

1971

50
years

2021

NATIONAL PARTNERSHIP
FOR WOMEN & FAMILIES

MAKING HER STORY

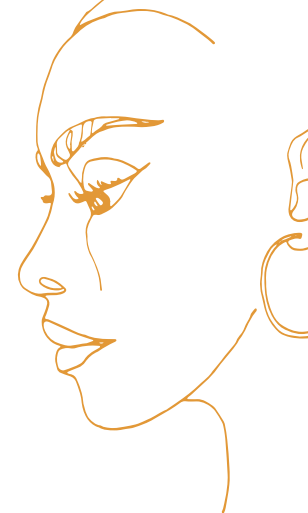
50TH ANNIVERSARY ANNUAL REPORT



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.



White 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.



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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.

BIPOC 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.

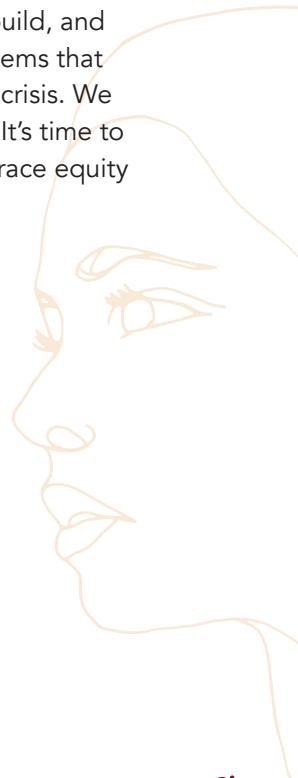
These inequities are the product of a system built on racism and sexism. Throughout 2020, we've focused on providing support to those most impacted by the pandemic, while laying the groundwork for a just rebuild that centers women and families of color.

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

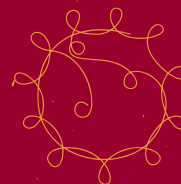
22 million public sector workers
covered for:



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 FFCRA¹

¹ 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.

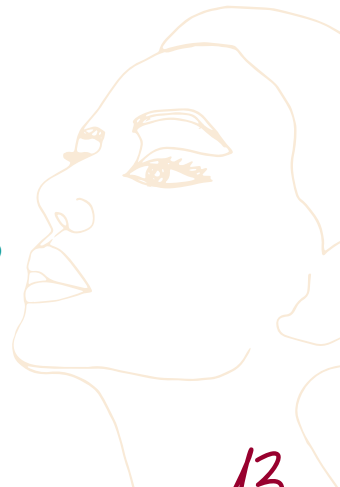
In 2020, we launched the third year of our Business Working Group for Gender Equity, with the participation of 14 leading businesses, including Airbnb, Google and Starbucks. These businesses are committed to meaningful change within their own companies, as well as influencing national discussion

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.² 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.³

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%**



² “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>.

³ “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.

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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.

The 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.⁴ 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.

⁴ "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 “Mominibus” 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 “Mominibus,” 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 Mominibus 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.



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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 abortion care 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
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 Diana Divecha
 Linda Fienberg and Jeffrey Bauman
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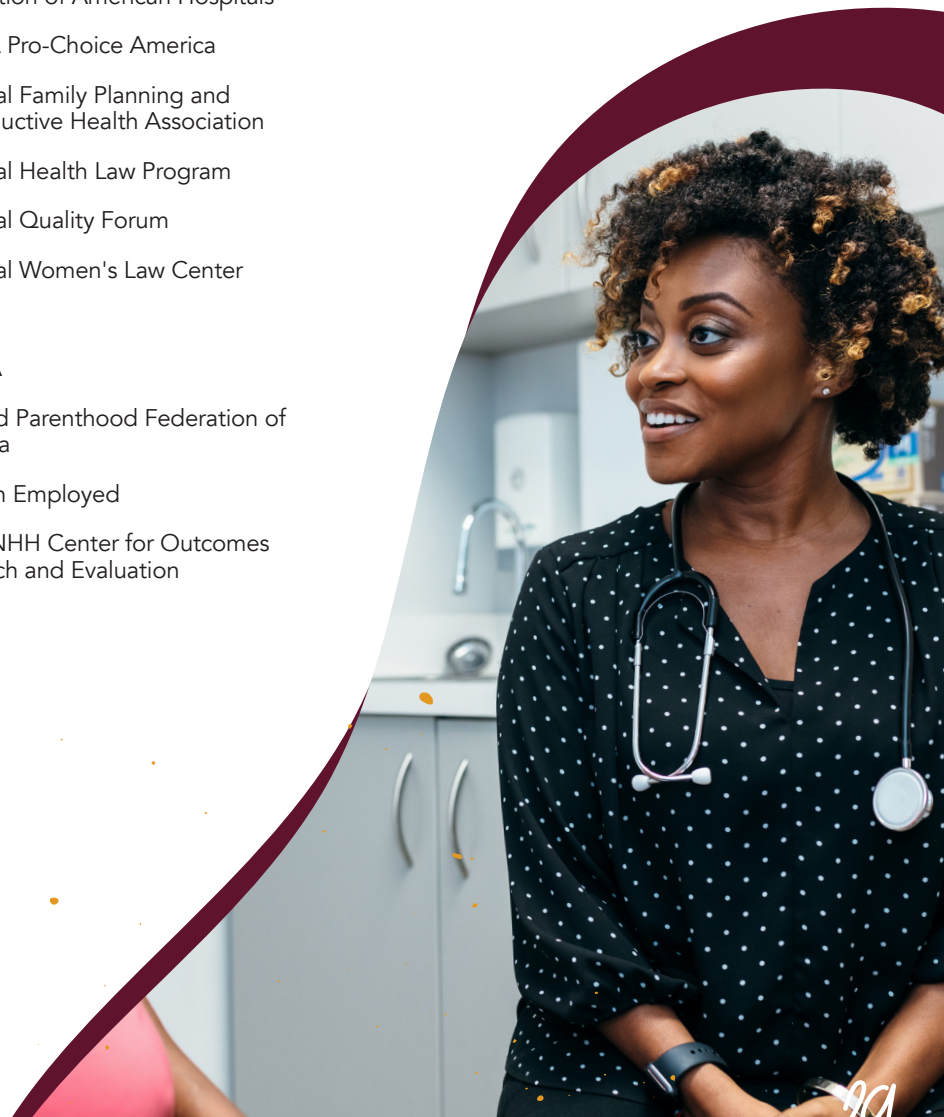
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2020

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
Total Assets	\$ 21,690,360

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
Total liabilities	\$ 1,254,733

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

TOTAL LIABILITIES AND NET ASSETS	\$ 21,690,360
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**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
REVENUE AND SUPPORT			
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)	–
Total revenue and support	6,504,452	750,853	7,255,305
EXPENSES			
Program Services:			
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
Total program services	6,152,501	–	6,152,501
Supporting Services:			
Resource Development	1,056,647	–	1,056,647
General and Administrative	561,561	–	561,561
Total supporting services	1,618,208	–	1,618,208
Total expenses	7,770,709	–	7,770,709
Change in net assets before other items	(1,266,257)	750,853	(515,404)
OTHER ITEMS			
Realized and unrealized (loss) gain on investments	(454,132)	(742,020)	(1,196,152)
Provision for uncollected pledges	(66,166)	–	(66,166)
Change in net assets	(1,786,555)	8,833	(1,777,722)
Net assets at beginning of year	3,858,112	18,355,237	22,213,349
Net assets at end of year	\$ 2,071,557	\$ 18,364,070	\$ 20,435,627

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Our mission

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

Our vision

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

Our values

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

PASSIONATE ABOUT MISSION

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

VISIONARY

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

COLLABORATIVE

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

AFFIRMING AND INCLUSIVE

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

TRUSTED AND KNOWLEDGEABLE

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

PEOPLE FIRST

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





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