

Institute for Women's Policy Research
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25 YEARS

**MAKING RESEARCH COUNT FOR WOMEN:
LAUNCHING THE NEXT 25 YEARS**

**MAY 22, 2013
WASHINGTON, D.C.**



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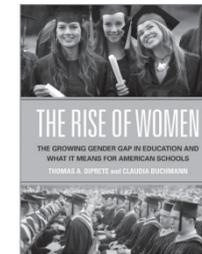
At BNY Mellon, we are proud to honor those who inspire others to make a difference in our communities.

It is our great pleasure to congratulate the Institute for Womens Policy Research on their 25th Anniversary. We are proud to support its community initiatives and applaud those who inspire others to make a difference in our community.



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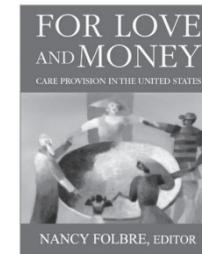
THE RISE OF WOMEN

The Growing Gender Gap in Education and What It Means for American Schools
 THOMAS A. DIPRETE & CLAUDIA BUCHMANN

"Why do more women than men get a college degree? Based on over a decade of research on what is going on in schools and families, Thomas A. DiPrete and Claudia Buchmann's tour de force is your best source for understanding what is behind this disparity."

—Paula England, professor of sociology, New York University

\$37.50 | March 2013 | ISBN 978-0-87154-051-5 | Pages 296 | Paper 6" x 9"



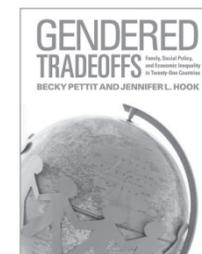
FOR LOVE AND MONEY

Care Provision in the United States
 NANCY FOLBRE, Editor

"The authors look at care work in depth and in breadth—from child care to care of people with disabilities and frail older adults. They draw a picture of care work as an activity in which all participate and all benefit. This inclusive perspective should inform public policy in the future."

—Carol Levine, director, Families and Health Care Project, United Hospital Fund

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GENDERED TRADEOFFS

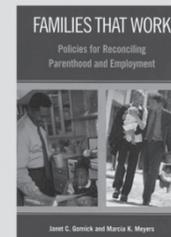
Family, Social Policy, and Economic Inequality in Twenty-One Countries
 BECKY PETTIT & JENNIFER L. HOOK

"Becky Pettit and Jennifer L. Hook's well executed study is impressive in scope. They bring together disparate facets of gender inequality which are typically considered separately. The result is an intriguing thesis about tradeoffs between inclusion and equality that deserves wide attention."

—Jerry A. Jacobs, professor of sociology, University of Pennsylvania

\$27.50 | June 2012 | ISBN 978-0-87154-695-1 | Pages 254 | Paper 6" x 9"

FAMILIES THAT WORK
 Policies for Reconciling Parenthood and Employment
 JANET C. GORNICK & MARCIA K. MEYERS



A close look at work-family policies in the United States and abroad and call for a new and expanded role for the U.S. government in order to bring this country up to the standards taken for granted in many other Western nations.

\$19.95 | 2005 | ISBN 978-0-87154-359-2
 Pages 404 | Paper 6" x 9"

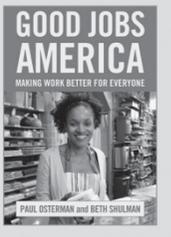
STILL CONNECTED
 Family and Friends in America Since 1970
 CLAUDE S. FISCHER



Have Americans' bonds with family and friends changed since the 1970s? If so, how? Noted sociologist Claude Fischer examines long-term trends in family ties and friendships and paints an insightful and ultimately reassuring portrait of Americans' personal relationships.

\$24.95 | 2011 | ISBN 978-0-87154-332-5
 Pages 164 | Paper 6" x 9"

GOOD JOBS AMERICA
 Making Work Better for Everyone
 PAUL OSTERMAN & BETH SHULMAN



This book offers examples from industries ranging from food services to manufacturing that demonstrate how bad jobs can be made into good ones. The authors make a rigorous argument that by enacting policies to help employers improve job quality we can create better jobs for all workers.

\$24.95 | 2011 | ISBN 978-0-87154-663-0
 Pages 200 | Paper 6" x 9"





Agenda

At a Glance

3:00 p.m. – Welcome Remarks and Opening Keynote

3:20 p.m. – Panel Discussion: “Achieving Economic Equality”

4:20 p.m. – Break

4:30 p.m. – Afternoon Keynote

4:45 p.m. – Panel Discussion: “Achieving Political Equality”

6:00 p.m. – Evening Keynote

6:30 p.m. – Reception in Lobby Area

1987

IWPR is founded by Drs. Heidi Hartmann and Teresa Odendahl and releases the findings of its first study, funded by the Ford Foundation, *Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave*, at a hearing in the U.S. Senate on October 29. The research is reported in the *Wall Street Journal*. In the U.S. workforce, women earn 65 cents for every dollar earned by men. The U.S. House of Representatives has 23 women members and the U.S. Senate, 2.

1988

IWPR conducts the study, *Low-Wage Jobs and Workers: Trends and Options for Change*, funded by the U.S. Department of Labor and produced with *Women Work!* IWPR also releases *High Skill and Low Pay: The Economics of Child Care Work*.



Welcome From IWPR President Heidi Hartmann and IWPR Board Chair Esmeralda Lyn



It may seem commonplace now to consider how public policies affect women and families. After all, women are nearly 50 percent of the workforce, and the ability to earn decent wages, receive good benefits, and access quality health care is equally important for women and men to ensure economic stability. Today, women's workforce participation and access to benefits like health insurance and paid sick and family leave are regularly reported. We also know how much women earn compared to men in an astounding amount of detail. We are able to quantify the needs of women and measure how public policies, such as the Family and Medical Leave Act and the Affordable Care Act, address gaps in women's lives—and by extension, the health of families and communities. At the Institute for Women's Policy Research (IWPR), we are proud of our role in informing better policies for women, collaborating with policymakers and advocates to ensure that public debate is grounded in unassailable research.



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 assumptions underpinning public debate, replacing rhetoric with reliable research. 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*. IWPR's research showed that, by not recognizing the need for work-life balance, established policies not only failed to support workers and their families, but were costly to taxpayers. Now 20 years old, the Family and Medical Leave Act has become a cornerstone of U.S. employment law and human resource policy.

Since then, IWPR's research has shifted the national conversation on issues such as the gender wage gap, Social Security, welfare and access to public benefits, employment and job discrimination, child care, and many others. Our work at the state and local level—through our ongoing Status of Women in the States project and other state-specific research initiatives—continues to produce real outcomes for women and families. For instance, IWPR's 2008 report, *The Economic Status of Women in Arizona*, made the case for an additional \$6 million in domestic violence shelter funding and \$9 million for child care subsidy rate increases. In Kansas, IWPR cost estimates on child care and early childhood education helped then-Governor Kathleen Sebelius expand early care and education funding in the state by \$14.1 million. In recent years, IWPR has expanded its Status of Women model globally, working with partners at IFES to produce a series of reports for the Status of Women in the Middle East and North Africa project.

Of course, this kind of impact cannot be achieved alone. Collaboration and network-building has always been central to IWPR's mission to produce actionable research. Perhaps the clearest example of this synergy between researchers, policymakers, and advocates can be seen in the successful campaigns to provide paid sick days to millions of workers in the United States. IWPR has served as the research backbone of a successful effort to improve the health and job quality of low-wage workers, across the nation through policy change. IWPR staff produce cost-benefit analyses that help make the case for local and state statutes that provide paid sick days, enabling low-income people to not have to choose between keeping their job and taking care of their own or

1989

IWPR holds the First Annual Women's Policy Research Conference, May 19, a one-day event attended by nearly 200 people that covers a wide range of feminist policy research. Conference proceedings containing 27 papers are published the following year.

1990

The Act for Better Child Care (the first comprehensive federal child care legislation since Richard Nixon vetoed a bill in 1971) is signed into law by President George H.W. Bush, after IWPR staff provided testimony (1988) in the House and the Senate. *The 35 Million: A Preliminary Report on the Status of Young Women* is prepared for the Young Women's Conference. This effort leads to the formation of The Young Women's Project, a nonprofit that supports D.C. teen women and girl leaders that now has a full-time staff of seven and a teen staff of 20.



a family member's illness. After nearly a decade working on this issue, access to paid sick days is now a reality for workers in San Francisco, Washington, DC, Seattle, Portland, and the state of Connecticut, with active state campaigns in Maryland, Vermont, Massachusetts, and Oregon, and local campaigns in Miami, San Diego, Los Angeles, Philadelphia, Orlando, and New York City.

In our next 25 years, we expect to expand our work with partners in other countries to help them apply many of these same techniques and analyses to important issues abroad. IWPR will build on its work with partners in the Middle East and North Africa to provide research and technical assistance, disseminate best practices for gender equitable policies worldwide, and will continue to explore the value of "family-friendly policies" in developed and developing countries and the impact of parental leave, flexible working time regulations, and childcare policies on women's labor market outcomes.

Of course, many barriers still remain to women's equal economic and political participation in the United States. IWPR will continue to be at the forefront of research on such issues as paid family leave and equal pay that have been a priority for advancing the status of women, but have yet to be fully realized. As we look to the current and future policy challenges facing women and families in the United States, IWPR will expand its body of research on issues—such as the gendered aspects of immigration, the economics of caregiving, pathways to achieving political parity, and improving access to higher education, especially for low-income student parents—that will have a significant impact on future generations.

IWPR's research has been referred to as "a beacon of light" and "required reading," while IWPR itself has been labeled "the unsung heroes of the women's movement, fighting with computers and calculators rather than chants and banners." Our work is cited in hundreds of news stories each year, including by prominent national and international news outlets such as *The Rachel Maddow Show*, *PBS NewsHour*, *The New York Times*, *the Wall Street Journal*, *The Washington Post*, *The Economist*, *USA Today*, *The Atlantic*, and many others. The Institute's dedicated staff has built IWPR's reputation as a rigorous and objective research organization, trusted by journalists and policymakers alike.

During the last 15 years, our affiliation with The George Washington University's graduate programs in public policy administration and women's studies has fostered wonderful collaboration, reinforcing the academic roots of the Institute, while furthering our mission to prepare the next generation of policy leaders. So far, IWPR has hosted over half a dozen GWU fellows, while three IWPR staff members have earned a master's degree from GWU, taking advantage of the tuition benefits the university provides to IWPR staff. We look forward to more opportunities for collaboration in the future.

As you hear about our accomplishments and our plans for the next era of making research count for women, we hope you will consider supporting our work financially, if you are not already doing so. IWPR depends on its generous members, donors, and sponsors to conduct forward-looking, cutting-edge research. As the Institute's first 25 years proves, investing in IWPR results in long-term, substantive advancements for women and their families.

Together, we can launch the next 25 years of making research count for women and families.

Heidi Hartmann

Esmeralda Lyn

1991

IWPR President Heidi Hartmann presents the lead testimony (February 21) documenting continued discrimination against women in the labor market before the full Committee on Education and Labor, U.S. House of Representatives, regarding the proposed Civil Rights Act of 1991. It was signed into law by the end of the year.

1992

Combining Work and Welfare: An Alternative Anti-Poverty Strategy is released. Dissemination includes a widely reprinted article in *The Washington Post*, a briefing televised on C-SPAN, and distribution of a summary of the report to 2,000 subscribers to the Coalition on Human Needs newsletter. 1992 is dubbed the "Year of the Woman" because the number of women elected to Congress leaps to 54, including 7 in the Senate.



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1993

IWPR staff witness President Bill Clinton sign the Family and Medical Leave Act in the Rose Garden as the first major act of his new administration. To educate the new Clinton Administration, IWPR sponsors "Women and Welfare Reform" in October on Capitol Hill, a conference chaired by Congresswoman Patsy Mink and co-chaired by Congresswomen Lynn Woolsey and Maxine Waters and Congressman Ed Pastor.

1994

Heidi Hartmann receives a MacArthur Fellowship award in recognition of her groundbreaking work in women and economics and her application of this work to public policy. IWPR releases *Women's Access to Health Insurance* to cabinet members at the White House. It analyzes gains in coverage under President Clinton's proposed reform.



Congratulations
to IWPR on your
25th Anniversary.

AARP is proud to recognize IWPR for 25 years of research and policy analysis focusing on the economic security of women and their families.



**Thank you, IWPR,
for 25 years of
pathbreaking
research to help
women and
families!**



*Congratulations on 25 years
of great work to improve the
lives of women across America
from all of your colleagues at
the Center for Community
Change.*



**Twenty five years ago I gave
IWPR \$25 to begin.**

**And each year I have
contributed and it has been
the best investment that I ever
made.**

**~Sally Bould,
Professor of Sociology Emerita,
University of Delaware**



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1995

Welfare That Works: The Working Lives of AFDC Recipients research results are presented as testimony before the U.S. House Subcommittee on Human Resources and the President's Interagency Task Force on Welfare Reform. Co-author Heidi Hartmann appears on *Good Morning America* to discuss the findings.

1996

IWPR releases the first set of reports on *The Status of Women in the States*, a groundbreaking series providing in-depth indicators of women's status in all 50 states and the District of Columbia. This first set focused on thirteen states, the District of Columbia, and included a national overview report. Media response includes every major newspaper and many regional newspapers throughout the country, plus mentions on television and radio. IWPR's website is launched.



AGENDA

3:00 p.m. - Welcome Remarks

Esmeralda Lyn, Ph.D., IWPR Board Chair and Professor Emerita, Hofstra University

Opening Keynote

“What Have We Learned at IWPR About Achieving Economic and Political Equality for Women”

Heidi Hartmann, Ph.D., IWPR President

3:20 p.m. - Panel: Achieving Economic Equality

Moderator: **Bryce Covert**, Economic Policy Editor with ThinkProgress and contributor to *The Nation*

“An Economic Agenda for Women’s Equality”

Congresswoman Rosa DeLauro (D-CT)

“The Contribution of Education to Women’s Equality”

Avis Jones-DeWeever, Ph.D., President and CEO of Unlimited, LLC, and host of “Focus Point with Avis Jones-DeWeever” on NPR

“Achieving Equality in the Global Workforce”

Karen Peetz, President, Bank of New York Mellon

4:20 p.m. – Break

1997

In the U.S. workforce, women earn 74 cents for every dollar earned by men. Findings from a Social Security Administration funded study conducted by Dr. Lois Shaw, Senior Consulting Economist, “How Elderly Women Become Poor,” are published in the *Social Security Bulletin*. *Measuring the Cost of Domestic Violence Against Women* is published with the support of the Rockefeller Foundation.

1998

The second series of The Status of Women in the States reports are released. Heidi Hartmann is among *Working Mother Magazine’s* “Working Mothers of the Year.”

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Young
Woman
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your 25th anniversary!
Caring Across Generations
salutes your leadership
in the movement for
women’s economic justice!**



**Congratulations to
my daughter Heidi
and the
wonderful staff at
IWPR on their first
25 years!**

~Heidi Hertzson



**Congrats IWPR on 25 Successful Years
of Making Research Count for Women**

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Congratulations to Heidi and the entire IWPR staff (both present and past) on all the accomplishments of your first 25 years!

~Emily van Agtmael
Sunrise Foundation

Congratulations to the *Institute for Women's Policy Research* on 25 years of important work.

IWPR's success reflects Heidi Hartmann's great vision of an organization that would call attention to the impact of public policies on women's economic situation.

~Margaret C. Simms,
IWPR Board Chair, 1993-98



4:30 p.m. – Afternoon Keynote

“Organizing Women Workers for Equality”

Cindy Estrada, Vice President of the International Union, United Auto Workers (UAW)

Introduced by **Barbara Gault, Ph.D.**, IWPR Vice President and Executive Director

4:45 p.m. – Panel: Achieving Political Equality

Moderator: **Martha Burk, Ph.D.**, author and anchor of “Equal Time with Martha Burk” on Santa Fe Public Radio

“Recruiting and Training Women to Run”

Sam Bennett, President and CEO of the Women's Campaign Fund

“Running for Congress: What It's Like”

Congresswoman Gwen Moore (D-WI)

“Why It Matters and the Ways to Get There”

Michelle Swers, Ph.D., Professor, Georgetown University

6:00 p.m. – Evening Keynote

“Empowering Women in the Economy”

Rebecca Blank, Ph.D., Acting U.S. Secretary of Commerce

Introduced by **Michael C. Laracy**, Director of Policy Reform & Advocacy at the Annie E. Casey Foundation

Congratulations to IWPR and staff.

We look forward to the next 25 years and the celebration of accomplishments in 2038.

~Jodie Levin-Epstein and
Barry Zigas

Congratulations to IWPR on 25 Years!



From the WISER Women



1999

IWPR and the AFL-CIO release *Equal Pay for Working Families*, detailing the costs of the wage gap in each state. This report informs new equal pay legislation proposed in more than half the states.

IWPR with the National Council of Women's Organizations' Social Security Task Force convenes a retreat at Airlie House to develop proposals for Social Security reform. Over sixty leaders and policy experts participate in what is described by *The Washington Post* as “an historic event.” *Strengthening Social Security for Women* is produced in 2000, and Vice President Al Gore uses the credit for caregivers proposal in his presidential election campaign.

2000

IWPR publishes the third series of *The Status of Women in the States* reports with additional features, including letter grades for each state and new measures on women's health and well-being. *The New York Times* covers the release.



Emcees



Esmeralda Lyn, Ph.D.
Board Chair, IWPR

Dr. Esmeralda Lyn is Professor Emerita of Hofstra University having recently retired as the C.V. Starr Distinguished Professor of Finance and International Financial Services. She served as Vice Dean of Hofstra's Frank G. Zarb School of Business, and as Chairperson of Zarb's Department of Finance. She was the co-founding Director of the Merrill Lynch Center for the Study of International Financial Services and Markets. Her areas of specialization include international finance, corporate restructuring, socially responsible investing and corporate governance. Dr. Lyn has been the editor-in-chief of *Corporate Finance Review* and has published numerous articles in national and international academic journals. She has taught at the University of the Philippines and Erasmus University and has conducted executive seminars and workshops in the United States and abroad. Dr. Lyn has been a finance officer at the United Nations and also has previous experience at Integrated Resources and Smith Barney Shearson. She serves as Board Director of Nassau Educators Federal Credit Union and Global ShareResource Foundation. She received her Ph.D. in Finance from the City University of New York Graduate Center at Baruch College and was awarded the Oscar Lasdon Prize for Best Dissertation.



Holly Fechner
Vice Chair of the Board of IWPR, Vice Chair of Covington & Burling's Global Public Policy & Government Affairs Practice

Holly Fechner is Vice Chair of Covington & Burling's global Public Policy & Government Affairs practice. She manages a team that handles public policy, government affairs and regulatory matters for clients in Washington, DC, Brussels, and around the world. Covington's public policy practice has been ranked among the top five in the country by Influence magazine for many years. Ms. Fechner is also an adjunct professor at the Harvard Kennedy School of Government. She serves as an appointed Member of the Maryland State Higher Education Labor Relations Board, and is Vice Chair of the Board of the Institute for Women's Policy Research. Ms. Fechner was Policy Director for Senator Edward M. Kennedy (D-Massachusetts). In that position, she developed policy initiatives, legislation, and campaigns on a broad range of issues, including the economy, health care, employment, civil rights, retirement policy, and education. She was also Chief Labor & Pensions Counsel for the Senate Health, Education, Labor & Pensions Committee. In her eight years on Capitol Hill, Ms. Fechner served as chief negotiator and drove passage of over a dozen laws worth hundreds of billions of dollars. She graduated from Oberlin College and received a law degree and a graduate Women's Studies degree from the University of Michigan.

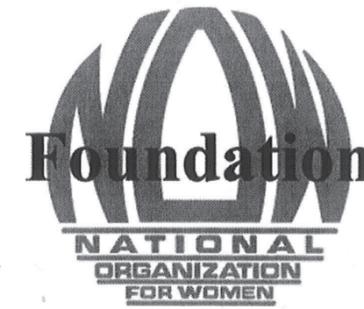
2001

The Mariam K. Chamberlain Fellowship in Women and Public Policy is established at IWPR to honor IWPR's long-time board member and champion for women's research. IWPR publishes *Why Gender Matters in Understanding September 11: Women, Militarism, and Violence*, which is widely cited and reprinted.

2002

IWPR then Director of Research Dr. Barbara Gault gives testimony before the U.S. House Subcommittee on 21st Century Competitiveness, pointing out that women who receive welfare are already working more than is commonly assumed. IWPR releases the fourth round of The Status of Women in the States reports, which are covered in *The Washington Post*, *USA Today*, and on Judy Woodruff's *Inside Politics* on CNN.

Congratulations to the
Institute for Women's Policy Research
for 25 years of work dedicated to women's
equality!



www.NOWfoundation.org

Congratulations

to our Colleagues at the **Institute for Women's Policy Research**
on your first 25 years of making research count for women.

We are proud to partner with you to help shape a better world.



A world that's good for **women** is good for **everyone**.

Thank you for twenty-five great years of research, leadership, and partnership!

From Anne Mosle and the Ascend team at the Aspen Institute



Keynote Speakers

Evening Keynote Speaker



Rebecca Blank, Ph.D.
Acting U.S. Secretary of Commerce

Rebecca Blank was confirmed as Deputy Secretary of Commerce in March 2012 and became Acting Secretary in June 2012. Dr. Blank is a key member of President Barack Obama's economic team, leading the Department's efforts to strengthen U.S. competitiveness and to create well paid jobs. In her role as Deputy Secretary, Dr. Blank functions as Commerce's chief operating officer, overseeing issues of management, policy, and strategic planning for the department's bureaus. Dr. Blank has served in the Department of Commerce since June 2009, when she was appointed as the principal economic adviser to the Secretary in the role of Under Secretary for Economic Affairs and head of the Economics and Statistics Administration (ESA). While at ESA, Dr. Blank supervised a staff of economists and policy analysts who produced a wide variety of reports and analyses that focused on economic and social trends, and the impact of various policy proposals. The author of numerous books and articles, Dr. Blank has researched extensively the interactions of the macro economy, government social policy programs, and the behavior and well-being of families. Prior to arriving at Commerce, Dr. Blank was the Robert S. Kerr Senior Fellow at the Brookings Institution and dean of the Gerald R. Ford School of Public Policy at the University of Michigan (UM), where she also served as co-director of UM's National Poverty Center. From 1997–1999, Dr. Blank was one of three members of President Bill Clinton's Council of Economic Advisers, participating in White House decision-making on several economic, social, and regulatory policy issues. Previously, she was a Professor of Economics at Northwestern University and Director of the Northwestern University/University of Chicago Joint Center for Poverty Research. In May 2010, Dr. Blank was inducted as an Eleanor Roosevelt Fellow by the American Academy of Political and Social Science in recognition of her distinguished scholarship in the social sciences. Dr. Blank is a summa cum laude graduate in economics from the University of Minnesota and holds a Ph.D. in economics from the Massachusetts Institute of Technology.

Here's to the next 25 years

of working together to make research count for women



2003

For its 15th anniversary IWPR convenes "Women Working to Make a Difference," the Seventh International Women's Policy Research Conference, which hosts 700 participants from around the world. Twenty of the more than 100 presentations are later published in the newly retitled *Journal of Women, Politics & Policy*, now hosted at IWPR. IWPR releases *No Time to Be Sick: Why Everyone Suffers When Workers Don't Have Paid Sick Leave*, which provides research on the need for paid sick days.

2004

IWPR's *Still a Man's Labor Market: the Long-Term Earnings Gap*, finds that women workers in the prime working ages of 26 to 59 earn only 38 percent of what prime-age men earn across the 15 years in the study. *Business Week* features the new report. By 2004, IWPR completes Status of Women in the States reports for all 50 states and the District of Columbia. *The New York Times* again mentions the reports.



Afternoon Keynote Speakers



Cindy Estrada Vice President of the International Union, United Auto Workers Union (UAW)

Cindy Estrada is a vice president of the International Union, UAW (United Auto Workers). She is the first Latina to serve as a UAW vice president. Estrada directs the union's Independents, Parts and Suppliers Department, the Public Employee and Health Care Servicing Department, and the Women's Department. A longtime union organizer and activist, Estrada led the charge in bringing about one of the largest organizing victories of Spanish-speaking workers at an auto parts manufacturer in 1999. A member of UAW Local 174 in Romulus, Michigan, since 1995, Estrada previously served as director of the union's National Organizing Department. Estrada developed a passion for the labor movement while growing up listening to stories from her grandparents and other relatives recounting working in the fields as farm workers and as factory workers.

Estrada participates in a number of community-based activities and sits on the boards of Mi Familia Vota, the National Advisory Committee for Labor Provisions of Free Trade Agreements, the Economic Alliance of Michigan, and the Advisory Board of Labor at Wayne State University. Estrada is a lifelong Democrat and an active member of the Coalition of Labor Union Women and the Labor Council for Latin American Advancement. She is also involved in numerous charitable organizations.



Heidi Hartmann, Ph.D. President of the Institute for Women's Policy Research

Heidi Hartmann is the President of the Washington-based Institute for Women's Policy Research (IWPR), a scientific research organization that she founded in 1987 to meet the need for women-centered, policy-oriented research. She is an economist with a B.A. from Swarthmore College and M. Phil and Ph.D. degrees from Yale University, all in economics. Dr. Hartmann is also a Research Professor at The George Washington University. Dr. Hartmann lectures internationally on women, economics, and public policy; frequently testifies before the U.S. Congress; and is often cited as an authority in various media outlets, such as CNN, ABC News, and *The New York Times*. She has published numerous articles in journals and books and her work has been translated into more than a dozen languages, and is a co-author of several IWPR reports. She also serves as Secretary/Treasurer of the National Council of Women's Organizations and Editor of the *Journal of Women, Politics & Policy*, and served as the Chair of the Board of the American Academy of Political and Social Science. Prior to founding IWPR, Dr. Hartmann was on the faculties of Rutgers University and the New School for Social Research and worked at the National Research Council/National Academy of Sciences and the U.S. Commission on Civil Rights. In 1994, Dr. Hartmann was the recipient of a MacArthur Fellowship Award for her work in the field of women and economics. She is the recipient of two honorary degrees.

2005

IWPR hosts the Eighth International Women's Policy Research Conference, "When Women Gain, So Does the World," bringing together more than 700 researchers, policymakers, educators, and advocates from around the world. After Hurricane Katrina made landfall in August, IWPR researchers publish findings in the following weeks on women's economic circumstances in New Orleans and along the Gulf Coast and are among the first to respond with research that highlights the importance of gender and race in disasters.

2006

IWPR's report, *Solving the Nursing Shortage through Higher Wages*, commissioned by the SEIU, analyzes trends in nurses' pay and points to collusion as a likely cause of depressed nurse wages, as well as an artificially induced "nursing shortage." This research later helps make the case for thousands of nurses in Albany when Northeast Health agreed to a \$1.25 million settlement to raise the wages of nurses.

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Panelists and Moderators



Sam Bennett

President and CEO of the Women's Campaign Fund

Siobhan "Sam" Bennett has served as the President and CEO of the Women's Campaign Fund (WCF), the She Should Run Foundation, and WCF PAC since March 2009. Under Sam's leadership, WCF and She Should Run's combined budget has more than doubled and the nonpartisan organization's programmatic reach has expanded to every state in the country. Sam also engineered She Should Run's groundbreaking "Name It. Change It." initiative to combat sexist attacks against female candidates by the media and fostered collaboration with many organizations including: the White House Project, the National Organization for Women, the Women's Media Center, Feminist Majority, Running Start, and WUFPAC. Dedicated to dramatically increasing the number of women in elected office who support reproductive health choices for all, WCF and She Should Run have been featured in national media, including *USA Today*, *Wall Street Journal*, *The New York Times*, *US News & World Report*, *Newsweek*, and other top publications.



Martha Burk, Ph.D.

Co-founder of the Center for Advancement of Public Policy and host of "Equal Time with Martha Burk"

Martha Burk is a political psychologist and women's issues expert; co-founder of the Center for Advancement of Public Policy in Washington, D.C.; and host of the public radio show, *Equal Time with Martha Burk*. She also serves as the Money Editor for *Ms. magazine*, and is a frequent blogger for *The Huffington Post*. She holds a Ph.D. in psychology from the University of Texas at Arlington. Her background includes experience as a university research director, management professor, and advisor to political campaigns and organizations. Her previous book, *Your Money And Your Life: The High Stakes for Women Voters in '08 and Beyond* (April 2008), was a *Ms. magazine* book selection and New Mexico book award winner for best political book of 2008. She updated the book for the 2012 election cycle and beyond with the new title *Your Voice, Your Vote: The Savvy Woman's Guide to Power, Politics, and the Change We Need*. From 2000–2005 Dr. Burk served as Chair of the National Council of Women's Organizations, a network of over 200 national women's groups collectively representing ten million women. Dr. Burk led the NCWO effort to open the Augusta National Golf Club to women, and remains at the forefront of the debate on women's progress in corporate America. She has appeared on a number of news, sports, and radio shows including *The Today Show*, *ABC World News Tonight*, *CBS Evening News*, *NBC Nightly News*, *PBS' News Hour with Jim Lehrer*, *HBO Real Sports with Bryant Gumbel*, *ESPN's Outside the Lines*, and *The Daily Show with Jon Stewart*.

2007

San Francisco implements the nation's first law allowing all workers to earn and use paid sick days, the first of many sick days initiatives at the local and state level informed by IWPR's cost benefit analyses. The nationwide movement was inspired, in part, by a meeting with Senator Edward Kennedy's staff in 2000 where IWPR staff put forward the idea of a new labor standard requiring a minimum number of paid sick and vacation days.

IWPR publishes *I Knew I Could Do this Work: Seven Strategies that Promote Women's Activism and Leadership in Unions*, a study funded by the Berger Marks Foundation. It is widely used in mentoring programs in labor unions.

2008

IWPR co-hosts the Economic Justice Summit in Atlanta, GA, with the National Organization for Women Foundation and the National Council of Negro Women. IWPR staff testify at the Joint Economic Committee U.S. Congress in June on the impact of the current economic downturn on women. IWPR publishes *Meaningful Investments in Pre-K: Estimating the Per-Child Costs of Quality Programs*.



Bryce Covert

Economic Policy Editor at ThinkProgress and contributor to The Nation

Bryce Covert is a writer and editor living in New York. She is Economic Policy Editor at ThinkProgress and a contributor at The Nation. She was previously Editor of the Roosevelt Institute's Next New Deal blog and a contributor at Forbes, and before that was head of the energy sector and Assistant Editor at Financial Times subsidiary mergermarket. Her writing has appeared on *The New York Times*, *The New York Daily News*, *The Nation*, *The Atlantic*, *The American Prospect*, and others. She has appeared on NY1, HuffPost Live, and various local NPR stations. Her issue areas include women and the workforce, economic equality, women in politics, and others. She is also a board member of WAM!NYC, the New York chapter of Women, Action & the Media. She graduated from Brown University in 2006 with a degree in English Literature.



Congresswoman Rosa DeLauro (D-CT)

Congresswoman Rosa DeLauro represents Connecticut's Third District, which stretches from the Long Island Sound and New Haven to the Naugatuck Valley and Waterbury. She serves in the Democratic leadership as co-chair of the Steering and Policy Committee, and she is the ranking member on the Labor, Health, Human Services, and Education Appropriations Subcommittee, where she oversees our country's investments in education, health, and employment. From that position, Rep. DeLauro works to increase support for education and innovation, to fully implement the Affordable Care Act, to protect the rights of employees and unions, and to raise living standards. Rep. DeLauro has led the fight in Congress to achieve full pay equity for women and to ensure that all employees have access to paid sick days. Soon after earning degrees from Marymount College and Columbia University, she followed her parents' footsteps into public service, serving as the first Executive Director of EMILY'S List, a national organization dedicated to increasing the number of women in elected office, Executive Director of Countdown '87, the national campaign that successfully stopped U.S. military aid to the Nicaraguan Contras, and as Chief of Staff to U.S. Senator Christopher Dodd. In 1990, Rep. DeLauro was elected to the House of Representatives, and she has served as the Congresswoman from Connecticut's 3rd District since. She is married to Stanley Greenberg, President of Greenberg Quinlan Rosner, a public issues research firm. Their children-Anna, Kathryn and Jonathan Greenberg-all are grown and pursuing careers. They have four grandchildren, Rigby, Teo, Sadie, and Jasper.

2009

IWPR staff witness President Obama signing the Lilly Ledbetter Fair Pay Act, the first major legislation of his administration. Drs. Hartmann and Gault brief the White House Council on Women and Girls, created by the President's Executive Order. IWPR and the Wellesley Centers for Women bring policymakers and leading researchers together to discuss critical issues confronting women in the United States at a symposium, "Achieving Equity for Women: Policy Alternatives for the New Administration," on April 2.

2010

IWPR launches the Student Parent Success Initiative (SPSI), funded by the Bill & Melinda Gates Foundation, focusing on ways to help low-income student parents, many of whom are single mothers, pursue and complete college education. IWPR, in partnership with the International Foundation for Electoral Systems (IFES), releases findings from a survey on the status of women in Morocco, the first in a series on the Status of Women in the Middle East and North Africa. IWPR researchers Jane Henrici and Jeff Hayes travel to Lebanon, Morocco, and Egypt.

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Barbara Gault, Ph.D.

Vice President and Executive Director of the Institute for Women's Policy Research

Barbara Gault, Ph.D., is the Vice President and Executive Director of the Institute for Women's Policy Research. Since joining the Institute in 1997 she has focused on a wide range of issues of importance to women and their families, including poverty, access to education, health, work-life balance, political engagement, and the need for expanded preschool and child care options for working parents. Her publications include *Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents*, *Resilient and Reaching for More: Challenges and Benefits of Higher Education for Welfare Participants and Their Children*, "The Costs and Benefits of Policies to Advance Work Life Integration" as well as *The Price of School Readiness: A Tool for Estimating the Cost of Universal Preschool in the States*; and *Working First But Working Poor: The Need for Education and Training Following Welfare Reform*. She has testified in Congress on low-income women's educational access, has spoken on women's issues throughout the country, and appears in a range of print, radio, and television media outlets. Prior to joining IWPR, Dr. Gault conducted research at the Office of Children's Health Policy Research, and served as a staff and board member of organizations promoting human rights in Latin America. She received her Ph.D. in social psychology from the University of Pennsylvania and her B.A. from the University of Michigan. She serves on the Board of Directors of the Coalition on Human Needs, and is a Research Professor of Women's Studies at the George Washington University.



Avis A. Jones-DeWeever, Ph.D.

President and CEO of Incite Unlimited, LLC, and host of "Focus Point with Avis Jones-DeWeever" on NPR

An authoritative voice on race, gender, politics, and the production of positive social change, Dr. Avis Jones-DeWeever, is widely regarded as one of the most engaging and informative political and social commentators in the United States. Her professional background is diverse, currently serving as host of "Focus Point with Avis Jones-DeWeever," a new National Public Radio (NPR) show that examines the intersection of race, gender, politics, and life; and also a social entrepreneur, as President and CEO of Incite Unlimited, LLC, and the Founder of Black Women Aligned for Positive Action. A highly sought-after political commentator, Dr. Jones-DeWeever's policy perspectives have been shared through a variety of media outlets including: CNN, PBS, TV One, BET News, ABC News, National Public Radio, *Glamour Magazine*, *Clutch Magazine*, *The New York Times*, *The Washington Post*, *The Huffington Post*, *The Grio*, and *Vital Speeches of the Day*. Dr. Avis Jones-DeWeever is the author of numerous publications focused on policy issues of particular importance to women and the African American community. A selection of her works include: *The Black Mother's Burden*; *Why Women's Empowerment Matters: Engaging the Global Economy by Leaving No Woman Behind*; *Black Girls in New York: Quiet Strength and Bold Resilience*; and the forthcoming book, *Standing in Our Own Way: The Limits of Black Black Progress in the Age of Obama*.

2010

An IWPR report, *Social Security: Especially Vital to Women and People of Color, Men Increasingly Reliant*, shows that reliance on Social Security has increased as income from pensions and savings has fallen in the weak economy.

2011

In June 2011, Connecticut becomes the first state to require employers to provide paid sick leave, a policy informed by IWPR's analysis. Drawing on research from *Ending Sex and Race Discrimination in the Workplace: Legal Interventions That Push the Envelope*, IWPR submits an amicus brief to the U.S. Supreme Court on the case of plaintiffs Betty Dukes et al. against Wal-Mart for sex based employment discrimination. IWPR's Heidi Hartmann participates on a panel, alongside Cherie Blair and the First Lady of Gabon, Sylvia Bongo Ondimba, at the United Nations' inaugural celebration

(Continued on Next Page)



Michael C. Laracy
Director of Policy Reform & Advocacy at the Annie E. Casey Foundation

Michael C. Laracy is Director of Policy Reform and Advocacy at the Annie E. Casey Foundation, of Baltimore, Maryland, where he fosters and supports the Foundation's efforts to inform, guide, and influence public policy at the federal and state levels. He is also responsible for the Foundation's KIDS COUNT network and State Fiscal Analysis Initiatives and grant-making portfolios in poverty reduction and in budget and fiscal issues. The Casey Foundation is a national philanthropy dedicated to helping build better outcomes for disadvantaged children in the United States. Its primary mission is to build better futures for millions of American kids at risk of poor educational, economic, social, and health outcomes. Prior to joining the Foundation in August 1994, Michael was Assistant Commissioner for Policy, Planning, and Program Evaluation in the New Jersey Department of Human Services, where he served for seventeen years. He did his undergraduate and graduate work at Rutgers University, majoring in urban planning and public policy. He is married to Eileen McGinnis and has two teenage daughters, Sean Colleen and Charlotte Grace. They reside in Pennington, New Jersey.



Congresswoman Gwen Moore (D-WI)

Congresswoman Gwen Moore was elected to represent Wisconsin's 4th Congressional District in 2004, making her the first African American elected to Congress from the state of Wisconsin. She serves on the House Committee on Financial Services' subcommittees on Capital Markets and Government Sponsored Enterprises as well as Monetary Policy and Trade. Rep. Moore also serves on the House Budget Committee. She is a member of the Democratic Steering and Policy Committee and is currently a Regional Whip for the Democratic Caucus. In addition to her committee work, Congresswoman Moore is the immediate past Democratic Chair of the Congressional Caucus for Women's Issues. As a champion for women, Congresswoman Moore has become a leader on issues like women's health, women's economic and retirement security, and domestic violence and sexual assault – leading the charge in the House of Representatives to reauthorize the Violence Against Women Act this Congress. Congresswoman Moore has been an ardent supporter of initiatives that put low-income students on the path to educational success. She has consistently supported legislation to ensure low-income students have school access to three nutritious meals a day, year-round, as good nutrition has been proven to improve children's educational outcomes. Congresswoman Moore has also advocated for Federal TRIO programs, which are designed to support students from disadvantaged backgrounds. Prior to her election to Congress, the Congresswoman served in the Wisconsin State Senate and Assembly. Congresswoman Moore earned a B.A. in Political Science from Marquette University. She is the proud mother of Jessalynne, Ade, and Sowande "Supreme," and grandmother of three.

CONGRATULATIONS ON TWENTY-FIVE YEARS OF RIGOROUS RESEARCH FOR PROGRESSIVE POLICIES

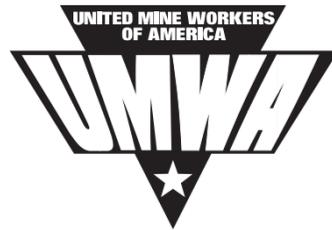
Alan Strasser and Patricia Hartge
 Andrew and Caren Glickson
 Jim Speyer and Karen Lindquist
 Andrew and Barbara Effron
 Allan and Sally Taylor

2011

(cont'd): of International Widow's Day, while IWPR's Barbara Gault presents at the release of the White House's *Women in America: Indicators of Social and Economic Well-Being*, the most comprehensive federal report on the Status of American women in decades. IWPR releases *Women and Men Living on the Edge and Retirement on the Edge*, reports based on an IWPR/Rockefeller survey of 2,700 adults on economic security after the great recession.

2012

Governor Bev Perdue releases IWPR's findings on *The Status of Women in North Carolina* at a press briefing in the capital on October 11. IWPR's Heidi Hartmann is interviewed on MSNBC's *The Rachel Maddow Show* about the wage gap for women. Women earn 77 cents for every dollar earned by a man. IWPR issues a joint report with the NOW Foundation and the National Committee to Preserve Social Security and Medicare, *Breaking the Social Security Glass Ceiling: A Proposal to Modernize Women's Benefits*.



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Daniel J. Kane
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Karen Peetz
President of Bank of New York Mellon

Karen Peetz, President of BNY Mellon, oversees the company's global client management, regional management, human resources functions, and its treasury services business; and she leads the company's strategic growth and global innovation efforts. Prior to her appointment as President in January 2013, she led BNY Mellon's Financial Markets & Treasury Services group. Before joining BNY Mellon in 1998 to run the domestic corporate trust business, Karen spent 16 years with JPMorgan Chase in a variety of sales and business management positions, including an assignment in London. She has consistently been named among American Banker's "25 Most Powerful Women in Banking" based on her responsibilities, management style, crisis management skills, influence within the industry and charitable endeavors. Karen is a member of the Financial Services Roundtable and is on the Board of Directors for the Securities Industry and Financial Markets Association (SIFMA), the Private Export Funding Corporation (PEFCO), and SunCoke Energy. Karen is the former Chair of the Board for United Way of New York City and Penn State University's Board of Trustees. She received a bachelor of science degree from the Pennsylvania State University and a master of science degree from Johns Hopkins University.



Michele L. Swers, Ph.D.
Associate Professor at Georgetown University

Michele Swers is an Associate Professor of American Government in the Department of Government at Georgetown University. She earned her Ph.D. from Harvard University. Dr. Swers' research and teaching interests encompass Congress, congressional elections, and women and politics. She has written two books on women and representation in Congress. Her book, *The Difference Women Make: The Policy Impact of Women in Congress* (University of Chicago Press 2002) explores gender differences in policymaking activity on issues related to women, children, and families. Her latest book, *Women in the Club: Gender and Policy Making in the Senate* (University of Chicago Press 2013) examines the impact of gender on senators' policy activities in the areas of women's issues, national security, and judicial nominations. Dr. Swers has written numerous articles and book chapters on women in Congress and women in elections as candidates and voters. She co-authors the textbook, *Women and Politics: Paths to Power and Political Influence* (Prentice Hall 2nd edition 2010) with Julie Dolan and Melissa Deckman. Dr. Swers has provided expertise on congressional policymaking and elections and the role of women in politics to media outlets including *PBS' News Hour*, *CQ Weekly*, *Politico*, *CNN*, and numerous national and state newspapers. She is currently working on a project that examines differences in the policy views and support coalitions of Republican men and women in Congress.

2013

With support from the Ms. Foundation and the Open Society Foundation, and in collaboration with the Caring Across Generations campaign, IWPR releases companion reports on immigrant care workers in the United States: *Increasing Pathways to Legal Status for Immigrant In-Home Care Workers and Improving Career Opportunities for Immigrant Women In-Home Care Workers*. Informed by IWPR's research, the New York City Council passes a paid sick leave law covering most workers in New York City. IWPR calculates that, at the current rate of progress, the wage gap will not close before 2057.

IWPR holds a national convening titled "Accelerating Change for Women of Color Faculty in STEM: Policy, Action, and Collaboration," funded by the National Science Foundation. The U.S. Congress begins in January with a record 20 women in the Senate for a total of 98 women in both houses together. IWPR celebrates its first 25 years and launches the next era of making research count for women!



About IWPR



Informing policy. Inspiring change. Improving lives.

The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research that illuminates economic and social policy issues affecting women and their families, and to build a network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies and public policy and public administration programs at The George Washington University.

IWPR's reports and other informational resources have informed policies and programs across the United States and, increasingly, the world, in each of its key program areas:

Employment, Education, & Economic Change - Employment and Job Quality, Pay Equity and Discrimination, Access to Higher Education, Unemployment and the Economy.

Democracy & Society - The Status of Women and Girls, Immigration, Religion, Women in Leadership, Women's Political Participation.

Poverty, Welfare, & Income Security - Retirement and Social Security, Poverty and Welfare, the Impact of Hurricane Katrina on the New Orleans and Gulf Coast.

Work & Family - Child Care and Early Childhood Education, Family Leave and Paid Sick Days, Workplace Flexibility.

Health & Safety - Access to Health Insurance, Breastfeeding and Nutrition, Assault and Domestic Violence, Terrorism, Disaster Planning.

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Join IWPR on Twitter: @IWPRResearch and be part of the conversation about our 25th anniversary by using the hashtag #IWPR25.

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CONGRATULATIONS

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Testimonials

"When suddenly your newly elected Legislature is interested in women's pay and working conditions, you know where to go! Heidi Hartmann and IWPR have built a living treasury of pertinent, policy-relevant knowledge, advancing gender equity on federal and state dockets."

- Ann Markusen, Professor and Director, Project on Regional and Industrial Economics, Humphrey School of Public Affairs

"IWPR is a crucial component of the research infrastructure that informs policy in this country. Without IWPR we would be substantially less equipped to identify and implement solutions that make women (and their families and communities) better off. Here's to another 25 years!"

- Heidi Shierholz, Ph.D., Economist with the Economic Policy Institute

"IWPR's research is accurate, innovative, and absolutely essential to the fight for women's economic freedom."

- Linda Chavez-Thompson, former Executive Vice President of the AFL-CIO

"When I need facts about women's economic status, I visit IWPR's website and access the latest information on topics like paid sick leave, access to health insurance, and pay discrimination. I appreciate that their work on these topics is always thorough, accurate, and easy to understand and use."

- Holly Kearn, Founder of Stop Street Harassment

"IWPR's outstanding research has informed policymakers and leaders throughout the country in order to better shape policies and programs affecting women and their families."

- Terry O'Neill, President of the National Organization for Women

"IWPR is a crucial source of data and analysis for the growing domestic workers' movement in the United States. The issues that IWPR addresses through research—the gender wage gap, paid sick days, unemployment and more—are crucial to our workforce. IWPR provides the data that we need to connect the issues of domestic workers with the issues of all women in this country, giving us an invaluable resource for building a stronger women's movement that truly represents us all."

- Ai-jen Poo, Director of the National Domestic Workers Alliance

"IWPR is an incredible resource for advocates and the nation. From retirement security and poverty reduction to equal pay and employment benefits, the Institute's path-breaking research on women and the economy have changed public policy and have made a positive difference in the lives of women and their families."

- Maya Rockey Moore, Ph.D., President and CEO of Global Policy Solutions

"IWPR is producing just the type of work that is needed to inform policymaking."

- Robert Solow Economist and Nobel laureate, Massachusetts Institute of Technology

"IWPR research is an excellent source of information for women in business, politics, and the community."

- Kathleen Kennedy Townsend, Lt. Governor of the State of Maryland, 1995–2003



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IWPR, an independent, non-profit, scientific research organization, works in affiliation with the graduate programs in women's studies, public policy & public administration at The George Washington University.





Congratulations to the IWPR on their 25th Anniversary!



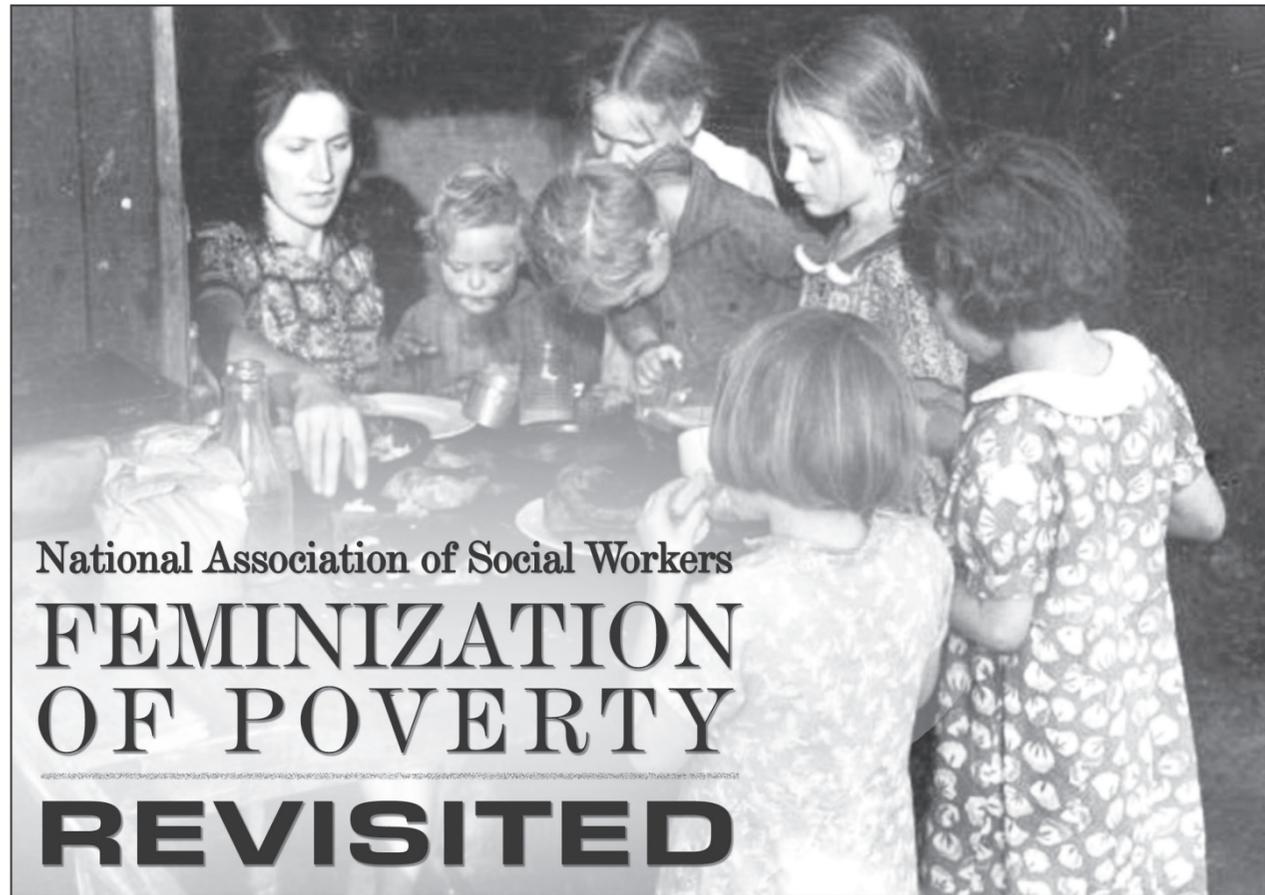
Journal of Women, Politics & Policy
A multidisciplinary, international journal exploring women's roles in the political and the policy process...

Editor:
Heidi Hartmann, PhD,
Institute for Women's Policy Research

Co-Editor:
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The **Journal of Women, Politics & Policy** explores women's roles in the political process—as voters, activists, leaders in interest groups and political parties, and office holders in the legislative, executive, and judicial branches of government, including the increasingly relevant international bodies such as the European Union and the World Trade Organization. It examines the impact of public policies on women's lives, examining areas such as tax and budget issues, poverty reduction and income security, education and employment, care giving, and health and human rights, including violence, safety, and reproductive rights. This multidisciplinary, international journal presents the work of social scientists—including political scientists, sociologists, economists, and public policy specialists—who study the world through a gendered lens and uncover how gender functions in the political and policy arenas. Throughout, the journal places a special emphasis on the intersection of gender, race/ethnicity, class, and other dimensions of women's experiences.

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Learn more about the recent NASW event, the *Feminization of Poverty Revisited*, which featured IWPR CEO Heidi Hartmann, Gloria Steinem, and Tina Tchen.
SocialWorkers.org/feminizationofpoverty/default.asp



**Mariam K. Chamberlain Fellowship in Women and Public Policy
 Receives \$95,000 Challenge Grant to Advance the Legacy of Dr. Chamberlain**



Mariam K. Chamberlain (left) with Angela Carlberg, the 2007–2008 Mariam K. Chamberlain Fellow (center) and Susan McGee Bailey (bottom right) of the Wellesley Centers for Women, at Dr. Chamberlain's 90th birthday bash in New York City in 2008.

Dr. Mariam K. Chamberlain, a founding member of the Institute for Women's Policy Research and the founding president of the National Council for Research on Women, was the driving force behind the cultivation and sustainability of the women's studies field of academic research. Throughout her life, Dr. Chamberlain fought discrimination, established new roles for women, and championed the economic analysis of women's issues. She passed away on April 2, 2013, at 94, just a few weeks shy of her 95th birthday, following complications from heart surgery.

In 1950, Mariam Chamberlain received her Ph.D. in Economics from Harvard University, making her one of the few women of her generation to earn a Ph.D. in the field. In 1956, Dr. Chamberlain joined the Ford Foundation, where she served as a program officer in Economic Development and Administration, and then Education and Public Policy. While at Ford, she spearheaded the funding of the academic women's research and women's studies movement; she is said to have provided nearly \$10 million in support of new feminist initiatives. Her projects fostered a new analysis of women's position in society, expanded women's choices in the university, and supported the development of equality in law. After retiring from the Ford Foundation in 1982, she headed the Task Force on Women in Higher Education at the Russell Sage Foundation. The Task Force's work culminated in a published volume, *Women in Academe: Progress and Prospects*. She played a major role in building the academic infrastructure necessary to better understand women's experiences and inform improved policies for women. In short, she paved the way for organizations like IWPR to thrive, and stocked the research pipeline

with skilled women and men who have made important contributions to the study of women and public policy.

Since 2001, IWPR has offered the Mariam K. Chamberlain Fellowship for Women in Public Policy, which prepares recent college graduates for successful careers in research. IWPR named its Fellowship to recognize the legacy of Dr. Chamberlain's tireless efforts to open doors for researchers focusing on women's issues in public policy. The Fellowship has allowed IWPR to expand its research capacity, strengthen its commitment to cultivating the next generation of leaders, and ensure a pipeline of talented researchers and policy experts with knowledge of issues affecting women. To date, 15 young women have gained valuable economic research experience as MKC Fellows at IWPR. Past Mariam K. Chamberlain Fellows currently hold research or policy positions at the U.S. Department of State, SEIU, the Ohio state legislature, and the Pew Center on the States; most pursued doctorate degrees from universities such as Columbia University, Stanford University, The George Washington University, Northwestern University, and Brown University; and two will begin their Ph.D. studies in Sociology this fall at Cornell University and the University of Illinois-Chicago. Rhiana Gunn-Wright, IWPR's 2012-2013 Fellow, was recently named a Rhodes Scholar, a first for the Fellowship.

In memory of Dr. Chamberlain and her 95th birthday this year, IWPR has received a \$95,000 challenge grant from Mary Rubin and the Borrego Foundation to expand the Fellowship Fund. By contributing to the Fellowship fund this year, you not only double your gift with this matching grant, but you help sustain Dr. Chamberlain's legacy, built on the belief that relying on credible data and research, rather than anecdote and bias, leads to better policies for working women, which in turn contribute to improved long-term outcomes for their families. Today, we not only launch the next 25 years of making research count for women, but we also renew our commitment to cultivating the next generation of women policy leaders.

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IBEW members in the construction, utility, telecommunications, broadcasting, manufacturing, government, and railroad industries work hard to keep powering North America.

A union that spans industries and professions, the IBEW recognizes that the needs and goals of its members are shared by workers everywhere.

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**The IBEW congratulates the
Institute for Women's Policy Research
on 25 years of informing policy,
inspiring change, and improving lives.**

Ed Hill
International President

Sam Chilia
International Secretary-Treasurer

www.ibew.org

“The strength of a woman is not measured by the impact that all her hardships in life have had on her; but the strength of a woman is measured by the extent of her refusal to allow those hardships to dictate her and who she becomes.”

~ Poet and Author C. JoyBell C.

For 25 years, the Institute for Women’s Policy Research has championed women and their unique struggles in society, promoting their advancement and advocating for the issues that affect women across the country.

The Communications Workers of America is proud to join the IWPR in their fight and look forward to the next 25 years.

Larry Cohen, President
Annie Hill, Secretary-Treasurer

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**The Institute on Women’s
Policy Research and
the Annie E. Casey Foundation,
partnering to improve the well-
being of America’s disadvantaged
children and Families.**

Now and Into the Future.

***Congratulations and Best Wishes
on your 25th anniversary!***



THE ANNIE E. CASEY FOUNDATION



Congratulations to the

INSTITUTE FOR WOMEN'S POLICY RESEARCH

and to **IWPR President Heidi Hartmann**
on celebrating 25 years using research to address
the needs of women, promote public dialog, and
strengthen families, communities, and societies.

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On behalf of the 1.5 million members of the American Federation of Teachers, we congratulate the **Institute for Women's Policy Research** as it celebrates 25 years of making research count for women.

We are proud to stand with **IWPR** as it launches the next 25 years of comprehensive, women-focused research and analysis of how public policies affect women and their families.

IWPR's groundbreaking work has helped shape our public discourse on women's changing roles in the economy, in the workforce, in their families, and in their communities. Since its founding in 1987, the Institute has shaken the assumptions that too often underlie the debate on issues affecting women—by replacing rhetoric with scientific data. We salute **IWPR** and its commitment to inform policy, inspire change, and improve lives.



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