



PROGRESS TOGETHER

NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES

2018 ANNUAL REPORT

Letter from the President

Dear Friends,

In the year after the inauguration of President Trump, everything changed in our country. It was the year we learned the administration doesn't just disagree with the women's rights and civil rights policies the National Partnership has pioneered and advanced throughout our storied, nearly 50-year history; but we also realized that the administration is not committed to upholding the fundamental principles and core values that make our country strong.



That became evident in the horrendous, heartbreaking hatred and bigotry we saw in Charlottesville, and the violence it brought. At the National Partnership, we took a stand against the white supremacists, neo-Nazis and racists, speaking out against hate, in all its forms, even more aggressively than we'd done before. We locked arms with allies to say that racism, misogyny, homophobia, nativism, anti-Semitism, Islamophobia, hatred and bigotry have no place in our country. We stood up to bigots and extremists, no matter who they targeted.

But as the unthinkable became reality and our challenges multiplied, our deep, unshakable commitment to finding ways to make progress for women and families continued. So we turned the 25th anniversary of the Family and Medical Leave Act into a powerful call for progress on paid family and medical leave. We helped win paid sick days laws in three states and even more localities. We helped shape and support #MeToo and #TIMESUP as an essential part of our work to make workplaces safe and fair — not just in Hollywood, but in the homes where domestic workers toil and the small businesses and restaurants where so many women earn their living.

We fought back each time Congress tried to defund Planned Parenthood, and as the U.S. Supreme Court considered cases that put our health at risk. We spoke out when the administration tried to ban health care providers from giving women full information about how to access safe, legal abortion. And when President Trump nominated then-Judge Brett Kavanaugh to a lifetime appointment on the Supreme Court, we worked day and night to underscore the grave threat confirmation would pose.

We beat back efforts to repeal the Affordable Care Act in both chambers of Congress and fought back every time the Trump administration weakened or tried to sabotage the law or make it harder for women to get the care they need. We worked tirelessly to improve maternal health care, especially for Black women and other women of color who too often do not receive high-quality, culturally relevant, unbiased care that everyone deserves.

I am so proud of the work we did together this year! We fight every day for equality, justice and inclusivity — the values you and I share. Thank you for your support!

A handwritten signature in black ink that reads "Debra".

Debra L. Ness
President

MISSION STATEMENT

For nearly 50 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, reproductive rights are secure and we can all 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.



EQUALITY IN THE WORKPLACE

Gender equality in the workplace is fundamental to the ability of women and all people to provide for themselves and their loved ones. The National Partnership is working with policymakers and private sector leaders to help ensure that no one — especially women in lower-wage jobs and women of color — faces barriers to workplace opportunity or experiences workplace bias. We fight tirelessly to advance fair pay, eliminate harassment and discrimination and promote policies that help all people manage their family care and personal health needs without jeopardizing their economic security.

Women of color are paid as little as 50 cents for every dollar paid to men.

EXPANDING ACCESS TO AFFORDABLE LEAVE



At some point, nearly everyone will need to take time away from work to recover from an illness or care for a sick child or ailing loved one. But for too many people, this can result in serious financial strain that often falls disproportionately on women. Our nation needs workplace policies that reflect the realities of our lives.

The National Partnership works to help pass laws at the federal, state and local levels and encourage private sector initiatives that expand access to paid family and medical leave and guarantee all workers the right to earn paid sick days. We seek innovative ways to change culture and workplace expectations about gender, family and care. The National Partnership also vigorously defends protections already in place, fighting every attempt to undermine or erode our progress.

Advancing Paid Family & Medical Leave

OUR IMPACT

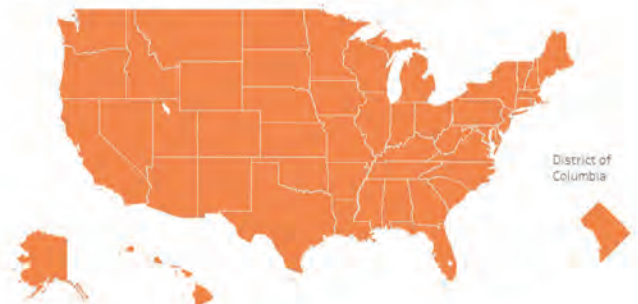
► In February 2018, we spearheaded an extremely successful, highly visible celebration of the 25th anniversary of the Family and Medical Leave Act (FMLA). We brought together lawmakers and advocates from across the country to mark the occasion, and our advocacy helped land new co-sponsors and additional business support for the FAMILY Act, the leading federal



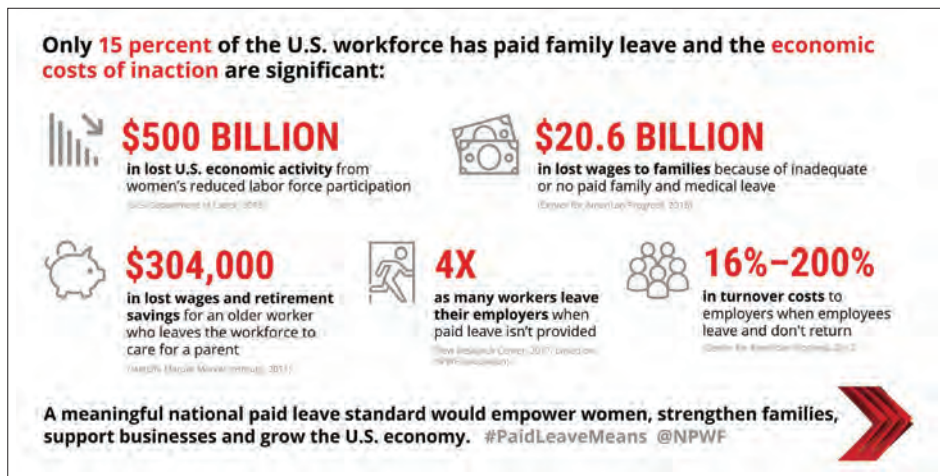
National Partnership Vice President for Workplace Policies and Strategies Vicki Shabo speaking at the Senate Finance subcommittee hearing on paid family leave.

Paid Leave Means a Stronger Nation

The need for a national paid family and medical leave law that covers workers in all 50 states and the District of Columbia is significant and growing.



Nearly 6 in 10 women say they have experienced sexual harassment, more than half in the workplace.



Only 15%

of workers have paid family leave through their jobs

paid family and medical leave bill. In July 2018, we were proud to testify at the first-ever Senate Finance subcommittee hearing on paid family leave — a recognition of our intellectual and coalition leadership on this issue. We have helped hundreds of national, state and local partners navigate and influence the rapidly-changing political landscape, in which lawmakers on both sides of the aisle are now coming to agree that a national paid leave plan is a non-partisan priority.

► National Partnership experts provided invaluable technical and strategic assistance to lawmakers and advocates in dozens of states. As a result, we won substantial and expansive paid family and medical leave laws in Washington state in 2017 and Massachusetts in 2018. This will make

generous paid leave benefits available to all 5.6 million workers in these two states, which will join four others and the District of Columbia in creating sustainable paid family and medical leave programs that pave the way for federal action.

► The National Partnership has worked closely with leading private sector companies as they have expanded their own paid leave benefits — because private sector innovation helps to fuel public policy progress. We have helped to bring corporate leaders into advocacy and policymaking spaces by hosting a business roundtable with corporate leaders. We've also worked to connect companies like Levi Strauss and Adobe with federal policymakers on this issue.

We helped to secure the passage of paid sick day laws in New Jersey, Maryland and Rhode Island.

Winning Paid Sick Days

OUR IMPACT

► The National Partnership has been critically important in successful state and local paid sick days campaigns,

helping to win new statewide paid sick days laws in New Jersey, Maryland and Rhode Island, as well as local paid sick days laws in cities in the South and Midwest. New Jersey's governor recognized our work when he signed the state's paid sick days law, which

builds on 13 local victories in the state that we helped to support.


► The National Partnership has helped hold the line against federal threats to state and local paid sick days and overtime laws. We provided resources and helped mobilize members of Congress to oppose the badly misnamed "Workflex in the 21st Century Act", which would allow large, multi-state employers to opt out of the state and local paid sick days laws.

► The bill received a hearing in the House, but the opposition we helped generate contributed to the committee failing to take further action. This battle had a silver lining: it helped to advance our core proactive priorities — a federal paid sick days law and fair scheduling standards for everyone. We also led the opposition to the similarly-misnamed "Working Families Flexibility Act," a harmful bill that would have eroded workers' right to overtime pay, testifying before Congress in April 2017 that this proposal would be a major setback for workers and not an advance in "workplace flexibility," as claimed by opponents. The bill passed the House on a party-line vote but our efforts helped to keep it from being considered by the Senate.

<p>Existing paid sick days laws in 10 states, D.C. and 33 jurisdictions ... and passage of the Healthy Families Act!</p>	<p>The GOP's badly misnamed "Workflex" bill (H.R. 4219) attacking paid sick days.</p>
<p>THIS @NPWF</p>	<p>Not This</p>

84% of voters support a comprehensive national paid family and medical leave policy that covers all people who work.

94% of Democrats | 83% of Independents | 74% of Republicans



PerryUndem Research and Belweather Research. Voters' Views on Paid Family + Medical Leave. Based on 1,004 voter interviews conducted in July 2018. npwf.info/2018poll

NationalPartnership.org @NPWF

We are working to expand job opportunities for women, promote fair pay for all workers and advocate for vigorous enforcement of anti-discrimination laws.

FIGHTING FOR WORKPLACE FAIRNESS



Women should not be paid less than men for doing the same or comparable work. Women should not be fired

or lose promotions because they are pregnant. And women should never have to experience sexual harassment at work. Ever.

The National Partnership promotes policies that prevent employers from penalizing women because of their gender or because they are parents or caregivers. We push to expand job opportunities for women, promote fair pay for all workers and advocate for vigorous enforcement of anti-discrimination laws. We are at the forefront of efforts to block harmful rollbacks to women's and civil rights — standing strong against nominees to federal agencies and the courts when their history and policy positions are antithetical to women's equality. We fight to protect initiatives that promote fair pay and safe workplaces.

Ending Sexual Harassment and Discrimination

OUR IMPACT

► The #MeToo movement has underscored the work that is needed to make all workplaces safe and fair — not just those in Hollywood and newsrooms, but in the homes where domestic workers toil and the small businesses, restaurants and retail establishments where many low-wage workers earn their living. The National Partnership's leadership has helped federal, state and local policymakers to craft policy options that combat sexual harassment, and we have helped activists use their voices and share their stories in pursuit of justice. In May, we were proud to speak at

the United State of Women Summit, drawing connections between sexual harassment and the need for more fair and family friendly policies, gender equity and economic security.

► As part of our activities for Equal Pay Day, we produced a fact sheet and spoke with media outlets about the pernicious relationship between sexual harassment and the gender pay gap, especially for women in low-wage occupations and women of color.

► We also produced and are disseminating a new "Know Your Rights" document on sexual harassment that provides people with key information about what sexual harassment is, what to do when you experience it, and how to change laws at the state and federal levels.



National Partnership President Debra L. Ness at the United State of Women Summit.

April 10, 2018 was Equal Pay Day — the date that symbolizes how far into the year women typically must work to earn what men earned in the previous year.

Standing Up for Fair Pay

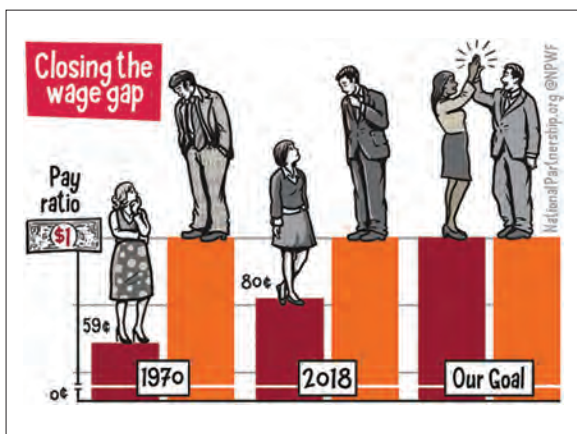
OUR IMPACT

► The National Partnership helped lead opposition to the Trump administration's efforts to roll back an Obama-era Equal Employment Opportunities Commission (EEOC) rule that requires corporations to disclose pay data. Our work shined a light on the hypocrisy of administration officials who say they support fair pay while blocking pay data collection, which was set to begin in 2017. Our activists signed petitions that we delivered on April 10, 2018, which was Equal Pay Day, the date that symbolizes how far into

the year women typically must work to earn what men earned in the previous year. This effort was a follow up to our outreach to the Office of Management and Budget and meetings we held with the EEOC to advocate for reinstating the pay data collection rule.

► The National Partnership helped guide corporations in promoting fair pay advances, including working closely with Starbucks on its groundbreaking domestic and global pay equity commitments. We also provided companies with insights on the connection between private and public policy changes and the role that fair pay plays in promoting gender equality.

► The National Partnership's insight and analysis about the size of the wage gap and its effect on women, has helped garner attention from federal, state and local policymakers as well as media. Our Equal Pay Day analysis was featured in 385 publications in 46 states — and cited by policymakers as a catalyst for policy change.



The gender wage gap looks like this ...

79¢ paid to women vs. \$1 paid to men

or \$10,762 annual difference in wages*

In other words ...

83 more weeks of food or 7 more months of mortgage and utility payments or 11 more months of rent

* Nationality in the United States and on equal pay for a woman who holds a full-time, year-round job a \$52,111 while men would pay for a man who holds a full-time, year-round job a \$62,873

Join the fight for fair pay NationalPartnership.org @npwf

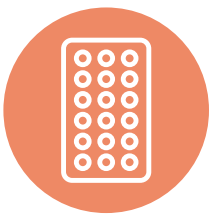


ADVANCING AND PROTECTING REPRODUCTIVE HEALTH AND RIGHTS

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

Trusted reproductive health care providers work under the threat of violence, harassment or being defunded and shut down.

FIGHTING FOR REPRODUCTIVE FREEDOM



Women's economic security, equity and dignity are inextricably tied to their ability to plan whether and when

to have children. Access to reproductive health care allows women to pursue education, hold jobs, support their families, achieve economic security and function as equal members of society. Now more than ever, access to this essential care is under threat.

Opponents continue to erect barriers that block access to abortion care, especially for women of color, young

people, immigrants and LGBTQ individuals. Insurance coverage for contraception and funding for family planning services is on the chopping block. Trusted reproductive health care providers work under the threat of violence, harassment or being defunded and shut down. Science and evidence are being ignored and subverted.

The National Partnership fights every day to defend our hard-won gains, stave off attacks on our rights and create a future where every person has meaningful access to the reproductive health care they need.

Bad Medicine: When Politics Undermines Abortion Care

OUR IMPACT

► In March 2018, the National Partnership published *Bad Medicine: How a Political Agenda Is Undermining Abortion Care and Access*. Since we published the last edition of *Bad Medicine* in early 2016, the U.S. Supreme Court handed down a landmark decision in *Whole Woman's Health v. Hellerstedt*, reaffirming that every woman has a constitutional right to make her own decisions about abortion. The decision made it clear that politicians are not allowed to make up facts to justify restrictions on abortion and condemned medically unnecessary restrictions that burden access. And yet, emboldened by the Trump administration, states continue to pass burdensome abortion restrictions that push care further out of reach. The *Bad Medicine* report tracked those state laws, looking at five categories of abortion restrictions:

- biased counseling laws
- ultrasound requirements
- mandatory delays
- medication abortion restrictions
- targeted regulation of abortion providers (TRAP laws)



BAD MEDICINE

Bad Medicine anti-abortion laws are based on junk science, interfere in the practice of medicine and harm women.



NationalPartnership.org/BadMedicine

As of February 1, 2018, 44 states had passed at least one of the five types of bad medicine restrictions; and 19 states had passed all five types.

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▶ The report was a call to action. It urged policymakers, the medical community, advocates and activists to utilize a five-point strategy that included:

- ▶ Rejecting legislative and regulatory proposals that interfere in the patient-provider relationship;
- ▶ Repealing laws that were enacted based on ideology, not medical evidence;
- ▶ Protecting legislation that proactively prohibits interference in health care to ensure patients receive care that is based on medical evidence, not politics;

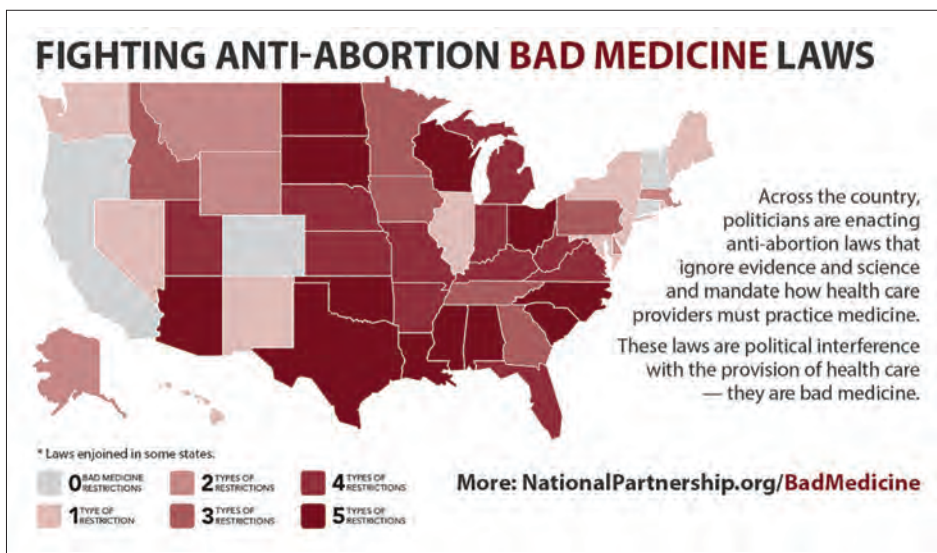
- ▶ Encouraging the medical community to speak out against political interference in health care; and
- ▶ Empowering activists and advocates to call out harmful laws — and the deception behind them — and rally in support of proactive policies that expand access to high-quality, affordable abortion care and other reproductive health services.

30 states

have passed biased counseling laws

27 states

have passed ultrasound restrictions



We gathered more than 10,000 signatures from doctors, nurses, advance practice clinicians and other health care providers who spoke out against this heinous and unethical policy.

13 attorneys general have objected to the rule

Fighting Back Against the Gag Rule

OUR IMPACT

► On June 1, 2018 the Trump administration proposed sweeping changes to Title X, the nation's birth control program. Each year, it provides affordable birth control and cancer screenings to four million people with low incomes. The administration's proposed regulation would ban health care providers that participate in Title X from giving women full information about where and how to access safe, legal abortion. This violates core ethical standards, undermines the patient-provider relationship, attacks abortion access and the reproductive health infrastructure and is part of a broader effort to further stigmatize abortion care.

► In response, the National Partnership organized the "Provider Pledge" to galvanize the broader health care community against this dangerous policy. It said, in part, "I oppose government restrictions that intrude upon my ability to provide care that aligns with medically accurate guidance and ethics." To gather signatures, we launched a microsite — www.SaveTitleX.org — and partnered with the American College of Obstetricians and Gynecologists, the American Academy of Nursing, Doctors for America and Planned Parenthood. Together, we gathered more than 10,000 signatures from doctors, nurses, advance practice clinicians and other health care providers who spoke out against this heinous and unethical policy.

► The pledge has helped galvanize opposition to this policy; 13 attorneys general have objected to the rule, stating that it would "result in the invasion of the physician-patient relationship, the trampling of the constitutional rights of patients and providers, the transmission of incomplete, misleading, and medically dangerous information to women, and the frustration of the right to make an informed, independent decision as to whether to terminate a pregnancy."





ENSURING WOMEN AND FAMILIES CAN GET AFFORDABLE CARE

The National Partnership empowers women to improve the way our health care system works. When women and families can get quality, affordable care, their insurance covers the services they need, and care is the best it can be, more people will be economically secure and more families have a real chance to thrive.

The National Partnership plays a central role in the fight to expand health care coverage, enhance health equity and transform our health care system so it delivers high quality, affordable, coordinated, patient- and family-centered care.

We encouraged our supporters to submit letters of opposition and delivered more than 7,000 comments protesting the expansion of junk insurance.

FIGHTING FOR EQUAL ACCESS TO HEALTH CARE



For too long, women and their families have struggled with the high costs of health care and

barriers to getting the essential care they need. The National Partnership

has successfully pushed for historic advances that are increasing access, expanding benefits and improving the quality of care.

The National Partnership is a leader in the work to improve the way care is delivered, so that we can eliminate discrimination and do much more to meet the needs of the most vulnerable members of our society.

Defending the Affordable Care Act

OUR IMPACT

► Despite repeated efforts to repeal it by leaders in both chambers of Congress, the Affordable Care Act (ACA) — the greatest advance for women’s health in a generation — is still the law of land. The National Partnership helps lead the fight to protect this essential law. By advocating, educating and empowering coalitions of organizations focused on upholding the ACA’s protections, we ensure members of Congress hear the voices of women who want them to reject disastrous legislation that would repeal the ACA and cause millions to lose their coverage, make premiums skyrocket and allow our health plans to exclude coverage for essential services women and families need.

► The Trump administration remains deadset on accomplishing what Congress could not — weakening the ACA and making it harder for



Black women are three to four times more likely to experience pregnancy-related death than white women.

women to get the care they need. The National Partnership is leading a coalition to prevent the rollback of key rules and guidelines that govern the type of insurance available for individuals to purchase. We organized strong opposition to so-called “short-term limited-duration” insurance plans, which the administration supports. These insurance plans fail to cover women’s basic health care needs, discriminate in pricing and coverage and don’t provide key consumer protections. We encouraged our supporters to submit letters of opposition and delivered more than 7,000 comments protesting the expansion of junk insurance.

Improving Health Equity

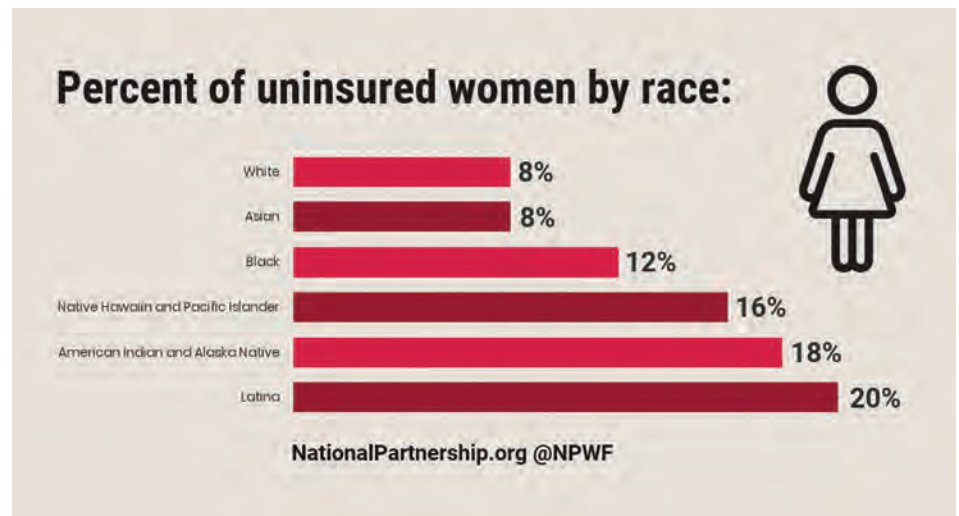
OUR IMPACT

► The maternal mortality rate in the United States is shockingly high, particularly for Black women, who are three to four times more likely to experience pregnancy-related death than white women. To highlight Black women’s birth experiences, the National Partnership was a sponsor of

the inaugural national Black Maternal Health Week, a campaign led by the Black Mamas Matter Alliance. As part of this work, we produced new materials aimed at educating policymakers and consumer advocates about the crises facing Black mothers.

► The National Partnership is fighting to keep discrimination out of health care. We are actively involved in combatting the administration’s plans to repeal the Health Care Rights Law, which prohibits discrimination on the basis of gender in federally funded health care programs and activities.

We have participated in briefings on Capitol Hill, met with administration officials and spoken out at rallies. We are committed to protecting our access to health care and will not stand by while the Trump administration makes it legal to discriminate.



We successfully advocated for new requirements to give people access to health information.

80%

of health care decisions are made by women

MAKING THE HEALTH SYSTEM WORK BETTER FOR WOMEN AND FAMILIES



The National Partnership is making the health care system work better for women and families by ensuring that all voices are

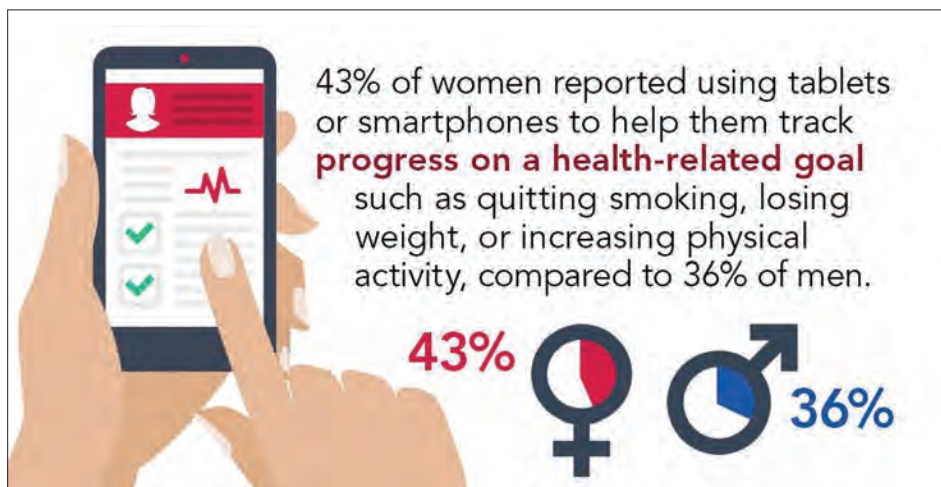
heard — patients, caregivers, clinicians, employers, advocates, insurers and policymakers. From representing the patient perspective in all levels of health care design, to expanding access to electronic health information, to advocating for quality maternity care, we work tirelessly to improve the quality and delivery of health care in this country.

Transforming the Health System

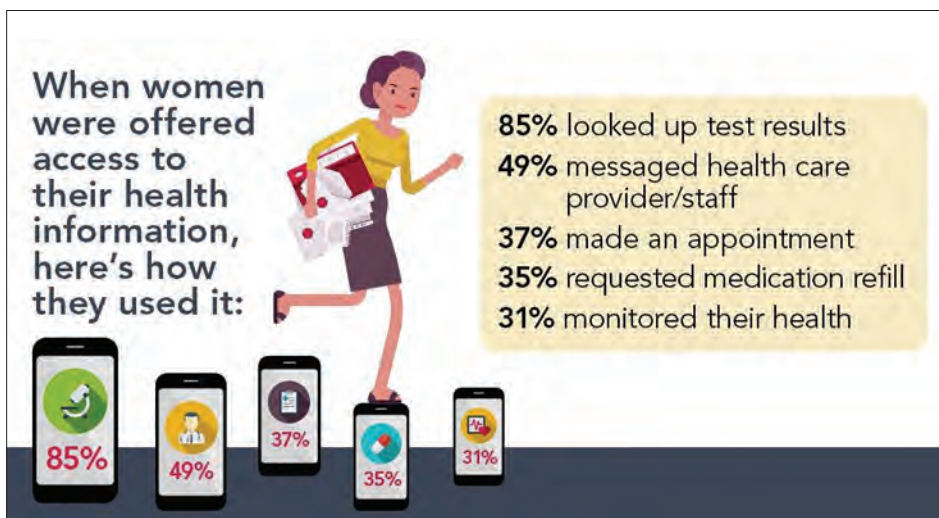
OUR IMPACT

► Women are more likely to be caregivers for family members and make most health care decisions for their families. Women do most of the heavy lifting, particularly when it comes to navigating our complex health care system. The National Partnership works tirelessly to transform the system to make it easier for women and families to get the care they need and deserve. We advocate for policies and practices that support women as patients, mothers and caretakers and change the culture of medicine so people feel more informed, engaged and respected.

► Information is power. That's why the National Partnership is leading the charge to give people easy, meaningful access to cost, quality and clinical information and tools to communicate with their care teams. We successfully advocated for new requirements to give people access to health information. We developed online resources to help health care providers and administrators understand and respond to information requests from patients and family caregivers.



Our health care system must be transformed to meet the needs of women and families.



2/3

of family caregiving is provided by women

► We anchor our advocacy in the priorities and lived experiences of women and families and conduct surveys, literature reviews and other outreach to identify and amplify their voices. National Partnership staff is routinely invited to represent women and patients on expert panels and advisory committees focused on health system transformation.

► The National Partnership understands that our health care system must be transformed to meet the needs of women and families, and that the many worsening indicators for childbearing women and families signal a crisis in access to quality, affordable maternal and newborn care.

► We led a group of national leaders in designing a blueprint to address current problems in our maternal care system, and we continue to build awareness and work in partnership with allies on action steps. We have also issued a fact sheet to underscore the great opportunity to do better.



STANDING UP FOR FAIR AND INDEPENDENT COURTS

The federal courts are critical to protecting women's rights and, now more than ever, a fair, diverse and independent judiciary is a critical safeguard against actions that infringe on fundamental rights and protections. The decisions made by federal judges and justices, who are appointed for life, will affect women and families for decades to come. The National Partnership has a long history of supporting U.S. Supreme Court and other judicial nominees who support equal justice and privacy — and challenging those who do not.

With our lives and futures on the line, the National Partnership worked night and day to block confirmation of Kavanaugh.



The nomination of then-Judge Brett Kavanaugh to replace Justice Anthony Kennedy forced us to con-

front the very real possibility of a U.S. Supreme Court that would take away women's rights, civil rights, LGBTQ and immigrant rights, our right to abortion, to fair and equal treatment at school and work, and to live and love freely. It didn't seem possible, but the stakes became even higher when Dr. Christine Blasey Ford and two other women bravely stepped forward to charge Kavanaugh with sexual violence. With our lives and futures on the line, the National Partnership worked night and day to block confirmation of Kavanaugh.

OUR WORK INCLUDED:

- ▶ **Helping lead a broad, progressive coalition** that developed and implemented sophisticated strategies, messages and social media tactics that underscored what was at stake with this nominee.
- ▶ **Educating the public, senators and the media** about the risk this confirmation would pose

to women and families by publishing educational materials and thorough analyses.

- ▶ **Speaking at rallies and giving interviews** about what was at stake. More than 100 news outlets quoted our experts, including the *New York Times*, NPR.com, CNN.com, *Politico* and state and local outlets across the nation.
- ▶ **Leading a 'Women's Health Day of Action'** that included delivering letters to key Senators on behalf of the 67 million women and girls with pre-existing conditions whose health

coverage would be jeopardized by this confirmation.

- ▶ **Meeting with senators** to urge them to oppose Kavanaugh and urging activists to speak out as well.

Despite the Senate confirmation of Justice Kavanaugh, we are incredibly grateful to all those who sent emails, signed petitions, called their senators, joined rallies and marches, and in other ways supported our work. Stronger and more determined than ever, the National Partnership will continue the fight for justice!



STANDING STRONG FOR WOMEN & FAMILIES AT OUR GALA DINNER



“You envisioned a new kind of workplace that recognized individuals who work and try to balance a family and all of those responsibilities, and you fought to make that workplace a reality for all of us. I’m personally grateful. You did that for me.”

— **ROSALIND BREWER**, GROUP PRESIDENT, AMERICAS AND CHIEF OPERATING OFFICER OF STARBUCKS COFFEE COMPANY



“We deserve access to quality, affordable health care, and control over our own bodies. We deserve safety and equality and a fair democracy and full rights of citizenship. But all of that is under threat right now. The current administration is an important reminder that progress can be undone, but, as the National Partnership’s 47-year history demonstrates, the challenges we’re facing predate this administration and persist whether the people in office consider themselves our allies or not. We have to protect the progress we’ve made, even as we fight for more.”

— **KERRY WASHINGTON**, AWARD-WINNING ACTOR, PRODUCER AND SOCIAL JUSTICE ACTIVIST

On June 14, 2018 the National Partnership for Women & Families celebrated 47 years of progress for women and families at our annual Gala Dinner. At the star-studded event, we honored actors, producers and advocates **Gabrielle Union** and **Kerry Washington**. We also welcomed **Sheryl Sandberg**, founder of LeanIn.org and OptionB.org and Chief Operating Officer of Facebook, as our keynote speaker, and **Rosalind Brewer**, Group

President and Chief Operating Officer of Starbucks Coffee Company, as our corporate leader. We were thrilled to be joined by more than 1,200 business leaders, government officials, women's and civil rights leaders, members of the legal and labor communities, journalists and generous supporters dedicated to advancing the role of women in our society and making life better for women and families.

The event celebrated our accomplishments, laid out our agenda for progress, and recommitted our dedication to the advancement of women and families, despite the challenges we face. We could not do this work without the steadfast support of our donors who once again committed their support to our mission and our work. We are grateful to all the generous supporters who stand with us and make our work possible!



"Are we really asking ourselves the tough questions, and doing the internal work necessary, to ensure safe, productive, inclusive, happy, equitable workplaces? I know I have a lot of work to do. ... I'm asking for help. I am leaning in so much, I might fall over. I hope somebody catches me."

— **GABRIELLE UNION**, CELEBRATED ACTOR, PRODUCER, AUTHOR, ENTREPRENEUR AND WOMEN'S RIGHTS ADVOCATE



"These times are truly testing us. They conjure up some of the darkest moments in our history. But what is imperative to remember is that what ultimately defines our country going forward is not [the Trump administration's] shameful actions, it's how we react to them. The future will be determined by whether we step up and fight back, or whether we put our heads down and wait for the horrors to pass."

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

THANKS TO OUR SUPPORTERS

Through the generosity of so many committed individuals and institutions, the National Partnership is a powerful voice standing up for America's women and families. We gratefully acknowledge all of our supporters for their steadfast support and investment in our work.

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FINANCIAL REPORTS

STATEMENT OF FINANCIAL POSITION

ASSETS	(as of 03/31/17)
Cash and cash equivalents	\$ 2,393,701
Investments	18,723,238
Grants and pledges receivable	2,452,825
Accounts receivable	127,423
Prepaid expenses	166,284
Fixed assets, net of accumulated depreciation and amortization of \$1,079,556 and \$1,002,340 for 2017 and 2016, respectively	171,945
Security deposit	64,244
Total Assets	\$ 24,099,660
LIABILITIES	
Accounts payable and accrued liabilities	\$ 227,764
Accrued salaries and related benefits	886,250
Deferred revenue	158,100
Deferred rent	265,410
Deposit	5,400
Total Liabilities	\$ 1,542,924
NET ASSETS	
UNRESTRICTED:	\$ 4,355,386
TEMPORARILY RESTRICTED	4,146,687
PERMANENTLY RESTRICTED	14,054,663
Total net assets	\$ 22,556,736
TOTAL LIABILITIES AND NET ASSETS	\$ 24,099,660

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

SUPPORT AND REVENUE	UNRESTRICTED	TEMPORARILY RESTRICTED	PERMANENTLY RESTRICTED	TOTAL
Grants	\$ 25,704	\$ 3,102,283	\$ -	\$ 3,127,987
Contributions	1,161,478	933,214	-	2,094,692
Program service revenue	449,836	-	-	449,836
Interest and investment income	302,646	-	-	302,646
Special event, net of expenses of \$359,763 for 2018	401,313	-	-	401,313
Rental Income	67,401	-	-	67,401
Honoraria	14,452	-	-	14,452
License fees	5,976	-	-	5,976
Other Income	12,115	-	-	12,115
Net assets released from restrictions	4,844,401	(4,844,401)	-	-
Total revenue	\$ 7,285,322	\$ (808,904)	\$ -	\$ 6,476,418
EXPENSES				
PROGRAM SERVICES				
Health Care Policy	\$ 3,658,640	-	-	\$ 3,658,640
Work and Family	2,310,643	-	-	2,310,643
Advocacy	108,437	-	-	108,437
Communications	805,892	-	-	805,892
Outreach, Member & Public Education	137,339	-	-	137,339
Total Program Services	\$ 7,020,951	-	-	\$ 7,020,951
SUPPORTING SERVICES				
Resource Development	1,273,037	-	-	1,273,037
General and Administrative	347,041	-	-	347,041
Total Supporting Services	1,620,078	-	-	1,620,078
Total expenses	\$ 8,641,029	-	-	\$ 8,641,029
Change in net assets before other items	(1,355,707)	(808,904)	-	(2,164,611)
OTHER ITEMS				
Unrealized and realized (loss) gain on investments	1,407,043	-	-	1,407,043
Provision for uncollected pledge	(3,155)	-	-	(3,155)
Change in Net Assets	\$ 48,181	\$ (808,904)	\$ -	\$ (760,723)
Net assets, beginning of year	\$ 4,307,205	\$ 4,955,591	\$ 14,054,663	\$ 23,317,459
Net assets, end of year	\$ 4,355,386	\$ 4,146,687	\$ 14,054,663	\$ 22,556,736

* Board authorized use of reserves for select program investments.

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