

National Women's Law Center ANNUAL REPORT 2007-2008





Organizational Mission and Background

Since 1972, the National Women’s Law Center has worked to protect and advance the progress of women and their families in core aspects of their lives, with an emphasis on the needs of low-income women. With a staff of over 60, supplemented by legal fellows, interns, and *pro bono* assistance throughout the year, the Center utilizes a wide range of tools—including public policy research, monitoring, and analysis; litigation, advocacy, and coalition-building; and public education—to achieve gains for women and their families in its primary areas of focus: education, employment, family economic security, and health. The Center’s broad areas of focus, use of interrelated strategies, and significant outreach capacity make it particularly effective in advancing its programmatic goals. In addition, the Center’s multifaceted approach enables it to address issues that transcend program areas, such as the Center’s efforts to protect women’s core legal rights by highlighting what is at stake for women and the public at large with respect to the future of the federal judiciary.

Program Priorities and Recent Successes



Health & Reproductive Rights

Through its Health and Reproductive Rights Program, the Center works to protect and improve women's access to reproductive health services and ensure that women's reproductive and general health needs are met. Current program priorities include: (1) promoting health care reform that expands women's access to affordable, comprehensive health care; (2) engaging in federal research, public education, and advocacy to protect and expand access to abortion and contraception; and (3) engaging in state-level education, analysis, and coalition-building to protect and expand access to health care, including reproductive health care.

In 2007-2008, the Center achieved important successes. For example, it:

- ✧ Released the fourth edition of *Making the Grade on Women's Health: A National and State-by-State Report Card*, which earned widespread media coverage of women's health issues at the national, local, and online level, and provided an invaluable resource for policymakers around the country to bolster their efforts to improve health policy, spurring several states—including Arkansas, Delaware, Kentucky, and New Jersey—to create efforts to improve their states' failing grades on health policy.
- ✧ Defeated legislation that would have prevented employers from providing needed reproductive health care services because of recalcitrant employees.
- ✧ Helped secure a \$17 million increase in Title X funding for family planning services for low-income women, the third largest increase in the program's history, and ensure that deceptive and medically inaccurate abstinence-only sex education programs did not receive an increase in federal funding.





Family Economic Security

The Center's Family Economic Security Program works to protect and improve the economic security of women and their families by promoting high-quality, affordable child and dependent care, strong income and work support programs, secure retirement



programs, and a fair tax system that raises adequate revenues. Current program priorities include: (1) pressing for additional investments in programs serving low-income families—especially child care and early education and retirement security programs, and (2)

educating the public and policy makers about how improved tax policies and revenue fairness can provide the needed revenues to support these investments.

In 2007-2008, the Center secured important gains for families. For example, it:

- ✧ Achieved landmark Head Start legislation that makes more children eligible, improves program quality, and increases the number of infants and toddlers who can participate in early Head Start, and Food Stamp legislation that makes it easier for families with child care expenses to qualify for this critical nutrition program.
- ✧ Helped secure improvements in congressional economic recovery measures, including stimulus payments for very low-income families, extended unemployment insurance benefits, and increased food and energy assistance, by highlighting the challenges faced by women and their families in a worsening economy and pressing for specific measures to address these challenges.
- ✧ Conducted a tax credits outreach campaign with advocates in all 50 states that helped increase by over \$2.6 billion the assistance provided to families by the Earned Income Tax Credit, Child Tax Credit, and Child and Dependent Care Tax Credit.



Education and Employment Opportunities

Through its Education and Employment Program, the Center seeks to expand women's opportunities in the classroom and in the workplace by fighting for strong enforcement of Title IX; promoting programs that remove barriers to girls' educational opportunities; and working to eradicate workplace discrimination. Current program priorities include: (1) conducting research, education, and policy efforts to address the high school dropout rate among girls; (2) working to open doors for girls to higher-paying, career and technical education programs that are non-traditional for their gender; and (3) educating the public and policy makers on the need for strong discrimination protections, particularly with respect to unlawful pay discrimination.

In 2007-2008, the Center scored important victories for women and girls. For example, it:

✧ Won critical court victories for female athletes by concluding the nearly decade-long battle to force the Michigan High School Athletic Association to stop discriminating against female high school athletes in the scheduling of sports seasons in *Communities for Equity v. Michigan High School Athletics Association* and by helping to defeat a far-reaching challenge to Title IX athletics policies in the U.S. Court of Appeals for the Fourth Circuit in *Equity in Athletics v. U.S. Department of Education*.



✧ Raised national awareness about the problems of girls dropping out of high school by issuing the Center report *When Girls Don't Graduate, We All Fail*, which led to a partnership with the Mexican American Legal Defense and

Educational Fund to document barriers and recommend ways to improve the experiences of Latinas in school; negotiations with a Georgia school district to correct its policies on pregnancy discrimination; and formulation by the Center of strategies to address the fact that one in four girls fails to graduate from high school in four years.

✧ Spearheaded an extensive national campaign to pass critical pay equity legislation—the Lilly Ledbetter

Fair Pay act, which passed the House of Representatives and fell just three votes short in the Senate, and the Paycheck Fairness Act, which passed the House of Representatives, both of which would give women tools to fight the continuing wage gap.



Federal Judiciary

Finally, in its Federal Judiciary efforts, the Center seeks to educate policy makers, advocates, and the public about the high stakes of judicial nominations and to lay the groundwork necessary for responding to the judicial nominations that lie ahead. In light of the Supreme Court's dramatic shift to the right, the nation faces a critical juncture for the future of



many of the fundamental civil rights upon which women and their families rely. Within this challenging climate, the Center's judicial nominations work addresses the impact of the new

Court—monitoring and analyzing cases, and using their outcomes to demonstrate to key constituencies why judicial nominations matter—while simultaneously laying the groundwork for upcoming judicial nominations debate.

2007-2008 Financial Statement



STATEMENT OF ACTIVITIES For the Year Ended June 30, 2008

	Operating	Unrestricted Reserves	Total	Temporarily Restricted	Permanently Restricted	2008 Total
REVENUE AND SUPPORT						
Grants	\$141,181	—	\$141,181	\$4,940,044	\$1,468,376	\$6,549,601
Contributions	1,168,822	—	1,168,822	130,000	503,223	1,802,045
Legal fees	260,097	—	260,097	—	—	260,097
In-kind contributions	47,779	—	47,779	—	—	47,779
Rental income	32,157	—	32,157	—	—	32,157
Investment (loss) income	101,992	(327,823)	(225,831)	—	(329,196)	(555,027)
Other	35,051	—	35,051	—	—	35,051
<i>Net assets released from restrictions:</i>						
Satisfaction of time restrictions	125,833	—	125,833	(125,833)	—	—
Satisfaction of program restrictions	5,390,202	—	5,390,202	(5,390,202)	—	—
TOTAL REVENUE AND SUPPORT	7,303,114	(327,823)	6,975,291	(445,991)	1,642,403	8,171,703
EXPENSES						
Program Services						
Health and Reproductive Rights	2,227,067	—	2,227,067	—	—	2,227,067
Family Economic Security	1,895,519	—	1,895,519	—	—	1,895,519
Women's Legal Rights	1,080,325	—	1,080,325	—	—	1,080,325
Education and Employment	909,371	—	909,371	—	—	909,371
Total Program Services	6,112,282	—	6,112,282	—	—	6,112,282
Supporting Services						
Development	733,123	—	733,123	—	—	733,123
Administration	628,841	—	628,841	—	—	628,841
Total Supporting Services	1,361,964	—	1,361,964	—	—	1,361,964
TOTAL EXPENSES	7,474,246	—	7,474,246	—	—	7,474,246
Change in Net Assets	(171,132)	(327,823)	(498,955)	(445,991)	1,642,403	697,457
NET ASSETS, BEGINNING OF YEAR	841,657	4,743,172	5,584,829	5,770,022	12,657,498	24,012,349
NET ASSETS, END OF YEAR	\$670,525	\$4,415,349	\$5,085,874	\$5,324,031	\$14,299,901	\$24,709,806



STATEMENT OF FINANCIAL POSITION

June 30, 2008

ASSETS

Current Assets

Cash and cash equivalents	\$365,613
Investments	21,036,801
Accounts receivable	6,542
Grants and contributions receivable, net	3,467,709
Prepaid expenses	188,671
Inventory	20,516
Property and equipment, net	553,559
Security deposits	25,386

TOTAL ASSETS

25,664,797

LIABILITIES AND NET ASSETS

Liabilities

Accounts payable and accrued expenses	332,951
Deferred compensation	242,833
Sub-tenant security deposit	10,719
Deferred rent and incentive allowance	368,488

TOTAL LIABILITIES

954,991

Net Assets

Unrestricted	5,085,874
Temporarily restricted	5,324,031
Permanently restricted	14,299,901

TOTAL NET ASSETS

24,709,806

TOTAL LIABILITIES AND NET ASSETS

\$25,664,797

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, 2008.

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