



**STANDING UP FOR WOMEN & FAMILIES**



## LETTER FROM THE PRESIDENT

Dear Friends,

Thanks to your steadfast support, together this past year we've been successful fighting for the issues that matter most to women and families. From passing paid sick days laws in jurisdictions across the country, to contributing to the historic Supreme Court victory that reaffirmed a woman's fundamental right to make her own decisions about her reproductive health, to elevating the issue of paid family and medical leave into the presidential campaigns on both sides of the aisle,

to helping prohibit gender, race and age discrimination in health care access and coverage, you have made it possible for the National Partnership to fight for a more fair, family friendly and healthy country.

But for all the progress we've made this past year, we know that the road ahead is paved with significant challenges. As we usher in a new administration, we are poised to defend our victories and fight every attempt to turn back the clock on our rights and our progress — every hour of every day. We feel a profound responsibility to fight for our shared vision of a country that supports all women and families by securing access to birth control and abortion care; closing the gender wage gap; guaranteeing access to quality, affordable health care for everyone; creating an inclusive economy; getting the country ready for the tsunami of elder care needs that lie just ahead; and winning paid sick days and paid family and medical leave for all working families.

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.

Your support has never been more important and I want you to know how grateful we are that you continue to stand beside us, helping to build a better America. Together we will continue to promote the solutions this nation's women and families need, today and tomorrow, because our values are America's values. Our resolve is unmatched. Our work has never mattered more. And you have never been more critical to moving our country forward.

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 and 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 with 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 ruin. 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 encourage and applaud private sector initiatives that expand access to paid family and medical leave and guarantee all workers the right to earn paid sick days — both essential to the economic vitality of our nation and our families.

## Winning Paid Sick Days

### OUR IMPACT

► In March, Vermont became the 5th state to pass a paid sick days law, and 39 paid sick days laws are, or will soon be in effect in five states, Washington D.C., and five of the nation's 10 most populous cities. When these laws are fully implemented, more than 12 million additional workers will be able to earn paid sick days. The National Partnership has played a critical role in these municipal paid sick days victories by providing policy and technical assistance, as well as communications and activist mobilization support.

► The National Partnership played a key advocacy role in winning an executive order guaranteeing paid sick days for employees of certain federal government contractors and coordinated an incredibly successful coalition effort to support the rule implementing the executive order. When fully implemented, approximately 1.5 million employees of federal contractors will gain new or expanded protections as a result of the rule and our work, including

nearly 600,000 who currently cannot earn a single paid sick day. Through our policy and organizing expertise, nearly 100 of our coalition partners submitted organizational comments and tens of thousands of activists submitted individual comments to the U.S. Department of Labor in support of the rule. The National Partnership's policy expertise and perspective is mentioned an unprecedented seven times in the commentary accompanying the final rule.

► Paid sick days is a key issue in Congress, resulting in an all-time high level of congressional support of the Healthy Families Act — the national paid sick days bill — bolstered by the National Partnership's coalition outreach and engagement. As of October 2016, the proposal has the support of 151 House members and 34 senators — and for the first time, the bill has the support of a former Republican and several business-friendly Democratic lawmakers.



# 3.5 million

Number of private sector workers, nationwide, who will have access to paid sick days as a direct result of new sick days laws taking effect in California, Oregon and Massachusetts.

(U.S. Bureau of Labor Statistics — July 2016)

# 39

Number of paid sick days laws that are, or will soon be, in effect.



13

Percentage of workers in the United States who have paid family leave through their job.

200+

Number of business school professors — representing all top 20 business schools — supporting paid leave as *good for business*.

## Advancing Paid Family & Medical Leave

### OUR IMPACT

► This year we celebrated historic firsts as the issue of paid leave and family caregiving needs surfaced in both party's primaries and political conventions. The National Partnership's advocacy substantially influenced the national conversation and engaged new stakeholders around paid leave, resulting in the first-ever reference in the Democratic Party's platform to the need for a national, 12-week paid family and medical leave program.

► As part of our efforts to elevate the conversation about the need for paid leave and engage new allies, the National Partnership cultivated relationships with thought-leaders at several conservative think-tanks developing new paid leave initiatives, showing that the issue is gaining traction on both sides of the aisle. We

also drafted a letter signed by more than 200 business school professors — representing all top 20 business schools — supporting paid leave as *good for business*.

► There are unprecedented levels of lawmakers support for the Family And Medical Insurance Leave (FAMILY) Act — the national paid family and medical leave bill. Twenty-two senators and 137 House members now co-sponsor the FAMILY Act (as of October 2016), a substantial increase over the last Congress where the bill had six senators and 102 House members in support. The National Partnership leads the coalition and plays a significant role in elevating and advancing the legislation with policymakers.

► New York passed the nation's fourth and strongest paid family leave law — a hard-fought victory that, once in full effect, will result in paid leave for millions of working families and that sets a new policy standard with 12 weeks of paid family leave and guaranteed job-protection. And California passed a bill to increase its state's paid leave wage replacement rates to 70 percent for lower-wage workers and 60 percent for all other workers, which is a significant increase compared to the 55 percent of wages that has been in place since the program's inception. The National Partnership worked tirelessly to support these state policy victories that will positively impact millions of American workers.

# Fighting for Workplace Fairness

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.

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 fair pay for all workers, and advocate for vigorous enforcement of employment discrimination laws. We have also been at the forefront of the women's community effort to support full gender equality through the Equality Act, which would guarantee LGBTQ workers full civil rights and provide new civil rights for women as well.



# 6.4 million

Number of women who will be newly eligible for overtime pay or see their existing rights strengthened.

# 20,000

Number of National Partnership activists that provided individual comments in support of the overtime rule.

## Pushing for Fair Pay & Battling Pregnancy Discrimination

### OUR IMPACT

► The Obama administration issued three strong executive actions to advance fairer compensation and better working conditions for the estimated 28 million employees of federal contractors and new compensation reporting requirements that will impact millions more private sector workers. The National Partnership's successful advocacy efforts resulted in new prohibitions on employer retaliation against workers who share their pay information with colleagues, stricter rules to hold companies accountable for wage, safety and other labor law violations and requirements for larger private employers to report compensation data.

► The U.S. Department of Labor issued a strong final rule raising the overtime salary threshold so that millions more salaried, low- and middle-income workers receive overtime pay when they work more

than 40 hours in a week. This rule benefits 12.5 million workers who will be newly eligible for overtime pay or see their existing rights strengthened, including 6.4 million women. The National Partnership led the women's community in support of this rule, submitting our own organizational comment letter, producing a template comment letter to assist our coalition partners' and reaching out to National Partnership activists, which yielded over 20,000 individual comments in support of the rule.

► The U.S. Supreme Court issued a

historic decision for working women, women's health and equal rights in *Peggy Young v. United Parcel Service* — a case in which the court rightly clarified that if an employer accommodates non-pregnant workers with disabilities while refusing to accommodate most pregnant workers with similar needs, they are likely violating the Pregnancy Discrimination Act. The National Partnership drafted an amicus brief and played a leading role in the coordinated strategic communications plan to amplify and explain the court's decision.





A photograph of three women sitting at a picnic table outdoors, smiling and eating. The woman in the center is a Black woman with curly hair, wearing a striped shirt and a dark scarf. The woman on the right is a white woman with long dark hair, wearing a plaid shirt. The woman on the left is a white woman with dark hair tied back, wearing a white sweater. They are sitting at a table with a blue and white patterned tablecloth. On the table are several items: a wicker basket, a yellow cup, a green bowl of salad, a plate of sandwiches, a plate of green apples, and a black camera. The background is a blurred outdoor setting with trees and a building.

# REPRODUCTIVE HEALTH & RIGHTS

The National Partnership works to ensure that all women can access the reproductive health care they need, because when women can make their own decisions about pregnancy and parenting, women and families can thrive.



## Advancing and Protecting Reproductive Health and Rights

Too many women are unable to access the essential reproductive health care they need. The National Partnership works to ensure that all women can access the full range of reproductive health services by fighting to take politics out of the exam room, stopping lies from becoming laws, eliminating barriers to care and coverage and reducing disparities of low-income women and women of color.



# Fighting for Reproductive Health & Rights

## OUR IMPACT

► The U.S. Supreme Court's ruling in *Whole Woman's Health v. Hellerstedt* reaffirmed a woman's fundamental right to make her own decisions about her health, her family and her future in this critically important victory. The National Partnership used its unique expertise at the intersection of reproductive rights and health care policy to file an amicus brief making a powerful case that the abortion restrictions Texas adopted were not only harmful and discriminatory, but were out of step with the national drive to make high quality care more accessible and less costly. Twenty-one of the nation's leading health policy experts, including former officials from three different administrations, signed on to our brief.

► The National Partnership launched *Lies into Laws* — a bold state-based digital campaign that shines a spotlight on the fact that anti-abortion restrictions are based on falsehoods, pretext and misinformation. This compelling analysis showed that of the 353 abortion restrictions pending in state legislatures (as of March 2016), 70 percent were based on common

anti-abortion lies, including lies about abortion safety and inaccurate stereotypes of women who decide to have abortions. Joining with local partners in Pennsylvania, Ohio, and Florida, the National Partnership ran

PENNSYLVANIA  
CAMPAIGN FOR  
WOMEN'S HEALTH

WHAT HAPPENS WHEN  
ANTI-ABORTION  
BECOMES  
ANTI-SCIENCE?

Abortion  
opponents turn  
lies into laws.

GET THE FACTS »

Paid for by the National  
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forceful digital ads to expose the real motivation behind abortion restrictions and debunk the lies.

► The National Partnership drew together reproductive and economic justice themes to paint a real picture of what's at stake for women and how these policies translate in women's lives through a powerful new issue brief — *A Double Bind: When States Deny Abortion Coverage and Fail to Support Expecting and New Parents*. The brief vividly illustrates the impact of the Hyde Amendment and state restrictions on abortion coverage with a lack of workplace policies needed to support families' economic security. The report reveals the impossible double bind women are forced into when they cannot make the best decision for themselves about whether to have a child and then are denied the workplace supports — such as paid family and medical leave, paid sick days and pregnancy accommodation laws — that women need during and after pregnancy.

# 353

Number of abortion restrictions pending in state legislatures.

(as of March 2016)

# 70

Percent of pending state abortion restrictions that are based on common anti-abortion lies.



A healthcare worker in teal scrubs is holding a patient's hand. The patient is a woman with long dark hair wearing a denim jacket. They are both smiling. In the background, other healthcare workers in blue scrubs are visible, working in a hospital setting.

# HEALTH POLICY

The National Partnership plays a central role in the fight to expand health care coverage and to transform our health care system so that we eliminate health disparities and deliver high quality, affordable, coordinated, patient- and family-centered care.



# Improving Access to Care

For too long, women and their families have struggled with the high costs of health care and barriers to getting the essential care they need. The National Partnership has successfully pushed for historic advances that are increasing access, expanding benefits and improving the quality of care.

The National Partnership is also a leader in efforts to improve the way care is delivered so that we eliminate discrimination and meet the needs of the most vulnerable members of our society.



# 20 million

Number of previously uninsured Americans that currently have health care coverage through the ACA.

## Implementing the Affordable Care Act

### OUR IMPACT

► More than 20 million previously uninsured Americans now have health care coverage through the Affordable Care Act (ACA). The National Partnership has worked tirelessly to expand the amount and clarity of information available to people who shop for health care coverage on HealthCare.gov or through a state-based on-line health care marketplace. We conducted focus groups to learn about people's experiences and identify best practices across marketplace

websites. We promoted online tools and other features that simplify the process of choosing and enrolling in a plan. By allowing shoppers to more easily compare plans, determine if their doctors and prescriptions are covered, and understand their cost-sharing responsibilities, shoppers are better able to identify the plan that best meets their specific needs and budgets.

► The U.S. Department of Health and Human Services issued a final rule on the ACA's nondiscrimination provision, Section 1557 — a huge victory for women. It is the first time in our country's history that federal law has prohibited sex discrimination in health care. The National Partnership

played a critical role in ensuring that Section 1557 was included in the ACA and we fought tirelessly for six years for implementing regulations. Section 1557 is a historic step forward in ending sex discrimination and in reducing the disparities in care that cause poorer health outcomes in women, minorities and other groups.



# Making the Health Care System Work Better for Women & Families

Today, our health care system rewards high volume delivery of health care services, rather than high quality health care outcomes.

The National Partnership strives to make the health care system work better for women and families by ensuring that all voices are heard — patients, caregivers, clinicians, employers, advocates, insurers and policymakers. From representing the patient perspective in all levels of health care design to expanding access to electronic medical records, to advocating for quality maternity care, we work tirelessly to improve the quality and delivery of health care in this country.



# 4,000

Number of organizations using resources developed by the National Partnership for collaborative patient and family engagement.

## Ensuring Better Health Care Quality

### OUR IMPACT

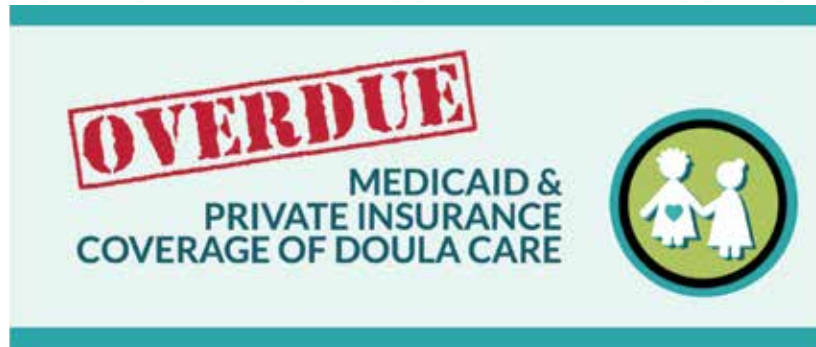
- Our health care system is changing dramatically and in an effort to get better care at lower costs, many new models of care have been proposed. The National Partnership promoted policy principles to guide this redesign work so that it results in better care for patients at the same time it reduces costs. For example, we promoted better care coordination, better communication among health care providers, and 24/7 access to needed care.
- The National Partnership's *GetMyHealthData* initiative showed what happens in the real world when people request digital copies of their medical records or other health data. We collected hundreds of stories from volunteer patients across the country exposing the significant barriers that many patients and family caregivers face when they ask for their personal health information. And exposed the fact that many health care providers are not complying with legal requirements that give patients the right to their own health data. Our vigorous advocacy encouraged the U.S. Department of Health and Human Services' Office for Civil Rights to issue guidance clarifying patients' rights and provider responsibilities. This guidance addresses the barriers identified through our initiative. We are now working to disseminate this guidance to patients and providers.



"Old ladies forget, caregivers need access."  
— Sally R., Virginia



► The National Partnership worked to expand the range of maternity care services that plans will pay for, such as doula care and birth centers. We also released *Overdue: Medicaid and Private Insurance Reimbursement of Doula Care to Strengthen Maternal and Infant Health* — a brief showing that widespread access to doula care would reduce health care costs while improving the health of mothers and babies.



# 230

Number of Patient and Family Advisory Councils that the National Partnership helped to develop in 13 states.

"Second opinions matter.  
Information prevents redoing."  
— Kathryn B., California

GetMyHealthData 





## Celebrating 45 Years of Progress at our Gala Dinner

Oh what a night! The National Partnership celebrated our 45th anniversary this year, and proudly marked this significant milestone at our June Gala Dinner. The dinner served as a reminder of our accomplishments over the last four and a half decades and outlined our vision for the critical work ahead.

Joined by nearly 1,000 business leaders, government officials, women's and civil rights advocates, members from the legal and labor communities, journalists and generous supporters dedicated to making life better for women and families, we gathered at the Washington Hilton to recognize and honor 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.

The Gala provided an opportunity to rally around our program priorities and celebrate recent victories. And — thanks to our many individual and institutional supporters — this year's dinner raised over \$1 million to support our essential work.

As always, thanks to our generous supporters, who make our work possible!



"Today, 20 million Americans have health care coverage thanks to the Affordable Care Act. ... Millions now have access to preventative services like contraception at no extra cost. And families no longer have to worry about losing their coverage because of an illness. This kind of progress didn't just happen. Those families can breathe a little easier because the people in this room and the National Partnership had the courage to fight for them."

— U.S. SECRETARY OF HEALTH AND HUMAN SERVICES  
SYLVIA M. BURWELL

"I want to congratulate the National Partnership on an amazing 45 years. ... Back in 1971, in most families, the world was really different. ... But today, I believe we can have a national paid leave plan!"

— U.S. SENATOR KIRSTEN GILLIBRAND





Robert E. Moritz with Debra Ness

"Leadership is somebody's ability to create opportunities for others, to help them achieve the unachievable, to inspire them to do things they never thought were possible. Thankfully you've got ... an organization like the National Partnership for Women & Families actually making those dreams come to life."

— PwC LLP U.S. CHAIRMAN AND SENIOR PARTNER ROBERT E. MORITZ

"For 45 years ... the [National] Partnership helped me govern. From the very first day that I walked into the United States Senate, the [National] Partnership was my think tank. It helped me come up with the right ideas, to do the right action, to put the right coalitions together to advance that agenda."

— U.S. SENATOR BARBARA A. MIKULSKI



Senator Barbara A. Mikulski with Judith Lichtman, Debra Ness and Ellen Malcolm

# THANKS TO OUR SUPPORTERS

Through the generosity of so many committed individuals and institutions, 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 steadfast support and investment in our work.

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 The Samuel & Grace Gorlitz Foundation  
 The Sanford and Doris Slavin  
 Foundation  
 The Steptoe Foundation  
 Transforming Birth Fund  
 W.K. Kellogg Foundation  
 The Wallace Foundation  
 The Westport Fund  
 Yellow Chair Foundation  
 Yen Chuang Foundation

# FINANCIAL REPORTS

## STATEMENT OF FINANCIAL POSITION

ASSETS	(as of 03/31/16)
Cash and cash equivalents	\$ 3,256,548
Investments	17,055,083
Grants and pledges receivable	1,220,813
Accounts receivable	161,537
Prepaid expenses	227,597
Fixed assets, net of accumulated depreciation and amortization of \$1,002,340 and \$955,803 for 2016 and 2015, respectively	254,482
Security deposit	64,244
<b>Total Assets</b>	<b>\$ 22,240,304</b>

LIABILITIES	
Accounts payable and accrued liabilities	\$ 144,075
Accrued salaries and related benefits	765,344
Deferred revenue	14,500
Deferred rent	400,789
Deposit	5,400
<b>Total Liabilities</b>	<b>\$ 1,330,108</b>

NET ASSETS	
UNRESTRICTED	\$ 3,220,939
TEMPORARILY RESTRICTED	3,634,594
PERMANENTLY RESTRICTED	14,054,663
<b>Total net assets</b>	<b>\$ 20,910,196</b>

<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 22,240,304</b>
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## STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

SUPPORT AND REVENUE	UNRESTRICTED	TEMPORARILY RESTRICTED	PERMANENTLY RESTRICTED	TOTAL
Grants	\$ -	\$ 3,160,859	\$ -	\$ 3,160,859
Contributions	860,601	338,060	-	1,198,661
Program service revenue	508,832	-	-	508,832
Interest and investment income	240,386	-	-	240,386
Special event, net of expenses of \$238,103 and \$236,876 for 2016 and 2015, respectively	356,849	-	-	356,849
Other income	125,976	-	-	125,976
License fees	13,412	-	-	13,412
Net assets released from restrictions	6,286,551	(6,286,551)	-	-
<b>Total revenue</b>	<b>\$ 8,392,607</b>	<b>\$ (2,787,632)</b>	<b>\$ -</b>	<b>\$ 5,604,975</b>

EXPENSES				
PROGRAM SERVICES				
Health Care Policy	\$ 4,848,107	\$ -	\$ -	\$ 4,848,107
Work and Family	1,804,860	-	-	1,804,860
Advocacy	346,004	-	-	346,004
Communications	506,410	-	-	506,410
Outreach, Member & Public Education	48,569	-	-	48,569
<b>Total Program Services</b>	<b>7,553,950</b>	<b>-</b>	<b>-</b>	<b>7,553,950</b>
SUPPORTING SERVICES				
Resource Development	981,641	-	-	981,641
General and Administrative	285,177	-	-	285,177
<b>Total Supporting Services</b>	<b>1,266,818</b>	<b>-</b>	<b>-</b>	<b>1,266,818</b>
<b>Total expenses</b>	<b>\$ 8,820,768</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 8,820,768</b>

<b>Change in net assets before other items</b>	<b>\$ (428,161)*</b>	<b>\$ (2,787,632)</b>	<b>\$ -</b>	<b>\$ (3,215,793)</b>
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OTHER ITEMS				
Unrealized and realized (loss) gain on investments	\$ (465,754)**	\$ -	\$ -	\$ (465,754)
Provision for uncollected pledge	(19,750)	-	-	(19,750)

<b>Change in Net Assets</b>	<b>\$ (913,665)</b>	<b>\$ (2,787,632)</b>	<b>\$ -</b>	<b>\$ (3,701,297)</b>
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<b>Net assets, beginning of year</b>	<b>\$ 4,134,604</b>	<b>\$ 6,422,226</b>	<b>\$ 14,054,663</b>	<b>\$ 24,611,493</b>
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<b>Net assets, end of year</b>	<b>\$ 3,220,939</b>	<b>\$ 3,634,594</b>	<b>\$ 14,054,663</b>	<b>\$ 20,910,196</b>
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\* Board authorized use of reserves for select program investments.

\*\* Reflects the impact of market volatility in the endowment value in FY16.

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

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

\* Staff as of November 2016





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