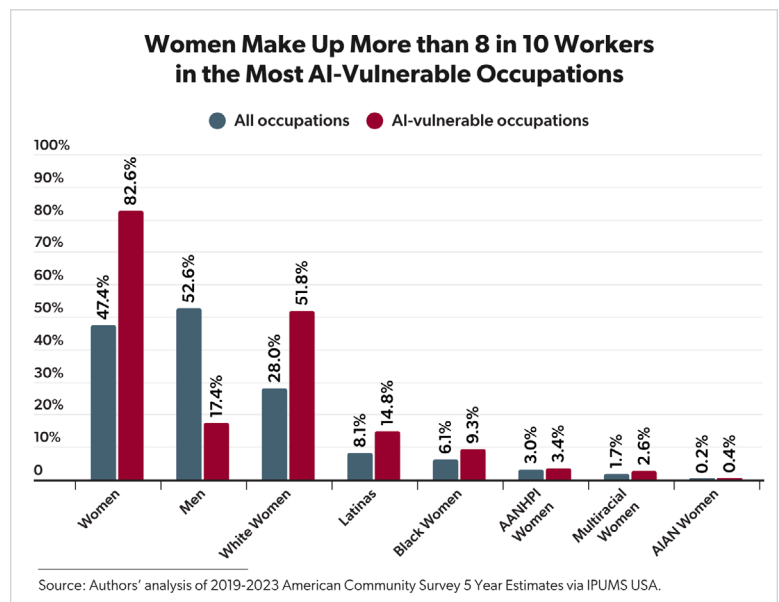


Women Workers at Risk: The AI Displacement Crisis

The rise of artificial intelligence is reshaping the American workplace at a rapid pace – and new National Partnership research makes clear that women, particularly women of color, stand to bear the greatest costs. The report, “AI and Emerging Risks for Women Workers,” finds that while women make up just under half of the overall workforce, they account for 83% of workers in the 15 occupations most vulnerable to AI displacement. This at-risk category, including positions for secretaries, receptionists, interpreters and translators and more. Women of color make up more than 30% of workers in these roles, and white women, Latinas and American Indian and Alaska Native women are represented in AI-vulnerable jobs at nearly double their share of the overall workforce. Beyond job displacement, the Partnership’s report examines the ways in which AI is reshaping working conditions through algorithmic management, workplace surveillance and technology-facilitated harassment – harms falling the hardest on women in lower-wage service, care and administrative sectors.

In the face of this precarious situation, the Partnership is urging Congress to adequately fund and empower existing enforcement agencies, including the EEOC, the National Labor Relations Board, the Department of Labor’s Wage and Hour Division and the Occupational Safety and Health Administration (OSHA). There is also a need for policymakers to actively apply existing anti-discrimination laws to AI-enabled workplaces, particularly as the current administration has rolled

back Biden-era algorithmic fairness guidance. The Partnership also calls for new federal protections requiring employers to disclose the way AI systems are being used in their workplace, notify workers when automated tools influence employment decisions, ensure human oversight and conduct regular bias assessments. The report further suggests rejecting any federal preemption of state AI laws, establishing legal accountability for AI-enabled harassment targeting women and centering gender equity and worker voice in AI governance going forward. Each of these policy recommendations offered by the Partnership’s researchers seeks to protect women workers as technology advances, expanding opportunities for women into the future rather than restricting female economic mobility. •




Virginia's Breakthrough and 566 Million Reasons To Keep Fighting for Paid Leave

Since our founding in 1971, the National Partnership has tirelessly championed paid family and medical leave. A defining early victory came in 1993, when the Family and Medical Leave Act (FMLA) was signed into law. This landmark legislation drafted by the Partnership remains the only federal law designed to help Americans balance the competing demands of work and family. In the decades since, Partnership research has found that the FMLA has been used 566 million times to provide workers with protected leave, supporting more than 15 million workers in 2025 alone. Responding to this demonstrated need for protected leave, the Partnership has pursued an even more comprehensive vision: a paid leave program that allows workers to meet their personal and family needs

without sacrificing their economic security. That work has taken many forms. Over a decade ago, the Partnership partnered with A Better Balance to develop a model policy for states to provide paid family and medical leave, a model policy that has since informed legislators in all of the states that have adopted paid family and medical leave programs. Today, those 14 state programs, as well as Washington, D.C., cover nearly 50 million private-sector workers nationwide. Recently The 19th news outlet featured research by the Partnership highlighting state paid leave momentum and these groundbreaking coverage numbers.

Against this backdrop, Virginia's recent legislative session stands out as a significant breakthrough for the Partnership's commitment to working women and families. The Partnership played an active role in the effort to make Virginia the first state in the South to pass and enact paid leave. Our analysis title "Paid Leave Means a Stronger Virginia" was used repeatedly by the policymakers and advocates to make the economic case for the bill. To demonstrate the massive impact that paid leave would have on real people, our research calculated that 3.2 million people would be covered by Virginia's legislation. Throughout the campaign we provided technical assistance to government officials drawing on our deep expertise in program design and implementation. We worked alongside the Small Business Majority on polling demonstrating support from small companies in Virginia, helping to neutralize opposition from big business interests. The Partnership also led a letter signed by national and state disability, LGBTQ, women's and family advocacy organizations to ensure an inclusive definition of "family" made it into the final version of the law – successfully preserving this language despite opposition.


FACT SHEET

Virginia Paid Family and Medical Leave Will Cover More than Three Million Workers

MARCH 2026




By Jessica Mason and Katherine Gallagher Robbins

More than three million workers in the Commonwealth of Virginia would have paid family and medical leave if HB1207/SB2 is signed into law.¹ This law would create a program to guarantee time away from work with pay for Virginians with major health and caregiving needs such as caring for seriously ill family members, bonding with a new baby, or undergoing treatment for a major medical condition.

We estimate that about **3.2 million private-sector workers in Virginia** would meet eligibility criteria under these bills. That amounts to **91 percent of the private-sector workforce** in Virginia.

With Virginia's passage, nearly fifty million workers nationwide would be able to access leave under a state paid family and medical leave program. Including Virginians, more than one-third of private sector workers across the United States (35 percent) would be able to take paid family and medical leave through a state program when the need arises, marking a major milestone for the entire country.²

One in three U.S. workers will be eligible for a state paid leave program

Share of total U.S. workers who are in one of the 14 states with paid leave programs, or Virginia, and meet their state's eligibility rules.

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On April 22nd, Virginia became the 15th state, and the first southern state, to pass a paid family and medical leave law – giving workers up to 12 weeks of paid time off for bonding, caregiving and their own serious illness. Virginia joins Maryland and Washington, D.C. in building a robust paid leave landscape across the Washington metropolitan area, offering a powerful model for what is possible when lawmakers center the needs of working families. In

March, Jocelyn Frye was a featured speaker at the National Summit on the Caregiving Crisis on Capitol Hill where she spoke about the importance of passing a comprehensive national paid leave program. In May, we held a summit convening state and federal paid leave advocates from across the country to build a coordinated strategy for turning state progress into federal action – creating more champions for paid leave in Congress and increasing the sense of urgency around passing paid leave at the national level. •

Putting Patients at Risk: Extremist Attacks on Emergency Abortion Care

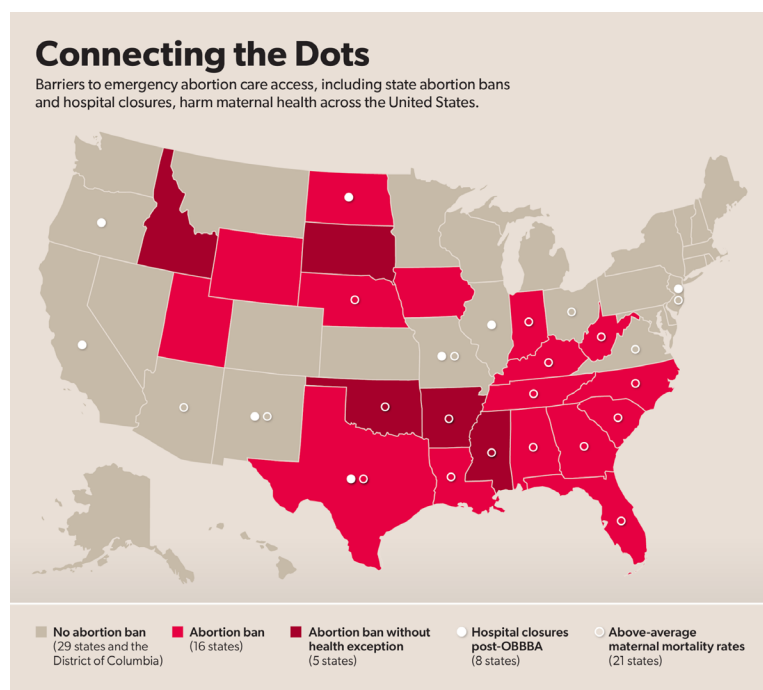
The National Partnership continues to track threats to reproductive rights, specifically addressing state abortion bans that are interfering with federal emergency care protections. Grounding our new report in the lived experiences of the countless women denied abortion care in the U.S., the Partnership calls on health care providers and policymakers to come together to address barriers to abortion access and maternal mortality rates.

The Emergency Medical Treatment and Active Labor Act (EMTALA) has stabilized emergency care in hospitals since 1986, including access to abortion, yet the Trump administration's roll-back of Biden-era EMTALA guidance has left providers navigating dangerous legal gray areas. Despite this federal requirement, five states have abortion bans with no health exceptions whatsoever: Arkansas, Idaho, Mississippi, Oklahoma and South Dakota.

Hospital closures triggered by the One Big Beautiful Bill Act are compounding the crisis, forcing patients to travel even further for emergency care. A National Partnership analysis indicates 12 hospitals have already shuttered and 131 rural hospitals remain at risk. The consequences are deadly: women

in states with abortion bans are significantly more likely to die during pregnancy, with Black women in those states 3.3 times more likely to die than their white counterparts.

The Partnership is urging state and federal lawmakers to build a healthcare system that is responsive to the needs of pregnant people and protects providers from being punished for merely following the standard of care. •



Disrespected and Ignored: Black Pregnant Women Demand Congressional Action

The maternal health crisis in the United States is real, and attempts to downplay it are dangerous. A [recent study](#) claimed the crisis has been overstated, but the [National Partnership is pushing back](#) on this narrative and making clear that there is a very different and deeply troubling story at play. The U.S. loses more people per capita to pregnancy and childbirth than any other high-income nation, and Black women are [three times more likely](#) to die from pregnancy-related causes than white women. Tragically, [84% of these deaths are preventable](#), yet systemic barriers, inadequate access to care and the ongoing fallout from *Dobbs* have caused the crisis to worsen.

The National Partnership is doing more than just sounding the alarm – we are actively working to turn the tide, highlighting stories of Black women impacted by the maternal health crisis and pinpointing actions Congress can take to promote respectful maternity care. This year, the Partnership proudly co-sponsored Black Maternal Health Week 2026, joining advocates across the country in centering this urgent issue. On April 17th, our own Rosann Mariappuram and Amani Echols brought their expertise to a virtual briefing hosted by the Reproductive Freedom Caucus and the Democratic Women's Caucus, held in collaboration with the Black Maternal Health Caucus. The briefing connected two deeply intertwined fights, combating the maternal mortality crisis and protecting reproductive rights, including abortion access and contraception. Together, the Partnership and these caucuses championed resolutions to formally recognize Black Maternal Health Week

and the ongoing push to advance the Momnibus Act – a sweeping legislative package designed to address maternal mortality, health disparities and the social determinants that drive them. In addition to speaking at the virtual briefing, Amani also marked the week with a [powerful blog](#) highlighting Black mothers on our staff who still work to fiercely claim joy and justice even as they navigate a system not designed for them.

Another [recent Partnership blog](#) covers the heartbreaking stories of three Black women who were

denied care in the moments they needed it the most. These stories, while devastating, are not isolated experiences for Black mothers – 1 in 3 Black women report mistreatment while receiving maternity care, compared to 1 in 5 for women overall. The Partnership outlines a clear congressional agenda for change, calling on lawmakers to pass legislation like the Kira Johnson Act which would directly address disrespectful care with increased bias and racism training for employees in maternity care settings. We're also advocating for bills that would expand access to midwifery care, doula support

and community birth centers. The Partnership also urges Congress to reverse the Medicaid cuts in H.R.1 and to pass the Perinatal Workforce Act to grow and diversify the workforce caring for not just Black women, but all pregnant people across the country.

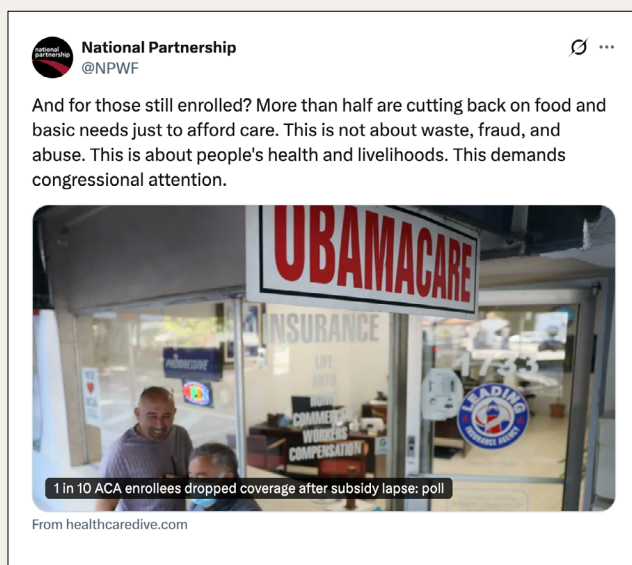
Despite attempts to obscure the Black maternal health crisis and the mounting threats at the state and federal level, the Partnership remains committed to ensuring that every woman has access to quality, equitable maternal care, and we will hold policymakers accountable when they fall short. •



Medicaid Still Matters

March 2026 marked the sixteenth anniversary of the Affordable Care Act (ACA), and, for the first time in six years, ACA enrollment has declined. Exploring the reasons behind the 2026 decline, a [new Partnership blog](#) notes the lower enrollment numbers are a direct consequence of Congress' failure to extend the premium subsidies that made Marketplace coverage affordable for working families. Without that support, the costs surged overnight.

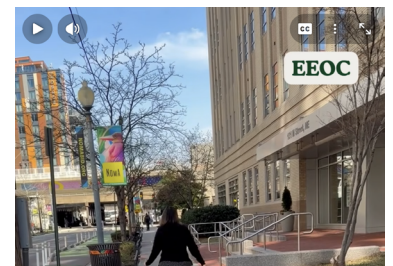
Women, who make up the majority of Marketplace participants, are disproportionately bearing the increases, with Black and Latina women facing the steepest barriers. The situation is only expected to worsen, as insurers are projecting enrollment losses that could climb into the millions before year's end. Women across the country are already making devastating tradeoffs such as dropping coverage, accepting inferior plans or foregoing care altogether. This troubling decline requires more than analysis – it demands action. The National Partnership is committed to tracking the data while also amplifying the needs of women navigating rising costs or lacking coverage altogether and pressing state and federal policymakers to restore and strengthen the protections that make health care accessible for all women. •



We're Listening, Even if the EEOC Isn't

Since the Partnership [launched the project collaboratively](#) with the National Women's Law Center last June, The 75 Million has been leading the fight to protect the rights of working women. Building off the "Hands Off the EEOC!" protest in late January, the co-led campaign turned its focus to the fallout of the Equal Employment Opportunity Commission's (EEOC) vote to rescind workplace harassment guidelines. The EEOC typically allows a 60-day public comment period before confirming changes of this magnitude – a window for accountability that today's workers were never given. Despite the agency's silence, The [75 Million Project collected public feedback](#) from women across all industries and delivered it directly to the EEOC.

The stories featured women in the restaurant industry, teachers in the public school systems, grandmothers concerned for the rights of their daughters and granddaughters and first-responders working in rape crisis centers. This powerful cross-section of perspectives reflects just how broadly the EEOC's decision is being felt. The delivery of the collected comments was documented and [can be watched on our YouTube channel](#). By uplifting voices and demanding accountability, the Partnership's sustained commitment to women's workplace rights ensures that these rollbacks do not happen quietly or without a fight. Through direct efforts like the protest and this public comment campaign, the Partnership is actively working to amplify women's voices at the very moments this administration works hardest to silence them. •



"As a former restaurant worker, I have seen how different forms of harassment are frequently used as a tool to exert power and to silence workers..."
– Alexandre G

Michele Jawando Joins the National Partnership Board

The Partnership is delighted to announce the appointment of our newest board member, Michele L. Jawando. Michele is a nationally recognized leader working at the intersection of technology, public policy and social impact, with a strong record of advancing equity, economic opportunity and inclusive innovation. Michele currently serves as CEO of Omidyar Network,

where she oversees a multi-million-dollar portfolio focused on ensuring that technology, including artificial intelligence, is designed and deployed in ways that benefit society. Throughout her career, Michele has held senior leadership roles across the public, private and

nonprofit sectors, including serving as U.S. Head of Strategic Engagement and Public Policy Partnerships at Google, where she built cross-sector partnerships with policymakers and advocacy organizations. Her earlier experience includes leadership at the Center for American Progress and a role serving as Senior Advisor to members of Congress in both the U.S. House of Representatives and U.S. Senate.

Across these roles, Michele has consistently focused on advancing policies that expand opportunity and equity. Her deep understanding of policy innovation, combined with her legal and policy expertise, will help advance the Partnership's mission and vitalize our engagement with both longstanding and emerging partners in advocacy. As our organization celebrates our 55th anniversary, we could not imagine a better time to welcome Michele to our Board of Directors and strengthen the Partnership's leadership for the work ahead. •

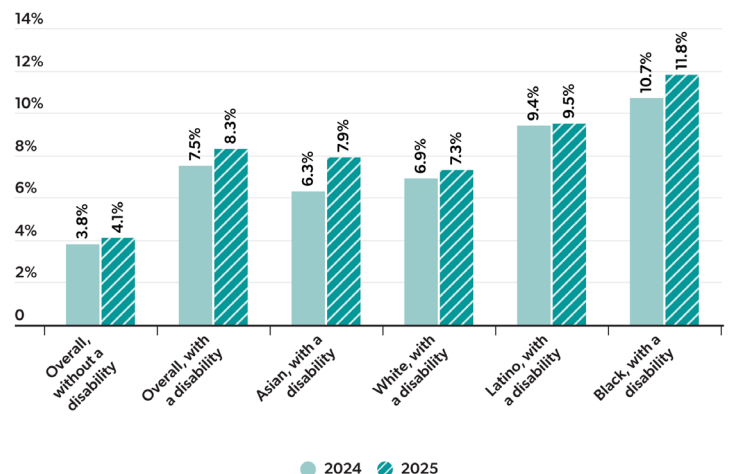


How the Trump Administration Is **Failing** Women With Disabilities

A recent National Partnership blog details the increasing fragility of economic security for women with disabilities, a compounding issue worsening as the Trump administration systemically dismantles the programs and protections these women depend on. Throughout the current president's second term, unemployment has risen for disabled workers — climbing to over 10% between 2024 and 2025. Unemployment rates for Latino and Black disabled workers stand at 9.5% and 11.8%, respectively, compared with 8.3% for their white counterparts. In addition to these lower employment rates, the federal investments and civil rights enforcement mechanisms that helped build pathways into employment have been further eroded by the Trump administration. For Black, Latina, Indigenous and Asian American women with disabilities, barriers compound across race, gender and disability — and the rollback of federal data collection means we risk losing the ability to track the worsening landscape.

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Unemployment Rate Jumped in 2025, Especially for Asian and Black Disabled Workers



(CONTINUED FROM P. 6)

As a response, the Partnership is launching a new disability economic justice series. The collection of blogs will examine the shifts initiated under this administration across four critical areas: federal data infrastructure, education and workforce development, civil rights enforcement and the policy choices needed to intentionally rebuild.

Through this series, the Partnership will chart a path toward preserving and creating systems with disability, racial and gender justice at the center. At stake are both access to employment and the broader systems that make economic security possible, and the Partnership remains committed to protecting women with disabilities when shaping intersectional solutions. •

\$1.9 Trillion and Counting: What the Wage Gap Costs Women

This past March, the Partnership celebrated Equal Pay Day by highlighting the persisting and inexplicable gender wage gap. Across all workers in the United States in 2024, women were typically paid just 76 cents for every dollar paid to a man. On average, the Partnership found women lose a combined total of over \$1.9 trillion every year due to the wage gap. Given that nearly 70% of women will be the primary earner at some point in their first 18 years of motherhood, women and their families cannot afford the entrenched discrimination that leads to lower wages. Beyond income, the gap affects women's ability to afford basic needs – if the gap were to close for just one year, women could afford to pay 10 months of rent and utilities, 18 months of food or 13 months of child care. This purchasing power increases substantially for women of color, who are disproportionately impacted by economic discrimination, totaling 37 months of food for Latina women, 35 for Native American women, 30 for Black women and 12 for Asian American, Native Hawaiian and Pacific Islander women. The intersectional impact of the wage gap adds up, particularly in the face of rapid inflation, preventing women from affording necessary goods like groceries, child care and student loan payments.

While measures like the 1963 Equal Pay Act and 2009 Lilly Ledbetter Fair Pay Act led women closer to equal pay for equal work, this progress has slowed significantly over the last decade. Current data holds

that, at this rate, women workers will not reach equal pay until 2088. And the decades of waiting increase for racially marginalized groups – for Black women, it's the year 2362. The Partnership refuses to wait this long, outlining concrete federal policy steps to close the wage gap. These solutions include fair pay protections through the Paycheck Fairness Act, a higher minimum wage and full funding for federal agencies that investigate and enforce fair pay. Together, these policies will give working women the tools, protections and recourse they've long been owed. •

How much women are paid for every dollar earned by a white man



• White men • AANHPI Women • White Women
• Black Women • Latina Women • Native Women

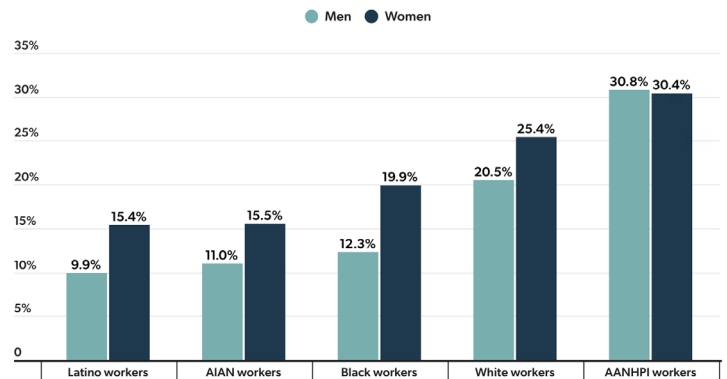
National Partnership for Women & Families analysis of Current Population Survey and American Community Survey data. Figures are median annual earnings for all workers and compare to white, non-Hispanic men.

Telework Is Working for Women

Despite a growing chorus of voices calling remote work a liability for women’s careers, new research from the Partnership and The 75 Million tells a very different story. The narrative that working from home is a “career killer” for women misses the bigger picture entirely. In fact, it may be one of the most powerful tools keeping women in the workforce. The Partnership’s report [“Who Works from Home? Remote Work, Gender Equity and the Access Gap”](#) finds that more than 18 million women telework, making women the majority of the remote workforce. Across nearly every demographic group, including race, age, disability status, parental status and more, women are more likely to work from home than men – and mothers rely on the opportunity to telework especially heavily. [Work from home opportunities actually improve women’s labor force participation](#) by removing barriers and decreasing their likelihood to exit the workforce, particularly for mothers of young children. About 1 in 4 women work from home compared to 1 in 5 of men, helping them stay attached to the labor force, reducing hiring discriminations and providing critical flexibility for disabled workers and caregivers.

At the same time, access is far from equal. Higher-paid, highly educated white and AANHPI women have the greatest telework opportunities, while women concentrated in fields like nursing, teaching, retail and food service (occupations where Black, Latina and AIAN women are overrepresented) have little to none. And as the Trump administration

Women are more likely to telework than men across nearly all racial and ethnic groups



Share of each group’s workforce in the U.S. that teleworks at least some hours.

Source: National Partnership analysis of Current Population survey data, 2025 annual averages. Latinos can be of any race.

and many companies push aggressively for a return to the office, the Partnership finds little evidence that such mandates improve productivity – but [plenty of data demonstrating these mandates can damage morale and drive out top talent](#). Instead, employers should design telework programs with equity and accessibility at the center, looking to models in Australia and the EU for right-to-request flexible work policies. This report, released just at the end of April, concludes with a clear policy agenda to strengthen anti-discrimination enforcement in remote work contexts, expanding the opportunity for workplace flexibility with the broader support women need – fair wages, paid leave, affordable child care and equal pay. •

NPWF on Martha’s Vineyard

If you’re headed to Martha’s Vineyard this summer, we hope you’ll mark your calendars and join the Partnership for several events early the week of August 17. To receive the latest information about our plans, email eventinfo@nationalpartnership.org.

LISTENING TO MOTHERS SURVEY

Please join us for the much awaited first look at insights from *Listening to Mothers IV*, the National Partnership’s groundbreaking national survey. Drawing on responses from 3,857 mothers of infants and toddlers across the country over three years,

the survey’s latest findings include new data on racial disparities, respectful care, mental health and postpartum support.

Celebrate the launch with us at the Kaiser Family

Foundation’s Barbara Jordan Conference Center in Washington, DC on Tuesday, June 9th from 10:00 a.m. to noon, alongside our partners at the Black Mamas Matter Alliance and MomsRising. Be among the first to hear these key findings, connect with leaders and advocates across the maternal health field and engage in conversation about what comes next for driving meaningful policy change. This in-person event marks the start of a national rollout, with additional findings, regional events and opportunities for engagement to follow in the months ahead. [RSVP here](#) by June 1st – we hope to see you there! •

 listening to mothers



DON'T MISS OUR ANNUAL EVENT

The National Partnership’s 55th Anniversary Celebration is nearly here! The event will take place on June 23rd at the Conrad in Washington, D.C. We would love to welcome you for an evening honoring more than five decades of leadership advancing gender equity – and looking ahead to the work still to come. This milestone event is centered around the theme “Persistence & Progress,” celebrating the organization’s history and determination to keep moving our nation toward a more just and equitable future. We hope you will join us as we honor three amazing champions and partners in advancing policies that support women and families: Nancy Pelosi, 52nd Speaker of the U.S. House of Representatives; Ai-jen Poo, President of the National Domestic Workers Alliance and Executive Director of Caring Across Generations; and Briana Sewell, Delegate of Virginia’s 25th House District and lead patron of Virginia’s paid leave bill. Secure your ticket before it’s too late – we hope to see you there for what promises to be an unforgettable evening! •



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