



Nia actions for reproductive justice

Impact Report





Standing up for reproductive rights

In spring 2023, when the *Dobbs v. Jackson* case was before the Supreme Court, the Nia team knew that *Roe v. Wade* and the future of women's reproductive rights were at stake. In our scheduled company engagement calls, we asked many of our portfolio companies how they were prepared to lead in the event that the Supreme Court overturned *Roe v. Wade*. None of the companies we reached out to had a plan or a strategy in place. In fact, none of them appeared to have thought about this case as an actionable event. By engaging early, Nia started the conversations to get reproductive justice on managements' radar, especially important for companies with employees in states where reproductive health care was threatened.

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Internally, at Nia, and with our partners at Whistle Stop Capital,¹ we discussed the ramifications of such a decision on the lives of women and girls in the United States, as well as the potential ripple effects around the world. Since corporations provide most of the healthcare in the United States, this event was a clear opportunity for companies to show leadership. We knew we needed to call on our portfolio companies to step up and provide access to reproductive care for their employees if the Federal government was not going to lead on this issue.

The Dobbs decision was announced on a Friday in June, overturning *Roe v. Wade*, leaving millions of Americans without access to abortion care. By the following Tuesday, the Nia team had letters out to portfolio companies with employees operating in red states.

¹ Nia partners and contracts with Whistle Stop Capital, a consultancy that assists investors in assessing, and addressing, environmental, social and corporate governance (ESG) topics. Nia and Whistle Stop work together to strengthen long-term investment returns by pursuing improvements in social and environmental practices within Nia investment portfolios.



Nia is delivering sustained attention for this vital issue

Nia made bold requests of our companies—asking them to lead on this issue. We asked them to share the following:

- 1** The ways in which the company will ensure the same quality of care for its employees, regardless of gender and location.
- 2** The current reproductive health, maternal health, and family support provided by the company.
- 3** The company's public stance, if any, in response to the ruling.
- 4** The process the company is following in order to assess its next steps in relation to abortion access.
- 5** Other ways in which the company participates in supporting access to reproductive health care and gender equality.

We then followed up with phone calls and video conference meetings where companies shared amendments to their healthcare policies, including allowing for travel and other actions they were taking.

A year later, we have reached out to our portfolio companies again, asking for updates on how their company policies and practices have shifted in the last year with regards to attacks on reproductive care. We are in the middle of our follow up calls now and are proud of the ways many of the Nia portfolio companies are standing up, implementing travel policies, issuing reimbursements, and defending equal rights.

This month marks a year since the Supreme Court issued the Dobbs decision. Since last June, fourteen states have banned most abortions, and another eleven states severely limit abortions, leaving millions of women and girls with few legal, safe, or accessible options for reproductive care. In some states, ordinary citizens are being deputized to enforce the laws against abortion, with monetary incentives to do so.





Devastating health and economic outcomes

This attack on human rights is not only having devastating health outcomes for women and girls, the decision is impacting economic growth. Numerous studies have shown that when women have access to legal abortion they have improved economic and social outcomes. As the case was made by 150+ economists in an amicus brief: “Studies show that in addition to impacting births, abortion legalization has had a significant impact on women’s wages and educational attainment, with impacts most strongly felt by Black women.”² This decision is disproportionately harming women of color and low income families.³

A 2020 study by the Institute for Women’s Policy Research found that abortion restrictions cost state economies an estimated \$105 billion per year, which is a result of women leaving the workforce and their education to care for children. The study also projected that if state-level abortion restrictions were eliminated, 500,000 more women would enter the labor force, resulting in a contribution of approximately \$3 billion dollars in earnings each year.⁴



Also important to note is that none of the states restricting abortion offer any paid family leave. Of the states where abortion remains accessible, only 13 offer paid family leave. The combination of mandated birth and state neglect can have grave health consequences. A 2020 Commonwealth Fund study found that in states that limit abortion access, maternal mortality rates were 62% higher than in states where abortion access was accessible.⁵

² https://www.supremecourt.gov/DocketPDF/19/19-1392/193084/20210920175559884_19-1392bsacEconomists.pdf

³ <https://www.clasp.org/blog/a-year-after-dobbs-people-with-low-incomes-and-communities-of-color-disproportionately-harmed/>

⁴ forbes.com/sites/alisondurkee/2022/06/25/overturning-roe-v-wade-heres-how-abortion-bans-will-hurt-state-economies-and-thegdp/?sh=35d5a01c3c6d ⁵ <https://www.nbcnews.com/health/health-news/abortion-restrictions-higher-maternal-infant-mortality-rcna615852>



Nia supports women in leadership

When more women are empowered to lead, everyone benefits. Decades of studies show women leaders help increase productivity, enhance collaboration, inspire organizational dedication, and improve fairness. Most importantly, when women lead, they are at the table to make policy decisions that reflect their needs and priorities.

Increasing women's representation in leadership has been, and will continue to be, a priority at Nia. Our investment process, our hiring practices, and our giving approach are all strategies to support women's leadership.

The nonprofit organizations we support are doing important work to protect and expand access to reproductive health, advocate and mobilize for political change, and develop the next generation of women leaders. These include:

**girls
inc.**

Girls Inc. encourages girls to be "Strong, Smart, and Bold," equipping them with the skills to navigate through economic, gender, and social barriers and become independent women.

IGNITE

POLITICAL POWER IN EVERY YOUNG WOMAN

IGNITE provides sustained civic engagement and political leadership training to young women to become the next political leaders.

**Planned
Parenthood®**

Care. No matter what.

Planned Parenthood provides reproductive and sexual healthcare, and sexual education in the United States and globally.



ultraviolet

Ultraviolet is a national advocacy organization that drives feminist cultural and political change to improve the lives of women through people, power, and strategic advocacy.

There is hope.

After Roe v. Wade was overturned, voters in Michigan, California, and Vermont helped enshrine abortion rights in their state constitutions. Governors in states such as Nevada, Hawaii, and Pennsylvania have signed executive orders to protect abortion access. As the Supreme Court struggles to implement policies that make sense for women and families across the U.S., Nia stands ready to raise our voice, to call on companies to lead, and to expand leadership for women across all areas of policy making, from board rooms, to elected office, to executive office.



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