

A close-up portrait of a woman with long dark hair, wearing purple-rimmed glasses. She is looking directly at the camera with a neutral expression. The background is a soft, out-of-focus light blue.

NATIONAL WOMEN'S LAW CENTER

ANNUAL REPORT FY 2015-2016

ABOUT THE CENTER

We are passionate champions of national and state policies and laws that help women and girls achieve their potential throughout their lives—at school, at work, at home, in their families, and in their communities. We are committed advocates who take on the toughest challenges, especially for women who face multiple and intersecting forms of discrimination and women who are low-income — and we make change happen. We are proud to have been on the front lines of virtually every major advance for women since 1972, benefiting women, their families, their communities, and the nation.

Annual Report Editorial Staff

Editor: Karen Schneider

Designer: Beth Stover



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In the 2015-16 fiscal year, the National Women's Law Center made substantial progress for women and their families.

The Center achieved resounding victories for women and girls, even in the face of determined opposition by many in Congress and state legislatures to policies that would improve women's lives. These victories will help millions of women and girls, from improvements in child care assistance so parents can work and children can thrive, to measures to tear down barriers to the educational achievement of girls of color and other girls whose experiences are too often on the margins, to an important Supreme Court victory protecting access to reproductive health care, and to measures strengthening women's ability to stop pay discrimination based on gender.

WORK
ON THE
NATIONAL
LEVEL

THE CENTER:

Strengthened and advanced President Obama's pay data collection initiative, which uncovers and helps end pay discrimination, to include all businesses handling federal contracts with 100 or more employees. The Center pressed for the requirement that these companies

collect and report pay data by gender, race, and ethnicity, by testifying before the Equal Employment Opportunity Commission and underscoring the importance of greater transparency to end pay discrimination, submitting detailed written comments, coordinating coalition comments, and generating about 2,500 comments from its grassroots supporters in favor of the initiative.

Secured passage of legislation for Women Air Force Service Pilots who flew military planes on missions in World War II to be buried in Arlington Cemetery, by joining forces with the family of one of these trailblazing women to raise public awareness, secure press coverage, and inspire more than 75,000 individuals to sign a petition to right this wrong.

Provided strong protections against discrimination in health care, by successfully pressing for, presenting detailed legal analysis on, and galvanizing a coalition around, strong regulations implementing the Affordable Care Act's Section 1557, which for the first time broadly prohibits sex, and other forms of, discrimination in health care and insurance. The Center prepared briefings, analyses, and talking points, disseminated template comments to supporters and coalition partners to send to the Administration in support of the regulations, and played a leading role in coordinating comments from 30 Members of Congress. The final regulations reflect many of the Center's recommendations, providing critical health protections for women, the LGBTQ community, and the disability community.

Ensured that women actually get insurance coverage of birth control under the Affordable Care Act through the Center's CoverHer hotline and website, which has led companies to change their policies to comply with the law and helped hundreds of women press their companies for coverage. The stakes for women are great—CoverHer, for example, helped a New Jersey woman get coverage of her IUD removal, after originally having been charged \$1,850, and saved an Iowa woman more than \$700 for IUD-related services by getting them fully covered by her insurer.

Waged a major public campaign to secure substantial new investments in educational equity by raising awareness among education stakeholders and the public about the barriers to the educational success of girls of color and participating in a small group convened by the White House to strategize about advancing an agenda to improve supports for women and girls of color. The White House announced a five-year, \$100 million initiative by Prosperity Together, a coalition of women's foundations, to improve the economic security of low-income women and their families and an \$18 million commitment by the Collaborative to Advance Equity through Research, a coalition of colleges, universities, and research programs, including the Center, to support research about women and girls of color. The Center also worked closely with the White House to help orchestrate two key White House convenings on girls of color related to these announcements.

Required schools to publicize detailed student achievement data to shed light on how students who fall into multiple categories (such as gender, race/ethnicity, and disability status) are faring, in the Every Student Succeeds Act. By comparing, for example, test scores for Black girls to those of girls overall, parents and policymakers can evaluate school performance in reducing inequality. The Center also won a requirement that schools include measures of school quality, climate,

and safety in state and district report cards to ensure that they are not disproportionately targeting girls of color for discipline that pushes them out of school. Schools previously did not have to publicize these measures, which include rates of suspensions and expulsions, cross-tabulated by race, gender, and disability status. To achieve these victories, the Center educated key Senate and House Members and staffers and successfully pressed to include them in the final legislation.

Secured more than \$900 million in increased funding for child care and early learning in the FY 2016 federal budget, including a \$326 million increase for the Child Care and Development Block Grant and a \$570 million increase for Head Start and Early Head Start from FY 2015 levels, by educating policymakers and advocates, rallying coalition partners at the federal level and in the states, and campaigning on social media and elsewhere for a strong child care and early learning agenda and relief from congressional caps on spending limits for early childhood and other essential supports for families.

Documented, and advanced recommendations to address, the ways in which low-wage work conditions create significant hurdles for millions of parents who are struggling to make ends meet, secure affordable child care, and get ahead, by convening diverse stakeholders and producing two comprehensive reports—*Set Up to Fail: When Low-Wage Work Jeopardizes Parents' and Children's Success*, and *Set Up for Success: Supporting Parents in Low-Wage Jobs and Their Children—An Agenda for Action*. The reports document the ways in which low pay, unpredictable schedules, inadequate work hours, and lack of access to child care and paid family leave hurt parents and thwart their children's health and educational development and provide a broad range of policy measures to help parents and young children succeed. The convening brought together worker organizers, business leaders, child care advocates, and family supports experts to examine the problems and develop comprehensive solutions.



Secured permanent improvements to the Earned Income Tax Credit and Child Tax Credit in 2015 tax legislation that protected 12 million families from falling into, or even deeper into, poverty by producing original analyses—used widely by policymakers and partner organizations in advocacy efforts on Capitol Hill—showing that women and families would bear two-thirds of the loss if these tax credit improvements were allowed to expire, organizing coalition support for the improvements and working with Administration and Congressional allies to secure passage.

Helped ensure effective implementation of the 2014 reauthorization of the Child Care and Development Block Grant, by organizing and producing joint comments from 83 national and state early childhood groups on proposed federal regulations to implement the law. The Center also held listening sessions with stakeholders across the country, including child care advocates and state child care policymakers, which informed the comments, led to improvements in the final regulations, and otherwise helped advance the quality and access goals of the reauthorization.



WORK IN THE STATES

THE CENTER:

Developed a nationwide women's legislative economic justice agenda that shaped successful state legislative efforts.

The Center released a set of specific policy proposals and strategies in a legislative toolkit to create a receptive climate for

proactive state legislation, and worked closely with advocates and legislators in several states, achieving victories in Massachusetts, Maryland and Delaware. The Center worked with Massachusetts advocates to pass a trailblazing equal pay law including the first provision in the country prohibiting employers from asking job candidates about their salary history, with Maryland advocates to pass one of the nation's most comprehensive equal pay laws, and with Delaware lawmakers and advocates to explicitly expand measures that protect against sex discrimination in employment to include women's reproductive health decisions and caregiving responsibilities—and protect employees from retaliation for discussing their pay.

Won minimum wage increases in the District of Columbia and Maine by creating state-specific analyses demonstrating the positive impact of a higher minimum wage on women's economic security and by collaborating with a broad range of community groups in the states to win the increases.

Fought discrimination against abortion providers by filing a ground-breaking complaint with the Department of Health & Human Services' Office for Civil Rights against a D.C. hospital that prohibited an abortion provider from speaking out publicly about the importance of abortion to women's health and equality. The Center filed the complaint under a federal law known as the Church Amendment, which, among



other things, protects doctors from discrimination based on their moral convictions about abortion. The hospital subsequently changed its policy and now allows its abortion providers to speak publicly about abortion, and the Center withdrew its complaint. The Center shaped the public narrative about this issue through its media work, which included coverage in *The New York Times*, *NPR*, and *The Washington Post*, and the doctor received nearly 30,000 messages of support from NWLC and key allies.

Fueled state advocacy efforts for improved child care eligibility, co-payment, provider reimbursement, and waiting list policies

through publication of a report, *Building Blocks: State Child Care Assistance Policies 2015*, and helping advocates improve their states' policies, including, for example, by using Illinois' low ranking in the report to reverse a harmful decision by the governor that would have reduced the income limit to qualify for assistance.



WORK IN THE COURTS

THE CENTER:

Contributed to the major Supreme Court victory upholding *Roe v. Wade* in *Whole Woman's Health v. Hellerstedt*, which overturned Texas's clinic shutdown law that had imposed medically unnecessary, burdensome requirements on abortion

providers and clinics. Representing 47 organizations, the Center submitted an *amicus* brief to the Court, focusing on the ways in which the law harms women's health, economic security, and equality. The Center also galvanized support from Members of Congress, 163 of whom joined a congressional *amicus* brief setting out how the law burdens the ability of women to get access to abortion services and how states are creating a patchwork of restrictive abortion laws that directly attack women's legal right to abortion. The Center also conducted public education on the harm that these laws cause to women.

Contributed to a U.S. Supreme Court determination in *Friedrichs v. California Teachers Association* permitting public employee unions to collect fair-share fees from non-union workers who reap the benefits won through union representation, by authoring an *amicus* brief on behalf of 70 civil rights organizations outlining the significant role that public sector unions play in the economic security of women, particularly women of color. The brief highlighted the Center's analyses showing that women represented by public sector unions are paid 24 percent more, experience a smaller gender wage gap, and are more likely to participate in employer-based health insurance than their unrepresented counterparts. Because of a vacancy on the Court, its 4-4 decision let stand a lower court ruling that upheld the right of unions to collect the fees.

Won minimum wage and overtime protections for millions of home care workers, the vast majority of whom are women and disproportionately women of color, by joining other civil rights advocates in an *amicus* brief to the U.S. Circuit Court of Appeals for the District of Columbia, which upheld the home care workers rule in *Home Care Association vs. Weil*, a lawsuit brought by home care industry groups opposed to the rule, and by successfully fighting efforts in Congress to derail the rule's implementation.



Fought to keep strong the Affordable Care Act birth control coverage

that was challenged by employers with religious objections in the Supreme Court case *Zubik v. Burwell*, by writing an *amicus* brief on behalf of 68 organizations, organizing an *amicus* brief signed by 123 Members of Congress, turning out a strong coalition presence at the Supreme Court and to a virtual rally during oral arguments, and providing leadership in the fight to preserve the benefit. On decision day, when the Court decided to remand the case to the lower courts, the Center helped shape the public narrative through media coverage in such outlets including *Reuters*, *USA Today*, and *Bloomberg*.

Won a major case for a 14-year-old Alabama girl who was raped by a boy in her middle school after school officials used her as bait in a sting operation to “catch him in the act,”

which went horribly awry. The Center, as co-counsel, won a unanimous appeals court decision that the case could proceed to trial, which led to a financial settlement from the school district and justice for her.

Participated in a major Supreme Court victory on affirmative action in *Fisher v. University of Texas*,

submitting an *amicus* brief on behalf of 24 women’s and legal organizations highlighting how the university’s program satisfies the Court’s legal test, how an educational experience in a diverse community of learners helps dispel race and gender stereotypes, which women of color disproportionately face, and why diversity is essential to prepare students to succeed as leaders in communities and businesses.

Advocated aggressively to fill a growing number of vacancies on the federal bench, encourage greater diversity of gender, race, ethnicity, and sexual orientation, and confirm highly qualified nominees to the federal courts.

The Center highlighted how Senate Republican leaders essentially shut down the judicial nominations process, including Judge Merrick Garland, the highly qualified nominee to the Supreme Court. The Center’s efforts included educating and engaging women’s state and local bar associations, national and state-based women’s groups, and the Center’s digital network of more than 750,000 supporters, and serving as an expert resource for media and other stakeholders. The Center also demonstrated the impact that the courts have on women’s lives and that the growing number of judicial vacancies threatened to erode gains in diversity on the federal bench. Unfortunately, the Senate confirmed only a handful of judges but these efforts helped bring women’s voices, once again, to the forefront of the debate around the federal courts.



CENTER SUPPORTERS

THE VICTORIES WON ON BEHALF OF WOMEN AND THEIR FAMILIES would not have been possible without the support of many individuals and organizations. 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 for the fiscal year ending on June 30, 2016.

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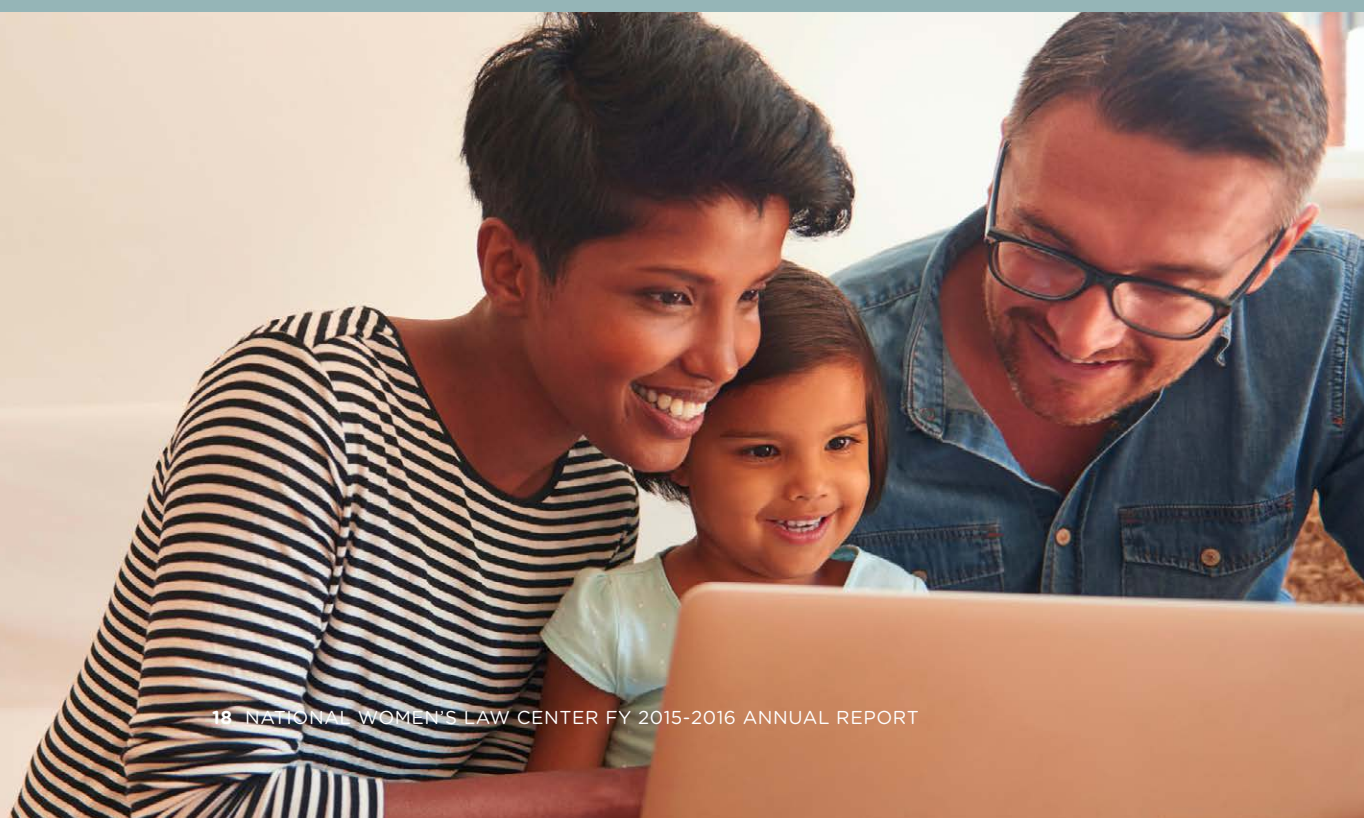
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The victories won on behalf of women and girls would not have been possible without the volunteer assistance that many organizations and individuals generously provided to the Center.

In the past year, organizations and individuals providing this support, included: Hogan Lovells; Trister, Ross, Schadler & Gold, PLLC; Covington; Cozen O'Connor; Simpson Thacher; Arnold & Porter; Shirley Sagawa; Holly Hemphill. Organizations and individuals sponsoring fellowships included: American Bar Association Section of Taxation; Equal Justice Works; Deborah Slaner Larkin & The MARGARET Fund; Skadden Fellowship Foundation; and the Women's Law and Public Policy Fellowship Program. The Center deeply appreciates these contributions and looks forward to continuing to work together to expand the possibilities for women and girls in the years to come.

BROOKSLEY BORN INNOVATION FUND DONORS

In June 2014, when Brooksley Born retired her gavel as Chair of the National Women's Law Center's Board, the Center recognized her exceptional leadership and service by creating the Brooksley Born Innovation Fund. Contributions to this Fund help ensure that the Center can be nimble and creative in addressing future challenges and launch

innovative, cutting-edge projects. The following people contributed to the Fund in FY 2015-2016:

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 Susan and Charles Halpern
 Nancy H. Hendry and
 William Baer
 Judith R. Thoyer
 Elisse Walter & Ronald Stern

JOAN AND JAMES H. BERNSTEIN FUND DONORS

Established in 2016 by Jan Bernstein in honor of her parents, the Joan and James H. Bernstein Fund benefits the National Women's Law Center's efforts to expand opportunities and eliminate barriers to athletics for girls across America. One year after the passage of Title IX, when their daughter Jan was in high school, Joan and Jim Bernstein tirelessly advocated to ensure that Tenafly High School, in Tenafly, New Jersey, provided girls the sports opportunities required by Title IX. Their efforts created the first three athletic teams for girls in Tenafly, and Jan was finally able to play tennis on a girls' high school team. Today, Tenafly High School boasts ten girls' teams and multiple championships over the years. In 2016, Jan Bernstein created the Joan and James H. Bernstein Fund to honor her parents and help further secure the legacy of grassroots civil rights champions, like her parents, that the promise of Title IX is fully realized for girls nationwide. The following lists supporters of the Fund who gave before June 30, 2016.

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STATEMENT OF FINANCIAL POSITION

National Women's Law Center and National Women's Law Center Action Fund

Consolidated Statement of Financial Position as of June 30, 2016

	June 30, 2016
Assets	
Cash and cash equivalents	\$ 6,153,124
Investments	32,349,228
Accounts receivable	123,959
Grants and contributions receivable	2,182,075
Prepaid expenses and security deposits	313,353
Property, equipment and intangible assets, net	929,135
Total assets	\$42,050,874
Liabilities and Net Assets	
Liabilities	
Accounts payable and accrued expenses	\$ 555,552
Deferred compensation	782,561
Sub-tenant security deposit	10,719
Deferred rent and incentive allowance	1,741,418
Deferred income	115,873
Total liabilities	3,206,123
Net Assets	
Unrestricted	11,158,424
Temporarily restricted	8,503,432
Permanently restricted	19,182,895
Total net assets	38,844,751
Total liabilities and net assets	\$42,050,874

STATEMENT OF ACTIVITIES

National Women's Law Center and National Women's Law Center Action Fund

Consolidated Statement of Activities for the Year Ended June 30, 2016

	Unrestricted			Temporarily Restricted	Permanently Restricted	2016 Total
	Operating	Reserves	Total			
Revenue and Support						
Grants	\$ 25,500	\$ -	\$ 25,500	\$ 7,268,354	\$ -	\$ 7,293,854
Net investment (loss) Income	69,751	(126,928)	(57,177)	(151,561)	-	(208,738)
Income from cash equivalents	10,507	-	10,507	-	-	10,507
Contributions	2,107,244	-	2,107,244	110,848	-	2,218,092
Donated goods and services	1,640,502	-	1,640,502	-	-	1,640,502
Rental income	162,269	-	162,269	-	-	162,269
Other	105,183	-	105,183	-	-	105,183
Legal fees	70,000	-	70,000	-	-	70,000
Net assets released from restrictions and transfers:						
Appropriation of endowment income	941,413	-	941,413	(941,413)	-	-
Transfer from Reserves	783,570	(783,570)	-	-	-	-
Satisfaction of time & program restrictions	6,531,408	-	6,531,408	(6,531,408)	-	-
Total revenue and support	12,447,347	(910,498)	11,536,849	(245,180)	-	11,291,669
Expenses						
Program services:						
Reproductive Rights and Health	3,453,968	-	3,453,968	-	-	3,453,968
Income Security and Education	2,997,989	-	2,997,989	-	-	2,997,989
Workplace Justice	1,379,831	-	1,379,831	-	-	1,379,831
Women's Legal Rights	1,353,768	-	1,353,768	-	-	1,353,768
Total program services	9,185,556	-	9,185,556	-	-	9,185,556
Supporting services:						
Administration	1,434,315	-	1,434,315	-	-	1,434,315
Development	725,630	-	725,630	-	-	725,630
Total supporting services	2,159,945	-	2,159,945	-	-	2,159,945
Total expenses	11,345,501	-	11,345,501	-	-	11,345,501
Change in net assets	1,101,846	(910,498)	191,348	(245,180)	-	(53,832)
Net assets, beginning of year	458,257	10,508,819	10,967,076	8,748,612	19,182,895	38,898,583
Net assets, end of year	\$ 1,560,103	\$ 9,598,321	\$11,158,424	\$8,503,432	\$19,182,895	\$38,844,751

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