

Weaving The Future Together

**FISCAL YEAR 2023
ANNUAL REPORT**

national partnership
for women & families



LETTER FROM THE PRESIDENT



On behalf of the National Partnership for Women & Families, I am proud to present our organization's Impact Report. It outlines the dedicated work of our wonderful staff and our continued efforts to push forward bold ideas and solutions that can break down the structural barriers which prevent women – and people of all genders – from pursuing the lives they truly wish to lead.

Over the past year, the importance of our mission has taken on renewed urgency. Women and working families have confronted converging crises – including the lingering effects of the COVID-19 pandemic on our economy, the overturning of *Roe v. Wade* and an all-out assault on access to abortion and reproductive health care, continued disparities in maternal health especially among Black and indigenous women, rollbacks of anti-discrimination and diversity initiatives and a dismal lack of supports for America's caregivers. And, these crises occur at a time when our political system is plagued by heightened partisanship, rising extremism and Congressional gridlock.

In the face of all these challenges, our team has redoubled our commitment to defend reproductive freedom, expand affordable and equitable health care and advance racial, gender and economic justice for women and their families. Our theory of change focuses on developing sound, compelling policy ideas that can solve people's problems, building the case for why these ideas make sense and crafting a strategy that turns translate these ideas into real,

“In the face of all these challenges, our team has redoubled our commitment to defend reproductive freedom, expand affordable and equitable health care and advance racial, gender and economic justice for women and their families.”



National Partnership President Jocelyn Frye meets with Senate Democrats and key allies to discuss issues facing women and families, April 2023

concrete change. This includes developing advocacy strategies that drive popular support for our ideas; building diverse networks of partners in the public, private and nonprofit sectors to demonstrate the widespread demand for action; and assembling bipartisan coalitions of lawmakers at the federal, state and local levels to move our ideas forward.

The National Partnership understands each person’s life is a complex tapestry, woven together through intertwining identities and experiences shaped by factors such as our race and ethnicity,

our economic background and gender identity, our disability status and immigration status...and many more. That is why we are determined to address the diverse challenges and realities in women’s lives and activate their collective power to make progress – at home and the workplace, in the classroom and the doctor’s office, on the picket line and in the halls of government and every place between.

This Impact Report documents our organizational highlights over the past fiscal year, from April 2022 to March 2023. We hope you will find its contents informative and inspiring, and we deeply appreciate the continued generosity of our community of supporters who help make all our initiatives possible.

With gratitude.

Jocelyn C. Frye
President

**Support our work today
by making a gift!**

DONATE NOW

AN EQUITY-CENTERED APPROACH

Prioritizing equity has been a continuous thread of the National Partnership’s work since our inception to the present day. And, just as the whole of a person’s life cannot be divided into individual pieces, we cannot create effective change without a holistic and interconnected approach to our work.

Women’s work, health, economic status, home and community environment, and reproductive destiny are all deeply intertwined, and help to determine their quality of life. We start by looking across a broad set of gender, racial, and other equity issues to understand the barriers facing women living on the steepest margins and creating the harshest vulnerabilities, and then advocate for tools,

structures and solutions that must be in place to meet their needs.

To ground our approach in equity and achieve maximum impact, we believe that it is essential to center the lived experiences of women of color in all that we do because they most often carry multiple burdens, including the dual burdens of racism and sexism. When we identify effective solutions for those with the greatest barriers to overcome, we know that we can maximize our reach so that everyone benefits as a result.

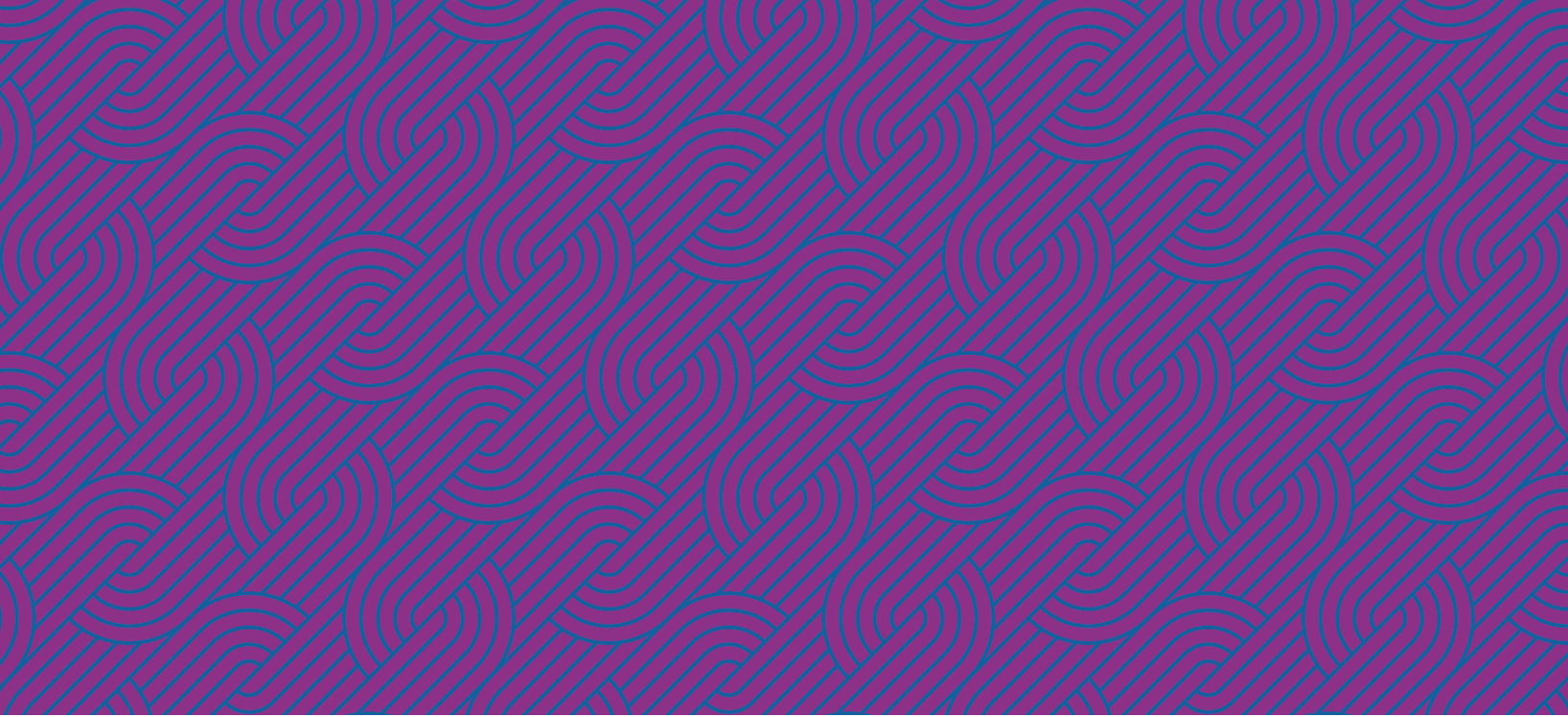


Jocelyn Frye joins a panel at the National Urban League’s 20th Legislative Policy Conference to discuss key issues impacting women of color, March 2023

We focus on ways to create tangible change in the lives of women through public and private sector advocacy, and by engaging decision-makers at the federal, state and local levels. Our experienced and talented team uses a variety of tactics to advance our priorities, including policy research and analysis; technical assistance to policymakers, media and allies; and leadership and participation in diverse coalitions and stakeholder relationships, public education and public engagement. Importantly, we are continuously seeking new ways to amplify and uplift grassroots social justice groups, particularly women of color-led initiatives.

OUR KEY PRIORITIES





OUR 2023 VICTORIES, PROGRESS AND KEY ACTIONS

At the National Partnership, we train our eye on our future vision of a world where women and people of all gender identities can lead the lives they choose, while taking tangible, impact-driven steps in the present. Everything

we do is in service of our core mission: to improve the lives of women and families by achieving equity for all women and all people. We envision 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 one is held back by discrimination or bias.



Three vice presidents – Amaya Smith, Aimee Peoples, and Lelaine Bigelow – discuss the mission and vision of the National Partnership, June 2023

All birthing people deserve to have a safe and healthy pregnancy while continuing to work to support themselves and their families.

Protecting Pregnant Workers

WHY IT MATTERS: The majority of people who give birth are also in the workforce, with one in five pregnant people working in low-paying jobs positions. Yet a lack of adequate workplace protections has long left birthing workers vulnerable to pregnancy discrimination and other harms which can threaten both their health and financial stability.

Women of color are especially impacted – they already face the burdens of racial and sexual discrimination, are more likely to work in low-wage jobs with physical demands or chemical exposures and have a greater risk of pregnancy complications due to social drivers that affect all aspects of their health.

Ensuring that pregnant workers can participate fully in the labor force helps advance racial and gender equity, while protecting maternal health and promoting economic stability. As Black pregnant workers are more likely to endure pregnancy discrimination and work in jobs with a greater need for workplace accommodations, pregnant worker protections are also a key part of addressing the Black maternal mortality crisis.

OUR PROGRESS: Finally, after a decade-long fight, the Pregnant Workers Fairness Act (PWFA) was signed into law in December 2022, strengthening basic workplace protections for pregnant and



The National Partnership played a critical role in getting the Pregnant Workers Fairness Act across the finish line in a historic win for pregnant workers, December 2022

birthing workers. This landmark law is not only a huge step forward for workplace equity, but also a testament to the power of working across stakeholder groups to make progress even in divisive political times. The National Partnership is proud



to have played a leading role in the passage of the PWFA through persistent advocacy, including working to align lawmakers, business leaders – including members of our Business Working Group for Gender Equity – and community groups around a common cause.

Under the PWFA, employers are required to make reasonable changes to accommodate pregnant employees. Many such accommodations are low- or no-cost to employers, like providing a stool for cashiers instead of requiring them to stand, placing weight limits on how much employees are required to lift, and providing scheduling flexibility for medical appointments. The law also protects workers from being discriminated against – via layoffs, unwanted cuts in hours and denied promotions or forced demotions – due to needing, requesting or using accommodations.

The PWFA, which went into effect in June 2023, is a hard-won step toward a more equitable future for working women and families and supports our long-term vision for a world in which all women can participate fully in society without sacrificing their health or dignity.

Supporting solutions for the Black maternal mortality crisis

WHY IT MATTERS: More people die per capita from pregnancy and childbirth in the United States than in any other high-income country. Black women bear the brunt of this crisis: they are more than three times as likely as their white counterparts to die of pregnancy-related causes, and disproportionately experience births with severe maternal morbidity (often reflecting a “near miss” of dying). Indigenous and Hispanic women are also disproportionately affected by maternal mortality and morbidity.

At the root of this avoidable and tragic crisis is structural racism and sexism, which has been concentrated in the healthcare system and all other aspects of life for communities of color. As the maternal mortality crisis makes shockingly clear, we urgently need to transform our approach to healthcare in this country to encourage care models that are effective, equitable, respectful, accessible and safe for all.

OUR PROGRESS: Throughout 2022-2023, we distributed cross-cutting resources to aid healthcare professionals and decision makers. With input from a diverse expert advisory council, *Raising the Bar for Moms and Babies* was created in partnership with the National Birth Equity Collaborative, the Alliance of

Black women matter. Women of color matter. And every birthing person, and their child, deserves a chance at a safe and healthy pregnancy.



The National Partnership Health Justice team launches the groundbreaking “Raising the Bar for Maternal Health Equity and Excellence” report, March 2023

Community Health Plans and the Health Care Transformation Task Force. The project has provided in-depth guides on holistic maternal care and implementation tools tailored to key stakeholders, including providers, employers, community partners and advocates.

The project builds on our ongoing advocacy for community-centered, inclusive maternal care models, including through our *Improving our Maternity Care Now* series. We continued to expand this series in 2022 with a new report highlighting the efficacy of doula support services.

In addition, through our advocacy and that of our partners, several key provisions on maternal healthcare were enacted in the FY23 Omnibus Appropriations Bill, including making the state-level option to extend Medicaid up to 12-months postpartum permanent. The bill also approved over \$130 million in additional funding for several state and federal maternal health programs and research, along with a funding increase to the National Institutes of Health IMPROVE initiative, which is dedicated to identifying and addressing causes of maternal mortality.

None of these women – and none of these workers – should have to wait any longer for fair pay and access to paid leave.

Closing the wage gap and pushing for paid leave

WHY IT MATTERS Ensuring fair pay and expanding access to paid leave are key components of a comprehensive strategy to override the systematic devaluation of women of color and their work, and the work of women more broadly. We know that the work that women perform, especially the work of women of color, is too often viewed as less valuable simply because of who performs it. Moreover, women face pay penalties and losses because they are far more likely to have caregiving responsibilities that require time away from work, and to work in caregiving fields in low-paying jobs with too few benefits. Access to paid leave and combatting pay discrimination are both critical to achieving greater racial and gender equity in the workplace. All of society benefits when workers have access to caregiving supports that enable them to balance their personal and family needs with the demands of their job without putting either at risk.

Women across racial and ethnic lines are paid just 77 cents for every dollar paid to men, equating to a total annual loss of nearly \$1.6 trillion. The wage gap is even larger for women of color. Over a lifetime, these disparities mean lost opportunities to save, invest and better support their families. Over generations, this differential reinforces the foundations of racism and sexism that have left women of color and their families

struggling to catch up and have forced all women to absorb persistent pay disparities that last a lifetime.

Alongside fair pay, access to paid leave is crucial to women and all people's ability to show up fully in the workforce. Nearly 35 million households are headed by women, and among family breadwinners, many mothers of color are more likely to be breadwinners in their household than other mothers. Yet only 25% of all workers have access to paid leave through their employer. Without guaranteed access to paid family and medical leave, women are regularly placed in destabilizing situations that force them to choose between earning a paycheck and caring for their family.

OUR PROGRESS From our earliest days, the National Partnership has established a legacy of protecting the rights of working women and families. We continue to release original, cross-cutting research on pay equity and paid leave, using our holistic approach to highlight the intertwining impacts of workplace policies on women's lives, and creating public resources to hold political leaders accountable.

In honor of the 30th anniversary of the Family Medical Leave Act, (FMLA), a historic, groundbreaking law that the Partnership helped achieve, we released fresh research highlighting the massive impact of this legislation while pushing for comprehensive paid leave for all. It's clear that people need guaranteed paid family and medical leave: the FMLA has been used over 460 million times since it



The National Partnership Economic Justice team helps advance the Paycheck Fairness Act, March 2023, and celebrates the 30th anniversary of the Family and Medical Leave Act, February 2023

became effective. And over 90% of worksites report no difficulty complying with FMLA. However, nearly half of all workers are still ineligible for FMLA leave because of strict eligibility requirements – with workers of color less likely to have access to leave – while millions more have FMLA benefits but do not take it because they cannot afford unpaid days off or they fear they will be treated negatively for being away from the office.

Our President Jocelyn Frye brought these insights, among other issues, to the White House as part of a roundtable discussion hosted in the run-up to the FMLA’s anniversary. The February event brought together Black women leaders and administration officials to discuss many of the pressing economic and caregiving issues facing Black women, Black families, and Black communities.

We are closely tracking the ongoing racial and ethnic disparities in the wage gap to identify supportive actions and strategies to bring us closer to equity. Breaking down occupational segregation, in which generations of racist, sexist and ableist barriers in education and employment have pushed women of color and women with disabilities into lower-paying occupations, is a crucial component of building genuine equity. In response, we continue to advocate for a range of interventions, including paid sick leave, paid family medical leave, affordable childcare, higher minimum wage and improving pay for care workers. We are also pushing to strengthen federal enforcement tools used to unearth discriminatory pay practices, from misuse of salary history information to greater pay transparency.

As part of our strategy for effective change, we also engage employers directly to encourage best practices in racial and gender equity. In December we released a highly anticipated guide for businesses, *Partnership in Action: An Employer Guide to Building Gender Equity in the Workplace* to help companies create and implement policies that truly support working families.

Finally, in October, the National Partnership Action Fund, in partnership with the Paid Leave Action Fund, released a first-of-its kind scorecard tracking members of Congress’s voting history on key national paid family and medical leave bills. The scorecard helps constituents hold political leaders accountable and acts as a quick reference for voters, the majority of whom support paid leave policies.

This fight is far from over. The ability to choose if, when and how to give birth is a fundamental feature of gender and racial equity, and is core to our mission to build a world where women and all birthing people can lead the lives they choose with dignity.

Fighting for reproductive rights and abortion care

WHY IT MATTERS We are living through a moment of profound crisis for women and all those seeking access to comprehensive reproductive health care. This crisis has far-reaching implications – it is about more than an individual’s right to choose if, when and how to have children. Regressive laws that seek to control, in particular, a woman’s reproductive future are also an attack on her financial trajectory, her physical and mental health, her freedom and her dignity.

In June 2022, the Supreme Court unraveled 50 years of legal precedent by overturning *Roe v. Wade*. Since then, we have seen the very real impacts on women, families and people across the country, as they are forced to bear the physical, mental and financial consequences of being denied a full range of reproductive care options. Women of color and low-income families are disproportionately affected – they are not only more likely to live in areas impacted by abortion restrictions, but also simultaneously face additional limitations in terms of their ability to take time off from work and overall healthcare access.

In this new era in the fight for women’s equity and autonomy, increasingly extremist politicians and judges are seeking not just control over women’s bodies, but also judicial punishment in

some cases. In a highly charged environment of social media echo chambers and misinformation, we believe public education on abortion ban impacts is a strategic form of resistance. Through voter guides and media coverage of our research, we have continued to help spread the message that reproductive health care is a necessary form



Jocelyn Frye speaks before Congress and sets the record straight on the devastating impact of abortion restrictions and the overturning *Roe v. Wade*, September 2022



of health care. While there are many factors at play, we're heartened by the ripple effects we see at the ballot box. As voter decisions against state and local abortion bans have shown, limiting a woman's right to abortion care is not the will of the people. The regressive and punitive push by far-right conservatives to restrict the rights of women represents a minority view of Americans, and we will not surrender to this extremist agenda.

OUR PROGRESS At this pivotal time, we continue to raise our voices for reproductive justice and provide practical resources for voters and all birthing people. We are grounding the national conversation around abortion bans in the very real consequences facing women, including the disproportionate harms for women of color.

Information is power and we have worked to spread our research on abortion ban impacts far and wide among decision-makers and the public. In September, our President Jocelyn Frye gave a powerful and thorough testimony on the impacts of abortion bans to the Committee on Oversight and Reform. Her testimony highlighted the interconnected consequences of abortion bans and restrictions on individuals' and families' overall health, economic security and ability to fully participate in society. She also offered the National Partnership's research on the reach of their decision – our analysis has shown that across 26 states abortion bans could harm 36 million women of reproductive

age, including nearly 13 million women who are economically insecure, nearly 15 million women of color, nearly 3 million women with disabilities and almost 400,000 women veterans. Our updated research, covered by *NBC News* in October 2023, found that Latinas are the most affected group among women of color, with over 40% of all Latinas aged 15-49, living in states with abortion bans.

As court challenges to abortion bans and medication abortion restrictions unfolded in the wake of the *Dobbs* ruling, we lent our voice and original research in favor of decisions that support all birthing people. We also continue to closely monitor the unfolding impacts of abortion restrictions and advocate for additional protections as needed. For example, as radical politicians and judges seek to punish mothers in need of reproductive care with jail time, we have worked closely with lawmakers to push for greater protections around data privacy and patient data for people seeking abortion care.

In advance of the 2022 midterm election, the National Partnership for Women & Families Action Fund released a Gender Justice Voter Guide, in partnership with the National Women's Law Center Action Fund. The guide provided voters with a concise overview of key gender justice issues, including abortion access, and questions for federal candidates to help inform voter decisions and, most importantly, encourage everyone to vote.

ADDITIONAL 2022-2023 HIGHLIGHTS

Throughout a memorable year, we had plenty of occasions to mark our progress, uplift our partners and celebrate our staff and our collective achievements.



To honor the historic tenure of Speaker Emerita Nancy Pelosi and her contributions to gender justice, in March we partnered with a small group of women leaders to co-host a *Thank you, Madam Speaker!* event, including an appearance by Second Gentleman Douglas Emhoff.



The National Partnership's legacy – both past and present – on family and medical leave continues. During an event honoring the 30th anniversary of the Family and Medical Leave Act (FMLA), Vice President Kamala Harris acknowledged the work of former Partnership president Judith Lichtman in the bill's passage. Meanwhile, our current President, Jocelyn Frye, also participated in a White House roundtable on the most important issues facing Black families and communities today, as part of a series of FMLA anniversary events that also focused on the pressing need for paid family and medical leave.



Our VP of Health Justice, Sinsi Hernández-Cancio, moderated a panel discussion with expert leaders from the fields of medicine, advocacy and administration, as part of the launch of our *Raising the Bar for Maternal Health Equity and Excellence* report. The Honorable Chiquita Brooks-LaSure, Administrator, Centers for Medicare & Medicaid Services gave the keynote address and Jocelyn Frye offered opening remarks.



In July, we held our 2022 Annual Event to recognize women leaders from diverse backgrounds and their unwavering commitment to justice and equality. The event included First Lady Dr. Jill Biden as a special guest speaker and acknowledged the contributions of our five Distinguished Honorees: Secretary Janet L. Yellen; Congresswoman Judy Chu of California; State Senator Sarah McBride of Delaware; Melanie Campbell, president and CEO of the National Coalition on Black Civic Participation and convenor of the Black Women's Roundtable; and Mónica Ramírez, founder and president of Justice for Migrant Women and Co-Founder of The Latinx House and Poderistas.

2023 FINANCIALS

National Partnership for Women & Families and National Partnership For Women & Families Action Fund
Combined Statement of Financial Position as of March 31, 2023
 With Summarized Financial Information For 2022

Assets	2023	2022
Cash and cash equivalents	\$ 6,988,767	\$ 3,145,953
Investments	18,334,467	20,812,044
Grants and pledges receivable, net of discount	2,438,669	1,007,540
Accounts receivable	9,208	180,273
Prepaid expenses	161,033	219,512
Fixed assets, net of accumulated depreciation and amortization of \$128,776 and \$65,597 for 2023 and 2022, respectively	597,294	128,861
Security deposit	87,003	151,227
	4,240,608	-
TOTAL ASSETS	\$ 32,857,049	\$ 25,645,410
Liabilities		
Loan payable	\$ -	\$ 878,030
Accounts payable and accrued liabilities	298,442	98,403
Accrued salaries and related benefits	245,193	297,673
Deferred compensation liability	817,642	893,596
Deferred rent	-	5,454
Lease liability	4,487,315	-
TOTAL LIABILITIES	\$ 5,848,592	\$ 2,173,156
Net Assets		
Without donor restrictions	10,552,110	5,948,178
With donor restrictions	16,456,347	17,524,076
Total net assets	27,008,457	23,472,254
TOTAL LIABILITIES AND NET ASSETS	\$ 32,857,049	\$ 25,645,410

See accompanying notes to combined financial statements.

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, 2023
 With Summarized Financial Information For 2022

	2023			2022
	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL	TOTAL
Support and Revenue				
Grants	\$ 7,998,276	\$ 4,279,730	\$ 12,278,006	\$ 2,730,826
Contributions	933,269	802,225	1,735,494	1,513,121
Special event, net of expenses of \$297,716 and \$185,637 for 2023 and 2022, respectively	111,177	-	111,177	751,123
Interest and dividend income, net of fees	196,788	192,216	389,004	184,206
Other income	82,429	-	82,429	792,450
Net assets released from restrictions	5,112,331	(5,112,331)	-	-
Total revenue and support	14,434,270	161,840	14,596,110	5,971,726
Expenses				
PROGRAM SERVICES				
Health Justice	2,802,851	-	2,802,851	2,801,617
Economic Justice	2,175,535	-	2,175,535	3,424,949
Advocacy	670,152	-	670,152	66,640
Communications	1,129,059	-	1,129,059	898,161
Outreach, Member and Public Education	576,904	-	576,904	160,576
DEI	144,964	-	144,964	-
Total Program Services	7,499,465	-	7,499,465	7,351,943
SUPPORTING SERVICES				
Resource Development	1,855,646	-	1,855,646	1,607,752
General and Administrative	826,171	-	826,171	690,817
Total Supporting Services	2,681,817	-	2,681,817	2,298,569
Total Expenses	10,181,282	-	10,181,282	9,650,512
Change in net assets before other items	4,252,988	161,840	4,414,828	(3,678,786)
Other Items				
Realized and unrealized gain (loss) on investments	(512,836)	(1,229,569)	(1,742,405)	1,717,440
Extinguishment of debt	878,030	-	878,030	-
Provision for uncollected pledges	(14,250)	-	(14,250)	(170,993)
Change in net assets	4,603,932	(1,067,729)	3,536,203	(2,132,339)
Net assets at beginning of year	5,948,178	17,524,076	23,472,254	25,604,593
NET ASSETS AT END OF YEAR	\$ 10,552,110	\$ 16,456,347	\$ 27,008,457	\$ 23,472,254

See accompanying notes to combined financial statements.

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