

The Widening Gender Pay Gap

The National Partnership's latest analysis revealed that the pay gap between working women and their male counterparts has widened for the second consecutive year. Full-time working women now make 81 cents for every dollar men are paid. For part-time workers, the gap is even larger—just 76 cents per dollar. The disparity grows wider across demographics, with Black and Latina women facing the sharpest inequities, earning 65 cents and 58 cents per dollar,

respectively. The National Partnership's updated resources on the wage gap serve as a tangible reminder of the systemic, discriminatory barriers that prevent women from achieving economic equity. Our experts will continue to analyze this changing data as we head toward Equal Pay Day in 2026; in the meantime, we remain committed to challenging the policies that deepen wage inequality and advancing real solutions to close the gap. •

IF THE WAGE GAP CLOSED FOR ONE YEAR, WOMEN COULD AFFORD:



18

**MONTHS OF
FOOD**



13

**MONTHS OF
CHILD CARE**



32

**MONTHS TO
PAY OFF
STUDENT
LOANS**



7

**MONTHS OF
MORTGAGE
PAYMENTS**



8

**MONTHS OF
HEALTH
INSURANCE
PREMIUMS**

Highlights and Setbacks from the 2025 State Legislative Session

Following up on last year's summary of state legislative sessions, the National Partnership has published our [2025 State Legislative Round-Up](#), covering key developments from this year's state legislative sessions. Highlights from the past year include increased access to paid parental leave and strengthened pay transparency protections; on this front, particularly notable expansions in paid leave for educators and teachers were made in Alabama and Arkansas. Additionally, expansions to family and medical leave policies were made in Colorado and Delaware, and legislators in Maine defeated an attempt to repeal the state's Paid Family and Medical Leave program.

However, this year's session also saw troubling setbacks: in Missouri and Nebraska, legislatures rolled back or limited voter-approved paid sick and safe leave, denying workers critical protections. In Virginia, Governor Youngkin vetoed HB 2531 for the second time, a bill which passed with bipartisan support and



would have established a paid family and medical leave program in the state. In a particularly troubling move, Governor Reynolds of Iowa signed a law removing "gender identity" from the state's civil rights code, making it the first state to formally erase these protections. This repeal strips transgender workers of crucial safeguards against discrimination, leaving a vulnerable population exposed to workplace bias and harassment.

Our [report](#) also covers additional changes to paid family and medical leave, paid sick and safe days, and fair pay and discrimination protections, highlighting both the areas where progress was made and the states in which critical policies are under threat. Despite these shifting developments on the state-level, the National Partnership remains committed to tracking these leading issues and advocating for policies that ensure all workers can care for themselves and their families without risking their livelihoods. •

Coverage of Growing Threats to Health Justice

The National Partnership health justice team has authored several important blogs covering the Trump administration's [growing threats to contraceptive access](#) and their [weaponization of sensitive health data](#). One recent piece on contraceptive access investigated Trump's recently passed reconciliation bill and its cuts to Medicaid, Title X, and Planned Parenthood funding, which has already begun to deepen barriers in health equity. Paired with clinic closures, provider shortages, and growing "refusal laws," the Trump administration threatens to make affordable, patient-centered care even more inaccessible. These setbacks will hit hardest for people with low incomes, people of color, rural communities, and others already marginalized in the health system. By dismantling diversity, equity, and

inclusion programs and enabling discrimination in care, the administration is worsening longstanding inequities and stripping millions of people of the ability to access the contraceptive care they need.

Whether through discrimination in health care or the expansion of government surveillance, these attacks set a dangerous precedent where the public services we depend on are weaponized to cause harm. Stronger federal data privacy protections are urgently needed to prevent the exploitation of people's most sensitive information. As attacks on fundamental rights continue to escalate nationwide, the National Partnership will continue to speak out against these abuses of power to ensure our health, privacy, and dignity are protected. •

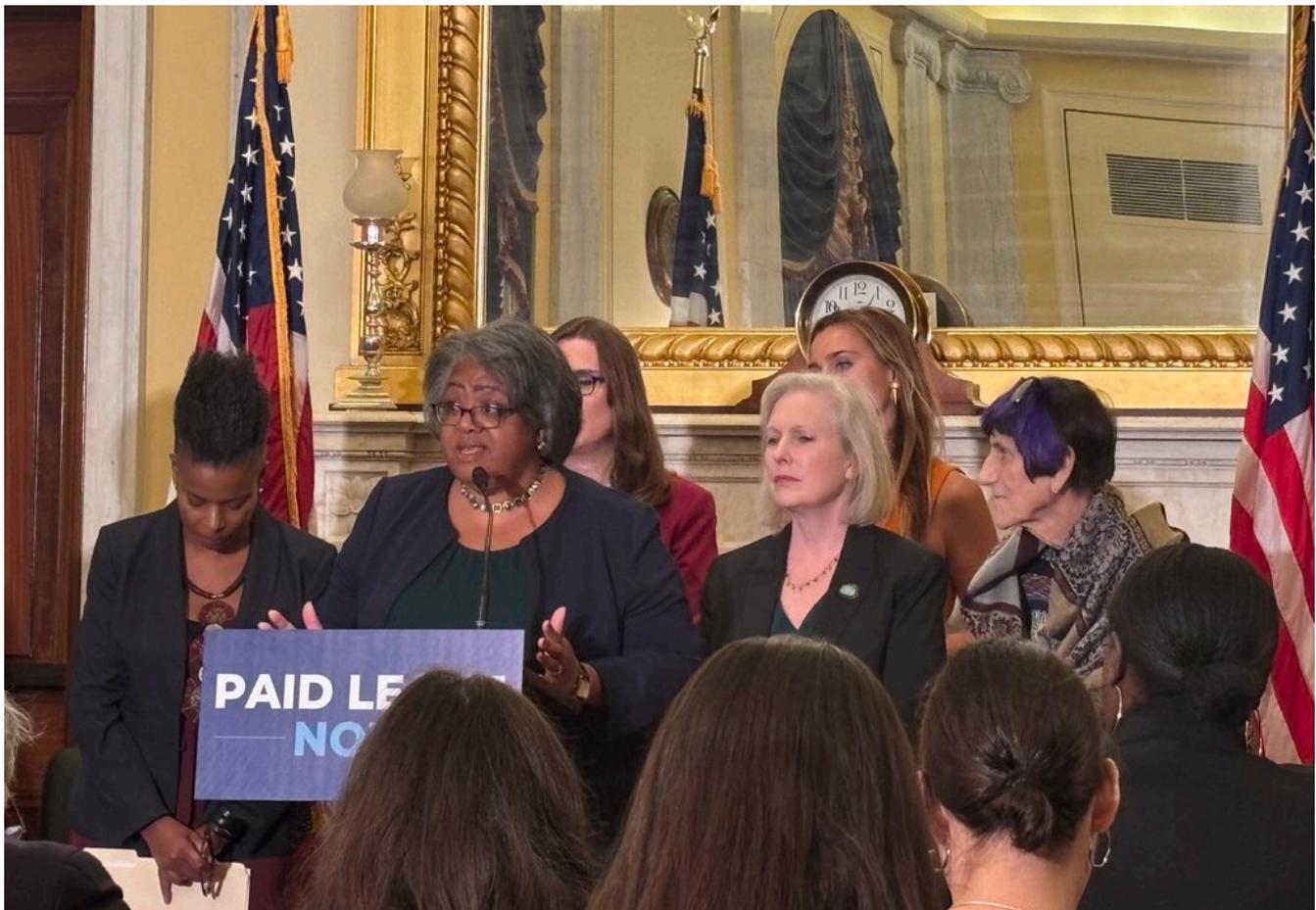
Championing Expansion of **Paid Leave** Protections

This past September, leaders from the National Partnership joined Rep. Rosa DeLauro and Sen. Kirsten Gillibrand to reintroduce the Family and Medical Insurance Leave (FAMILY) Act on Capitol Hill. Originally introduced in 2013, the 2025 version of the FAMILY Act would establish a national paid family and medical leave program, filling critical gaps left by the Family and Medical Leave Act (FMLA), which currently guarantees only unpaid leave to a limited group of workers.

As National Partnership President Jocelyn Frye emphasized in a recent press release, these enhanced protections are especially urgent in light of recent reductions to Medicaid and SNAP enacted under the Trump administration's reconciliation

bill. These detrimental cuts have placed additional financial strain on working families.

Demonstrating broad support for the legislation, the National Partnership penned the first-ever open letter endorsing the FAMILY Act. The letter has been signed by over 20 prominent businesses, including Etsy, Levi Strauss & Co., and Patagonia, urging Congress to pass this landmark bill and provide workers nationwide with the ability to care for themselves and their families without risking their livelihoods. With the reintroduction of the FAMILY Act, the National Partnership continues to shape policy, elevate worker voices, and advance protections that directly improve the lives of working families across the country. •



NPWF President Jocelyn Frye discusses the urgent need for paid leave at the FAMILY Act reintroduction press conference, Capitol Hill, September 2025.

Protecting the Economic Security of Black Women

In August, National Partnership President Jocelyn Frye and other staff leaders traveled to Martha's Vineyard where we co-hosted an event with the Center for American Progress and the Aspen Institute entitled "Fighting for the American Dream: Creating and Safeguarding an Inclusive Economy for the Black Middle Class." Jocelyn appeared on a panel alongside other leaders to discuss the challenges for economic stability in Black communities and the path forward to safeguard and grow Black economic power. During the same week we held an intimate event hosted by Board members and other supporters where Jocelyn spoke with guests about the challenges women are facing and the work the Partnership is doing to support them. In opening a dialogue on the ever-changing political landscape,

the Partnership's gatherings at Martha's Vineyard provided a platform to amplify the voices of those most impacted by these growing inequities.

Elaborating on these conversations, Jocelyn Frye's powerful new analysis details the five ways the Trump Administration's policies have directly undermined the economic security of Black workers, particularly Black women. Black women are more likely to serve as co-, primary, or sole breadwinners in their families, and the rising levels of unemployment greatly threaten their abilities to support their families. From dismantling civil rights protections, weakening anti-discrimination enforcement, and targeting public sector jobs to restricting access to higher education, homeownership, and caregiving supports, these actions threaten long-standing pathways to the middle class. In her blog, Frye emphasizes that protecting and expanding access to opportunity is critical to sustaining a strong, inclusive economy for all Americans. She calls on policymakers to prioritize policies that support a Black middle class as key to securing opportunity for everyone. •



NPWF President Jocelyn Frye discusses the importance of protecting the Black middle class, Martha's Vineyard, August 2025

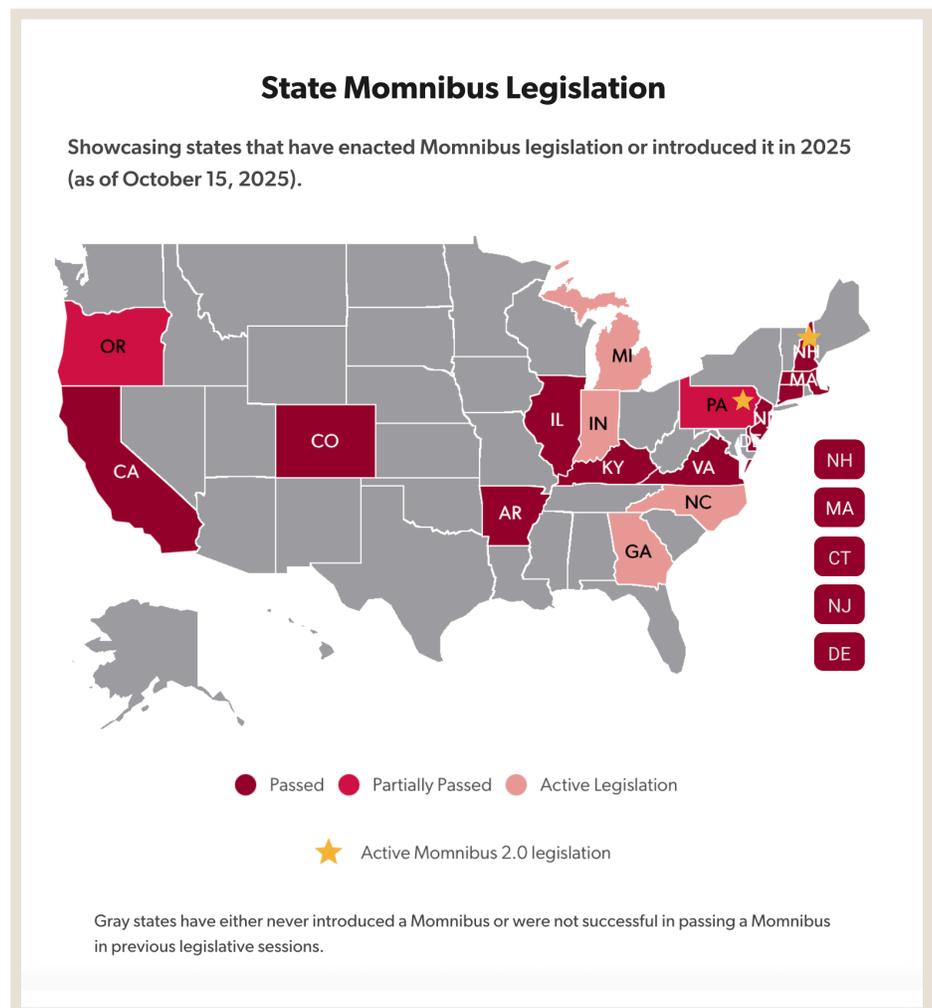
Safeguarding Maternal Health

In our efforts to advance maternal health equity, a recent National Partnership [analysis](#) found that more than 130 rural labor and delivery units nationwide are at risk of closure or service reductions due to Trump's reconciliation bill. This threat could also jeopardize hospital jobs, over 80% of which are held by women. One response to these ongoing challenges, is the work of our Maternal Health Workforce Cohort which concluded in October. Through an 18-month partnership with the Healthcare Anchor Network, a collaborative of health care systems, and six hospitals across the country, we helped to develop innovative strategies to strengthen the maternal health workforce and improve care.

Additionally, the National Partnership recently released our [State Momnibus Scan](#), showcasing states that have passed maternal health/ "Momnibus" legislation. The project features extensive state by state research, along with interviews with state advocates, and a two-part Instagram Live series. The report tracks the implementation of the [Black Maternal Health Momnibus Act](#), a collection of bills and policy proposals introduced to address the maternal health crisis impacting Black mothers and to advance racial equity in care. Our report marks the progress across seventeen states that have introduced, partially passed, and passed Momnibus legislation packages. We include four case studies of states that have

successfully passed the legislation, sharing the strategies leading to implementation in Colorado, Michigan, Kentucky, and California.

In sharing this research, the Partnership hopes to galvanize collaborative governance within states, promote cross-state collaborations, and spark the introduction of comprehensive maternal health legislation nationwide. Despite threats to health care access and overt attacks on maternal health at the national and state level, the National Partnership is committed to ensuring that every woman, no matter where she lives, has access to quality, equitable maternal care and a health system that supports those who provide it. •



Leading Experts Join the Partnership Team

The National Partnership is delighted to have welcomed a number of new members to our team including two senior experts, Nima Sheth and Taryn Williams. Nima Sheth stepped into her role as our new Vice President of Health Justice in September.



NPWF Vice President of Health Justice Nima Sheth

Previously, Nima served as Director of Policy and Networks at The Reilly Group where she led the Postpartum Support International's (PSI) Mind the Gap Initiative. She also served as the Associate Administrator for Women's Services at the U.S. Department of Health and Human Services. She graduated with her master's in Public Health from the University of Illinois, and will continue to teach courses on medicine and social justice at Georgetown University Hospital as an Assistant Professor of Clinical Psychiatry in addition to her role at the Partnership. At the Partnership, Nima leads our health justice portfolio, bringing her extensive experience implementing large-scale domestic and global programs at the intersection of women and children's health systems.

Taryn Williams joins the Partnership as the new Senior Fellow for Disability, directing our disability portfolio to center the issues and perspectives of disabled women in policy discussions.



NPWF Senior Fellow for Disability Taryn Williams

Taryn comes to the Partnership following her role in the U.S. Department of Labor, where she worked as Assistant Secretary of Labor for Disability

Employment Policy with the Office of Disability Employment Policy (ODEP). She has also worked in a range of disability policy roles, including with the Center for American Progress, the Senate HELP Committee and in the Obama White House. The Partnership is thrilled to welcome Taryn into this fellowship role; given her contributions in the disability economic justice sphere, Taryn will continue to center disability rights in policymaking spaces and ensure every woman has an equitable opportunity to thrive in our society. •

New Fellows Bring Fresh Perspectives

As part of our commitment to uplifting new talent in the legal field, the National Partnership supports two fellowships that advance the careers of recent women law graduates. In September, Maria Ortiz Pineda joined the National Partnership as the new Judith Lichtman Fellow. Created to honor Judy's



NPWF Women's Law & Public Policy Fellow Maria Ortiz Pineda

lifelong commitment to mentoring and launching the next generation of women leaders, the Judith Lichtman Fellowship engages a recent law graduate to advise the Partnership as a policy counsel. For the next year, Maria will serve as our Women's

Law & Public Policy Fellow, supporting the Economic Justice team in advancing policies that promote workplace equity and protect the rights of women and families. She earned her J.D. this past May from American University Washington College of Law, where she was a Public Interest/Public Service Scholar. Amidst her time in law school,

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Maria also served as a Peggy Browning Fellow with the Communications Workers of America and a student attorney in the Elliott S. Milstein Civil Advocacy Clinic, representing clients in gender marker and name change cases as well as civil protection order proceedings in D.C. Superior Court. Maria has hit the ground running, bringing her rich experience in civil rights litigation, labor law, and direct client advocacy to support the Partnership's mission.

In September, Jamie Floyd also began her year at the Partnership as the Huber Reproductive



NPWF Huber Reproductive Health Equity Legal Fellow Jamie Floyd

Health Equity Legal Fellow. Supported by the Huber Foundation, the Huber Fellowship focuses on the federal reproductive health policy and legal landscape. As the Fellow, Jamie will investigate sexual and reproductive

health issues, including abortion access and contraception, tracking developments in court decisions. Recently graduating with her J.D. from the University of California, Berkeley School of Law, Jamie enters the reproductive health space with direct experience engaging women's health and the law. At UC Berkeley, she interned with the ACLU Capital Punishment Project, Yale Law's Legal Services Organization's Clinics, and the Native Hawaiian Legal Corporation, where she gained exposure to issues of justice, equity, and advocacy in vulnerable communities. Under the supervision of gender violence experts, Jamie also conducted research on intimate partner firearm violence and reproductive violence against pregnant survivors. Drawing on these experiences, Jamie brings an intersectional perspective to her fellowship work, reinforcing her commitment to centering the needs of those most impacted by systemic inequities. •

Celebrating the Legacy of E.O. 11246

On September 18, the National Partnership hosted a reception commemorating the 60th Anniversary of Executive Order (E.O.) 11246. Signed by President Lyndon B. Johnson in 1965, this groundbreaking order fundamentally reshaped the American workplace by requiring federal contractors to implement affirmative action, enforce equal employment opportunity, and prohibit discrimination. Yet in January 2025, President Trump shamefully dismantled this long-standing safeguard, stripping protections from one-fifth of the nation's workforce and punishing employers committed to advancing diversity, equity, and inclusion. For decades, E.O. 11246 embodied hard-won progress, built on earlier struggles to expand opportunity and strengthen enforcement, proving that equity in the workplace has always required advocacy and political will. Beyond honoring its legacy, we continue to fight for fair and equal workplaces and demand Congress restore and strengthen these vital protections. •



NPWF hosted a special event to commemorate the 60th anniversary of Executive Order 11246 and mark our ongoing commitment to protecting civil rights and equal employment opportunity, Capitol Hill, September 2025

Partnering with Female Chefs and Members of Congress to Uplift Caregiving Policies

On September 16th, the National Partnership partnered with MAPP, a women-led hospitality and culinary group, to host a day of advocacy on Capitol Hill. The gathering highlighted the critical need for policies working people and their families need to thrive, and called on Members to help move these policies along in Congress.

The event featured a morning roundtable and an evening food and wine reception and discussion on advancing policy solutions that help women succeed in the restaurant industry – including paid family and medical leave, child care, caregiving, immigration, small business support and workforce innovation. Attendees discussed the realities facing women in the culinary industry and the policies needed to promote equity and economic growth across the hospitality sector. •

The Partnership Turns 55!

Save the date for our **2026 Annual Event on June 23** at the Conrad in Washington, D.C, celebrating the National Partnership's 55th Anniversary. Since our organization's founding in 1971, the Partnership has driven landmark advances in gender equity, from securing family and medical leave to expanding access to reproductive health care and strengthening protections for working women and families. This milestone evening will gather advocates, policymakers, philanthropists, and corporate leaders to honor changemakers who are building on this legacy. Together, we will celebrate more than five decades of progress, spotlight the urgent challenges that remain, and raise critical resources to fuel the next era of impact for gender equity. We hope you'll join us on June 23rd for an inspiring evening recognizing distinguished honorees and highlighting the Partnership's legacy of improving the lives of women and families. •



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