

**NATIONAL WOMEN'S LAW CENTER  
2005–2006 ANNUAL REPORT**



## Our Mission

Since 1972, the National Women's Law Center has expanded the possibilities for women and girls in this country. The Center uses the law in all its forms: getting new laws on the books and enforced; litigating groundbreaking cases all the way to the Supreme Court; and educating the public about ways to make the law and public policies work for women and their families. An experienced staff takes on the issues that cut to the core of women's and girls' lives in education, employment, family economic security, and health—with special attention given to the needs of low-income women and their families.





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# Message from the Chair



Dupont Photography

Brooksley Born

The National Women's Law Center has achieved many important accomplishments in the past year, made possible by its talented staff, committed board members, diverse allies, and generous supporters.

I want to highlight just a few examples of the many ways that the Center's work has made an important difference during a year of great change and momentous challenge. The Center:

- Strengthened legal protections for women and minorities who are victims of workplace discrimination by filing a lead friend of the court brief in the Supreme Court case *Burlington Northern & Santa Fe Railway Co. v. White* on behalf of 30 organizations. In this case, the Court adopted arguments advanced in the Center's brief, which ensured that various forms of harmful retaliation by employers could be challenged by those injured by the retaliation.
- Secured a \$50 million increase in child care assistance funding by working with Minnesota advocates and using research findings from the Center's annual 50-state report, *Child Care Assistance Policies 2005*, to demonstrate to policymakers the impact of Minnesota's child care assistance cuts.
- Helped defeat multiple attempts to repeal the estate tax and sounded the alarm about the impact of continued tax cuts on services vital to women and their families by providing leadership to broad-based coalitions that channeled the energy and outrage

advocates across the country felt when policy makers persisted in their efforts to cut programs for the poor—and taxes for the rich—even after Hurricane Katrina exposed the depths of economic inequality and growing need.

- Expanded access to contraception for women by using its legal analysis to obtain rulings in Michigan and Montana that require employer health insurance plans covering prescription drugs to cover prescription contraceptives, and pressing for similar interpretations of the equal employment laws of other states.
- Launched "Watching the Courts—Women's Rights at Stake," an ongoing project, including a blog and other public education efforts, to inform the public about little-noticed court rulings that affect the legal rights women depend on and to underscore why judicial nominations matter.

I am so pleased to work with the Center as it continues to improve the lives of women and girls. The Center is an important force for equality and justice, and it is able to make progress for women because of the dedication and skill of its staff and the assistance of its supporters. It's been an honor to serve as board chair again this year. I look forward to our continued work together to defend and advance the cause of women and their families.

Brooksley Born  
Board Chair

# Message from the Co-Presidents

We face the future strengthened by this year's victories, disappointments, and lessons learned. This year was a time of great challenges facing the nation. But the Center marshalled its resources to press for women's interests and, even in these difficult times, made important steps forward for women and girls. Our wins have strengthened the rights of students, women and men struggling to support and care for their families, and individual citizens striving to be treated with respect.

During the upcoming year, the Center will continue these fights and face the new tests that arise. Long-established laws that protect women's rights face new challenges. In particular, women's rights to make personal reproductive decisions are being challenged in state legislatures and federal courts. Two vacancies on the U.S. Supreme Court gave President Bush the opportunity to fundamentally affect the Court for decades to come. Preserving a woman's right to choose and the core protections of *Roe v. Wade* in the new Supreme Court will require a marshalling of legal arguments and participation in cases from a broad array of individuals and organizations, which the Center will work to produce. The Center will also continue to build on past efforts to make contraception more accessible and affordable.

Last year, congressional leaders pressed for even more tax cuts for the wealthy while also slashing programs that are essential for millions of women and their families, even after Hurricane Katrina put a necessary spotlight on the plight of the nation's poor. Although we had some success in stopping the worst of these proposals, in the next year we know we must continue to fight unfair actions and policies that threaten the economic well-being of women and their families, especially those most in need. We must also challenge damaging efforts to roll back laws that mandate equal educational and employment opportunities. We will fight to preserve these laws that have allowed women to make advances in the classroom and the workplace.

The Center has established itself as a leader in these and other crucial fights over its long history. We will continue to use all the resources we have to fight efforts that would turn back the clock for women and their families. With support from you, we will be able to turn policy and legal struggles into opportunities to protect and strengthen our most basic rights and freedoms. Thank you for sustaining the Center's work on behalf of women and girls with your support.

Nancy Duff Campbell  
Marcia D. Greenberger  
*Co-Presidents*

Claire Flanders Photography



*Nancy Duff Campbell*

Connie Reider Photography



*Marcia D. Greenberger*



# ADVANCING EQUITY FOR WOMEN

The Center tackled the daunting challenges young women still face in classrooms and on playing fields across the country.

**W**omen have made important gains in education, including in athletics, but true equality of opportunity remains an elusive goal. Young women's experiences in school, particularly in career and technical education programs, all too often mirror the sexual harassment and gender stereotyping they face as adults. The Center uses multiple tools, including litigation, to expand equal educational opportunities so that all women and girls have access to the high-quality education they need and deserve.

## **Advancing Gender Equity in Career and Technical Education**

In the past year, the Center worked aggressively to ensure that career and technical

education (CTE) programs provide equitable opportunities for young women to enter and succeed in programs that are nontraditional for their gender, removing obstacles that can lead to jobs that permit economic self-sufficiency.

For example, the Center released a groundbreaking and widely disseminated report, *Tools of the Trade: Using the Law to Address Sex Segregation in High School Career and Technical Education*. This detailed report provided data from twelve diverse states nationwide and thoroughly analyzed the ways in which federal and state laws can be used to open doors for girls to nontraditional training. Twelve accompanying state toolkits provide a customized roadmap for girls, their parents, advocates, and educational professionals to apply state laws to

# AND GIRLS IN EDUCATION

improve opportunities for girls to participate in nontraditional training.

Drawing on this analysis, the Center provided technical assistance in numerous states. In Missouri, for example, the Center began a collaboration with the Alliance for the Status of Missouri Women on the “Open Doors” campaign, which will help ensure that all students in the state have equal access to high-quality career and technical education opportunities. The Center also began work with the Columbia, Missouri, Public School District, which has agreed to undertake a systematic investigation of the factors that influence students’ choices of CTE courses. This important initiative will provide valuable information for schools across Missouri and the country and enable schools and advocates to more effectively target interventions.

## Keeping Title IX Strong

Thirty-four years after the passage of Title IX of the Education Amendments of 1972, assaults on this landmark law persist. Over the past year, the Center fought against legal and administrative challenges, and worked to promote greater compliance with the law and its promise of equal opportunities for girls.

Close to home, the Center built on its past success for students and parents at Washington-Lee High School in Arlington, Virginia, and T.C. Williams High School in Alexandria, Virginia, conducting an investigation into gender equity in athletics at 21 high schools in Prince George’s County, Maryland. At the close of this year and after lengthy negotiations with the Prince George’s County Public Schools

Board of Education, the Center was close to finalizing a groundbreaking county-wide settlement that would improve girls’ athletic programs across the board—from equitable facilities and opportunities to play to proportional allocation of athletic funds.

Nationally, the Center continued to push back against attacks on Title IX that threatened to reverse decades of progress women and girls have made in sports. In March 2005, without any public input, the Department of Education issued a “Clarification” to its rules that authorized schools to rely solely on questionable email surveys to determine whether to add more sports opportunities for female students, violating basic principles of equity under Title IX. The Center mounted an extensive public education campaign against this harmful policy, engaging members of Congress, advocates, athletes, and others in legislative solutions, press events, and campus organizing. The Center also began to monitor schools’ use of the survey and analyze how the survey could be challenged in court if its use resulted in discrimination.

Additionally, the Center followed up on its 2005 victory before the Supreme Court in *Jackson v. Birmingham Board of Education*, in which the Court held that Title IX provides protection from retaliation to those who challenge discrimination. The Center continued to represent Coach Jackson in the remand of his case to the trial court, where he sought fair treatment of the girls’ basketball team at Ensley High School in Birmingham and compensation for wages lost when he was fired as their coach.



# EXPANDING WOMEN'S EMPLOYMENT

The Center worked to combat pay disparity, gaps in job benefits and other services, and other systematic and persistent barriers to employment for women.

**D**iscrimination remains all too prevalent in the American workplace and keeps the doors of opportunity shut for far too many women. Lower pay, lack of promotions, job tracking, and sexual harassment continue to limit women's employment opportunities and undermine their economic security. For example, women working full-time, year-round still earn only about 77 cents for every dollar earned by men, and the situation is worse for women of color. Women continue to face a glass ceiling in the workplace; only 10 of the chief executive officers of Fortune 500 companies—one half of one percent—are women. And official government policy restricts the opportunities for women in the U.S. military, barring them from serving in positions for which they are qualified simply because of their gender. The Center is fighting to ensure that the nation's laws are both improved and applied to provide equal opportunities for all women in the work force.

## PROTECTING AGAINST RETALIATION

This past year, the Center played a key role in a landmark Supreme Court case that will not only benefit women across the country, but will also enhance the protections available under a broad range of civil rights laws that bar discrimination on the bases of sex, race, national origin, disability, age, and religion. The

Center submitted a lead *amicus* brief, on behalf of thirty women's and civil rights organizations, in support of Sheila White, a Burlington Northern Railway Company employee who had complained of sex discrimination on the job. Sheila White was the only woman working in the Maintenance of Way department of a rail yard. She was subjected to harassment by co-workers and a supervisor who believed that women did not belong in the rail yard. After she complained about the sex discrimination, her supervisors retaliated against her by transferring her from her job as a forklift operator and later suspending her for more than thirty days without pay—a suspension that could even have resulted in termination.

By a unanimous vote in this employment discrimination case, *Burlington Northern & Santa Fe Railway Co. v. White*, the Supreme Court confirmed that this treatment was unlawful retaliation, as are any employer actions that are likely to deter a reasonable employee's complaints of discrimination. This decision ensures that victims of workplace discrimination have effective legal protection if they protest the unfair treatment.

## ENSURING STRONG ENFORCEMENT

In recent years, the federal government has taken actions that make it more difficult for





# ENT OPPORTUNITIES

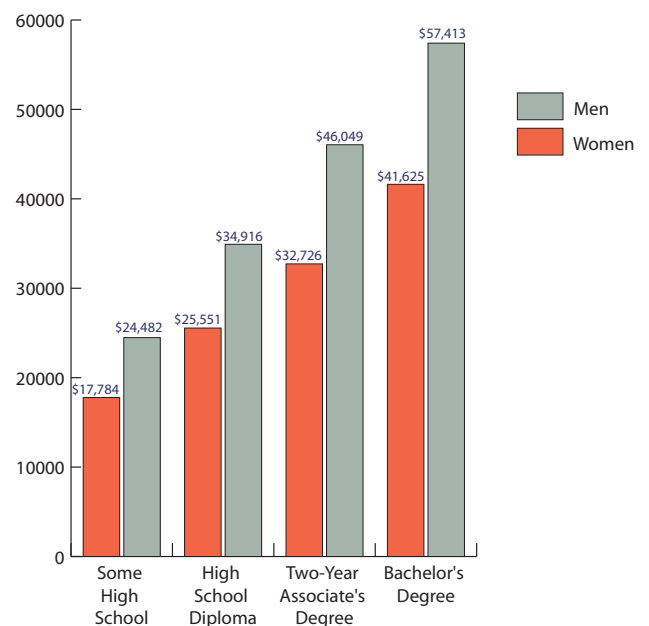


women to earn fair wages and maintain employment—and this year was no exception. The Center worked to reverse these decisions. For example, the Center joined with other women’s groups and policy makers to fight against a Department of Labor proposal to eliminate the collection of monthly data on women’s employment status. This information is critical to tracking women’s treatment in the workplace. Under pressure, the Department agreed to permanently reinstate this important tool.

But the fight continues. To counteract a dangerous rollback of enforcement tools, the Center helped lead the opposition to a plan by the Department of Labor to discontinue the Equal Opportunity Survey—a critical tool to identify those federal contractors most likely to be engaging in systemic wage discrimination and to effectively target the agency’s limited enforcement resources. Despite the Center’s efforts, the Department decided to eliminate the Survey, leaving the more than one-fifth of the labor force who work for employers that do business with the federal government more susceptible to wage and other forms of discrimination. The Center is continuing to work to find ways to require that the Department reinstate this important antidiscrimination tool.

## MEN OUTEARN WOMEN AT EVERY LEVEL OF EDUCATION

**Median Annual Earnings by Educational Attainment for Full-Time Year-Round Workers 18 and Older, 2006**



Source: U.S. Census Bureau data for 2006, for year-round, full-time workers.

The wage gap persists for women no matter how much education they have. In fact, men with a high school degree made more in 2006 than women with an associate’s degree, and men with an associate’s degree made more than women with a four-year college degree.



# FIGHTING FOR FAMILY

# ECONOMIC SECURITY

The Center fought to reduce women's poverty and improve their family economic security, promoting fair and adequate tax and budget policies, working to improve child care, and fighting off threats to Social Security.



**D**espite an economic recovery officially in its third year, the number of women living in poverty has continued to increase and women's real earnings to fall. In the face of continued assaults on programs vital to women's economic security, the Center works for fair tax and budget policies, increased access to child care and early education, and greater retirement security.

## Promoting Fair and Adequate Tax and Budget Policies

Even after Hurricane Katrina exposed the depth of our nation's persistent poverty, federal policy makers continued to call for further and deeper cuts in vital services for low- and moderate-income families—and even more tax cuts for the wealthy few.

The Center worked to challenge and counteract these proposals. The Center helped educate policy makers, the media and the public about who would be hurt by proposals to cut Medicaid, child support enforcement, child care, and other supports for vulnerable families—and who would gain by proposals for more tax cuts. The efforts of the Center and its coalition partners were successful in generating widespread public and editorial opposition to

cutting services for those in need while expanding tax benefits for those who have the most. Policy makers were forced to scale back the cuts in some key programs and, in the case of the Food Stamp program, to drop the proposed cuts altogether.

The Center and its allies staved off action on the controversial budget and tax cuts throughout 2005, making 2005 the first year since 2000 in which no major federal tax cut legislation was enacted. Eventually, in early 2006, Congress narrowly passed the 2005 bills cutting both the budget and taxes. But the long struggle helped change the climate; congressional leaders failed to repeal the estate tax, despite multiple attempts, and the public became more critical of a tax-cutting agenda.

The Center also continued its campaign during tax-filing season to help low- and moderate-income families take advantage of recently improved federal and state tax credits, including the Child Tax Credit, Child and Dependent Care Credit, and Earned Income Tax Credit. Partnering with advocates in seven states on an intensive campaign, and with advocates in many other states on a range of other activities, the Center prepared user-friendly, state-specific materials in English and Spanish.

*Continued on page 10*

## FIGHTING FOR FAMILY ECONOMIC SECURITY

(continued)

Through wide dissemination, the Center and its partners were able to reach millions of families, resulting in a significant increase in the number of low-income individuals claiming the tax assistance they are due.

### Increasing Access to Affordable, Quality Child Care

The Center pursued multiple strategies to help parents get the child care they need to be able to work and young children get the early learning experiences they need to enter school ready to succeed.

At the national level, the Center educated policy makers and the media about the critical issues involved in reauthorizing the Temporary Assistance for Needy Families (TANF), Child

Care and Development Block Grant, and Head Start programs, all of which provide vital supports for low-income families.

After lengthy debate, Congress modestly increased federal child care funding by \$1 billion over five years. While the increase reflects only a small share of the projected new costs for moving more families to paid employment as required under TANF, it was an impressive accomplishment in a budget bill that otherwise cut low-income programs.

The Center also played an important leadership role in blocking a proposal to hand over control of the Head Start program to the states. The proposal would have eliminated the critical protection the program's proven, high-quality national standards provide the nation's most vulnerable preschoolers.

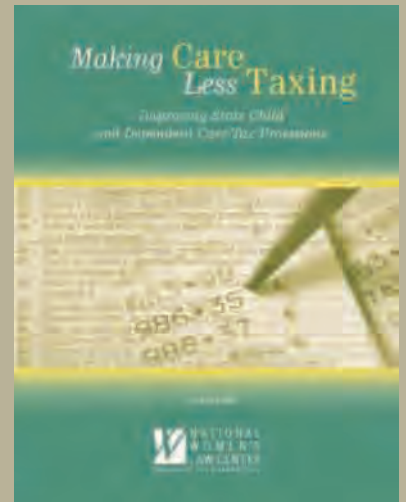
Through research and advocacy, the Center was also very active in efforts to increase state investments in child care and early education. For example, the Center released *Child Care Assistance Policies 2005*, a detailed examination of child care policies in the 50 states and the District of Columbia. The analysis found that many low-income parents are being denied needed child care help, and that states have weakened their policies or cut their programs over the past few years. Using the report to document how deeply Minnesota had cut child care assistance, the Center worked with Minnesota advocates to win a more than \$50 million increase in child care funding. The Center also provided advocates with an analysis of an alternative strategy for increasing funding for child care and early education: taking the case directly to voters. The Center's



# MAKING CARE LESS TAXING

*Making Care Less Taxing: Improving State Child and Dependent Care Provisions* is part of the Center's long-standing work on tax assistance to help fund child and dependent care. This report, which the Center issues every four years, analyzes and evaluates state tax policies relating to care for children and adult dependents. The report and companion report card help advocates press for, and states enact and improve, tax policies that help provide critical assistance to families with employment-related child care expenses.

The 2006 report card evaluates 31 tax provisions in 27 states based on the tax assistance they provide to families. The report documents that families in 23 states this tax season were eligible for some increased tax assistance in meeting the high costs of child and dependent care, thanks to improvements in these states' child and dependent care tax provisions over the past four years. These improvements were partly the result of the Center's advocacy and technical assistance, including previous editions of this report, on child care-related tax policies. The report also concludes, however, that most states need to improve their tax provisions, receiving grades of C+ to F for the assistance they provide to families.



report, *Power to the People: The Effectiveness of Ballot Measures in Advancing Early Care and Education*, found that voters are often willing to expand investments in services that their elected officials have not always made a priority.

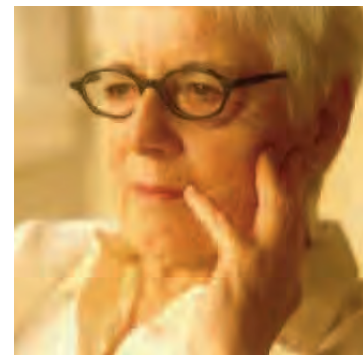
## Protecting Social Security

Recognizing that women face special challenges to achieving economic security at all stages of their lives, including retirement, the Center has been a leader for more than 25 years on Social Security issues affecting women. And in the last few years, as policy makers have been engaged in a major debate about privatizing Social Security, the Center's efforts have intensified.

At the beginning of 2005, President Bush declared overhauling Social Security with private accounts to be his top domestic priority. The Center's analyses of how privatization

would affect the Social Security benefits that women especially rely upon helped create a climate in which proposals to privatize Social Security and steeply cut guaranteed benefits were met with public questions and concern. By the end of 2005, most political analysts declared that privatization had been defeated. Nevertheless, President Bush included a proposal to privatize Social Security in the budget he proposed in early 2006, requiring continued Center vigilance, and in the end Congress did not take up the issue.

In addition, the Center worked to ensure that a bill to strengthen private pension plans, which Congress debated throughout the year, included increased protections for spousal pension rights.





# STANDING UP FOR

The Center worked to improve women’s access to affordable, comprehensive health services, including reproductive health care, and increase women’s overall well-being.

**A**ccess to comprehensive care is important for all women, but particularly for low-income women who often face more serious health needs and greater challenges in obtaining health care services. The Center is dedicated to improving women’s health by pressing for equitable health insurance coverage, challenging restrictions to women’s access to reproductive health care, and otherwise raising awareness about women’s health needs and how to meet them.

### **Improving Access to Reproductive Health Care**

Over the past year, the Center used various legal strategies to ensure that women have coverage for contraception through their health insurance plans, and to ensure that women can fill their prescriptions for all legally

valid forms of contraception, including emergency contraception (EC), without a struggle at their local pharmacies.

For example, the Center and its allies secured increased access to these important services at Wal-Mart stores across the country. The Center helped to generate nationwide pressure on Wal-Mart, leading the company to end its prohibition against stocking EC in its pharmacies. Wal-Mart’s decision came after the Center and its coalition partners achieved a number of state-level victories that made clear that Wal-Mart’s failure to stock EC is dangerous to women. This concession represents a big victory for women and an important step forward for women’s access to family planning.

The Center also developed and disseminated *Don’t Take “No” For An Answer*, a

# WOMEN'S HEALTH

one-of-a-kind guide to the laws, policies, and regulations governing pharmacy refusals that serves as a blueprint for the Center's assistance to state advocates, national coalition partners, and individuals facing pharmacy refusals.

Drawing on these theories, the Center provided the information and legal analysis necessary to prevent the state boards of pharmacy in Nevada and Wyoming from adopting dangerous refusal clause policies, and to assist the Nevada pharmacy board in its ultimate adoption of a regulation that explicitly limits pharmacists' right to refuse and ensures that women have timely access to their prescription medications. The Center also successfully provided legal and technical assistance to individuals whose prescriptions had been refused. In California, for example, the Center helped a woman draft a complaint to her state pharmacy board after a pharmacist refused to fill, or even transfer, her prescription for emergency contraception. Consequently, the state board of pharmacy disciplined the pharmacist for his actions, fining him for obstructing patient access to a prescription drug that had been legally prescribed.

The Center also continued to make strides in its efforts to ensure that prescription contraceptives are included in health insurance plans. Building on its pioneering work when the

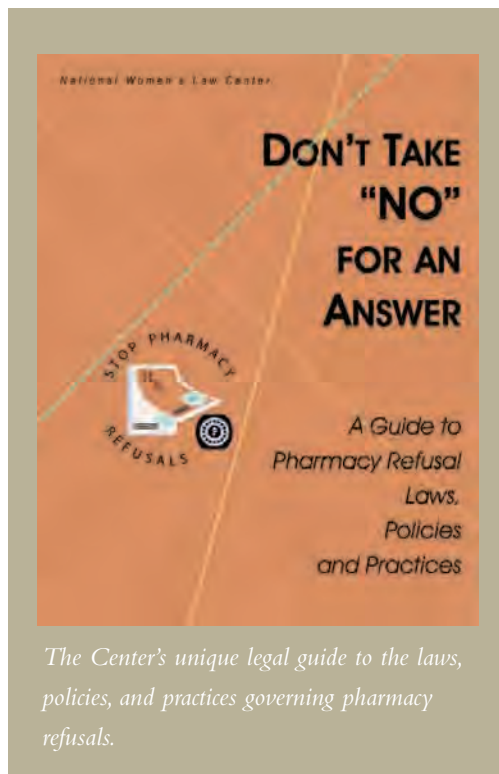
Center successfully petitioned the federal Equal Employment Opportunity Commission to rule that employer failure to cover prescription contraceptives in employee prescription drug programs is unlawful sex discrimination, the Center and its partners this year achieved broad new successes. For example, in Montana, the state attorney general ruled that contraceptive coverage is required by state law in plans that also provide coverage of other prescriptions. And in Wyoming, the State of Wyoming

*Continued on page 14*



## STANDING UP FOR WOMEN'S HEALTH

(continued)



*The Center's unique legal guide to the laws, policies, and practices governing pharmacy refusals.*

Group Insurance Advisory Board voted to recommend that the state's health insurance plan be amended to include contraceptive coverage. Finally, the Center secured contraceptive coverage for thousands of women who are beneficiaries of the Masters, Mates, and Pilots Health Plan, a multi-employer health plan that covers more than 70 employers in the maritime shipping industry.

### Fighting for Access to Health Care for All Women

Threats to women's general health care access also increased over the past year, and the Center continued to be at the forefront of efforts to fight these threats. For example, the Center played a lead role in the coalition that defeated a Senate bill that would have wiped away important health insurance protections and made health care coverage more expensive for older and less healthy individuals. The so-called Health Insurance Marketplace Modernization and Affordability Act would have preempted dozens of vital state health care protections, including many that women rely on such as coverage of prescription contraceptives, mammograms, cervical cancer screenings, bone density screenings, maternity care, and minimum hospital stays after mastectomy.

The Center also continued to be at the forefront of efforts to defeat federal and state assaults against Medicaid, a major source of health care for low-income women across the country. The Center-led Women and Medicaid Steering Committee, composed of leading women's rights and health groups, has greatly broadened the coalition of national advocates and, additionally, enabled the Center to foster collaborations between these nontraditional

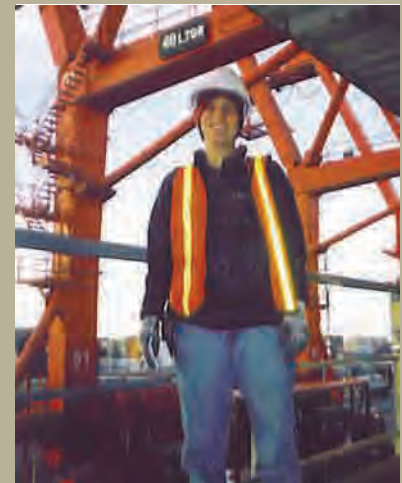


partners and state-based advocates. In addition to forming these important networks, the Center's work was instrumental in a significant paring back of cuts to the Medicaid program initially proposed by the Administration and congressional leaders.



## ROBIN LLEWELLYN

*“As a licensed third mate in the Merchant Marines, I receive my health insurance through the Masters, Mates and Pilots Health Plan (MM&P), which is sponsored by over 70 employers. Until recently, the plan covered most prescription drugs but excluded prescription contraception. I thought this was wrong and I told them so, but their response was a flat no. I didn't think I would be able to change their minds until the National Women's Law Center offered their service and expertise to me. They went to work leading the legal efforts on my behalf. They negotiated with MM&P, explaining that its failure to provide contraceptive coverage violated Title VII, and insisted that this coverage be added. Almost immediately, the MM&P board voted to add contraceptive coverage to its prescription benefit package, along with the required clinic visits. Now over 6,800 women will have this vital health service covered. In addition, MM&P also added coverage for vasectomies and tubal ligations, expanding contraceptive coverage to all eligible employees! If it weren't for NWLC's dedication to women's rights, its legal expertise, and its history of establishing important legal protections, women like me would be up against a wall.”*



— Robin Llewellyn

# WORKING FOR A FAIR AND BALAN

The Center demonstrated the importance of the judiciary throughout this year, when the spotlight turned to two key vacancies in the Supreme Court, and three nominations for those vacancies.

This year marked the start of a defining era for the federal judiciary and the Supreme Court. At stake were the strength and survival of fundamental legal protections for women, including the constitutional rights to privacy and equal protection. Equally important were the statutory protections against sex discrimination on the job, at school and in other aspects of American life; the power of Congress to protect the public welfare; and citizens' access to the federal courts to protect their rights.

The Center's fiscal year began with the unexpected resignation of Justice Sandra Day O'Connor and was followed by the death of Chief Justice William H. Rehnquist. Both vacancies highlighted the huge stakes for women. Judge John Roberts was initially named for the O'Connor seat and then renominated for the Chief Justice seat several months later. And Judge Samuel Alito was nominated to the critical O'Connor seat, after President Bush's first choice for the seat, Harriet Miers, withdrew her nomination in response to pressure from conservative activists.

Throughout this intense time, the Center was a leader in these critical debates, highlighting the importance of judicial nominations to the preservation of fundamental American freedoms. The Center conducted extensive research and analysis on Roberts' and Alito's records, developing and disseminating a



*Center Co-President Marcia D. Greenberger testifies at a September 2005 Senate confirmation hearing for Judge John Roberts.*

comprehensive report on each nominee and the implications of his positions on core constitutional and statutory protections for women. The Center was also asked to brief groups of U.S. Senators twice on the issue, testified at the invitation of the Senate Judiciary Committee during the nationally



# ANCED JUDICIARY

televised hearings on the Roberts confirmation, and conducted extensive media briefings on the nominees' records.

As co-chair of two prominent coalitions on judicial nominations, the Center played a leadership role that enabled it to bridge the reproductive rights and civil rights communities and to create a more cohesive approach among the progressive community at large. Additionally, the Center used its expanded field capacity and growing network of individuals and organizations to raise awareness of the impact of these confirmations. As part of these efforts, the Center regularly blogged on its new judicial nomination blog, [www.nominationwatch.org](http://www.nominationwatch.org), and developed an array of field materials, including pocket guides, postcards, and fact sheets, to educate the public on the threats to women's legal rights posed by the nominees.

In the end, John Roberts and Samuel Alito (with the second largest "no" vote for a nominee confirmed to the Supreme Court) were ultimately confirmed. Both had impressive legal qualifications and benefited from their strong personal introduction to the American public. The Center's efforts on the Roberts and Alito nominations, however, laid the crucial groundwork necessary for debates over future vacancies. Prior to the Roberts nomination, the Senate had not witnessed a Supreme Court vacancy in a decade and, for many Senators, this was the first time they had participated in a



Supreme Court nomination process.

Finally, in response to the changing composition of the courts generally and the Supreme Court in particular, the Center launched its "Watching the Courts—Women's Rights at Stake" initiative. Through this project, the Center monitors the judicial decisions of the federal courts, informing the public about decisions involving critical legal rights, demonstrating the impact of the federal courts on women's daily lives, and giving the public a framework for better understanding why judicial nominations matter to their lives.

# Center Supporters

The victories won on behalf of women and their families would not have been possible without the support that many individuals and organizations provided to the Center. The Center deeply appreciates these contributions and looks forward to continuing to work together to expand the possibilities for women and their families in the years to come. The following lists the Center's supporters in the fiscal year ending June 30, 2006.

## Corporations, Foundations, Law Firms, Unions, and Other Organizations

### \$100,000 and above

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Bristol-Myers Squibb Foundation  
The Annie E. Casey Foundation  
Robert Sterling Clark Foundation  
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Three Guineas Fund  
Wachtell, Lipton, Rosen & Katz  
Women's Law and Public Policy Fellowship  
Wyeth

### \$10,000-\$24,999

Akin Gump Strauss Hauer & Feld  
American Express Company  
American Express Foundation  
American Federation of State, County & Municipal Employees  
Boies, Schiller & Flexner  
Bristol-Myers Squibb Company  
Capital One  
Chubb  
The Coca-Cola Company  
Crowell & Moring  
Gannett  
General Electric Company  
Harley-Davidson Motor Company  
IBM  
Jewish Women's Giving Foundation  
The Henry J. Kaiser Family Foundation  
Macy's East  
McDermott, Will & Emery  
Ms. Foundation for Women  
National Education Association  
Ogilvy & Mather Worldwide  
Shearman & Sterling  
The Scherman Foundation  
Simpson Thacher & Bartlett  
Steptoe & Johnson  
SunTrust Bank  
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### \$5,000-\$9,999

AARP  
Abbott Laboratories  
Arent Fox  
Arnold & Porter  
Bank of America  
CIGNA Healthcare  
The Beatrice R. & Joseph A. Coleman Foundation  
Covington & Burling  
CYTYC  
Ernst & Young  
Everett Public Service Internship Program  
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International Union of Bricklayers & Allied Craftworkers  
Lockheed Martin  
Monsanto Company  
Stewart R. Mott Charitable Trust  
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AFL-CIO  
Alliance for Justice  
American Association of University Women  
American Civil Liberties Union  
American Legacy Foundation  
The American University, Washington College of Law  
AOL  
Ariel Capital Management  
Badger & Levings  
The Bernabei Law Firm  
Bernstein & Lipsett  
Bingham McCutchen  
Blank Rome  
Bowling Green State University  
Campaign For Tobacco Free Kids  
Caplin & Drysdale  
Center for Law and Social Policy  
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Dickstein Shapiro  
DLA Piper  
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## Center Launches Endowment

A \$10 million, two-to-one challenge grant from the Ford Foundation will help establish a \$15 million endowment for the Center and allow it to sustain and build on its 34-year history of working to improve the lives of women and girls. This endowment is transformative for the Center—it will establish a permanent voice for women and girls in debates of national importance; provide the Center with the flexibility needed to meet challenges wrought by swings in national leadership and political climate; enhance the Center’s ability to move forward on innovative, cutting-edge projects; and enable the Center to continue to expand its infrastructure and capacity.

The Center gratefully acknowledges the following donors who made gifts to the Center’s \$5 million matching campaign in its first year. Their collective generosity will help ensure the continuation of the Center’s work in defending hard-won achievements and creating and pursuing new avenues for progress.

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# STATEMENT OF ACTIVITIES

*For the Year Ended June 30, 2006*

	Unrestricted Total	Temporarily Restricted	Permanently Restricted	2006 Total
<b>REVENUE AND SUPPORT</b>				
Grants	\$93,000	\$3,378,600	\$4,565,565	\$8,037,165
Contributions	980,427	45,000	2,337,042	3,362,469
Investment income	460,996	—	80,341	541,337
In-kind contributions	79,423	—	—	79,423
Publication and other program income	62,040	—	—	62,040
Rental income	—	—	—	—
Other	13,959	—	—	13,959
Transfer to reserves	—	—	—	—
Net assets released from restrictions:				
Satisfaction of time restrictions	460,417	(460,417)	—	—
Satisfaction of program restrictions	4,168,546	(4,168,546)	—	—
<b>TOTAL REVENUE AND SUPPORT</b>	<b>6,318,808</b>	<b>(1,205,363)</b>	<b>6,982,948</b>	<b>12,096,393</b>
<b>EXPENSES</b>				
Program Services				
Family Economic Security	1,510,933	—	—	1,510,933
Women's Legal Rights	1,222,415	—	—	1,222,415
Health and Reproductive Rights	1,168,731	—	—	1,168,731
Education and Employment	843,377	—	—	843,377
Total Program Services	4,745,456	—	—	4,745,456
Supporting Services				
Development	637,514	—	—	637,514
Administration	546,526	—	—	546,526
Total Supporting Services	1,184,040	—	—	1,184,040
<b>TOTAL EXPENSES</b>	<b>5,929,496</b>	<b>—</b>	<b>—</b>	<b>5,929,496</b>
Change in Net Assets	389,312	(1,205,363)	6,982,948	6,166,897
NET ASSETS, BEGINNING OF YEAR	3,926,564	4,529,378	—	8,455,942
NET ASSETS, END OF YEAR	\$4,315,876	\$3,324,015	\$6,982,948	\$14,622,839

# STATEMENT OF FINANCIAL POSITION

June 30, 2006

	<u>June 30, 2006</u>
<b>ASSETS</b>	
Current Assets	
Cash and cash equivalents	\$213,546
Short-term investments	3,116,588
Current portion of grants receivable	3,070,473
Accounts receivable	4,334
Prepaid expenses	95,095
Total Current Assets	<u>6,500,036</u>
Other Assets	
Long-term investments	7,875,840
Grants receivable, net of current portion	454,469
Net property and equipment	194,719
Security deposits	25,386
TOTAL ASSETS	<u>15,050,450</u>
<b>LIABILITIES AND NET ASSETS</b>	
Current Liabilities	
Accounts payable and accrued expenses	\$224,468
Current portion of deferred compensation	—
Total Current Liabilities	<u>224,468</u>
Deferred compensation, net of current portion	135,439
Deferred rent	67,704
Sub-tenant security deposit	—
TOTAL LIABILITIES	<u>427,611</u>
Commitment	
Net Assets	
Unrestricted	4,315,876
Temporarily restricted	3,324,015
Permanently restricted	6,982,948
TOTAL NET ASSETS	<u>14,622,839</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$15,050,450</u>

# Board of Directors\*

FY 2005–2006



Brooksley Born, CHAIR  
*Retired Partner*  
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*Chair, Executive Committee*  
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*President*  
Professional Stress Management Solutions, Ltd.

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Fiduciary Counselors, Inc.

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American Express Company

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*Founding Partner*  
Sagawa/Jospin

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*General Counsel, Global Consumer Group*  
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*Partner*  
Feldesman, Tucker, Leifer, Fidell LLP

Nancy Duff Campbell  
Marcia D. Greenberger  
*Co-Presidents*  
National Women's Law Center

\*Affiliations listed for identification purposes only.

# Center Staff

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Marcia D. Greenberger  
*Co-President*

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*Vice President & Legal Director*

Talia Bilodeau  
*Vice President, Development*

Joan Entmacher  
*Vice President, Family Economic Security*

Jocelyn Samuels  
*Vice President, Education & Employment Opportunities*

Ranit Schmelzer  
*Vice President, Communications*

Betty Thomas  
*Vice President, Administration & Finance*

Judy Waxman  
*Vice President, Health & Reproductive Rights*

## Program Staff

Helen Blank  
*Director of Leadership & Public Policy*

Gretchen Borchelt  
*Counsel*

Deborah Chalfie  
*Senior Counsel*

Neena Chaudhry  
*Senior Counsel*

Ellen Eardley\*\*  
*Fellow*

Jamie Ekatomatis  
*Field Manager*

Sarah Fishman  
*FTFA Campaign Assistant*

Ahaviah Diane Glaser  
*Senior Counsel*

Kimberly Glassman\*\*  
*Fellow*

Fatima Goss Graves  
*Senior Counsel*

Jennifer Hunter\*\*  
*Fellow*

Rachel Laser\*  
*Senior Counsel*

Dina Lassow  
*Senior Counsel*

Christie Love  
*Fellow*

Jessica Manvell\*\*  
*Fellow*

Cristina Martin Firvida  
*Senior Counsel*

Amy Korytowski Matsui  
*Senior Counsel*

Amy Meek  
*Fellow*

Jill Morrison  
*Senior Counsel*

Chad Newcomb  
*Senior Policy Analyst*

Elizabeth Patchias  
*Health Policy Analyst*

Melanie Ross  
*Field Coordinator*

Karen Schulman  
*Senior Policy Fellow*

Rachel Vogelstein  
*Fellow*

Stacey Young  
*Fellow*

## Communications Staff

Lisa M. LeMair  
*Graphic Communications Manager*

James Mathieson  
*Web/Project Manager*

Camden Richards\*  
*Graphic Communications Manager*

Jenice Robinson  
*Director of Media Relations*

## Development Staff

Nancy Delahoyd  
*Director of Special Events*

Moira Hess\*  
*Grantwriter*

Jillian Holzer  
*Development Associate*

Mary Dillon Kerwin  
*Director of Individual Giving*

Tessa Maulhardt  
*Development Associate*

Jodi Michael  
*Manager of Foundation Relations*

Sara Morello  
*Manager of Foundation Relations*

Katherine Sprissler\*  
*Development Associate*

## Administrative Staff

Laura Flack Beard  
*Accounting Assistant*

KeiAnna Beckett  
*Office Assistant*

Patricia Byrams  
*Receptionist/Secretary*

Daris Coleman  
*Director of Finance*

Cherilynn Ellis  
*Network Technician*

Allison Frey  
*Program Assistant*

Amy Gawad  
*Executive Assistant*

April Hamlin\*  
*Director of Human Resources*

Maya Hermann  
*Program Assistant*

Renee Huggins\*  
*Office Assistant*

Anat Maytal\*  
*Field/Development Assistant*

Rhonda McIntyre-Malone  
*Director of Information Systems*

Yolanda Norton\*  
*Field/Development Assistant*

JoAnn Smith  
*Administrative Services Manager*

Jeannette Turner\*  
*Program Assistant*

Sonja Uwimana  
*Program Assistant*

\*Departed during fiscal year  
\*\*Fellowship ended during fiscal year



 NATIONAL  
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