

Special Edition: 2014 Annual Report

President's Message

On behalf of the Institute for Women's Policy Research, I present this special annual report edition of our newsletter, which provides a review of IWPR's activities over the last year. I wish to express my personal gratitude to all our supporters, funders, board members, staff, affiliated scholars, fellows, advisors, consultants, interns, and partners who have made the Institute's work possible. As I reflect on an incredible 2014, I am pleased to share our accomplishments with you, our most valued stakeholders, and move forward with renewed energy in the years to come.

The mission of IWPR is to conduct rigorous research and disseminate its findings to address the needs of women, promote public dialog, and strengthen families, communities, and societies. IWPR offers reliable, accessible analysis in five program areas: Employment, Education, and Economic Change; Democracy and Society; Poverty, Welfare, and

Income Security; Work and Family; and Health and Safety.

This was an exciting year for IWPR. We continued our work with grassroots and policy partners to apply our research expertise to a variety of local, state, and national social change movements with accurate and timely analysis. Our partners won paid sick days in California, Massachusetts, Jersey City, Newark, and New York City. Paid family leave was implemented in January in Rhode Island. The Institute released more than 50 reports, fact sheets, and briefing papers, exploring the need for economic, social, and political equality for women and men. We received more than 1,700 citations in the media and participated in more than 175 speaking engagements.

Our research has contributed to many successes and given us great cause to celebrate, yet there is still so much critical work to do. When I started IWPR in 1987, women in the workforce earned 65 cents for every dollar earned by men. The most recent data show women at 78 cents for full-time, year-round workers. Our efforts, and those of our activist partners, have not yet been sufficient to ensure women in the United States or around the globe the equal pursuit of happiness. At the current rate of progress, women in the United States will not achieve pay equity until 2058, a date memorably illuminated on *The Daily Show* by Kristen Schaal and Jon Stewart.

With new projects and opportunities for collaboration, IWPR laid the groundwork for an exceptional 2015. Although the New Year feels like it has only just begun, IWPR staff members have been working tirelessly on an exciting new format for our flagship project, *The Status of Women*



in the States, featured this spring not only on *The Daily Show*, but also in *TIME*, *The Wall Street Journal*, *Bloomberg Business*, *The Huffington Post*, and *The Washington Post*, among others. This version includes the development of interactive state and national maps and data on a new website (www.statusofwomensdata.org).

I am also very pleased to announce that we have doubled our efforts to provide young scholars with social science research experience through IWPR's Mariam K. Chamberlain Fellowship in Women and Public Policy. In the second of a three-year goal to match the Borrego Foundation's \$95,000 challenge grant for the Fellowship, we are able to offer two Fellowships at the Institute for the 2015-2016 year.

In the following pages, we have compiled some of the Institute's top findings and stories from last year. Please join us in celebrating IWPR's successes and thank you again for your commitment and unwavering support as we work to provide reliable information that can serve as a catalyst for positive change for women and their families.

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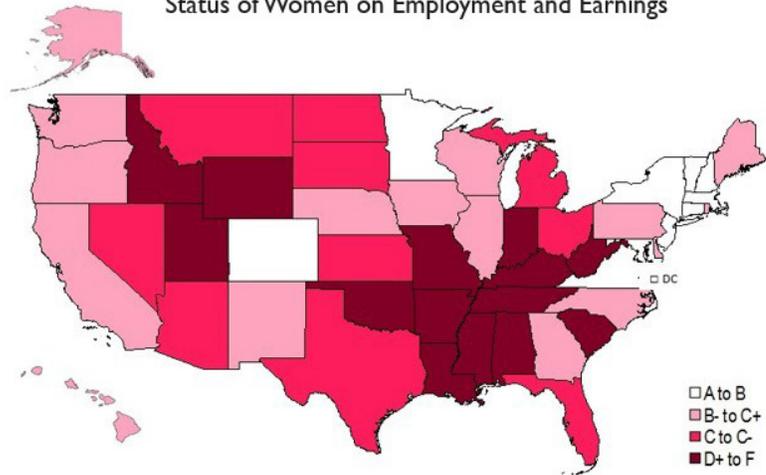
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IWPR, an independent, non-profit, scientific research organization, works in affiliation with the graduate programs in women's studies and public policy and public administration at [The George Washington University](http://www.georgetown.edu).

Washington, DC, Ranks Highest for Women's Employment and Earnings; West Virginia Ranks Lowest

How the States Measure Up:
Status of Women on Employment and Earnings



Note: Chart displays each state's ranking on a composite measure of four indicators: Women's earnings for full-time, year-round work, the female-to-male wage ratio, women's labor force participation, and percentage of women in managerial and professional occupations.

Source: Institute for Women's Policy Research analysis of data from the 2012 American Community Survey, Integrated Public Use Microdata Series (Version 5.0).

IWPR's *Status of Women* reports are a unique source of comprehensive information on women across the states and on their status relative to men. Since 1996, IWPR has analyzed data on a wide range of indicators at the local, state, national, and international levels, including demographics, economic security, education, reproductive rights, political participation, civic engagement, and access to health care and work supports. IWPR has released reports on each U.S. state and the District of Columbia, several city/area reports, and a series of reports and a toolkit on women in the Middle East and North Africa. Each report offers policy recommendations shaped by the research findings for that country, state, or city/area.

With support from the Ford Foundation, throughout Spring 2015 IWPR is releasing an updated national report on the status of women, topic by topic, with the final release on May 20th. Fact sheets on the status of women in each of the 50 states and District of Columbia will also be released in May. In early 2016, a report on the Status of Women in the U.S. South will be published. The reports are being developed in partnership with expert

advisory committees and explore topics that profoundly affect women across the nation: employment and earnings; poverty and opportunity; health and well-being; reproductive rights; violence and safety; and political participation and leadership.

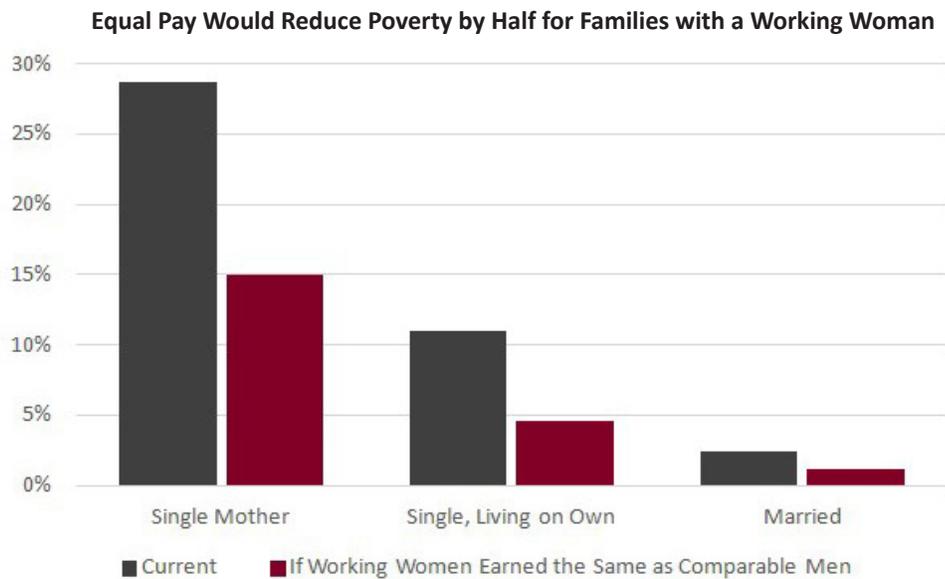
Last September, the Institute released a short preview of its forthcoming *Status of Women in the States* report, featuring material from the chapter on women's employment and earnings with grades and state rankings. The preview was featured in more than half of the states and received more than 150 press citations, with dedicated articles and reprints of the grades in *The Washington Post*, *The Boston Globe*, and *TIME*.

The analysis found that eight of the top eleven states that received a grade of B or higher are located in the Northeast. In addition to West Virginia, seven of the fourteen lowest ranked states, which received a grade of D+ or lower, are located in the South: Alabama, Louisiana, Arkansas, Mississippi, Kentucky, Tennessee, and South Carolina. Wyoming, Idaho, Oklahoma, Indiana, Utah, and Missouri round out the bottom group. See the final report for updated data.

Equal Pay for Working Women Would Cut Poverty in Half

In January 2014, on the fifth anniversary of the signing of the Lilly Ledbetter Fair Pay Act—a bill that reinstated women’s ability to contest unlawful pay discrimination and was the first bill signed into law in the Obama Administration—IWPR analysis found that the poverty rate for working women would be cut in half (declining from 8.1 percent to 3.9 percent) if women were paid the same as comparable men. IWPR’s analysis in the briefing paper *How Equal Pay for Working Women would Reduce Poverty and Grow the American Economy*, prepared by IWPR for use in *The Shriver Report: A Woman’s Nation Pushes Back from the Brink*, produced in partnership with the Center for American Progress—also estimates an increase in U.S. GDP by 2.9 percent in 2012 if women received equal pay.

IWPR found that persistent earnings inequality for working women translates into less family income and more poverty in families with a working woman, which is



of no small consequence to working families. About 71 percent of all mothers in the United States work for pay. Of these, about two-thirds (68 percent) are married and typically have access to men’s incomes, but married women’s earnings are nev-

ertheless crucial to family support. One-third (32 percent) are single mothers and often the sole support of their families. And many without children, both single and married, work to support themselves and other family members.

4.8 Million College Students are Raising Children

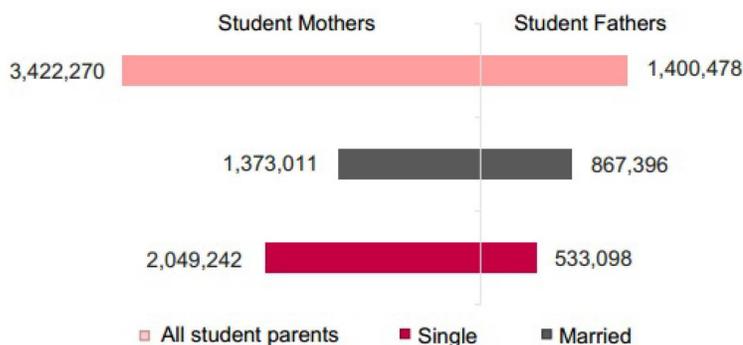
Recognizing the necessity of higher education in increasing women’s earning power, IWPR’s Student Parent Success Initiative (SPSI) seeks to improve access and graduation rates for low-income student parents—particularly mothers—in college settings. Specifically, through a combination of research and outreach activities that aim to encourage information-sharing, educate leaders and policy makers, and improve public policies and resources, SPSI works to raise awareness about both the challenges and promise represented by parents seeking postsecondary degrees.

2014 was a landmark year for the initiative. In April, IWPR published *College Affordability for Low-Income Adults: Improving Returns on Investment for Families and Society*, as a part of a series of papers on defining college affordability sponsored by the Lumina Foundation. The report examines how efforts to understand and improve college affordability can be informed by the experiences and circumstances of low-income adults, students of color, and students with dependent children.

In November, IWPR’s SPSI team released two fact sheets: one outlining the number of student parents and one that highlights the decline of campus child care even as more parents attend college. IWPR found that more than a quarter (26 percent) of all undergraduate students, or 4.8 million students, are raising dependent children. Women are 71 percent of

all student parents, and single mothers make up 43 percent of the student parent population. Women of color are the most likely students to be raising children while pursuing a postsecondary degree. The research was featured by Ylan Q. Mui in *The Washington Post* and Gillian B. White in *The Atlantic*, and in popular posts on *Quartz*, *Jezebel*, and *The Chronicle of Higher Education*.

Figure 1: Number of Student Parents at All Postsecondary Institutions by Sex and Marital Status



Notes: Postsecondary institutions include degree-granting four-year and two-year institutions as well as for-profit, less than two year, and non-degree-granting institutions. An estimated 235,327 student parents attend non-degree granting institutions.

Single is defined as students who have never been married or are divorced, widowed or separated.

Source: IWPR analysis of data from the U.S. Department of Education, National Center for Education Statistics. 2011-12 National Postsecondary Student Aid Study and the Integrated Postsecondary Aid Survey (IPEDS).

Pay Secrecy Affects More Than Half of Working Women

As part of its 2010 Rockefeller survey of women and men following the Great Recession, IWPR found that more than half of working women, including 63 percent of single mothers, said they work for employers who discourage or prohibit discussion of wage and salary information. While there may be no direct link between pay secrecy and pay inequality, pay secrecy appears to contribute to the gender gap in earnings.

The IWPR/Rockefeller survey was the first to ask workers whether there are policies at their work places that discourage or prohibit sharing information about pay. Respondents with jobs were asked to indicate which of the following statement best characterized their work place: a) wage and salary information is public; b) wage and salary information can be discussed in the workplace; c) discussion of wage and salary information is discouraged by managers; d) discussion is formally prohibited,

and/or employees caught discussing wage and salary information could be punished.

These data provided the first snapshot of how prevalent pay secrecy is at American workplaces and received renewed attention in 2014 when President Obama signed an executive order in April requiring greater pay transparency among federal contractors. IWPR released a Quick Figures

highlighting its previous research on pay secrecy.

The research was heavily featured in coverage throughout the year, including pieces in *The New York Times*, *The Atlantic*, *Marie Claire*, *TIME*, *Slate*, and others, as well as interviews with IWPR experts on NPR's *Morning Edition*, MSNBC's *The Rachel Maddow Show*, and PBS *NewsHour*.

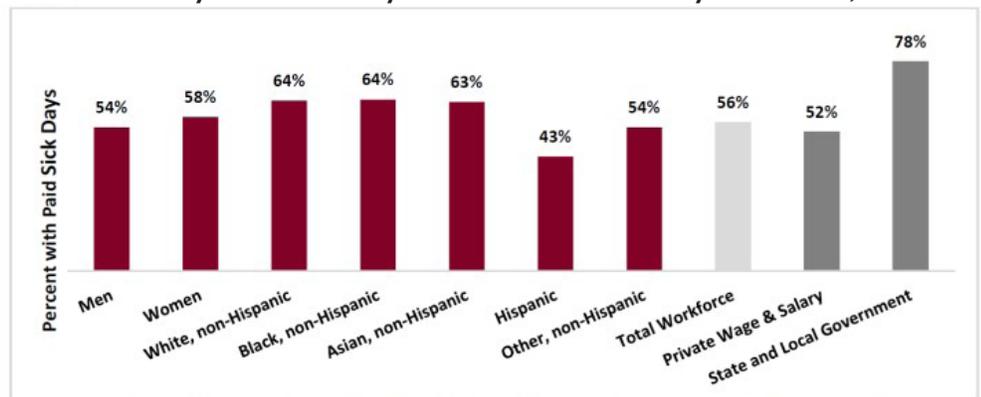


Nearly 7 Million More Workers in California Will Have Paid Sick Days

Each year, the Institute for Women's Policy Research conducts research on the impacts of both paid sick days and longer-term leave, including the costs of implementing family care leave systems, as well as the anticipated benefits for workers, employers, and the public of expanding access to leave.

Advocates and organizers for paid leave campaigns know to come to IWPR for up-to-date data analysis. IWPR provides analysis and technical support to multiple campaigns working to make the case for paid sick days legislation in their city or state. In 2014, IWPR provided technical assistance and outreach support to paid sick days advocates and policymakers nationally and in California, Florida, Illinois, Massachusetts, Minnesota, New Jersey, North Carolina, Oregon, Pennsylvania, and Vermont. IWPR also offered research support to paid family leave efforts in Connecticut, Hawaii, Maryland, Nebraska, New Hampshire, Rhode Island, Vermont, and Washington, DC. IWPR informational resources informed new policy decisions providing sick leave protections

Paid Sick Days Access Rates by Sex and Race and Ethnicity in California, 2012



Note: Access rates are for individuals, 18 years and older, living in California regardless of their place of work. Percentages and figures may not add to totals due to rounding. "Other race" category includes American Indian or Alaska natives and individuals reporting multiple racial identities. None of these populations were individually large enough for separate estimations; all were kept in the interest of inclusion.

Source: Institute for Women's Policy Research analysis of 2010-2012 National Health Interview Survey (NHIS) and 2012 1-year IPUMS American Community Survey (ACS).

in California, Massachusetts, and several cities across the country.

In August, IWPR provided analytic support to help California become the 2nd state in the nation to guarantee paid sick days to workers who need them. IWPR's data analysis found that 44 percent of California's workers lacked access to a single paid sick day. Additionally,

access to paid sick days in the state varies widely by race and ethnicity, economic sector, work schedule, occupation, and earnings level. IWPR's findings were featured in articles published by *Bloomberg Businessweek*, *The New Republic*, *ThinkProgress*, and NPR, as well as local and regional media throughout the states.

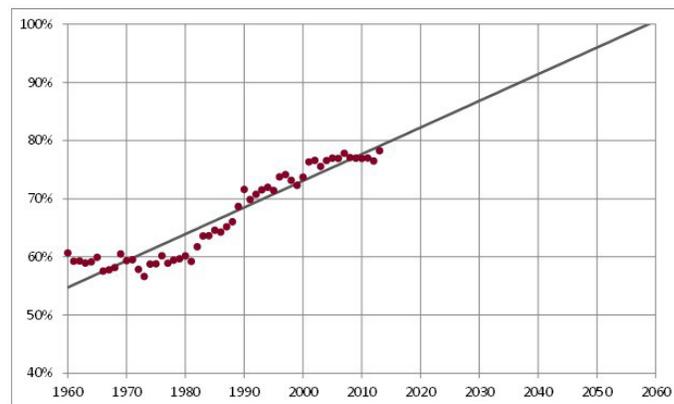
At the Current Rate of Progress, Women Will Not Achieve Pay Equity Until 2058

Women, on average, earn less than men in virtually every single occupation for which there is sufficient earnings data for both men and women to calculate an earnings ratio. IWPR takes great care to track this gender wage gap over time in a series of fact sheets updated twice per year. Closing the wage gap is not a zero-sum game – gains for one gender do not require losses for the other. For the gender wage gap to close, women’s real wages must rise faster than men’s, and as the economy becomes more productive, one would expect real wages to rise for both men and women.

In September, the Institute updated its benchmark fact sheet, *The Gender Wage Gap*, and in a Quick Figures calculated that, at the recent rate of progress, the majority of women will not see equal pay during their working lives: a gap will remain until the year 2058. The projection inspired news stories by *The Atlantic*, *Forbes*, and others.

The ratio of women’s and men’s median annual earnings was 78.3 percent for full-time/year-round workers in 2013. This means the gender wage gap for full-time/year-round workers is 21.7 percent. Women’s median annual earnings in 2013 were \$39,157 compared with \$50,033 for men. Neither

Women’s Median Earnings as a Percent of Men’s Median Earnings, 1960-2013 (Full-time, Year-round Workers) with Projection for Pay Equity in 2058

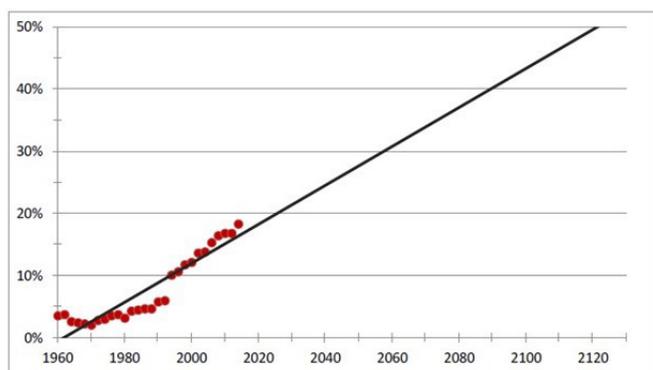


Source: IWPR analysis of data from Carmen DeNavas-Walt and Bernadette D. Proctor, U.S. Census Bureau, Current Population Reports, P60-249, *Income and Poverty in the United States: 2013*. U.S. Government Printing Office. Washington, DC. 2014. Table A-4.

women’s nor men’s earnings significantly improved compared with 2012. If the pace of change in the annual earnings ratio continues at the same rate as it has since 1960, it will take another 43 years, until 2058, for men and women to reach parity.

If Current Trends Continue, Women Will Not Have Equal Representation in Congress Until 2121

Women’s Share of Seats in Congress, 1960-2013 with Projection for Political Parity in 2121



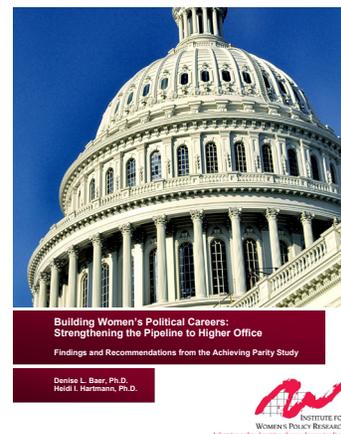
Source: IWPR analysis of data from *Women in the U.S. Congress 2013*. 2013. Fact sheet from Center for American Women and Politics. Eagleton Institute of Politics. Rutgers University. (http://www.cawp.rutgers.edu/fast_facts/levels_of_office/documents/cong.pdf)

IWPR research identifies successful strategies to encourage women’s participation in civic and political life. IWPR has conducted research with female activists working in a range of contexts—including interfaith organizations, unions, and secular social justice movements—about their experiences in taking on public leadership roles and the sources of motivation that inspired their involvement in this work.

An IWPR projection analyzed the current rate of progress

in women’s political leadership and found that women in the United States will not have an equal share of seats in Congress until 2121. To address this disparity, IWPR published results from an in-depth study, *Building Women’s Political Careers: Strengthening the Pipeline to Higher Office*, which details findings from interviews and focus groups with experienced candidates, elected officials, state legislators, and congressional staff members (often aspiring candidates).

The report investigates how women make the decision to run and how they develop their political careers, with a focus on seeking or achieving higher office. It finds that women in politics often encounter a series of structural and social roadblocks that make it difficult to navigate a road to higher office, including sexual harassment from their male colleagues, donors, and voters, and a demanding work schedule, which often requires them to hold multiple part-time jobs to make ends meet. Women hold fewer than 20 percent of seats in Congress and just 5 of 50 governorships. Women’s ascent to high office has slowed rather than accelerated in the past decade. The projection and the study were featured in *The Washington Post*, *Slate*, and *TIME*.

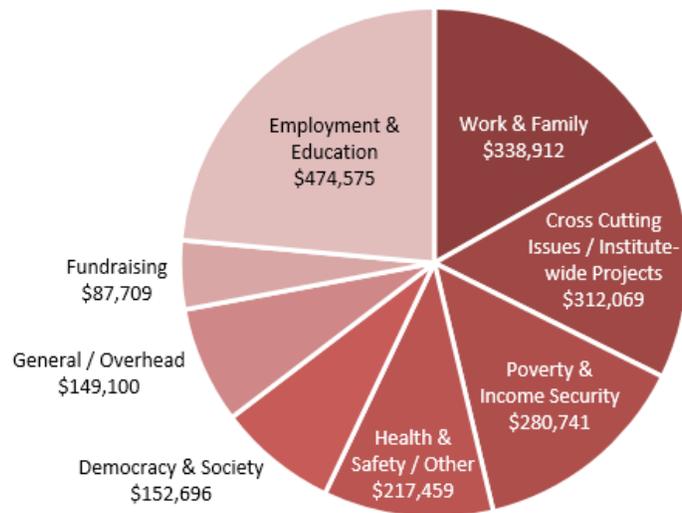
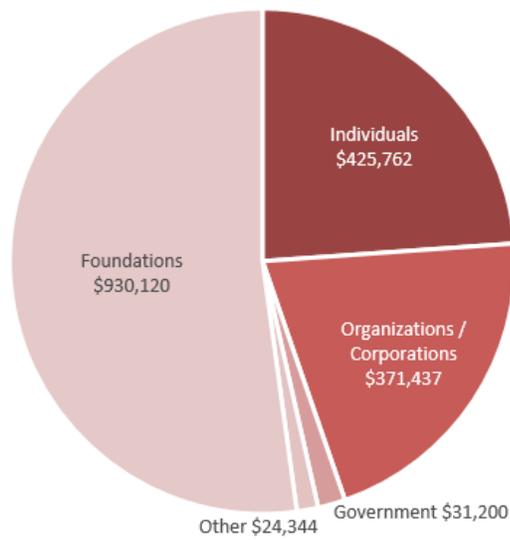


IWPR Audited Financials

2013 Statement of Activities

Total Revenue: 1,782,863

Total Expenses: 2,013,261



Due to IWPR's compliance with Generally Accepted Accounting Principles (GAAP) auditing standards, all revenue is recognized in the year received. Funds for the following year are then released from temporarily restricted net assets as expenses are incurred. This timing difference can result in a mismatch between income and expenses as occurred in the current year. In 2013, \$487,812 in temporarily restricted revenue that had been received in earlier years was released and used to fund program activities in 2013.

2014 General and Project Support

Project Support

21st Century ILGWU Heritage Fund
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 African American Policy Forum
 American Federation of Teachers
 Annie E. Casey Foundation
 Aspen Ascend
 Berger-Marks Foundation
 Blanchette Hooker Rockefeller Fund
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 New York Women's Foundation
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 Permanent Commission on the Status of Women, Connecticut
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 U.S. DOL, Women's Bureau
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 Women's Funding Network
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 United Mine Workers of America
 United Steelworkers of America
 University of Louisville, Women & Gender Studies
 University of Memphis, Center for Research on Women
 University of North Carolina-Charlotte, Women + Girls Research Alliance
 Washington State University, Women's Resource Center
 Women's Foundation of Minnesota
 YWCA of Rochester and Monroe County

As well as the generous support of individual contributions and participants of the Combined Federal Campaign.



In the News

The inadequate child-care system that confronts student parents

“Too often, when people have kids, they think that has to mean the end of their college education,” said Barbara Gault, executive director of the Institute of Women’s Policy Research, which has analyzed the data. “If we really are serious about equity in education, it’s very important to consider parenthood status.”

The Washington Post, November 26, 2014

Tallying Female Workers Isn’t Enough to Make Tech More Diverse

“Now what? Assuming the goal is to get to 50/50—workforce representation that reflects the gender make-up in the real world—how long could that take? And by what means? (Based on how long it has taken for the gender pay gap to shrink, it could take another half-century for women to get equal pay, according to the Institute for Women’s Policy Research.)”

The Atlantic, August 11, 2014

The Truth About the Pay Gap

“Threaded through the political fight over pay fairness is a continuing debate about the size of the pay gap. Mr. Obama and others often cite 77 cents as what women make on average for every \$1 earned by men ... [A] study issued this month by the Institute for Women’s Policy Research reported that women’s median earnings are lower than men’s in nearly every occupation, including the most common occupations for full-time working women, like elementary- and middle-school teaching and nursing.”

Editorial, The New York Times, April 9, 2014

Paid Sick Leave Won’t Hurt Businesses

“The same was true in San Francisco, where a similar law was enacted in 2007. There, all employers, no matter the size, have to offer at least five paid sick days per year (or nine days for businesses with more than 10 employees). According to a 2011 study done by the Institute for Women’s Policy Research, six out of seven San Francisco employers said their profitability didn’t suffer as a result.”

CNN Money, February 5, 2014

Testimonials

“IWPR’s report, ‘Resilient and Reaching for More,’ saved my life. It is the reason I went to college, and it made me feel that I mattered because someone had written a report about women like me, and it captures my experiences so well.”

- Former student-parent speaking at the Conference on Marginalized Girls in Portland, OR.

“We so appreciated IWPR’s impactful report that aided our push for paid sick days in California.”

- Ann O’Leary, Former Vice President, Next Generation

“We, at the PCSW, have found your research, reports and briefs to be immensely helpful in shaping policy, informing activists and educating and influencing policymakers.”

- Teresa C. Younger, Former Executive Director, Connecticut Permanent Commission on the Status of Women; President and CEO, Ms. Foundation for Women

“I just read your most recent Social Security report and it’s one of the best and most useful documents I’ve read on the subject in a long time. Nicely done.”

- Stephen McConnell, The Atlantic Philanthropies

“By reading IWPR Updates, we have been following and are most impressed by the IWPR’s rigorous efforts for research and dissemination of findings to inform and impact policy in U.S. and abroad. We believe there is no other institute that has achieved so much as IWPR to address and influence federal and state policies on matters concerning women in America.”

- Mitsuko OHNO, Ph.D. (Professor Emerita, Aichi Shukutoku University), The Tokai Foundation for Gender Studies

“I just wanted to say ‘Thanks’ for the fact sheet you recently released about college students raising children. This data is really helpful, particularly for those in higher education who are not aware as to the number of parents enrolled in degree programs. As someone who recruits adult students into evening degree programs, this information helps reinforce the fact that not all undergraduates are 18-to-22-year-old residential students.”

- Skip Darmody, Associate Director of Marketing, Continuing and Distance Education, Bridgewater State University

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