

**INSTITUTE
FOR WOMEN'S
POLICY
RESEARCH**

A JUST FUTURE BEGINS WITH BOLD IDEAS.



2025 ANNUAL REPORT

OUR TEAM

IWPR Executive Leadership

Jamila K. Taylor, PhD

President and CEO

Carla Watson

Chief Financial and Operating Officer

Nina Besser Doorley

Chief of Staff

Kate Bahn, PhD

Chief Economist and Senior Vice President of Research

Board of Directors

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W.K. Kellogg Foundation

Anne Mosle, Vice Chairperson

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Joan Marsh, Treasurer

AT&T (retired)

Daisy Chin-Lor, Secretary

Daisy Chin-Lor & Associates

Jocelyn Frye

National Partnership for Women & Families

Beth Grupp

Beth Grupp Associates

Darrick Hamilton

AFL-CIO

Lee Christian Parker

J.P. Morgan Private Bank

Monique Garcia Rizer

Social Impact Consultant

Kristin Rowe-Finkbeiner

MomsRising

In 2025, IWPR was excited to welcome **Jocelyn Frye**, **Lee Christian Parker**, and **Monique Garcia Rizer** to the board of directors.



IWPR is also grateful to **Daisy Chin-Lor** for six years of extraordinary leadership and unwavering dedication. Her vision and commitment have left a lasting mark on our mission to advance equity and opportunity for women.

A LETTER FROM THE CEO

Dear IWPR friends and supporters,

As a nation, we stand at a tipping point—facing critical questions about the kind of country we want and the future we're willing to build together. Over the past year, fragile systems have buckled and institutions have bent under an administration intent on rolling back rights, erasing the truth, and stalling progress. From sweeping executive orders to mass firings and the loss of more than 300,000 Black women from the workforce, this moment reveals not just instability, but targeted cruelty.

What felt unimaginable a year ago is now our reality. But when I reflect on IWPR's history, I'm reminded of what is possible. **In this era of rapid change, IWPR is not just ready—we are built for this moment.** Our history reminds us of what is possible.

Since the groundbreaking release of the *Unnecessary Losses* report in 1990—which revealed the true economic cost of caregiving and sparked a movement to secure job-protected leave for millions of working women—IWPR's research has moved the nation forward. We're ready to do it again.

At IWPR, we're countering injustice with evidence and letting the facts lead the fight. We know that when we fully lean into what we were established to do—ensure gender equity for women—the nation wins.

We do this by **strengthening partnerships**, expanding our reach, and deepening engagement with leaders across sectors. By **launching bold new initiatives** like our Federal Policy Solutions to Advance Gender Equity agenda, State Policy Action Lab digital tool, and Advancing Black Women in Leadership initiative. And by **continuing to speak out** against the Trump administration's harmful actions that have undermined women's economic security.

Author Alice Walker said, "The most common way people give up their power is by thinking they don't have any." At IWPR, we will never give up because our power lies in the thoughtful research we conduct, the partnerships we build, and the women and families for whom we advocate. And ultimately, our power lies in you—our partners, supporters, and champions—who make this work possible.

Thank you for your partnership—let's keep moving forward together.

In solidarity,



Dr. Jamila K. Taylor



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At IWPR, we're countering injustice with evidence and letting the facts lead the fight.

IWPR FIGHTS FOR ECONOMIC EQUITY FOR ALL WOMEN

At IWPR, we are not just envisioning a world where women have economic equity—we are actively building it.

For nearly **40 years**, IWPR has been a leader in the fight for women's economic equity. Our rigorous research and tireless advocacy ensure that facts—not fiction—are informing policy on the issues that matter most to women and families, including the gender wage gap, the urgent need for paid leave and affordable child care, support for student parents, and the economic impacts of abortion bans.

From long-form reports to rapid responses, our diverse team of economists, sociologists, data analysts, and policy experts examines the ways that gender—as well as race, class, age, and geography—hinder women's economic equity, and develops actionable policy recommendations to address these barriers.

IWPR's Four Priority Areas



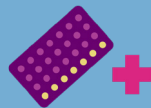
**Equitable Work
and Wages**



**Caregiving
and Families**



**Education
and Career
Advancement**



**Reproductive
Justice and
Health Equity**



A LEADING VOICE ON GENDER EQUITY

IWPR's trusted research and bold insights were featured in print, digital, and broadcast media outlets more than **3,300 times**, with a total reach of nearly **650 million views**.

"Households headed by single mothers are especially vulnerable amid a worsening gender wage gap and rising costs for education, housing, and child care."

Los Angeles Times

"When a woman stops working to care for her family, it's very hard to catch up on the wage gains that your peers have made."



"The US is the only advanced economy that's had declining female labor force participation in the last 20 years, and a lot of that is because of lack of social safety net and caregiving supports."

The Washington Post

"When data collection stops, and advocates and researchers are silenced, policy becomes blind by design."

Ms.

"The administration calls its mass firings 'reductions in force.' Black women just call it what it is: racism."

The New York Times



IWPR's website and social media channels are go-to resources for the latest analysis and commentary. In 2025, iwpr.org saw more than **244,000 visits**, and our social media channels had more than **527,000 views**.



AMPLIFYING POWER THROUGH PARTNERSHIPS

IWPR knows we're stronger together. That's why in 2025 we **strengthened partnerships, launched new initiatives, and convened hundreds** of researchers, advocates, policymakers, and changemakers across dozens of events to share our research, expand our networks, and amplify our collective voices to advance gender equity.

Black Women in Leadership

Inspired by a transformative breakout session at last year's Power+ Summit, IWPR launched the **Advancing Black Women in Leadership** initiative in August on Martha's Vineyard. This intimate gathering brought together Black women leaders from across sectors, including CEOs from nonprofit partners, business executives, and national thought leaders, to share insights and celebrate the value of Black women in leadership.





Center for Reproductive Rights Partnership

IWPR partnered with the Center for Reproductive Rights to shine a spotlight on the **economic impacts of abortion restrictions post-Dobbs**. The research products and extensive media coverage led to IWPR President and CEO Dr. Jamila K. Taylor sharing the findings from the stage at **SXSW** in March and in a briefing on **Capitol Hill** in May, which was attended by representatives from more than 60 congressional offices and advocacy partners.

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51% of employed adults believe companies should speak out in support of reproductive rights.



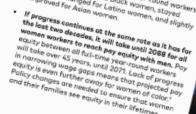
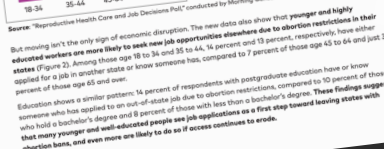
Connect for Success

IWPR's **Connect for Success** initiative aims to expand access to high-quality, comprehensive sexual and reproductive care services for community college students—the majority of whom are women. July's **symposium** brought together **85 changemakers** for two days of peer-to-peer learning, strategy sharing, and advocacy training.

CBC Week

In September, IWPR had a strong presence at the **Congressional Black Caucus Annual Legislative Conference**, connecting with partners throughout the week. In addition to co-hosting a luncheon with the National Partnership for Women & Families and Demos, IWPR President and CEO Dr. Jamila K. Taylor spoke at an event highlighting the achievements of the Black Maternal Health Federal Policy Collective.

In 2025, IWPR produced nearly **70 reports, briefs, fact sheets, quick figures, and blogs**, bringing to light the key challenges women face in the workplace and the economy, including the pervasive—and in some cases, worsening—gender and racial wealth gaps, the unequal distribution of caregiving responsibilities, and the staggering economic costs of abortion restrictions to women and the broader economy.



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Birthright Black: The Urgent Fight for Maternal Health Reform Series

registered nursing, **Black women are significantly overrepresented in lower-paying, more insecure positions** such as long-term care jobs and health aides and **underrepresented in higher-paying, more secure positions** such as physicians, nurse practitioners, and registered nurses (see figure below).





OUR EXPERTISE IN ACTION

IWPR's experts were in high demand in 2025, participating in more than **20 virtual and in-person events** focused on topics such as the economic impacts of restrictive abortion laws, equal pay, paid leave, the care economy, and women in construction and the trades. From Capitol Hill to the mainstage at SXSW, from the halls of academia to the nightly news, IWPR leveraged conferences, interviews, and other events to engage diverse audiences around our research and policy priorities. IWPR also hosted an exciting and energizing spectrum of events throughout the year, ranging from policy briefings with members of Congress to a lively book launch and panel discussion.



DRIVING POLICIES TO ADVANCE GENDER EQUITY

Throughout 2025, IWPR's research served as a trusted resource for policymakers, guiding discussions at the federal and state levels on policies that strengthen outcomes for women and families.

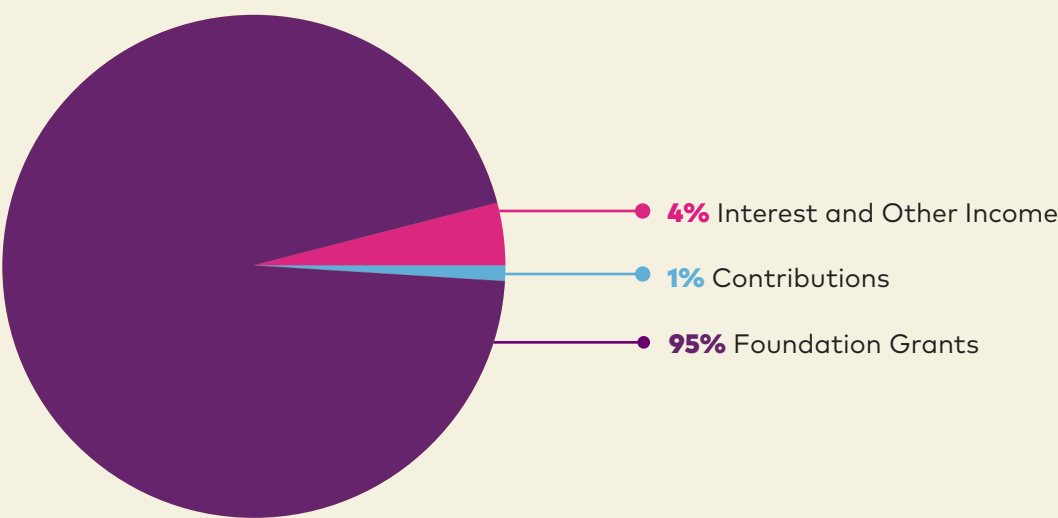
- In February, IWPR debuted its **Federal Policy Solutions to Advance Gender Equity** agenda at a well-attended congressional briefing, featuring remarks by Rep. Sarah McBride (D-DE) and Rep. Jan Schakowsky (D-IL), as well as a dynamic panel of leaders in the gender equity movement. Since the launch, this **series of 14 briefs** has been used to educate and inform policymakers and partners on key issues impacting women's economic equity.
- Cultivated substantive relationships with staff and members from more than **70 congressional offices and committees**, including the Democratic Women's Caucus, the Black Maternal Health Caucus, and the Congressional Asian Pacific American Caucus.
- **Submitted comments to the Department of Labor** in September and **co-authored and signed onto an amicus brief in *Chicago Women in Trades (CWIT) v. Trump*** litigation in October, drawing on IWPR's extensive body of research to oppose the administration's efforts to eliminate diversity, equity, and inclusion (DEI) policies that have increased the representation of women and people of color in apprenticeships and their access to high-paying jobs in the trades.
- **Responded to the onslaught of threats from the Trump administration and Congress**, producing a series of policy briefs highlighting the harmful impacts of H.R. 1, the "One Big Beautiful Bill Act," raising the alarm on the dismantling of government data collection, and speaking out boldly on how tariffs, mass federal firings, and the government shutdown disproportionately harm women.



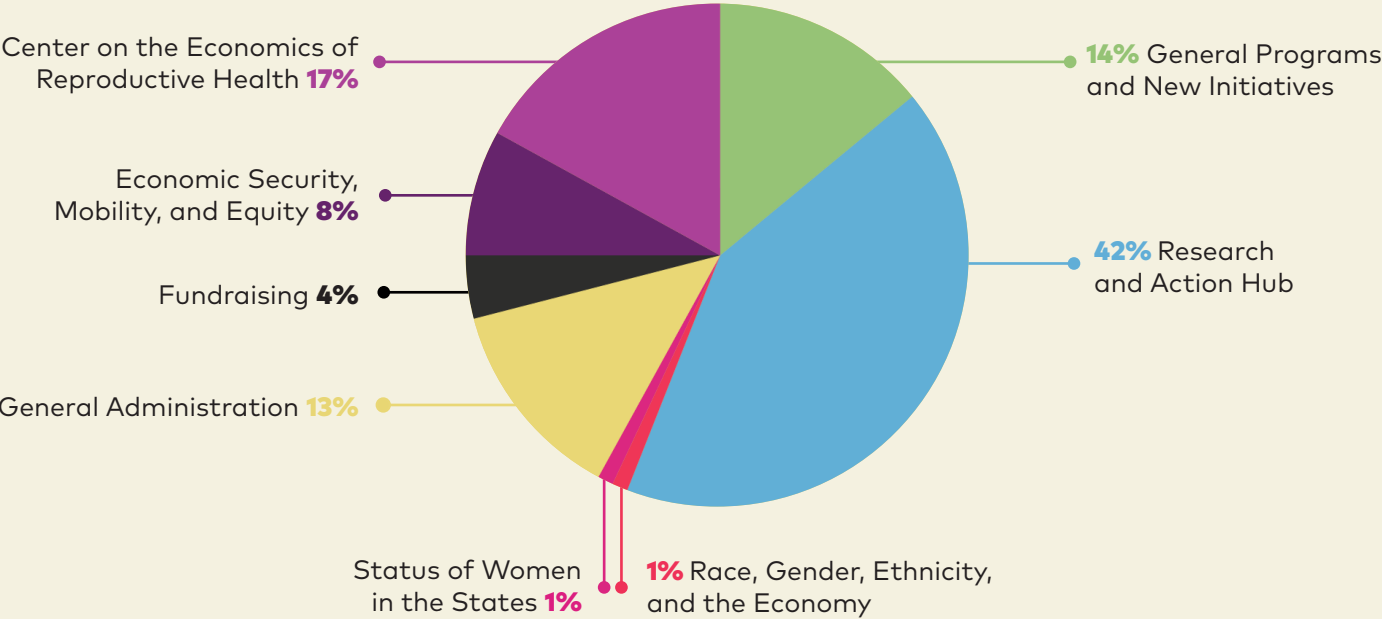
In June, IWPR launched the **State Policy Action Lab (State PAL)**—an interactive and innovative digital tool building on nearly three decades of IWPR's Status of Women in the States initiative, designed to equip advocates, researchers, and policymakers with the resources they need to strengthen their state-level advocacy efforts. The State PAL team also worked directly with advocates across seven states, tailoring data, policy recommendations, and substantive technical assistance to meet the unique political challenges and opportunities in each partner's state.

FINANCIALS

Support and revenue for the year ended June 30, 2025.



Program services and expenses for the year ended June 30, 2025.



IWPR had \$6,492,189 in total revenue and \$7,041,762 in total organizational expenses for the fiscal year that ended June 30, 2025. IWPR ended the year with \$9,045,724 in net assets.

The numbers on this page are preliminary, pending the completion of IWPR's financial audit.

LOOKING AHEAD: POWER + PROGRESS

At IWPR, lasting change begins with bold ideas—and with the people who believe in them. **We are grateful for the generosity of our community of funders who make our work possible.**

Your support continues to fuel progress toward gender equity and economic opportunity for all women.

In the year ahead, IWPR will:

- Continue our research and leadership on **equitable work and wages**, driving awareness and policy solutions that close gender and racial wage gaps.
- Expand our **State Policy Action Lab (State PAL)** to equip advocates and policymakers with data and tools for policy change to advance equity across the states.
- Convene leaders across the **maternal health ecosystem** to protect and promote policies that will address the maternal health crisis in the United States.
- Deepen our **Advancing Black Women in Leadership** initiative, which aims to remove barriers and create pathways for Black women to lead across industries.

Together, these initiatives move us closer to a future where **every woman** can thrive, lead, and shape the policies that affect her life.

SAVE THE DATE!

Join us in Detroit in September 2026 for IWPR's flagship **Power+ Summit**—a national gathering to spark bold ideas, share breakthroughs, and shape the future of gender equity. Details coming soon!

Power+
Summit





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