



Chet Susslin/National Journal

On behalf of the Institute for Women's Policy Research, I am pleased to present the 2015 annual report edition of our newsletter, which provides a review of IWPR's activities and accomplishments. In 2015 the Institute saw strong growth and great success.

The amount of research IWPR conducts continues to amaze me considering our staff size. We produced more than 100 publications in 2015, each one paving the way for positive policy change. After more than a decade of producing research that demonstrates the many benefits of paid sick days and paid family leave for women and families, we at IWPR are thrilled to see these policies gaining traction. In 2015 alone, six cities, the State of Oregon, and one county implemented policies to provide paid sick days to workers. And *The New York Times* has already labeled 2016 "a big one for paid family leave."

In May, we launched the *Status of Women in the States* report, an outstanding, comprehensive volume of rigorous data and analysis on the many factors that determine the status of women across the United States. A continuation of

2015 Review: A Breakthrough Year

our flagship project begun in 1996, this was our first national report since 2004. *SWS 2015* illuminates important issues facing women in their everyday lives and features two new chapters, "Work & Family" and "Violence & Safety," along with an evocative forward by IWPR Board Chair, Holly Fechner.

IWPR's *Status of Women in the States* findings struck a chord in popular culture, with a spread in *Glamour* and many references to our facts and figures on television and in social media. IWPR Vice Chair Lorretta Johnson also brought attention to the Institute's research on pay equity and union representation by writing about our *Union Wage Advantage* study, supported by the American Federation of Teachers, in *Ebony* at the end of the summer. In the past year, equal pay has become a popular topic of conversation

among celebrities like Meryl Streep, Jennifer Lawrence, and Patricia Arquette. When the media report on these discussions, they rely on IWPR for the facts.

The continuation of our *Status of Women* project has remained a priority as we prepared and released the *Status of Women in the South* report in February 2016, the first report to provide a comprehensive portrait of the status of women, particularly the status of women of color, in the southern states.

In the following pages, we have compiled some of the Institute's top findings and stories from the last year. We appreciate your continued support and invite you to share in our enthusiasm as we continue paving the way for women in 2016.

Heidi Hartmann

IWPR 2015: Highlights

2,100

press citations in outlets including *Glamour*, *TIME*, *CNN*, *Fortune*, and *The Washington Post*

state fact sheets, briefing papers, and reports

66

119

publications released

2

Inside Amy Schumer skits featuring IWPR research on Pay Equity and Discrimination

Changing the Conversation

“When we change our statistics, we can change our culture. And when we change our culture, we can change the everyday lives of women and girls who live here.”

- Cindy Ross, board chairwoman of the Oklahoma Women’s Coalition and president emeritus of Cameron University

IWPR engages a wide audience by expertly distilling its findings and disseminating the information in a way that is actionable, concise, and engaging. This past year, IWPR experienced an unprecedented number of citations in both established news sources and popular media, bringing the needs of women and gender inequalities to the center of the national conversation. It was truly exciting to witness the incredible amount of media attention IWPR

achieved this year, including references by comedians Amy Schumer on *Inside Amy Schumer* and Kristen Schaal on *The Daily Show with Jon Stewart*, as well as news sources, including *The Atlantic*, *The New York Times*, *PBS NewsHour*, *Politico*, *Fortune*, *USA Today*, *The Washington Post*, and *National Journal*, among others.

Community leaders, policymakers, and advocates rely on IWPR to reveal the stories behind the statistics and

shift national and local policy conversation towards the needs of women. This shift in discourse is crucial because highly visible policy initiatives often exclude girls and women. For instance, President Obama’s My Brother’s Keeper Task Force was established in February 2014 to promote a better quality of life and success among boys and young men of color. IWPR responded by releasing *Toward Our Children’s Keeper: An Analysis of the Interim*



IWPR Vice President and Executive Director Barbara Gault (far right) at the 2015 Student Parent Support Symposium.



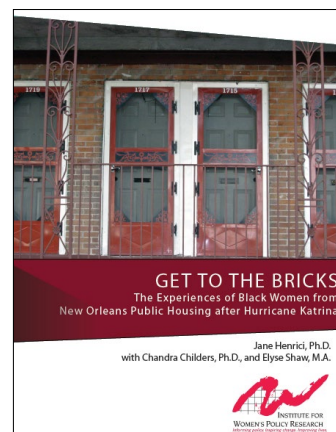
Report of the My Brother's Keeper Initiative Shows the Shared Fate of Boys and Girls of Color, a report prepared for the African American Policy Forum that finds no evidence to justify excluding girls and young women of color from the special attention and resources that the My Brother's Keeper Initiative provides for boys and young men of color. In fact, only 9 of the 114 data-based statements made in the report supporting the MBK initiative show males of color to be worse off than females of color. Most of the report's data statements are actually about children, undifferentiated by gender. *Toward Our Children's Keeper* makes the case that investing in both girls and boys of color should be a national priority.

IWPR identifies the trends and quantifiable evidence of the many ways women experience policies differently from men and gives

voice to those who are the most marginalized and economically vulnerable. Recognizing the 10-year anniversary of Hurricane Katrina, IWPR released *Get to the Bricks: The Experiences of Black Women from New Orleans Public Housing After Hurricane Katrina*, an in-depth ethnographic analysis based on interviews conducted over a two-year period that looked at the post-Katrina experiences of low-income black women living in New Orleans public housing when the storm hit the city in 2005. *Get to the Bricks* spotlights these women's experiences as they describe the challenges they faced. In the wake of disaster, the lack of services and the inability to return home strikingly revealed the inadequacies of existing urban infrastructure and public policies that marginalized low-income women and their families.

“I didn't think about not ever going back home, because it was just like, I'll be back, never thinking that I was going to be homeless.”

-study participant quote from IWPR report, *Get to the Bricks: The Experiences of Black Women from New Orleans Public Housing After Hurricane Katrina*, released in advance of the 10th Anniversary of the Hurricane and subsequent flooding in New Orleans.



Collaborating for Lasting Progress

"When we invest in women, we invest in entire communities. Our recent program with Women's Funding Alliance, discussing a new report [by IWPR] on The Status of Women in Washington, revealed opportunities to improve not just the status of women and girls in our state, but also the status of our children, families, racial and ethnic minorities, employers, colleges and governing bodies."

- Gloris Estrella, Philanthropy Northwest's learning network

The partnerships between IWPR and our network of researchers, academics, policy organizations, unions, and advocates have mutually strengthened and broadened the impact of our work. In 2015, groups such as the Women's Funding Network (WFN) and the American Federation of Teachers (AFT) dedicated energy and resources to support the national launch of IWPR's signature report: *The Status of Women in the States 2015*, from the launch of the Status of Women interactive website (www.statusofwomendata.org) to the May 20 release event in Washington, D.C.

For Labor Day weekend, working with the AFT to highlight the findings on women and unions, the Institute produced a briefing paper, *The Union Advantage for Women*. The paper featured an analysis that

translated the union advantage into tangible benefits, finding that the union wage advantage for women was enough to cover the cost of child care in 32 states.

In October, IWPR produced the report, *Reproductive Health and Women's Educational Attainment: Women's Funds' Strategies to Improve Outcomes for Women*, in conjunction with WFN and presented at its annual conference, "Paths to Equity: Innovative Philanthropy for Women and Girls." The report analyzes the effect of access to reproductive health services on women's educational attainment and economic security and outlines barriers that prevent access to such services, particularly for students and women of color.

IWPR often collaborates with its partners to shed light on how new initiatives will affect women.

For example, in July 2015, the Department of Labor (DOL) released its proposed rule to raise the overtime salary threshold from \$23,660 to \$50,440 per year. Salaried workers who make below the threshold would automatically be eligible for overtime pay when they work more than 40 hours per week. On the heels of this proposal, IWPR and MomsRising released the report, *How the New Overtime Rule Will Help Women & Families*, revealing that women would be disproportionately benefited by the increased salary threshold. Of the 5.9 million currently exempt workers who would benefit, 3.2 million women would be newly covered, compared with 2.7 million men. IWPR's report also shows that single mothers, Black and Hispanic women, and women working in service occupations would benefit the most from the



Registration table at IWPR's release of *Status of Women in the States: 2015*.

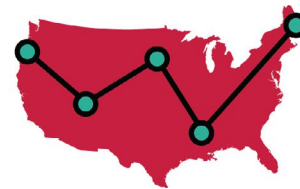
rule change. Using findings from the report, MomsRising members submitted 16,432 comments to the DOL to express support for the proposed overtime rule.

IWPR draws on its partnerships to amplify important findings and expand the reach of its resources. In turn, the partnering organizations rely upon IWPR's thorough, reliable data analysis to achieve positive advances for women. The success of the

Institute's collaborative efforts with women's groups and advocates at the state and local levels has informed the passage of recent paid sick days protections in Oregon, Montgomery County (MD), and Pittsburgh, adding to the 18 cities and 3 states already guaranteeing paid sick days as a minimum labor standard. As IWPR has presented the benefits of paid sick days and paid family leave across the last decade,

it is rewarding to witness the momentum both types of policy change are gaining. The research and analysis that IWPR provided in 2015 supported calls to action and ignited change by revealing inequalities in access and low rates of sick days access and usage, particularly among workers serving the public in restaurants, child care centers, and nursing homes, among others.

STATUS OF WOMEN IN THE STATES



“The [Status of Women in the States: 2015] report is a wonderful tool, and the projected years for closing the gender wage gap are a great way to frame the conversation around pay equity!”

- Kristin Ginger, Communications Coordinator, Women Employed

Breaking New Policy Ground

"I wanted to thank you on behalf of Gateway Community and Technical College as a whole for allowing us to attend such a motivating and resourceful symposium. We walked away with so many more new ideas and best practices, it truly was a gift in and of itself. I applaud IWPR and the work that you all strive for on a daily basis."

- Sarah Young, Community Resource Success Coach, Student Development: Non-Academic Support Services, Gateway Community and Technical College (Covington, KY)

The Institute was successful in advancing the debate on women's policy in 2015, while also envisioning the next frontier of meaningful policy changes. Just as IWPR led the way for paid sick days and paid family leave through compelling research, it is laying the research groundwork in policy territories largely unexplored. Topics like gender and urbanization, student parent support services, and the impact of support services in workforce

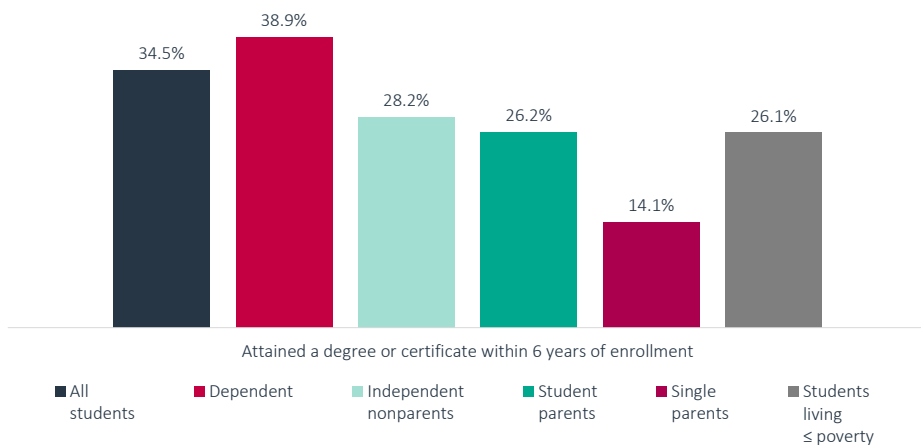
development outcomes for women are current focal points of our research.

IWPR brought to light the challenges women face as urbanization increases around the globe in the white paper, *Gender, Urbanization and Democratic Governance*, commissioned by the National Democratic Institute. Though women have found ways to enter the political sphere, to an extent, urban women face significant barriers compared

to their male counterparts, particularly if they are poor, elderly, disabled, or do not conform to societal norms. Urban planning using a gendered lens is a relatively new concept and research in this area is essential to informing programs and policies that promote sustainable development and female empowerment.

Launched in 2010, the Student Parent Success Initiative (SPSI) saw many breakthroughs on the topic of student parents in 2015, as many policymakers and administrators grappled with the increasing costs of higher education and unequal access to educational opportunities. IWPR provides technical assistance to community colleges around the United States on how to address the needs of student parents on campus and leads the Student Parent Policy Working Group to strategize policy improvements that could improve educational attainment among this

Degree Attainment within 6 Years of Enrollment for Public 2-Year Students by Selected Characteristics, 2003-09



Source: IWPR analysis of data from the U.S. Department of Education, National Center for Education Statistics, 2003-04 Beginning Postsecondary Students Longitudinal Study, Second Follow-up (BPS:04/09).



IWPR 2015 Summer interns with former Texas State Senator Wendy Davis (center).

economically vulnerable group of students. In August, presidential candidate Hillary Clinton released a higher education plan that included expanded funding for campus child care, elevating what had been a small part of the higher education debate to the national spotlight. IWPR also conducted research in 2015 into the importance, effectiveness, and availability of support services for mothers in job training programs as part of a project to promote job training and employment success, funded by the Walmart

Foundation. The special needs of women in these training programs, such as assistance dealing with sexual harassment and with meeting the cost of child care, are being given new visibility by this study.

Findings on pay secrecy from IWPR's 2011 survey helped to inspire proposed and new policies that are designed to achieve pay transparency and reduce the gender wage gap in several states. In 2015, California, Connecticut, and Oregon each passed laws to prohibit pay secrecy, pay

inequality, and any retaliatory action towards workers who discuss their wages or those of their colleagues. The U.S. Department of Labor also issued a rule that prohibits discrimination against workers who discuss pay applying to federal contractors and subcontractors. With President Obama's recent proposal to require large companies to report salaries by gender, race, and ethnicity to the Equal Employment Opportunity Commission, it is clear that government focus on achieving equal pay is increasing.

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Contact IWPR's Development Director, Ryan Koch, with any inquiries about supporting IWPR research at koch@iwpr.org.



2015-2016 Mariam K. Chamberlain Fellows Emma Williams-Baron (left) and Asha DuMonthier (right).

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