



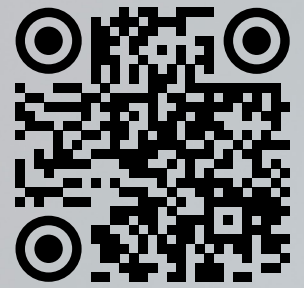
**INSTITUTE
FOR WOMEN'S
POLICY
RESEARCH**

A JUST FUTURE BEGINS WITH BOLD IDEAS.

2023

Annual Report

Visit iwpr.org



A JUST FUTURE begins with **BOLD IDEAS**

Letter from IWPR's New CEO



Dr. Jamila K. Taylor

Dear Friends:

A change in leadership can be a time of great uncertainty. But when I arrived as IWPR's new president and CEO in February 2024, the greatest uncertainty lay not in my new role, but in the world around us.

This moment in history is unlike any other. The attacks on women's health, freedom, and autonomy have come fast and furious. Basic rights that took decades to secure are being stripped away in mere months.

Pay equity, workforce protections, reproductive rights, health care—all are fundamental to women's economic security and well-being. Yet, all have been swept up in a sustained campaign to turn back the clock on women's freedom. The situation is even worse for women of color.

IWPR is a "think tank with humanity," and our mission is simple: win economic equity for all women and eliminate barriers to their full participation in society. This Annual Report details how we strived to fulfill our mission in 2023, but much remains to be done.

I may be new to IWPR, but IWPR is not new to me. I developed a deep respect for its work long before walking in the door. Our research changes women's lives. And it is more important now than ever before.

As IWPR's new president and CEO, I am committed to continuing IWPR's legacy of impactful research and ensuring we remain a strong advocate for women's economic security and freedom. I am also eager to explore new ways IWPR can impact women's lives and new approaches we can take to protect women's health in the coming decade.

IWPR has always been at the forefront of efforts to ensure women's economic security and well-being, and I intend to see that it continues to do so, even amid these uncertain times. I hope you will join me.

In solidarity,

A handwritten signature in purple ink that reads "Jamila K. Taylor". The signature is fluid and cursive.

Jamila

Who We Are

"A think tank with humanity..."

The Institute for Women's Policy Research is a nonpartisan, nonprofit research organization with a very human vision: a world where women have achieved true economic equity and are able to fully and equally participate in the workforce and society.

Our mission is simple: win economic equity for all women and eliminate barriers to their full participation in society.

IWPR by the Numbers

1987

IWPR was founded in 1987 out of a need for comprehensive, women-focused, policy-oriented research.

By conducting rigorous analyses using federal data, IWPR researchers immediately shed light on the gender and racial assumptions underpinning public debate on women's issues.

Our Values

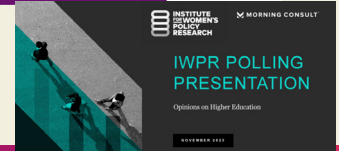
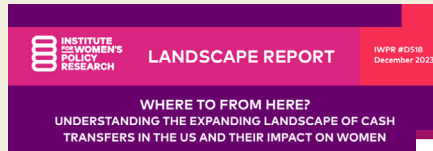
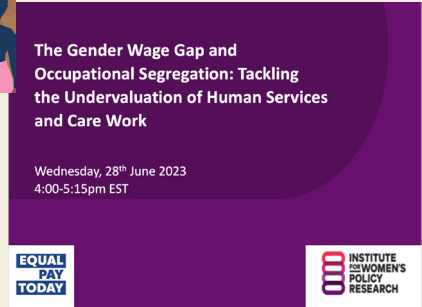
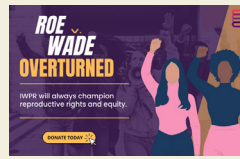
On Racial Equity and Intersectionality

At IWPR, we believe social and economic mobility in the United States is determined and influenced by race, ethnicity, class, gender identity, sexual orientation, and other markers of difference. In working to achieve economic equity and to better understand the experiences of all women in the workforce and in society, we use both racial equity and intersectional frameworks in our research and analysis to help generate strategies and solutions that are grounded in the economic realities of women and families.



Our Model

As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.



IWPR by the Numbers

84 Cents

That's how much women make for every dollar a man earns, an appalling inequity IWPR continues to highlight as it remains a "go-to" organization for the latest data on the gender wage gap and pay inequities.



Our History

A More than 30-Year Track Record of Illuminating Gender in Policy Debates

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

In its founding year, IWPR analyzed the costs to American workers of not having unpaid leave for childbirth, personal health needs, or family caregiving in its inaugural publication, "Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave." A quarter-century later, the Family and Medical Leave Act has become a cornerstone of US employment law and human resource policy. Since then, IWPR has produced widely respected research in a variety of areas that speak to women's experiences and challenges and has helped shape policies that have a real-world impact on women's lives.

Named a top think tank in the United States, IWPR has shifted the conversation on issues such as the gender wage gap, employment and job discrimination, Social Security, welfare reform and access to public benefits, educational access, child care, and many others. Our work and experts are cited and appear regularly in more than a thousand news items each year.

BuzzFeed

The Washington Post

The Atlantic

The New York Times

TIME

Vox

● USA TODAY

DAILY BEAST

HUFFPOST

IWPR by the Numbers

213,000

That's the average number of annual visitors to IWPR's website, which provides the latest data on some of the most pressing issues for women today and makes publications available to policymakers and advocates alike.



Our Impact



IWPR is Known for...

- Producing some of the most widely cited research on the gender wage gap in the United States
- Serving as a key resource for policymakers and advocates on issues related to women's economic security, workforce policies, and wage gap issues
- Being a key media voice on issues related to working women and pay inequity and the impact of major events like the COVID-19 pandemic
- Timely analyses of new pay equity statistics and jobs data, and providing cutting-edge research on women and the workforce
- Pioneering research on the economic impact of state restrictions on women's reproductive health
- Tracking the latest data on paid and medical leave policies and the caregiving industry and its recovery from the pandemic

IWPR by the Numbers

1,459

How many times IWPR and its research was cited in news outlets in 2023 as the organization continues to be a vital resource for reporters and influencers across the country.

IWPR Research in Action 2023



- IWPR presented a congressional briefing on using recent federal infrastructure investments to promote gender equity in fields where women have been historically underrepresented. Over 90 congressional staff in attendance heard from IWPR as well as speakers from the White House and partner organizations about the challenges that women working in infrastructure-related industries face.
- IWPR held a briefing for the Democratic Women's Caucus on the results of its public opinion polling showing strong support for congressional action on a range of policies, including paid leave and abortion access, and answered staff questions.
- IWPR's research was featured in state legislative battles over pay equity, paid leave, and education in state capitals across the country, including Alaska, California, Connecticut, the District of Columbia, Hawaii, Maine, New York, Oregon, Texas, Vermont, Virginia, and Wisconsin.
- IWPR's research was cited by the US Department of Education and Department of Labor, as well as publicly used by Senators Durbin, Duckworth, Kaine, and Sanders, Representative DeLauro, and others when introducing key legislation to provide paid sick leave.

Support Our Work

Join Us in Shaping a Brighter Future for Women

At IWPR, we are committed to catalyzing change that empowers women, advances equality, and fosters economic well-being for families. As we reflect on our impact over the past year, we are reminded of the critical role our supporters play in driving our mission forward.

Your contribution to IWPR empowers us to be the credible source for producing high-quality, evidence-based research and analysis that is used by practitioners, advocates, policymakers, employers, thought leaders, and other key stakeholders to collaborate, advance bold ideas, and drive the narrative on how to improve the economic well-being of women, their families, and communities.

As we embark on another year of impactful research and advocacy, we invite you to partner with us by visiting www.iwpr.org/donate. Your support—whether through a financial contribution, collaboration, or spreading awareness of our work—is crucial in advancing our mission.

Together, we can build a world where every woman has the opportunity to thrive. Thank you for your generosity and commitment to economic equity.

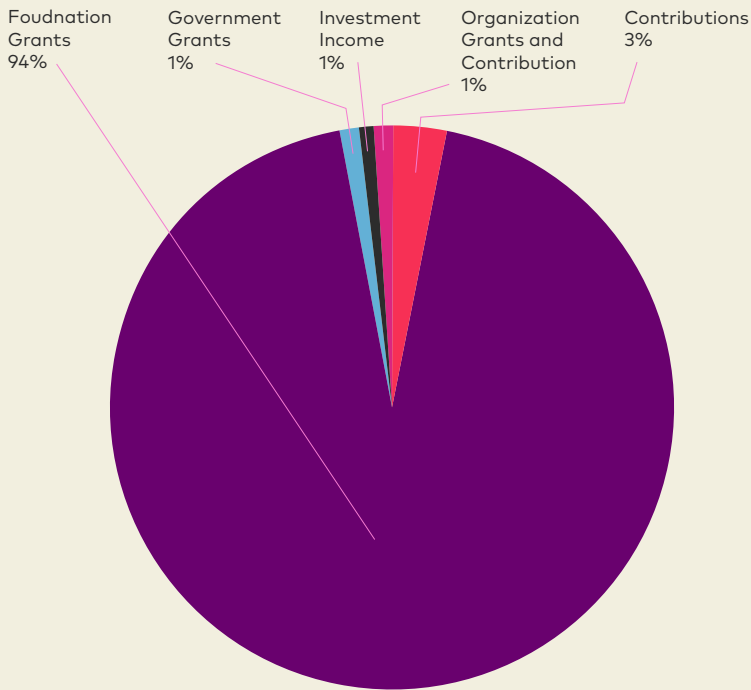
IWPR by the Numbers

\$173 Billion

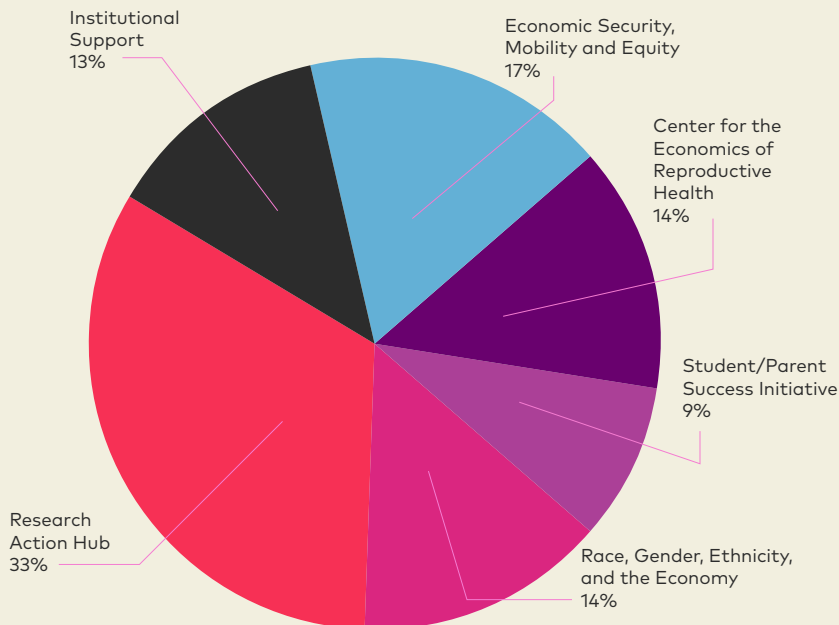
That's how much IWPR research indicates restrictions on abortion access cost state economies each year. IWPR continues to be one of the few groups that explores the economic implications of the national abortion debate following the overturn of *Roe v. Wade*.

Financials

Support and Revenue for the Year Ended June 30, 2023



Program Services for the Year Ended June 30, 2023



IWPR had \$7,954,839 in total revenue and \$6,665,343 in total organizational expenses for the Fiscal Year that ended June 30, 2023. IWPR ended the year with \$15,386,274 in net assets.

IWPR by the Numbers

16 and 29

That's the size of IWPR's team at the beginning and end of 2023, an extraordinary rate of growth for us as we strengthened our research team and added exciting new talent across the organization.



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