



**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 black ink that reads "Debra". The signature is fluid and cursive.

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.

A woman with curly hair, wearing a white sleeveless top, stands in the foreground with her arms crossed, looking directly at the camera. In the background, three people (two men and one woman) are seated at a table, smiling and engaged in a meeting or discussion. The setting appears to be a bright, modern office or meeting room.

# 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.

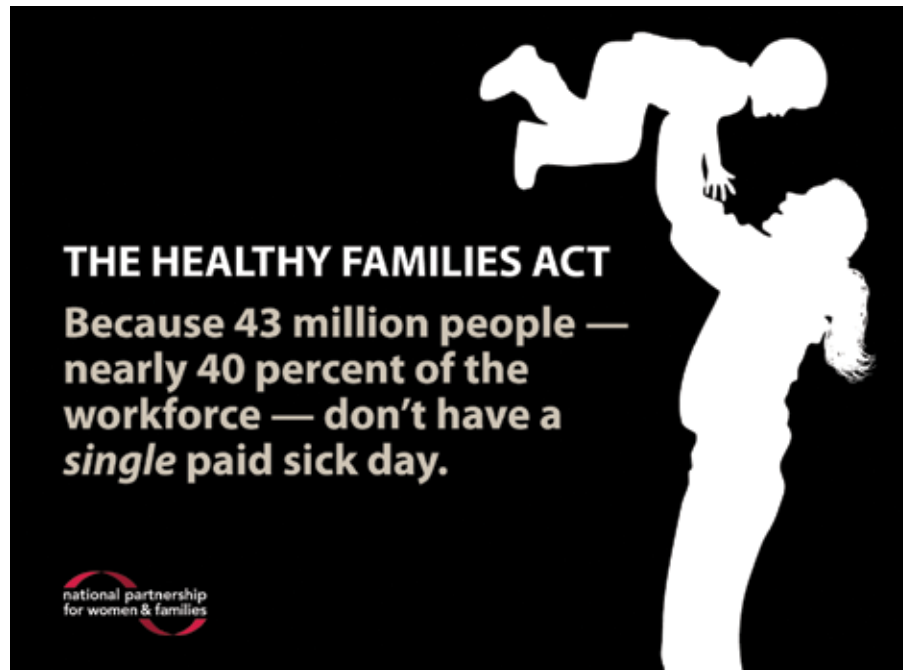
## Promoting Paid Sick Days

### 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

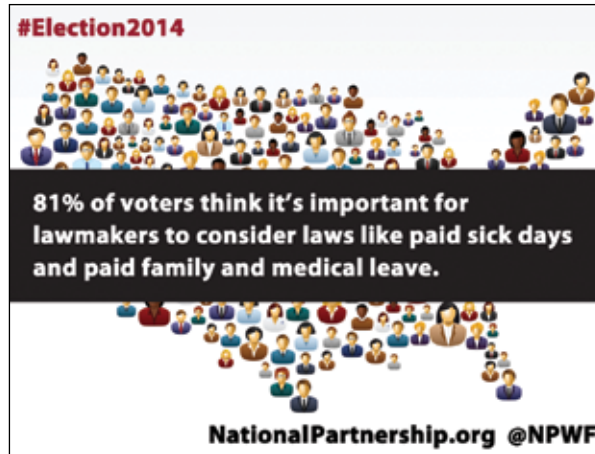


Debra L. Ness, National Partnership President, is joined (from Debra’s left) by Randy Garutti, CEO of Shake Shack; Lloyd Blankfein, Chairman & CEO of Goldman Sachs; Alex Gorsky, CEO of Johnson & Johnson; and Sunil Kumar, Dean of the University of Chicago Booth School of Business at the White House Summit 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

april 14 Equal Pay Day is a day that should make you angry!

In 2015, a woman who works full time, year round is paid only \$0.78 to a man's dollar. It's worse for mothers \$0.71 and single mothers \$0.58 compared to fathers. That's right. Women suffer a motherhood penalty!

And it's even worse still for African American mothers \$0.54 and Latina mothers \$0.49 compared to white fathers!

That means the annual wage gap for mothers equals...

126 weeks of food ... or 6,600 gallons of gas ... or 11 months of mortgage and utilities payments.

NATIONALPARTNERSHIP.ORG @NPWF

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.



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

► 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.

WOMEN & THE WAGE GAP

**\$10,762 = 83 weeks of food!**

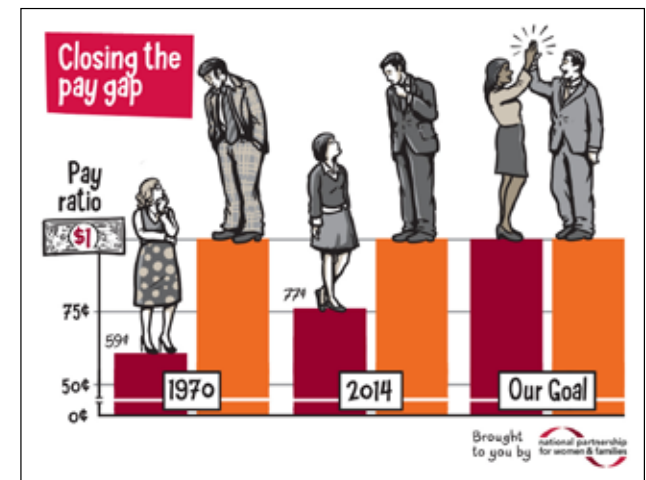
Women in the U.S. are paid \$10,762 less per year than men. That's enough to buy 83 weeks of food!

The wage gap is holding women back and harming their families. This must change.

More: [NationalPartnership.org/Gap](http://NationalPartnership.org/Gap)

\$129.66 PER WEEK

NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES





“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*.



# 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

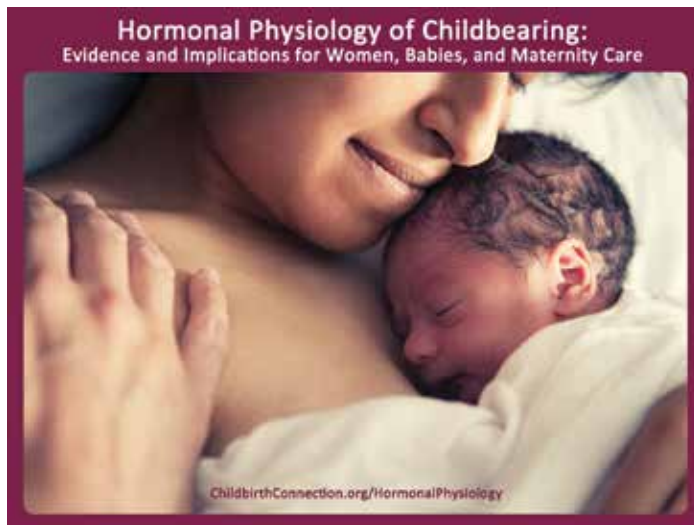
Too many women are unable to access the essential care they need to live full and healthy lives. The National Partnership works to ensure that all women can access the health care they need, including the full range of reproductive health services, by fighting to take politics out of medicine, make care 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.



The infographic is titled "PATHWAY TO A HEALTHY BIRTH" and is subtitled "Helping Your Women for Their Most Wonderful Work". It features a central path that winds through various stages of pregnancy and labor, with illustrations of women at each stage. The stages include:

- DURING PREGNANCY**: Includes text about pregnancy duration and health outcomes.
- LATE PREGNANCY**: Includes text about preparing for labor and delivery.
- ACTIVE LABOR**: Includes text about preparing for a safe birth and the role of labor.
- EARLY LABOR**: Includes text about preparing for a smooth labor and birth.
- EARLY HOURS AND FIRST DAYS AFTER BIRTH**: Includes text about hormonal help and newborn care.

Each stage has associated text boxes: "WHAT WILL HELP YOU STAY ON THE PATHWAY?" and "WHAT CAN PULL YOU AWAY FROM THE PATHWAY?". The infographic also includes a list of references and a disclaimer at the bottom.



“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.

### Bad Medicine, U.S.A.

Some politicians are telling doctors and other health providers how to do their jobs. That’s Bad Medicine.

Stand with women. Tell politicians to #ExitTheExamRoom



Ultrasound requirements

Biased counseling

Mandatory delays

Medication abortion restrictions

All applicable restrictions are enjoined in DeL., Iowa, Mass. and Mont.

All or a portion of at least one restriction is enjoined in Ariz., N.C., N.D., Okla. and Tenn.

July 2014

► 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.

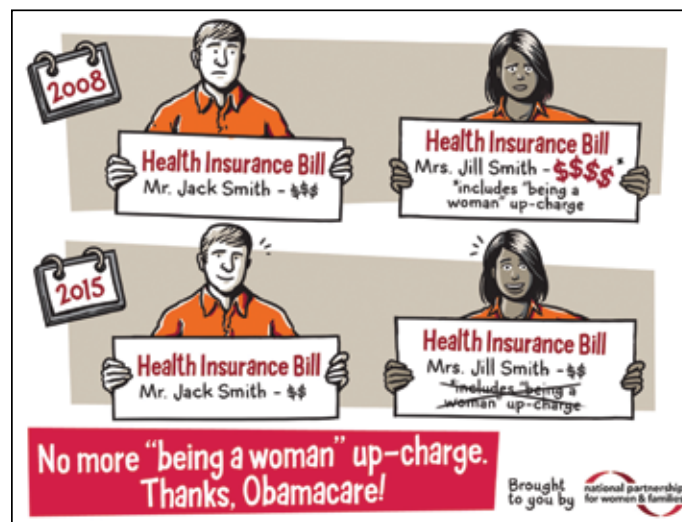
► **Advocated for and applauded regulations released by the administration on the ACA's nondiscrimination provision, Section 1557.**

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 Arnow  
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  
 Mariette 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. Protil  
 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  
 Jamiene 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 Sandford 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)
<b>ASSETS</b>		
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
<b>Total Assets</b>	<b>\$ 26,114,535</b>	<b>\$ 27,628,589</b>
<b>LIABILITIES</b>		
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
<b>Total Liabilities</b>	<b>\$ 1,503,042</b>	<b>\$ 1,463,925</b>
<b>NET ASSETS</b>		
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
<b>Total net assets</b>	<b>\$ 24,611,493</b>	<b>\$ 26,164,664</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 26,114,535</b>	<b>\$ 27,628,589</b>

## STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

For the Year Ended March 31, 2015

	UNRESTRICTED	TEMPORARILY RESTRICTED	PERMANENTLY RESTRICTED	TOTAL
<b>SUPPORT AND REVENUE</b>				
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)	-	-
<b>Total revenue</b>	<b>8,744,842</b>	<b>(2,048,422)</b>	<b>(3,500)</b>	<b>6,692,920</b>
<b>EXPENSES</b>				
<b>PROGRAM SERVICES</b>				
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
<b>Total Program Services</b>	<b>7,135,376</b>	<b>-</b>	<b>-</b>	<b>7,135,376</b>
<b>SUPPORTING SERVICES</b>				
General and administrative	306,781	-	-	306,781
Resource development	803,934	-	-	803,934
<b>Total Supporting Services</b>	<b>1,110,715</b>	<b>-</b>	<b>-</b>	<b>1,110,715</b>
<b>Total expenses</b>	<b>8,246,091</b>	<b>-</b>	<b>-</b>	<b>8,246,091</b>
<b>Change in Net Assets</b>	<b>\$ 498,751</b>	<b>\$ (2,048,422)</b>	<b>\$ (3,500)</b>	<b>\$ (1,553,171)</b>
<b>Net assets, beginning of year</b>	<b>\$ 3,635,853</b>	<b>\$ 8,470,648</b>	<b>\$ 14,058,163</b>	<b>\$ 26,164,664</b>
<b>Net assets, end of year</b>	<b>\$ 4,134,604</b>	<b>\$ 6,422,226</b>	<b>\$ 14,054,663</b>	<b>\$ 24,611,493</b>

## STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

For the Year Ended March 31, 2014

	UNRESTRICTED	TEMPORARILY RESTRICTED	PERMANENTLY RESTRICTED	TOTAL
<b>SUPPORT AND REVENUE</b>				
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)	-	-
<b>Total revenue</b>	<b>8,713,301</b>	<b>3,510,246</b>	<b>(147,024)</b>	<b>12,076,523</b>
<b>EXPENSES</b>				
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
<b>Total Program Services</b>	<b>6,834,333</b>	<b>-</b>	<b>-</b>	<b>6,834,333</b>
SUPPORTING SERVICES				
General and administrative	286,499	-	-	286,499
Resource development	834,909	-	-	834,909
<b>Total Supporting Services</b>	<b>1,121,408</b>	<b>-</b>	<b>-</b>	<b>1,121,408</b>
<b>Total expenses</b>	<b>7,955,741</b>	<b>-</b>	<b>-</b>	<b>7,955,741</b>
<b>Change in Net Assets</b>	<b>\$ 757,560</b>	<b>\$ 3,510,246</b>	<b>\$ (147,024)</b>	<b>\$ 4,120,782</b>
<b>Net assets, beginning of year</b>	<b>\$ 2,878,293</b>	<b>\$ 4,960,402</b>	<b>\$ 14,205,187</b>	<b>\$ 22,043,882</b>
<b>Net assets, end of year</b>	<b>\$ 3,635,853</b>	<b>\$ 8,470,648</b>	<b>\$ 14,058,163</b>	<b>\$ 26,164,664</b>

## 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

## 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

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.

\* Staff as of October 2015



1875 Connecticut Avenue, NW | Suite 650 | Washington, DC 20009  
202.986.2600 | [www.NationalPartnership.org](http://www.NationalPartnership.org)