The State’s Leading Champion for Women and Girls

ADVOCATE

EMPOWER

EDUCATE

CWEALF
CONNECTICUT WOMEN’S EDUCATION AND LEGAL FUND

Annual Report
Fiscal Year 2017
Greetings Friends,

I am pleased to share with you this year’s Annual Report, covering our fiscal year from July 1, 2016 to June 30, 2017. This was my first full year as Executive Director and I could not be more proud of all that CWEALF has accomplished because of you and your support. CWEALF has an incredible legacy and I am honored to follow the example of our founders and past leaders.

We are grateful to the leadership and expertise of our Board Members. Thank you to Jennifer Devine, our outgoing Board President, for her nine years of service to CWEALF. Jennifer provided significant guidance and passion to CWEALF during her tenure. She was instrumental in a smooth transition for CWEALF during the Executive Director search and hiring process. On July 1, 2017 we welcomed Kevin Barry as our new Board President. Kevin Barry teaches disability law and is the co-director of the Quinnipiac University School of Law’s civil justice clinic, which represents low-income clients through a combination of direct legal services, community education, and policy advocacy. Professor Barry’s research focuses on disability law and employment discrimination, death penalty abolition, transgender rights, and other civil rights issues arising out of his work in the civil justice clinic.

Our Board Members participated in our 2016 strategic planning process with the staff and our professional consultant. The new strategic plan guides CWEALF to 2030 and our goals of equity for women and girls of our state.

“CWEALF embraced a new tagline, ‘The state’s leading champion for women and girls’ to represent our role moving forward as a voice for action.”

This report details CWEALF’s new mission, vision, and core values.

Inside this report, you will also find out about our program accomplishments and progress. All of this work is made possible by our donors and funders. Your belief that we can create an equitable society where women and girls thrive is what sustains us.

On behalf of all of us at CWEALF, thank you for supporting this organization and your dedication to fighting for gender equity!

Sincerely,

Kate C. Farrar
Executive Director

CWEALF Board President Kevin Barry and Executive Director Kate Farrar
MISSION, VISION, AND VALUES

Mission
CWEALF advocates for and empowers women and girls in Connecticut, especially those who are underserved or marginalized. We work to create an equitable society where women and girls thrive.

Vision
CWEALF envisions a world where gender equity is realized, differences are embraced, and women and girls thrive. In this world, women and girls build strong, supportive networks; experience widespread opportunities for advancement and fulfillment; command the resources to advocate for themselves as well as for others; and are empowered to lead and be agents of change.

To achieve our vision, CWEALF:
Fights gender discrimination and advances the rights, opportunities, and status of women and girls with a focus on:

- Economic Security and Success
- Access to Justice
- Workplace and Education Equity
- Freedom from Violence and Harassment
- Sexual and Reproductive Health and Rights

Values
The core beliefs that guide us are: empowerment, empathy, intersectionality, equity, respect, and collaboration.
LEGAL INFORMATION AND ACCESS

CWEALF bridges the justice gap by providing information about the legal rights of women and girls, as well as connecting them with resources and providing individual support as they navigate the justice system.

CWEALF provided free and confidential legal information, personalized bilingual legal advocacy, and educational workshops to over 1,500 individuals in 2017.

Women seek our guidance on a variety of legal issues, including divorce, custody, child support, employment discrimination and sexual harassment, housing, immigration, and domestic violence. Our most frequent client is a woman who earns less than $25,000 a year, with at least one child. With access to CWEALF’s free, quality legal resources and targeted support, CWEALF improves the legal, social, and economic standing of CT’s low- to moderate-income women and their families.

Cooperating Attorney Network

CWEALF’s role within the community would not be possible without the dedication and efforts of attorneys in our Cooperating Attorney Network (CWEALF C.A.N.). Thank you to all the attorneys who helped clients this past year! Learn more about how to join CWEALF C.A.N. at cwealf.org.

PUBLIC POLICY AND ADVOCACY

CWEALF protects and promotes the rights of women and girls by identifying and articulating the challenges they face and elevating their interests and voices through public policy and advocacy.

CWEALF joined thousands of Connecticut women for the Women’s March in January 2017. This energy continued through the year at post-march events and rallies CWEALF spoke at, and the impact of the march echoed throughout the legislative session and in the 2017 municipal elections.

We Celebrated Important Legislative Victories in 2017!

Thank you to everyone who took action on CWEALF’s policy priorities to improve the status of women and girls in our state. CWEALF’s full 2017 Legislative Report is available at cwealf.org/public-policy-advocacy.

The CT legislature banned the practice of conversion therapy on minors, which makes CT a welcoming and safer place for LGBTQ+ youth! CWEALF advocated for and was successful in the passage of expanded pregnancy protections in the workplace and a new law adding gender to CT’s existing hate crimes law.
We Fought for Pay Equity!
The CT legislature introduced comprehensive pay equity legislation to ban the use of salary history in the hiring process, a practice that perpetuates gender, racial, and age discrimination in pay. This bill did not pass, but will be reintroduced in 2018 with bipartisan support.

Campaign for Paid Family Leave
CWEALF continues to lead the Campaign for Paid Family Leave and 2017 brought us closer than ever to passing comprehensive paid family and medical leave legislation. In June 2017, the Senate debated SB 1: An Act Concerning Earned Family and Medical Leave on the floor. The bill did not pass, but the movement and energy around the issue continues to grow across the state!

A Seat at the Table
The Campaign for Paid Family Leave hosted A Seat at the Table, a conversation with women of color on paid family and medical leave. Thank you to all the panelists, moderators, and attendees for this important discussion and for taking action for #paidleave4ct!
ADVANCEMENT AND LEADERSHIP INITIATIVES
CWEALF provides a platform for women’s voices and issues and promotes advancement opportunities for women and girls to reach their potential in school, at work, in the home, and in the community.

Advancement in Non-Traditional Careers
CWEALF provided 10 trainings to school districts across the state to improve outcomes for gender equity in career and technical education.

Generating Girls’ Opportunities (G^2O)
In spring 2017, 227 middle and high school girls attended CWEALF’s Girls in STEM Expos held at Central Connecticut State University, Naugatuck Valley Community College, and Mitchell College.

Secure Jobs CT
CWEALF is the technical assistance partner for Secure Jobs CT, a multi-year pilot initiative with the Melville Charitable Trust and 21 philanthropic partners. The goal of the initiative is to increase the income of families transitioning out of homelessness by connecting them to resources, such as education, training, and childcare that they need to get and keep good jobs. Secure Jobs CT served 100 families statewide in 2017!
Hartford Teen Pregnancy Prevention Initiative (HTTPI)

CWEALF is the evaluator for the City of Hartford Department of Health and Human Services multi-year initiative funded by the federal government to reduce teen birth rates in Hartford. It meets its goals by providing evidence-based sexual health programs, increasing young people’s access to clinical services and engaging in community outreach in a sustainable and culturally sensitive manner. **HTTPI served 1,349 youth between July 2016 and June 2017.**

Honoring Connecticut’s Leaders

The honorees at our annual One Woman Makes a Difference in October 2016 and at our inaugural The Future is Now event in June 2017 are inspiring representations of how much difference one person can make in the lives of women and girls.

A special thank you to all our sponsors including leadership sponsor Day Pitney LLP, Eastern Connecticut State University; Goodwin College; Hartford Steam Boiler and Insurance Company; CT AFL-CIO; and the John J. Driscoll United Labor Agency.
<table>
<thead>
<tr>
<th>FINANCIALS</th>
<th>2017</th>
<th>2016</th>
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<tbody>
<tr>
<td><strong>Support, Revenue, and Other Gains</strong></td>
<td></td>
<td></td>
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<tr>
<td>Government grants and contracts</td>
<td>$217,974</td>
<td>$395,080</td>
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<td>Foundation grants</td>
<td>79,332</td>
<td>387,768</td>
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<td>Fundraising events</td>
<td>80,453</td>
<td>73,338</td>
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<td>Contributions</td>
<td>57,402</td>
<td>46,071</td>
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<td>Fees</td>
<td>13,300</td>
<td>54,600</td>
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<tr>
<td>Interest</td>
<td>793</td>
<td>796</td>
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<tr>
<td>Other</td>
<td>318</td>
<td>228</td>
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<tr>
<td>Net assets released from restrictions</td>
<td>398,561</td>
<td>260,320</td>
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<tr>
<td><strong>Total unrestricted support, revenue, and other gains</strong></td>
<td><strong>$848,133</strong></td>
<td><strong>$1,218,201</strong></td>
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<td><strong>Expenses</strong></td>
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<td>Consultants</td>
<td>370,958</td>
<td>528,874</td>
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<td>Salaries and benefits</td>
<td>467,998</td>
<td>470,748</td>
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<td>Office expenses</td>
<td>134,321</td>
<td>173,086</td>
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<td>Fundraising events</td>
<td>30,498</td>
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<td>Depreciation</td>
<td>4,636</td>
<td>9,683</td>
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<td><strong>Total expenses</strong></td>
<td>$1,008,411</td>
<td>$1,214,406</td>
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<td><strong>Increase (decrease) in unrestricted net assets</strong></td>
<td><strong>($160,278)</strong></td>
<td><strong>$3,795</strong></td>
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<td><strong>Changes in Temporarily Restricted Net Assets</strong></td>
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<tr>
<td>Foundation grants</td>
<td>544,455</td>
<td>222,126</td>
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<td>Dividends and interest</td>
<td>21</td>
<td>18</td>
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<td>Gain (loss) on investments</td>
<td>27,982</td>
<td>(812)</td>
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<tr>
<td>Net assets released from restrictions</td>
<td>(398,561)</td>
<td>(260,320)</td>
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<td><strong>Increase (decrease) in temporarily restricted assets</strong></td>
<td><strong>$173,897</strong></td>
<td><strong>($38,988)</strong></td>
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<td><strong>Change in Net Assets</strong></td>
<td>13,619</td>
<td>(35,193)</td>
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<td>Net Assets – Beginning of Year</td>
<td>661,279</td>
<td>696,472</td>
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<td>Net Assets – End of Year</td>
<td>$674,898</td>
<td>$661,279</td>
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</tbody>
</table>
CONNECT WITH US

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Do You Need Legal Help?
Contact CWEALF’s Legal Education Program
Information & Referral Service (Hablamos Español)
Call 860.524.0601 or toll free 1.800.479.2949
Monday - Thursday 9am – 2pm
Friday 9am – 1pm

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Marisa Feijóo, Research Associate
Madeline Granato, Policy Manager
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Nilda Rivera, Bilingual Community Advocate

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