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
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>WORK ON THE NATIONAL LEVEL</td>
<td>2</td>
</tr>
<tr>
<td>WORK IN THE STATES</td>
<td>8</td>
</tr>
<tr>
<td>WORK IN THE COURTS</td>
<td>12</td>
</tr>
<tr>
<td>CENTER SUPPORTERS</td>
<td>26</td>
</tr>
<tr>
<td>STATEMENT OF FINANCIAL POSITION AND STATEMENT OF ACTIVITIES</td>
<td>22</td>
</tr>
<tr>
<td>BOARD OF DIRECTORS</td>
<td>24</td>
</tr>
<tr>
<td>CENTER STAFF</td>
<td>25</td>
</tr>
</tbody>
</table>
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.
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.

CORPORATIONS, FOUNDATIONS, LAW FIRMS, UNIONS AND OTHER ORGANIZATIONS

$100,000 AND ABOVE
Alliance for Early Success
Anonymous (3)
Bayer HealthCare
Beech Street Foundation
The Annie E. Casey Foundation
Robert Sterling Clark Foundation
The Marjorie Cook Foundation
Ford Foundation
Bill & Melinda Gates Foundation
Heising-Simons Foundation
The William and Flora Hewlett Foundation
Huber Foundation
W.K. Kellogg Foundation
The Moriah Fund
NoVo Foundation
The David and Lucile Packard Foundation
PepsiCo, Inc.

$25,000 – 49,999
American Bar Association
Cahill Gordon & Reindel
The Commonwealth Fund
Cravath, Swaine & Moore
Dentons
Early Childhood Funders Collaborative
Foundation for Child Development
Fried, Frank, Harris, Shriver & Jacobson
Gibson, Dunn & Crutcher
Greenberg Traurig
Morrison & Foerster
Paul Hastings
Pfizer Inc
Service Employees International Union
Simpson Thacher & Bartlett
Sullivan & Cromwell
Wachtell, Lipton, Rosen & Katz
WilmerHale

$10,000 – 24,999
AFSCME
Arnold & Porter
BNY Mellon
Clifford Chance
Covington & Burling
Dechert
DLA Piper
Emmet, Marvin & Martin
EY
Fragomen, Del Rey, Bernsen & Loewy
Heidrick & Struggles
Human Rights Campaign
Irving Harris Foundation
JPMorgan Chase & Co.
Kelley Drye & Warren
León Cosgrove
Merck & Co.
Munger, Tolles & Olson
National Academy of Social Insurance
PG&E
PNC Bank Corporation
Schnader Harrison Segal & Lewis
Sidley Austin
Simpson Thacher & Bartlett
Steptoe & Johnson
Sterne, Kessler, Goldstein, & Fox
Stroock & Stroock & Lavan

$50,000 – 99,999
Davis Polk & Wardwell
Equal Justice Works
Freshfields Bruckhaus Deringer
Hogan Lovells
The Charles Evans Hughes Memorial Foundation
Jones Day
New Morning Foundation
Open Society Foundations

Parker Ibrahim & Berg
Paul, Weiss, Rifkind, Wharton & Garrison
Rockefeller Family Fund
Turner Foundation

$25,000 – 49,999
American Bar Association
Cahill Gordon & Reindel
The Commonwealth Fund
Cravath, Swaine & Moore
Dentons
Early Childhood Funders Collaborative
Foundation for Child Development
Fried, Frank, Harris, Shriver & Jacobson
Gibson, Dunn & Crutcher
Greenberg Traurig
Morrison & Foerster
Paul Hastings
Pfizer Inc
Service Employees International Union
Simpson Thacher & Bartlett
Sullivan & Cromwell
Wachtell, Lipton, Rosen & Katz
WilmerHale
Weil, Gotshal & Manges
Irene B. Walt Lifetime Trust

$5,000 – $9,999
AFL-CIO
Agile Therapeutics
Baker Botts
Berry Appleman & Leiden
Brush Foundation
Burke, Warren, MacKay & Serritella
Colgate-Palmolive Company
The Estée Lauder Companies, Inc.
General Electric Company
Girls for Gender Equity
Goodwin Procter
H&R Block
Jenner & Block
Katz, Marshall & Banks
Keesal, Young & Logan
King & Spalding
Latham & Watkins
The Morningstar Foundation
New Directions Foundation
Northrop Grumman Corporation
PhRMA
Planned Parenthood Action Fund
Quest Diagnostics
Reed Smith
Sills Cummins Radin Tischmann
Epstein & Gross
White & Case
Williams & Connolly
Womble Carlyle Sandridge & Rice

$2,500 – 4,999
3M
Baker & McKenzie
Bloomberg BNA
Centerview Partners
Feldesman Tucker Leifer Fidell
Ford & Harrison
Harman Family Foundation
Jackson & Campbell, PC
Jenner & Block
Mager & Associates
Sheppard Mullin Richter Hampton
Vedder Price P.C.

$500 – 2,499
Alliant Insurance Services
American Congress of Obstetricians & Gynecologists
American Federation of Teachers
The Bayberry
Caplin & Drysdale
Carstens & Cahoon
Charles Brucia & Company
Cohen Milstein Sellers & Toll
Cresa
Dykema Gossett
EagleBank
International Union of Bricklayers & Allied Craftworkers
Ivins, Phillips & Barker
KaiserDillon
Kelley Drye & Warren
LSP Group
MadWolf Technologies
Media Talent 2.0
Mehri & Skalet
Merrill Lynch Pierce Fenner & Smith
National Family Planning & Reproductive Health Association
National Partnership for Women & Families
Outten & Golden
Pirkey Barber
Powell Tate
Sanford Heisler Sharp
Seyfarth Shaw
INDIVIDUALS

ADVOCATES
Nina Beattie
Jan L. Bernstein
Sheila Birnbaum
Susan & Laurence Hirsch
Linda Heller Kamm
Chaille B. Maddox & Jonathan A. Knee
The Kolker Family
Deborah Slaner Larkin
Jayma M. Meyer

PACESTETERS
Nancy L. Buc
Sally B. & William H. Neukom
Linda C. Rose
Jane Sherburne
Melissa & Chuck Smith
Patty Stonesifer & Mike Kinsley
Elisse Walter & Ronald Stern
Wendy Zimmermann & Stephen Cutler

BENEFACTORS
Anonymous (4)
Kim J. Askew
Brookley Born & Alexander E. Bennett
Mary G. Clark & Craig R. Schaffer
Laurie Davis & Joseph Sellers
Anita Dunn & Robert Bauer
Isabel P. Dunst
Linda & Jay W. Freedman
Margy Kohn & Myrna Chasanow
Linda Lipsett & Jules Bernstein
Jeanne Markey
Thurgood Marshall, Jr.
Bench Trail Fund
Deborah Sonnenberg
Linda J. Wharton

CHAMPIONS
Anonymous (5)
Allison Accurso
The Honorable Madeleine K. Albright
Judy & John Aldock
Eugenia & David Ames
Robert C. Arnold
Beth & Steve Bangert
Charlene Barshesky & Ed Cohen
Ann Bartlett
Robin Bergen
Caryl & George Bernstein
Steven H. Bills
Anne & Jeff Bingaman
Ruth Calaman
Nancy Duff Campbell & Michael B. Trister
Bert W. Carp
Ellen J. Chesler
Phyllis G. Cohen & Barton Joel Cohen
Janice Compton
Robert A. Cook
Ranny Cooper & David Smith
Frank Daspit
Theresa Davis
Dorothy Dean
Anita L. DeFrantz
Natalia Delgado
Catherine J. Douglass
Susan Esserman & Andrew Marks
Holly Fechner & Kevin Mills
Elizabeth Fisch
Edith Fischer
Susan Gier & Robert Gilmer
Tara Gilligan & Jeremy Hylton
Janet Goldstein
David Grais
Marcia & Michael Greenberger
Gail & John Harmon
Jeffrey Hayes & Jennifer Boone
Elizabeth Hedlund
Nikki Heidepriem
Ricki Tigert Helfer & Michael S. Helfer
Emily C. Hewitt & Eleanor Acheson
Lisa Hoffstein
Hans A. Huber
Edith Hunt
Aimee Imundo
Robin E. Jacobsohn
Jennifer L. Klein
Ruth Marie Jaeger
& Albert H. Kramer
Catherine Langlois
Margaret Larkin
The Levin Family
Jeanette Lim
Susan & Arthur Lindenauer
Gail A. Lione
Nancy Loeb & Jeff Colman
Laura Loeb & Howard Morse
Catherine O. Lyons
Ellen R. Malcolm
Isabel & Peter Malkin
Joanne & Jack Martin
The Honorable Doris Matsui
Judith A. Maynes
Sharon & Gil Miranda
Beth Nalitt
Nancy Newman
Annette Niemtzow & Eve Ellis
Michelle Noth McCreary
Melanie & Larry Nussdorf
The Honorable Kathryn A. Oberly
Laura Palma
Lorraine Parker
Harriet & Bruce Rabb
Nikki Reeves
Bobbi Livingston Reitzes
Maria & Larry Roberts
Anita Romero
Ann Rosewater
& Robert Kronley
Shirley Sagawa & Gregory Baer
Susan S. Schlecker
David Seeler
Ricki Seidman
Andrea T. Shandell
Linda R. Singer
& Michael K. Lewis
Virginia Sloan
Nancy E. Smith
Lynn Spevack
Helen Spiro
Mindy H. Stern
Judith M. Sweet
Leah Tahbaz
Sharon E. Taylor
Joyce Thibodeaux
Carol Tucker-Foreman
Ellen Vargyas
D. Jean Veta & Mary Ann Dutton
Linda Vivas
Rachel Vogelstein
Maria T. Vullo
Ellie & Tom Wertheimer
Barbara Winslow
Nancy Withbroe
& Paul Smolinsky
Leah Wortham
& Eric Hirschhorn
Nancy & Harold Zirkin
The Donald & Barbara Zucker Family Foundation

SPONSORS
Anonymous (5)
Stacey Adams
BG Clara L. Adams-Ender, USA (Ret.)
Meredith Allen
Anastasia Angelova
Ronet Bachman
Cecily Baskir & John Freedman
Richard & Diana Beattie
Ruth Greenspan Bell
& Joseph C. Bell
Lucy Wilson Benson
Thomas Blue
Sharon Brown
Marijke Brown
Diana M. Brummer
Joseph Buckley
Rebecca Chavez-Houck
Laurie Chene
Lynne Church & James Skiles
Naomi W. Cohen
Robert Crane
Pamela Craven
Jeanne Cullen
The Honorable
Barbara Flynn Currie
Eva Daniels
Joyce Dobbel
Chad Dunkley
Carolyn Edgar
Gwenn & Marc Eiger
Gayle Embrey
Jayne Enright
Mimi Epstein
Sandra Eskin
Kristy Falcon
Abigail Farber
Rudy Fernandez
Nora Fischer
Evelyn P. Foote
Melissa Fowler
Ann Freedman
Eugene Fusco
Kristen Galles
Jan Kressin Gandal
& Larry N. Gandal
Nancy C. Garrison
Jeffrey Gathers
M. K. Goodwin
Barbara Gordon
Mary E. Graham
Danielle Gray
Linda Greenhouse
Beth Grupp
Gail & Walter Harris
Janine Haspel
Holly Hemphill
Marilyn Herr
Margaret Hornick
Rosemarie Howe
Joanne Howes
Cathy Hurwit
Barbara & Geoffrey Irvine
Pamela L. Jacklin
Cynthia Jacob
Anne Hale Johnson
Judy M. Judd
Wendy Kahn & Martin Burns
Eric Karolak
Claudia J. Kennedy
Patricia King & Roger Wilkins
Eileen Kirlin
Andrea Koeppe
Lesley Koeppe
Lisa Kramer
Kim Kruckel
Anne Ladky & Karen Fishman
Marta Jo Lawrence
Robert Lehman
Patricia & Randall Lewis
Judith & Elliott Lichtman
John Lisa
Susan M. Liss
& Rabbi Fred Reiner
David Luban
& Judith Lichtenberg
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:

- Martin and Eleanor Flynn
- 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.

Christine Abbott
Anthony Abraham
Allison Accurso
Stacey Adams
Jessica Allen
Ann Bartlett
Allen Bell
Lynda Bennett
Barri Bernstein
Bernard Bernstein
Jan Bernstein
Nicholas Brooks
Sharon Brown
Joseph Buckley
Jacqueline Burstein
Ruth Burstein
Eric Butler
Robert Crane
Joyce Dobbel
Gwenn and Marc Eiger
Jayne Enright
Ronald Evitts
Abigail Farber
Rudy Fernandez
Elizabeth Fisch
Nora Fischer
Edith Fischer
Ann Freedman
Linda and Jay Freedman
Michael Furey
Eugene Fusco
Janet Goldstein, Esq.
Barbara Gordon
David Graff
Marcia & Michael Greenberger
Steven Grossman
Mary Hain
Janine Haspel
Marilyn Herr
Lisa Hoffstein
Edith Hunt
Barbara Irvine
& Geoffrey Irvine
Cynthia Jacob
Sarah Jones
Katharine Kahn
Lesley Koeppel
Anne Krupman
Elizabeth LaFort
Robin Lander
Catherine Langlois
Jennifer Lazor
David Lefkowith
John Lisa
Catherine O. Lyons
Jeanne Markey
Louis Mastriano
Laurie Masuret
Tamara Millstein
Julie Morris
Sylvia Myerson
Beth Nalitt
Annette Niemtzow & Eve Ellis
Lorrainne Parker
Sherilyn Pastor Orr
Erin Rantas
Ann Reese
Mary Kay Roberts
Beth Rose
Shauna Salmon
Robert Sandler
Mary E. Scalera
Olive Schiff
Susan Silver Schlecker
Barbara Schlesinger
David Seeler
Cynthia Shmerler
James Simon
Kathy Sklar
Clementine Sloan Green
Nancy Erika Smith
Deborah Sonnenberg
Lynn Spevack
Lori Starer
Jodi Starkman
Mindy H. Stern
Meredith Stiehm
Elizabeth Turrin
Allison Weiner
Joan Weiss
Richard J. Wertheimer, Esq.
Ellie and Tom Wertheimer
Linda Wharton & Robert Turrin
Maura C. Williams
Andrea Wolkemberg
Kathy Woods
Bruce Youngman
Sally Zasloff
Charles Brucia & Company
Sills Cummis Radin Tischmann
Epstein & Gross
### National Women’s Law Center and National Women’s Law Center Action Fund

Consolidated Statement of Financial Position as of June 30, 2016

<table>
<thead>
<tr>
<th><strong>Assets</strong></th>
<th><strong>June 30, 2016</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 6,153,124</td>
</tr>
<tr>
<td>Investments</td>
<td>32,349,228</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>123,959</td>
</tr>
<tr>
<td>Grants and contributions receivable</td>
<td>2,182,075</td>
</tr>
<tr>
<td>Prepaid expenses and security deposits</td>
<td>313,353</td>
</tr>
<tr>
<td>Property, equipment and intangible assets, net</td>
<td>929,135</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$42,050,874</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Liabilities and Net Assets</strong></th>
<th><strong>June 30, 2016</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$ 555,552</td>
</tr>
<tr>
<td>Deferred compensation</td>
<td>782,561</td>
</tr>
<tr>
<td>Sub-tenant security deposit</td>
<td>10,719</td>
</tr>
<tr>
<td>Deferred rent and incentive allowance</td>
<td>1,741,418</td>
</tr>
<tr>
<td>Deferred income</td>
<td>115,873</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>3,206,123</td>
</tr>
</tbody>
</table>

| **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

<table>
<thead>
<tr>
<th>Revenue and Support</th>
<th>Operating</th>
<th>Reserves</th>
<th>Total</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$25,500</td>
<td>$25,500</td>
<td>$7,268,354</td>
<td>$7,293,854</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net investment (loss) Income</td>
<td>69,751</td>
<td>(126,928)</td>
<td>(57,177)</td>
<td>(151,561)</td>
<td>-</td>
<td>(208,738)</td>
</tr>
<tr>
<td>Income from cash equivalents</td>
<td>10,507</td>
<td>-</td>
<td>10,507</td>
<td>-</td>
<td>-</td>
<td>10,507</td>
</tr>
<tr>
<td>Contributions</td>
<td>2,107,244</td>
<td>-</td>
<td>2,107,244</td>
<td>110,848</td>
<td>-</td>
<td>2,218,092</td>
</tr>
<tr>
<td>Donated goods and services</td>
<td>1,640,502</td>
<td>-</td>
<td>1,640,502</td>
<td>-</td>
<td>-</td>
<td>1,640,502</td>
</tr>
<tr>
<td>Rental income</td>
<td>162,269</td>
<td>-</td>
<td>162,269</td>
<td>-</td>
<td>-</td>
<td>162,269</td>
</tr>
<tr>
<td>Other</td>
<td>105,183</td>
<td>-</td>
<td>105,183</td>
<td>-</td>
<td>-</td>
<td>105,183</td>
</tr>
<tr>
<td>Legal fees</td>
<td>70,000</td>
<td>-</td>
<td>70,000</td>
<td>-</td>
<td>-</td>
<td>70,000</td>
</tr>
<tr>
<td>Net assets released from restrictions and transfers:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appropriation of endowment income</td>
<td>941,413</td>
<td>-</td>
<td>941,413</td>
<td>(941,413)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Transfer from Reserves</td>
<td>783,570</td>
<td>(783,570)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Satisfaction of time &amp; program restrictions</td>
<td>6,531,408</td>
<td>-</td>
<td>6,531,408</td>
<td>(6,531,408)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total revenue and support</strong></td>
<td>12,447,347</td>
<td>(910,498)</td>
<td>11,536,849</td>
<td>(245,180)</td>
<td>-</td>
<td>11,291,669</td>
</tr>
</tbody>
</table>

## Expenses

### Program services:

- Reproductive Rights and Health | $3,453,968 | - | $3,453,968 | - | - | $3,453,968 |
- 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 |

### Change in net assets |

<table>
<thead>
<tr>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,101,846</td>
<td>(910,498)</td>
<td>$191,348</td>
<td>(245,180)</td>
</tr>
</tbody>
</table>

### Net assets, beginning of year |

<table>
<thead>
<tr>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$458,257</td>
<td>10,508,819</td>
<td>10,967,076</td>
<td>8,748,612</td>
</tr>
</tbody>
</table>

### Net assets, end of year |

<table>
<thead>
<tr>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2016 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,560,103</td>
<td>$9,598,321</td>
<td>$11,158,424</td>
<td>$8,503,432</td>
</tr>
</tbody>
</table>
BOARD OF DIRECTORS

JANE SHERBURNE, CHAIR
Principal
Sherburne PLLC

THURGOOD MARSHALL, JR.
SECRETARY/TREASURER
Partner
Morgan, Lewis & Bockius

KIM ASKEW
Partner
K&L Gates

NINA BEATTIE
Partner
Brune & Richard

BROOKSLEY BORN
Retired Partner
Arnold & Porter

STEPHEN M. CUTLER
Vice Chairman
JPMorgan Chase & Co.

THERESA L. DAVIS
Partner
Reed Smith

NATALIA DELGADO
Retired General Counsel and
Corporate Secretary
Huron Consulting Group Inc.

DANIELLE C. GRAY
Partner
O’Melveny & Myers

ANITA F. HILL
Senior Advisor to the Provost
& Professor of Policy, Law
& Women’s Studies
Brandeis University
Heller Graduate School

SHERRILYN IFILL
President & Director-Counsel
NAACP Legal Defense and
Educational Fund, Inc.

ELAINE R. JONES
President & Director-Counsel
Emeritus
NAACP Legal Defense and
Educational Fund, Inc.

EILEEN KIRLIN
Executive Vice President
& Chair, Public Services Division
Service Employees International
Union

JONATHAN A. KNEE
Professor of Professional Practice,
Columbia Business School
Senior Advisor
Evercore Partners

DEBORAH SLANER LARKIN
Chief Executive Officer
Women’s Sports Foundation

NANCY C. LOEB
Director, Environmental Law
Clinic, Bluhm Legal Clinic
Northwestern University
School of Law

JOHN W. MARTIN, JR.
Retired VP-General Counsel
Ford Motor Company

JUDITH A. MAYNES
Retired VP-Law
AT&T

JAYMA M. MEYER
Counsel
Simpson Thacher & Bartlett
Visiting Scholar
Indiana University

NICOLE RABNER
Partner
WilmerHale

ANTHONY D. ROMERO
Executive Director
American Civil Liberties Union

SHIRLEY SAGAWA
CEO & President
Service Year Alliance

ELIZABETH H. SHULER
Secretary-Treasurer
AFL-CIO

ELISSE B. WALTER
Retired, Former Chair
U.S. Securities and Exchange
Commission

NANCY DUFF CAMPBELL
MARCIA D. GREENBERGER
Co-Presidents
National Women’s Law Center
LEADERSHIP
NANCY DUFF CAMPBELL
Co-President

MARCIA D. GREENBERGER
Co-President

FATIMA GOSS Graves
Senior Vice President, Program

GRETCHEM BORCHERT
Vice President, Health & Reproductive Rights

ANNA CHU
Vice President, Income Security & Education

JOAN ENTMACHER
Vice President, Family Economic Security

NIESA BRATEMAN HALPERN
Vice President, Administration & Finance

EMILY MARTIN
Vice President & General Counsel

KAREN SCHNEIDER
Vice President, Communications

NANCY WITHBROE
Vice President, Development & Strategy

PROGRAM STAFF
LEILA ABOLFAZLI
Senior Counsel

ABIGAIL BAR-LEV
Fellow

AMELIA BELL
Fellow

ANNA BENYO
Senior Policy Analyst

SUSANNA BIRDSONG
Fellow

HELEN BLANK
Director of Child Care & Early Learning

NEENA CHAUDHRY
Director of Education

KAREN DAVENPORT
Director of Health Policy

RACHEL EASTER
Counsel

ALANA EICHNER
Program Assistant

MARA GANDAL-POWERS
Senior Counsel

KELLI GARCIA
Senior Counsel

JANEL GEORGE
Director of Federal Reproductive Rights & Health

ERIKA HANSON
Fellow

HOLLY HEMPHILL
Senior Counsel

ANDREA JOHNSON
Fellow

ELIZABETH JOHNSTON
Fellow

LARA KAUFMANN
Director of Education Policy for At-Risk Students

SHARON LEVIN
Director of Federal Reproductive Health Policy

AMY MATSUI
Director of Government Relations

ANNE MORRISON
Fellow

HELEN OH
Program Assistant

REGINA OLDAK
Director of Government Relations

ADAKU ONYEKA-CRAWFORD
Counsel

DANIA PALANKER
Senior Counsel

KAYLA PATRICK
Fellow

AGATA PELKA
Fellow

FAITH POWELL
Program Assistant

MAYA RAGHU
Director of Workplace Equality

JASMINE TUCKER
Director of Research