A Message from the Executive Director

Dear Friends and Supporters:

I’m honored to be leading the Connecticut Women’s Education and Legal Fund, an organization with over 43 years of experience advancing and protecting women’s rights in our state. At the end of fiscal year 2016, I joined the CWEALF team as the Acting Director and officially as Executive Director in July 2016. CWEALF’s mission to improve the lives of women and girls in Connecticut would not be possible without you as part of our team too.

Through CWEALF’s emails, newsletters, and social media we’ve reported on all our successes during fiscal year 2016, and I hope you’re immensely proud to see how you make a difference in the lives of Connecticut’s women and girls by supporting this work. If you’re not receiving CWEALF’s emails or following us on social media, make sure to visit www.cwealf.org to sign up for action alerts and to stay connected with us! People like you, our donors and partners, ensure CWEALF’s direct service programs, policy and advocacy, and research and evaluation work will continue to empower the women and girls of our state for years to come and your commitment to women’s equity has never been more important!

With gratitude,

Congratulations and Thank You for Making a Difference!

Our 2015 “One Woman Makes a Difference” annual awards dinner celebrated the accomplishments of four amazing women who have worked to make Connecticut a better place for women, girls and families and raised over $75,000 for CWEALF’s programs and services!

Congratulations to these distinguished Maria Miller Stewart honorees:

- Karen DeMeola, Assistant Dean of Students, UCONN Law
- Felice Gray-Kemp, Deputy General Counsel, Amphenol Corporation
- Sue Murphy, Vice President and Executive Director, Liberty Bank Foundation
- Dr. Karissa Niehoff, Executive Director, CT Association of Schools and CIAC

Thank you for helping raise over $75,000 for CWEALF’s programs and services!
Legal Education Program

Providing Access to Justice

Thanks to hundreds of donors who make contributions to CWEALF each year, we continue to offer an indispensable service not being provided by any other organization in Connecticut. CWEALF is the only organization in the state that provides free, bilingual access to the legal system to women and families who fall in the civil legal justice gap. CWEALF’s Legal Education Program includes three free direct services:

► Information and Referral (I&R) Service,
► Community Education Workshops, and
► Bilingual Community Advocacy.

Access to legal information, education, and advocacy is critical to maintain a family’s economic stability. According to the most recent ALICE (Asset Limited, Income Restrained, Employed) Report, in Connecticut 149,140 households are living under the poverty line. However, over 366,000 additional households are living below the ALICE threshold. These are households whose jobs do not pay enough to afford the basics of housing, child care, food or legal services. This gap forces many low income individuals to represent themselves (pro se). Thanks to you, over 1,200 women and families turned to CWEALF for help in the last year. Many of the women who call the Information & Referral line and seek assistance from our Bilingual Community Advocate express frustration and inform our staff that CWEALF is their last resort to resolve a legal issue or discrimination case on their own.

I & R Volunteers

I Heart Justice

CWEALF, Statewide Legal Services and the Connecticut Alliance for Basic Human Needs (CABHN) make up the I Heart Justice team – a collaboration supported by the Hartford Foundation for Public Giving.
Legal Education Program

CWEALF
CONNECTICUT WOMEN'S EDUCATION AND LEGAL FUND

2016
Access to Justice

Bilingual Community Advocacy

Information & Referrals

Community Education

CLIENTS SERVED

CALLS ANSWERED

ADVOCATED CASES

1,277
961
316

Top Calls

Clients Served

Counties Served

Females 83%
Have Dependents 66%
Earn Below $25K/Year 70%

Custody (35%) Divorce (35%) Child Support (16%) Other (16%)

New Haven (32.73%) Hartford (35.80%) Fairfield (10.85%) Other (20.61%)

1,200- Hours donated to the I&R hotline by volunteers
Over 100+ attorneys in the CWEALF Cooperating Attorney Network
17 Total I&R Interns and Volunteers
Conducted 11 Community Education Workshops with 202 participants

www.cwealf.org
Research & Evaluation

CWEALF’s research and evaluation program provides a gender-lens to our Connecticut community. CWEALF is the lead evaluator for the City of Hartford Teen Pregnancy Prevention Initiative. Our strong research and evaluation program not only provides us with information about the needs of women in Connecticut, but also positions us to effectively evaluate our own programming.

CWEALF was honored to lead community collaborations with and provide research and evaluation to a range of important partners in 2015-2016 including:

- AAUW Tech Savvy
- City of Hartford Department of Health and Human Services
- Connecticut Department of Education Academic Office
- Middlesex Community College Center for New Media
- Secure Jobs CT
- SEIU Healthcare 1199
- University of Hartford
- Workforce Solutions Metro Hartford Alliance for Careers in Health Care (MACH)

Cooperating Attorneys

Thank You

Daniel Adelman
Jared M. Alfin
Seth Amowitz
Aida Anus
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
Garlink Dumont
Deborah R. Eisenburg
Kathleen Eldergill
Thomas Esposito
Tamra J. Evans
Shanique Fenlator
Robert Fiedler
Linda Francois
Marguerite Friar
John Gale
Myma Gans
Paul A. Garlinghouse
Joseph Garrison
Kate Haakonsen
Monica Harper
Cynthia Hartwell
Mark Henderson
Kellee-Sue T. Henry
Terry Hockla
Kevin Hoffkins
Kristin Hoffman
John E. Hudson
Hide W. Inga
Virginia Jijon-Caamano
Mary Kelly
Maria Kukiasmenos
Edward Kwasinski
Mariusz Kyrzyn
Courtney Lee
Elizabeth Leete
Fatima Lobo
Sarah C. Lowenstine
Virginia Lucchi
Karen Renzulli Lynch
Michael F. Magistrali
Lee Marlow
Thea Martin
Elisabeth Seieroe Maurer
William W. McCoy
Leonard McDermott
Louise McGlynn
David McGrath
Deborah McKenna
Steven Melocowsky
Kristen E. Mendillo
Rudy Moreno
Julia Morris Paul
Gary Oberst
Sharon T. Oberst
Patricia O’Neil
Jonathan Orleans
W. Martyn Philpot Jr.
Sarah Poriss
Wendy E. Prince
Krystal Ramos
Renee Redman
Emily S. Riorcan Lucibello
David Rosen
Judith Rosenburg
Livingston, Adler, Pulda, Meiklejohn & Kelly, P.C.
Elaine Rubinson
Lindsay Savona
Jeffrey Schuyler
Ronald Scott
Mailene Sierra Vazquez
Leslie Silva
Robert R. Simpson
Joan B. Sinder
Jonathan E. Spodnick
Sarah F. Summons
James E. Swaine
Jeanine M. Talbot
Kerry Tarpey
Ellen Telker
Carmina K. Tessitore
Jeremy Virgil
Anita Visentin-Perito
Frederick Ward II
Rachel D. Widmer
Kenneth Wieland
Shari-Lynn Cuomo Shore
Brian Young
Thomas Young
CWEALF’s Girls in STEM Expos one-day, free events inspire middle school and high school girls to pursue STEM careers. CWEALF focuses on recruiting and serving female, urban students at the middle and high school level to aid them in their understanding that their early academic choices will have long-term effects on their future education and career paths.

Thanks to our generous donors in the 2015-2016 school year, 600 middle and high school girls attended CWEALF’s Girls in STEM Expos held at Central Connecticut State University, Gateway Community College, Manchester Community College, Mitchell College and the University of Saint Joseph. The 600 next generation STEM superstars were joined by 58 teachers from 34 schools across CT in 2015-2016. Seventy-one percent (71%) of girls reported an increased interest in STEM after attending a Girls in STEM Expo!
Public Policy & Advocacy

CWEALF’s policy and advocacy plays a vital role for women and policymakers in Connecticut. CWEALF works to find common ground with our local, state, and federal elected officials to ensure our communities are ones where women and girls are not limited by their gender, race, class, sexual orientation, disability, or age.

CWEALF currently leads the following coalitions on critical issues of equity in Connecticut:

- The Connecticut Campaign for Paid Family Leave,
- The Campaign for a Working Connecticut, and

In the 2016 legislative session, CWEALF advocated for and provided testimony on a wide range of issues including:

- Paid family and medical leave,
- Spousal support,
- Equal pay for equal work,
- Education and training opportunities,
- Fairness in family laws,
- Restraining orders for victims of violence,
- Affirmative consent,
- Comprehensive sexual health education, and
- Reproductive rights.

Priority Policy Highlights:

► Although S.B. 221: An Act Concerning Paid Family and Medical Leave did not pass in the 2016 legislative session, it did receive bipartisan approval in the Labor and Public Employees Committee and garnered significant support among both legislators and the public. Campaign member AARP-CT released a poll indicating **83% of state voters support paid family and medical leave**. CWEALF continues to chair the expanding Campaign for Paid Family Leave and works to ensure Connecticut families will soon have access to this critical benefit.

► CWEALF strongly opposed proposals to dismantle the state’s six legislative commissions, including the Permanent Commission on the Status of Women (PCSW), a critical voice for women in the state. Despite robust lobbying efforts from advocacy groups across the state, the final state budget consolidated the six commissions into two smaller, blended commissions.
Ensuring Equal Employment Opportunities

- CWEALF joined the Fair Chance Coalition and celebrated the passage of P.A. 16-83: An Act Concerning Fair Chance Employment, which takes important steps to ensure equal employment opportunities for individuals with criminal records by “banning the box,” or prohibiting employers from asking about prior arrests, criminal charges or convictions on an initial employment application.

Protections for Victims of Violence and Trafficking

- CWEALF advocated for the passage of P.A. 16-34: An Act Protecting Victims of Domestic Violence, which will require the removal of firearms during temporary (ex parte) restraining orders. The legislature’s approval of this important, common-sense legislation marks a critical step to further the safety of individuals impacted by violence in our state.

- CWEALF also supported the passage of P.A. 16-71: An Act Concerning Human Trafficking, a proposal to curb the prevalence of trafficking in Connecticut and strengthen protections for victims; and P.A. 16-70: An Act Concerning the Termination of Parental Rights, which will allow victims of rape to terminate the parental rights of their rapists using a clear and convincing evidence standard.

- CWEALF collaborated with several partner organizations to advocate for the passage of P.A. 16-106: An Act Concerning Affirmative Consent, which creates a uniform definition of consent for investigations of sexual assault cases at Connecticut colleges and universities. Affirmative consent shifts the standard for sexual assault adjudications to a “yes means yes” framework and will create safer campus environments for all students of institutions of higher education in the state.

Improving Access to Counsel in Civil Matters

- Senate Bill No. 426: An Act Creating a Task Force to Improve Access to Legal Counsel in Civil Matters appointed CWEALF as a member of the task force to study and make recommendations on mechanisms to increase legal representation in civil proceedings. CWEALF’s Legal and Public Policy Director Catherine Bailey served on the Access to Legal Counsel Task Force. The Task Force’s final report and recommendations will be released in 2017.

The Connecticut Women’s Education and Legal Fund (CWEALF) is a statewide non-profit organization that empowers women, girls and their families to achieve equal opportunities in their personal and professional lives. CWEALF’s statewide efforts include providing accessible and affordable legal information to women and low-income families, research and advocacy activities that improve laws and policies, as well as direct programming that expands career opportunities for women and girls.
### Financials

<table>
<thead>
<tr>
<th>Support, revenue and other gains</th>
<th>FY 2016</th>
<th>FY 2015</th>
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</thead>
<tbody>
<tr>
<td>Government grants and contracts</td>
<td>$395,080</td>
<td>$405,703</td>
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<tr>
<td>Foundations grants</td>
<td>387,768</td>
<td>101,723</td>
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<tr>
<td>Fees</td>
<td>54,600</td>
<td>69,072</td>
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<td>Contributions</td>
<td>46,071</td>
<td>70,095</td>
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<tr>
<td>Fundraising events</td>
<td>73,338</td>
<td>65,905</td>
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<tr>
<td>Other</td>
<td>228</td>
<td>7,002</td>
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<tr>
<td>Dividends and interests</td>
<td>796</td>
<td>515</td>
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<tr>
<td>Net assets released from restrictions</td>
<td>260,320</td>
<td>357,593</td>
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### Total unrestricted support and revenue

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<tr>
<th></th>
<th>FY 2016</th>
<th>FY 2015</th>
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<tbody>
<tr>
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<td>$1,218,201</td>
<td>$1,077,608</td>
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### Expenses

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<tr>
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<th>FY 2016</th>
<th>FY 2015</th>
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<tr>
<td>Salaries and benefits</td>
<td>$407,748</td>
<td>$602,576</td>
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<tr>
<td>Consultants</td>
<td>528,874</td>
<td>264,538</td>
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<tr>
<td>Office expenses</td>
<td>173,086</td>
<td>166,333</td>
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<td>Fundraising events</td>
<td>32,015</td>
<td>21,800</td>
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<td>Depreciation</td>
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### Total expenses

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<td>$1,214,406</td>
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### Increase in unrestricted net assets

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<td>$3,795</td>
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### Changes in Temporarily Restricted Net Assets

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<td>Foundation grants</td>
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<td>Dividends and interest</td>
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<td>Gain (loss) on investments</td>
<td>(812)</td>
<td>22,114</td>
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<tr>
<td>Net assets released from restrictions</td>
<td>(260,320)</td>
<td>(357,593)</td>
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### Increase in temporarily restricted net assets

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<td>$(38,988)</td>
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### Changes in Permanently Restricted Net Assets

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### Change in Net Assets

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<td>$(35,193)</td>
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### Net Assets – Beginning of Year

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<th>FY 2016</th>
<th>FY 2015</th>
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<td></td>
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<td>$688,906</td>
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### Net Assets – End of Year

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<td></td>
<td>$661,279</td>
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Farewell to Alice Pritchard

One Woman Makes A Difference Awards Night