of Physicians and published in the journal, *Obstetrics & Gynecology*. These guidelines are a powerful tool that will help rebuff anti-abortion lawmakers when they try to impose obstacles to abortion care.

The National Partnership's longtime leadership on economic justice issues has made us the go-to source for accurate, speedy analysis each time the Census Bureau, Bureau of Labor Statistics or other agencies release new data on the wage gap, paid sick days, paid family leave, and other issues affecting workers. Media, policymakers and allies turned to us and, again this year, we provided the analysis that shaped conversations. We took every opportunity to elevate the impact on women of color and workers who are paid low wages each time the data showed a lack of meaningful progress. This year, we also issued the fourth edition of our *Raising Expectations* report, which assessed state laws and regulations governing paid and unpaid leave. The report grades each state on how much they are doing, beyond what federal law requires, to ensure that workers don't have to risk their pay or their jobs when they need time off to care for a new child or a sick family member, recover from illness, or seek health care. Only 12 states received grades of "A" or "B," while 25 earned grades of "D" or "F." The report is providing powerful ammunition as the community works to convince state lawmakers to do better.

CONDUCTING OUTREACH AND EDUCATION

Not satisfied to fight jurisdiction by jurisdiction to stave off attacks on our access to abortion, **the National Partnership worked closely with allies in the pro-choice community to advance pro-active legislation that protects reproductive rights, health and justice.** This has forced our opponents to defend against legislation that secures access to abortion instead of just advancing their dangerous agenda. At the state level, New York passed a law in January that protects the right to abortion, and Illinois and Rhode Island passed similar protections soon after. At the federal level, in March of 2019, our congressional allies introduced the Equal Access to Abortion Coverage in Health Insurance (EACH) Woman Act, with more than 100 co-sponsors in the House of Representatives — and for the first time, the bill was introduced in the U.S. Senate.

Throughout the year, we used both paid and earned media to educate, mobilize and raise the salience of critical issues.

- We helped write the powerful **#MeToo letter**, “To those who seek a better world,” which ran as a full-page advertisement in the *New York Times* in October of 2018; and used our megaphone to build support for the **EMPOWER Act**, which would help stop sexual harassment in the workplace.
- In partnership with state advocates, **we ran public education campaigns** in Louisiana and Wisconsin in the spring of 2018 that shared findings from a National Academies of Sciences, Engineering, and Medicine report that concluded that medically unnecessary regulations undermine access to quality abortion care; this six-figure campaign featured social media and

digital ads, billboards, radio spots and more.

- **Our Instagram story, conducted in partnership with TIME’S UP**, focused on pregnancy discrimination, had tremendous reach.
- We produced and publicized an open letter in support of the **Pregnant Workers Fairness Act** from leading private-sector employers.
- In January of 2019, we produced an animated video, ***We Decide: Demanding the Policies Pregnant People Need to Thrive***, which spotlights the policies women need to make the best possible decisions about pregnancy and parenting and explains how harmful policies — and our failure to pass supportive ones — disproportionately harm women of color.
- In the spring of 2019, **we collaborated with the National Alliance to End Sexual Violence**, which had never before engaged in abortion advocacy, on a highly successful campaign highlighting the fact that misogyny is at the core of how both abortion and sexual violence are treated in our country. The co-branded paid media campaign featured Facebook and Twitter ads, display ads, podcast sponsorships, a co-authored op-ed in *Refinery 29*, and more.

We also used our well-earned reputation as a thought leader to shape conversations and debates. In August of 2018, **we published an issue brief, *Paid Family and Medical Leave: A Racial Justice Issue — and Opportunity***, that broke new ground in looking in-depth at the country’s paid leave crisis and how its consequences can be especially damaging for people of color. It helped reshape conversations about paid leave.



OUR STRENGTH IS IN OUR UNITY

- 2019 GALA DINNER -

The National Partnership's 2019 gala was a night to remember! We honored two inspirational, newly elected members of Congress who are champions for racial equity, economic justice and women's health: Representative Deb Haaland (NM), one of the first Native American women elected to Congress and a woman who knows from personal experience the pressures faced by single, low-income mothers; and Representative Lauren Underwood (IL), the youngest African American woman ever to serve in the House and a champion for women's health, fair pay, measures to end discrimination and harassment, and paid leave.

We were thrilled to have hundreds of business and government leaders, women's and civil rights champions, members of the legal and labor communities, and other generous supporters at the event, which featured a moving tribute to EMILY's List Founder Ellen R. Malcolm. Representative Rosa DeLauro (CT) presented our Lifetime Achievement Award to Malcolm, who skillfully led the National Partnership's board of directors for more than 25 years.

The event highlighted our fight against racism, discrimination and oppression of all kinds. The National Partnership is centering women of color in all our work, we know that it is more important than ever that we defeat attacks on health care, abortion and workplace protections. At the event, we reaffirmed our vow to continue fighting until we win comprehensive policies that make life better for women and families. We are grateful for the steadfast, generous support of all those who joined us that evening.



"I realize that for many of us, success depends not only on our strengths but on the strengths of other individuals and on amazing organizations like the National Partnership for Women & Families. Helping more women stand strong for women's health, reproductive rights, and economic justice are ways we can make positive change and help women like me find and achieve success."

— Representative Deb Haaland



"The National Partnership for Women & Families has played such an important role in improving our health care system, protecting and expanding our rights, and ensuring equality and fairness for all. I am in Congress today because I had a story to tell and I had a perspective to bring — as a woman and as an American with a pre-existing condition — that needed to be represented in Congress, to protect the rights we're fighting to keep."

— Representative Lauren Underwood



"We — you and I — support the Partnership because we care very deeply about helping women and families... We're both appalled and energized by the ongoing assault on our rights by the Trump-led right wing. The National Partnership gives us a way to fight back, to focus the conversation on the policies women need, and to tally victories that improve the lives of women and families."

— Ellen R. Malcolm, founder of EMILY's List



"Women are claiming their power. We are raising our voices and we intend to win. This is a time for audacity — a time to be bold. It's our turn and our time. Time for us to take the future into our own hands. To become the founding mothers and daughters of a new age for America, a nation powered by our diversity, drawing strength from the rich tapestry of our lives."

— Debra L. Ness, president of the National Partnership

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

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National Women's Law Center
NCQA
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PhRMA
Planned Parenthood Federation of America
Service Employees International Union
United Food & Commercial Workers International Union
United Mine Workers of America
Volunteers of America
Women Employed
WomenHeart
Yale/YNHH Center for Outcomes Research and Evaluation
Zero to Three

FINANCIALS

**National Partnership for Women & Families and
National Partnership for Women & Families Action Fund**
Consolidated Statement of Financial Position as of March 31, 2019

ASSETS	
Cash and cash equivalents	\$ 1,852,880
Investments	18,495,331
Grants and pledges receivable	2,915,807
Accounts receivable	84,079
Prepaid expenses	181,433
Fixed assets, net of accumulated depreciation and amortization of \$1,147,829 for 2019	137,373
Security deposit	64,244
Total Assets	\$ 23,731,147
LIABILITIES	
Accounts payable and accrued liabilities	\$ 206,906
Accrued salaries and related benefits	965,051
Deferred revenue	145,420
Deferred rent	200,421
Total Liabilities	\$ 1,517,798
NET ASSETS	
Without donor restrictions	\$ 3,858,112
With donor restrictions:	
Purpose and time restricted	4,300,574
Investments in perpetuity	14,054,663
Total with donor restrictions	18,355,237
Total Net Assets	\$ 22,213,349
TOTAL LIABILITIES AND NET ASSETS	\$ 23,731,147

All figures above are based on amounts reported in the audited financial statements for the fiscal year ended March 31, 2019.

**National Partnership for Women & Families and
National Partnership for Women & Families Action Fund**

Consolidated Statement of Activities and Changes in Net Assets for the year ended March 31, 2019

2019

	Without donor restrictions	Purpose and time restricted	Investments in perpetuity	Total
REVENUE AND SUPPORT				
Grants	\$ 443,231	\$ 3,944,226	-	\$ 4,387,457
Contributions	1,014,133	844,231	-	1,858,364
Program service revenue	269,295	-	-	269,295
Interest and investment income, net of fees	356,465	-	-	356,465
Special event, net of expenses of \$519,545 for 2019	616,083	-	-	616,083
Rental Income	36,664	-	-	36,664
Honoraria	22,801	-	-	22,801
License fees	6,527	-	-	6,527
Other Income	25,274	-	-	25,274
Net assets released from restrictions	4,634,570	(4,634,570)	-	-
Total Revenue	\$ 7,425,043	\$ 153,887	-	\$ 7,578,930
EXPENSES				
Program Services:				
Health Care Policy	\$ 3,809,954	-	-	\$ 3,809,954
Work and Family	2,433,633	-	-	2,433,633
Advocacy	190,965	-	-	190,965
Communications	677,642	-	-	677,642
Outreach, Member and Public Education	140,940	-	-	140,940
Total Program Services	\$ 7,253,134	-	-	\$ 7,253,134
Supporting Services:				
Resource Development	1,229,430	-	-	1,229,430
General and Administrative	387,790	-	-	387,790
Total Program Services	1,617,220	-	-	1,617,220
Total Expense	8,870,354	-	-	8,870,354
Change in net assets before other items	(1,445,311)*	153,887	-	(1,291,424)
OTHER ITEMS				
Ralized and unrealized gain on investments	957,787	-	-	957,787
Provision for uncollected pledges	(9,750)	-	-	(9,750)
Change in Net Assets	\$ (497,274)	\$ 153,887	-	\$ (343,387)
Net assets, beginning of year	\$ 4,355,386	\$ 4,146,687	\$ 14,054,663	\$ 22,556,736
Net assets, end of year	\$ 3,858,112	\$ 4,300,574	\$ 14,054,663	\$ 22,213,349

* Board authorized use of reserves for select program investments.

All figures above are based on amounts reported in the audited financial statements for the fiscal year ended March 31, 2019.

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I STAND WITH
DR CHRISTINE BLASEY
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OUR MISSION

to improve the lives of women and families by achieving equality for all women.

OUR VISION

a just and equitable society in which all women and families can live with dignity, respect and security; every person has the opportunity to achieve their potential; and no person is held back by discrimination or bias.



OUR VALUES

We strive to live these values in our daily work. They guide our advocacy and interactions with the outside world and they shape our internal culture and the ways we work with each other.

PASSIONATE ABOUT MISSION

We are deeply committed to creating a more just and equitable country for all people.

VISIONARY

We evolve with the times and create solutions for a better future with courage, creativity and a willingness to push boundaries.

COLLABORATIVE

We seek to lift up partners, build bridges and unite communities and constituencies for maximum impact and lasting change.

AFFIRMING AND INCLUSIVE

We work to center diverse perspectives and leadership, and we are committed to fighting against racism and systemic oppression.

TRUSTED AND KNOWLEDGEABLE

We provide respected expertise rooted in the lived experiences of the women and families we advocate for.

PEOPLE FIRST

Within our organization, we strive for a culture where every member of our team can thrive and feel valued.



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