Introduction
With new projects and opportunities for collaboration in 2010, IWPR has grown and developed strategically over the past year. IWPR launched new projects, such as the Student Parent Success Initiative and the Social Security Media Watch Project, continued to build on its work on paid sick days and the status of women in the United States, expanded its research capacity with new staff hires, and focused on long-term organizational development by developing a five-year strategic plan for growth.

In 2011, IWPR looks forward to building the network of scholars and advocates involved in the Student Parent Success Initiative and expanding the reach and impact of IWPR’s online projects to new audiences—such as the brand new iwpr.org website and the recently launched Social Security Media Watch Project blog. IWPR will also be releasing groundbreaking new studies on the effectiveness of consent decrees in combating employment discrimination; the relationship between women, immigration, and religion; and Hurricane Katrina’s lasting effects on women in the Gulf Coast region.

Employment, Education & Economic Change

Launching the Student Parent Success Initiative

In 2010, IWPR launched a new project, the Student Parent Success Initiative, to build a network of researchers and advocates focused on improving access to higher education for student parents. In the first few months, the SPSI team at IWPR—Executive Director Barbara Gault, Ph.D., Senior Research Associate Kevin Miller, Ph.D., Study Director Jane Henrici, Ph.D., and Senior Outreach and Policy Associate Tiffany Boiman—released a report, *Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents*, and hosted an event on child care on college campuses, bringing together experts, advocates, and policymakers, including Deputy Assistant Secretary on Early Childhood Education at the U.S. Department of Health and Human Services Joan Lombardi. The powerful forum highlighted the needs of student parents in attaining educational success. In addition to new research and events, Dr. Miller testified before the Committee on Higher Education of the New York City Council on “Child Care at College Campuses: a Critical Resource for Student Parents.” The project and the network will continue to emphasize child care and other supports at community colleges because that is where a disproportionate number of low-income, single parents begin their pursuit of a postsecondary education.

Leading Strategy on Women and the Economy

In 2010, IWPR’s publications women in the workforce challenged prevailing assumptions about women’s employment. IWPR’s briefing paper, *Women and Men’s Employment and Unemployment in the Great Recession*, confronted the myth of the “mancession” and provided an in-depth analysis of data from the Bureau of Labor Statistics and the Census Bureau on how both unemployed men and women experienced an average of 29 weeks of unemployment before finding a new job. The briefing paper was cited in *The Huffington Post*, as well as in other research reports from the White House National Economic Council, Heinrich Böll Stiftung North America, and the California Budget Project. In September 2010, IWPR released another briefing paper, *Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap*, that analyzed gender segregation in the
workforce and found that young women are now less likely than a decade ago to work in the same jobs as men. The paper was highlighted on the Ms. Magazine blog and the AFSCME resource website.

IWPR, with support from the Rockefeller Foundation, established the monthly Roundtable on Women and the Economy, a meeting composed of leading analysts and government experts. The Roundtable has grown in 2010 into a high-level policy discussion series, bringing those who inform and craft our public policies into one room on a monthly basis. Discussion topics have ranged from “Creating More Robust Work/Family Policies in the Context of Deficit Hawk Pressures” to “Women’s Policy in the Obama Administration.” Participants have represented a wide range of backgrounds, from Barbara Ehrenreich, author of the bestseller *Nickel and Dimed: On (Not) Getting By in America*, to Dr. Rebecca Blank, Under Secretary of Commerce for Economic Affairs. Building a powerful, high-level forum like the Roundtable on Women and the Economy provides necessary engagement among policymakers, the Administration, Congress, and key thought leaders on economic issues for women and people of color. Presenters and participants are typically a mix of researchers, policymakers from the Hill and the Administration, and activists.

Democracy & Society

*Expanding Work on the Status of Women*

IWPR’s policy focus on the Status of Women and Girls extended to three specific regional areas. In Pennsylvania, IWPR produced a briefing paper for the Women and Girls Foundation of Southwest Pennsylvania presenting data on women’s earnings, unemployment, and labor force participation in light of the recession. With funding from the Washington Area Women’s Foundation, IWPR collaborated with the Urban Institute to prepare the report, *2010 Portrait of Women & Girls in the Washington Metropolitan Area*. IWPR also provided training on data collection to the Girl Scouts and Trinity College students, who gathered data for the project from girls and young women. For the Status of Women in the Middle East & North Africa, IWPR is working in collaboration with the International Foundation for Electoral Systems (IFES) to provide information to women leaders in Lebanon, Morocco, and Yemen. IWPR Study Director Jane Henrici, Ph.D., and Senior Research Associate Jeff Hayes, Ph.D., as well as IFES staff, have traveled to Lebanon and Morocco to meet with national and regional organizations, as well as to Egypt to meet with leaders from Yemen.
Poverty, Welfare & Income Security
Protecting Social Security

With renewed policy interest in the financial health of Social Security, IWPR's previous depth of work in this area and innovative new research projects undertaken in 2010 place the Institute at the center of this important policy debate. The 2010 midterm elections and the media focus on President Obama's National Commission on Fiscal Responsibility and Reform provided an opportunity for the Institute to address myths circulating on the campaign trail and in the press. IWPR President Heidi Hartmann, Ph.D., testified on Social Security before the Commission in June and assisted the Older Women's Economic Security Task Force of the National Council of Women's Organizations in formulating responses to several of the commissions' recommendations. As the public focus shifted to the policy priorities of the new Congress, IWPR launched the Social Security Media Watch Project, an initiative to monitor, analyze, and respond to inaccurate media reports on Social Security. Through this blog, IWPR quickly responds to incorrect information and statements in the news, bias in coverage, and glaring omissions in media reports.

In 2010, IWPR continued its efforts to shine a light on the experiences of women in the Gulf Coast after Katrina with new publications and speaking engagements.

Capturing the Experiences of Women in the Gulf Coast

The Institute’s project "Doubly Displaced: Women and Public Housing after Katrina," seeks to raise the visibility of low-income women, mostly single-mothers and almost entirely African American, whose sturdy brick homes were torn down following the flooding of New Orleans five years ago. IWPR is completing the third year in a collaborative project with the Social Science Research Council funded by the Bill & Melinda Gates Foundation. Our work has revealed that these families continue to face safety concerns, lack of secure resources, weakened networks, and a sense of abandonment. IWPR Study Director Jane Henrici, Ph.D., has identified three principal policy areas that are critical to low-income women in their daily lives and in disasters: 1) transportation access and, to a lesser but related extent, broadband internet access; 2) affordable housing; and 3) participation of low-income women of color in planning and implementation. In addition to releasing three fact sheets in 2010 to mark the fifth anniversary of the flooding, IWPR staff members have also presented research on this topic at conferences in the region and have been in communication with the U.S. Department of Transportation and planners working to rebuild the Gulf and the New Orleans housing developments. IWPR will release its final report in 2011 that will draw on lessons that can be applied to improve outcomes and build networks for change on behalf of women across the nation.
Work & Family

Providing Research Support on State and Local Paid Sick Days Policies

IWPR ensures our research findings reach city hall and state houses as well as Capitol Hill, providing lawmakers at the state and local level with accurate and trusted analyses of how policies affect women, men, and families. Since it started researching the costs and benefits of paid sick days legislation at local and federal levels more than a decade ago, IWPR has received state and local media coverage for its ongoing work with policymakers and advocates working for change. In recent months, Connecticut, Iowa, Illinois, Pennsylvania and Maine legislatures, as well as the New York City Council, have reviewed bills that would require paid sick days for the majority of employees, and IWPR research has explored the effects of these policies. IWPR staff members have testified before local or state legislatures in Maine, Philadelphia, and New York City. IWPR continues to provide cost-benefit analyses of paid sick days to cities and states, including an evaluation of the impact of paid sick days legislation in San Francisco.

Health & Safety

Informing Health Care Policy

In February 2010, Kevin Miller, Ph.D., worked with Robert Drago, Ph.D., then-Professor at Pennsylvania State University and now IWPR’s Director of Research, to study the role of paid sick days in transmission of the H1N1 flu and the need for paid sick days to prevent future pandemics. The resulting briefing paper has given state-level paid sick days advocates an important rallying point for their outreach. IWPR also partnered with the Paraprofessionals Health Institute (PHI) to publish “Costs and Benefits of In-Home Supportive Services for the Elderly and Persons with Disabilities: A California Case Study,” that informed California state policymakers on care for the elderly and others requiring in-home care. In December 2010, IWPR released Better Health for Mothers and Children: Breastfeeding Accommodations under the Affordable Care Act, by Robert Drago. The report finds that provisions in the Affordable Care Act (ACA) will increase the number of working mothers who breastfeed their children up to the age of six months, particularly among lower income and hourly employees.

The Institute’s Reach & Impact

Informing the Administration

As a testament to the impact of IWPR’s research, members of the staff have been asked to participate in some of the most important policy discussions in government. IWPR President Dr. Heidi Hartmann attended the White House Workplace Flexibility Conference in March 2010 and testified before the National Commission on Fiscal Responsibility in June 2010. IWPR often served as a resource for policymakers, providing information to the White House as they prepared the report, Women and the Economy, and participating in multiple meetings with the Department of Labor to discuss the collection, analysis, and release of data. In fall 2009, IWPR Executive Director...
Barbara Gault, Ph.D., met with Tom Kalil, the Deputy Director for Policy of the White House Office of Science and Technology Policy, along with other experts to discuss the administration’s interest in launching an outreach campaign to promote science, technology, engineering, and mathematics (STEM) education. In September 2010, Dr. Hartmann participated in a six-person meeting with Vice President Joe Biden to discuss how to help reconnect middle class prosperity and economic growth.

Reaching Thought Leaders through Targeted Events

In the past year, IWPR has sponsored several key events, briefings, and conferences. In February 2010, IWPR co-sponsored a congressional briefing, “Ending Poverty, Not Welfare,” with Women for Economic Justice (WEJ) and a number of other organizations focusing on informing policymakers on the needs of women and families affected by the coming reauthorization of the Temporary Assistance for Needy Families (TANF) Act. For International Women’s Day on March 8, IWPR co-hosted a symposium and Dr. Hartmann keynoted, “Economic Security for Women: Wealth Building for Women of Color as a Strategy for Long-Term Economic Recovery.” In April, IWPR co-hosted a congressional briefing with the National Council of Women’s Organizations (NCWO), ”Making WIA Work for Women,” highlighting findings from IWPR’s briefing paper, The Workforce Investment Act and Women’s Progress: Does WIA Funded Training Reinforce Sex Segregation in the Labor Market and the Gender Wage Gap? The paper’s co-author, IWPR Study Director Ariane Hegewisch, also spoke at the briefing.

Strengthening Outreach and Dissemination

Last year, the Institute was cited more than 800 times in the media, including print and electronic newspapers, magazines, television, radio, and high and low profile blogs. IWPR research and staff were mentioned in major news outlets such as The New York Times, The Washington Post, Congressional Quarterly, the Boston Globe, the Associated Press, ABC News, NBC Nightly News, MSNBC.com, and USA Today as well as a number of business news sources, including MSN Money, The Wall Street Journal blog and MarketWatch. In particular, IWPR received over 80 press citations on Equal Pay Day in April, including a piece in CNN Money (April 20) highlighting IWPR’s updated fact sheet, "The Gender Wage Gap by Occupation,” and additional references in TIME magazine (April 20), and Newsweek (April 20). In addition to its coverage in traditional media, the Institute has continued to increase its presence in new media online. IWPR’s blog, FemChat, received a new look in 2010, and provided new policy commentary from IWPR experts.

Mothers, who are leaders from seven grassroots organizations in the Women for Economic Justice (WEJ) network, share their personal experiences with TANF at a Congressional briefing in February 2010.
Ready for 2011

Exploring Remedies for Sex Discrimination

IWPR staff, led by Study Director Ariane Hegewisch, cooperated with the WAGE Project to collect, code, and post a database on consent decrees—court-supervised employment discrimination settlements—that resulted from charges of sex, race, and/or national origin discrimination. The database serves as a critical resource for employment discrimination advocates and attorneys to strengthen remedies against discrimination. In fact, a few months before the U.S. Supreme Court heard arguments in the high-profile class action employment discrimination lawsuit against Walmart, the lead counsel for the more than one million women suing as a class requested information from IWPR about our work on consent decrees. IWPR also submitted an amicus curiae brief to the Supreme Court in support of the women filing as a class against Walmart. The brief drew on findings from the project that showed class action lawsuits are much more likely than other settlements to introduce workplace changes that can make a long term and sustained impact on discrimination. A few days before the Supreme Court heard oral arguments on the case, IWPR published, Ending Sex and Race Discrimination in the Workplace: Legal Interventions That Push the Envelope, a report that examines the effectiveness of consent decree remedies in addressing race and sex discrimination, as well as their impact on improving wages, opportunities, and working conditions for women and minorities.

Identifying Immigrant Women’s Needs

In March 2011, IWPR released, Organizations Working with Latina Immigrants: Resources and Strategies for Change, which describes the challenges facing Latina immigrants in the United States, a culmination of a major two-year study led by IWPR Study Directors Cynthia Hess, Ph.D., and Jane Henrici, Ph.D., on Latina immigrants and the organizations and congregations that work with them. Women immigrants face specific challenges: higher poverty rates than their male counterparts and greater risk of sexual, domestic, and workplace violence. To coincide with the release of this study, the Institute co-hosted two events in March that focus on the challenges facing Latina immigrants in the workplace and in their communities. Both events brought together study participants, scholars, activists, and service providers, who discussed needs and policy solutions for improving conditions for immigrant women. These events and the release of our landmark study on Latina immigrants can serve as an influential platform from which to launch renewed mobilization to create real improvements in public policy for immigrants.

Launching a New Online Research Portal on Women’s Policy Issues

In addition to these accomplishments, IWPR launched a brand new website in February 2011, which serves as an improved online portal for research on women’s policy needs. The website is central to the mission of IWPR to disseminate information and stimulate public policy debate that will ultimately lead to positive change for women and their families. IWPR has already seen the benefits of its new visually engaging homepage and easily updatable content management system, which brings our research and impact to the forefront of our web presence.
2009 Statement of Activities*

Total Revenue: $1,725,093
Total Expenses: $1,938,691

Revenue
- Foundations, $1,273,665
- Individuals, $101,055
- Other Income, $20,668
- Organizations, $329,705

Expenses
- Other Projects & Programs, $250,597
- Employment & Education, $310,506
- Poverty & Income Security, $313,500
- Admin Support, $52,782
- Fundraising, $26,328
- Work & Family, $603,050
- Democracy & Society, $381,928

*Due to IWPR's compliance with Generally Accepted Accounting Principles (GAAP) auditing standards, all revenue, even from multi-year grants, is recognized in the year received and then temporarily restricted for future use as appropriate. Funds for the following years are released from temporarily restricted net assets as expenses are incurred. This timing difference in the recognition of income and expenses can result in an apparent mismatch between income and expenses as occurred in the previous year.

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