Dear Friends and Supporters:

Reflecting on FY 2015, CWEALF made an incredible difference in the lives of women and girls through our direct service programs, education and workforce projects, and groundwork for significant public policy reforms. **All of this was possible with vital support from you, our donors and supporters.** As you read more, we know you will be convinced of the importance of CWEALF’s work to promote equal opportunities for women and girls and inspired by the impact we are having on their personal and professional lives.

**Thank you,**

Alice Pritchard

---

**Honoring Female Leaders Who Make a Difference**

Our 2014 “One Woman Makes a Difference” Annual Awards Dinner celebrated the accomplishments of four amazing women that have worked tirelessly to make Connecticut a better place for women, girls and their families. Congratulations and thank you to these distinguished honorees:

- Jennifer Gerarda Brown, Dean of the School of Law, Quinnipiac University
- Yvette Melendez, Vice President of Government and Community Alliances, Hartford HealthCare
- Lori Pelletier, Executive Secretary-Treasurer, AFL CIO CT
- Sandra Trevino, Executive Director, Junta for Progressive Action

---

**40 Women for the Next 40 Years Changing the World**

The “40 Women for the Next 40 Years” awards ceremony was held in May 2015 and celebrated CWEALFs’ 40th anniversary and honored the women who will build opportunities for other women in Connecticut into the future. Nominees ranged in ages from 16 - 40 and demonstrated exemplary leadership and a commitment to their community. All nominees were chosen by a selection committee featuring accomplished leaders and partners of both CWEALF and Day Pitney LLP. You can read about all of these wonderful young women changing the world at www.cwealf.org.

---

“I really enjoyed the Girls & STEM Expo! …it was a great program and I’m glad I had the opportunity to participate!” - Sophie, J. Winthrop Middle School

Visit www.cwealf.org for more about these amazing women!
Legal Education Program

Information & Referral (I&R) | Advocacy | Community Education

The Legal Education Program, which provides free and accessible legal information, is CWEALF’s longest running program. Through Information & Referral (I&R), Bilingual Community Advocacy, and Community Education, CWEALF seeks to empower women to independently navigate legal, educational, and social service institutions. With access to the appropriate tools and knowledge, clients move beyond their current obstacles towards an improved life for themselves and their families.

To ensure our services are accessible to a broad range of individuals, CWEALF does not have eligibility requirements. Many of these clients do not meet the income guidelines necessary to receive free legal services, yet are still unable to afford an attorney. Because the legal services system in Connecticut is in overwhelming demand, CWEALF fills a critical gap in the legal justice system by providing services to low-income women who may not be able to obtain assistance anywhere else, completely free of charge.

This past year we entered a formal partnership to better serve low-income individuals, primarily Spanish-speakers, in the Hartford region. “I Heart Justice” is a collaboration funded by the Hartford Foundation for Public Giving among CWEALF, Statewide Legal Services, and the CT Alliance for Basic Human Needs, and makes free legal information more easily accessible to those who need it most.

Our work would not be possible without your help! Because of donors and supporters, CWEALF’s Legal Education Program served over 1,200 clients across the state this past year through our Information & Referral service (I&R), our Bilingual Community Advocate, and our Community Education Workshops. This infographic gives you an overall picture of our Legal Education Program’s work and impact across Connecticut.

Community Education Program

In addition to I&R and Community Advocacy, CWEALF provides education to service providers, parent groups, and community organizations, to name a few. CWEALF educates the community through presentations ranging from a general overview of CWEALF’s services to more in-depth workshops on divorce, sexual harassment, pregnancy rights, or child support. Through these presentations, we help those clients who need more extensive assistance in a setting that is personal and accessible to them.
CWEALF’s role within the community would not be possible without the dedication and efforts of attorneys in the Cooperating Attorney Program. We cannot thank the following attorneys who took calls from clients throughout the 2011 – 2012 year:

I & R Volunteers
Worked **1200+ Hours**
& Answered **100s of Calls**

"CWEALF is a great non-profit organization to volunteer for. I am thankful for the opportunity to give back to the Hartford community by providing legal information through the I&R Service."

— Rayane Azevedo, I&R volunteer

## Cooperating Attorneys

CWEALF’s role within the community would not be possible without the dedication and efforts of attorneys in the Cooperating Attorney Program. Thank you to the following attorneys who helped clients this past year:

- Daniel Adelman
- Jared M. Alfin
- Seth Arnowitz
- Aida Arus
- Mary Badoyannis
- Ronald J. Barba
- Lisa M. Barry
- Renee C. Bauer
- Jill D. Bicks
- Adrienne L. Billings-Smith
- Kelly Bodie
- Corrine A. Boni-Vendola
- Cheryl A. Canino
- Cynthia Cartier
- Kristen Centre
- Jeannette T. Chambers
- David Cohen
- Judith Cosenza
- Kieran Costello
- Cynthia Crockett
- Shari-Lynn Cuomo Shore
- Bruce W. Diamond
- Phyllis M. DiCara
- Teresa M. DiNardi
- Gailink Dumont
- Deborah R. Eisenburg
- Kathleen Eldergill
- Thomas Esposito

- Tamra J. Evans
- Shanique Fenlator
- Robert Fiedler
- Linda Francois
- Marguerite Friar
- John Gale
- Myrna Gans
- Paul A. Garlinghouse
- Joseph Garrison
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- Monica Harper
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- Renee Redman
- Emily S. Riordan Lucibello
- David Rosen
- Judith Rosenberg

- Livingston, Adler, Pulda, Meiklejohn & Kelly, P.C.
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- Lindsay Savona
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- Ronald Scott
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- Leslie Silva
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- Joan B. Sinder
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- Anita Visentin-Perito
- Frederick Ward II
- Rachel D. Widmer
- Kenneth Wieland
- Shari-Lynn Cuomo Shore
- Brian Young
- Thomas Young

Thank You
Research & Evaluation

CWEALF Provided Expertise and Collaborated With Community Partners

CWEALF was honored to lead community collaborations and provide research and evaluation expertise to a range of important partners in 2014-2015 including:

- AAUW Tech Savvy
- Aurora Foundation for Women and Girls
- Board of Regents
- City of Hartford Department of Health and Human Services
- Connecticut Coalition Against Domestic Violence (CCADV)
- Connecticut Department of Education Academic Office
- CT Innovations
- CREC
- Hartford Consortium for Higher Education
- Middlesex Community College Center for New Media
- Office of Workforce Competitiveness
- The Workplace
- Workforce Solutions Metro Hartford Alliance for Careers in Health Care (MACH)

Hartford Teen Pregnancy Prevention Initiative (HTPPI)

The Hartford Teen Pregnancy Prevention Initiative completed its final year of CDC funding. From 2010 to 2015, the initiative and its community partners have provided evidence-based sexual health programming to over 2200 young people ages 10 – 24, clinical services to over 6600 people ages 13 – 19, and community education activities to approximately 7,800 Hartford residents.

Due to this work, the Hartford teen birth rate decreased 40% (from 15.3% in 2010 to 9.7% in 2014).

According to the analysis of evidence-based sexual health programming over the past five years (led by CWEALF), youth who attended sexual health programming were

- more likely to intend to abstain from unwanted sex or sex without a condom
- more confident and knowledgeable about effective condom use, and
- more aware of their legal rights to obtain birth control, STI testing and treatment without parental consent.

This past year, the Hartford Teen Pregnancy Prevention Initiative (led by Hartford Department of Health and Human Services) has obtained a new five-year grant to continue its efforts in Hartford from the Office of Adolescent Health. The new grant seeks to reduce teen birth rates in Hartford by an additional 10% by 2020. CWEALF has partnered with Institute for Community Research to evaluate the new grant’s progress.
Generating Girls Opportunities (G²O) is an initiative aimed at expanding educational and career opportunities for women and girls in STEM (science, technology, engineering, and math). 2014-2015 marked G²O’s twelfth year serving middle and high school girls across Connecticut. The program achieves its mission primarily through Girls & STEM Expos, a series of one-day events held on college campuses to spark girls’ excitement and understanding of opportunities in STEM. Girls participate in hands-on activities and team challenges, while interacting with female STEM professionals. We are well on our way to shifting the statistics in favor of women in STEM careers!

A critical component to the G²O program is connecting girls with STEM professionals and organizations that introduce them to new and exciting topics in STEM. G²O partnered with Ocean Exploration Trust who introduced girls to the world of deep sea exploration through a fun activity in which students created their own Remotely Operated Vehicles. They also presented a teacher workshop to introduce their new curriculum designed to bring the excitement of ocean exploration in the classroom. Women’s Transportation Seminar introduced students to the world of engineering design by having them compete in teams to build structures from food cans and boxes. Having these role models present at our Expos allows the girls to see themselves represented in fields where they may otherwise feel out of place.

Another key accomplishment this past year was the enhancements to the G²O website, including the development of a mobile site to appeal to our younger female audience. A new section was added to the website to include an extensive amount of college and career resources related to STEM. Girls can find activities, career information, contests, events, scholarships, articles, bios of women in STEM professions, and much more. Each month, the website features a different STEM career that girls can learn more about. Our goal is to provide students with information and resources to keep up their excitement following our Expos and encourage continuous learning and exploration of STEM opportunities! Check out the G²O website at www.girlsopp.org.

Our work in serving girls would not be possible without the support of our volunteers. We had over 20 volunteers whose passion and enthusiasm helped make our Expos a success. Volunteers assisted with every aspect of the Expo including registration, setup, photography, hands-on activities, and more!

2014-2015 Girls + STEM Expos Recap

With YOUR help, we served...
592 girls & 75 teachers from 37 schools across Connecticut, including New Haven, Waterbury, Manchester, New Britain, Hartford, and New London!

Because of YOU, we...
hosted 6 Expos, 2 High School and 4 Middle School!
facilitated 57 STEM related hands-on student workshops!
offered 6 teacher workshops with countless resources brought back to the classroom!
introduced girls to 20 local STEM businesses!

75% of girls had an increased interest in STEM after attending a Girls + STEM Expo!

We think that this event has definitely made a huge impact on our lives. This experience was very different from other events we have been to... Our favorite part of the day was the egg drop activity... because we got to work as a group to create protection for our egg. If we could go on this trip every year, we definitely would!

- Hailey-Mae, Lexa & Liz, Pawcatuck Middle School
Public Policy & Advocacy

As one of the oldest women’s rights organizations in the country, CWEALF serves as a vital resource to women and policymakers in Connecticut. Our 2015 legislative agenda centered on

- increasing the economic success of women and their families through supportive workplace policies and job training opportunities, and
- increasing women’s access to justice by preventing discrimination and promoting fair access to legal and reproductive rights.

CWEALF continued to chair the Connecticut Campaign for Paid Family Leave, which celebrated the bipartisan approval in the Labor and Appropriations Committees of the first paid family and medical leave bill introduced to the state’s General Assembly. In 2016, the Campaign plans to build on this momentum by continuing to advocate for Connecticut to become the fourth state in the country to pass paid leave.

The Campaign for a Working Connecticut (CWCT), led by CWEALF, advocated for a state budget that secured funding for several workforce initiatives to help strengthen a competitive workforce. CWCT also supported measures to reduce barriers preventing workers across the state from obtaining employment, including the expansion of education and training programs to help fill middle skill jobs.

Victory Alert! Two of the largest victories for women in the workplace were passage of:

- Public Act 15-56 extends the same protections from harassment and discrimination to unpaid interns, and
- Public Act 15-9 prevents employers from pay secrecy practices.

Victory Alert! The passage of Public Act 15-249 establishes a definition of “domestic worker” so that domestic workers will be afforded protections unavailable to them under current law, affirming that sexual harassment and discrimination are intolerable in all industries.
Public Policy & Advocacy

ACCESS TO JUSTICE

As part of the Family Law Working Group, CWEALF advocated for the establishment of an expeditious judicial process for non-adversarial dissolutions of marriage and collaborated with legal services to successfully block one provision of legislation that would have created unfair burdens for recipients of alimony following cohabitation.

CWEALF advocated for increased support and protections for those affected by human trafficking, domestic violence, and campus sexual assault. CWEALF testified in favor of measures to increase support for women and families who have been affected by or victims of human trafficking. In 2016, CWEALF will continue to advocate for legislation providing additional protections for victims of domestic violence and campus sexual assault.


CWEALF worked with partners to achieve a modernization of the process by which Connecticut’s transgendered population can change the gender designation on their birth certificates.

Governor Malloy and others celebrate the signing of PA 15-132-An Act Concerning Birth Certificate Amendments

LEGAL ADVOCACY

To advance women’s rights on a national scale, CWEALF signed on to several “friend of the court” briefs concerning sexual harassment in schools, reproductive choice, and most notably marriage equality in the landmark Obergefell v. Hodges case.

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Connecticut Education Association
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Rome McGuigan
Alyssa Rose
Beth Rosen
Judith Rosenberg
Stephanie Ross
Nicole Rathgeb
Debra Rue & James Ruel
Carmel Ruotolo
Sarah Russell
Arnold Rukin
Laurie Sablak
Shirley Bysiewicz Legacy Society

Shirley Bysiewicz, tenured Professor and long-time law librarian at the University of Connecticut Law School, was one of CWEALF’s founders and the first President of CWEALF. By joining the Legacy Society bearing her name, friends of CWEALF will help ensure that Shirley’s goal of advancing the rights of women will continue. Membership to this society is open to those who have included CWEALF in their wills and other estate planning. Please call us if you would like to be a part.

Anonymous (1)
Tracy Carroll
Nancy Caroline Dart
Jennifer Meligonis DeJohn
Adell Donaghue and Jane Rothchild
Susan Titus Glascoff
Tim Hazen

The Society is proud to have the following members:

Anonymous (1)
Jennifer Jaff*
Jessie Potter Kingston and Jim Kingston
Jami P. Poquette*
Alice Pritchard
Catherine Roraback*
Mary R. Stewart

*deceased

Gifts Made in Memory of:
Beatrice Rupp Boston
Jane E. Daley
Professor Catherine Havens
Jennifer Jaff
Annie Joseph
Ruthann Lobo
Cleo & George Meglignis
Sam Parcelli
Ruth Pulda
Julie Tashjian
Sister Lucille Wertz

Gifts Made in Honor of:
Jennifer Brown
Andrea Kellar
Dan Livingston
Yvette Melendez
Alice Pritchard & Dana Bugl
Howard Riklin
Carolyn Marcella Sergi

“ As a female technology leader and recruiter, volunteering at STEM events for CWEALF is a huge opportunity for me to encourage girls to learn more about science, technology, engineering, and math. Members of the staff at CWEALF are always excited and energized at these events and work very hard to provide a good level of exposure to these girls about STEM, with a healthy dose of fun.”

- Stacy Brusa, Volunteer (Stacy’s years of volunteering at Expos lead her to join CWEALF’s Board of Directors.)
## Financials

### Support, revenue and other gains

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<thead>
<tr>
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<th>FY 2015</th>
<th>FY 2014</th>
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**Net assets released from restrictions**

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<td>320,644</td>
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</tbody>
</table>

**Total unrestricted support and revenue**

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$1,077,608</td>
<td>$1,138,627</td>
</tr>
</tbody>
</table>

### Expenses:

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and benefits</td>
<td>$602,576</td>
<td>$625,009</td>
</tr>
<tr>
<td>Consultants</td>
<td>264,538</td>
<td>400,438</td>
</tr>
<tr>
<td>Delegate agencies</td>
<td>166,333</td>
<td>-</td>
</tr>
<tr>
<td>Office expenses</td>
<td>21,800</td>
<td>126,253</td>
</tr>
<tr>
<td>Fundraising events</td>
<td>8,323</td>
<td>26,286</td>
</tr>
<tr>
<td>Depreciation</td>
<td>19,968</td>
<td></td>
</tr>
</tbody>
</table>

**Total expenses**

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$1,063,570</td>
<td>$1,198,044</td>
</tr>
</tbody>
</table>

### Increase in unrestricted net assets

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$14,038</td>
<td>$(59,417)</td>
</tr>
</tbody>
</table>

### Changes in Temporarily Restricted Net Assets

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation grants</td>
<td>328,983</td>
<td>329,194</td>
</tr>
<tr>
<td>Dividends and interest</td>
<td>24</td>
<td>12,566</td>
</tr>
<tr>
<td>Gain (loss) on investments</td>
<td>22,114</td>
<td>32,316</td>
</tr>
</tbody>
</table>

**Net assets released from restrictions**

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(357,593)</td>
<td>(320,644)</td>
</tr>
</tbody>
</table>

**Increase in temporarily restricted net assets**

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$(6,472)</td>
<td>$53,432</td>
</tr>
</tbody>
</table>

### Changes in Permanently Restricted Net Assets

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Change in Net Assets**

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$7,566</td>
<td>$(5,985)</td>
</tr>
</tbody>
</table>

**Net Assets – Beginning of Year**

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$688,906</td>
<td>$694,891</td>
</tr>
</tbody>
</table>

**Net Assets – End of Year**

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$696,472</td>
<td>$688,906</td>
</tr>
</tbody>
</table>
ONE Woman Makes a Difference

Thank you for making a difference!
We think that this event has definitely made a huge impact on our lives. This experience was very different from other events we have been to... Our favorite part of the day was the egg drop activity...because we got to work as a group to create protection for our egg. If we could go on this trip every year, we definitely would!

- Hailey-Mae, Lexa & Liz, Pawcatuck Middle School