

1971

50  
*years*

2021

NATIONAL PARTNERSHIP  
FOR WOMEN & FAMILIES

MAKING  
HERSTORY

50<sup>TH</sup> ANNIVERSARY ANNUAL REPORT



This 50th Anniversary Annual Report covers work by the National Partnership between April 1, 2019 and December 31, 2020

# INTRODUCTION

## letter from the president



As we enter the 50th year of the National Partnership, we feel immensely proud of all the progress we've achieved. From paid family and medical leave, fair pay, and pregnancy discrimination, to affordable, quality health care, reproductive and maternal health, and the imperative of health equity, we've played a leading role in advancing economic and health justice for women and families.

While the last year has given us much to grieve, we are still finding the light. Vice President Kamala Harris became the first woman, and the first woman of color, to enter that office, a monumental breakthrough for women everywhere. President Joe Biden was elected on a platform that centered dignity, equity and inclusion, and is building the most diverse cabinet and administration leadership the United States has ever seen.

These steps toward progress were the result of the work of so many, over so many years. And we recognize that, in many ways, women of color have been leading the way for us all.

We have good reason to celebrate our progress toward gender equity over the last half century. But we also see how far we have to go until all women are guaranteed the opportunity to achieve their potential, and all families can live with dignity, respect and security. We see clearly how often women of color have been left behind in this journey.

This has been starkly evident over the last year. The COVID-19 pandemic caused disproportionate suffering among Black, Indigenous and People of Color (BIPOC) communities, and exacerbated inequalities that have long existed. Women of color, especially, faced crisis upon crisis, with the greatest health risks, highest job losses, deepest economic devastation and unmanageable care responsibilities.

Between the pandemic, the historic racial justice protests of 2020, and four years of unabashed white supremacy in the White House, there is nowhere left to hide the injustices pervasive in our country.

We know we cannot achieve gender equity without racial justice. At the National Partnership, we have evolved our strategies to address that reality and maximize our impact. Over the last few years, we have refocused our work on the intersection of gender and race equity. Our quest to build a more just world puts women and families of color at the center of all our work.

We believe that the battles we fought during the Trump administration have laid solid groundwork for progress under President Biden. We continue to lead the charge for desperately needed permanent, universal paid family and medical leave and paid sick days, and we now are closer than ever to this becoming a reality for all workers and families. We've helped shape the national conversation on making health care more equitable and accessible. We've amplified recognition that national policies must address the inextricable link between health and economic justice. We've shaped landmark legislation to tackle urgent issues like the Black maternal mortality crisis, pregnancy discrimination, and anti-abortion restrictions. And we've sounded the call for new economic policies that recognize and value the paid and unpaid caregiving work, which is disproportionately shouldered by women, but essential for all of us to thrive.

None of our work would be possible without our donors. We so appreciate your continued support, and thank you for fighting alongside us each and every day.

Debra L. Ness

# 50 YEARS *of progress*

Even as we celebrate our past, our focus is on the future – to improve the lives of women and families by achieving equality AND equity for all women.

**1971**

**OUR STORY  
BEGINS**

**1972**

**OUR FIRST  
COURT  
VICTORY**

College students are allowed to publish an article on abortion rights.

**1977**

**ANOTHER  
LEGAL VICTORY**

For the first time, sexual harassment is illegal job discrimination.

**1978**

**PREGNANCY  
DISCRIMINATION  
ACT IS ENACTED**

– thanks in large part to our advocacy.



**1991**

**CIVIL RIGHTS ACT  
OF 1991 PASSED**

We help lead the effort to pass the Civil Rights Act of 1991, which reaffirms that gender discrimination in the workplace is illegal and makes women eligible for damages.

**1993**

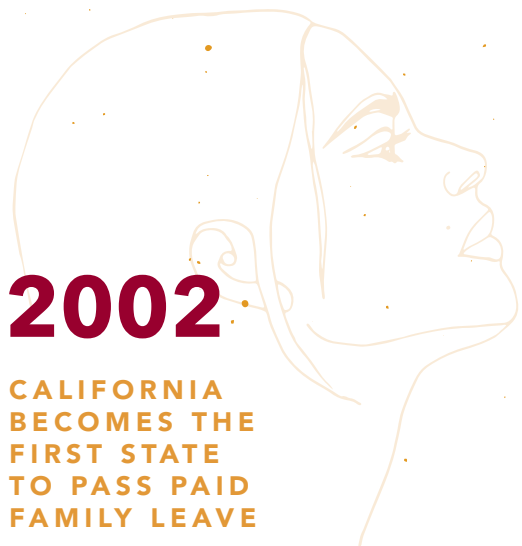
**FAMILY AND  
MEDICAL LEAVE  
ACT PASSED**

The Family and Medical Leave Act (FMLA), historic legislation which we draft and lead the 9-year fight to pass, becomes our nation's first law to help working people balance the dual demands of work and family.

**1988**

**CONGRESS  
APPROVES  
NATIONAL  
CHILD  
SUPPORT  
REFORMS**

– thanks in part to our advocacy.



# 2002

## CALIFORNIA BECOMES THE FIRST STATE TO PASS PAID FAMILY LEAVE

– and 9 more states (including D.C.) follow in the years to come with our support.

# 2015

## HEALTH COVERAGE FOR 18 MILLION

Our analysis shows more than 18 million previously uninsured Americans have health coverage thanks to the ACA.



# 2006

## SAN FRANCISCO SECURES THE COUNTRY'S FIRST PAID SICK DAYS ORDINANCE

– and 14 states (including D.C.) and 22 localities follow in the years to come with our support.

# 2020

## PAID PARENTAL LEAVE FOR FEDERAL WORKERS

The National Defense Authorization Act includes 12 weeks of paid parental leave for federal workers for the first time, thanks in large part to our advocacy.

# 2010

## AFFORDABLE CARE ACT BECOMES LAW

Thanks in large part to years of our leadership and advocacy, the Affordable Care Act (ACA) becomes law – ending discrimination against women and ensuring coverage of maternity care, preventive care, contraception, quality care measures, and much more.

# 2021

## PRESIDENT BIDEN SIGNS THE AMERICAN RESCUE PLAN ACT

– described as the most progressive legislation in U.S. history – and we successfully advocate for key protections to help women and families.

Our analysis shows the FMLA has now been used more than 300 million times.

*And together, our journey continues ...*

# ALIGNING OUR WORK WITH

*gender and racial justice*

---

In the summer of 2020, we saw historic racial justice protests around the country and world. They were sparked by the police murders of George Floyd, Breonna Taylor, and so many other innocent Black people. But they were also fueled by the systemic racism and oppression that has distorted and endangered the lives of Black people for generations.



**W**hite supremacy is baked into every facet of this country and has become a resurgent force after four years of a Trump administration. White people, particularly white women, can no longer ignore these realities as we fight for a shared justice.

For 50 years, the National Partnership has fought for equity, opportunity and dignity for all women. But too often, white women have been the beneficiaries of progress, while women of color have been left behind.

Our fight for gender equality cannot be separated from the struggle for racial justice. It's time to move into an age of anti-racism, and we have shifted our work in recent years to center women of color and families in all our work, both internally and externally.



*It's time to move into an age of anti-racism, and we have shifted our work in recent years to center women of color and families in all our work, both internally and externally.*

## INTEGRATING RACIAL JUSTICE INTO OUR WORK

In 2017, we began to think more systematically about applying a racial equity lens to all that we do. This is an ongoing effort, and we continue to evolve across all levels of the organization.

Throughout this report, we cover the ways that we are centering our strategy and approach around racial justice, and the combined impact of both race and gender discrimination. We've also committed to internal change, and have implemented a racial equity strategy to ensure that women of color are shaping, informing and leading our work every day.

The racial justice issues we are facing require big, bold solutions, and no one organization can do it alone. We are pursuing profound, systemic changes that can comprehensively address the many intertwined impacts of a society and economy steeped in white supremacy. We believe that starts with naming and acknowledging all the ways systemic racism impacts the lives of Black Americans and other people of color. In 2020, we began advocating for the incoming administration to declare racism a public health emergency, backed by resources and strategic action. The American Medical Association echoed this language in November 2020, and we're hopeful that we can continue to push this conversation forward.



## RE-ENVISIONING JUSTICE AND SUPPORTING BLACK LIVES MATTER

The National Partnership unequivocally stands behind the Black Lives Matter movement, including its demands for accountability and systemic criminal justice reform. In June 2020, we began voicing our support to defund, dismantle and reallocate bloated police budgets in favor of investments in local communities and organizations that directly serve people in need.

We've backed this up with direct advocacy, including support for the BREATHE Act, which would divert federal resources for incarceration and policing, and invest in non-punitive, non-carceral approaches to community safety that center the protection of Black lives.

## BUILDING RACIAL EQUITY INTERNALLY

As an organization fighting for equity for all women, it is imperative that we support racial equity internally.

That means taking an honest look at our habits and practices, creating an open dialogue that addresses white fragility and all forms of racism, and centering the voices and lived experiences of women of color in all that we do.

Over the past three years, we have worked with external racial equity consultants to develop an organizational change strategy, including

a transparent and equitable compensation structure. We've also implemented new recruitment, hiring and performance evaluation processes co-created by staff and leadership.

We have already started to make progress. From 2018 to 2020, our staff increased from 18 to 50 percent people of color, and executive leadership went from zero to 50 percent people of color. We recognize this is an ongoing journey, and we are continually evolving to cement an anti-racist, inclusive workplace culture.



### STAFF DIVERSITY

#### STAFF

18%  
people of color  
in 2018



50%  
people of color  
in 2020

#### EXECUTIVE LEADERSHIP

0%  
people of color  
in 2018



50%  
people of color  
in 2020



# RESPONDING TO THE PANDEMIC

*and rebuilding for the future*

The COVID-19 pandemic, and the Trump administration's botched response, upended the world. The events of 2020 also deepened and reinforced the shameful disparities that have long defined this country.

**B**IPOC communities suffered disproportionately during the pandemic, with higher infection and death rates and more devastating economic consequences. Black, Latino and Indigenous people were about four times more likely to be hospitalized, and nearly three times more likely to die from the coronavirus than white people. And, once again, we saw women of color bearing the heaviest burdens as they faced dire health threats in frontline jobs, uniquely severe job losses and crushing caregiving burdens.

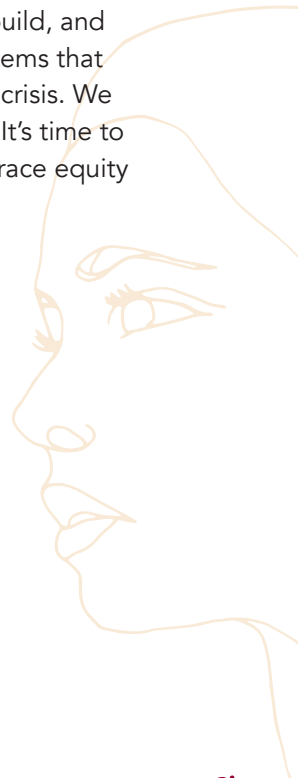
These inequities are the product of a system built on racism and sexism. Throughout 2020, we've focused on providing support to those most impacted by the pandemic, while laying the groundwork for a just rebuild that centers women and families of color.

The National Partnership rallied at the start of the pandemic to ensure frontline workers – who are disproportionately women and BIPOC individuals – received emergency paid family leave and paid sick days. We also made COVID-19 testing and care more accessible, while continuing to protect the Affordable Care Act.

But short-term emergency measures aren't enough. The crises we face long preceded the pandemic and recession. The U.S. needs a collective rebuild, and we're working to dismantle the failed systems that have kept so many in a continual state of crisis. We can't afford to go back to the status quo. It's time to build something better, with gender and race equity at its core.



*Throughout 2020, we've focused on providing support to those most impacted by the pandemic, while laying the groundwork for a just rebuild that centers women and families of color.*



## Advancing paid family and medical leave and paid sick days

In the United States, there is no national standard for paid family and medical leave or paid sick days. Only 20% of workers have paid family leave, and nearly seven in ten of the lowest-paid workers don't have a single paid sick day. As the pandemic took hold, we saw the disastrous effects of this long-standing failure intensify, as workers were forced to make impossible choices between protecting their health, caring for loved ones and earning a paycheck.

In early 2020, we quickly mobilized a broad coalition of civil rights, labor and public health allies to push for emergency paid sick days and paid leave protections. The result was the landmark Families First Coronavirus Response Act (FFCRA) – the first nationwide paid sick days and paid family leave policy, which was passed with support from both Democrats and Republicans.

Beginning in April 2020, the FFCRA provided long overdue, but temporary, protections for some working families, including two work-weeks of paid sick time to cover illness, quarantine or caregiving needs

associated with COVID-19, and an additional ten weeks of job-protected family leave for some working parents with school-age children. For the first time, paid leave protections were also extended to those not typically covered, like many part-time workers and the self-employed.

Altogether, the bill delivered protections to nearly 90 million workers across the country. These policies not only improved job and financial security for working families, but also supported public health by allowing workers to quarantine without financial repercussions, reducing the workplace spread of COVID-19.

Though the FFCRA expired at the end of 2020, it was a major step forward toward universal paid family and medical leave and paid sick leave. We're fighting to expand these urgently-needed provisions and make them permanent for all workers and families.



### THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT BY THE NUMBERS

**65 million private workers**  
and

**22 million public sector workers**

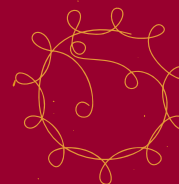
covered for:



**80 hours**  
of paid sick leave



Up to **10 weeks**  
of family leave



More than **400 fewer**  
COVID-19 cases reported per state, per day in states that received new paid sick days through the FFCRA<sup>1</sup>

<sup>1</sup> COVID-19 Emergency Sick Leave Has Helped Flatten The Curve In The United States, Health Affairs, published October 15, 2020, <https://www.healthaffairs.org/doi/10.1377/hlthaff.2020.00863>.

## Protecting health care during the pandemic

At the start of the COVID-19 crisis, we also fought vigorously to expand crucial health care measures to guarantee access to COVID-related care. With our support, Congress passed legislative packages that included increased access to virus testing and vaccines with no cost-sharing, increased Medicaid support for states, and expanded coverage and funding of telehealth services, along with expanded health and safety protections for frontline workers.

## FIGHTING FOR LONG-TERM ECONOMIC JUSTICE

When a woman can't control her economic destiny, she can't protect her health or provide for her family. Women's participation in the workforce is also crucial to our national economy, and the financial stability of our communities. As the pandemic has exacerbated long-standing inequalities in the U.S., and pushed a record number of women from the workforce, our fight for economic justice feels more urgent than ever.



*A November 2020 survey by the National Partnership and TIME'S UP Now also found that a wide swath of voters across party lines see a national caregiving infrastructure as a top priority.*



**Paid Leave for Child Care:  
5 Things You Need To Know**

To start, America desperately needs a national care infrastructure. When we refuse to value the necessary work of caregiving – which keeps families, communities and our economy functioning – women are left to make impossible choices about work, health and family. Universal paid family and medical leave, paid sick days, affordable childcare, home and community-based services and decent pay and benefits for caregiving workers are all critical components of economic and health justice that we are working to make a reality. At every turn, we fought back against Trump's unraveling of anti-discrimination protections. At the same time, we worked closely with leading companies to build more equitable workplace cultures from within.

## Permanent paid leave and paid sick days

The pandemic added a new urgency to the caregiving crisis in this country as millions of women were put in the impossible position of managing both work and family responsibilities. A November 2020 survey by the National Partnership and TIME'S UP Now also found that a wide swath of voters across party lines see a national caregiving infrastructure as a top priority.

The FFCRA was an important first step toward universal paid leave and paid sick days, and we will continue to push the new administration to enact permanent and comprehensive policies that cover every type of worker. We've made substantial progress on this issue over the last two years, and momentum is growing.

In October 2020, federal employees gained access to paid parental leave through a bipartisan provision included in the prior year's National Defense Authorization Act. This new law grants millions of federal workers paid parental leave for the first time. The federal government is the country's largest employer and has a responsibility to lead the way on

worker protections. We are now working to expand these protections to grant federal workers medical and family caregiving leave.

We also made concrete gains on paid leave and paid sick days at the state level. In November 2020, Colorado voters affirmed a proposition to provide 12 weeks of paid family and medical leave statewide, making Colorado the tenth state in the nation (including D.C.) to have enacted paid family and medical leave.

### Anti-discrimination protections

In 1978, we played a crucial role in passing the Pregnancy Discrimination Act (PDA) of 1978, and we're still defending that ground today.

Despite that landmark legislation, many women, particularly women of color, face pregnancy-related discrimination on the job. Immigrants and women of color are disproportionately represented in industries and positions where pregnancy accommodations are lacking. And, with Black women facing an urgent maternal mortality crisis and significantly higher rates of pregnancy-related complications, workplace accommodations are even more critical.

We've been advancing the Pregnant Workers Fairness Act (PWFA), which would clarify and standardize protections for pregnant workers first formalized in

the PDA. The bill would cement pregnant workers' right to simple accommodations on the job, like carrying a water bottle, sitting instead of standing and more frequent bathroom breaks.



In 2020, the PWFA was voted through the House of Representatives and we've been engaging the new administration to prioritize its passage. We also organized the support of 35 major U.S. corporations and business alliances urging Congress to pass the PWFA.

Throughout 2019 and 2020, we also fought former President Trump's rollbacks on anti-discrimination protections, which left marginalized groups vulnerable to gender and sexual orientation discrimination. We pushed for legislation to correct these setbacks, like the BE HEARD Act to make workplaces safe from discrimination and the EMPOWER Act to end practices that silence victims of workplace harassment.





Photo: Gretchen Goldman @GretchenTG

## Changing workplace culture

The roots of women's economic justice issues are cultural as well as structural, and business leaders hold immense sway in creating more equitable workplaces. We're working directly with major companies to help them foster gender equity in workplace culture.

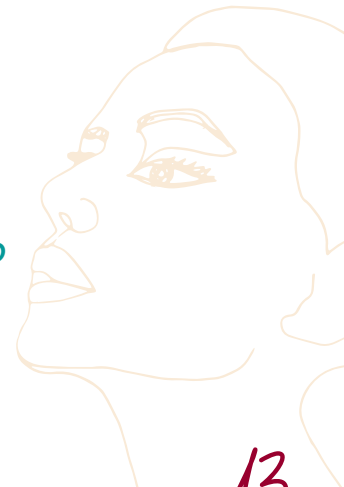
In 2020, we launched the third year of our Business Working Group for Gender Equity, with the participation of 14 leading businesses, including Airbnb, Google and Starbucks. These businesses are committed to meaningful change within their own companies, as well as influencing national discussion

and policy. At the start of the pandemic, the National Partnership also developed a toolkit for employers to help our business partners better understand and implement worker-friendly policies during the crisis.

We're also engaging the new administration in supporting business behaviors that advance gender equity in the workplace. At the end of 2020, we delivered a detailed blueprint for executive branch actions the Biden administration could take to increase private sector progress on gender equity. Our recommendations include, for example, updated employer guidance on fair scheduling practices and requirements for federal contractors to pay a \$15 minimum wage.



*We're working directly with major companies to help them foster gender equity in workplace culture.*



## Reversing the “she-cession”

No one was hit harder during the pandemic than women of color. Unlike past recessions, which affected men most, the sectors most impacted by closures were more likely to be staffed by women, particularly women of color. We are, in effect, living through a “she-cession,” as C. Nichole Mason, president and CEO of the Institute for Women’s Policy Research, aptly put it.

Overall, women lost 5.4 million jobs between February 2020 and the end of the year.<sup>2</sup> White women were more likely to work in flexible jobs that could be done remotely. By the end of 2020, Latina women faced an unemployment rate of 9.1%, and Black women 8.4%, compared to 5.7% for white women.<sup>3</sup>

Women of color faced a “perfect storm” during the pandemic. They were more likely to work in hard-hit sectors with high lay-offs, less likely to be able to work from home, and more likely to work in settings

with high COVID-19 exposure potential. Women of color were also more likely to be the breadwinner for their households, and more likely to report they had to drop out of the workforce due to caregiving responsibilities, often due to lack of paid sick and paid family leave and the high cost of childcare.



**154,000**

*Black women left the workplace in December alone, marking the largest employment since the beginning of the pandemic. Women accounted for ALL of the job losses last month.*

Beyond the immediate crisis these women face, there are long-term repercussions of the “she-cession.” The longer women spend out of the workforce, the harder it is to get back in, and they miss out on progress toward higher wages.

We are building on the groundwork we laid during the pandemic to push the Biden administration to finally invest in a national caregiving infrastructure through a suite of bills that would require paid sick and paid family and medical leave for all workers, expand affordable childcare, provide

services for home and community-based care, and ensure that paid caregivers get decent pay, benefits, and protections that reflect the true value and essential nature of their work.

### BY THE END OF 2020...

**Latina women** faced an unemployment rate of **9.1%**

and **Black women** faced an unemployment rate of **8.4%**

→ compared to **White women** faced an unemployment rate of **5.7%**



<sup>2</sup> “The US economy lost 140,000 jobs in December. All of them were held by women,” CNN Business, published January 8, 2021, <https://www.cnn.com/2021/01/08/economy/women-job-losses-pandemic/index.html>.

<sup>3</sup> “Economic News Release,” Tables A-2 and A-3, U.S. Bureau of Labor Statistics, <https://www.bls.gov/news.release/empsit.t02.htm> and <https://www.bls.gov/news.release/empsit.t03.htm>.

## DEFENDING ACCESS TO HEALTH CARE

Throughout 2019 and 2020, former President Trump continued his assault on health care access, even as the pandemic raged. From lawsuits challenging the ACA, to cuts to Title X, our nation's family planning program, and substantial rollbacks in anti-discrimination protections, these attacks were aimed squarely at marginalized groups. But even as the Trump era fades away, it will take significant work and time to unwind these devastating policies, and we can expect opponents of the ACA to continue their attacks.



*We are committed to reducing the shameful health inequities that exist in our country, even as we push for expanded and equitable access to affordable, quality health care that is trustworthy, free from bias, and genuinely meets the needs of women and families of color.*

We are committed to reducing the shameful health inequities that exist in our country, even as we push for expanded and equitable access to affordable, quality health care that is trustworthy, free from bias, and genuinely meets the needs of women and families of color.

## Defending the Affordable Care Act

The Affordable Care Act (ACA), which turned 10 in 2020, was the greatest advance for women's health care in a generation. We have not let our guard down defending against the partisan attacks that have again reached the Supreme Court in the *Texas v. California* case. We have worked diligently to educate advocates and the public on what is at stake in this legal challenge.

In 2019, we fought vigorously against the Trump administration's rollback of the *Health Care Rights Law*, the section of the ACA that, for the first time ever, protects people, from discrimination in health care. The Trump rollback specifically diminished protections for transgender people, and posed serious threat to women who have received or seek abortion or other types of reproductive care. We are now working with the Biden administration to restore the antidiscrimination protections for transgender individuals and women.

Even for people with health insurance, affordability is still a barrier. We worked to reign in the unexpected, sky-high costs many patients face after they receive care supposedly covered by their insurance. Because of insurers' out-of-network conditions, about 4 in 10 patients seeking emergency care are hit with surprise medical bills upwards of \$2,000, through no fault of their own. We are key partners in the No Surprises: People Against Unfair Medical Bills coalition which brings together consumer and health organizations to advocate for legislation banning surprise medical bills. After two years of debate in Congress, we helped pass the No Surprises Act in December 2020 to protect consumers from surprise medical bills.

# ADVANCING HEALTH EQUITY AND *better reproductive and maternal health care*

A woman can only determine her destiny if she can first control her reproductive future. Black, Indigenous, and other People of Color (BIPOC) have always faced especially steep barriers to quality reproductive care, and they suffer greater health and economic consequences when that need for care is not met.

**T**he right to quality, affordable reproductive care is, therefore, fundamental to women's autonomy, and an urgent racial equity issue. We are also dedicated to raising awareness of how access to abortion and reproductive care are linked to the gaping inequities in maternal health and birth outcomes.

This unacceptable and avoidable epidemic is rooted in systemic racism, and it's long past time to address it. We have been readying the legislative tools to fight this crisis, and partnering with BIPOC-led organizations to elevate proven solutions, while pushing the new administration for meaningful action.

## ADDRESSING THE MATERNAL HEALTH CRISIS AMONG BIPOC WOMEN

The Black maternal mortality and morbidity crisis is one of this country's most shameful failures. The inequities are staggering: Black mothers are more than three times as likely to die of pregnancy-related complications as white women, regardless of their socioeconomic status.<sup>4</sup> Maternal mortality rates for Indigenous women are also twice that of white women. And, for every life lost, there are an estimated 50 to 100 near-misses. Even worse, 6 out of every 10 maternal deaths can be prevented.

<sup>4</sup> "Pregnancy Mortality Surveillance System," CDC-Reproductive Health, <https://www.cdc.gov/reproductivehealth/maternal-mortality/pregnancy-mortality-surveillance-system.htm>.







**We must invest in solutions to save black moms, women of color, and birthing people in the U.S.**

**THE #MOMNIBUS WILL:**

- Address social determinants of health
- Invest in community-based organizations
- Improve data collection
- Grow and diversify the perinatal workforce

Source: Black Maternal Health Week 2021  
#BMHW21 | @BMHCaucus

## Groundbreaking “Momnibus” legislation

In March 2020, the Black Maternal Health Caucus introduced an historic legislative package that would comprehensively address this urgent crisis. The Black Maternal Health Act of 2020, also known as the “Momnibus,” calls for evidence-based and culturally appropriate solutions for moms throughout pregnancy, birth and post-partum care. The package’s nine bills would invest in social determinants of health, fund community-based organizations serving Black mothers, and expand a diverse peri-natal workforce, among other measures.

The Momnibus was the result of six months of collaboration between lawmakers, and a range of community and advocacy groups. The National Partnership played a leading role in the development process through technical assistance to Black Maternal Health Caucus members.

Meanwhile, we also successfully lobbied the Centers for Medicare and Medicaid Services Innovation Center to create a maternity care episode program, and worked with the Health Care Transformation Task Force to develop a new initiative on high-value maternity care in private practices.

## Raising awareness through research and advocacy

We are using our platform with lawmakers and the public to amplify the work of Black-led organizations to help bring more attention to this crisis.

In 2020 we released two reports on the Black maternal mortality crisis – *Improving our Maternity Care Now* and *Maternity Care in the United States: We Can And Must Do Better*. Both reports shine light on the inadequate state of maternal health care in the U.S. and highlight more effective models and approaches to care for decision-makers.

We are also working with colleague organizations to highlight the intersection of maternal mortality with other health equity issues. In October 2019, we co-authored a report with *In Our Own Voice: National Black Women’s Reproductive Justice Agenda* on the link between Black maternal health and abortion access. The combined impact of these crises threaten the lives of Black women and other women of color, and imperil their economic security, quality of life and ability to live with dignity.

## REPRODUCTIVE HEALTH, RIGHTS AND JUSTICE

Reproductive rights have been a defining priority for the National Partnership throughout our fifty year history. Under Trump, anti-abortion extremist politicians escalated their crusade against women’s autonomy at the local, state and federal levels. And with the Supreme Court now stacked in favor of conservatives, it’s never been more important to hold the line on reproductive rights.

*Roe v. Wade* may still be the law of the land, but we know that the legal right to an abortion is meaningless without access. Years of attacks on abortion access have affected women of color more than anyone. The National Partnership stands alongside many allies to fight back against these steady attacks, and we are committed to bringing both our health and economic policy expertise to the intersection of reproductive justice and health equity.



We are committed to bringing both our health and economic policy expertise to the intersection of reproductive justice and health equity.

### Protecting reproductive rights for all

Repealing the Hyde Amendment and passing the Women’s Health Protection Act (WHPA) are key legislative priorities to ensure reproductive care is accessible to all women. Over recent years, states have become a battlefield on abortion rights, as legislatures passed laws aimed at restricting access to abortion care, whether through outright bans or disingenuous regulations and medically unnecessary protocols, thinly disguised as women’s health protections. We’ve teamed up with state and local organizations throughout the country to defend against these arbitrary restrictions. We’ve helped hold the line against two federal anti-abortion laws. And we worked with federal lawmakers and allies to ensure that, when passed, the Equal Rights Amendment will provide clear protection against efforts to restrict abortion rights and access to care.

### Medication abortion is especially crucial during the COVID-19 pandemic.



### PRIORITIZING THE WOMEN’S HEALTH PROTECTION ACT

More protections are needed at the federal level to protect access to abortion care. We have been key advocates for WHPA, which would provide a safeguard against bans and medically unnecessary restrictions that continue to proliferate in states across the country. The first-ever House committee hearing on the WHPA was held in February of 2020, and we were there to brief staff committee members, guide questioning and provide resources on the links between abortioncare and maternal health. As conservative lawmakers remain intent on subverting *Roe V. Wade*, we are continuing to push WHPA forward to make accessible abortion care a reality for all women.

REIMAGINING ROE MEANS

BUILDING TOWARD A FUTURE

WITH ABORTION JUSTICE



## REPEALING THE HYDE AMENDMENT ONCE AND FOR ALL

Since its passage in 1976, the Hyde Amendment – which largely prevents Medicaid patients from accessing abortion care – has always impacted women of color most. As long as this harmful provision exists, the right to an abortion will remain merely hypothetical for Medicaid patients, the majority of whom are BIPOC individuals. It's long past time we end Hyde, and we're pressuring the Biden administration and lawmakers to finally take action to protect women of color seeking abortion care.



### Linking reproductive rights with health and economic equity

The restrictions lawmakers place on reproductive health care have always disproportionately impacted women of color. We're pushing the national conversation on this by highlighting the intersections with long-standing issues of health, economic, and environmental justice.

In July 2020, we partnered with In Our Own Voice: National Black Women's Reproductive Justice Agenda, the National Asian Pacific American Women's Forum and the Sierra Club to release *Clean Water and Reproductive Justice: Lack of Access Harms Women of Color*. In the issue brief, we traced how decades of environmental racism, unchecked pollution and housing discrimination have forced communities of color into a clean water crisis. Access to clean water can harm reproductive health in a myriad of ways – including more likely exposure to toxins like lead and per- and polyfluoroalkyl substances (PFAS), which put people at a higher risk of cancer, gastrointestinal and reproductive health issues.

We have also heightened awareness of the connection between access to reproductive health care and economic justice issues. For example, we've highlighted the ways in which access to paid sick days policies helps facilitate access to abortion care. While the majority of Black, Latina and Indigenous mothers are the breadwinners for their households, more than half of Latina workers and 36 percent of Black women workers are in jobs that do not provide paid sick days. This means many women of color are unable, or can't afford, to take time off work to get the abortion care they urgently need. They face a desperate situation and potentially devastating economic and emotional harm as result. In our May 2019 [issue brief](#), we explored the connections between paid sick days and abortion access and offered solutions. We partnered with the National Network of Abortion Funds in May 2019 to disseminate resource materials that help women better understand their rights to paid sick days, and their ability to use this paid time to access abortion care in states and localities that have instituted paid sick days laws.

# 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.

### VISIONARY PARTNERS

Gladys G. Cofrin and Daniel P. Logan  
 Martha Ehmann Conte  
 Diana Divecha  
 Linda Fienberg and Jeffrey Bauman  
 Sally Gottesman  
 Nina B. Matis  
 Sheli and Burt Rosenberg  
 The Rosenthal Family Foundation:  
 Jamie Rosenthal Wolf, Rick Rosenthal  
 and Nancy Stephens  
 Sheryl Sandberg  
 Solidarity Giving

### LEADERSHIP PARTNERS

Arronson Foundation  
 Sheila C. Cheston  
 and Graham Dower  
 Patricia Dinner  
 Isabel P. Dunst  
 Jamie S. Gorelick  
 and Richard E. Waldhorn  
 Pamela H. Grissom  
 R. May Lee and John P. Hall III

The Morningstar Foundation

Sharis Arnold Pozen  
 and Thorn Pozen  
 Marjorie Randolph  
 Jodi J. Schwartz  
 John Thain

### TRUSTEES

Anonymous (2)  
 Stephanie Davis  
 Bettina Duval  
 W. Neil Eggleston  
 Erwin Family Foundation  
 Gina Harman  
 M. Suzanne and Lawrence E. Hess  
 Shreya Devendra Jani  
 and Michael Parini  
 Irene R. Kaplan  
 Suzanne Lerner  
 Judith and Elliott Lichtman  
 Ellen R. Malcolm  
 Paulette J. Meyer  
 and David A. Friedman  
 Debra L. Ness

Elise Rabekoff

Diane Robertson  
 and David Noll  
 Nancy and Miles Rubin  
 Laura Scheuer  
 Peggy and James Tranovich  
 Gail Wagner, MD

### CAPITAL PARTNERS

Nancy Adler and Arnold Milstein  
 Anonymous  
 Richard J. Baron and Jane B. Baron  
 Anne and Jeff Bingaman  
 Nancy L. Buc  
 Annie Burns and John Monahan  
 Catawamteak Fund of the Maine  
 Community Foundation  
 Peter and Allison Cheston  
 Ranny Cooper and David Smith  
 Barbara and Christopher Creed  
 Laurie B. Davis and Joseph M. Sellers  
 Giselle and Brian Hale  
 Lynne and Joseph Horning

Deirdre Lyell, MD  
 Judith F. Mazo  
 Tom Montag  
 Nicole and Allan Mutchnik  
 Melanie Nussdorf  
 Victoria J. Perkins  
 Ruth and Stephen Pollak  
 Claire Reade and Earl Steinberg  
 Wendy-Sue Rosen  
 Pauline A. Schneider  
 Marc M. Seltzer  
 Jeffrey Z. Slavin  
 Mary Ann Stein  
 Anne D. Taft  
 Laura Wertheimer  
 and Andrew Pincus  
 Marcy Wilder and Aurie Hall  
 Wendy C. Wolf  
 Zofia and David Wright

**EXECUTIVE PARTNERS**

Madeleine and David Arnow  
 Julie Aronson  
 Jane C. Bergner  
 Yonatan Berkovits and Jane Metcalf  
 Caryl S. Bernstein  
 Brach Family Fund  
 Candace Carroll and Len Simon  
 Sally Determan  
 Deborah Dwork and Ken Marek  
 Carol Tucker Foreman  
 Frances E. Goldman  
 Philanthropic Fund  
 Nikki Heidepriem  
 Ronne and Donald Hess  
 David Kendrick, MD

Peter R. Kolker  
 Kronowitz/Lewis  
 Donor Advised Fund  
 Peter V. Lee  
 The Lerner Family  
 Foundation (Marley Lerner)  
 Robert Pollock  
 Richard P. Rome  
 Chris Sale  
 Philippa Scarlett  
 Betty and Jack Schafer  
 Clara J. Shin  
 Shari Simon and Dave Parker  
 Susan K. Stern and Jeffrey Stern  
 Helen R. Trilling  
 Cathy Unger

**PRESIDENTIAL PARTNERS**

Naomi Aberly  
 Ann and David Allen  
 Anonymous (2)  
 The Batir Foundation  
 Linda and Lawrence Becker  
 Lucy Wilson Benson  
 Robert Berenson  
 Linda Berger  
 Nicole G. Berner  
 Leah Binder  
 Lauren Birchfield Kennedy  
 and Joseph P. Kennedy, III  
 Gay Block, from the  
 Shlenker Block Fund  
 Melvyn Blum  
 Yve-Alain Bois  
 Susan and Dixon Butler  
 Melissa Cadwallader and Bill Kramer

Ealena Callender, MD  
 Carmen Caneda and Richard Gilfillan  
 Lindsay Carlson  
 Drs. Christine Cassel  
 and Michael McCally  
 Beth Chardack  
 Ellen Chesler and Matthew J. Mallow  
 Carolyn Clancy  
 Julia Penny Clark  
 Wilma L. Coble  
 Josephine C. Conlon  
 Serena Connelly  
 Jennifer Daley  
 Dr. Linda Daniel  
 Shari Davis  
 Elias and Wendy Dickerman  
 Susan Esserman and Andrew Marks  
 Maxine Finkelstein  
 Mary and Daniel Frantz  
 Brian Friedman  
 Hugh and Elizabeth  
 Fullerton Full Circle Fund  
 Amy Gilbert  
 Gina and Ronald Glantz  
 Judith C. Glass  
 Sandy and Barry Goldstein  
 Barbara Golub  
 Veronica Gomez-Lobo  
 Wendy Greuel  
 Dale Harburg  
 Nancy Hendry  
 Judy Honig and Stephen Robb  
 Joanne Howes  
 Antonia B. Ianniello  
 Wendy L. Kahn  
 Jeffrey and Brenda Kang

Barry Karas and Bruce Green  
 Jeannie Kedas  
 Donald Keller  
 Vincent E. Kerr  
 Candice Kislack  
 Catherine and James Koshland  
 Laura and Gary Lauder  
 Ariel and Jennifer Lavinbuk  
 Marta Jo Lawrence  
 Jill Lesser  
 Dr. Sharon L. Levine  
 Jennifer Levy  
 Barbara S. and David M. Lipman  
 Terri and Mark Lisagor  
 Robin Lofquist  
 Deborah Maragopoulos  
 Janet McDavid  
 Ilse Melamid  
 Kanchan Mhatre  
 Dalinda and Antonio Ness  
 Olivieri Johnston Family Foundation  
 Harriet and Bruce Rabb  
 Marjorie B. Rachlin  
 Tobey, Julie and Lucy Roland  
 Philanthropic Fund  
 Lynne Rosenberg  
 Ann Rosewater  
 Carol Sakala  
 Ellen Schneider  
 Ricki Seidman  
 Linda and Stanley Sher  
 Wendy R. Sherman  
 and Bruce Stokes  
 Deborah Simon  
 Linda Singer and Michael Lewis  
 Solov Family Trust

Natalia Sorgente  
 Francine S. Stein  
 Allison Stockman  
 Bruce Stokes  
 Jamieenne Studley and Gary Smith  
 Dr. George Taler  
 Tina Tchen  
 Eleanor Tillinghast  
 Melissa Tully  
 Karen Turner  
 Yoma Ullman  
 John Vanderstar and Liz Culbreth  
 D. Jean Veta and Mary Ann Dutton  
 Anna Walker  
 Jon Weintraub  
 Sally Wells  
 Deborah and Marcus Wilkes  
 Paula Wolk  
 Sophia Yen

## LEADERSHIP COUNCIL

We gratefully acknowledge the generous support of the National Partnership's Leadership Council - donors who have made a significant investment in our paid family and medical leave campaign and provide ongoing counsel and advice on our efforts:

Martha Ehmann Conte  
 Diana Divecha  
 Isabel P. Dunst  
 Linda Fienberg and Jeffrey Bauman  
 Giselle and Brian Hale  
 Marjorie Randolph  
 Gail Wagner, MD

## ACTION PARTNERS

Eleanor D. Acheson  
 and Emily C. Hewitt  
 Melanie Aitken  
 Marilyn Allan  
 Linda Auerbach Allderdice  
 Craig and Elspeth Alper, in memoriam  
 of Jeanne Marie Alper  
 Anita Altman  
 Anonymous (6)  
 Lee Anderson  
 Julie Applegate  
 Sarina Arcari  
 Jonathan Aronie  
 Ayse Asatekin  
 Annette Awe  
 Nancy Hendry and Bill Baer  
 Alicia Miller  
 Hannah Banks  
 Linda Barbour  
 Frances Barnard  
 Jennifer Barron Fishman  
 Ron Bartholomew  
 Sonya Baskerville  
 Cecily E. Baskir and John A. Freedman  
 Sylvia Becker  
 Tricia Beckmann  
 Diana Belden  
 Lynne Benatovich  
 M. Christina Benson  
 Joseph Benstein  
 Sandra Berg  
 Susan Berger  
 Martha Bergmark  
 and Elliott Andalman  
 James Bickley

Nancy Bleeker	Nancy Duff Campbell	Sharon Dayton
Susannah Blinkoff	Kathleen Canter	David Dean
Susan Low Bloch	Anne-Marie Cappellano	Heidi DeCoux
Mary Blondin	Mary Carlon	Katie Deegan
Karen Blumenthal	Barbara-Ann Cavanaugh	Gabriella Delacorte
Margaret Bobbitt	Vidhya Chandy	Dianne Delaney
Kate Bolton	Dorothy Chappell	Tina DeLapp, EdD, RN, FAAN
Latasha Boone	Joy A. Chapper	Miriah Denbo
Victoria Bor	Mark Charles	David Dettman
Brooksley Born and Alex Bennett	Margaret Chen	Lisa Richards
Liz Boydston	Jennie Chin Hansen	Lisa Diebel
Carol Bradford	Gail Chock	Janie Digh
Bruce Bradley	Adrienne Choksi	Claire Dorey
Jordon Bramell	Pamela Cipriano	Karyl Draper
Diane Brenneman	Mary Clark	Laurenel Driscoll
Claire and Ralph Brindis	MaryBeth Jarvis Clark	Danielle Drissel
Carol Scotto Brotman	Ann E. Clift	Brittany Duncan
Kathleen Brown	Carol Clothier	Angela Dunn Parker
Renee Brown	Ashley Cochran	Sheri Duxin
Pamela Browner-White	Ann F. Cohen	Yonaton Eckmann
Suzanne Browning	Elizabeth Colton	Stewart Edelstein
Tom Brownscombe	Legacy II Philanthropic Fund at the Community Foundation of Greater Buffalo	Susan Edgman-Levitan
Kathleen Bruton	Patrick Conway	Mitzvah Fund of New Mexico
Julia Buck	Caroline Corbin	Lisa Egbuonu-Davis
Cynthia Buell	Constance Cordovilla	Laura Eisele
Friederike Buelow	Beth Cornell	April Elliott
Paola Buendia	Carolyn F. Corwin	Meredith Emmons
Lori Bukoski and Edward Dunne	Joanne Coville	Liz Enagonio
Helen Burstin	Kelly Cox	Nancy Encarnacion
Catherine Bye	Camille Cox	Barbara Engel
Wayne H. Bylsma, PhD	Eleanor Daniels	Judy Erlandson
Stephanie Byrne	Susan Davids	Debby Evans
Ryan Cahoon	The Hon. Linda Kay Davis	Ellen Farrell
Jeannie Caicedo	Shanell Davis-Bryant	Sarah K Faulkner
Layne Calabro		Pam and Rich Feinstein



Walter Fenska	Eileen Gray	Katrina Horan
Sara Fernald	Mary Ann Green	Lauri Hughes
David Fink	Marcia and Michael Greenberger	Hunt Family
Kirsten Firminger	Marianne Greene	Dr. Sara Imershein
Mary-Christy Fisher	Lauren Greenspon	Amanda Jablonsky
Rebecca Fishman	Gary Greenstein	Christine A. Jacobs
Eliot Fishman	Betsy Greenwood	Barbara Janks
Matt Flickinger	Mark Gregoire	Zoe Jantzen
David Florkowski	Ann Greiner	Kenneth Johnson
Nancy M. Folger	Jacquelyn Griffith	Beverley Johnson
Dian Francesca Cuccinello	Brenda Gunnels	Lindsay Johnston
Virgina Franco	Sandra Gutierrez, Abriendo Puertas / Opening Doors	Anne Jolliffe
Cindy Frank	Goldie Gutmann	Terry Jones
Pamela Franzen	Ingrid Hale	Jean Jongeling
Linda S. Freed	Ria Hall	Nora Joseph
Debra Fried Levin	Laura Hamilton	Susan C. Joseph
Naya Fross	Elizabeth Harley	Amy Juried
Kaitlyn Gallander	Gina Harman	Elizabeth Kaehler
Nancy Garrison	Robin Harmatz	Caren Kagan Evans, ECI Communications
Susan Gately	The Westport Fund	Peggy Kampa
Janet Gates	Janie Hart	Marcy Lynn Karin
Birhanie Geleto	Julia Strasser and Trisha Hartge	Alan Katz
Julia Geniesse	Judith Hays-Zavala	Barbara Kaufmann
Teral Gerlt	Jody Hecht	Moira Keefe
Constance Gill	Harry Heiman	Michael Keefe
Amy Gilliland	David Hellmann	Carolyn Kehrl
Andrea Glenn	Julie Herres	Hazel Keimowitz
Marji Gold	Milagros Hilbert	Cynthia Kellogg
Nancy Gold	Mortimer and Mimi Levitt Foundation	Ann Kempiski
Nancy Goldberg	Susan Tyler Hitchcock	Jennivere Kenlon
Kerry Golden	Crickett Hoffman	Rebe Kennedy
Todd Goldin	Eileen and Eric Holmboe	Anne Kent
Amy Goldman	Nancy Hoogasian	Iris Kepniss
Rachel Goldstein	Shelby Hopkins	Elizabeth Kiesling
Fatima Goss Graves		

Angela Kimball	Judy Maullar	Dr. Carol C. Mukhopadhyay
Matthew Kime	Katherine Maynard	Shirley Muney
Judith Kincaid	Debbie McAlpine	Lissa Muscatine
Patricia King	Karla McCandless	Michael Myers
Frederick Klein	Justine McCarthy	Elinor Neuhauser
Ruth M. Jaeger and Albert H. Kramer	Sarah McDermott	Helen Norton
Gayle and Robert Krughoff	Kathryn McDonald	Helene Nseir
Carol Kuhr	Dr. Maggie McFadden	Sara O'Connor
Alisan Kula	H.M. McFarring	Jane O'Grady
James Kuperberg	Sandra McFeeley	Mary O'Neill
Lisa Laidlaw and Russell Bry	Deven McGraw	Linda Oliver
Celinda Lake	Noelle McInerney	Ellen Olshansky
Jessica Lam	Sandra McKinnon	Margot and Joe Onek
Charlene L. Land	Tracey McNeil	M. Randall Oppenheimer
Marjorie Lane	Edward McTaggart	Allison Orris
Sylvia Law	Doris Messner	Velma Parness
Julie Lawell	Ellen Mellon	Lewis Patrie
Janet Lawson	Regalena Melrose	Dawn Paulson
Janet Lawson	Sherry and Gerald Merfish	Jennifer Payne
Ellen W. Lazar	Kathryn Mershon	Lauren Pedley
Katherine Leland	Arnie Miller	Anna Penn
Donna Lenhoff and Michael Jacobson	Annie Miller	Judith Perlson
Lauren Leslie	Debbie Miller	Cecilia Perry
Felice J. Levine	Laurie Miller	Susan Perry
Linda Lipton and Steve Lubet	Heather Miller	Karen and Martin Zdravec
Susan Liss and Fred Reiner	Ann S. Mindicino	Carol Petersen
Dana Macdonald	Mary Minton	Marcie Peterson
Julie Magilen	Anita Minturn	Anna Petrov RD
Sherrie R. Marcy	Lore Miranda	Julian Pitt
Deborah Marlow-Mejia	Ann F. Monroe	Marsha Polk
Mira Nan Marshall	Denise Moody	Aaron Polkey
Karen Martinac	Amb. Connie Morella	Kendra Poteet
Emily Marwell	Sveta Morris	Averill Powers
Michael Matthews	Darilyn Moyer	Tracy Prezeau
	Elaine and Bruce Muirhead	Mark Prosser

Margaret Pucci	Kristin Sancken	Gail Smith
Laura Quigg	Ellen Sandler	Shoshanna Sofaer
Lynell Raiche	Carole Sandman	Bettie Sogor
Jennifer Ramos	Mark Santello	Betsie Spann
The Sooner Foundation	Rhetta Sapp	Mary Gay Sprague
Madeline Reno	D'cady Sarahchild	Kirti Srikant
David Reuben and Gail Greendale	Nancy Sattan	Kathleen Stacy
Susan Richardson	Karen Savage	Marion Steininger
Anne Riolo	Theresa Savery	Thomas Strikwerda and Donna Stienstra Fund
Ratanna Rios	Margaret Sazani	Debbie Stillman
Edward Risley	Rosemary Schaffer	Christine Stone
Michele Ritzman	Gayle Schantzen	Jayne Stroud
Marion Robinson	Regina Schauer	Susan Summers
Donna Robinson	Tamar Scheartz	Diana Taylor and Jay Folberg
Lenzner Family Foundation	Becky L. Schergens	Sara Thacker
Dorothy Rosenberg	Lois Schiffer	Diane E. Thompson
Pat Rosenbloom	Erica Schipper	Jennie Thompson and Robert Levy
Douglas Rosenthal	Arlene Schler and David Flannery	Barbara Thorpe Cartee
Lauren Rother	Monica Schmude	Adrianna Thrasher
Emily Rothman	MaryEllen Scirbona	Jessica Tipple
Sarah Round	Judy Seabridge	Margaret Trawick
David Roush	Jeffrey Sechrest	Lisa Trigg
Mark Rovner	Phyllis N. Segal	Gina Truex
Michele Rozinek	Adrienne Sepmeyer	Jean Valdez
Sherwin Rubin	Virginia Shaller	MaryLou Vanderburg
Kathryn Russell	Mina Shamsaei	Daniel van Leeuwen
Leann Saagim	Marlene Share	Ellen Vargyas
Elaine Sabatino	Robin Share	Thuy Vo
Marcia Sachs	Bruce and Peggy Sherman	Penny Wakefield
Barbara Sakuma	Susan Sheu	Debra Walker
Yvonne Saldana	Patricia Silver	April Wallace
Bettylu and Paul Saltzman	Lisa Simpson	Marcia Wallen
Dell Salza	Marjorie R. Sims	Irvin Nathan and Judith Walter
Andy Samberg	Daniel M. Singer	Janet and Steven Weinberger
Catherine Samuels	Alex Sink	

Tonya Wells  
 Lisa Wells  
 Nancy S. Weyant  
 Emily Wheeler  
 Dorothy Whipple  
 Julie White  
 Victoria Wicks  
 Heather Willey  
 Robert Williams  
 Brenda Williams  
 Laura Williams  
 Donna Williamson  
 Sallie Wilmot  
 Nancy Wilsker  
 Susan Wind  
 Sonya D. Winner  
 H. Leabah Winter, MS, MPH  
 Diana Gonzalez Gandolfi  
 and Daniel Wolfson  
 Cornelia Woods  
 Charlie Worthley  
 Ayrol Young  
 Charlene Zietsma  
 Janet Zimmerman  
 Suzana Zorca  
 Nora Zorich  
 Samuel and Grace  
 Gorlitz Foundation

**CORPORATIONS**

Adobe  
 Anne Lewis Strategies, LLC  
 Anthem, Inc.  
 Avalere Health  
 Avenue Solutions  
 Black News Channel

Blue Cross Blue Shield Association  
 Blue Cross Blue Shield of  
 Massachusetts  
 Blue Cross Blue Shield Minnesota  
 Blue Shield of California  
 Care.com  
 Cigna  
 Citi  
 Cresa  
 CVS Health  
 Deloitte LLP  
 Fresenius Medical Care NA  
 General Electric  
 Google  
 Humana  
 iStar Inc.  
 Jennings Policy Strategies  
 JLL  
 Johnson & Johnson  
 Keller Benefit Services/OneDigital  
 Kohn Pedersen Fox Associates PC  
 Levi Strauss & Co.  
 L'Oreal USA  
 Mager & Associates LLC  
 Mercer  
 Microsoft Corporation  
 Morgan Stanley  
 Northrop Grumman Corporation  
 NVG, LLC  
 Patagonia  
 Penn Quarter Partners  
 PoliTemps  
 PR Solutions, Inc.  
 Procter & Gamble Company  
 PWR

Starbucks Coffee Company  
 Uber Technologies  
 UnitedHealth Group  
 UPS  
 Verizon  
 Zillow Group

**FOUNDATIONS**

ABIM Foundation  
 American College of Cardiology  
 Foundation  
 Anonymous (2)  
 Ascend at the Aspen Institute  
 Ford Foundation  
 Georgetown Women's Law and Public  
 Policy Fellowship Program  
 The William and Flora Hewlett  
 Foundation  
 The Huber Foundation  
 Human Rights Campaign Foundation  
 Marjorie Cook Foundation  
 The Moriah Fund  
 Patient-Centered Outcomes Research  
 Institute (PCORI)  
 Pivotal Ventures  
 Robert Wood Johnson Foundation  
 Rockefeller Family Fund  
 The Steptoe Foundation  
 Tara Health Foundation  
 Transforming Birth Fund  
 Wilson Sonsini Goodrich & Rosati  
 Foundation  
 Yellow Chair Foundation

**LAW FIRMS**

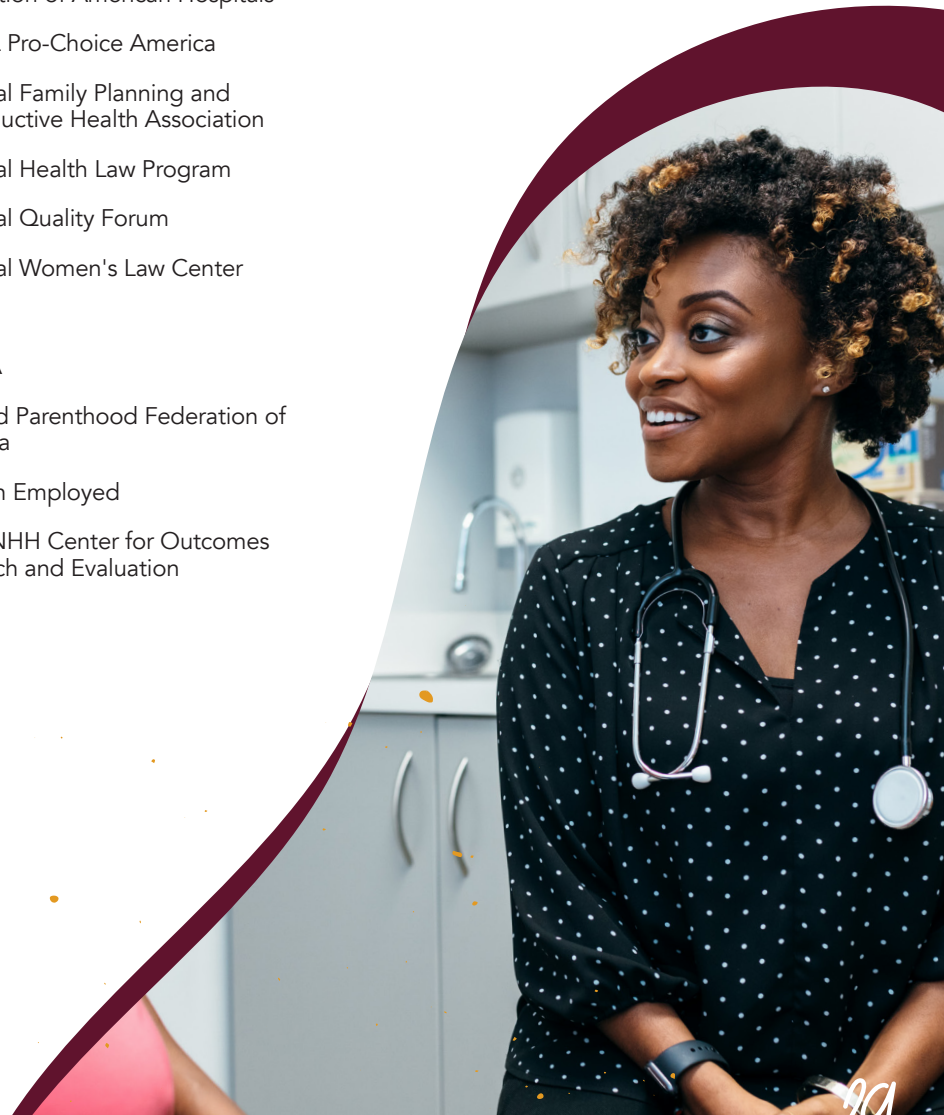
Akin Gump Strauss Hauer & Feld LLP  
 Bredhoff & Kaiser PLLC  
 Caplin & Drysdale  
 Clifford Chance US LLP  
 Cohen Milstein Sellers & Toll PLLC  
 Covington & Burling LLP  
 Cravath, Swaine & Moore LLP  
 Davis Polk & Wardwell LLP  
 Hogan Lovells US LLP  
 James & Hoffman  
 Katten Muchin Rosenman LLP  
 Kirkland & Ellis  
 Lichtman & Rosenblum, PLLC  
 Morrison & Foerster LLP  
 Motley Rice LLC  
 Munger, Tolles & Olson LLP  
 Perkins Coie LLP  
 Relman, Dane & Colfax PLLC  
 Sheppard Mullin Richter  
 & Hampton LLP  
 Sidley Austin LLP  
 Skadden LLP  
 White & Case LLP  
 Wiley Rein LLP  
 Williams & Connolly LLP  
 WilmerHale  
 Zuckerman Spaeder LLP

**ORGANIZATIONS**

AARP  
 AcademyHealth  
 Alliance for Justice  
 American Academy of Family  
 Physicians  
 American Board of Medical Specialties  
 American College of Physicians  
 American College of Cardiology  
 America's Health Insurance Plans  
 Association for Community Affiliated  
 Plans (ACAP)  
 EMILY's List  
 Families USA  
 Family Values @ Work  
 Federation of American Hospitals  
 NARAL Pro-Choice America  
 National Family Planning and  
 Reproductive Health Association  
 National Health Law Program  
 National Quality Forum  
 National Women's Law Center  
 NCQA  
 PhRMA  
 Planned Parenthood Federation of  
 America  
 Women Employed  
 Yale/YNHH Center for Outcomes  
 Research and Evaluation

**UNIONS**

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



# FINANCIALS

## 2020

National Partnership for Women & Families and  
National Partnership for Women & Families Action Fund  
Combined Statement of Financial Position as of March 31, 2020.

ASSETS	2020
Cash and cash equivalents	\$ 2,675,324
Investments	14,982,872
Grants and pledges receivable, net of discount	3,647,164
Accounts receivable	12,334
Prepaid expenses	172,910
Fixed assets, net of accumulated depreciation and amortization of \$1,203,757 for 2020	135,512
Security deposit	64,244
<b>Total Assets</b>	<b>\$ 21,690,360</b>

LIABILITIES	2020
Accounts payable and accrued liabilities	\$ 114,238
Accrued salaries and related benefits	967,926
Deferred revenue	30,100
Deferred rent	135,432
Deposit	7,037
<b>Total liabilities</b>	<b>\$ 1,254,733</b>

NET ASSETS	2020
Without donor restrictions	2,071,557
With donor restrictions	18,364,070
<b>Total net assets</b>	<b>\$ 20,435,627</b>

<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 21,690,360</b>
---	----------------------



**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, 2020.

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
<b>REVENUE AND SUPPORT</b>			
Grants	\$ 54,112	\$ 4,221,193	\$ 4,275,305
Contributions	1,499,385	509,112	2,008,497
Special event, net of expenses of \$441,806 for 2020	521,752	-	521,752
Interest and dividend income, net of fees	258,892	-	258,892
Program service revenue	124,992	-	124,992
Other income	6,034	-	6,034
Honoraria	24,650	-	24,650
Rental income	35,183	-	35,183
License fees	-	-	-
Net assets released from restrictions	3,979,452	(3,979,452)	-
<b>Total revenue and support</b>	<b>6,504,452</b>	<b>750,853</b>	<b>7,255,305</b>
<b>EXPENSES</b>			
<b>Program Services:</b>			
Health Care Policy	2,834,787	-	2,834,787
Work and Family	2,205,265	-	2,205,265
Advocacy	240,776	-	240,776
Communications	759,910	-	759,910
Outreach, Member and Public Education	111,763	-	111,763
<b>Total program services</b>	<b>6,152,501</b>	<b>-</b>	<b>6,152,501</b>
<b>Supporting Services:</b>			
Resource Development	1,056,647	-	1,056,647
General and Administrative	561,561	-	561,561
<b>Total supporting services</b>	<b>1,618,208</b>	<b>-</b>	<b>1,618,208</b>
<b>Total expenses</b>	<b>7,770,709</b>	<b>-</b>	<b>7,770,709</b>
Change in net assets before other items	(1,266,257)	750,853	(515,404)
<b>OTHER ITEMS</b>			
Realized and unrealized (loss) gain on investments	(454,132)	(742,020)	(1,196,152)
Provision for uncollected pledges	(66,166)	-	(66,166)
<b>Change in net assets</b>	<b>(1,786,555)</b>	<b>8,833</b>	<b>(1,777,722)</b>
<b>Net assets at beginning of year</b>	<b>3,858,112</b>	<b>18,355,237</b>	<b>22,213,349</b>
<b>Net assets at end of year</b>	<b>\$ 2,071,557</b>	<b>\$ 18,364,070</b>	<b>\$ 20,435,627</b>

# BOARD and staff

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.

## BOARD OF DIRECTORS

**Sharis Arnold Pozen**  
**Chair**  
Clifford Chance  
Washington, DC

**R. May Lee**  
**Vice Chair**  
New York, NY

**Chris Sale**  
**Treasurer**  
Washington, DC

**Shreya Devendra Jani**  
**Secretary**  
New York, NY

**Debra L. Ness**  
**President**  
National Partnership for  
Women & Families  
Washington, DC

**Nicole G. Berner**  
Service Employees  
International Union  
Washington, DC

**Sheila C. Cheston**  
Northrop Grumman  
Falls Church, VA

**Ranny Cooper**  
Weber Shandwick  
Washington, DC

**W. Neil Eggleston**  
Kirkland and Ellis LLP  
Washington, DC

**Jocelyn C. Frye**  
Center for American Progress  
Washington, DC

**Linda D. Fienberg**  
Washington, DC

**Jeannie Kedas**  
First Look Media  
New York, NY

**Judith L. Lichtman**  
National Partnership for  
Women & Families  
Washington, DC

**Ellen R. Malcolm**  
EMILY's List  
Washington, DC

**Nina B. Matis**  
New York, NY

**Philippa Scarlett**  
San Jose, CA

**Pauline A. Schneider**  
Washington, DC

**Joe Solmonese**  
Montefiore  
New York, NY

**Marcy Wilder**  
Hogan Lovells US LLP  
Washington, DC

*Affiliations are listed for  
identification purposes only.*

## STAFF

**Tucker Ball**  
**Chief Digital Officer**

**Asees Bhasin**  
**Georgetown Women's Law  
and Public Policy Fellow**

**Lelaine Bigelow**  
**Managing Director, External Affairs**

**Sarah Coombs**  
**Director for Health System  
Transformation**

**Aliyah DeVille**  
**Communications  
Engagement Specialist**

**Corinna Dragulescu**  
**Director of Finance**

**Natasha Ewell**  
**Senior Operations and Human  
Resources Manager**

**Emma Flores**  
**Executive Assistant**

**Dani Gillespie**  
**Health Justice Policy Associate**

**Shaina Goodman**  
**Director for Reproductive  
Health and Rights**

**Jasmine Goodrich**  
**Director of Major Gifts**

**Venicia Gray**  
**Senior Manager for  
Maternal and Infant Health**

**Stephanie Green**  
**Health Justice Policy Associate**



**Sinsi Hernandez-Cancio**  
Vice President for Health Justice

**Rachel Hicks**  
Development Database Associate

**Jess Hood**  
Senior Web Content Specialist

**Travis Hunter**  
Director of Information Technology

**Llenda Jackson-Leslie**  
Senior Communications Specialist

**Olga Juarez**  
Development Associate

**Judith L. Lichtman**  
Senior Advisor

**Erin Mackay**  
Managing Director, Health Justice

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

**Michelle McGrain**  
Director, Congressional Relations,  
Economic Justice

**Nikita Mhatre**  
Health Justice Policy Associate

**Paula Molina Acosta**  
Economic Justice Policy Associate

**Erika Moritsugu**  
Vice President for Economic Justice

**Debra L. Ness**  
President

**Vasu Reddy**  
Senior Policy Counsel,  
Economic Justice

**Carol Sakala**  
Director for Maternal Health

**Dominique Small**  
Operations Associate

**Amaya Smith**  
Vice President for Marketing  
and Communications

**Jessi Leigh Swenson**  
Director, Congressional  
Relations, Health Justice

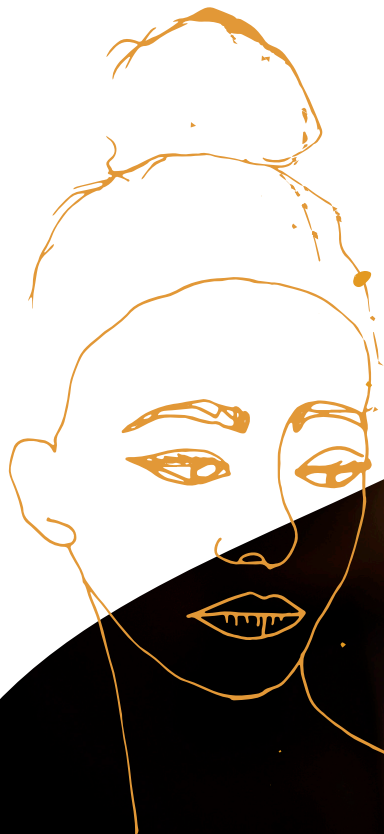
**GINNA VAN SCHOICK**  
Director of Development  
Operations

**LaKisha Wiley**  
Accounts Payable Specialist

**Debbie Wilkes**  
Chief of Staff

**Karen Pesapane Zdravec**  
Associate Director, Digital  
Fundraising and Data Management

\* Staff list as of February 2021





## *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.





[NATIONALPARTNERSHIP.ORG](https://www.nationalpartnership.org)

1875 Connecticut Avenue NW, Suite 650, Washington, DC 20009



@NPWF