

Fighting Back & Defending Progress

At the National Partnership for Women & Families, we are defending decades of progress and fighting back against the new administration's relentless attacks on women and working families.

With your support, we are tracking the real-life impacts on women and working families, and helping decision makers, advocates, policymakers and the public cut through the confusion and misinformation. We know what's at stake, and we refuse to let this administration turn back the clock on justice and equity.

In this update, you'll find highlights from the last six months: key actions we've taken, progress we've made, and how your support and partnership continue to power our impact. •



Above: NPWF President Jocelyn Frye joins women's and civil rights leaders for the 60th anniversary of Bloody Sunday (March 2025)

WE CHAMPION POLICIES THAT VALUE WOMEN'S LIVES BY:

ADVANCING PAID LEAVE

PROTECTING ACCESS TO REPRODUCTIVE CARE

IMPROVING MATERNAL HEALTH OUTCOMES

INCREASING WORKPLACE EQUITY FOR ALL



Pushing for paid leave at the state level and beyond

While the current administration aims to overwhelm and distract, we remain committed and focused on advancing paid family and medical leave for all, and are proud to be a leader in this work alongside our partners at the state and national levels. Support from donors and partners like you has helped turn our research into action and our advocacy into real change for working families across the country.

This year, we updated our annual state-by-state analysis report of where progress is happening—and where states are still falling short on paid leave policies, *Paid Leave Means a Stronger Nation*. In February we issued a groundbreaking brief that revealed that Massachusetts' workers suffering



Senior Policy Analyst Jessica Mason and Economist Anwasha Majumder participate in a paid leave panel discussion "From Head to Heart" in Philadelphia (February 2025)

from depression or heart disease reported improved health due to paid leave. Our research reinforced our findings that paid leave is key to economic growth and workforce productivity gains, and helped push forward state-level efforts where momentum for state paid leave policies continues to build. For example, in Pennsylvania, State

Representative Jennifer O'Mara cited our research in support of the Family Care Act, a statewide paid leave bill introduced to the Pennsylvania State House in March.

On the federal level, our Congressional Relations and Social Impact (CRSI) team has been educating key constituencies and stakeholders about two critical bills aimed at expanding FMLA benefits – the Job Protection Act and the Caring for All Families Act. Additionally, our President, Jocelyn Frye, remains a strong and respected voice for economic justice for women and families, regularly meeting with policymakers to demonstrate support for these bills as well as the FAMILY Act, the Healthy Families Act, and the Paycheck Fairness Act. •

Our 2025 Annual Event is almost here

Join us for our 2025 Annual Event on June 3rd in Washington, DC! We look forward to coming together to celebrate the transformative work of the National Partnership, expand our community of changemakers, and honor journalist and author Joy-Ann Reid and other distinguished leaders working to improve the lives of women and families.

Reserve your space and get involved [here](#), or email our team with any questions at eventinfo@nationalpartnership.org. •

2025 Annual Event

DISTINGUISHED HONOREE

JOY-ANN REID

JOURNALIST, AUTHOR,
DOCUMENTARY
FILM PRODUCER,
COMMENTATOR





Resisting rollbacks on anti-discrimination protections and efforts to dismantle federal services

Almost immediately, the new Trump administration began systematically dismantling federal civil rights offices and longstanding anti-discrimination safeguards. This includes the abrupt and potentially illegal firings of Equal Employment Opportunity Commission (EEOC) leaders Chair Charlotte Burrows and Jocelyn Samuels, as well as National Labor Relations Board member Gwynne Wilcox, the first Black woman to hold the position. The administration also revoked Executive Order 11246, a bedrock civil rights safeguard in place since 1965, and ordered a 90% staffing cut at the Office of Federal Contract Compliance Programs (OFCCP), gutting its ability to enforce anti-discrimination laws for federal contractors.

In the face of these attacks, your support has enabled us to mobilize quickly and take meaningful action. We continue to be a leader on the Hill, working with key Members of Congress to devise legislative responses, circulating sign-on letters with our coalition partners, and deploying tactics to raise public awareness in order to stop the rollback of critical civil rights protections. We **spoke out** against the illegal firings of sitting commissioners and briefed more than 60 Congressional leaders on the immediate and long-term impacts of these moves. We also published **a fact sheet** outlining the long-standing impact of the EEOC and OFCCP - agencies that have collectively recovered nearly \$6 billion in relief for workers facing discrimination in the last decade alone.

Our team has also been active during the nomination and confirmation process of key federal officials, working with our Congressional partners to submit questions and hold questionable appointees to public account.

Standing up for Medicaid

We are keeping a close eye on the status of Medicaid, a health care lifeline for millions, which the Trump administration and Congressional Republicans have put on the chopping block to make way for permanent tax cuts for the ultra-wealthy. Our team is actively guiding lawmakers

and educating the public on the critical role Medicaid plays, and the disastrous implications cuts to the program could have on America's health, well-being, and economic security.

We circulated **a fact sheet** to demonstrate how vital Medicaid is to women's health across their lifespan, including covering maternity care and family planning services, preventive services like cancer and chronic disease screenings, and long-term care for aging women and women with disabilities. In partnership

with Justice in Aging, we produced **a new analysis** showing how cuts to Medicaid would eliminate access to care for nearly 5 million seniors and devastate the healthcare economy by impacting direct care workers, who are overwhelmingly women and disproportionately women of color and whose work is already dramatically undervalued and underpaid. We also published an in-depth fact sheet detailing how potential Medicaid cuts would dramatically threaten maternal health, leaving moms and babies at-risk and jeopardizing gains in the maternal mortality crisis.

Together with more than 130 partner organizations and allies, we've signed on to a letter to Congress, urging them to protect Medicaid and oppose all attempts to weaken this vital program. •



More to know about the National Partnership

Using our unique voice

We are combating this administration’s “flood the zone” strategy by tracking and clearly communicating the impacts to women and working families.

- ▶ Before the President’s joint address to Congress, we published a blog on [20 ways that the Trump administration has already harmed women and families](#).
- ▶ Jocelyn Frye’s comments on Trump’s attacks on civil rights and worker protections were used in pieces by [CNN](#) and [Axios](#).
- ▶ She also penned a piece for [Ms. Magazine](#) linking this moment to the longer civil rights struggle on Martin Luther King Jr. Day and spoke to [the Guardian](#) on the 60th anniversary of the Bloody Sunday march in Selma, Alabama.
- ▶ Our insights on the impacts of abortion bans and cuts to reproductive care have been regularly cited in outlets like [Newsweek](#), [Teen Vogue](#), and others.
- ▶ Our [report](#) on the state of paid leave garnered coverage in local [Nevada](#) and [Ohio](#) outlets, and we spoke to [The 19th](#) on ineffective paid leave tax credits.



Keep up with us on [our blog](#), where we regularly drill down on high-profile and overlooked issues under the Trump administration, sharing the incredible and knowledgeable voices of the National Partnership team.

Launch of the Spelman Social Justice Fellows

This Black History Month, we launched a new partnership to uplift the next generation of diverse leaders in public policy. Our new Historically Black Colleges and Universities (HBCU) Internship Program is [proud to partner with Spelman College](#) and its Social Justice Fellows Program as our first HBCU partner. The NPWF-Spelman Social Justice Fellow will join us this summer for hands-on experience in Washington, DC under the guidance of our President Jocelyn Frye. Diverse voices are needed more than ever in the racial and gender equity fight, and we are so excited to play a small role in supporting this bright generation.

Threats on All Fronts

We’re proud to share our latest [Threats On All Fronts](#) report, which analyzes how well states are doing to support women’s freedom to make decisions about their lives and care for themselves and those they love. We find that states that have banned or are likely to ban abortion also overwhelmingly fail women on a range of key work and care policies – from support for midwives and doulas to paid family and medical leave to fair pay. Yet, we also find that many states have taken key steps to advance women’s health and economic freedom, and point to opportunities for states to do more as they head into the 2025 legislative session. For the first time, it features state-specific infographics, giving advocates and policymakers a powerful tool to push for change.

Protecting **patient privacy** in reproductive health

The National Partnership remains committed to fighting for the reproductive health rights, privacy and dignity of all women and pregnant people—especially as anti-abortion extremists abuse the legal system and weaponize legislation to criminalize abortion care and surveil patients and providers. Thanks to our long-time focus on this issue and bolstered by our funders and donors, we have established ourselves as leaders at the intersection of patient privacy rights and reproductive justice.

There continues to be multiple lawsuits challenging the 2024 Health Insurance Portability and Accountability Act (HIPAA) Reproductive Health Privacy Rule, alongside attacks on HIPAA itself. The 2024 rule provides a crucial line of defense against the escalating risks of surveillance and criminalization of pregnant people seeking reproductive care.

The National Partnership is proud to be the leading organization on an amicus brief submitted on behalf of nearly two dozen allied organizations in response to a legal challenge of the 2024 HIPAA rule brought by 15 states. We also released an [explainer](#) unpacking this lawsuit and other challenges to HIPAA protections for pregnant people, detailing the threats to patients and highlighting the anti-abortion hardliners behind these attacks.

In March, we took another bold step forward by co-launching a working group with the Center for Democracy & Technology to coordinate reproductive health advocates and surveillance reform experts in our responses to the escalation of reproductive surveillance. •

Your support makes a lasting impact!

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