



Connecticut Women's Education and Legal Fund



Gratitude Report



What You Made Possible in 2018



The State's Leading Champion for Women and Girls



We Can't Say Thank You Enough to Our Champions!

CWEALF's Annual Report is now called our Gratitude Report—because without you, our work for women isn't possible and we can't say thank you enough. Forty-five years ago, CWEALF's founders bonded together to fight discrimination with a vision of justice for women in Connecticut. CWEALF is still here today to fight for gender equity and advance the rights, opportunities, and status of women and girls—**because of you.**

CWEALF's donors, cooperating attorneys, community partners, interns, and volunteers are true champions for women and girls and it shows in all we accomplished together in one year! Working together is the only way to create an equitable society where women and girls thrive.

With gratitude,

Kate C. Farrar
Executive Director



You Bridge the Justice Gap for Women

Our Legal Education Program is 100% supported by philanthropy, like yours. 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. Many low-income women like Regina navigate the legal and social service systems alone until they reach out to CWEALF. Thanks to you, Regina confronted her fear and found access to justice.

Regina's Story

Regina and her husband migrated from Ecuador and started their family in Connecticut. When Regina's husband left her with their two young children to return to Ecuador, she scheduled an appointment to meet with CWEALF's Bilingual Community Advocate, Nilda Rivera, at JUNTA in New Haven. She wanted a divorce and needed help.

Regina was terrified about going to court because of the recent changes to immigration laws and the climate of fear felt throughout immigrant communities.

She didn't know if it was safe to go to court and file for divorce, but she needed sole custody of her two children. Nilda shared information with Regina about the divorce process, fee waivers, custody, and child support. She patiently guided Regina through the process of representing herself until the divorce was finalized.

Regina trusted Nilda and returned to meet her to develop a **Family Preparedness Plan in the event that she faced deportation with little or no notice.** Nilda helped Regina to understand all the forms, completed the plan, and consulted with New Haven Refugees and Immigration Services to notarize her documents.

Regina now volunteers at an after-school program in her community. **She has peace of mind after the completion of the Family Preparedness Plan and she is confident about her family's future after CWEALF.**

Without access to services at CWEALF, women who represent themselves in court are less prepared to navigate their cases and are unaware of their legal rights. Without guidance and support, many women choose not pursue their case at all! This can mean an absence of child support, alimony, or fair property division, which is particularly devastating for victims of domestic violence who typically have less control over their finances.

Your donation made it possible for CWEALF to provide free and confidential legal information, personalized bilingual legal advocacy, and educational workshops to over 1,300 individuals in fiscal year 2018. Because of your donation to CWEALF, women like Regina are empowered to seek justice.

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 assisted clients in the past year.

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Preventing Sexual Harassment: There's More Work to Do in CT

Too many Connecticut women experience sexual harassment on a daily basis and feel forced to accept it as a condition of employment. They face lost wages and lost jobs. Sexual harassment interferes with women's advancement and the retention of women in STEM careers. In 2018, CWEALF responded to the increased need of workplaces to prevent and respond to sexual harassment by offering a new CWEALF Sexual Harassment Awareness and Prevention training led by Christine Palm, principal of Sexual Harassment Prevention, LLC.

In response to the #MeToo and Time's Up movements, the General Assembly introduced S.B. 132 to expand sexual harassment training in workplaces across the state,



Louise Trubeck and Denise Rhone, CWEALF's Legal Education Manager.

increase protections for victims, and eliminate the statute of limitations in certain sexual assault cases. Though S.B.132 passed the Senate with bipartisan support, the House failed to call it for a vote. This legislation provided a much-needed state-level response to say "enough is enough" to harassment and discrimination. Thanks to our generous supporters, CWEALF continues to work with elected officials and community partners to fight for enhanced protections against sexual harassment and assault.



Governor Malloy signs H.B. 5386 prohibiting employers from asking about salary history.

You Made CT the Fifth State to Ban Salary-History Questions

I found out I was paid less than my male counterparts for the same role at one of my previous positions. I was actually the lowest paid for the position although I was asked to perform the same job.... This affected the rest of my career. I suffered severe economic loss because of this.

– Anonymous, Hartford

CWEALF was proud to convene a bipartisan working group to champion H.B. 5386: An Act Concerning Pay Equity. During the 2018 legislative session, your calls and emails to legislators, your personal stories, and testimony mattered. Connecticut became the fifth state to prohibit employers from asking about a prospective employee's salary history when the bill passed with strong bipartisan support!

The Fight for Paid Family Leave Continues with Your Support



Volunteers attend a lobby day organized by the Campaign for Paid Family Leave

Economic security for women is critical for our state's prosperity—that's why CWEALF continues to lead the CT Campaign for Paid Family Leave. This year marked the fourth-consecutive legislative session the General Assembly introduced comprehensive paid leave legislation. Though

H.B. 5387 passed both the Labor and Finance Committees, it was not called for a vote. Connecticut is now surrounded by states that have paid family and medical leave programs. Momentum and urgency continue to grow across the state and currently more than 100 businesses are signed on in support of the Campaign.

As a millennial, I am considering starting a family in the near future. I would love to raise a family in CT but cannot afford to NOT have paid leave.

- Stephanie, New Britain

Advancement & Leadership Initiatives

Advancement in Non-traditional Careers

Across the state, from Norwalk to Danielson, CWEALF trained over 400 educators and community leaders on strategies to recruit and retain girls in non-traditional careers, including STEM.

Hartford Teen Pregnancy Prevention Initiative

As the lead evaluator for the successful Hartford Teen Pregnancy Prevention Initiative (HTTPI), CWEALF stood with the City of Hartford to fight federal funding cuts to the program by the Trump Administration.

The City of Hartford won the class-action lawsuit and HTTPI was restored funding through 2020.

Secure Jobs CT

CWEALF was proud to serve again as the technical assistance partner in this multi-year pilot initiative with Melville Charitable Trust and philanthropic partners to increase the income of families transitioning out of homelessness by connecting them to the resources they need to get and keep good jobs. Secure Jobs CT served 245 people, including 230 families with 422 children, during the multi-year project.

Connecticut's Champions for Women & Girls



Fiscal Year 2018 Donations (July 1, 2017 – June 30, 2018)

- * Donor has given more than 5 years
- ** Donor has given more than 10 years
- *** Donor has given more than 15 years

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Shirley Bysiewicz Legacy Society

Advancing the Rights of Women for Generations

Shirley Bysiewicz, tenured Professor and longtime law librarian at the University of Connecticut School of Law, was one of CWEALF's founders and the first President of CWEALF. By joining the Legacy Society, bearing her name, friends of CWEALF help ensure that Shirley's goal of advancing the rights of women will continue into the future.

Membership to the Legacy Society is open to those who have included CWEALF in their wills and other estate planning. Please call Development & Communications Coordinator Meg Dubois at 860-610-6046 if you have made provisions for CWEALF in your will, or if you would like more information about how to make a bequest.

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Fiscal Year 2018

(July 1, 2017 - June 30, 2018)

FINANCIALS

2018

2017

Support, Revenue, and Other Gains

Government grants and contracts	\$381,343	\$217,974
Foundation grants	\$348,607	\$623,787
Fundraising events	\$90,311	\$80,453
Individual contributions	\$83,952	\$57,402
Fees	\$8,796	\$13,300
Interest	\$367	\$793
Other	\$527	\$318
Investment return in excess of spending policy	\$38,861	\$28,003
Total unrestricted support, revenue, and other gains	\$952,764	\$1,022,030

Expenses

Salaries and benefits	\$473,600	\$467,998
Consultants	\$243,097	\$393,959
Office expenses	\$124,976	\$111,320
Fundraising events	\$20,318	\$30,498
Government grant pass-through	\$183,089	\$0
Depreciation	\$2,247	\$4,636
Total expenses	\$1,047,327	\$1,008,411
Increase (decrease) in unrestricted net assets	(\$94,563)	\$13,619

Change in Net Assets	(\$94,563)	\$13,619
Net Assets—Beginning of Year	\$674,898	\$661,279
Net Assets—End of Year	\$580,335	\$674,898

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Office

860.247.6090
75 Charter Oak Avenue, Suite 1-300
Hartford, CT 06106

If you do not receive our email updates, sign up at cwealf.org to keep informed and ready to take action for women and girls!

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Mon-Thurs 9AM – 2PM

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