CONNECTICUT WOMEN’S EDUCATION AND LEGAL FUND

GRATITUDE REPORT

WHAT YOU MADE POSSIBLE
JULY 2018-JUNE 2019

THE STATE’S LEADING CHAMPION FOR WOMEN AND GIRLS
Your Gratitude Report

CWEALF has a 46-year history of fighting for gender equity in Connecticut because of you. I just can’t say thank you enough for our supporters who share CWEALF’s vision for a more equitable society where women and girls thrive.

Our annual Gratitude Report reflects our activities and financial health for the 2019 fiscal year from July 1, 2018 to June 30, 2019 – but what really stands out are all the ways you made a difference as a champion for women and girls.

With gratitude,

Kate C. Farrar
Executive Director
Thanks to you, CWEALF bridges the justice gap by empowering women with their legal rights and options, connecting them with resources, and providing individual support as they navigate the justice system.

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. CWEALF served over **1,300** Legal Education clients in fiscal year 2019.

Starting in January 2019, as part of our continued partnership with **JUNTA for Progressive Action** in New Haven, CWEALF coordinated a three-part Family and Immigration Workshop Series.

Following the workshops, Community Advocacy Manager **Nilda Rivera** and Advocacy Fellow **Nicole Sanclemente** met one-on-one with clients to address their concerns individually, and to understand and complete the Family Preparedness Plan. The plan, created under former Governor Malloy in response to aggressive immigration policies, provides undocumented parents a clear legal plan for the care of their children should parents face deportation, and gives families a measure of security in the midst of such uncertainty.

CWEALF staff educates, guide, and support low-income and Spanish speaking clients to understand and complete the multi-step form. With your support, CWEALF responds to the immediate and growing legal needs of immigrant populations with the **Family Preparedness Plan**.
Laura's Story

Thanks to you, women like Laura find access to justice:

Laura (name changed) migrated from Guatemala to Alabama and later to Connecticut in search of a better life. In the midst of our country’s hostile climate toward immigrants, Laura grew increasingly fearful of losing her family. She is undocumented, and her two children are U.S. citizens. Desperate, she wanted to obtain passports for her children in preparation of what could happen. This was a challenge, as Laura only speaks Spanish and cannot read or write.

Her daughter’s teacher noticed there was an error in her daughter’s last name on the birth certificate, an error Laura would not have been able to detect years ago in Alabama due to her literacy barrier. Unable to secure her daughter’s passport, Laura grew more anxious and overwhelmed. Laura was referred to CWEALF and met Community Advocacy Manager Nilda Rivera.

Nilda listened to Laura’s story and contacted Alabama Department of Vital Records on her behalf to amend her daughter’s birth certificate. After several calls, the department amended the error and Laura was able to get the passports for her children. As Laura built trust in Nilda, she revealed the abuse she experienced from the father of her children and wanted to know her rights and how she could prepare for court to obtain a restraining order. Laura revealed how terrified she was to get deported.

Laura did not know the plan existed and was thankful she could take measures to protect her children in the event she was forced to leave her family.

Nilda provided Laura the information and emotional support needed for Laura to feel confident to move forward with the motion for a restraining order. Nilda also provided Laura with information regarding the Family Preparedness Plan. Laura did not know the plan existed and was thankful she could take measures to protect her children in the event she was forced to leave her family.

Empowered with her options regarding the Family Preparedness Plan, Laura decided she also wants to file for sole custody of her children once she obtains the restraining order. She continues to schedule appointments with Nilda to prepare for her upcoming court date and to receive the education and support she needs to complete the Family Preparedness Plan. Thanks to our generous supporters, CWEALF can continue to advocate for and support Laura for as long as she needs.
She Leads Justice

In 2019, CWEALF launched She Leads Justice, a unique and innovative 3-year project to expand our in-depth bilingual advocacy services and empower women to be leaders in their own communities. CWEALF welcomed Community Advocacy Assistant Kathleen Maldonado to the team in June to increase one-on-one legal advocacy services to women in the Greater Hartford region.

Through the Peer Advocacy Program, former CWEALF clients receive customized training and development to successfully advocate for their peers in legal and social service systems as well as prepare them to advocate for systemic change in their own communities. In summer 2019, we hosted a roundtable to gather valuable feedback from CWEALF clients about their goals and aspirations for the Peer Advocacy program.

She Leads Justice is only possible because of champions for women and girls like you!

Roundtable discussion with clients facilitated by Kristiana Smith.
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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Because YOU never stopped fighting, Connecticut passed one of the most comprehensive paid family and medical leave programs in the country in 2019! Connecticut was just the seventh state to pass paid family leave. Beginning in 2022, workers across Connecticut will have access to up to 12 weeks of paid leave to care for themselves or a loved one. Public Act No. 19-25 includes high wage replacement, an inclusive definition of family, and job protection for all workers, regardless of the size of their employer.

Thanks to our supporters, CWEALF created a Connecticut Paid Family & Medical Leave Frequently Asked Questions guide available in English and Spanish and our Paid Leave Victory in CT! What Does it Mean for Me? Webinar to answer questions about how the paid leave program will work. The Campaign for Paid Family Leave continues to monitor the progress of the Paid Family and Medical Leave Authority to ensure that implementation of the program is transparent and accessible to all workers in Connecticut.
You Elevate the Voices of Women

Thanks to our supporters like you and the Community Foundation for Eastern Connecticut’s Policy Task Force, CWEALF led our first Raise Your Voice for Paid Leave: Advocate Training in February 2019. Deputy Director Catherine Bailey and Policy Manager Maddie Granato educated attendees on the importance of advocacy, how to effectively share your story to influence policy change, and the basics of paid family and medical leave.

Trained advocates learned how to submit public testimony, write letters to the editor and op-eds, and attended a paid leave lobby day for Eastern CT at the Capitol, where they put their new advocacy skills into practice.

Legislative Victories You Made Possible

CWEALF advocated for protections against sexual harassment and assault during the 2019 legislative session. This year, the Connecticut General Assembly passed the “Time’s Up Act,” which extends protections for survivors of sexual assault and sexual harassment. This new law took effect on October 1, 2019.

CWEALF continues to combat the gender wage gap. One reason the gender wage gap persists, is that women, especially women of color, are overrepresented in low-wage jobs that pay less than $15 per hour. CWEALF supported the passage of P.A 19-4, which will gradually increase the minimum wage to $15 per hour by 2023.
Advancement in Non-Traditional Careers

Across the state, from Southbury to Norwich, CWEALF trained over 400 educators and community leaders on strategies to recruit and retain girls in non-traditional careers, including STEM. CWEALF also organized several speed networking events for high school students to meet and learn about careers from non-traditional role models.

Connecticut Collective for Women and Girls

With support from several women and girls funds from across the state, CWEALF is proud to be the convener of the Connecticut Collective for Women and Girls (CCWG), which launched in September 2018. The CCWG is a network for organizations committed to the advancement of women and girls, including those who are cisgender, transgender, and non-binary to learn from each other, collaborate and amplify our work.

In the CCWG’s first year, participating organizations met quarterly and participated in a learning lab on girls’ leadership programs, education sessions on racial equity and LGBTQIA issues, and discussed 2019 legislative session success and challenges. The CCWG also launched the planning of the Galvanize Connecticut conference with the United State of Women and the Governor’s Council on Women and Girls. The collective power for women and girls keeps growing with over 35 organizations from across the state participating in the CCWG.
Hartford Teen Pregnancy Prevention Initiative

The Hartford Teen Pregnancy Initiative (HTPPI) is a 5-year project of the City of Hartford Department of Health and Human Services as part of the national Teen Pregnancy Prevention Program funded by the Office of Population Affairs (OPA). HTPPI provides evidence-based sex education programs, increases young people’s access to clinical services, and engages in community outreach in a sustainable and culturally sensitive manner.

CWEALF leads the evaluation for HTPPI. CWEALF is proud to evaluate a project that empowers youth to make their own decisions regarding their sexual health and relationships. In the last fiscal year, HTPPI served 817 youth and reached 884 people with community-led initiatives led by the City of Hartford and the project’s Youth Leadership Team.

In the last year, After the program, 24% of the youths were more comfortable talking to a parent or guardian about sexual and reproductive health, a 48% increase from before the program.

Secure Jobs Connecticut

For the past three years, the Secure Jobs Connecticut pilot built economic security for families exiting homelessness by creating systems collaboration between Rapid Rehousing providers, local American Job Centers, and many other systems. Of the clients who enrolled in years 1 and 2, 59% had either secured a new job or advanced to a better job. Of the clients who were enrolled in Secure Jobs for over 2 years, 85% did not return to homelessness.

CWEALF was proud to serve as the technical assistance partner in this multi-year pilot initiative with the 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.
Connecticut’s Champions for Women and Girls

Fiscal Year 2019 Donations (July 1, 2018 – June 30, 2019)

* 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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I got to know CWEALF through my involvement in the Campaign for Paid Family Leave. Their leadership and persistence on this issue is powerful and effective. I decided to become a donor because I want to see my monthly donation and be reminded of the work CWEALF does every day to make CT a place where my daughters can thrive.

– Monica Belyea, Middletown, CT
Shirley Bysiewicz Legacy Society

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. 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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One Woman Makes a Difference

2018 Maria Miller Stewart Awardees

Nancy Di Dia, Executive Director & Chief Diversity & Inclusion Officer for the Americas, Boehringer Ingelheim, for her work to create more inclusive and equitable environments in the world of business.

Maryam Elahi, President & CEO, Community Foundation of Eastern Connecticut, for her service to the communities of Eastern Connecticut and her years of leadership as a human rights advocate.

Heather Gerken, Dean and Sol & Lillian Goldman Professor of Law, Yale Law School for her legal expertise and unwavering commitment to the future legal minds of our country as the first female Dean of the Law School.

Arvia Walker, Public Policy & Strategic Engagement Specialist, Planned Parenthood of Southern New England, for her commitment to social justice and her work to amplify the voices and stories of communities of color.
## Fiscal Year 2019
(July 1 2018- June 20th 2019)

### FINANCIALS

<table>
<thead>
<tr>
<th>Support, Revenue, and Other Gains</th>
<th>2019</th>
<th>2018</th>
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<tbody>
<tr>
<td>Government grants and contracts</td>
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<td>Foundation Grants</td>
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<td>Fundraising events</td>
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<td>Individual Contributions</td>
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<td>Fees</td>
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<td>Interest</td>
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<td>Other</td>
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<td>Net assets released from restrictions</td>
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<tr>
<td>Total unrestricted support, revenue, and other gains</td>
<td>$855,349</td>
<td>$928,903</td>
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<table>
<thead>
<tr>
<th>Expenses</th>
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<td>Salaries and benefits</td>
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</tr>
<tr>
<td>Grants to Organizations</td>
<td>$75,167</td>
<td>$183,089</td>
</tr>
<tr>
<td>Office expenses</td>
<td>$106,002</td>
<td>$124,976</td>
</tr>
<tr>
<td>Fundraising events</td>
<td>$21,714</td>
<td>$20,318</td>
</tr>
<tr>
<td>Depreciation</td>
<td>$1,387</td>
<td>$2,247</td>
</tr>
<tr>
<td>Total expenses</td>
<td>$837,583</td>
<td>$1,047,327</td>
</tr>
<tr>
<td>Increase (decrease) in unrestricted net assets</td>
<td>$42,890</td>
<td>($94,563)</td>
</tr>
</tbody>
</table>

| Change in Net Assets               | $42,890    | ($94,563)  |
| Net Assets – Beginning of Year     | $580,335   | $674,898   |
| Net Assets – End of Year           | $623,225   | $580,335   |
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Melinda Johnson, Advancement & Leadership Initiatives Manager
Marisa Feijóo, Research Associate
Madeline Granato, Policy Manager
Kathleen Maldonado, Community Advocacy Assistant
Denise Rhone, Legal Education Manager
Nilda Rivera, Community Advocacy Manager

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