



# THE POWER SHIFT

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ADVANCING JUSTICE FOR WOMEN AND FAMILIES





**THE SYSTEMS WEREN'T BUILT FOR US.**

**SO, WE'RE REBUILDING THEM.**

### The Problem

The systems that shape our lives—health care, the workplace, the economy, and civic leadership—weren't built for women to be full participants and decision-makers. They were designed without our realities in mind. And we're all paying the price.

Women—especially women of color—are driving progress in every corner of society, even as they face the greatest barriers. They shoulder caregiving without support, navigate workplaces that undervalue them, and fight for access to care that should be readily available. Ignoring the needs of women and families isn't just inequitable—it's economically reckless. The policies holding us back are rooted in assumptions we've outgrown.

**The longer we delay change, the greater the cost to our health, our economy, and our democracy.**

### Our Legacy

For more than 50 years, the National Partnership for Women & Families has led the charge to make this country work for all women and families. We've helped pass some of the most consequential legislation of our time—from the Pregnancy Discrimination Act to the Family & Medical Leave Act, the Lilly Ledbetter Fair Pay Act, and the Affordable Care Act.

**Today, we continue to lead—unapologetically, and with clarity of purpose.**

### Our Vision

We proudly and unflinchingly seek to bring a wide range of experiences and perspectives into our work at every level, including a diverse leadership team that understands the need for a unique vision and accountability in every room where decisions get made. We center those most often excluded as we consider new policy solutions and strategies because that's where change starts—and because no one lives a single-issue life.

Health care is inseparable from economic security. Paid leave is tied to reproductive and racial justice. Civic engagement underpins them all. At every step—from policy design to implementation, from grassroots coalition-building to federal strategy—we are not only at the table. We're shaping the agenda. Writing the language. Driving the momentum.

**Your support powers this work by helping us lead from the front lines of policy change, and turn barriers into bold new blueprints.**

Not just to speak truth to power, but to shift power, and ensure that the systems we rebuild finally work for the people they've long left behind.

# REAL LIVES ARE MULTI-DIMENSIONAL. SO ARE OUR SOLUTIONS.

At the National Partnership, we don't just imagine a better future. We're building it. Our approach is intersectional, data-driven, and grounded in the lived experiences of women and families. Because no one faces a single barrier without the realities of a greater context, and meaningful solutions must reflect the full complexity of real life.

For too long, there has been an illusion that families must choose between balancing work and life. When a new mother risks her job to care for her infant, or a Black woman struggles to access lifesaving care in her own zip code, the high stakes are not a result of our private choices. These are public policy failures. At the National Partnership, we believe it is a moral imperative to address these lived indignities, and we are working to advance real solutions that meet the urgency of the moment.

Here's where we drive change:

## Access to Quality, Affordable Health Care



We champion reproductive and maternal health equity—especially for Black, brown, rural, and low-income women who have been systematically excluded from care. From protecting the right to make personal health decisions to closing racial disparities in maternal mortality, we're reshaping what it means to receive care.

## A Fairer Economy for Women and Families



We advance policies to close pay gaps, end workplace discrimination, and expand economic opportunity—especially for women who balance caregiving and paid work. Our goal is simple: an economy that works for women is an economy that works for everyone.

## Time and Support to Care for Loved Ones



We are instrumental in the movement for national paid family and medical leave, so no one has to choose between a paycheck and caring for a newborn, a sick parent, or even themselves. We are fighting for the full range of care supports, and caregivers themselves, to ensure that care is central in policy decisions. Because time to care shouldn't be a privilege—it should be a protected right.

## A Stronger, More Inclusive Democracy



We lead the charge to ensure that women and historically excluded communities can fully participate in shaping the policies that affect their lives—from local organizing and coalition-building to judicial appointments and federal decision-making. Because a democracy that doesn't reflect all of us, fails all of us.

## What's at Stake—and Why Your Support Matters Now

We've outgrown the policies that hold women and families back. But without bold, sustained action, the systems that harm them will only deepen in impact.

### The High Cost of Inaction



Only **27% of workers in the U.S. have access to paid family leave**, and just 42% are covered by short-term disability insurance. When paid leave isn't an option, women's careers, families, and futures are put at risk. Your support helps us push policies that make care possible—without sacrificing income or stability.



**Women in the U.S. working full-time are paid 81¢ for every dollar paid to men**, and that gap is widest for women of color. Support for our work will increase women's participation in the workforce and help close the gender pay gap, which is critical for our economic growth and ability to innovate.

### The Crisis in Care



Since *Dobbs v. Jackson*, **21 states ban or severely restrict abortion**. Without immediate action, millions of women of color will continue to suffer under restrictive abortion bans. You can dismantle these harmful bans by funding advocacy that expands healthcare options for women in these states.

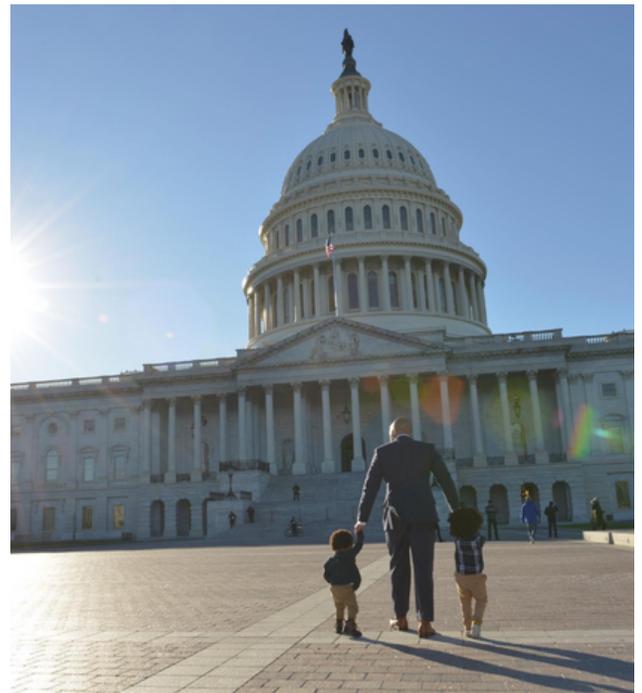


Black women and birthing people in the U.S. are **three times more likely to die from pregnancy-related causes** than their white counterparts—regardless of income or education. We need your partnership to demand transparency and accountability in maternal health and ensure every woman can access the care she needs to survive and thrive.

### Democracy on the Line



States with the **harshest restrictions on reproductive health care often have the fewest women serving in their legislatures**. And the states where it's hardest to access care are often those where civic engagement is lowest. Without robust civic participation, policymaking doesn't reflect the people it impacts most. Your investment helps expand representation, amplify women's voices, and ensure that communities most affected by inequity have a seat at every table of power.



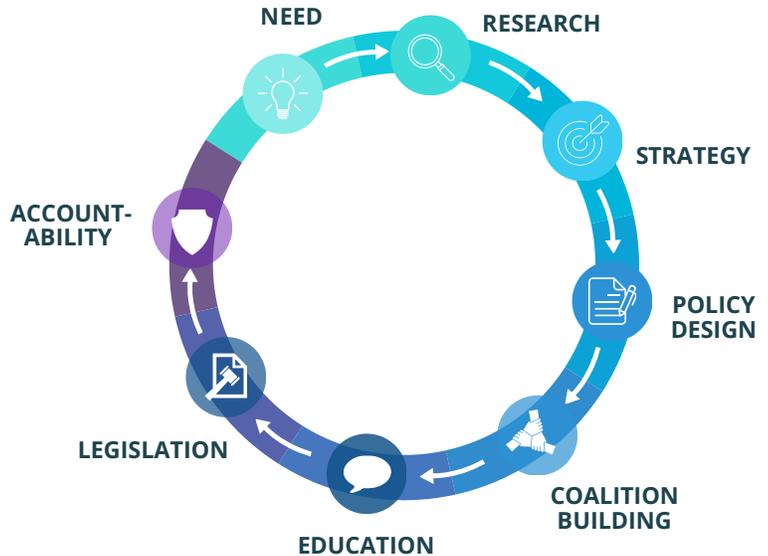
source: @4kira4moms on Instagram

# WE'VE BEEN TOLD TO WAIT. WE'VE DECIDED TO BUILD.

The National Partnership is where bold ideas become policy—and where policy becomes protection, access, and opportunity.

We don't just advocate. We take issues from need to action.

**We have led and shaped some of the most critical policy victories of the last 50 years.**



**1993** The Family & Medical Leave Act  
*The first and only national leave law.*

**2009** The Lilly Ledbetter Fair Pay Act  
*Restoring workers' rights to fair compensation.*

**2010** The Affordable Care Act  
*Expanded affordable health insurance to nearly 50 million people, including mandated coverage of preventive and maternal care.*

**2019** Federal Employee Paid Leave Act  
*Provides 12 weeks of paid parental leave for federal employees.*

**2022** Pregnant Workers Fairness Act  
*Protects pregnant and postpartum workers, helping them stay in their jobs without risking their health or safety.*



**Our impact continues in the headlines, and in the lives behind them.**



**H** huffpost 60w  
A witness at an abortion-rights hearing expertly rebuffed an inflammatory question from Sen. John Kennedy on Wednesday.

Jocelyn Frye, the president of the National Partnership for Women & Families, gave Kennedy a forceful response that refused to indulge right-wing fearmongering about extremely late procedures.

**MORE THAN HALF OF THE BLACK WOMEN IN AMERICA AGES 15 TO 49 LIVE IN STATES WITH LITTLE TO NO ABORTION ACCESS, ESSENCE**

"They're also concerned about things like economic opportunity and cost of living, racial justice, which are directly tied to the abortion bans," said Jocelyn Frye.

*Read more news coverage and press statements at [nationalpartnership.org/news-room](https://nationalpartnership.org/news-room).*

## The Ripple Effect of Policy Wins

Too many families still have to choose between their health and their paycheck. Our approach is layered, intersectional, and scalable.

For example, the National Partnership is working to pass paid family and medical leave across the country at the federal, state, and local levels.

### We back comprehensive national legislation.

- The National Partnership has championed the introduction of the FAMILY Act in every session of Congress since 2013.
- The bill, sponsored by Representative Rosa DeLauro and Senator Kirsten Gillibrand, would create a comprehensive national program through a shared fund that makes paid leave affordable for employers of all sizes.



source: Alex Wong / Getty Images

### Meanwhile, we're passing state-by-state solutions.

- The National Partnership partnered with A Better Balance to draw up a paid family and medical leave statute as the basis for state-specific legislation.
- Thirteen states—California, Colorado, Connecticut, Delaware, Maine, Massachusetts, Maryland, Minnesota, New Jersey, New York, Oregon, Rhode Island, and Washington—and Washington, D.C. passed the insurance bill (with legislation pending in Pennsylvania and vetoed twice by the Governor of Virginia).

### Underpinning it all is our non-stop local campaign support.

- Together with our grassroots partners, like Paid Sick Days Coalition, 9to5, National Association of Working Women, Family Values @ Work, and a broad network of labor unions, among many others, we provide resources and boots-on-the-ground energy to build local support for paid family leave and other family-friendly policies.

source: Helen H. Richardson, The Denver Post



“Your investment will help enhance all aspects of our mission—and advance the power of women at home, in the workplace, in the classroom, at the doctor’s office, on the picket line, at the ballot box, in the halls of government, and everywhere between.”

**Jocelyn Frye**

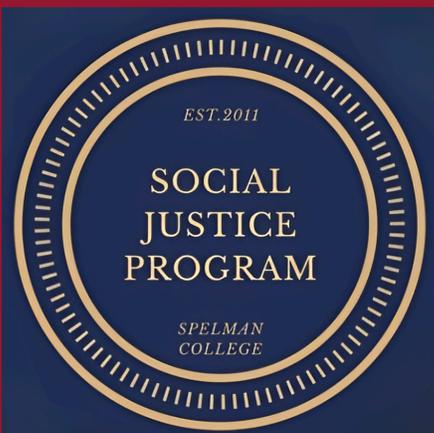
President, National Partnership  
for Women and Families





## The Future Isn't Waiting—And Neither Are We

Just as we've shaped the past 50 years of progress, we're committed to building the next 50—led by the voices and talents of the next generation. Our new HBCU internship program and the Judith Lichtman Fellowship are two ways we are investing in future leaders now.



In 2025, the National Partnership announced its partnership with Spelman College to identify one student to participate in a summer-long internship focused on social justice. This first intern will be the starting point for future partnerships with other Historically Black Colleges and Universities across the country. By equipping students with hands-on policy experience, mentorship from senior staff, and exposure to national coalitions, we are cultivating a new generation of leaders prepared to shape federal policy and drive systemic change.

### *Honoring Judy Lichtman's 50 years of service*

The Lichtman Legacy Fund is a general fund used to support projects that honor Judy's visionary spirit, strategic wisdom, legal expertise, coalition building, and unwavering commitment to equal opportunity and equal justice under the law. The fund supports, among other initiatives, the Judith Lichtman Fellowship, a 12-month position for a recent law graduate to work at the National Partnership as a policy counsel.





## INVEST IN WHAT LASTS: POLICY, POWER, PROGRESS

Women and families have waited long enough for systems that work for them. Your support fuels every part of our process, from the first stakeholder listening session to the final implementation memo.

The year ahead is crucial to define and guide the quality of life for the next generation of American women and their families. Our dedicated staff is poised to meet the moment.

Will you help us shape the next era of the National Partnership? You can direct your gift to a specific area listed, or choose to support all of our efforts:

-  **Reproductive Health & Freedom**  
Protect and expand access to abortion and comprehensive care, especially where it's hardest to reach.
-  **Fair Pay & Economic Security**  
Advance policies and enforcement that narrow gender and racial pay gaps and strengthen worker rights.
-  **Paid Leave & Worker Protections**  
Win and implement paid family and medical leave, so that no one is forced to choose between a paycheck and care.
-  **Inclusive Democracy & Civic Power**  
Resource organizing and representation so the communities most affected will set and win the policy agenda.

"The Partnership is an innovator and an incubator for new ideas that can push society and women forward. Because when women win, we all win."



**Stephanie Davis**  
National Partnership Supporter

**Scan the QR code to give now.**



 **Questions?**

Contact Sara Goldberg,  
Vice President of Development:  
[sgoldberg@nationalpartnership.org](mailto:sgoldberg@nationalpartnership.org)