

**RAPIDLY
DISAPPEARING
ACCESS TO
ABORTION
CARE, ATTACKS
AGAINST ANTI-
DISCRIMINATION
AND DIVERSITY
INITIATIVES AND
PERSISTENT
HEALTH
DISPARITIES
SUCH AS THE
MATERNAL
HEALTH CRISIS**

**WE HAVE
MAINTAINED AN
UNRELENTING
COMMITMENT
TO DEVELOPING
CONCRETE
SOLUTIONS FOR
THE URGENT
PROBLEMS
CONFRONTING
WOMEN AND
WORKING
FAMILIES**

THE NATIONAL
PARTNERSHIP FOR
WOMEN & FAMILIES
FISCAL YEAR 2024
ANNUAL REPORT





"WE KNOW THAT DEMOCRACY IN ACTION WILL ALWAYS BE A SERIES OF WINS AND DEFEATS, COMPROMISES AND BATTLES. WITH MORE THAN HALF A CENTURY OF EXPERIENCE AND AN UNDERSTANDING OF THE LONG ARC OF CHANGE, WE ARE ALWAYS PREPARED TO KEEP PUSHING IN THE RIGHT DIRECTION, NO MATTER WHAT OBSTACLES MAY STAND IN OUR WAY."



LETTER FROM OUR PRESIDENT

The National Partnership for Women & Families is pleased to share our Fiscal Year 2024 Annual Report, which covers some of our organization's notable achievements from April 2023 through March 2024.

During the past 12 months, we have encountered major challenges, including rapidly disappearing access to abortion care, attacks against anti-discrimination and diversity initiatives and persistent health disparities such as the maternal health crisis. In the face of such headwinds, our staff maintained an unrelenting commitment to developing concrete solutions for the urgent problems confronting women and working families.

At the National Partnership, we understand that promoting women's progress is integral to ensuring the success of our economy, our health care system and our communities. Women have long been the force that holds our families and our country together. It is women who perform the majority of caregiving work, both paid and unpaid. It is women who keep society moving in essential jobs across every industry. And it is often women – especially women of color – who turn up to voting booths, city council hearings, community meetings and grassroots protests to speak out for what is right.



The National Partnership exists to improve the lives of all women and their families, so that we can keep moving forward toward a fairer, more inclusive democracy – one that protects the interests of all people, not just a powerful few. As this report details, we are focused on addressing our nation's lack of essential caregiving supports, creating a more affordable and equitable health care system that meets women's needs and ensuring access to abortion and comprehensive reproductive health care for all. We are also deepening our efforts to break down the barriers that prevent women from fully participating in our democracy.

We know that democracy in action will always be a series of wins and defeats, compromises and battles. As an advocacy group with more than half a century of experience and an understanding of the long arc of change, we are always prepared to keep pushing in the right direction, no matter what obstacles may stand in our way.

We hope you are inspired by this report, and we are optimistic about how we move forward together.

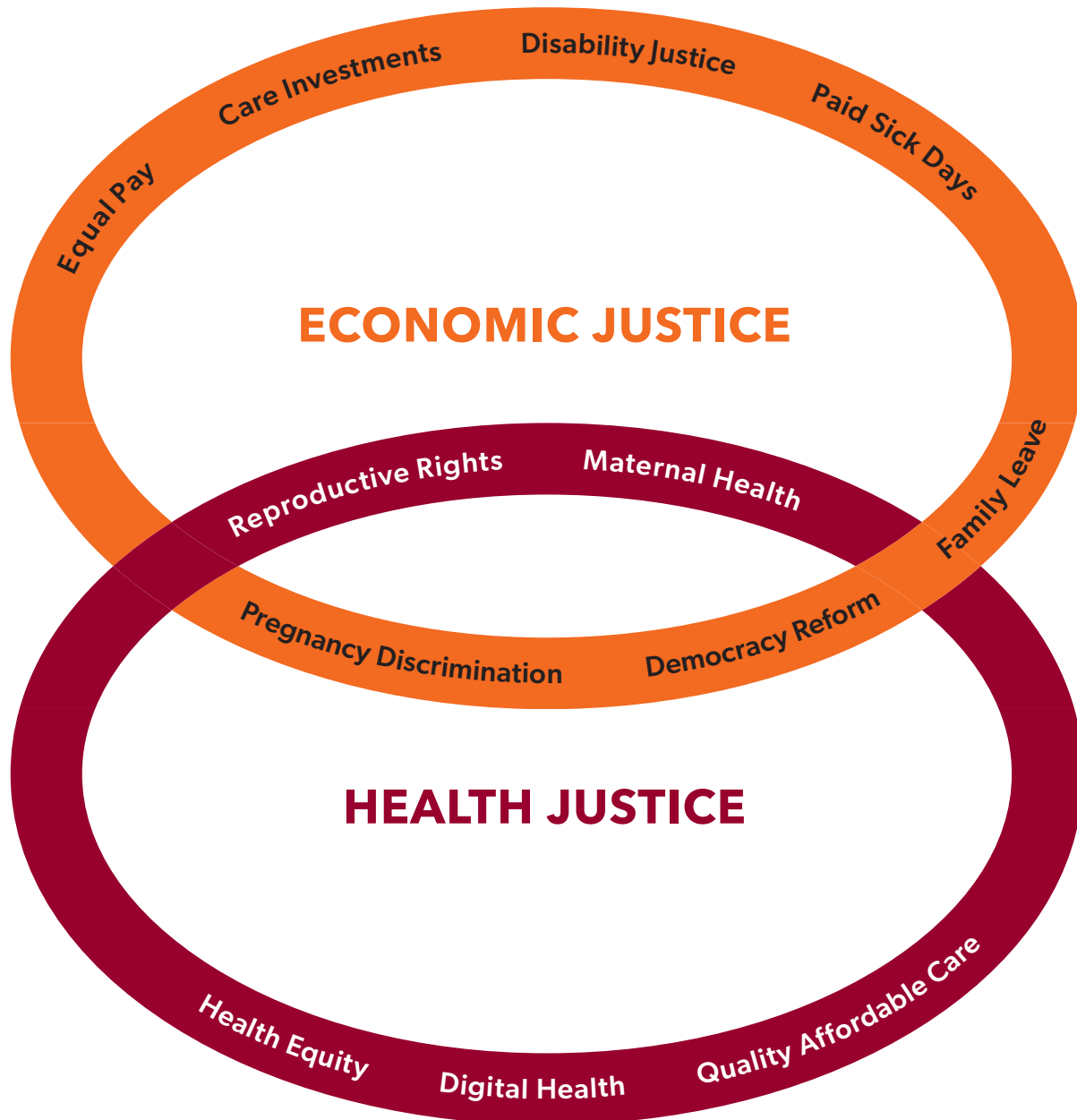
With gratitude.

A handwritten signature in black ink that reads "Jocelyn C. Frye".

Jocelyn C. Frye
President

Past and current audited financial statements and IRS form 990s are available for review on our website.
<https://nationalpartnership.org/about-us/reports-financials/>

OUR KEY PRIORITIES



OUR APPROACH

Our mission at the National Partnership is to improve the lives of women and families by achieving equity for all women. We take a pragmatic but principled approach to enabling real-world changes that benefit women and their families in practice, not just in theory. Our ultimate goal is to help create a world in which all women and families can thrive and live with dignity.

All of our work is grounded in racial and gender equity. As such, we center the experiences of women of color, who are multi-marginalized and often face the steepest barriers to equity. We believe that by centering these women — and women of other multi-marginalized identities — we will help lift up all women and families.

The issues of health justice and economic justice — our core priorities — are intertwined in a woman's life, and our cross-cutting approach to our work reflects this.

Using our unique approach to getting things done regardless of who is in power, we are proud of our history of making progress:

- Leading the effort to pass the Family and Medical Leave Act (FMLA) which has supported families for over 30 years
- Helping secure accommodations for pregnant workers so they can stay healthy while working
- Leading the effort to provide federal employees with paid time off to care for a new child
- Providing granular, up-to-date, nationally cited data on how the lack of abortion access is harming women
- Participating in a coalition to successfully confirm the first Black woman on the Supreme Court
- Creating a winning narrative that leaders of both parties are using to talk about the need for caregiving supports
- Helping to craft the first ever comprehensive legislation to address the maternal mortality crisis

A photograph of the Supreme Court building in Washington, D.C., featuring its iconic neoclassical architecture with large columns and a pediment. A statue of Lady Justice sits on a pedestal in the foreground. A pink text overlay is positioned on the right side of the image.

57% OF BLACK WOMEN LIVE IN STATES THAT HAVE BANNED OR LIKELY TO BAN ABORTION. 85% OF AMERICANS BELIEVE THAT ACCESS TO ABORTION IS IMPERATIVE.

IN MARCH 2024, WE RELEASED AN ISSUE BRIEFING ON THE WAYS THE DOBBS DECISION HAS HARMED PROVIDERS AND EXACERBATED EXISTING WORKFORCE SHORTAGES. IN OUR OCTOBER 2023 REPORT, WE HIGHLIGHTED HOW REPRODUCTIVE HEALTHCARE WORKERS THEY ARE RISING TO MEET THE MOMENT PROVIDING EQUITABLE, QUALITY CARE IN THIS HARSH ENVIRONMENT.

HEALTH JUSTICE

Why It Matters

Women's lives are on the line today, and what happens now will impact future generations. Extremists on the right are intent on controlling every aspect of a woman's life and dignity — and that starts with her body.

We see this clearly in abortion bans and restrictions, as women are denied their constitutional right to an abortion, forced to give birth, or, in some cases, denied life-saving care in times of medical distress. We also see it in the persistent inequities that have fueled the Black maternal mortality crisis and made pregnancy one of the most dangerous times in the lives of Black women and other women of color in America.

The fight for health justice — including abortion rights, birth equity and maternal health equity, and healthcare system transformation — is about more than just health. Our bodies are our foundations for every other part of our lives, and we all deserve an opportunity to thrive.

Our Impact

REPRODUCTIVE RIGHTS

Confusion and misperceptions around abortion ban legislation and their impacts is a key tactic used by the far right to hide the true dangers of these bans. That's why we, along with our partners and fellow health justice advocates, create in-depth resources on the actual impacts of the decision to overturn *Roe v. Wade* (the Dobbs decision) on women, pregnant people and healthcare providers.

During the 2024 fiscal year, we continued our in-depth research and analysis about the disproportionate harms of abortion restrictions on women of color, while looking deeper at the impacts of other marginalized groups like disabled women, and LGBTQ+ populations. Our insights and research on abortion access have been featured in national news outlets including NBC and Bloomberg, and we also regularly bring our findings directly to decision makers on the Hill, where it helps inform policies that directly change the lives of women and their families for the better.

Abortion bans and restrictions have wrought havoc throughout the medical system, as vague legislation and the threat of imprisonment have left medical professionals unwilling or unable to deliver adequate care for women experiencing pregnancy distress. In March 2024, we released an issue briefing on the ways the Dobbs decision has harmed providers and exacerbated existing workforce shortages. At the same time, we're inspired by the perseverance of reproductive healthcare workers providing equitable, quality care in this harsh environment, and we highlighted how they are rising to meet the moment in our October 2023 report.

We're also looking at the bigger picture of the far-right's project to restrict women's full participation in our democracy and society. Through our research, we continue to illuminate the links between abortion access, women's economic stability and the continued underrepresentation of women in our democracy.

Amidst the challenges, we are proud to have worked with the Biden Administration and our allies to support tangible progress toward restoring reproductive rights and providing more access to care. Military service members and veterans now have expanded access to reproductive care, including abortion counseling and, in some cases, abortions.

Nationwide, the use of medication abortions continues to grow, accounting for more than 60% of abortions in 2023. We have long been vocal advocates for mifepristone (the most widely used prescription for medication abortion) as a safe and accessible form of abortion care, and we continue to offer our voice in numerous court challenges that have unsuccessfully tried to stop the use of mifepristone.

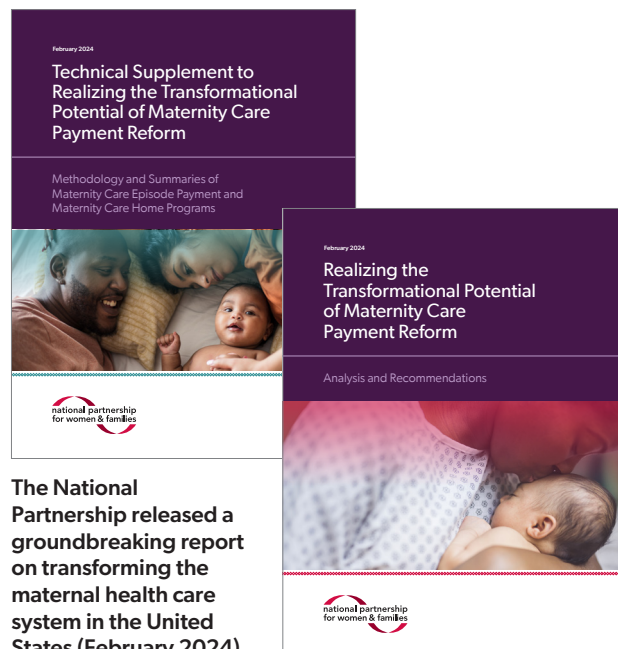
We are also bolstered by our work with advocacy partner organizations. Our President, Jocelyn Frye, is a co-convener of the Federal Repro Strategies Coalition, which brings together leaders in the reproductive rights space to work with Congress and align on legislative strategy and mobilize in anticipation of key Supreme Court cases.

BIRTH EQUITY AND MATERNAL HEALTH

The United States is the most dangerous place to give birth among high-income nations. Black women are by far the most vulnerable to pregnancy-related deaths, regardless of socioeconomic status. The COVID-19 pandemic and abortion bans and restrictions only exacerbated this trend. Solutions to this completely preventable crisis exist, and we continue to provide decision-makers with holistic resources attuned to the needs of Black women and their communities.

In November 2023 we released a comprehensive issue brief on Black women's maternal health, with concrete recommendations to address the social, health and economic inequities that have led to this crisis. We also leveraged our expertise in reforming how we pay for health care by creating a first-of-its-kind assessment of alternative payment models for maternity care. Our twin reports, released in February 2024, offer targeted recommendations to provide more equitable maternal care by rewarding quality care, rather than valuing a large volume of care that isn't connected to positive patient outcomes.

In the legislative arena, the National Partnership endorsed the CARE (Community, Access, Resources, Empowerment) for Moms Act, introduced in both houses of Congress in September 2023. This important legislation would deliver support for key solutions to the maternal mortality crisis, like strengthening the maternal healthcare workforce and extending postpartum Medicaid access for all mothers.



Finally, we kicked off our fourth edition of our Listening to Mothers survey, the first in ten years to uplift the voices of birthing people nationwide. The survey, to be conducted through 2024, will deliver valuable insights on the experiences of mothers in the delivery room and immediately after giving birth that will directly inform our approach and priorities around maternal health.

TRANSFORMING OUR HEALTH CARE SYSTEM

During a time of unique opportunity for deep change, the National Partnership has been a leading advocate for an equity-centered approach in healthcare payment reform. As providers and insurers move toward a value-based payment model, we are working to ensure the needs of patients — particularly women and families who have been historically overlooked and underserved — remain centered.


We continue to build up our raft of resources on value-based payment reform for decision makers and advocacy organizations. In August we released a comprehensive primer on both the promise and pitfalls of value-based payment reform in achieving a more equitable healthcare system.

Some of our other major initiatives included launching a Learning Collaborative for consumer advocacy organizations to help participants stay up-to-date on key policy changes. We also played a leading part in rolling out the Caring for Grieving Families Act in the Senate, which prevents women who have experienced a miscarriage or stillbirth from being penalized by unfair health care costs.

REPRODUCTIVE DATA PRIVACY


Data privacy in healthcare has become an issue of urgent importance due to recent abortion bans and related attempts by anti-abortion activists to surveil and criminalize patients seeking reproductive health care. Women of color and women from other marginalized identities are more likely to be investigated or prosecuted and jailed for seeking reproductive care.

In response, we lobbied for stronger patient privacy protections, ultimately resulting in an expanded Health Insurance Portability and Accountability Act (HIPAA) rule that prevents patient data from being used to investigate or prosecute women seeking reproductive health care. We also established the Repro x Privacy coalition, a first-of-its-kind space for member organizations to connect and align on interrelated issues of privacy, data, tech and reproductive care.



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BLACK WOMEN
ARE BY FAR THE
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RELATED DEATHS.**

**IN NOVEMBER 2023 WE RELEASED
A COMPREHENSIVE ISSUE BRIEF
ON BLACK WOMEN'S MATERNAL
HEALTH, WITH RECOMMENDATIONS
TO ADDRESS SOCIAL, HEALTH
AND ECONOMIC INEQUITIES. WE
CREATING A FIRST-OF-ITS-KIND
ASSESSMENT OF ALTERNATIVE
PAYMENT MODELS FOR MATERNITY
CARE. IN FEBRUARY 2024, WE
RELEASED TWIN REPORTS OFFERING
TARGETED RECOMMENDATIONS
FOR PROVIDING MORE EQUITABLE
MATERNAL CARE.**



THE UNITED STATES LAGS FAR BEHIND ITS PEERS IN TERMS OF PAID FAMILY AND MEDICAL LEAVE AND FAIR PAY SUPPORTS. THIS IS ESPECIALLY DAMAGING TO WOMEN OF COLOR WHO ARE OFTEN THE BREADWINNERS IN THEIR FAMILIES.

IN OCTOBER, OUR PRESIDENT JOCELYN FRYE DELIVERED EXPERT TESTIMONY TO THE SENATE FINANCE COMMITTEE ON THE ECONOMIC AND SOCIAL VALUE OF PAID LEAVE, AND THE ECONOMIC TOLL THE LACK OF PAID LEAVE INFLECTS ON WORKERS, ESPECIALLY WOMEN. IN FEBRUARY, WE MARKED THE 31ST ANNIVERSARY OF THE FAMILY AND MEDICAL LEAVE ACT (FMLA) WITH A STATE-BY-STATE ANALYSIS OF THE IMPACTS OF PAID LEAVE POLICIES ON WORKERS.

ECONOMIC JUSTICE

Why It Matters

Women are the backbone of our society and our economy. Women contribute trillions to the economy, yet are still not paid equally. And it is women who take on the bulk of paid and unpaid caregiving work, which is essential to the functioning of our society. Yet, their role in driving national prosperity has long been minimized.

The United States still lags far behind its peers in terms of paid family and medical leave and fair pay supports. This is especially damaging to women of color who are most often the breadwinners in their families. Women – and all workers – both need and deserve basic safeguards and a care infrastructure that enables us to live healthier, more stable lives, and that contributes to economic growth.

In a time of rising costs of living, increasing caregiving demands and widespread reports of burnout, the push for economic justice feels more urgent than ever.

Our Impact

PAID LEAVE

In October, our President Jocelyn Frye made the case for comprehensive national paid leave directly to the Senate. She delivered expert testimony to the Senate Finance Committee on the economic and social value of paid leave, emphasizing the steep economic toll the lack of paid leave inflicts on workers, especially women, and the wider economy. Our research has shown that in states implementing paid family and medical leave programs, women are paid better, companies retain more staff and families are more economically stable. These safeguards also enable more women to participate in our nation's workforce, adding more value to the economy.

We marked the 31st anniversary of the Family and Medical Leave Act (FMLA) in February with a state-by-state analysis of the impacts of paid leave policies on workers. From Alaska to Florida, paid leave or the lack thereof, has a profound impact on the health and

financial wellbeing of all. Our analysis gained significant traction in local news outlets nationwide, and we are committed to keeping national paid leave policy in the national conversation.

Despite political gridlock, we continued to make inroads towards comprehensive paid leave policies. The Biden administration has continued to express support for the expansion of paid leave policies, alongside other care infrastructure supports. We also worked closely with key Senate and union leaders to reintroduce the Family and Medical Insurance Leave (FAMILY) Act - our landmark legislation that would provide all workers with access to comprehensive paid leave. With our support, congressional leaders secured two bipartisan wins for paid leave through the National Defense Authorization Act. The provisions provide guaranteed parental leave for National Guard members and help federal employees who have served in the military access FMLA benefits sooner.

Paid leave policies continued to gain ground at the state level, and we are proud to have supported successful campaigns while fortifying our network of grassroots organizations in support of paid leave policies.



National Partnership President Jocelyn Frye testified before the Senate Finance Committee on the urgent need for paid leave (October 2023)



For Equal Pay Day, the National Partnership hosted a panel discussion with NWLC and NELP on the wage gap and pay equity for Black women (March 2024)

Through our Business Working Group for Gender Equity (BWG), our partners in the corporate world continue to show strong support for paid leave. In 2023, we launched our BWG Paid Leave Subcommittee with four companies, covering more than one million employees, to navigate implementation issues around paid leave policies. Since 2018, the BWG has helped some of the country's largest employers advocate for and implement best practice policies for gender equity in the workplace.

FAIR AND EQUAL PAY

The wage gap still costs women an astounding \$1.6 trillion annually. Throughout the year, we continued to push forward on pay equity through deep data analysis and direct advocacy with politicians and business leaders.

We used milestones like the 15th anniversary of the Lilly Ledbetter Fair Pay Act in January and Equal Pay Day in March to raise awareness of our progress and mark the miles left to go. Our President joined Equal Employment Opportunity Commission (EEOC) officials and Lilly Ledbetter herself on a January webinar to discuss fair pay. In the run-up to the anniversary, we also collaborated with our coalition partners at Equal Pay Today to increase pay transparency by co-authoring a letter to the administration calling for the reinstatement of EEO-1 pay data collection (an annual requirement, implemented under President Obama, for private employers with federal contracts to report pay and demographic data).

As the only organization that has tracked pay gap data since the Ledbetter Act became law, our expert analyses continue to gain traction in the media. On Equal Pay Day in March, our research breaking down the wage gap by state, race and ethnicity, and even by congressional district, was picked up by NPR and other prominent national news outlets, along with local media, and was also used by nearly 20 political leaders in social media posts.

On Black Women's Equal Pay Day in July, our President Jocelyn Frye took a deeper dive on both the remarkable economic contributions and the consistently high barriers faced by Black women in the struggle for pay equity in our report, *Rejecting Business as Usual*. Frye also joined Black women leaders at a White House meeting to advocate for action on paid leave and equal pay.

DISABILITY JUSTICE

Disabled women have endured a history of exclusion, institutionalization, discrimination and societal erasure. We know that fighting for disability justice is an essential part of our work to create equity for all women.

Since 2022, we have been steadily adding to our Disability Economic Justice Systems Transformation Guide series. Instead of viewing disability rights as just accommodations, we advocate for an approach that includes the needs of disabled people from the start.

These in-depth reports provide lawmakers and advocates with a deep dive into the unique challenges faced by disabled women, as well as effective solutions. Our series so far has looked at several key issue areas: Jobs and Employment; Food Insecurity, Housing and Transportation; Public Benefits; and Income Wealth Building and Basic Necessities.

ADDITIONAL HIGHLIGHTS

Over the last year, we have had the privilege to welcome some powerful new voices to the National Partnership and celebrate our achievements together with our incredible community.

In June we held our Annual Event to mark our collective achievements alongside our partners and supporters. Under the banner of Equity in Action, we honored pioneering women who continue to light the way toward gender and racial justice. Honorees included Representative Ayanna Pressley of Massachusetts, Representative Robin Kelly of Illinois and Dr. Richard Besser, President and CEO of the Robert Wood Johnson Foundation. We were also honored to hear remarks from Vice President Kamala Harris.



Our Board of Directors welcomed Ruchi Bhowmik in December 2023. Meanwhile, we said goodbye to a cherished Board member – Joe Solmonese – and we thank him deeply for his invaluable contributions during his course of service.

We also offer congratulations to former Board member Nicole Berner who was confirmed as a judge in the United States Court of Appeals for the Fourth Circuit in March 2024.

Board of Directors as of March 31, 2024:

- Sharis Pozen, Chair
- Chris Sale, Treasurer
- Ruchi Bhowmik
- Sheila Cheston
- Jeannie Kedas
- Judith L. Lichtman
- Nina Matis
- Shilpa Phadke
- Lisa Osborne Ross
- Philippa Scarlett
- Marcy Wilder

We were pleased to add some incredible new Fellows to our team in January 2024.

- Jamille Fields Allsbrook joined us as our Senior Fellow for Health Justice. She is an Assistant Professor at the St. Louis University School of Law and brings decades of research and advocacy experience directed at advancing health equity for marginalized groups.
- Tanya Goldman serves as our Senior Fellow for Economic Justice, coming from the Biden Administration as Senior Counselor to the Secretary of Labor. Her background also includes work with the Center for Law and Social Policy to improve conditions for working families and multiple roles in the Obama-Biden administration.

We are so honored to have these talented women apply their considerable expertise to our mission at the National Partnership.

**THANK YOU
FOR YOUR SUPPORT!
CELEBRATE OUR IMPACT
BY MAKING A GIFT
TODAY!**

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