

# MEDIA KIT



A JUST FUTURE BEGINS WITH BOLD IDEAS.



## IWPR PRESIDENT AND CEO C. NICOLE MASON, PH.D.

Dr. C. Nicole Mason is the president and chief executive officer of the Institute for Women's Policy Research (IWPR), a leading voice on pay equity, economic policies, and research impacting women. Having stepped into this role in November 2019, Dr. Mason is the youngest person currently leading one of the major inside-the-Beltway think tanks in Washington, D.C., and one of the few women of color to do so.

Dr. Mason is also a monthly columnist for the *Washington Post's The Lily* and is the author of *Born Bright: A Young Girl's Journey from Nothing to Something in America* (St. Martin's Press) and has written hundreds of articles on women, poverty, and economic security. Her writing and commentary have been featured in *The New York Times*, *MSNBC*, *CNN*, *NBC*, *CBS*, *Real Clear Politics*, *The Nation*, *Wall Street Journal*, *Bloomberg News*, *Axios on HBO*, *Marie Claire*, *the Progressive*, *ESSENCE*, *Bustle*, *BIG THINK*, *Miami Herald*, *Democracy Now*, and numerous NPR affiliates, among others.

As one of the nation's foremost intersectional researchers and scholars, Dr. C. Nicole Mason brings a fresh perspective and a wealth of experience to IWPR. For the past two decades, Dr. Mason has spearheaded research on issues relating to economic security, poverty, women's issues, and entitlement reforms; policy formation and political participation among women, communities of color, and youth; and racial equity. Prior to IWPR, Dr. Mason was the executive director of the Women of Color Policy Network at New York University's Robert F. Wagner Graduate School of Public Service, the nation's only research and policy center focused on women of color at a nationally ranked school of public administration. She is also an inaugural Ascend Fellow at the Aspen Institute in Washington, D.C.

# IWPR LEADERSHIP

IWPR has recruited influential leaders and experts for both its Board of Directors and its National Advisory Council. Comprising professionals from both the public and private sectors, Board and Council members help IWPR advance innovative strategies to address the most pressing needs facing women, their families, and their communities.

## BOARD OF DIRECTORS

**Loretta Johnson**, secretary-treasurer emeritus, American Federation of Teachers, AFL-CIO

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**Darrick Hamilton**, noted economist and founding director of the Institute for the Study of Race, Stratification and Political Economy at The New School

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**Joan Marsh**, chief regulatory and state external affairs, AT&T

**Anne Mosle**, a vice president and executive director of Ascend at the Aspen Institute and co-chair of the Aspen Institute Forum on Women and Girls

**William Rodgers**, professor and chief economist, Rutgers University

**Kristin Rowe-Finkbeiner**, executive director and co-founder, MomsRising

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**Fatima Goss Graves**, president and CEO, National Women's Law Center

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**Thea Lee**, president, Economic Policy Institute

**Tram Nguyen**, co-executive director, New Virginia Majority

**Aisha Nyandoro**, founding CEO, Springboard To Opportunities

**Ana Oliveira**, president and CEO, The New York Women's Foundation

**Stephanie Valencia**, political director, InvestingIn.US

**Dorian Warren**, president of Community Change and co-chair of the Economic Security Project

A JUST FUTURE BEGINS WITH BOLD IDEAS.

## OUR MISSION | A just future begins with bold ideas.

We win economic equity for all women and eliminate barriers to their full participation in society. As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

## OUR PRIORITY AREAS

### ***Employment and Earnings***

Whether paid or unpaid, women's work is crucial for their families' economic security and well-being. Greater gender equality in paid and unpaid work will reduce poverty and improve economic growth and prosperity; persistent inequity in employment and family work is costing all of us. Women are held back by the undervaluation of historically female work, workplaces designed as if workers had no family responsibilities, and a broken-down work-family infrastructure.

IWPR's Employment and Earnings program highlights the extent of pay inequalities, and the role played by stark occupational segregation in perpetuating unequal pay. We conduct research and analysis on women's labor force participation and employment trends; workforce development, non-traditional employment, and apprenticeships; the impact of sex discrimination and harassment on women's career advancement and mobility; the gender pay gap and pay inequity across race and ethnicity; work-family policies and employer practices; and the impact of automation and technological advances on women workers.

We work with policymakers, employers, advocates, and practitioners to identify promising practices and policy solutions.

### ***Job Quality and Income Security***

A good job provides workers and their families with a path to economic security with adequate wages for supporting themselves in the present and the tools for building future prosperity through saving, caring for and supporting family members and loved ones in the future. IWPR provides research and analysis on the impact quality jobs have on the economic well-being of workers, families, businesses, and communities.

We provide research and analysis on issues related to work-family policies, such as paid sick and family medical leave; wages, the social safety, and economic impact payments; benefits, health insurance, retirement security and pension access; scheduling, job security and flexibility; and career mobility and advancement.

### ***Student Parent Success Initiative***

Meeting the demands of an evolving economy requires a skilled workforce that is adequately prepared to fill in-demand jobs. Earning a postsecondary credential is, therefore, more important than ever for families to achieve economic security and mobility. For the roughly four million college students who are parents of children under 18—70 percent of whom are mothers—earning a degree or certificate is a pathway to a better life for themselves and their families. These student parents, however, are often overlooked on college campuses and in the broader system of higher education, and lack access to the supports, such as affordable, high-quality child care, that they need to successfully graduate.

IWPR's Student Parent Success Initiative conducts research and policy analysis, provides technical expertise and assistance, and communicates its research and builds partnerships to lift up the voices of students with children and increase equity in higher education for student parents and other underserved student populations.

## ***Center on the Economics of Reproductive Health***

The Center for the Economics of Reproductive Health at IWPR seeks to advance public understanding and awareness of the link between access to reproductive health care services for women and their long-term economic security and well-being. We conduct original research and policy analysis at the intersections of race, ethnicity, class, and reproductive health to improve economic outcomes, and educational and employment opportunities for all women.

## ***Race, Ethnicity, Gender and Economy***

IWPR's Program on Race, Ethnicity, Gender and the Economy conducts original research and policy analysis using intersectional and racial equity frameworks to better understand the experiences of women of color, their families and communities in the economy and society.

Throughout the year, we organize convenings, symposia, and roundtables with national leaders, scholars, and practitioners and other key stakeholders on issues related to race, ethnicity, gender and the economy.

## ***Research and Action Hub***

The Research & Action Hub supports research and innovative policy solutions to accelerate women's power and influence in society and in the workforce. We provide micro-grants and support to research and policy centers to leverage promising research and evidence to grow women's economic, political and social power.

## ***Status of Women in the States***

Want to know where women stand in your state or community? Look no further.



IWPR's Status of Women in the States project provides timely data and analysis on the health, economic, social, political well-being of women. The project provides state-by-state rankings on issues such as pay equity and earnings; poverty and economic security; reproductive rights and access to health care and political participation and civic engagement.

State and federal policymakers, journalists, advocates, and community leaders rely on our reports and rankings to craft sound public policies, identify gaps, allocate funding and create targeted programs.

Over the years, we have partnered with cities, states, policy makers, Foundations, and media partners such as Conde Nast to drive resources to communities and conversations for change.

## ***Policy***

Our research inspires action, sparks bold ideas and drives policy change at the local and federal levels that improve the lives of working women, their families and their communities.

At IWPR, we generate sharp and timely policy and legislative analysis grounded in the lived experiences of women and at the intersections of race, gender, ethnicity and other markers of difference.

# STATEMENT OF RESEARCH INDEPENDENCE

The Institute for Women's Policy Research (IWPR) is a nonpartisan, nonprofit organization that engages in research and dissemination to shape public policy and improve the lives and opportunities of women from diverse backgrounds. As a nonpartisan organization, the independence of our research is essential to maintaining the highest standards of integrity and quality. IWPR ensures these standards through rigorous internal and peer review processes. All reports receive at least two external reviews; some shorter products receive external review as well. All publications receive internal peer review by researchers not involved in their production.

## OUR HISTORY

IWPR was founded in 1987 out of a need for an organization whose distinct purpose was to develop comprehensive, women-focused, policy-oriented research. By conducting rigorous analyses using federal data, the social scientists at IWPR shook the gendered and racialized assumptions underpinning public debate.

In its founding year, IWPR analyzed the costs to American workers of not having unpaid leave for childbirth, personal health needs, or family care giving in its inaugural publication, [Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave](#). A companion fact sheet on the estimated impact of the new law on Black women showed that they lost more than white women by the lack of leave because they were the very workers to go back to work after childbirth sooner but lacked leave and thus had to search for a new job guaranteeing lower wages. IWPR's research showed that, by not recognizing the need for work-life balance in all families, established policies not only failed to support workers and their families, but were costly to taxpayers. Now nearly a quarter century later, the Family and Medical Leave Act has become a cornerstone of U.S. employment law and human resource policy.

## IWPR'S IMPACT

### ***A 30-year Track Record on Illuminating Gender in Policy Debates***

Named a top think tank in the United States, IWPR has shifted conversation on issues such as the gender wage gap, employment and job discrimination, Social Security, welfare reform and access to public benefits, educational access, child care, and many others. Our ongoing *Status of Women in the States* project and other state-specific research initiatives produce real outcomes for women and families. In recent years, IWPR expanded its *Status of Women* model globally, working with partners to produce a series of reports on the *Status of Women in the Middle East and North Africa*.

Our work and experts are cited and appear regularly in more than a thousand news items each year, including in *The New York Times*, *Washington Post*, *Axios* on HBO, *TIME*, *USA Today*, *The Atlantic*, *CNN International*, *CBS This Morning*, *MSNBC* and digital media outlets such as *The Huffington Post*, *Vox*, *Buzzfeed*, *NBCNews.com*, *Refinery29*, *The Daily Beast*, and others.

# IWPR IN THE MEDIA



## The New York Times

IN HER WORDS

### Why Some Women Call This Recession a 'Shecession'

A majority of the jobs lost in April were held by women, a sharp reversal of gains in the labor market.

"We should go ahead and call this a 'shecession.'"

— C. Nicole Mason, president and chief executive of the Institute for Women's Policy Research



**EQUAL PAY DAY**

### Dr. Nicole Mason Finds Power By Creating Space For Others To Lead

BY JESSICA KAPLAN  
LAST UPDATED MARCH 25, 2021, 8:24 AM



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Dr. Mason is the author of *From Single A Young Girl's Journey from Nothing to Something in America* and has written hundreds of articles on community development, women, poverty, and economic security. Her writing and commentary have been featured in *The New York Times*, *MSNBC*, *CNN*, *NBC*, *Real Clear Politics*, *The Nation*, *The Washington Post*, *Black Girls*, *The Progressive*, *ESSENCE*, *Bustle*, *360*, *ZENITH*, *Slam*, *Health*, *Democracy Now*, and numerous NPR affiliates, among others. Here's how she finds her power...

## Coronavirus forces rethinking of safety net for working women

Axios





**For inquiries, speaking engagements  
and media requests,  
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