



expanding the possibilities

Annual Report 2012-2013

Staff, fellows, and interns listen to speakers at a Center Press Club discussion in Washington D.C on closing the wage gap.



THE CENTER HAS BEEN EXPANDING THE POSSIBILITIES FOR WOMEN AND THEIR FAMILIES FOR OVER 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.

Table of contents

Message from the co-presidents and chair	2
Improving the economic security of women and families	4
Fighting discrimination in education with Title IX	6
Combatting discrimination on the job	8
Protecting women's health	10
Making the wheels of justice turn for women	12
Center supporters	14
Statement of activities and statement of financial position	18
Board of directors	20
Center staff	21

What a challenging year it has been!



The continued slow recovery from the Great Recession. Income inequality. Unprecedented attacks on women's reproductive health care. Fierce attacks on the new health care law, even as women and their families began to reap its many benefits. Senate obstruction of judicial nominees.

And yet, there also were remarkable steps forward for justice, dignity and equality in America in 2012 and 2013. The Defense Department rescinded its long-standing, discriminatory ban on women serving in ground combat, recognizing the significant roles that women were already playing in our nation's Armed Forces. The Supreme Court struck down key provisions of the Defense of Marriage Act (DOMA), ending the federal government's ban on the recognition of same-sex marriages and sending an important message about the inherent worth and dignity of LGBT individuals. And in a major advance for women's health, the Obama administration expanded access to contraceptive coverage at no cost to the women benefitted, limiting the number of employers that are exempt from providing this coverage.

The Center played a pivotal role in each of these fights and many more during the fiscal year covered in this report.

First, economic security. The Center's timely analyses of women's employment and economic status shone a spotlight on the reality faced by hundreds of thousands of women: yes, they were gaining back jobs, but they were typically low-wage jobs, and the percentage of women living in poverty remained at historically high levels. The Center fought successfully to raise the minimum wage in two states and continued its push to increase the federal minimum wage, stuck at \$7.25 an hour for the last four years. Raising the minimum wage also helps close the wage gap since women make up two-thirds of minimum-wage workers.

The Center helped secure an extension of emergency unemployment benefits, enhancement of family tax credits and a requirement that the wealthiest Americans pay a fairer share of taxes, and it staved off cuts to Social Security, which would have had a devastating effect on women. The Center launched the Strong Start for Children campaign—with hundreds of organizational partners—to push for passage of President Obama's proposal to expand preschool, child care, and early Head Start and to increase the likelihood that children in these programs will lead economically secure and productive lives.

Second, equality and justice. The Center has been a leader in the decades-long struggle to open the doors of opportunity to all women in the Armed Forces, which culminated in the Pentagon's historic decision to lift the direct ground combat exclusion, eliminating one of the last vestiges of explicit sex discrimination sanctioned by the federal government. And the Center's *amicus* briefs in the two marriage-equality cases before the Supreme Court argued for full equality for individuals regardless of their sexual orientation, bringing constitutional and gender-based equality principles to bear in these landmark cases. How momentous were those victories!

The Center struck a blow to other forms of job discrimination and secured an end to two Bush-era rules that undercut government's ability to find and fix discrimination by federal contractors.

The Center improved equality and justice for girls on the playing field, by winning agreements in schools across the country to provide more opportunities for girls to play sports, and in the classroom, by winning new federal guidelines to help pregnant students stay in school.

The Center saw the injustice of servicewomen and military family members being denied even the same limited insurance coverage for abortion available to other federal employees and secured congressional legislation ending that unfair denial.

In the face of unprecedented activity to limit access to abortion, with states enacting abortion bans as early as six weeks into a pregnancy, the Center fought back forcefully, including by launching its innovative online campaign, *This Is Personal*, to engage and activate young women who had never before been involved in activities to protect reproductive health care. By the end of the fiscal year, the Center had recruited more than 500,000 women to join the campaign and inspired them to take more than one million actions to protect access to birth control and abortion. The Center also countered attacks on funding for the landmark health care law and pressed state lawmakers to expand health coverage through the Medicaid program.

On these and many other important issues, the Center worked to secure gains in the short term and developed strategies to ensure advances over the long term.

As we look to the year ahead, the Center will fight to raise the federal minimum wage, expand preschool and other early learning programs, restore cuts to the food stamp program, and make the promise of better health care and stronger reproductive rights a reality—and so much more.

We are grateful for the Center's individual and institutional donors, whose essential support sustains its work on behalf of the women and families who need it the most.

Nancy Duff Campbell
Marcia D. Greenberger
Co-Presidents

Brooksley Born
Board Chair

Improving the economic security of women and families



Children getting ready to deliver artwork to the White House from the Center's *Strong Start for Children* campaign.

The economy continued to recover slowly from the Great Recession, and women gained back many of the jobs they lost during the recession. But the Center's widely cited analyses of women's employment trends and of the percentage of women living in poverty revealed that most of the jobs women gained were in sectors such as retail and food services that pay very low wages and benefits. Moreover, poverty among women and their families remained at historically high levels: in June 2013, more than one in seven women, and more than four in 10 female-headed families with children, lived in poverty. Indeed, six of 10 poor adults were women and more than half of all poor children lived in families headed by women.

Yet despite the fragility of the recovery and of women's economic status, some lawmakers sought to slash critical safety-net programs and to pursue austerity policies that cost jobs, especially for women. The Center worked to stop these efforts from becoming law, protect and improve essential programs such as emergency unemployment benefits and tax credits for low-income families, require the wealthiest Americans to pay a fairer share of taxes, secure state-level minimum wage increases, extend federal minimum wage and overtime protections for home health workers, and build support for increasing the federal minimum wage and federal tipped minimum wage. The Center also launched a new campaign and organized a broad coalition to support increased investments in early learning.

The Center:

Won key victories for tax and budget fairness

in the so-called “fiscal cliff” legislation in 2012, including extending emergency unemployment benefits and enhanced family tax credits, protecting Social Security, Medicaid and Medicare, and requiring the wealthiest Americans to pay a fairer share of taxes, by playing a leading role in tax and budget coalitions, preparing and disseminating unique critical analyses and compelling infographics, educating key policymakers, and mobilizing supporters, and fought to end across-the-board budget cuts that took effect in 2013 by producing and disseminating widely cited analyses of women’s employment and poverty trends showing that more of women’s jobs gains were in low-wage sectors and that poverty among women and their families persists at historically high levels and by highlighting the impact of the cuts on vital services.

Helped win minimum wage increases

in Connecticut and New York, by producing and disseminating state-specific analyses demonstrating the link between a higher

minimum wage and fairer pay for women (who make up two-thirds of minimum-wage workers), and helped secure Department of Labor regulations providing federal minimum wage and overtime pay protections for home care workers—90 percent of whom are women—by generating thousands of public comments in support of the regulations.

Rallied support for increased investments in early learning

by launching the *Strong Start for Children* campaign with 375 organizational partners, delivering 30,000 letters and artwork from children to the White House in support of President Obama’s Preschool for All initiative to expand preschool, child care and Early Head Start, holding a national Early Learning Day of Action to educate the public about the initiative joined by President Obama and U.S. Senators, and helping shape the proposed Strong Start for Children Act.

Staved off a cut to Social Security

benefits by showing how deeply a proposed reduction in the annual cost-of-living adjustment known as the chained Consumer Price Index would hurt older women, even with some adjustments to mitigate the cuts.

Fighting discrimination in education with Title IX



A Center poster seeking information about inequities that girls face in athletics in Washington D.C. schools.

Studies have shown that playing sports improves graduation rates and academic achievement. But girls today receive only 41 percent of the opportunities to play high school sports and girls' teams continue to face inequities in the facilities, support, coaching, and publicity they receive. The Center worked to remedy this by securing Department of Education determinations requiring school districts across the country to give girls more opportunities to play sports and by participating in successful litigation to secure participation opportunities.

Today, young women who have children while in school face many barriers to success. Only half of pregnant and parenting students get a high school diploma by age 22, leaving them with poor employment prospects and their children with uncertain futures. The Center challenged school-based barriers that can push young mothers out of school, advocated for policies that support at-risk students, and pressed for enforcement of Title IX's prohibition of discrimination against pregnant and parenting students. Building on its June, 2012 report that examined the obstacles these students face, the Center worked to increase opportunities for them at the secondary and collegiate levels, securing new federal guidelines on schools' obligations to these students—the first of their kind in more than two decades—and a new precedent-setting policy at a large public university system.

The Center:

Secured Department of Education determinations

that eight school districts nationwide must give girls more opportunities to play sports to comply with Title IX, by filing administrative complaints with the Department's Office for Civil Rights based on the districts' own data showing unequal athletic opportunities for girls.

Helped pregnant students stay in school

by securing strong guidelines from the Department of Education on schools' Title IX obligations to protect these students from discrimination, and securing a new policy at the 269,000-student City University of New York (CUNY) that spelled out CUNY's obligations to excuse pregnancy-related absences and allow students to make up work they miss, after filing a Title IX complaint with the Department's Office for Civil Rights on behalf of a CUNY student.

Advanced Title IX's protections for women athletes

by securing a precedent-setting U.S. Court of Appeals decision at Quinnipiac University in Connecticut, which spelled out when an activity can be counted as a sport and ordered the university to retain all women's teams (including volleyball, which the school had tried to replace with "competitive" cheerleading) after filing an *amicus* brief on behalf of female athletes; filing another *amicus* brief with the U.S. Court of Appeals for the Ninth Circuit supporting the District Court's ruling that a California high school had systematically failed to give girls equal participation opportunities, treated girls' teams unequally, retaliated against female athletes whose parents complained, and created an overall chilling effect on students' willingness to report problems, in violation of Title IX, and conducting a campaign, *Rally for Girls' Sports: She'll Win More than a Game*, to educate parents about the inequality their daughters face in sports programs and mobilize them to press for change.

Combating discrimination on the job



The Center fought to open opportunities for women in all occupations.

Fifty years ago, President Kennedy signed the Equal Pay Act, the landmark law that requires employers to pay male and female employees equally for substantially equal work. Today, women represent nearly half the workforce and more than 40 percent of breadwinners. Yet women working full-time, year-round are typically paid just 77 cents for every dollar paid to their male counterparts—a gap in wages that has remained stagnant for the last decade and is far worse for women of color. The Center marked the anniversary of the Equal Pay Act by releasing reports, convening panel discussions of prominent leaders, and pressing for policy solutions to close the wage gap, such as improving pay discrimination laws, removing barriers to higher-paying, nontraditional jobs, and updating outmoded workplace policies that penalize pregnant women and those with caregiving responsibilities.

The Center's work paid off when the Department of Labor adopted a new rule that restored its ability to properly investigate and remedy pay discrimination among federal contractors, and when the Center's long-standing efforts to remove all barriers to women's employment culminated in the historic opening of ground combat jobs to military women.

The Center:

Won an end to the Defense Department policy banning women from direct ground combat

by documenting U.S. servicewomen's successful performance in Iraq and Afghanistan, pressing for elimination of the policy in meetings with Pentagon officials, marshaling Defense Department advisory committee and congressional support, and engaging the media and the public in the debate.

Secured protections for pregnant workers

by filing an Equal Employment Opportunity Commission complaint on behalf of a pregnant hospital cleaner in Florida who was forced to take unpaid leave when her employer refused to accommodate her doctor's request that she not lift heavy objects and negotiating a settlement with the hospital that allowed her to return to work, co-authoring a report, *It Shouldn't Be a Heavy Lift: Fair Treatment for Pregnant Workers*, which shows that many pregnant workers—especially those in low-wage jobs—are fired or forced to take unpaid leave when their employers refuse to make the basic accommodations they give other workers with temporary disabilities,

and filing an *amicus* brief with the Supreme Court of California arguing that an employer is not legally permitted to deny a pregnant woman a job based on its concern for her fetus.

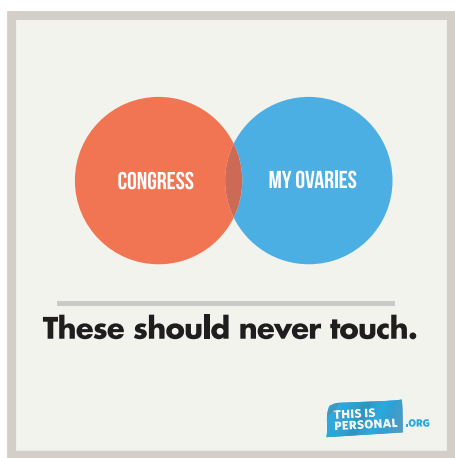
Won strengthened enforcement of equal pay laws

by successfully pressing the Department of Labor to rescind two Bush-era guidelines that undercut its ability to detect and remedy pay discrimination among federal contractors, who employ more than one-fifth of the civilian labor force.

Focused national attention on the wage gap's harm

to women and policy solutions to close it, including by documenting persistent barriers to fair pay in a report, *50 Years and Counting: The Unfinished Business of Achieving Fair Pay*, launching an interactive website (MyWageGap.org) to encourage women to get involved, hosting a prominent National Press Club panel discussion that identified policy solutions such as passing the Paycheck Fairness Act, and helping develop and support several ground-breaking congressional economic agendas that address the economic challenges facing women.

Protecting women's health



A visual from the Center's
This Is Personal campaign
on social media.

This year saw unprecedented, broad-based attacks on women's access to reproductive health care, including passage of bans on abortion as early as six weeks into a pregnancy in North Dakota and after twelve weeks in Arkansas. Although most of these bans have not taken effect pending legal challenges, dozens of other severe restrictions have made abortion access more difficult across the country. The Center met these attacks vigorously, including by launching an innovative online campaign, *This Is Personal*, to mobilize young women to protect reproductive health care and by fighting threats posed by crisis pregnancy centers and by legal challenges from employers seeking to avoid providing contraceptive coverage to employees based on their own religious beliefs.

On another front, opponents of the Affordable Care Act (ACA), also known as Obamacare, continued their efforts to undermine the law and its implementation, ranging from numerous, failed efforts in Congress to defund the law and limit its application to reproductive health care to decisions by many states to opt out of expanding their Medicaid programs, leaving millions of women and families in the most financial need without access to health care. To respond to these challenges, the Center stepped up its efforts to ensure full and effective implementation of the ACA in the states and at the federal level, including by working with state organizations to educate the public about the law's benefits and to press lawmakers to expand their Medicaid programs.

The Center:

Expanded the movement to protect reproductive health

by launching *This Is Personal*, an online campaign that educated, engaged, and activated more than 500,000 women, who took more than one million actions to fight unprecedented attacks on women's access to birth control and abortion.

Won repeal of the ban on insurance coverage of abortion

for U.S. servicewomen and military family members who are rape or incest survivors, by engaging retired service members and playing a leadership role in the campaign to end the discriminatory policy, securing a Defense Department advisory committee recommendation to end the ban, and mobilizing supporters to send over 106,000 messages to Congress.

Fought to prevent employers from denying the contraceptive coverage

to their employees that is required by the Affordable Care Act, by leading the successful effort to convince the Department of Health and Human Services to limit the number of employers that are exempt from directly covering birth control, authoring eight *amicus* briefs on behalf

of 41 organizations in key lawsuits brought by employers that do not want to give their employees this important benefit, and assisting women in securing this benefit at no cost to them through the Center's PILL4US hotline.

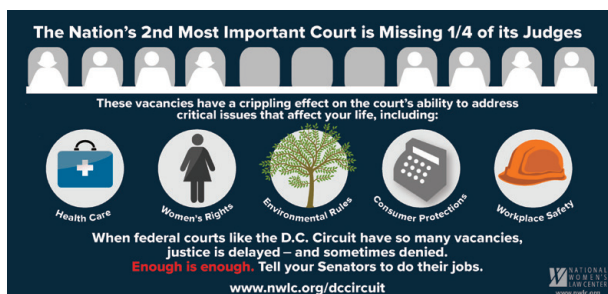
Advanced health care protections for pregnant women

by filing five groundbreaking maternity coverage complaints against institutions that exclude pregnancy coverage from the health insurance benefits provided to their employees' dependent children, believed to be the first complaints to challenge dependent pregnancy coverage exclusions as violations of Section 1557 of the Affordable Care Act, a provision that the Center secured and that bars sex discrimination in health care programs that receive federal funds.

Engaged state-based women's health advocates in efforts to ensure effective ACA implementation

through the federal regulatory process, traditional and social media, and advocacy on behalf of expanded coverage through Medicaid, contributing to expanded coverage in 25 states.

Making the wheels of justice turn for women



A Center visual depicts the judicial vacancy crisis on an important federal court.

In the face of unprecedented Senate obstruction of President Obama's nominations to the federal courts and the critical need to fill vacancies and increase the diversity of the judiciary, the Center played a crucial role in educating the public about the importance of a diverse federal bench and in securing, and pressing for confirmation of, high-quality judicial nominations.

When women are fairly represented among the nation's federal judges, it helps the courts reflect the population as a whole and instill more confidence in their decisions. And having more women on the bench improves the quality of justice because female judges bring an understanding of the impact of the law on the lives of women and girls and enrich the courts' understanding of how best to realize the intended purpose of our laws.

In a year of blockbuster decisions by the Supreme Court, the Center explained what was at stake for women in major cases before the Court and weighed in with *amicus* briefs articulating and advancing constitutional principles of importance to women.

The Center:

Highlighted the significance of the judicial vacancy crisis by educating the public, coalition partners, Members of Congress and Obama Administration officials about its impact on all Americans—especially women—and the importance of a diverse judiciary, by compiling and providing data on the number of active female judges on the federal bench and the unprecedented level of diversity (by gender, race, ethnicity, sexual orientation and professional background) of President Obama’s judicial nominees.

Played a key role in the high-profile nomination of Caitlin Halligan to the U.S. Court of Appeals for the D.C. Circuit, including by coordinating coalition efforts to engage key constituencies, such as women’s bar associations, and opposing the two filibusters in the Senate that ultimately blocked her nomination, and began advocacy efforts for the confirmation of three D.C. Circuit nominees, Patricia A. Millett, Cornelia (Nina) Pillard, and Robert Wilkins, who would eventually be confirmed.

Advanced marriage equality by authoring *amicus* briefs that analyzed the parallels between discrimination on the basis of gender and discrimination on the basis of sexual orientation and argued for full equality for individuals, on behalf of a range of organizations, in two Supreme Court cases—*U.S. v. Windsor*, in which the Court struck down two key provisions of the Defense of Marriage Act barring the federal government from recognizing same-sex marriages, and *Hollingsworth v. Perry*, in which the Court’s ruling that it lacked jurisdiction left standing the district court decision declaring unconstitutional the California referendum barring same-sex marriages and cleared the way for these marriages to resume.

Center Supporters

The victories won on behalf of women and their families would not have been possible without the support that so many individuals and organizations gave 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 for the fiscal year ending on June 30, 2013.

Corporations, Foundations, Law Firms, Unions and Other Organizations

\$100,000 and above

Anonymous (4)
Alliance for Early Success
Beech Street Foundation
Robert Sterling Clark
Foundation
Marjorie Cook Foundation
The Nathan Cummings
Foundation
Ford Foundation
The William and Flora
Hewlett Foundation
The Moriah Fund
Nokomis Foundation
The David & Lucile
Packard Foundation
The William Penn
Foundation
Pfizer Inc
The Rockefeller Foundation
The Seattle Foundation
The Stoneman Family
Foundation
The Summit Fund of
Washington
Unitarian Universalist
Congregation at Shelter
Rock

\$50,000- \$99,999

BNY Mellon
The Annie E. Casey
Foundation
Emmet, Marvin & Martin
General Electric Company
Latham & Watkins
Paul, Weiss, Rifkind,
Wharton & Garrison
The William Penn
Foundation
Rockefeller Family Fund
Skadden, Arps, Slate,
Meagher & Flom
The Stoneman Family
Foundation
Sullivan & Cromwell
Turner Foundation
Weil, Gotshal & Manges

\$25,000- \$49,999

American Federation
of State, County &
Municipal Employees
Bauman Foundation
Bloomberg Philanthropies
Boies, Schiller & Flexner
Brush Foundation
Equal Justice Works

The Wallace Alexander
Gerbode Foundation
Hogan Lovells
The Charles Evans Hughes
Memorial Foundation
Hughes, Hubbard & Reed
Kellogg, Huber, Hansen,
Todd & Evans
Mississippi Low-Income
Child Care Initiative
Ms. Foundation for
Women, Inc.
Mayer Brown
National Academy of
Social Insurance
Reed Smith
Schott Foundation for
Public Education
Visa

\$10,000- \$24,999

AARP
AlvaradoSmith
Baker & McKenzie
Bingham McCutchen
Bayer HealthCare
Cadwalader, Wickersham
& Taft
Carter Ledyard & Milburn
The Community
Foundation for the
National Capital Region

Dechert
Deloitte Financial Advisory
Services
DLA Piper (US
Gibbons
Gibson, Dunn & Crutcher
Goodell, DeVries, Leech &
Dann LLP
Goodwin Procter
Heidrick & Struggles
Hologic
Jenner & Block
JPMorgan Chase & Co.
Katten Muchin Rosenman
Kaye Scholer
Kelley Drye & Warren
Janet Wright Ketcham
Foundation
Kirkland & Ellis
Kramer Levin Naftalis &
Frankel
Leonard, Street &
Deinard
Morgan Stanley
Morrison & Foerster
New Morning Foundation
New York University
School of Law
Northrop Grumman
Corporation
PricewaterhouseCoopers
Proskauer Rose
Raven Trust Fund

Service Employees
International Union
Shook, Hardy & Bacon
Sidley Austin
Simpson Thacher &
Bartlett
Stroock & Stroock &
Lavan
Williams & Connolly
WilmerHale
Winston & Strawn
Irene B. Wolt Lifetime
Trust

\$5,000-\$9,999

Armstrong Teasdale
BET Networks
Bloomberg BNA
Caplin & Drysdale
Covington & Burling
DLA Piper
Drinker Biddle & Reath
The Estée Lauder
Companies
Finnegan, Henderson,
Farabow, Garrett &
Dunner
Greenberg Traurig
The Edward W. Hazen
Foundation
Independent Charities
of America Women's
Charities of America
Jackson Lewis
King & Spalding
Lazard Frères & Co
Loeb & Loeb
Mehri & Skalet
The Morningstar
Foundation
Stewart R. Mott
Charitable
Foundation
New Directions
Foundation
Newman's Own
Foundation
Ogilvy & Mather
Worldwide
Patton Boggs
Pepco Holdings
Pillsbury Winthrop Shaw
Pittman
Powell Tate

Qiagen
Richards Kibbe & Orbe
The Theodore T. &
Hilda Rose
Foundation
Special Counsel Inc.
White & Case

\$2,500-\$4,999

American Federation of
Teachers
Analysis Group
BMO Harris Bank
The Boston Consulting
Group
Capstone Advisory
Group
Centerview Partners
Crowell & Moring
Early Care and
Education
Consortium
Foley & Lardner
Holland & Knight
Hollingsworth
Husch Blackwell
International
Brotherhood
of Electrical Workers
Jenner & Block
Katz, Marshall & Banks
Keesal, Young & Logan
Kutak Rock
Mager & Associates
Morgan Lewis & Bockius
Nelson Mullins Riley &
Scarborough
Planned Parenthood
Federation of
America
Quinn Emanuel Urquhart
& Sullivan
SNR Denton

\$500-\$2,499

Ain & Bank
American Federation
of Government
Employees
American University
Washington College
of Law
Andrews Kurth
AT&T Services

Bonchonsky & Zaino
Bradley Arant Boulton
Cummings
Brune & Richard
Center for Law and
Social Policy
The Beatrice R. &
Joseph A. Coleman
Foundation
Farella Braun & Martel
Feminist Majority
Foundation
The Funding Exchange
The Hastings Group
Heather Podesta +
Partners
Holman Consulting
Irwin Fritchie Urquhart &
Moore
International Union, UAW
International Union
of Bricklayers & Allied
Craftworkers
The Kalan Foundation
Lesbian Equity Fund
Legacy
NARAL Pro-Choice
America
National Abortion
Federation
The National Association
of Shareholder &
Consumer Attorneys
National Family Planning
& Reproductive
Health Association
National Partnership for
Women and Families
National Physicians
Alliance
Network For Good
Outten & Golden
Public Welfare
Foundation
Thomson Reuters
Business
Trister, Ross, Schadler
& Gold
United Way of Greater
Philadelphia & SNJ
Watkins & Eager
Wiley Rein
Women Employed

Women's National
Basketball
Association

Individuals

Advocates

Anonymous(3)
Anne & Jeff Bingaman
Sheila Birnbaum
Natalia Delgado
Terry Satinover Fagen
Jamie Gorelick & Richard
Waldhorn
Susan & Laurence
Hirsch
Deborah Slaner Larkin
Chaille B. Maddox &
Jonathan A. Knee
Sally B. & William H.
Neukom
Judy Runstad
Sheri & Howard Schultz
Jane Sherburne &
Robert
Van Heuvelen
Patty Stonesifer & Mike
Kinsley
Caroline & Steven
VanRoekel
Irene B. Wolt Lifetime
Trust
Wendy Zimmermann &
Stephen Cutler

Pacesetters

Anonymous (2)
Brooksley Born &
Alexander E. Bennett
Dobkin Family
Foundation
Linda Heller Kamm
Ethel Klein & Edward
Krugman
Margy Kohn & Myrna
Chasanow
Linda Lipsett & Jules
Bernstein
Diane Milutinovich
Ruth & Stephen Pollak
Sally & Thomas Troyer

Benefactors

Anonymous (3)
Eleanor D. Acheson &
Emily C. Hewitt
Kim J. Askew
Beth & Steve Bangert
Charlene Barshefsky &
Ed Cohen
Steven H. Bills
Nancy L. Buc
Mary G. Clark &
Craig R. Schaffer
The Dealy Foundation
Laurie Davis & Joseph
Sellers
Theresa Davis
Isabel P. Dunst
Faith Gay
Ricki Tigert Helfer &
Michael S. Helfer
Laura Loeb & Howard
Morse
Nancy Loeb & Jeff Colman
Isabel & Peter Malkin
Joanne & Jack Martin
Judith A. Maynes
Melanie & Larry Nussdorf
Harriet & Bruce Rabb
Nicole Rabner
Anita Romero
Nancy & Miles Rubin
Shirley Sagawa &
Gregory Baer
Ricki Seidman
The Honorable Donna E.
Shalala
Linda R. Singer & Michael
K. Lewis
Jeffrey Q. Smith
Melissa & Chuck Smith
Maria T. Vullo

Champions

Anonymous (3)
Madeleine K. Albright
Judy & John Aldock
Eugenia & David Ames
Judy Areen & Rich Cooper
Robert C. Arnold
Ann M. Ashton
Margaret C. Ayers
Nina Beattie
Robin Bergen

Dr. Barbara R. Bergmann
Caryl & George Bernstein
Susanna M. Buerger
Julie Burton & Roger
Hickey
Kathy Bushkin Calvin
Nancy Duff Campbell &
Michael B. Trister
Bert W. Carp
Bonnie Cohen
Elizabeth J. Coleman
Robert A. Cook
Mary & Sloan Cooper
Ranny Cooper & David
Smith
Liz Culbreth & John
Vanderstar
Frank Daspit
Anita L. DeFrantz
Catherine J. Douglass
Sarah Epstein & Donald
Collins
Susan Esserman &
Andrew Marks
Holly Fechner & Kevin
Mills
Nancy M. Folger
Kristen Galles
Tara Gilligan & Jeremy
Hylton
Lynda Goldstein
Ruth Goldway
The Samuel & Grace
Gorlitz Foundation
Marcia & Michael
Greenberger
Niesa & Jim Halpern
Elizabeth Hedlund
Nikki Heidepriem
Anita Faye Hill
Jessica A. Hough
Hans A. Huber
Robin E. Jacobsohn
Robert M. Kaufman
Ellen Kohn
Ann & Peter Kolker
Ruth Marie Jaeger &
Albert H. Kramer
Lisa & Lawrence Kramer
Marta Jo Lawrence
Susan M. Liss
Patricia Marino
The Honorable Doris
Matsui

Marcia Nirenstein
The Honorable Kathryn A.
Oberly
Shea Owens
Laura Palma, Esq.
Fiona A. Philip, Esq.
Anthony D. Romero
Ann Rosewater &
Robert Kronley
Julie Rottenberg
Perry Saidman
Mara V.J. Senn
Virginia Sloan
Judith M. Sweet
Ellen Taus
Judith Ann Tickner
Marna Tucker & Lawrence
Baskir
Carol Tucker-Foreman
Ellen Vargyas
Barbara Winslow

Sponsors

Brigadier General Clara
Adams-Ender, USA
(Ret.)
Phyllis Alden
Meredith Allen
Anastasia Angelova
Judith Appelbaum &
Betsy Cohn
Chris Archacki
Rosemary Armstrong &
Sandy Weinberg
Cecily Baskir & John
Freedman
Ruth Greenspan Bell &
Joseph C. Bell
Lucy Wilson Benson
Susan Low Bloch
Karin Bolte
Phyllis C. Borzi
Elaine Bowman &
Thomas Bishop
Cynthia G. Brown
Diana M. Brummer
Lori & Steve Buchsbaum
Amity Carriere
Clifford Chanler
Laura Chenel
Ellen J. Chesler
Ted Childs, Jr.
Lynne Church &
James Skiles

Jil Clark
Ellen R. Delany
Carrie Distler
Donna Ditz
Jennifer Duck
Loti & Stewart Dunn
Nancy Ebb & Gary Ford
Marian & Peter Edelman
Gwen Fitzgerald
Jo Benson Fogel
Brigadier General Evelyn
P. Foote, USA (Ret.)
Margot N. Friedman
Linda Greenhouse &
Gene Fidell
Jill & Bernard Grossberg
Beth Grupp
Susan & Charles Halpern
The Honorable Jane
Harman
Gail & John Harmon
Holly Hemphill
Nancy Hendry &
William Baer
Aimee Imundo
Wendy Kahn &
Martin Burns
Patricia King &
Roger Wilkins
Eileen Kirlin
Nancy & Rick Kreiter
Anne Ladky &
Karen Fishman
Patricia Lewis &
Dr. Randall Lewis
Judith & Elliott Lichtman
Charisse R. Lillie
Constance &
Robert MacCrate
Michael Madigan
Thurgood Marshall, Jr.
Tiffany McConnell
Eugenia K. Murtha
Lissa Muscatine
Katy & Ralph Neas
Margot & Joseph Onek
Kimberly Parker
Teresa Pazdral Hale
Vice Admiral James
B. Perkins III, USN
(Retired)
Arnold Potosky
Susan Segal Rai
Elizabeth Wiet Reutter

Stephanie Ridder &
Mr. John Beardsley
Judy & Jack Riggs
Dorothy & Stanford Ross
Barbara Saidel &
Edward Goldberg
Jocelyn Samuels
Phyllis Savage
Lois J. Schiffer
Ranit Schmelzer &
Adam Krinsky
Andrea T. Shandell
Joel Silberman &
Michael Osver
Carol Slotkin
Catherine Stetson
Sharon E. Taylor
Jeannette Turner
Beth & Sanford Ungar
Penny & Dick Wakefield
Elisse Walter &
Ronald Stern
Judy Walter &
Irvin Nathan

Judy Waxman &
Jim Weill
Cheryl & Robert Weiner
Mary B. Williams
Wendy W. Williams &
Richard Diamond
Leah Wortham &
Eric Hirschhorn

**The following
supporters gave to
the National Women's
Law Center's Action
Fund for the fiscal
year ending on June
30, 2013.**

American Federation
of State, County &
Municipal Employees
Bloomberg
Philanthropies
Patty Stonesifer &
Mike Kinsley

The victories won on behalf of women and their families would not have been possible without the volunteer assistance that many organizations and individuals generously provided to the Center. In the past fiscal year, organizations and individuals providing pro bono support included: Arnold & Porter; Georgetown University Law Center; Greenberg Traurig; Holly Hemphill; Hogan Lovells; Jones Day; K&L Gates; Mayer Brown; Morgan Lewis & Bockius; Morrison & Foerster; Paul, Weiss, Rifkind, Wharton & Garrison; Reed Smith; Trister, Ross, Schadler & Gold; and WilmerHale. Organizations and individuals sponsoring fellowships included: Equal Justice Works; Ford Foundation; Greenberg Truarig; Deborah Slaner Larkin & The MARGARET Fund; New York University School of Law; 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 their families in the years to come.



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, 2013

	Unrestricted			Temporarily Restricted	Permanently Restricted	2013 Total
	Operating	Reserves	Total			
Revenue and support						
Grants	\$ 210,500	\$ -	\$ 210,500	\$12,951,781	\$ 5,000,000	\$18,162,281
Investment income	-	1,364,781	1,364,781	2,025,286	-	3,390,067
Income from cash equivalents	7,360	-	7,360	-	-	7,360
Contributions	1,761,997	-	1,761,997	168,407	6,808	1,937,212
Donated goods and services	1,794,447	-	1,794,447	-	-	1,794,447
Rental income	128,000	-	128,000	-	-	128,000
Other	95,171	-	95,171	-	-	95,171
Legal fees	111,187	-	111,187	-	-	111,187
Net assets released from restrictions & transfers:						
Appropriation of endowment income	708,293	-	708,293	(708,293)	-	-
Transfer from Reserves	191,707	(191,707)	-	-	-	-
Satisfaction of time & program restrictions	9,017,353	-	9,017,353	(9,017,353)	-	-
Total revenue and support	14,026,015	1,173,074	15,199,089	5,419,828	5,006,808	25,625,725
Expenses						
Program services:						
Health and Reproductive Rights	6,731,345	-	6,731,345	-	-	6,731,345
Family Economic Security	1,984,277	-	1,984,277	-	-	1,984,277
Women's Legal Rights	1,134,722	-	1,134,722	-	-	1,134,722
Education and Employment	2,183,179	-	2,183,179	-	-	2,183,179
Total program services	12,033,523		12,033,523	-	-	12,033,523
Supporting services:						
Administration	1,660,541	-	1,660,541	-	-	1,660,541
Development	526,851	-	526,851	-	-	526,851
Total supporting services	2,187,392	-	2,187,392	-	-	2,187,392
Total expenses	14,220,915	-	14,220,915	-	-	14,220,915
Change in net assets	(194,900)	1,173,074	978,174	5,419,828	5,006,808	11,404,810
Net assets, beginning of year	1,335,865	8,032,930	9,368,795	6,435,565	14,200,087	30,004,447
Net assets, end of year	\$1,140,965	\$9,206,004	\$10,346,969	\$11,855,393	\$19,206,895	\$41,409,257

Statement of financial position

National Women's Law Center and National Women's Law Center Action Fund Consolidated Statement of Financial Position

June 30, 2013	
Assets	
Cash and cash equivalents	\$ 6,037,613
Investments	25,142,215
Accounts receivable	39,530
Grants and contributions receivable, net	10,799,115
Prepaid expenses	244,655
Property, equipment and intangible assets, net	572,944
Security deposits	26,546
Total assets	\$42,862,618
Liabilities and net assets	
Liabilities	
Accounts payable and accrued expenses	\$ 778,822
Deferred compensation	382,736
Sub-tenant security deposit	10,719
Deferred rent and incentive allowance	281,084
Total liabilities	1,453,361
Net assets	
Unrestricted	10,346,969
Temporarily restricted	11,855,393
Permanently restricted	19,206,895
Total net assets	41,409,257
Total liabilities and net assets	\$42,862,618

Board of Directors

Brooksley Born, Chair

Retired Partner
Arnold & Porter

**Thurgood Marshall, Jr.
Secretary/Treasurer**

Partner
Bingham McCutchen LLP

Kim Askew

Partner
K&L Gates

Sheila Birnbaum

Partner
Skadden, Arps, Slate,
Meagher & Flom LLP

Stephen M. Cutler

Executive Vice President
& General Counsel
JPMorgan Chase & Co.

Theresa L. Davis

Partner
Loeb & Loeb LLP

Natalia Delgado

Retired General Counsel & Corporate
Secretary, Huron Consulting Group

Anita F. Hill

Senior Advisor to the Provost
and Professor of Policy, Law and
Women's Studies
Brandeis University
Heller Graduate School

Elaine R. Jones

Director-Counsel Emeritus
NAACP Legal Defense
& Education Fund, Inc.

Eileen Kirlin

Executive Vice President &
Chair of the Public Services Division
Service Employees International Union

Jonathan A. Knee

Senior Managing Director
Evercore Partners

Deborah Slaner Larkin

Executive Director
USTA Serves

Nancy C. Loeb

Director, Environmental Law Clinic
Bluhm Legal Clinic
Northwestern University School
of Law

John W. Martin, Jr.

Gulf Coast Legal Services

Judith A. Maynes**Nicole Rabner**

Partner
WilmerHale

Anthony D. Romero

Executive Director
American Civil Liberties Union

Shirley Sagawa

Founding Partner
Sagawa/Jospin

Jane Sherburne

Senior Executive Vice President
& General Counsel
BNY Mellon

Elizabeth H. Shuler

Secretary-Treasurer
AFL-CIO

Nancy Duff Campbell**Marcia D. Greenberger**

Co-Presidents
National Women's Law Center

NWLC Staff

Nancy Duff Campbell

Co-President

Marcia D. Greenberger

Co-President

Joan Entmacher

Vice President, Family Economic Security

Fatima Goss Graves

Vice President, Education and Employment

Niesa Brateman Halpern

Vice President, Administration and Finance

Mano Koilpillai*

Vice President, Administration and Finance

Emily Martin

Vice President & General Counsel

Kris Robinson

Vice President, Development

Karen Schneider

Vice President, Communications

Judy Waxman

Vice President, Health and Reproductive Rights

Program Staff**Leila Abolfazli**

Senior Counsel

Anna Benyo

Senior Policy Analyst

Helen Blank

Director of Child Care and Early Learning

Gretchen Borchelt

Director of Reproductive Health Policy & Senior Counsel

Alison Channon

Program Assistant

Neena Chaudhry

Director of Equal Opportunities in Athletics & Senior Counsel

Karen Davenport

Director of Health Policy

Jennifer Egan

Fellow

Mara Gandal-Powers

Fellow

Kelli Garcia

Senior Counsel

Danielle Garrett

Health Policy Analyst

Holly Hemphill

Senior Counsel

Valarie Hogan

Fellow

Shari Inniss-Grant

Fellow

Lara Kaufmann

Director of Education Policy for At-Risk Students & Senior Counsel

Cortelyou Kenney

Fellow

Abby Lane

Fellow

Sharon Levin

Director of Federal Reproductive Health Policy

Amy Matsui

Director of Women and the Courts & Senior Counsel

Kellyann McClain**

Fellow

Anna McClure**

Fellow

Reggie Oldak

Director of Government Relations & Senior Counsel

Dania Palanker

Senior Counsel

Yumhee Park

Program Assistant

Devi Rao

Fellow

Katherine Gallagher Robbins

Senior Policy Analyst

Hillary Schneller

Fellow

Karen Schulman

Senior Policy Analyst

Tanya Senanayake

Fellow

*Departed during reporting period

**Fellowship ended during reporting period

Amy Tannenbaum

Program Assistant

Julie Vogtman

Senior Counsel

Katherine Wallat

Fellow

Liz Watson

Senior Counsel

Elizabeth Yates*

Program Assistant

Catherine Yourougou

Fellow

Communications Staff**Colin DeLaney***

Director of Online Communications

Kathryn Dickerson

Outreach Associate

Gwen Fitzgerald*

Senior Media Advisor

Patrick Furey

Online Outreach Associate

Danielle Jackson

Online Outreach Associate

Melanie Ross Levin

Director of Outreach

Andrea Maruniak

Media Manager

Thao Nguyen

Director of Outreach

Maria Patrick

Media Director

Rachel Perrone

Media Director

Amy Qualliotine

Outreach Associate

Robin Reed

Director of Online Communications

Beth Stover

Graphic and Web Designer

Megan Tackney

Outreach Manager

Valerie Vilott*

Outreach Associate

Rebecca Wall

Program Assistant

Development Staff**Elizabeth Bretz***

Program Assistant

Nancy Delahoyd

Director of Annual Giving

Christina Hansen

Development Associate

Cathy Lemp

Senior Manager of Foundation Relations

Jodi Michael

Director of Foundation Relations

Julie Price

Development Associate

Carolyn Rutsch

Senior Manager of Foundation Relations

Administrative Staff**Danielle Abrams**

Program Associate

Nancy Boyd

Executive Assistant

Patricia Byrams

Receptionist/Secretary

Daris Coleman

Director of Finance

Anita Corbett-Youngkin

Director of Human Resources

Angela Day

Office Assistant

Andrea Koeppl

Controller and Director of Operations

Lakisha Matthews

Accounting Associate

Kendra Mosley

Receptionist/Office Clerk

Lesley Sees

User Support Specialist

Jessica White

Director of Information Technology



Children and their parents deliver letters and artwork to the White House in support of President Obama's Preschool for All initiative.



11 Dupont Circle, Suite 800
Washington, DC 20036
202.588.5180 | fax 202.588.5185
www.nwlc.org