



**WOMEN MATTER
EQUALITY MATTERS
WE MATTER**

LETTER FROM THE PRESIDENT



Dear Friends,

Thanks to your unflagging support, we've made tremendous strides for women and families over these past two years. On the issues that matter most to our nation's women, the National Partnership has won major victories and positioned ourselves for even greater successes in the years ahead.

From galvanizing a tidal wave of support for family friendly workplace policies and fair wages, to championing quality health care for all, to promoting families' economic security, to standing up for the reproductive health and rights of all women . . . the National Partnership has fought hard each and every day.

And for our country's mothers, daughters, sisters and wives, we will keep pushing for new victories—in board rooms, exam rooms and the halls of Congress, state legislatures and city councils. We never forget that we stand on the shoulders of women who sacrificed and fought to win essential gains for our generation. So, even as we blaze new trails, we remain vigilant and fight back against every attempt to turn back the clock.

Thank you for standing with us as we continue to build a healthy, hopeful future for America's women and families. I look forward to seeing what we will achieve together in the coming months and years.

A handwritten signature in dark ink, appearing to read 'Debra'.

Debra L. Ness
President

MISSION STATEMENT

For more than 45 years, the National Partnership for Women & Families has fought for every major policy advance that has helped this nation's women and families.

Our mission is to foster a society in which, workplaces are fair and family friendly, discrimination is a thing of the past, everyone has access to quality, affordable health care and every person can live with dignity and achieve economic security.

Founded in 1971 as the Women's Legal Defense Fund, the National Partnership for Women & Families is a nonprofit, nonpartisan 501(c)(3) organization based in Washington, D.C.



WORKPLACE PROGRAMS

The National Partnership strives for workplaces that are fair and family friendly—so that women and all workers can provide for themselves and their families without suffering discrimination and have the fundamental support they need to meet their responsibilities at home and on the job.



Expanding Access to Affordable Leave

At some point, nearly everyone will need to take time away from work to deal with a personal illness, or care for a sick child or ailing loved one. But for far too many people, this can result in serious financial strain or hardship, or lost job opportunity. Our nation needs workplace policies that reflect the realities of our lives.

The National Partnership works to advance laws at the federal, state and local levels and private sector initiatives that expand access to family and medical leave, guarantee all workers the right to earn paid sick days and establish a national paid family and medical leave insurance program—all essential to the economic vitality of our nation and our families.

Promoting Paid Sick Days

OUR IMPACT

► Fought for and won an executive order that **requires federal contractors** and subcontractors to allow all employees who work on their federal contracts **to earn paid sick time**. When it takes effect in 2017, **an estimated 300,000 more workers will earn paid sick days**, and others will have access to more paid sick time than they do now.

► Provided expertise that helped lead to paid sick days victories in **three states and 19 localities** in just the last two years—bringing the total number of paid sick days laws nationwide to 25. When these laws are fully implemented, **more than 10 million additional U.S. workers will be able to earn paid sick days**.

► Elevated paid sick days as a key issue in Congress, building record support for the Healthy Families Act—the national paid sick days bill—and first-ever indications of **bipartisan congressional support** for paid sick days when more than a dozen Republicans voted for a non-binding budget resolution in support of paid sick days in March 2015.



“Demographic and economic factors make it essential that we come to terms with the fact that our current patchwork of policies is not working.”

— VICKI SHABO, VICE PRESIDENT, NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES, GIVEN IN TESTIMONY TO THE U.S. COMMITTEE ON HEALTH, EDUCATION, LABOR AND PENSIONS' SUBCOMMITTEE ON CHILDREN AND FAMILIES, JULY 2014



"The Family and Medical Leave Act was an enormous breakthrough, but we have to go farther. It's not enough just to have your job held for you. Without paid leave, working families' economic security is undermined."

— U.S. SECRETARY OF LABOR
THOMAS E. PEREZ, SAN FRANCISCO
REGIONAL FORUM, WHITE HOUSE
SUMMIT ON WORKING FAMILIES,
MAY 2014

Advancing Paid Family & Medical Leave

OUR IMPACT

► **Won high-profile Administration support for national paid family and medical leave** and new investments in spurring state paid leave programs—including new executive actions to make paid family leave more accessible to federal workers and a call by President Obama for

a national paid family and medical leave bill. The President cited the Family And Medical Insurance Leave (FAMILY) Act as the leading solution.

► **Provided strategic leadership to state advocates and legislators** considering state paid leave programs,

leading to the introduction of state paid leave bills in nearly half of all states in 2015.

► **Influenced the development and execution of the Administration's "Lead on Leave" campaign and tour**, cosponsored by the White

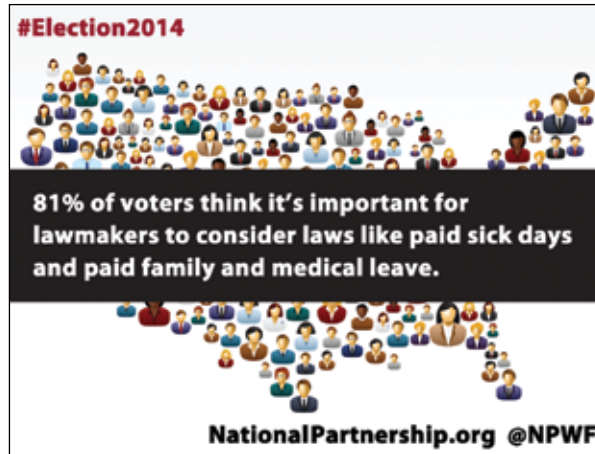


Debra L. Ness, National Partnership President, is joined (from Debra's left) by Randy Garutti, CEO of Shake Shack; Lloyd Blankfein, Chairman & CEO of Goldman Sachs; Alex Gorsky, CEO of Johnson & Johnson; and Sunil Kumar, Dean of the University of Chicago Booth School of Business at the White House Summit for Working Families, on a panel moderated by Daniella Gibbs Leger from the Center for American Progress (on Debra's right).

House and the U.S. Department of Labor, which educates the public, acknowledges forward-thinking businesses and continues creating a groundswell of demand for family friendly workplace practices.

► **Led a powerful coalition that is increasing support in Congress for the FAMILY Act**, won new private sector policies and cultivated business support for a national paid family and medical leave standard.

► **Created a growing drumbeat for federal policy solutions** by generating media coverage on the urgent need for paid family and leave—including high-profile coverage on *CBS Sunday Morning* for Father's Day, on MSNBC, in major national, regional, state and online publications, and even on popular late-night programs like *Last Week Tonight with John Oliver*.



Vicki Shabo, National Partnership Vice President, addresses a news conference alongside House Democratic Leader Nancy Pelosi, Education and Taskforce Committee Ranking Member Bobby Scott, longtime House Champion Roas DeLauro and other members of Congress, for the Working Families Day of Action Press Conference, October 27, 2015.



"One of the groups that has been just tremendous [with their] intellectual mobilization and in every way whether you want to maneuver inside, convince, mobilize outside, convince – the National Partnership for Women & Families has been in the lead. I think anyone who works [on Capitol Hill] knows we owe a great debt of gratitude to them for what they have done and what they continue to do."

— HOUSE DEMOCRATIC LEADER NANCY PELOSI, WORKING FAMILIES DAY OF ACTION PRESS CONFERENCE, OCTOBER 2015



Eliminating Discrimination in the Workplace

Women should not be paid less than men for doing the same work. Women should not be fired or lose promotions because they are pregnant. And women should never have to experience sexual harassment at work. Ever.

It's not right, but discrimination persists in the 21st century workplace.

The National Partnership promotes policies that prevent women from being penalized because of their gender or their caregiving or childbearing status. We push to expand job opportunities for women and vigorously enforce employment discrimination laws. We educate women about their legal rights and inform the public about the severe costs of discrimination for families and our nation's economy.

Fighting for Fair Pay

OUR IMPACT

- Won strong executive actions to create fairer working conditions for the estimated 28 million employees of federal contractors.

These include actions that prohibit retaliation against workers who share their pay information with colleagues and that require employers who win federal contracts to make their wage and benefit information more accessible.

- Influenced major national and regional news coverage about fair pay, including on the editorial pages of the *New York Times*.

- Advanced a more holistic conversation about the causes of the gender-based wage gap and ways



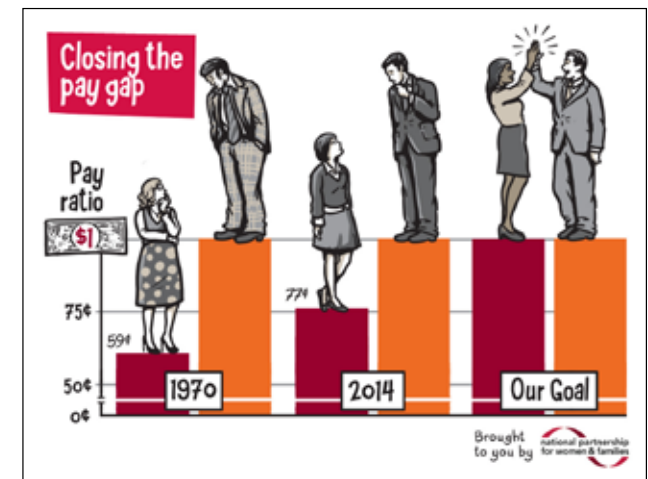
to close it in a groundbreaking policy report, *An Uneven Playing Field* which confirms a substantial gender-based wage gap for mothers, including single mothers and mothers of color. The report examines the

ways these pay disparities make it impossible for women and families to afford basic expenses and proposes a comprehensive, three-part policy agenda to help women enter, advance and keep their jobs.

- Advocated for two congressional votes on fair pay in 2014 to get Senators on record, and continue to help lead the fight for the Paycheck Fairness Act.



National Partnership President Debra L. Ness looks on as President Obama signs an historic executive order updating overtime pay regulations in March 2014.





"When employers deny pregnant women the same on-the-job modifications provided to others, they are forcing women to make impossible choices between following their doctors' advice and jeopardizing their families' financial security."

— **DEBRA L. NESS**, PRESIDENT, NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES

Battling Pregnancy Discrimination

OUR IMPACT

- ▶ **Drafted an amicus brief and coordinated strategic communications on *Young v. United Parcel Service***, a case in which the Supreme Court rightly held that employers may be liable for denying pregnant workers reasonable accommodations on the job.
- ▶ **Advocated for the Pregnant Workers Fairness Act, which was reintroduced in 2015 with bipartisan support.** This proposed law would guarantee women the right to reasonable workplace accommodations during pregnancy.
- ▶ **Secured strong new pregnancy discrimination guidance from the Equal Employment Opportunity Commission (EEOC) and new proposed sex discrimination regulations from the U.S. Department of Labor (DOL).** The DOL regulations update guidance from the 1970s—a throwback to the time when "women's" and "men's" jobs appeared in separate categories in the classified ad section of newspapers—and the EEOC guidance updates 1980s-era compliance manual. Both updates were long awaited and high priorities of the National Partnership's workplace fairness portfolio.



Judith L. Lichtman (center) joins Peggy Young outside the U.S. Supreme Court after the court heard arguments in the case of *Peggy Young vs. UPS*.

A healthcare professional, a woman with dark hair in a ponytail wearing a white lab coat over a blue shirt, is sitting and talking to an elderly patient with short grey hair wearing a blue robe. They are in a hospital setting with blurred medical equipment in the background.

HEALTH CARE

The National Partnership plays a central role in the fight to transform our health care system so that it reduces health disparities and delivers universal access to high quality, affordable, coordinated, patient- and family-centered care.



Protecting and Advancing Women's Health

Too many women are unable to access the essential care they need to live full and healthy lives. The National Partnership works to ensure that all women can access the health care they need, including the full range of reproductive health services, by fighting to take politics out of medicine, make care more accessible, eliminate barriers to coverage, foster reliable delivery of safe and effective care and reduce disparities in our nation's health care system.

Improving Maternity Care Quality

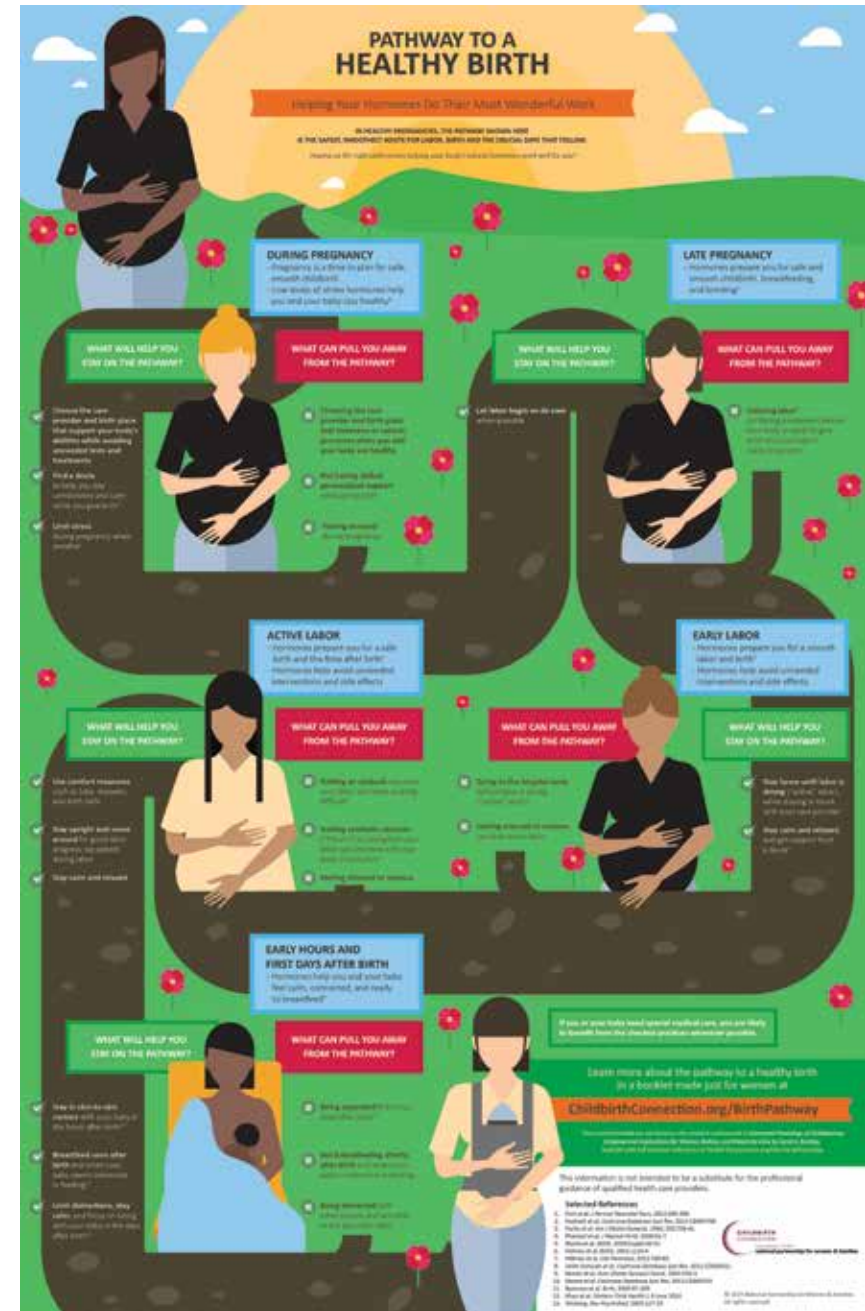
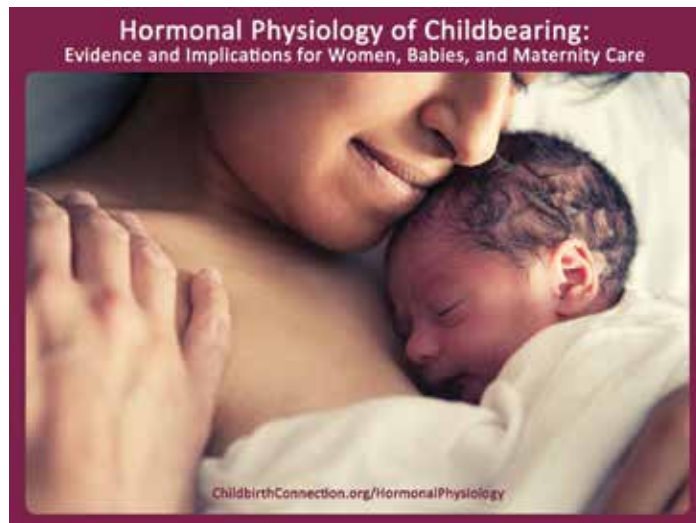
OUR IMPACT

- Issued a groundbreaking, highly-regarded scientific report on childbearing and maternity care. *Hormonal Physiology of Childbearing: Evidence and Implications for Women, Babies, and Maternity Care* offers insights for childbearing women, clinicians and policymakers on how to transform maternity care. It is being translated into Spanish and Chinese.
- Advocated for the bipartisan **Quality Care for Moms and Babies Act**, which would introduce a maternity care quality measurement program for women and babies covered by Medicaid and the Child Health

Insurance Program. In addition, the bill would provide resources to help set up or expand state and regional quality collaboratives focused on improving maternity care.

- Invited to bring women's voices and interests of mothers and babies to diverse policy and quality tables, including advisory groups of federal agencies and health professional, quality and research organizations.

- Invited to contribute commentary in the leading medical journal *The Lancet* that accompanied landmark series of reports, published in September 2014, highlighting the benefits of midwifery care.





"American women need unimpeded access to the care that is appropriate for them, when they need it, period."

— JOHN C. JENNINGS, MD, FORMER PRESIDENT, AMERICAN COLLEGE OF OBSTETRICIANS AND GYNECOLOGISTS, NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES BAD MEDICINE PRESS RELEASE, JULY 2014

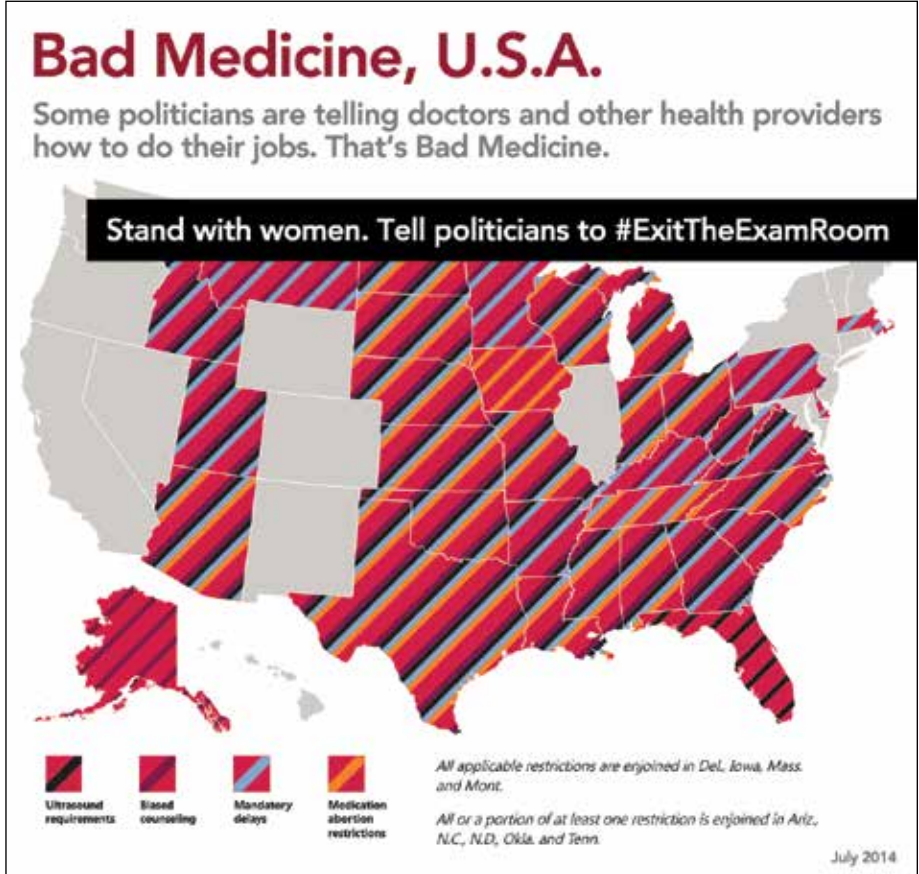
Advancing and Protecting Reproductive Health and Rights

OUR IMPACT

- ▶ **Won a significant victory to restore equity in abortion coverage for Peace Corps volunteers** more than 35 years after this coverage was denied.
- ▶ **Published a groundbreaking report, *Bad Medicine: How a Political Agenda is Undermining Women's Health Care***—a critical resource that has been used by reproductive rights advocates, medical societies, and state legislators across the country to make the case for overturning harmful abortion restrictions.
- ▶ **Founded the Coalition to Protect the Patient-Provider Relationship, a first-of-its-kind partnership** of national medical societies, including the American Medical Association, American Congress of Obstetricians and Gynecologists, and American Academy of Pediatrics, and diverse

advocacy organizations, including the Natural Resources Defense Council, the Law Center to Prevent Gun Violence and Planned Parenthood Federation of America. The Coalition is dedicated to ending political interference in the relationship between patients and their doctors.

- ▶ **Drafted the Patient Trust Act and launched campaigns to introduce it in key states, including Pennsylvania, Texas and Arizona.** This legislation addresses the growing problem of laws that impose politics on medical care and would expand access to abortion care in jurisdictions that restrict access now.



► Authored *Politics in the Exam Room: A Growing Threat*, in collaboration with an unprecedented coalition of environmental, gun safety and medical organizations, exposing how laws around the country are intruding into exam rooms and jeopardizing the quality of medical care available to patients.



National Partnership leadership and staff outside the U.S. Supreme Court during oral arguments in *Burwell v. Hobby Lobby* with a great collection of rally signs in support of women's health!



"Working for Hobby Lobby or Conestoga should not deprive employees of the preventive care available to workers at the shop next door."

— JUSTICE RUTH BADER GINSBURG,
DISSENT IN *BURWELL V. HOBBY LOBBY*,
JUNE 2014



Improving Access to Care

For too long, women have struggled to access affordable health coverage and essential health services. But the National Partnership has successfully pushed for historic advances that are improving access to coverage, expanding benefits and improving the quality of care.

The National Partnership continues to be a leading consumer voice in reforming the health care marketplace so that women and families can secure affordable health care coverage — without breaking the bank—and access high quality care. We strive to eliminate discrimination and disparities, and to make sure that care addresses the essential needs of women and the most vulnerable members of our society.

Implementing the Affordable Care Act

OUR IMPACT

► Celebrated a major victory for the Affordable Care Act (ACA) in June 2015 when the Supreme Court held in *King v. Burwell* that federal subsidies can flow through any marketplace created under the ACA, a judgment that protected access to coverage and care for millions of people. **The National Partnership drew attention to the benefits of the law and the disproportionately harmful impact that a bad ruling would have had on women's health and economic security.**

► **Played a key role in the successful launch of the first two open enrollment periods for the ACA marketplaces.** Understanding that a great law can only help people if it is implemented properly, the National Partnership developed educational materials and disseminated them widely across the country and to lawmakers who were communicating with their constituents about the benefits of the ACA and how to enroll in health insurance plans.

Nearly 18 million previously uninsured Americans have received health insurance since passage of the Affordable Care Act.

The National Partnership's ongoing efforts contributed to the nearly 18 million previously uninsured Americans who gained coverage since the ACA became law.

► **Published two well-received reports assessing the first two open enrollment periods and offering recommendations for how marketplaces can better support informed consumer decision-making.** Recommendations include providing consumers with materials that help improve health insurance literacy and with key plan comparison and selection tools. Thanks to new regulatory policy, consumers will have better access to and transparency

of plan information during the third open enrollment period.

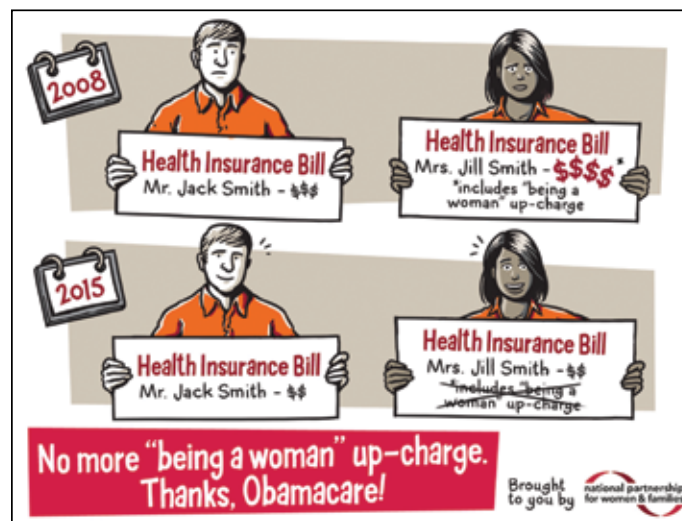
► **Advocated for and applauded regulations released by the administration on the ACA's nondiscrimination provision, Section 1557.**

This provision marks the first time in our country's history that federal law has prohibited sex discrimination in health care. The proposed regulations are a tremendous step forward in helping stop sex, race and other forms of discrimination in health care. The National Partnership played a critical role in ensuring that Section 1557 was included in the ACA and we will continue to fight to ensure the provision is fully implemented and enforced.



"The Affordable Care Act is a women's issue ... it's the first time in federal law that we say insurers cannot discriminate against women ... that there will be access to birth control ... we will expand Medicaid ... and make health care accessible to those with lower incomes, and that disproportionately is moms who are trying to raise children."

— SENATOR ELIZABETH WARREN,
NATIONAL PARTNERSHIP FOR WOMEN
& FAMILIES CONGRESSIONAL BRIEFING,
FEBRUARY 2014





Improving Health Care Delivery

Today, our health care system rewards high volumes of care rather than high quality care.

The National Partnership works to improve the way health care is delivered by ensuring that our system provides high quality, affordable care that is coordinated and patient- and family-centered.

Ensuring Better Health Care Quality

OUR IMPACT

The National Partnership is helping ensure that all voices are heard in conversations about improving our health care system. By bringing together patients, providers, payers, advocates, insurers and government representatives, we're driving the development of creative solutions that will make quality care more accessible to women and families.

► **Presented at two Obama administration events on health care payment and delivery system reform:** one at the White House featuring President Obama and the other with U.S. Secretary of Health and Human Services (HHS) Sylvia Burwell and other senior HHS officials. National Partnership President Debra Ness spoke on the benefits that Medicare payment and delivery system reform will bring to patients, including better care coordination, access to the right care at the right time, and improved communication with providers.

► **Served as a leading consumer voice on the Executive Committee of the Health Care Transformation Task Force,** a multi-stakeholder coalition of providers, payers, purchasers and patients that seeks to offer a consensus-based approach to implementing payment and delivery system reform.

► **Appointed to the Guiding Committee of the Health Care Payment Learning and Action Network (LAN),** an initiative launched by the White House and HHS to foster public-private partnerships to help the administration achieve its payment reform goals. This further cemented our reputation as an influential consumer voice on delivery system and payment reform issues.



"There is no dividing line between a woman's commitment to her family and her rights in the workplace, between a family's health and its economic security, and between the economic security of families and of our nation."

— **DEBRA L. NESS**, PRESIDENT, NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES

"Medical providers treat my data as if it were top secret. I understand their concern about revealing my data to third parties, but many are reluctant to reveal it to me. Listen up! It's my body, my health. I have the right to all relevant medical information. **How can I make informed decisions about my own health if I don't have information?**"

— ADELE E. ZIMMERMANN, PATIENT TRACER, NATIONAL PARTNERSHIP'S GET MY HEALTH DATA CAMPAIGN, 2015

Expanding Health Information Technology

OUR IMPACT

Consumers today can access almost anything with the click of a mouse, but our health care system is woefully behind the digital revolution. Effective use of health information technology (health IT) is essential to making health care better and more affordable for women and families. Women have the most to gain from implementation of health IT. On average, women use more health care services than men, and are often the primary caregivers and chief care coordinators for their families. The National Partnership is the driving force behind making sure health IT works for women and families—and their health care providers.

► **Launched the *Get My Health Data* campaign to make it easier for patients to get their medical records and other health data and use the information to improve**

their health and care. The collaborative effort, coordinated by the National Partnership, is working to identify and remove the barriers patients too often experience when trying to access their health data.

► **Mobilized thousands of individuals from all 50 states and the District of Columbia to rally against delays or retreats on the Meaningful Use program.** Efforts included our HITECH Valentine displayed by National Coordinator for Health IT Dr. Karen DeSalvo in her keynote speech at the largest health conference in the United States, and a #NoMUWithoutMe campaign that yielded thousands of formal comments from consumers.

► **Published a groundbreaking national survey that captured**

patients' views on how they value and use health IT, documented striking increases in online access to health information, and identified key strategies to promote patient engagement. By amplifying the voices of patients across the nation, the survey findings help to maintain pressure on policymakers to advance policies that promote online access to and use of health information.

► **Fought to improve online access to health information for patients and families, further cementing the National Partnership as the "go-to" consumer expert on health IT issues.** Testified before Congress on the Meaningful Use program and patient data access, and regularly consulted with and advised the administration, policymakers and federal advisory committees.

"Alive because of health information online."

— Jan E., Oregon



Advancing Patient-Provider Partnerships

OUR IMPACT

► **Fought successfully to include patient-centered criteria in the evaluation of a new home-based primary care delivery model for chronically ill patients**, ensuring that the expansion of this exciting new model will enhance care in ways that matter most to patients and their families (such as improving patient-provider communication and coordination). The program, Independence at Home, saved more than \$25 million in its first year of operation and resulted in better health outcomes for patients and fewer hospital admissions and readmissions.

► Developed a national curriculum on how physicians can effectively engage patients and families in improving their practices and **provided technical assistance to 500 physician practices across seven states**. Our leadership

is helping health care providers recognize that vital insights from patients can help address challenges like care coordination, communication, access and safety. We have influenced requirements for new federal programs aimed at improving access to primary care in order to better meet patients and families' needs.

► **Provided technical assistance to hospitals participating in the federal Partnership for Patients health care safety and quality improvement initiative** to help

them effectively engage patients and families in efforts to improve health care outcomes by reducing hospital readmissions and medical errors.

► **Became even better recognized as a leading national health care consumer voice** and as a thought leader on patient, family and consumer engagement in the redesign of our health care delivery system.



Patient and Family Advisors at The Valley Hospital in Ridgewood, NJ work side by side with leaders and staff to improve nursing communication with patients and families. The National Partnership provides guidance to hospitals and primary care practices on how they can best partner with Advisors to improve quality, safety and experience of care.



"Our facility has reached a new level in improving the patient experience. We now strive to deliver care with — instead of to — our patients."

— LILLIAN DIAZ, M.B.A., RN, NEA-BC,
CHIEF NURSE EXECUTIVE/DEPUTY
EXECUTIVE DIRECTOR, METROPOLITAN
HOSPITAL CENTER, NEW YORK, NY, 2015

Sounding the Drumbeat for Progress at the Annual Luncheon

The National Partnership for Women & Families hosts an Annual Luncheon to honor outstanding individuals who have helped to advance the role of women in our society. We gather each year for this time-honored event that brings together business leaders, government officials, women's and civil rights advocates, allies, journalists and generous supporters dedicated to making life better for women and families. We honor trail-blazers, celebrate accomplishments and gear up for future challenges. The event provides an opportunity to rally around our program priorities and to raise funds to support our essential work.

We have been honored in recent years to be able to recognize the achievements of extraordinary leaders who are true champions for women and for the issues at the core of the National Partnership's mission: access to quality, affordable health care; family friendly policies; equality in the workplace and in society; and economic security for all.



"Together, we will ensure that generations of women—our daughters and granddaughters—will enjoy the equal rights, equal treatment, and equal opportunities that they deserve. ...Thank you [National Partnership] for your energy, your action

and your leadership on behalf of all Americans."

— HOUSE DEMOCRATIC LEADER NANCY PELOSI, NATIONAL PARTNERSHIP ANNUAL LUNCHEON, JUNE 26, 2014



President Debra L. Ness speaks to a full house of supporters at the 2014 National Partnership Annual Luncheon.

"[The National Partnership] is a powerhouse organization. It has been for literally decades, and we owe you a profound debt of gratitude. ... The arc of the moral universe does bend toward justice. It does bend toward expanded opportunity. But it doesn't bend on its own. So let's bend it together. Let's cause good trouble together. Let's build a better country together."

— U.S. SECRETARY OF LABOR THOMAS E. PEREZ, NATIONAL PARTNERSHIP ANNUAL LUNCHEON, JUNE 4, 2015



"It comes down to this. You need to work to pay for high quality care and you need care to work. ... This is why we're announcing today that we're supporting passing legislation like the FAMILY [Family And Medical Insurance Leave] Act and the Healthy Families Act. We must."

— CARE.COM FOUNDER, CHAIRWOMAN AND CEO SHEILA LIRIO MARCELO, NATIONAL PARTNERSHIP ANNUAL LUNCHEON, JUNE 4, 2015



National Partnership Annual Luncheon 2015: (left) Charlotte Burrows and Deborah Vagins with Debra L. Ness and (above) National Partnership Board Chair Ellen Malcolm with, Tina Tchen and Megan Beyer.

THANKS TO OUR SUPPORTERS

Through the generosity of so many committed individuals and organizations, the National Partnership is a powerful voice standing up for America's women and families — ensuring that every woman has an opportunity to participate fully in society and that every individual and family can thrive. We gratefully acknowledge all our supporters for their loyal commitment and contributions to our work, and we look forward to working together to continue to improve the lives of women and their families.

The following lists the National Partnership's supporters over the last two fiscal years ending March 31, 2015.

VISIONARY PARTNERS

Martha Ehmann Conte
Linda D. Fienberg and Jeffrey D. Bauman
Ellen M. Poss
Marjorie Randolph

LEADERSHIP PARTNERS

Anonymous
Patricia Dinner
Isabel P. Dunst
Sally Gottesman
M. Suzanne and Lawrence E. Hess
R. May Lee
Nina B. Matis

TRUSTEES

Anonymous
Gladys G. Cofrin
Jamie S. Gorelick and Richard E. Waldhorn
Pamela H. Grissom
Linda W. Gruber
Irene R. Kaplan
Kim Koopersmith
Judith and Elliott Lichtman
Ellen R. Malcolm
Judith F. Mazo
Ann S. Moore
Debra L. Ness
Shari Lawrence Pfleeger and Charles P. Pfleeger
Sharis Pozen
Wendy-Sue Rosen and Tom Freeman
Betty and Jack Schafer
Jodi J. Schwartz
Clara Shin
Peggy and James Tranovich

CAPITAL PARTNERS

Anonymous
Nancy Adler and Arnold Milstein
Cindy Aron
Nancy L. Buc
Sheila Cheston
Barbara B. Creed
Laurie B. Davis and Joseph M. Sellers
Elizabeth M. Ehrenfeld
Laurie S. Fulton
Gina Harman
Scottie Held
Joe Higdon and Ellen Sudow Fund
Lynne and Joseph Horning
Miranda July
Rachel S. Kronowitz
Linda Lipsett and Jules Bernstein
Paulette J. Meyer and David A. Friedman
Frances R. Olivieri and Lowell D. Johnston
Margot and Joe Onek
Ruth and Stephen Pollak
Azita Raji and Gary Syman
Richard P. Rome
Nancy and Miles Rubin
Deborah M. Sale
Vicki and Roger Sant
Laura Scheuer
Marc M. Seltzer
Marlene Share
Anne D. Taft
Laura Wertheimer and Andrew Pincus
Marcy Wilder and Aurie Hall
Wendy C. Wolf

EXECUTIVE PARTNERS

Susan Adelman and Claudio Llanos
Madeleine and David Arnoff
Jane C. Bergner

Anne and Jeff Bingaman
Annie Burns
Ellen J. Chesler
Ranny Cooper and David Smith
Stephanie Davis
Susan Esserman and Andrew Marks
Robert Galvin
Frances E. Goldman Philanthropic Fund
Nikki Heidepriem
Shreya Devendra Jani and Michael Parini
Wendy L. Kahn
Sheila Rauch Kennedy
Ethel Klein and Edward Krugman
Suzanne Lerner
Melanie and Larry Nussdorf
Victoria J. Perkins
Elise Rabekoff
Patricia Dodds Rich
Pauline A. Schneider
Donna E. Shalala
Marcia Silverman
Tracy Spicer
Susan K. Stern
Helen R. Trilling
D. Jean Veta and Mary Ann Dutton

PRESIDENTIAL PARTNERS

Anonymous (2)
Laura Abrahamson
Eleanor D. Acheson and Emily C. Hewitt
Linda Auerbach Allderdice
Ann and David Allen
Rita M. Bank
Christine Bechtel
Robert Berenson
Ali Kincaid Bergthold and Eric Bergthold
Caryl S. Bernstein
Brach Family Fund

Katherine Brobeck
Melissa Cadwallader and Bill Kramer
Candace M. Carroll and Leonard B. Simon
Ted Childs
Julia Penny Clark
Bonnie and Louis Cohen
Josephine C. Conlon
Maureen Corry
Carolyn F. Corwin
Elizabeth Culbreth and John Vanderstar
Eugene R. Declercq
Sally Determan
Corinna and Adrian Dragulescu
Jennifer Duck
Linda Eggbeer
Holly Fechner and Kevin Mills
Nancy M. Folger
Carol Tucker Foreman
Sandy Fortier
Stephenie Foster
Mary and Daniel Frantz
Cynthia Gitt
Judith C. Glass
Sandy and Barry Goldstein
Susan Hertzberg
Joanne Howes
Christine A. Jacobs
Ruth Jaeger and Al Kramer
Marion S. Kaplan
Lynne Rosenberg Kidd
Ann and Peter Kolker
Catherine and James Koshland
Laura and Gary Lauder
Marta Jo Lawrence
Barbara Lee
Ruth D. Levine
Amy Batson and Orin Levine
Felice J. Levine

Linda Lipton
Susan M. Liss
Margery Loeb
Carol A. Mager
Mimi Mager
Janet McDavid
Ilse Melamid
Dalinda and Antonio Ness
Barbara Pollack
Harriet Rabb
Susan Richardson
Ann Rosewater
Carol Sakala
Chris Sale
Bettylu and Paul Saltzman
Philippa Scarlett
Rosel H. Schewel
Ellen Schneider
Mary Jo Shartsis
Linda and Stanley Sher
Linda Singer and Michael Lewis
Virginia Sloan
Paul M. Smith
Emily Spitzer and Eric Lewis
Jean Gleason Stromberg
Melissa and Neal Tully
Yoma Ullman
Cathy Unger
Kathryn Kahler Vose
Jon Weintraub
Sally Wells
Deborah and Marcus Wilkes
Peg Yorkin
Nancy M. Zirkin

SUSTAINING PARTNERS

Anonymous
Marianne Allen
Elena Alvarez
Marion Ballard
Cecily E. Baskir and John Freedman
Linda and Lawrence Becker
Lucy Wilson Benson
Susan H. Berger
Martha Bergmark
Brooksley Born and Alex Bennett
Diane and Lyle Brenneman
Nancy Duff Campbell
Wilma L. Coble
Ann F. Cohen
Elizabeth Colton
Samatha Cranko
"e-Patient Dave" deBronkart
Mathea Falco
James Firman
Pam Fleischaker
Debra Fried Levin
Adrienne Germain
Buff Brazy Given
Gina and Ronald Glantz
Elizabeth Glennon
Jennifer Hillman
Elizabeth Hirsch
Eric Holmboe
Anne Hale Johnson
Krystal Johnson
Helen R. Kanovskiy
Jeannie Kedas
Hazel Keimowitz
Patricia King and Roger Wilkins
Celinda Lake
Maryanne Lavan
Margaret Rood Lezner

Robin Lofquist
Marcena W. Love
Donna Lynne
Mira Nan Marshall
Sherry Merfish
Jeanne-Marie A. Miller
Holly Mosher
Louise Parent
Velma Parness
Mary and Dan Pence
Rabbi Mindy A. Portnoy
Ms. Protill
Rosemary Reed, Double R Productions
Cyndy Renoff and George Taler
Judith Riggs
Diane Robertson
Joshua C. Rubin
Jeanne Ruggles
Catherine Samuels
Judith A. Scott
Shari Simon
Daniel M. Singer
Adelaide Sink
Mary Gay Sprague
Barbara S. Stowe
Jamienne Studley and Gary Smith
Roselyne C. Swig
Carrie Tilton-Jones and Eric Tilton
Ellen Vargyas
Rachel Vogelstein
In honor of Frances I. Washington
Judith A. Walter and Irvin B. Nathan
Sonya D. Winner

LEADERSHIP COUNCIL

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

Martha Ehmann Conte
Diana Divecha
Isabel P. Dunst
Linda D. Fienberg and Jeffrey D. Bauman
Giselle and Brian Hale
Christine A. Jacobs
Marjorie Randolph

CORPORATIONS

Actavis + Allergan
The AmeriHealth Caritas Family of Companies
Avenue Solutions
BD
BlueCross BlueShield Association
BlueCross BlueShield of Massachusetts
Blueprint Interactive
Blue Star Strategies, LLC
Brunswick Group
Cavarocchi-Ruscio-Dennis Associates, LLC
Cigna
Citi
The Clorox Company
Conceptus
CVS Health
Delta Dental
Dewey Square Group
Express Scripts
General Electric
Google
Grossman Heinz LLC
GYMR Public Relations

Hologic Inc.
 Jennings Policy Strategies Inc.
 Johnson & Johnson
 Kaiser Permanente
 Keller Benefit Services, Inc.
 Ketchum, Inc.
 Lake Research Partners
 The Leapfrog Group
 Mager & Associates
 Morgan Stanley
 Northrop Grumman
 NVG, LLC
 Pacific Gas & Electric Company
 Penn Quarter Partners
 PEPCO
 Personal Care Products Council
 Pfizer Inc.
 PhRMA
 PoliTemps Inc.
 Powell Tate
 PR Solutions, Inc.
 PWR
 Qorvis MSLGROUP
 Quest Diagnostics
 Smith & Nephew
 Surescripts, LLC
 Trilogy Interactive
 UnitedHeath Group
 Viacom Inc.
 Walgreens
 Weber Shandwick
 WRS Group, LTD

FOUNDATIONS

Anonymous (2)
 ABIM Foundation
 Arronson Foundation
 The Atlantic Philanthropies

California HealthCare Foundation
 Dobkin Family Foundation
 Feminist Majority Foundation
 Ford Foundation
 Robert Sterling Clark Foundation
 The Marjorie Cook Foundation
 Markle Foundation
 Robert Wood Johnson Foundation
 Gordon and Betty Moore Foundation
 The Samuel & Grace Gorlitz Foundation
 Legacy II Philanthropic Fund at the
 Community Foundation of Greater Buffalo
 The Milky Way Foundation
 The Moriah Fund
 The Morningstar Philanthropic Fund
 Rockefeller Family Fund
 The Rosenthal Family Foundation
 The Sanford and Doris Slavin Foundation
 The Steptoe Foundation
 Transforming Birth Fund
 United Health Foundation
 Elsie Procter van Buren Foundation
 The Westport Fund
 W.K. Kellogg Foundation
 Wallace Foundation

LAW FIRMS

Ain & Bank, P.C.
 Arnold & Porter LLP
 Brown Rudnick LLP
 Caplin & Drysdale
 Cohen Milstein Sellers & Toll PLLC
 Covington & Burling LLP
 Crowell & Moring LLP
 Cuneo Gilbert & LaDuca, LLP
 Hogan Lovells LLP
 James & Hoffman, P.C.
 Kirkland & Ellis LLP

Lichtman & Elliot, P.C.
 Patton Boggs LLP
 Perkins Coie LLP
 Sidley Austin LLP
 Skadden, Arps, Slate, Meagher & Flom, LLP
 White & Case LLP
 Wiley Rein LLP
 Williams & Connolly LLP
 WilmerHale
 Zuckerman Spaeder LLP

ORGANIZATIONS AND UNIONS

AARP
 AFL-CIO
 AFSCME
 AdvaMed (Advanced Medical Technology
 Association)
 Alliance for Justice
 Alliance of Community Health Plans
 American Academy of Family Physicians
 American Association for Justice
 American Association of University Women
 American Board of Medical Specialties
 American Cancer Society Cancer Action
 Network
 The American College of Cardiology
 American College of Physicians
 American Federation of Government
 Employees
 American Federation of Teachers
 American Heart Association
 American Psychological Association
 American Rights at Work
 America's Health Insurance Plans (AHIP)
 Communications Workers of America
 EMILY's List
 Federation of American Hospitals
 Institute for Patient- and Family-Centered Care

International Brotherhood of Electrical Workers
 International Union - UAW
 The Leadership Conference on Civil and
 Human Rights
 Legacy
 NARAL Pro-Choice America
 National Association of Social Workers
 The National Campaign to Prevent Teen and
 Unplanned Pregnancy
 National Committee for Quality Assurance
 National Education Association
 National Family Planning & Reproductive
 Health Association
 National Health Law Program
 National Quality Forum
 National Women's Law Center
 Pacific Business Group on Health
 People for the American Way
 Pharmaceutical Care Management
 Association
 Planned Parenthood Federation of America
 Premier
 Service Employees International Union
 United Food & Commercial Workers
 International Union
 United Mine Workers of America
 USAction
 Women Employed
 WomenHeart: The National Coalition for
 Women with Heart Disease

FINANCIAL REPORTS

STATEMENT OF FINANCIAL POSITION

March 31, 2015 and March 31, 2014

	2014	2015
	(as of 03/31/14)	(as of 03/31/15)
ASSETS		
Cash and cash equivalents	\$ 2,505,160	\$ 3,839,021
Investments	18,773,994	17,819,821
Grants and pledges receivable	4,148,609	5,246,266
Other receivables	73,801	16,871
Prepaid expenses	219,916	229,621
Security deposit	64,244	64,244
Furniture, equipment and leasehold improvements, net	328,811	412,745
Total Assets	\$ 26,114,535	\$ 27,628,589

LIABILITIES		
Accounts payable	\$210,551	\$253,659
Accrued benefits	740,175	645,461
Deferred revenue	85,000	32,500
Deferred rent	460,378	525,367
Deposits	6,938	6,938
Total Liabilities	\$ 1,503,042	\$ 1,463,925

NET ASSETS		
UNRESTRICTED		
Operating	4,134,604	3,635,853
Total unrestricted	4,134,604	3,635,853
TEMPORARILY RESTRICTED	6,422,226	8,470,648
PERMANENTLY RESTRICTED	14,054,663	14,058,163
Total net assets	\$ 24,611,493	\$ 26,164,664

TOTAL LIABILITIES AND NET ASSETS	\$ 26,114,535	\$ 27,628,589
---	----------------------	----------------------

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

For the Year Ended March 31, 2015

	UNRESTRICTED	TEMPORARILY RESTRICTED	PERMANENTLY RESTRICTED	TOTAL
SUPPORT AND REVENUE				
Grants	\$ 196,330	\$ 3,218,960	\$ -	\$ 3,415,290
Contributions	390,484	597,588	(3,500)	984,572
Program service revenue	182,973	-		182,973
Investment (loss) income	1,694,993	-		1,694,993
Special event, net of direct expenses (\$236,875 and \$239,592 respectively)	305,304	-		305,304
Other income	104,788	-		104,788
License fees	5,000			5,000
Net assets released from restrictions:	5,864,970	(5,864,970)		-
Total revenue	8,744,842	(2,048,422)	(3,500)	6,692,920
EXPENSES				
PROGRAM SERVICES				
Health Care Policy	5,042,538	-	-	5,042,538
Workplace Policy	1,532,336	-	-	1,532,336
Advocacy	157,441	-	-	157,441
Communications	253,033	-	-	253,033
Outreach & Public Education	150,028	-	-	150,028
Total Program Services	7,135,376	-	-	7,135,376
SUPPORTING SERVICES				
General and administrative	306,781	-	-	306,781
Resource development	803,934	-	-	803,934
Total Supporting Services	1,110,715	-	-	1,110,715
Total expenses	8,246,091	-	-	8,246,091
Change in Net Assets	\$ 498,751	\$ (2,048,422)	\$ (3,500)	\$ (1,553,171)
Net assets, beginning of year	\$ 3,635,853	\$ 8,470,648	\$ 14,058,163	\$ 26,164,664
Net assets, end of year	\$ 4,134,604	\$ 6,422,226	\$ 14,054,663	\$ 24,611,493

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

For the Year Ended March 31, 2014

	UNRESTRICTED	TEMPORARILY RESTRICTED	PERMANENTLY RESTRICTED	TOTAL
SUPPORT AND REVENUE				
Grants	\$ -	\$ 8,586,598	\$ -	\$ 8,586,598
Contributions	242,327	443,377	(147,024)	538,680
Program service revenue	300,000	-		300,000
Investment (loss) income	2,232,688	-		2,232,688
Special event, net of direct expenses (\$236,875 and \$239,592 respectively)	278,807	-		278,807
Other income	139,750	-		139,750
Net assets released from restrictions:	5,519,729	(5,519,729)		-
Total revenue	8,713,301	3,510,246	(147,024)	12,076,523
EXPENSES				
PROGRAM SERVICES				
Health Care Policy	4,967,678	-	-	4,967,678
Workplace Policy	1,329,042	-	-	1,329,042
Advocacy	70,121	-	-	70,121
Communications	223,622	-	-	223,622
Outreach & Public Education	243,870	-	-	243,870
Total Program Services	6,834,333	-	-	6,834,333
SUPPORTING SERVICES				
General and administrative	286,499	-	-	286,499
Resource development	834,909	-	-	834,909
Total Supporting Services	1,121,408	-	-	1,121,408
Total expenses	7,955,741	-	-	7,955,741
Change in Net Assets	\$ 757,560	\$ 3,510,246	\$ (147,024)	\$ 4,120,782
Net assets, beginning of year	\$ 2,878,293	\$ 4,960,402	\$ 14,205,187	\$ 22,043,882
Net assets, end of year	\$ 3,635,853	\$ 8,470,648	\$ 14,058,163	\$ 26,164,664

NATIONAL PARTNERSHIP BOARD OF DIRECTORS

Ellen R. Malcolm, *Chair*
EMILY's List

Pauline A. Schneider, *Vice Chair*
Ballard Spahr, LLP

Nikki Heidepriem, *Secretary*
Heidepriem & Associates

Chris Sale, *Treasurer*
Global Communities

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

Sheila Cheston
Northrop Grumman

Ranny Cooper
Weber Shandwick

Linda D. Fienberg
Washington, D.C.

Helena Foulkes*
CVS Health

Shreya Jani
Pfizer, Inc.

Jeannie Kedas
Viacom Music Group

Vincent Kerr
Care Solutions, UnitedHealth Group

R. May Lee
ShanghaiTech

Judith L. Lichtman
National Partnership for Women & Families

Donna Lynne
Kaiser Foundation Health Plan, Inc.

Nina Matis
iStar Financial

Arnold Milstein
Stanford University

Sharis Pozen
General Electric

Azita Raji

Judith Scott
Service Employees International Union

Clara Shin
Covington & Burling LLP

Kay Kahler Vose
GALEWILL Design

Marcy Wilder
Hogan Lovells LLP

Affiliations are current at the time that the member served and listed for identification purposes only.

* Board tenure ended during the period covered by this report.

NATIONAL PARTNERSHIP STAFF

Debra L. Ness
President

Judith L. Lichtman
Senior Advisor

Tucker Ball
Chief Digital Officer

Monica Bhattacharya
Georgetown Women's Law &
Public Policy Fellow

Lauren Birchfield Kennedy
Director of Health Policy

Ali Kincaid Bergthold
Vice President for Business &
Strategic Development

Christine Broderick
Patient & Family Engagement
and Policy Manager

Theresa Chalhoub
Health Policy Counsel

Corinna Dragulescu
Director of Finance

Sarah Fleisch Fink
Senior Policy Counsel

Alisa Foti
Health Information
Technology Policy &
Outreach Coordinator

Jennifer Gardiner
Development Operations
Manager

Stephanie Glover
Health Policy Analyst

Travis Hunter
Director of Information
Technology

Sadie Kliner
Deputy Communications
Director

Julia Kortrey
Workplace Program Assistant

Lindsay Lang
Senior Health Care Quality
Improvement Specialist

Sarah Lipton-Lubet
Director of Reproductive
Health Programs

Rachel Lyons
Senior Government Affairs
Manager
Workplace Programs

Erin Mackay
Associate Director
Health Information
Technology Policy &
Programs

Raquel Meng
Executive Assistant to the
President

Lauren Murray
Director of Consumer
Engagement & Community
Outreach

Jess Oxley
Digital Advocacy Specialist

Lee Partridge
Senior Health Policy Advisor

Karen Pesapane Zdravec
Associate Director
Digital Fundraising & Data
Management

Lien Phan
Senior Accountant

Lynne Phoenix
Executive Assistant

Vasu Reddy
Policy Counsel

Freya Rieldin
Reproductive Health Law
Fellow

Cindy Romero
Communications Associate

Carol Sakala
Director of Childbirth
Connection Programs

Mark Savage
Director of Health
Information Technology
Policy & Programs

Zack Schwartz
Office Manager

Vicki Shabo
Vice President

Courtney Shahan Roman
Patient & Family Engagement
Manager

Christine Sloane
Workplace Outreach & Field
Manager

E. Lauren Sogor
Health Communications
Manager

Debbie Stillman
Director of Major Gifts

Jennifer Sweeney
Vice President

Jessi Leigh Swenson
Senior Policy Counsel
for Reproductive Health
Programs

Erica A. Thurman
Grants Manager

Sarah E. Towne
Workplace Policy Researcher
& Writer

Ginna Van Schoick
Director of Annual Giving

Debbie Wilkes
Chief of Staff

* Staff as of October 2015



1875 Connecticut Avenue, NW | Suite 650 | Washington, DC 20009
202.986.2600 | www.NationalPartnership.org