



Institute for Women's Policy Research 2009 ANNUAL REPORT

By Ryan Koch

In January, IWPR was very pleased to have our decades of work on pay equity recognized when IWPR's president was invited to the White House signing ceremony for the Lilly Ledbetter Fair Pay Restoration Act. Then in November, the Honorable Seth D. Harris, Deputy Secretary, U.S. Department of Labor, testified on Capitol Hill in support of the proposed Healthy Families Act, which seeks to provide personal, family, and sick leave. This is a piece of legislation that IWPR played a significant role in initiating.

IWPR was also pleased to learn that our report, *Solving the Nursing Shortage through Higher Wages* (2006), which analyzes trends in nurses' pay and points to collusion as a likely cause of depressed nurse wages and an artificially induced "nursing shortage" helped make the case for thousands of nurses in Albany in March when Northeast Health agreed to a \$1.25 million settlement to raise the wages of nurses.

During 2009 IWPR's president participated in President Barack Obama's Fiscal Responsibility Summit and she and the IWPR vice president briefed the White House Council on Women and Girls on policy approaches to improving women's opportunities. IWPR consulted with the U.S. Department of Education on Title IX in July and participated in a briefing of senior Department of Health and Human Services staff responsible for public child care funding, presenting on public policy options to build and develop the early childhood sector in January. IWPR also participated in a Jobs for Justice panel on Capitol Hill that discussed the benefits of the Employee Free Choice Act.

IWPR continued to work with grassroots and policy partners to identify the most critical issue areas to apply our research expertise and supported a variety of local, state, and national social change movements with accurate information. IWPR offers reliable, high-quality analysis in five program areas: Work and Family; Democracy and Society; Poverty and Income Security; Employment, Education, and Economic Change; and Health and Safety.



(from left) Valerie Jarrett, Senior Advisor and Assistant to the President for Intergovernmental Affairs and Public Engagement, and IWPR President Heidi Hartmann, Ph.D. at the White House in December.



The Honorable Hilda Solis, Secretary of Labor, speaking at the Achieving Equity for Women Symposium in April.

Work and Family

Paid Leave

IWPR produced reports and technical assistance on paid parental, family, and sick leave for a dozen local and state campaigns, and engaged in an on-going impact study of the San Francisco paid sick days law. IWPR remains a core participant in national paid time off coalitions, including the Healthy Families Act Advisory Committee and the Multi-State Working Families Consortium. IWPR researchers also produced a report and presented findings at a Capitol Hill briefing on the proposed Federal Employees Paid Parental Leave Act (FEPPLA) that would provide four weeks of paid parental leave for federal workers. FEPPLA has already passed in the House is waiting for action in the Senate.

Comparative Work Life Policies

IWPR conducted a thorough review for the World Bank of the impact of parental leave, child care, and flexible working policies on women's employment outcomes as well as on employers in developed and developing countries. IWPR researchers have also presented on flexibility policies at conferences in Amsterdam, Paris, and London.

Early Care and Education

IWPR has been engaged for several years in a collaborative project with Cornell University and the Alliance for Early Childhood Finance, funded by the W.K. Kellogg Foundation, linking economic development and child care. The project has helped planners and economic developers support better systems of early care and education. In November, we co-hosted a conference in Washington DC for key state and federal policymakers and community leaders. IWPR has also collaborated with the Insight Center to produce a report addressing the need to increase access to child care for low-income families.



IWPR Executive Director and Vice President Barbara Gault, Ph.D., and Senior Research Associate Kevin Miller, Ph.D., discuss policy recommendations for improving quality, affordable child care.



(from left) IWPR Study Director Ariane Hegewisch and Karen Furia, National Office Coordinator, Women's Bureau, U.S. Department of Labor, speaking at "Hidden Casualties: Forum on Women's Job Losses and Job Training" held in September.



IWPR welcomes new staff (from left) Senior Research Associate Jeff Hayes, Ph.D., and Study Director Cynthia Hess, Ph.D.

Democracy and Society

Achieving Equity for Women Symposium

IWPR and the Wellesley Centers for Women convened a symposium in Washington, DC, in April, "Achieving Equity for Women: Policy Alternatives for the New Administration" and released a report in November. Symposium participants included prominent researchers, members of Congress, and policymakers from the Obama Administration, including Secretary of Labor Hilda Solis and Tina Tchen, Deputy Assistant to the President of the United States and Executive Director of the White House Council on Women and Girls. The report provides a synopsis of the main topics covered: the impact of the financial crisis on women and families, older women's economic security, early care and education, and health care reform.

Women and Immigration

IWPR's work on women and immigration, funded by the Ford Foundation, has documented the resources that congregations and nonprofit organizations offer Latina immigrant women in Northern Virginia, Atlanta, and Phoenix, and has produced an analysis of their economic, employment, and educational circumstances. IWPR Researchers have been conducting interviews with leaders of organizations, using GIS software to show the relationship of services to population density, and will produce a report and disseminate findings and recommendations.

Status of Women and Girls

Pennsylvania

IWPR produced a briefing paper for the Women and Girls Foundation of Southwest Pennsylvania. The report presents data on women's earnings, unemployment, and labor force participation in light of the recession.

Greater Washington DC Area

With funding from the Washington Area Women's Foundation, IWPR is collaborating with the Urban Institute to prepare a report on the Status of Women and Girls in the metropolitan Washington, DC area. IWPR is also providing training on data collection to the Girl Scouts and Trinity College students.

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 and IFES staff traveled to Beirut to meet with national and regional organizations, where IWPR researchers presented on our experience with participatory research and analyzing the status of women using a select set of indicators.



(from left) U.S. Representative Judy Chu, California 32nd District, and Bob Drago, Ph.D., Penn State University and Joint Economic Committee at IWPR's December Roundtable on Women and the Economy.

Poverty and Income Security

Single Mothers and Postsecondary Education

IWPR completed a project on women's access to and success in postsecondary education as a poverty reduction strategy for the Bill & Melinda Gates Foundation. IWPR produced three reports that address improving child care access and other promising programs and policies that can increase postsecondary education achievement for low-income single parents.

Older Women's Economic Security

IWPR updated data on older women's economic status and analyzed new policy options for our project on Social Security, funded by the Ford Foundation. IWPR researchers interviewed key Congressional staff, members of Congress, and high-level officials in the executive branch to discuss reforms to reduce poverty for elderly women and other vulnerable populations. IWPR recently received funding from the Rockefeller Foundation to expand our work on women and Social Security to include a new monthly Roundtable on Women and the Economy and a nationally representative survey on men's and women's economic well-being. We have also restarted our Social Security email alert on the key policy issues in Social Security and in women's retirement security more generally.

Women of the Gulf Coast

IWPR has completed two phases of our project addressing the needs of former New Orleans public housing residents. Four years after Hurricane Katrina, women who were formerly residents of New Orleans public housing state that they find themselves still "in limbo." By now most of the women have lost the little financial support they had in the post-Katrina emergency and many have been discouraged from returning to New Orleans.

Employment, Education, and Economic Change Sex and Race Discrimination in Employment

IWPR has continued its study of the effect of organizational policy changes through consent decrees in sex and race discrimination litigation. We completed a dataset of decrees, presented analysis at two conferences, and organized an expert panel. IWPR researchers are currently engaged in completing interviews with key participants in legal cases. Policymakers are eagerly awaiting our findings.

Women, Work, and the Economy

IWPR continues to serve as a primary source for information and commentary on women and the economy, the wage gap, the recession, and unemployment. Our staff and research have been cited on issues relating to women and the economy in major media outlets, including *USA Today*, *The New York Times Magazine*, *NBC Nightly News*, *Telemundo*, and many others. In addition to IWPR's regularly updated fact sheets

on the gender wage gap, we recently released a fact sheet on the disproportionate unemployment among single mother families. IWPR also released several fact sheets and briefing papers on women and the economy, including a fact sheet on occupational segregation.



IWPR Study Director Jane Henrici, Ph.D., discusses the gender wage gap on *Telemundo*.

As investment in and training for green jobs has become a central plank of the stimulus package, IWPR initiated discussion with the Department of Labor (DOL) and organized an event on job losses and training needs for women in manufacturing, which featured a representative from the DOL's Women's Bureau. With new funding from the National Science Foundation, IWPR will evaluate workshop materials produced by the Girl Scouts of the USA to encourage minority girls to enter Science, Technology, Engineering, and Math (STEM) fields.

Health and Safety

Much of IWPR's work on access to paid sick days and job quality carries implications for women and public health. IWPR has been in conversation with the Centers for Disease Control and Prevention about their National Public Health Initiative on Diabetes and Women's Health addressing the intersection of socioeconomic status and race with chronic disease and disability. We've also initiated conversations with other experts to assess key research gaps in addressing violence against women in the United States.

IWPR Finance Report

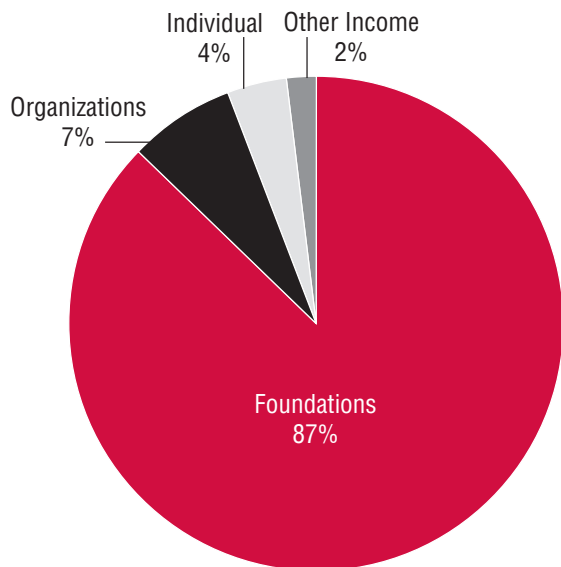
IWPR 2008 Audited Financials

Statement of Activities

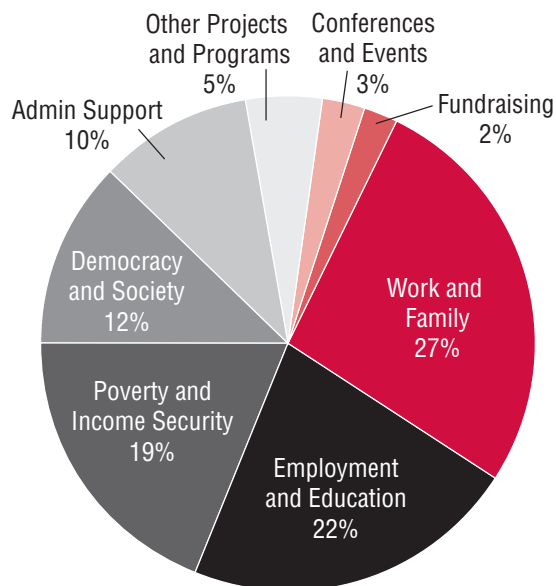
Total Revenue: \$2,296,288

Total Expenses: \$1,770,775

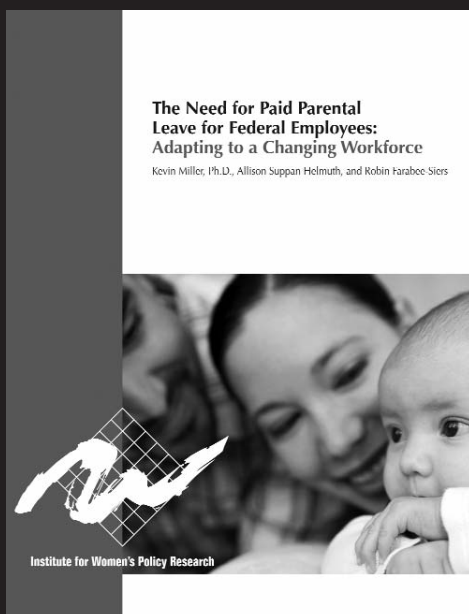
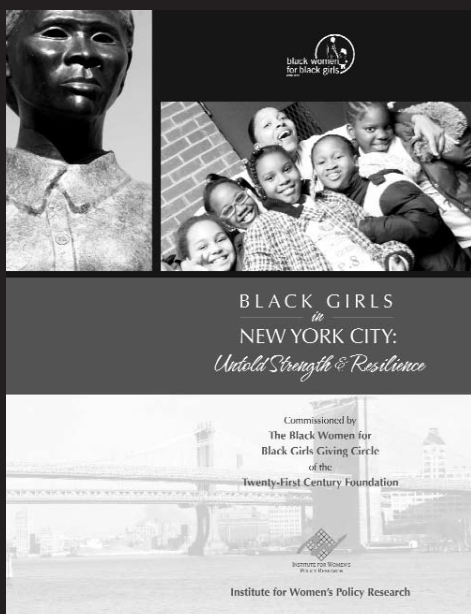
REVENUES



PROGRAM EXPENSES



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