

**FUTURE
FORWARD
WOMEN**



20
25

OUR YEAR OF
IMPACT
momentum & possibility

+ 2026 LOOK AHEAD 

ABOUT FUTURE FORWARD WOMEN

Future Forward Women partners with elected officials, high-impact organizations, catalytic leaders, and everyday citizens to **grow women's leadership and advance women- and-family centered policies**—moving them from vision to scale through evidence-based research, design-driven innovation, and model legislation adopted across the states.



*Shaping
the Future
of Policy,
Power, and
Possibility.*

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LETTER FROM THE DIRECTOR

Dear Friends,

I have to be honest—launching a new organization one month into a new Administration was much harder than I'd anticipated. It felt counterintuitive to the moment.

Although I had incubated the idea for more than a year at the New York Women's Foundation, by the time we launched, the context had fundamentally changed.

The political landscape was shifting, the field was recalibrating, and attention and resources were constrained—limiting the appetite for experimentation just as it was most needed.

And yet, that was exactly why this felt like the right moment to begin.

Periods of upheaval often push us toward defense and caution. But progress has always required imagination, courage, and a willingness to build forward, even when the path is uncertain.

Future Forward Women was launched with that conviction: that women and families deserve not only protection, but possibility—and that women leaders with the power to govern can design policies that strengthen families, expand opportunity, and safeguard our democracy when they are supported with rigorous research, meaningful connection, and space to imagine what's next.

In our first year, we've seen this belief take shape—through groundbreaking research, collaboration with thousands of leaders, and a growing community rooted in trust and shared purpose.

Looking ahead, I feel real momentum. The winds are shifting, the smoke is clearing, and we can see more clearly what this moment requires—and what is possible. I'm confident the work ahead will be defined not by what we are reacting to, but by what we are building together.

With much gratitude,

Nicole



A NOTE FROM ADELINE

MANAGING DIRECTOR,
FONDATION CHANEL

FFW ADVISORY NATIONAL BOARD
OF ADVISORS MEMBER



At a time when policies that shape the lives of women, girls, and gender-expansive people are being rolled back, many organizations have focused—bravely and necessarily—on defending hard-won progress. That work matters deeply. **Yet I believe this moment calls for more than defense; it requires leadership capable of designing and building what comes next.**

Under Nicole's strategic and forward-looking leadership, Future Forward Women has emerged as a distinct force in this landscape.

The organization does not simply convene or advocate—it **integrates rigorous research, policy design, leadership infrastructure and amplification, and narrative change to help leaders move their boldest and most audacious ideas into action.**

By bringing together women and leaders with the authority to govern and the insight of lived experience, Future Forward Women enables the crafting, advancement, and scaling of policies that strengthen families, expand opportunity, and deliver lasting systems change.

This is work intentionally designed for durability, not short-term wins.

Serving on the Board of Advisors of Future Forward Women reflects my belief that sustained change requires not only ideas but the leadership and infrastructure to translate vision and strategy into measurable, democratic outcomes.

For me, especially in this moment of upheaval and uncertainty, it also means choosing hope, possibility, and momentum.

Above all, it has been an invitation to stand with a growing community committed to building a more just and lasting future for women, girls, and families—and to strengthening the democratic foundations that make that future possible, together.

OUR NATIONAL PARTNERS

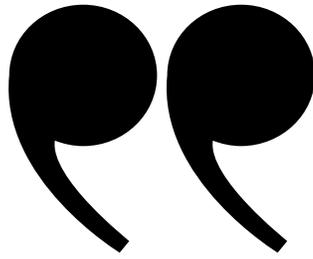
Future Forward Women works in close partnership with a diverse network of national organizations, research institutions, and policy leaders who share a commitment to advancing women's power and family economic security.

Our national partners include **Vote Run Lead**, **Policy Link**, and **The Institute for Socioeconomic Inclusion** at George Washington University.

Together, we align research, policy strategy, and on-the-ground expertise to test innovative solutions, share resources, and accelerate the adoption of women- and family-centered policies across states.

These partnerships strengthen our work by expanding reach, deepening rigor, and ensuring that bold ideas translate into durable, real-world impact.





At the **Institute for Socioeconomic Opportunity** at George Washington University, we believe research should do more than describe problems—it should actively shape and drive solutions. Our partnership with Future Forward Women reflects that conviction.

Together, we co-lead research, test innovative policy strategies, and convene high-impact leaders to examine what works—and what's next.

By creating shared intellectual space at the intersection of academia, policy leadership, and real-world practice, we are bridging evidence and action in ways that strengthen women, families, and communities—and expand opportunity.

Our collaboration equips leaders to act, expands opportunity, and drives long-term systems change.

PARTNER VOICE



WENDY ELLIS, PhD
**Institute for Socioeconomic
Opportunity**

20 **IMPACT** 25 BY THE NUMBERS



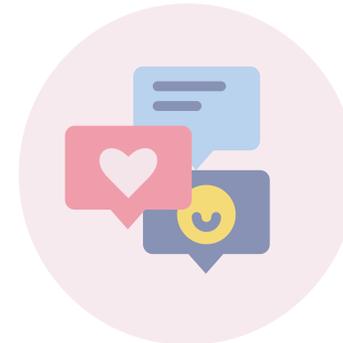
100K

Analyzed more than 100K of data related to women-and-family friendly policies



41.7m

Audience and Network Reach with our research and commentary



210K

Social media views and engagement



the Skimm



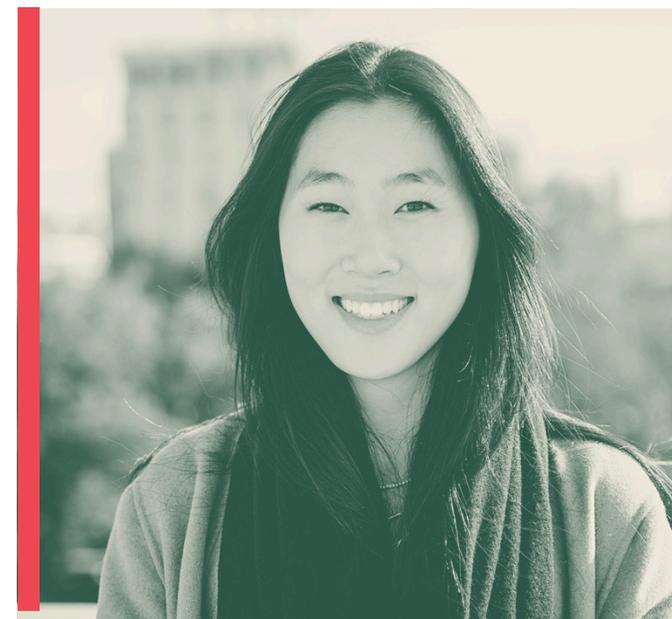
20+

News outlets featured or amplified our research



50K+

Individuals and organizations shared or read our reports and commentary

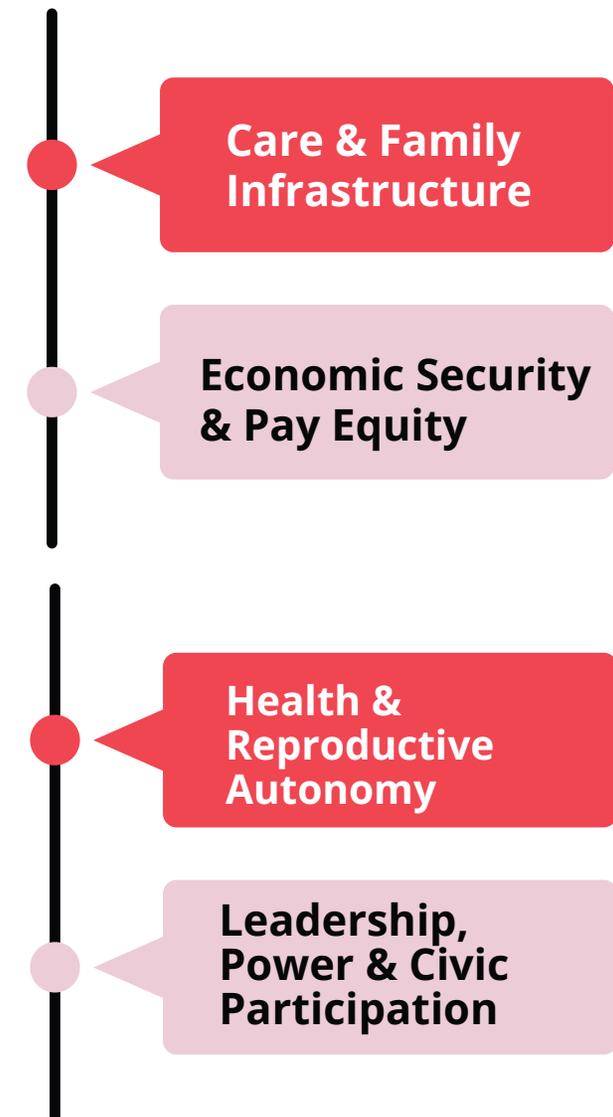


OUR POLICY PRIORITIES

Our research shows that women's outcomes are strongest in states that have adopted a comprehensive bundle of women- and family-friendly policies—from childcare and paid leave to pay equity and reproductive rights.

States scoring highest in Future Forward Women's Power and Influence Index consistently **see higher earnings, greater labor force participation, better health and educational outcomes, and increased civic engagement and political influence among women.**

WOMEN AND FAMILY FRIENDLY POLICIES



Women's power and well-being are not driven by single policies, but by policy ecosystems.



**OUR WORK
AND
PROGRAMS**

Legislative Exchange and Innovation Lab

We partner with elected officials and leaders to co-design, pass and advance women-and-family centered policies in the states.

By connecting research to governance, and vision to action, we ensure that every policy reflects both empirical evidence and the lived experiences of women, families, and communities.



HOW WE DO IT



Analyze and Map the Landscape

Assess state policy environments to identify gaps, opportunities, and scalable models



Design and Co-Create Solutions

Partner with policymakers and advocates to develop model legislation and evidence-based strategies tailored to local contexts.



Test and Implement

Pilot innovative approaches, provide technical assistance, and evaluate what works to ensure effective and inclusive policies.



Build the Public Will

Shift attitudes and expand support for women- and family-centered policies through data-informed narratives and strategic communications.



Scale What Works

Share proven tools, learnings, and policy models across states to accelerate replication and nationwide impact.

UPCOMING



2026

DESIGN LAB



TIME FOR CARE

A Blueprint from New Mexico: How States Can Build Universal, Durable Child-Care Systems

In partnership with **Vote Run Lead**, this strategy-focused policy design webinar goes inside this historic achievement and outlines how other states can build universal, durable, and equitable child-care systems of their own.

It will offer a serious look at both the achievement and the path forward—and the strategic policy architecture states will need to replicate it.

MacArthur Genius Fellow and Director of Caring Across Generations, **Ai-Jen Poo**, and **Elliot Haspel**, author of *Raising a Nation*, *Vote Run Lead*, President/CEO Erin Villardi, and legislators from New Mexico and Kentucky will join the session.



RESEARCH

6K+

DOWNLOADS OF OUR
REPORTS AND BRIEFS

**Future Forward Women
conducts rigorous research and
policy analysis to drive
innovative policy solutions and
strategies.**

Our work maps programmatic
and policy gaps and **deepens
understanding of the
economic, social, political, and
health conditions shaping the
lives of women and families—**
equipping leaders with the
insights needed to advance
durable, women- and family-
centered change.

FUTURE FORWARD WOMEN

U.S. WOMEN'S POWER AND INFLUENCE INDEX



A state-by-state ranking
of where women have the
most and **least** power

+ 2025 STATUS UPDATE

By C. Nicole Mason, PhD

**FUTURE
FORWARD
WOMEN**

FUTURE FORWARD WOMEN

NOVEMBER 2025 | POLICY BRIEF

New Mexico Launches Universal Child Care:

The Nation's First Universal Child-Care Program Will Cut Costs for Families, Boost Women's Labor-Force Participation, and Strengthen the Workforce.

BY C. NICOLE MASON, PhD

Beginning November 1, 2025, New Mexico will make history as the first state in the nation to offer fully universal, no-cost child care for every family—regardless of income, location, or employment status. Under the new system, families with children under age 13 will pay nothing for licensed or registered care, saving an average of \$12,000 per child each year.

New Mexico Redefines How States Invest in Care, Families and the Economy

The initiative represents a landmark shift in state governance and economic policy: child care, long treated as a private burden, is being recognized as an essential public good.

Families with children from birth through age 13 will pay nothing; the state reimburses licensed or registered providers directly. That makes it the only state where child care functions like public education—free, universal, and funded as a right.

The program's \$600 million annual budget—an increase of roughly \$130-150 million over current levels—is financed through constitutionally protected trust funds, ensuring long-term sustainability without raising taxes.

Early outcomes from New Mexico's prior expansions already show promise

Between 2021 and 2024, broader access to affordable care lifted an estimated 120,000 residents above the supplemental poverty line, particularly among single mothers and low-income families.



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FUTURE FORWARD WOMEN U.S. WOMEN'S POWER AND INFLUENCE INDEX

TEXAS



NATIONAL RANKING AND STATUS REPORT

National Ranking

#45

A Measure of
Women's Power and
Influence Across
Health, Economic
Well-Being, Political
Representation, and
Policy

New Research

»»» 2026

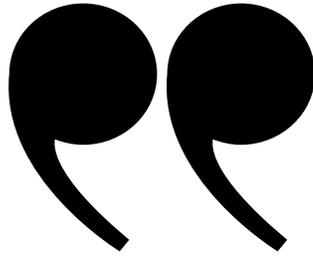
SHAPING POWER, SHAPING THE FUTURE NATIONAL LEADERSHIP & GOVERNANCE SURVEY & STUDY

Developed by Future Forward Women (FFW) in partnership with **Vote Run Lead** and the Institute for Socioeconomic Opportunity at **George Washington University**, the NLGS is the first comprehensive study of women elected officials in the United States designed to capture the full ecosystem of leadership — from personal values and legislative practice to institutional care and long-term sustainability.

The study seeks to understand how values-driven leadership and care-centered governance shape policy outcomes and help build a stronger, more resilient democracy



Study Launch	August 2025
Field Research	January 2026
Release of Findings	Fall 2026



Our partnership with Future Forward Women brings rigorous research and practical policy insight directly to the women legislators we support across the states.

Grounded in a shared vision to build women's power and influence in all 50 states, our partnership represents a strategic investment in transformative leadership and evidence-based policy innovation designed to deliver durable, statewide impact.

By pairing FFW's original research and policy expertise with Vote Run Lead's national network, we are helping elected women leaders design and pass evidence-based, scalable women- and family-centered policies—advancing women's economic security, caregiving supports, and family well-being nationwide.

PARTNER VOICE



ERIN VILLARDI

Vote Run Lead

THOUGHT LEADERSHIP

1000+



In 2025, we gathered with more than 1000 domestic and global leaders, in the U.S. and abroad to share our work, vision, and strategize about building a more inclusive democracy, women's power and influence, and policy change.

Convenings included **the Skoll World Forum**, **the Women Moving Millions Summit**, **the Clinton Global Initiative Annual Summit**, **Feminist Funded**, **Women's Funding Network**, and **Meet the Moment** hosted by the Meteor, among others.



OUR LAUNCH

February 2025

Future Forward Women officially launched on May 8 —International Women’s Day—with a landmark convening at the Brooklyn Museum, in partnership with The Meteor at its **Meet the Moment** event.

More than 400 women leaders, organizers, and partners gathered for the event, which also marked the release of FFW’s inaugural report, the U.S. Women’s Power and Influence Index.

At the event, FFW President and CEO **C. Nicole Mason** joined **Jen Klein**, former Director of the White House Gender Policy Council, and **Versha Sharma**, Editor-in-Chief of Teen Vogue, for a dynamic conversation.

The discussion focused on building women’s power, advancing fresh policy strategies, and what it will take to win durable gains for women and families across all 50 states.



ACKNOWLEDGEMENTS

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