



NATIONAL  
WOMEN'S  
LAW CENTER



expanding the possibilities for four decades

40

THE NATIONAL WOMEN'S LAW CENTER



For four decades,  
the National Women's Law Center  
has been at the forefront  
of the fight for women's  
equality and opportunities.



**CO-PRESIDENT MARCIA D. GREENBERGER,  
BOARD CHAIR BROOKSLEY BORN, AND  
CO-PRESIDENT NANCY DUFF CAMPBELL  
HAVE BEEN LEADERS OF THE CENTER  
SINCE ITS FOUNDING.**

#### **THE NATIONAL WOMEN'S LAW CENTER**

has been expanding the possibilities for women and their families for 40 years. Founded in 1972, the Center has played a role in nearly every major advance for women since then.

Because of the Center's work, a woman in a downtown office building or an Army tank overseas has more protection against discrimination and more opportunity for advancement than ever before. A high school girl has many more chances to play sports and benefit from courses in math and science. A single mother is more likely to find and be able to afford child care so she can earn a living for herself and her family. A woman is more likely to have her prescription birth control covered by insurance and is less likely to encounter a pharmacist unwilling to provide it.

For four decades, the Center has been using the law in all its forms – getting new statutes on the books and enforced, litigating ground-breaking cases all the way to the Supreme Court, conducting sophisticated advocacy campaigns, and educating the public about ways to make the law and public policies work for women and their families – to move closer to its vision of a world without barriers based on gender. Today, an experienced staff of nearly 70 continues to take on the issues that cut to the core of women's lives in education, employment, family economic security, and health – with special attention given to the needs of low-income women and their families.

The Center is proud to have been at the helm of landmark legal and public policy initiatives to expand the possibilities for women and their families. A review of these accomplishments shows that it's possible to turn the promise of equality into reality – and that it's possible to accomplish so much more.



RODERICK JACKSON was fired as a coach after reporting the inferior practice and game conditions of his girls' basketball team. The Center took his case to the Supreme Court, which held that Title IX's protections against retaliation cover anyone who complains of civil rights violations. "That's why the work of the National Women's Law Center is so critical here. If our schools won't listen to us – or worse, if they penalize us when we speak up – we need lawyers like those at the Center to help us fight for our rights in court," he says.

# IT'S POSSIBLE...

## to expand educational horizons for our daughters— from grade school to graduate school.

**THE CENTER** is the nation's leading expert and legal advocate on Title IX, the landmark law prohibiting sex discrimination in schools. The Center uses the law, advocacy, research and public education to ensure that schools are offering opportunities to girls and young women in athletics and non-traditional fields such as engineering and technology and that schools are free of sex discrimination, including sexual harassment. The Center has won landmark Supreme Court cases that protect students from sexual harassment and prohibit retaliation against those who protest discrimination, secured millions of dollars in new financial aid for female athletes, and broadened opportunities for girls to train for high-wage, high-skill jobs in vocational and technical education programs.

### 1972

The Center is established as a project of the Center for Law and Social Policy to secure and advance legal rights and protections for women in the courts, in Congress and in the states.

### 1973

With *Roe v. Wade* just decided, the Center turns to reproductive rights and stops the coercive use of an experimental contraceptive on low-income and institutionalized women.

### 1974

The Center files *Relf and NWRO v. Weinberger*, which secures new regulations to protect low-income women from involuntary sterilization.

### 1975

Congress creates the Child Support Enforcement Program to provide new legal remedies, which the Center plays a central role in expanding in subsequent years.

### 1976

The Center files *Women Working in Construction v. Marshall* and in 1978 wins a court order requiring government-enforced, nationwide goals for hiring women in federally funded construction.

### 1977

The Center wins a landmark court decree, *WEAL v. Weinberger*, requiring timely government enforcement of Title IX and an executive order prohibiting sex discrimination in schools nationwide.



to stop  
employment  
discrimination—  
in pay, promotions  
and benefits —  
and to open new  
job opportunities  
for women.

**THE CENTER** has dramatically changed the workplace for women by successfully pushing for laws that prohibit employment discrimination based on pregnancy or in pay, promotions and benefits, open up non-traditional jobs in the military, construction and other major sectors, protect the jobs of those who take time off to care for family members, and expand protections against sexual harassment. The Center has helped create job supports that make success possible—from affordable, high-quality child care and family leave policies that allow women (and men) to care for their families to minimum wage increases and expansions of unemployment insurance to pensions that make a secure retirement possible.



LILLY LEDBETTER learned that she had been paid less than her male co-workers at Goodyear for nearly 20 years and fought for justice. After the Supreme Court ruled for Goodyear, the Center “helped me fight back,” says Ledbetter, working together to win passage of the Lilly Ledbetter Fair Pay Act.

1978

The Center plays a leadership role in passing the *Pregnancy Discrimination Act*, establishing that Title VII prohibits employment discrimination based on pregnancy.

1979

The Supreme Court adopts the Center’s friend-of-the-court arguments in *Califano v. Westcott*, establishing that the AFDC program must be available for two-parent families with unemployed mothers as well as unemployed fathers.

1980

The Center brings the first major Title IX case challenging an entire intercollegiate athletic program, *Haffer v. Temple University*, leading to a precedent-setting, court-ordered settlement expanding women’s sports.

1981

The Center becomes the independent National Women’s Law Center and helps secure an expansion of the Child and Dependent Care Tax Credit that makes it more valuable to low-income families.

1982

With the Equal Rights Amendment extension drive just expired, Supreme Court Justice O’Connor’s early opinion in *MUW v. Hogan* adopts arguments advanced by the Center establishing stronger constitutional protection against sex discrimination.

1983

The Center wins *Parents Without Partners v. Massinga*, establishing a right to state child support enforcement services without regard to income.





# IT'S POSSIBLE...

to combat poverty  
and improve the  
economic security  
of all women and  
families.

LUCY FLORES, from a family of twelve in Las Vegas, knows what it's like to grow up in difficult economic circumstances. Thanks to some mentors and her own fierce determination, Flores graduated from high school and then earned college and law school degrees. Today, she is a trial attorney and state legislator. The Center's "effective advocacy protecting marginalized communities inspires me to advocate for those who need a strong voice," she says.

**MANY WOMEN STRUGGLE** to make ends meet, put food on the table, find and keep a decent job, and hold their families together. The Center has been on the front lines for women's economic security, helping achieve the first comprehensive child care legislation since World War II, improvements in tax provisions for low- and moderate-income families, an overhaul of the child support enforcement system, and changes in Social Security and other critical benefit programs that especially help women. As women particularly struggled during the recent Great Recession, the Center helped secure some of the most significant assistance for them and their families in recent years, including child care, unemployment insurance and tax assistance.

## 1984

The IRS determines that almost 1.4 million new taxpayers claimed the Child and Dependent Care Tax Credit after the Center convinced IRS to add the credit to the 1040A "short form" the year before.

## 1985

With Congress beginning to debate major tax reform, the Center organizes and co-chairs the first Coalition on Women and Taxes, helping win important benefits for women in the 1986 Tax Reform Act.

## 1986

The Supreme Court establishes in a case in which the Center participated that sexual harassment violates Title VII, which prohibits its sex discrimination in employment, and the Center launches an effort to expand its legal protection.

## 1987

The Center plays a key role in the successful opposition to Robert Bork's confirmation to the Supreme Court by releasing the widely quoted report *Setting the Record Straight: Judge Bork and the Future of Women's Rights*.

## 1988

With the Center leading the Title IX coalition, Congress passes the *Civil Rights Restoration Act*, establishing that all parts of schools, including athletics, are covered by Title IX if any part receives federal funds.

## 1989

The Center secures \$14 million for women and minorities, the largest executive order back-pay award, in *Department of Labor v. Harris Trust*, while representing Women Employed.



to expand  
women's access  
to affordable  
high-quality health care  
and to protect  
reproductive  
health care.

**FAR TOO MANY WOMEN LACK**

health insurance and access to high-quality affordable care, including reproductive health care. The Center's pioneering work to increase insurance coverage of women's health needs, from maternity care to prescription birth control, adds up to big gains for women's health. The Center has successfully pressed government, employers and insurance companies to improve health care coverage, health policy and health outcomes for women across the country. As just one recent example, the Center's campaign, *Being a Woman is Not a Pre-existing Condition*, helped change the debate in Congress and became a rallying cry in securing passage of the landmark Affordable Care Act and its improvements for women's health.



CHRIS TURNER was drugged and raped and then told by insurance companies that they wouldn't cover her because her rape and subsequent treatment were pre-existing conditions. "Thanks to the Center for fighting so that every woman and family can get the health care they need and deserve," she says.

1990

The Center plays a central role in crafting and pressing a national agenda on child care, resulting in passage of the first comprehensive child care legislation since World War II, the *Child Care and Development Block Grant*.

1991

Anita Hill's testimony rivets the country's attention on sexual harassment, aiding the Center and its allies in passing the *Civil Rights Act of 1991*, adding a damages remedy in sexual harassment cases and strengthening employment discrimination law.

1992

Record numbers of women win public office and the Center helps win the Supreme Court case, *Franklin v. Gwinnett County*, holding that Title IX contains a damages remedy for sexual harassment and sex discrimination in schools.

1993

The Center's three-year Child Care Tax Credits Outreach Campaign assures that millions of low-income families claim significantly more assistance under the Earned Income Tax Credit and the Child and Dependent Care Tax Credit.

1994

The Center's analysis of gender-stereotyped limitations helps secure congressional legislation and Defense Department policies that open 260,000 new military positions to women, including on combat ships and aircraft.

1995

*Women Prisoners of the District of Columbia v. D.C.*, developed and co-counseled by the Center, provides critical relief for women subjected to sexual abuse, inferior educational and vocational programs, and unsafe and unsanitary living conditions in D.C. prisons.





SUPREME COURT JUSTICES SONIA SOTOMAYOR, RUTH BADER GINSBURG AND ELENA KAGAN. When women are fairly represented on the federal bench, women and men may have more confidence that the court understands the real-world implications of its rulings.

# IT'S POSSIBLE...

to increase the  
number of women  
in the judiciary and  
develop the next generation  
of women leaders  
and advocates.

## THE CENTER SERVES AS AN EXPERT

and go-to resource on the criteria for evaluating judicial nominees and the constitutional contours of the confirmation process. The Center presses for a more gender-inclusive and diverse judiciary, elevates the voices and concerns of women during judicial nomination debates, and analyzes each Supreme Court term's impact on women and families. It also works to develop promising leaders through internships, fellowships, conferences and trainings that help new generations of advocates advance opportunities for women across the country and around the world.

### 1996

The Supreme Court opens the Virginia Military Institute and The Citadel to women, adopting the strongest-ever standard of constitutional protection against sex discrimination, reflecting the Center's lead friend-of-the-court brief.

### 1997

The Center files 25 Title IX charges against colleges and universities across the country alleging sex discrimination in athletic scholarships and ultimately securing millions of dollars more in scholarships for women students each year.

### 1998

The Center helps pass the *Child Support Performance and Incentive Act*, which holds states accountable for improving their child support enforcement programs by basing federal incentive payments to states on their performance records.

### 1999

The Center wins the landmark Supreme Court decision in *Davis v. Monroe County Board of Education*, holding schools accountable under Title IX for student-to-student sexual harassment.

### 2000

The Center expands women's access to prescription contraceptives by securing a landmark EEOC ruling that employers' exclusion of contraceptives from otherwise comprehensive health insurance plans constitutes sex discrimination.

### 2001

The Center improves tax credits for millions of low- and middle-income families and co-chairs a coalition whose efforts limit the size of the 2001 federal tax cut.





## Accolades for the National Women's Law Center

*"The last time I spoke here was in 2005....I wasn't just thinking about the legal cases you've helped to win or the milestones you've helped to reach. I was thinking about my daughters.... With the National Women's Law Center, I am confident that the next time I visit, we'll be even closer to guaranteeing every one of our children get the future they deserve."* **PRESIDENT BARACK OBAMA, SPEAKING AT NWLC'S ANNUAL AWARDS DINNER IN 2011**

*"Because we didn't give up and we didn't give in, no longer is simply being a woman treated like a pre-existing condition. It was great to have had NWLC on my side in the fight."* **SENATOR BARBARA MIKULSKI**

*"The National Women's Law Center is always up to the challenge, assessing proposals on complex issues like Social Security and child care, fighting for women and low-income families, and leading powerful coalitions that make a difference on Capitol Hill."* **SENATOR OLYMPIA SNOWE**

*"The National Women's Law Center has the best legal minds in the country working on issues that matter most to women and their families."* **MINORITY LEADER NANCY PELOSI**

*"I am such an admirer of the work that the National Women's Law Center does on behalf of women and working families all across America."* **ELIZABETH BANKS, ACTRESS**

*"The National Women's Law Center must continue its work so that girls grow up believing that they can be strong and fast and agile in any pursuit, whether it's business or politics or wherever their dreams lead them."* **OLYMPIC CHAMPION JACKIE JOYNER KERSEE**

*"The Ford Foundation has invested in the Center since its inception and helped the Center grow into the powerhouse for women and their families that it is today. The Foundation is proud to be a part of the Center's legacy—as well as its future—with the establishment of an endowment fund to ensure that the Center's mission and work endure and flourish in the years to come."* **SUSAN BERRESFORD, FORMER PRESIDENT OF THE FORD FOUNDATION**

*"The work that NWLC does to help women get hired and promoted in all scientific fields is absolutely essential. We need advocates like NWLC speaking out for us in Washington, in the states, and in the courts—and doing the hard work that it takes to make progress for women."* **DONNA NELSON, ASSOCIATE PROFESSOR OF CHEMISTRY, UNIVERSITY OF OKLAHOMA**

*"The National Women's Law Center's advocacy at the state and national levels is essential for protecting American women's access to the full range of health care services they need."* **SHARON GREEN, OFFICE OF WOMEN'S HEALTH, ILLINOIS DEPARTMENT OF PUBLIC HEALTH**

### 2002

During Title IX's 30th anniversary year, the Center conducts a nationwide investigation into high school vocational and technical programs, showing that girls are segregated into traditionally female and lower-paying career programs and exposes a scholarship gap for female athletes.

### 2003

The Center releases the groundbreaking *Women and Smoking: A National and State-by-State Report Card*, the first comprehensive assessment of women's smoking-related health conditions and tobacco-control policies, urging lawmakers to adopt cost-effective, proven policies to reduce smoking.

### 2004

The Center partners with the NAACP to inform and activate African American communities to fight threats to reproductive health services by a growing number of hospitals refusing to provide emergency contraception, full HIV/AIDS counseling, and abortions.

### 2005

The Center achieves a groundbreaking Supreme Court victory in *Jackson v. Birmingham Board of Education*, a critical Title IX ruling that the law prohibits retaliation against those who complain about sex discrimination and other civil rights violations.

### 2006

The Center issues a 50-state report card and analysis of state child care tax provisions, *Making Care Less Taxing*, documenting 23 improvements the Center helped secure, and conducts an outreach campaign that increases the number of families claiming tax credits.

### 2007

The Center helps secure the first increase in the federal minimum wage in ten years and gains House passage of the Lilly Ledbetter Fair Pay Act to help women obtain relief for sex discrimination in compensation, which ultimately became law in 2009.



## National Women's Law Center awards

**NATIONAL ALLIANCE FOR PARTNERSHIPS IN EQUITY AWARD**

for NWLC's significant contribution to national gender equity

**AMERICAN ASSOCIATION OF UNIVERSITY WOMEN EDUCATIONAL FOUNDATION**

**ELEANOR ROOSEVELT FUND AWARD** for outstanding contributions to equity and education for women and girls

**THE BILLIE JEAN KING CONTRIBUTION AWARD FROM THE WOMEN'S SPORTS**

**FOUNDATION** for NWLC's leadership in developing Title IX law in the courts and work in achieving gender equity in sports

**EXEMPLARY PUBLIC INTEREST CONTRIBUTION AWARD FROM THE DEPARTMENT**

**OF LABOR** for the Center's years of work in support of affirmative action and equal employment opportunity for women

**NATIONAL COUNCIL OF JEWISH WOMEN SOCIAL ACTION AWARD FOR**

**OUTSTANDING LEADERSHIP** in the fight for economic and social justice

**WASHINGTON, D.C. MAYOR'S QUALITY PARTNERSHIP AWARD FOR COLLABORATION**

**HEALTHY MOTHER, HEALTHY BABIES NATIONAL ACHIEVEMENT AWARD FROM**

**THE U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES** for the Center's efforts to reduce infant mortality and improve the health of women and their families

**MYRA SADKER EQUITY AWARD** for educational equity work

**SCHOTT FOUNDATION FOR PUBLIC EDUCATION RACE & GENDER EQUITY AWARD**

awarded to NWLC and Mexican American Legal Defense and Education Fund

**NATIONAL ASSOCIATION OF COLLEGIATE WOMEN ATHLETICS HONOR AWARD**

**WENGER AWARD FOR EXCELLENCE IN ADVOCACY**

**BREAKING TRADITION ACHIEVEMENT AWARD** from Career and Technology Equity Council

### 2008

The Center secures key supports for women and families by playing a leadership role in expanding the Child Tax Credit to 13 million children and winning passage of landmark Head Start legislation making more children eligible and improving program quality.

### 2009

The Center helps millions of families during the economic crisis by securing the most significant increase in assistance for low-income families in more than a decade in the 2009 American Recovery and Reinvestment Act.

### 2010

The Center galvanizes women to win passage of the Affordable Care Act, expanding access to affordable health coverage and ending insurers' practices of charging women higher premiums than men and treating domestic violence and Cesarean sections as pre-existing conditions.

### 2011

The Center wins inclusion of contraception and yearly well-woman visits in a package of preventive health care services that insurance companies must provide without co-pays or deductibles under the Affordable Care Act.

### 2012

The Center files a Supreme Court brief on behalf of 60 organizations detailing what's at stake for women in the challenge to the landmark Affordable Care Act, which is upheld as constitutional in a landmark decision.

# 40

THE NATIONAL WOMEN'S LAW CENTER

**THE CENTER HAS BEEN EXPANDING THE POSSIBILITIES FOR WOMEN AND THEIR FAMILIES FOR 40 YEARS,** yet the Center's mission is far from complete. Many women don't get equal pay for equal work. High-quality affordable child care remains beyond the reach of millions of families. Title IX's promise of educational opportunity has not been realized for every girl and young woman. Reproductive health care remains at risk. And women of all ages are more likely than men to be poor. The Center is committed to taking on the toughest challenges ahead and continuing to advance equality and opportunity for women and their families.



11 Dupont Circle, Suite 800  
Washington, DC 20036  
202.588.5180 | fax 202.588.5185  
[www.nwlc.org](http://www.nwlc.org)