

CT General Assembly
Permanent Commission on the
Status of Women
Annual Report
to the Governor and General Assembly



REPORT
OF THE
YEAR
FY 2005/06



The Permanent Commission on the Status of Women (PCSW) was created in 1973 by an act of the Connecticut General Assembly. Under Sections 46a-1 through 46a-6 of the Connecticut General Statutes, a seventeen member Commission, staff, and volunteers work to eliminate sex discrimination in Connecticut.

Five Commission members are appointed by the Governor, four are appointed by the Speaker of the House, and four are appointed by the President Pro Tempore of the Senate. These members are unpaid and serve five-year terms. Co-Chairs and ranking members of the Judiciary committee also serve on the Commission.

Sec. 46a-4. Duties generally. Annual report. The commission shall conduct an ongoing study of all matters concerning women and in furtherance of that responsibility shall: (a) Inform leaders of business, education, state and local governments and the communications media of the nature and scope of the problem of sex discrimination, with a view to enlisting their support in working toward improvement; (b) serve as a liaison between government and private interest groups concerned with services for women; (c) promote consideration of qualified women for all levels of government positions; (d) oversee coordination and assess programs and practices in all state agencies as they affect women. The commission shall annually by February fifteenth, report to the Governor and the General Assembly the results of its findings of the preceding year with its recommendations for the removal of such injustices as it may find to exist.

Pictured front cover: Top left - Representative Sonny Googins speaks to Carol Virostek and Audrey Scotti at our Making Women Visible Dinner; Top right - The audience listens to a presentation during Making Women Visible Day; Bottom left - NEW Program participant Juanita Chisolm; Bottom right - PCSW staff member Rosemary Lopez and PCSW interns Amy Ramirez and Isamar Ramirez at the Hispanic Health Fair.

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This Annual Report was published by PCSW Public Information Officer,
Barbara Potopowitz, with information and data provided by the entire PCSW staff.

Appointed Commissioners

Susan O. Storey, Chair, was appointed to the Commission in 2000 by Governor John G. Rowland. She was reappointed in 2001. **Cindy R. Slane, Vice Chair**, was first appointed in 1996 by Governor John G. Rowland and was reappointed in 2000 and again in 2005. **Jean L. Rexford, Treasurer**, was appointed to the Commission in 2002 by Senate President Pro Tempore Kevin Sullivan and reappointed in 2006. **Robin L. Sheppard, Secretary**, was also appointed by Senate President Pro Tempore Kevin Sullivan in 2002 and reappointed in 2006. **Marcia A. Cavanaugh** was appointed to the Commission in 1998 by Governor John G. Rowland and was reappointed by Governor M. Jodi Rell in 2004. **Anne Dailey** was appointed in 1999 by Governor John G. Rowland and was reappointed in 2004. **Barbara DeBaptiste** was first appointed to the Commission in 1995 by Senate President Pro Tempore M. Adela Eads and was reappointed in July 2000 by Speaker of the House Moira K. Lyons. **Adrienne Farrar Houel** was appointed in 2003 by Speaker of the House Moira K. Lyons. **Sandra Hassan** was appointed by Governor John G. Rowland in 2003. **Patricia T. Hendel** was first appointed to the Commission by Governor William A. O'Neill in 1986, was reappointed in 1991 by Governor Lowell P. Weiker, Jr., and was reappointed again by Speaker of the House Thomas D. Ritter in 1996. **Tanya Meck** was appointed in 1998 by Senate President Pro Tempore Kevin Sullivan and was reappointed in 2002. **Carrie Gallagher** was appointed to the Commission in 2003 by Speaker of the House Moira K. Lyons. **Patricia E.M. Whitcombe** was appointed by Senate President Pro Tempore Kevin Sullivan in 2001 and was reappointed in 2005.

Staff

Leslie J. Gabel-Brett, Executive Director
Barbara Potopowitz, Public Information Officer
Natasha M. Pierre, Associate Legislative Analyst
Lisa Sementilli, Policy & Special Projects Director
Michelle Noehren, Legislative Assistant
Rosemary Lopez, Administrative Resources Coordinator
Lillie Wright, Senior Administrative Assistant (on leave)
Carole Stambo, Temporary Senior Administrative Assistant
Christa M. Homola, Legislative Secretary
Doreen Fredette, Nontraditional Employment for Women (NEW) Program Manager
Jeanne Miner, Nontraditional Employment for Women (NEW) Program Assistant

Interns

Summer 2005

Aryn Kyer, Smith College
Kristin Mikolowsky, Vassar College
Kristen Pavlik, Southern Connecticut State University Graduate Program
Kara Pipoli, College of the Holy Cross
Diana Spiegle, Quinnipiac University
Mandy Tiedeman, St. Joseph's College

Fall 2005

Theresa Baber, University of Connecticut School of Social Work
Katherine Kenyon, University of Connecticut
Shaina Rasmussen, University of Connecticut
Elizabeth Silverio, St. Joseph's College

Spring 2006

Chantelle Archer, Trinity College
Theresa Baber, University of Connecticut School of Social Work
Jenny Carrillo, Yale University, Department of Psychology
Natalie Kindred, Trinity College

Summer 2006

Allison Bloom, Vassar College
Jenny Carrillo, Yale University, Department of Psychology
Isamar Ramirez and Amy Ramirez, The Ethel Walker School
Terry Ann Masters, East Hartford High School
Hannah Belsky, High School Intern

In track and field events, the runner finishing one leg of a relay race must pass the baton to the next runner within a certain zone while both are running. The strategy to win the race is based on the specific but equally important talents of the relay team members, especially the anchor.

The most significant event for the PCSW in 2006 was the announcement by Executive Director Leslie Gabel-Brett that she was leaving PCSW for a position in New York City. After twelve years of dynamic leadership as the PCSW “anchor,” Leslie was ready for the next leg of her relay and was passing the baton with the belief and confidence that we would find someone equally dedicated to women’s issues to lead the PCSW team to more victories on the next leg of the race.

As in any relay race, timing is critical. There is that unique window of opportunity when you know that you have accomplished what you set out to do, that you’ve done your best, and it’s time to look for your next challenging opportunity- and to pass the baton.

Leslie Gabel-Brett was a true “anchor” in every sense of the word for the PCSW team and for women and girls in Connecticut. She approached each challenge with wise strategy, personal leadership ability, and a competitive, results oriented spirit. Her personal blend of intelligence, wisdom, credibility and humor allowed her to build enduring relationships with members of the legislature, state agencies, women’s health organizations, and women business owners. She was a fierce competitor in her persistence of pursuing pay equity, self sufficiency, health care and economic security for women.

As Leslie passes the baton, PCSW realizes that the next “leg” of the journey must include young women and girls competing for their “turn on the team.” Diverse communities of young women from around the state are looking for leadership

opportunities and policy change for their generation. PCSW can assist them by anticipating the health care, employment, and economic challenges that are important to their unique situation and generation.



We should all be very grateful to Leslie for her many successes as Executive Director of PCSW. None of us were prepared for her departure. Even after twelve years, her leaving seemed to come too soon. But as she embarks on the next exciting leg of her professional journey, we will welcome, support, and hold out the baton for the next PCSW Executive Director with full confidence for a successful race ahead.

Susan O. Storey

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Dear Friends:

If there were two fundamental things we could secure for women in Connecticut, they would be economic self-sufficiency and freedom from violence. These are long term goals toward which we continue to work, and they were the focus of much of our effort this past year.

Our annual Making Women Visible Day event took place on February 16, 2006 and the theme of the day was economic self-sufficiency. The PCSW released a research brief about the new Health Economic Sufficiency Standard that calculated the real costs of getting health care in Connecticut. This research project, guided by the PCSW, was completed by the Women's Union in Boston, with funding from the Universal Healthcare Foundation of Connecticut. In addition, we featured the newly released Self-Sufficiency Standard report produced by the Office of Workforce Competitiveness in December 2005.

Many of our other projects and programs promote strategies and policies to enhance economic security for women and their families. Once again, for example, our Nontraditional Employment for Women program provided training to 14 women who prepared to enter the construction trades. We continued to have the generous financial support of the Connecticut Department of Labor, the Office of Workforce Competitiveness and Capital Workforce Partners. In addition, we continued to advocate on behalf of women business owners and women in the field of early care and education, and worked to create career ladders for women in low wage occupations.

We were very proud to be part of the effort leading to passage of P.A. 06-43, An Act Concerning Trafficking in Persons (S.B.153). This new law is the result of several years of research and public education led by state

M E S S A G E F R O M T H E D I R E C T O R

Senator Andrea Stillman and the Interagency Task Force on Trafficking. The law defines trafficking within our state criminal statutes, sets aside a contingency fund for emergency services to victims, and also requires the PCSW to work together with the Police Officers Standards and Training Academy to provide special training to law enforcement personnel.



The sections of this report provide a rich picture of the many PCSW activities and policy initiatives that touch the lives of women and girls and address our needs for economic security and freedom from violence. We worked with many partners to speak out on behalf of victims of sexual assault who need unobstructed access to emergency contraception. We advocated policies to improve access to health care, welfare assistance and job training. We focused on the needs of women in prison and girls in the juvenile justice system.

This past year also brought changes to the PCSW: We were delighted to welcome Lisa Sementilli as our new Policy and Special Projects Director and Michelle Noehren as our new Legislative Assistant. We were sad to say goodbye and thank you to Lillie Wright, Senior Administrative Assistant who resigned her position due to illness. We all send her our good wishes. During the year, we were fortunate to have the assistance of temporary employee Carole Stambo.

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At the end of this fiscal year, I announced my resignation from the PCSW after 12 years of challenging and enriching work together. I am proud of what we have accomplished, and grateful for the things I have learned and the people who have been colleagues, friends and teachers. We have not yet secured economic security, equality and freedom from violence for all, but we have made our state a little fairer and safer for many. The important work of the PCSW will continue in the talented and dedicated hands of staff, commissioners, legislators and friends.

Best wishes,
Leslie Gabel-Brett



Pictured above: Leslie Gabel-Brett with PCSW Commissioner Adrienne Farrar Houel; Comptroller Nancy Wyman presents a framed picture of the Capitol to Leslie Gabel-Brett.

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Pictured above: Lieutenant Governor Kevin Sullivan with Leslie Gabel-Brett; pictured right: Norman and Joyce Brett; pictured below: guests gather to say goodbye to Leslie.



Fiscal Year 2005/2006 Annual Report to the Governor and the General Assembly

This year the PCSW continued its collaborations with state agencies, officials and community-based groups addressing the status of women in Connecticut. It is through collaborating and sharing expertise that some of our greatest advances are made.

Women and Economic Security

Commissioner Patricia T. Hendel, Executive Director Leslie J. Gabel-Brett, and Associate Legislative Analyst Natasha M. Pierre continued to meet with New England women's commissions and the **Region I Office of the Women's Bureau of the United States Department of Labor**. The **New England Coalition of Commissions for Women** collaborates on issues of relevance to women in New England.

Public Information Officer Barbara Potopowitz served on the **state public policy committee of the National Association of Women Business Owners—CT Chapter**.

Executive Director Leslie J. Gabel-Brett served on the **Dual Economy Work Group of the CT Employment and Training Commission**.

Nontraditional Employment for Women (NEW) Program Manager Doreen Fredette and Program Assistant Jeanne D. Miner served on the **Joint Apprenticeship Training Directors Committee of Connecticut** to advance the role of women in the trades.

Executive Director Leslie J. Gabel-Brett was the Co-Chair and Associate Legislative Analyst Natasha M. Pierre served on the

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Career Ladder Advisory Committee, established pursuant to Public Act 03-142.

NEW Program Manager Doreen Fredette and Policy and Special Projects Director Lisa P. Sementilli represented PCSW on the **State Apprenticeship Council**. Labor unions, state agencies, businesses, vocational education and other interests are represented on the Council.

Policy and Special Projects Director Lisa P. Sementilli and the NEW staff team: Doreen Fredette and Jeanne D. Miner convened the **NEW Steering Committee**, a coalition of unions, employers, state agencies, and advocates dedicated to improving conditions for women who want to work in nontraditional occupations.

Policy and Special Projects Director Lisa P. Sementilli and the NEW team convened the **Women in the Trades exchange** to establish a support network for CT journeywomen in the trades.

Public Information Officer Barbara Potopowitz represented the PCSW on the **Statewide Microenterprise Network Committee** established by the Community Economic Development Fund. This group was formed to further the efforts of micro businesses in Connecticut.

Collaborations

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Associate Legislative Analyst Natasha M. Pierre and Policy and Special Projects Director, Lisa P. Sementilli represented the PCSW on the **Coalition for a Working CT**. The Coalition examines workforce trends and investments.

Women and Families

Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Child Day Care Council**.

Public Information Officer Barbara Potopowitz was a member of the **Fatherhood**

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Initiative Task Force convened by the CT Department of Social Services.

Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **CT Early Care and Education Finance Project**.

Executive Director Leslie J. Gabel-Brett and Associate Legislative Analyst Natasha M. Pierre represented the PCSW in the **Early Care and Education Alliance**.

Executive Director Leslie J. Gabel-Brett and Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Family Law Workgroup**.

Women in Democracy

Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Coalition for Effective Democracy**.

Public Information Officer Barbara Potopowitz represented PCSW on the **Reflecting Connecticut** project. This collaboration of the African-American Affairs Commission, the Latino & Puerto Rican Affairs Commission, DemocracyWorks and others works to increase the representation of women and people of color on state and municipal boards and commissions.

Women and Girls in Education

Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Bullying and Title IX Workgroup**.

Women and Health Care

Executive Director Leslie J. Gabel-Brett chaired the **Medicaid/SAGA Strategy Group**. Policy and Special Projects Director, Lisa P. Sementilli also participated in several working committees.

Executive Director Leslie J. Gabel-Brett served on the Board of Directors of the **CT Women's Consortium**, an organization serving women and their children with behavioral health needs.

Executive Director Leslie J. Gabel-Brett and Policy and Special Projects Director Lisa P.

Sementilli served on House Speaker James Amann's **Healthy Kids Initiative Workgroup**.

Commission Vice-Chair Susan O. Storey represented the PCSW on the **Multicultural Health Advisory Commission**.

Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Greater Hartford Fetal and Infant Mortality Review Board**.

Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **HIV & Violence Against Women Workgroup**.

Associate Legislative Analyst Natasha M. Pierre and Legislative Assistant Michelle Noehren represented the PCSW on the **Health Care for All**.

Executive Director Leslie J. Gabel-Brett served on the Board of Directors of the **Universal Healthcare Foundation of Connecticut**, a non-profit health care foundation.

Executive Director Leslie J. Gabel-Brett, Associate Legislative Analyst Natasha M. Pierre and Legislative Assistant Michelle Noehren represented the PCSW at the **CT Coalition for Choice**.

Women in Poverty

Executive Director Leslie J. Gabel-Brett was appointed to serve as an alternate on the **TANF Advisory Council** of the Connecticut General Assembly.

Executive Director Leslie J. Gabel-Brett and Policy and Special Projects Director Lisa P. Sementilli participated in the **Welfare Working Group**.

Associate Legislative Analyst Natasha M. Pierre represented PCSW at **One CT** meetings.

Associate Legislative Analyst Natasha M. Pierre represented PCSW on the **Working Poor Families Workgroup**.

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Collaborations

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Women and Criminal Justice

Executive Director Leslie J. Gabel-Brett served as Co-Chair and Public Information Officer Barbara Potopowitz served as a member on the **Sexual Harassment Working Group of the Department of Correction**. This committee was formed as a result of a court-ordered federal Stipulated Agreement that named the PCSW as an oversight agency to the DOC regarding sexual harassment issues.

Executive Director Leslie J. Gabel-Brett and Associate Legislative Analyst Natasha Pierre both served on the **Interagency Task Force on Human trafficking**, convened by the Connecticut General Assembly.

Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Commission on the Collection of Evidence in Sexual Assault Investigations**.

Public Information Officer Barbara Potopowitz represented the PCSW on the Steering Committee of the **Women's Support Program**, an alternative to incarceration program located at Capital Region Mental Health Center.

Associate Legislative Analyst Natasha M. Pierre served on the **CT Department of Public Health's Perinatal Health Advisory Committee**.

Associate Legislative Analyst Natasha M. Pierre served on the **CT Stop It**, a coalition convened by the U.S. State's Attorney's to address human trafficking.

Associate Legislative Analyst Natasha M. Pierre and Public Information Officer Barbara Potopowitz served on the **Makayla's House Advisory Committee**.

Women and Civil Rights

Associate Legislative Analyst Natasha M. Pierre represented PCSW in the **Anti-Discrimination Workgroup**.

Executive Director Leslie J. Gabel-Brett served as **Trustee of the CT Women's Hall of Fame**.

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Women from Iraq visit the PCSW to learn more about our role in state government. Our visitors are pictured here with PCSW staff member Barbara Potopowitz and PCSW intern Natalie Kindred.

Collaborations

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In February 2006 the PCSW released *Facts about the Status of Women in Connecticut*, a report on the socioeconomic status of women in the state of Connecticut as of 2004. This report shows that although women are still struggling to obtain economic security and stability, they have made significant progress in the areas of small business and representation in state government.

There are nearly 1.7 million women in Connecticut, making up 51% of Connecticut's population.

Although Connecticut has the highest per capita income in the country, many women are struggling to make ends meet. Homelessness increased among women. Eighty-eight percent of all families in shelters were single parent female headed families.

Several factors contribute to the gender gap in poverty – the persistent wage gap in earnings, job segregation, educational attainment, and the inability to earn enough to afford the high cost of living.

In Connecticut women earn 71.5 cents for every dollar that men earn, compared to 76.5 cents nationally. The greatest disparity exists between African American and Latina women who earn 57 cents for every dollar earned by white men.

If we continue at the current rate of change in Connecticut, women will not receive equal pay for equal work until the year 2086.

Women make up 47.7% of Connecticut's labor force. Women are still over represented in the office & clerical and service occupations with average annual earnings of \$33,951 and \$25,654 respectively. Women are underrepresented in the officials & managers occupations with average annual earnings of \$105,963.

Of the top 100 Connecticut companies, 92% of the top three positions are held by men while 8% of these positions are held by women.

Earnings increase significantly for both men and women as educational levels increase. Women who did not graduate high school earn an average of \$19,253 a year, and; women who completed high school earn an average of \$26,146. By comparison, women earn an average of \$41,715 if they have a bachelor's degree (only 29.4% of Connecticut women age 25 and over have a bachelor's degree or more).

However, increasing education level does not close the gender wage gap. Women with an education level of "some High School" earn \$13,300 less than men under the same circumstances, while women with a graduate or professional degree make \$22,358 less than men under the same circumstances. A comparison across levels of education reveals that women with a Bachelor's degree earn \$1,421 less than men with an Associate's degree and women with a graduate degree earn \$3,680 less than men with an Associate's degree.

Although women are participating almost equally in the labor market their earnings are not always sufficient to maintain the high costs of living.

Increasing numbers of women are seeking economic security through business ownership. Between 1997 and 2004, there was a 63.8% increase in the number of women owned firms in the state. More people were also employed by women business owners – a 94% increase, and sales for women owned business also increased 76% in this time period. Among privately held small businesses owned by women, 7% are owned by women of color.

Women continue to work on behalf of all people in the state through participation in government. Women made up 29% of the

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Report Of The Year

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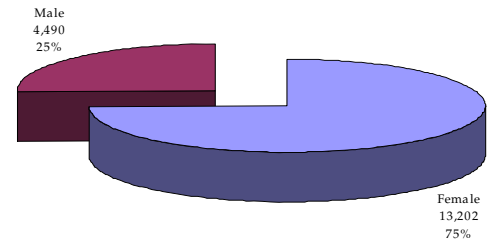
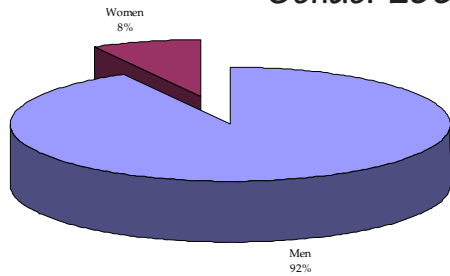
2005 Connecticut General Assembly; four of the six Constitutional Officers were women, and; two of the five U.S. Congressional members were women. In state government, women were the top officials in 35% of the state agencies and departments, and 36.5% of the appointees on state boards, commissions, committees, and councils. Women were also represented in local government. Women held 17% of the highest elected offices in Connecticut towns.

Report Of The Year

In 2005 there were three times more women than men over age 60 on Medicaid and living in a CT nursing home.

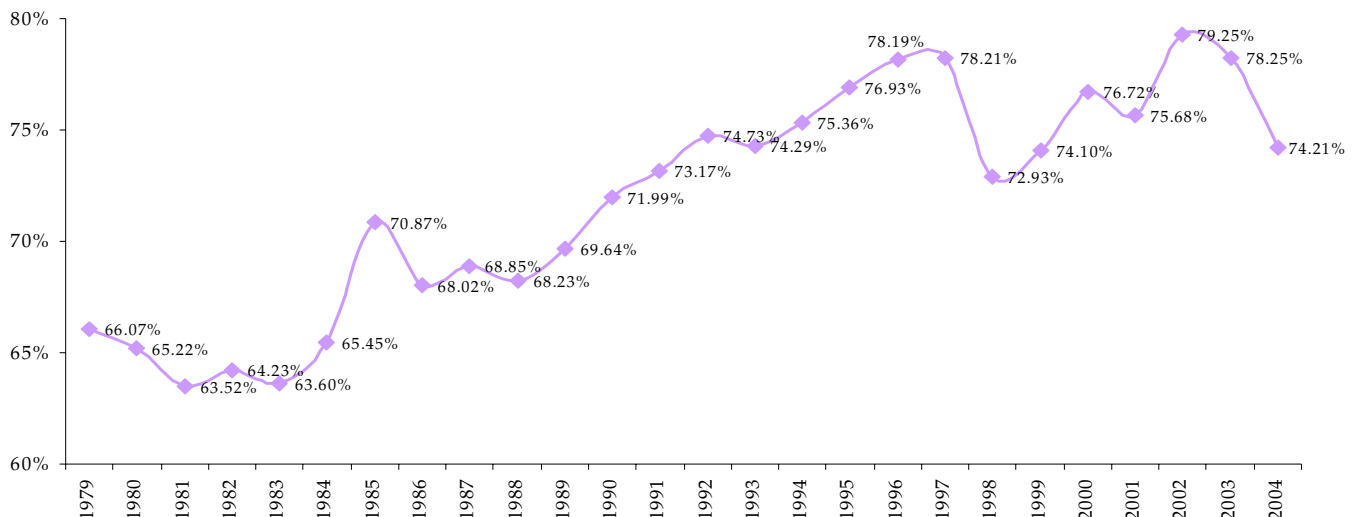
The data presented in our report represented a snapshot of the status of women in our state. In some areas, there is significant improvement and in other areas there is persistent inequality.

Top Three Positions in CT's Top 100 Companies According to Gender 2005



Source: Connecticut Department of Social Services, data for October 2005.

Source: Connecticut Magazine's Top 100 Companies, 2005



Projects of the PCSW

Connecticut Women's Health Campaign

The Connecticut Women's Health Campaign (CWHC) is a coalition of approximately 35 organizations with expertise in women's health. The main goals of CWHC are:

- 1) to educate policymakers and health care providers about the health care needs of Connecticut women;
- 2) to shape public/private initiatives and legislation affecting women's and girl's health;
- 3) to maintain a strong unified voice of many diverse women's health groups working together.

In 2005/2006, the CWHC was co-chaired by Leslie Gabel-Brett of the PCSW and Gayle Kataja of Connecticut Community Care, Inc. Originally organized in 1994, the CWHC celebrated its eleventh anniversary this year.

Every year, the CWHC identifies several legislative priorities that promote or protect the access of women and girls to quality, affordable health care. In 2006, the General Assembly enacted a budget that included the restoration of self-declaration of income for HUSKY. This will eliminate the duplicative paperwork the families were forced to provide, while allowing the Department of Social Services to continue to verify income electronically.

Other highlights of the CWHC legislative agenda include:

- Restoration of some funding for non-emergency medical transportation for State Administered General Assistance participants;
- Appropriating approximately \$1 million additional for breast and cervical cancer screening; and

- Passing a law restricting the types of beverages sold in students and providing financial incentives to boards of education which meet State Department of Education nutritional standards.

The CWHC also co-sponsored *Making Women Visible Day* which took place on February 16 at the Legislative Office Building. Member organizations had information tables that day in the concourse between the Legislative Office Building and the State Capitol. CWHC published and distributed a "Briefing Book" with information about topics such as the significance of trauma as a factor in behavioral health treatment for women and girls; racial and ethnic disparities in health care and information about Medicare Part D and other prescription drug issues for women.

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Women's Health Campaign



CONNSACS participates in the CWHC informational health fair during Making Women Visible Day.

As part of the program, *The Real Cost of Living and Getting Health Care in Connecticut: The Health Economic Sufficiency Standard (HESS)* was released. The HESS measures the economic burden of health care and illness on Connecticut families. More information is available in the research and special projects section.

Over the summer, the CWHC sent a letter with our principles and priorities to every candidate running for statewide public office in Connecticut. It is hoped that this will result not only in more visibility for the Campaign and its work, but for increased collaboration with the community and policymakers.

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Health Economic Sufficiency Standard

The PCSW collaborated with the Foundation for Connecticut Women, the Universal Health Care Foundation, the CT Health Policy Project and the Women's Union to produce a Connecticut Health Economic Sufficiency Standard (HESS). This tool and report, known as "HESS," measures the economic burden of health care and illness on Connecticut families. *"The Real Cost of Living and Getting Health Care in Connecticut"*, assumes that high-quality employer-sponsored health insurance (ESI) in which the employer pays the average share of the premium, or an equivalent social insurance program, is essential for working families' health security. The report was disseminated to the Advisory Council and all state policymakers, as well as those attending *Making Women Visible Day*.

Estimates of health-related economic burdens were calculated for twelve distinct demographic family types. For each family type, four components are estimated:

- Health insurance premiums paid by the family
- Out-of-pocket medical expenses
- Lost earnings due to a wage earner's own illness
- Lost earnings due to family caregiving responsibilities.

Main findings include:

- **Women Experience Higher Family Financial Health Burdens.** Female-headed households have higher rates of out-of-pocket expenditures than male-headed households.
- **Income Losses Due to Family Illness Threaten Economic Security.** HESS and other research studies found that a family illness or temporary disability can cause serious setbacks for working families –

even for those with ESI and living self-sufficiently.

- **Women Are More Vulnerable to Medical Debt Than Men.** Fifty-six percent of medical bankruptcy filers are women.
- **Workers Aged 55–64 Are Vulnerable to Unmanageable Financial Health Burdens**

Family Economic Self-Sufficiency

The Real Cost of Living in 2005: The Self-Sufficiency Standard for Connecticut, presents an update to the 1999 report. In order to assist job seekers, policy makers, local regional workforce investment boards and local service providers, the data in the *"The Real Cost of Living in 2005: The Self-Sufficiency Standard for Connecticut"* is calculated for the 23 regions grouped within the five workforce development areas and is available for 70 different family types. The report was disseminated to state policymakers, workforce development boards, the CT Employment and Training Commission, and at *Making Women Visible Day*. Special presentations were also held at the request of several policymakers.

The Self-Sufficiency Standard measures how much income is needed for a family of a certain composition in a given place to adequately meet their basic needs—without public or private assistance.

Although the State of Connecticut has the highest per capita income in the country, there are still families who are struggling to make ends meet. In fact, FESS shows that if families were making ends meet under this self-sufficiency standard, then:

- **Child care costs** throughout Connecticut would be about 30% to 39% of a family's monthly budget.

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- **Housing costs** throughout Connecticut would be about 16% to 27% of a family's budget.
- **Health care** expenses throughout Connecticut would be a relatively small budget item, assuming families have access to employer-sponsored health insurance.

In every region, a single parent with one preschooler and one schoolage child needs to earn a minimum of two and one half times Connecticut's 2006 minimum wage of \$7.40 in order to meet the Self-Sufficiency income.

Public and private work supports play a vital role, when used as short-term assistance, in narrowing the gap between actual income and self sufficiency. The Report demonstrates that there are two means for improving a working family's "wage adequacy," – increasing work supports and raising the wage itself.

Many cannot afford their housing *and* their child care *and* their food and so must choose between their needs or provide substandard housing or inadequate child care or insufficient food or provide no health care at all. The Self-Sufficiency Standard is a useful tool and a target for policy makers, employers, advocates, and jobseekers as we all work to help low-income families reach economic self-sufficiency.

The Self Sufficiency Standard for One Adult, One Preschooler and one Schoolage Child Hartford

<u>Monthly Costs</u>	
Housing	\$709
Child Care	1,401
Food	527
Transportation	45
Health Care	291
Miscellaneous	297
Taxes	716
Child Care Tax Credit	-\$100
Child Tax Credit	-\$167
Self-Sufficiency Hourly Wage	\$21.13

ANNUAL

Economic Self Sufficiency

REPORT

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Waterbury

Monthly Costs

Housing	\$645
Child Care	1,462
Food	492
Transportation	268
Health Care	291
Miscellaneous	316
Taxes	820
Child Care Tax Credit	-\$100
Child Tax Credit	-\$167
Self-Sufficiency Hourly Wage	\$22.88

New Haven

Monthly Costs

Housing	\$794
Child Care	1,422
Food	487
Transportation	45
Health Care	291
Miscellaneous	304
Taxes	751
Child Care Tax Credit	-\$100
Child Tax Credit	-\$167
Self-Sufficiency Hourly Wage	\$21.74

Stamford

Monthly Costs

Housing	\$1,312
Child Care	1,643
Food	505
Transportation	45
Health Care	291
Miscellaneous	379
Taxes	1,209
Child Care Tax Credit	-\$100
Child Tax Credit	-\$167
Self-Sufficiency Hourly Wage	\$29.07

New London

Monthly Costs

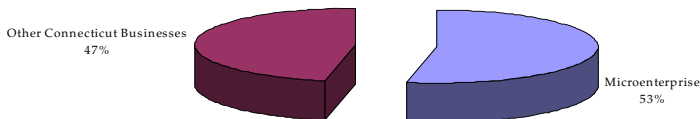
Housing	\$683
Child Care	1,193
Food	451
Transportation	239
Health Care	291
Miscellaneous	286
Taxes	652
Child Care Tax Credit	-\$105
Child Tax Credit	-\$167
Self-Sufficiency Hourly Wage	\$20.02

Women's Economic Development Initiative (WEDI)

In the mid-nineties, the PCSW convened a meeting of women and men interested in furthering the economic development of women, particularly women who own businesses. At this brainstorming session, participants identified opportunities and obstacles women business owners encounter when starting or doing business in Connecticut — whether their business is in the state, federal or private sectors. As a result of this meeting, the Women's Economic Development Initiative (WEDI) was created.

WEDI continues today as a coalition of advocates, legislators, and leaders in government and business communities working to further the efforts of women business owners in Connecticut. The PCSW continues its partnership with the Connecticut Chapter of the National Association of Women Business Owners (NAWBO-CT) and in 2005 established a supporting relationship with the Community Economic Development Fund's Micro Enterprise Resource Group (MERG), to focus on Connecticut's smallest women owned businesses.

Number of Microenterprise Businesses in CT 2005



Source: Microenterprise Resource Group (MERG), Microenterprise FAQs, 2006; www.merget.org/microenterprise.htm

Trafficking of Women and Children

PCSW's Executive Director Leslie Brett and Associate Legislative Analyst Natasha Pierre worked with Representative Andrea Stillman to convene The Interagency Task Force on Trafficking in Persons pursuant to Special Act 04-8. The Task Force membership includes 30 politically appointed representatives from state agencies, law enforcement, victim services, immigrant groups, and community justice organizations.

The Task Force issued its report in January six major recommendations: enact a state-level anti-trafficking statute; increase public awareness; providing funding to service providers who assist victims; train law enforcement and social service providers; create a data collection and analysis system; and continue the Task Force for continued collaboration and progress, including but not limited to the development of legislation to address victim services.

Several of the Task Force's recommendations were adopted in the 2006 Legislative Session. Public Act 06-43, An Act Concerning Trafficking in Persons, created a criminal statute to categorize trafficking in persons as a class B felony under state law; and provided funding to PCSW and the Police Officer Standards and Training Council to develop a training program that would be made available to the Division of State Police, the Chief State's Attorney, local police departments and community organizations. It also provided funding to the Division of Criminal Justice to provide protective services; and, to the Office of Victim Services for the purposes of contracting with community providers for services to victims. The law also continued the Task Force for another year, increased its membership to include the Judicial Branch and the Victim Advocate, and expanded the scope of issues that the task force must address to include developing recommendations to address access to rights, benefits and services for victims of trafficking. The Task Force submitted its recommendations to the Legislature.

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Small Business Trafficking

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Nontraditional Employment for Women (NEW) Program

The PCSW received 2005-2006 funding from the CT Department of Labor and Office for Workforce Competitiveness through the Capital Region Workforce Development Board's Hartford Jobs Funnel to conduct the Nontraditional Employment for Women (NEW) Program. This program has three major components: a prospective apprenticeship training program incorporating "best practices;" technical assistance to employers, unions, and counselors; and opportunities for tradeswomen to network. Doreen Fredette was promoted to Program Manager and Jeanne Miner was hired as the Program Assistant. The NEW program graduated 14 women ready for apprenticeships in non-traditional occupations in May. At least Ten were placed as of September, 2006. NEW staff completed their grant year with great success on June 30th.

PCSW participates in job and career fairs and other community events targeted to students, youth and workers in the Greater Hartford area. In addition, PCSW staff participate on a number of bodies which seek to promote job development, training and workforce advancement. In the following groups, we are able to voice the concern of recruiting, promoting and retaining women in the building and construction trades: the State Apprenticeship Council, the Joint Apprenticeship Training Directors Committee of Connecticut, the Coalition for a Working Connecticut, the Connecticut Employment and Training Commission, and the National Association of Women in Construction.

The recruiting phase for the prospective apprenticeship training program began in the fall and we received approximately 61 applications. An Information Session was conducted with 35 women on December 20th. Aptitude assessments were conducted with 24 women

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Pictured above: Women participate in the Women in the Trades Networking Exchange; pictured right: NEW Program participant Juanita Chisolm



Non-Traditional Employment

in January and 23 women were interviewed at the end of the month.

Fourteen women attended the Orientation for the NEW Prospective Apprenticeship Training Program on February 6th. The 12-week program was conducted at the Ironworkers Local 15, Hartford, CT. A graduation dinner was held on May 24th at the *State Armory* and 14 women received certificates of completion at this event. These women then began work as carpenters, ironworkers, electricians, plumbers and welders.

Women In The Trades Networking Exchange

On March 30th and June 28th PCSW held a Women in the Trades Exchange at the Universal Health Care Foundation of Connecticut Inc. in Meriden.

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These were successful events that gathered journey tradeswomen to discuss various issues that women face in the building and construction trades. Participants expressed interest in supporting less experienced women coming into the trades, including those transitioning from Corrections. PCSW proposed several steps including:

- expanding the network to include more journeywomen through various union, personal, Dept. of Consumer Protection and other lists;
- meeting with the New Haven Commission on Equal Opportunities re: their enforcement actions;
- meeting the state Commission on Human Rights and Opportunities re: possible best practices from New Haven and concerns among journeywomen; and exploring membership in the Coalition for Labor Union Women.

Tradeswomen Survey

In June, PCSW completed the 2006 NEW survey which was used to gain information on tradeswomen in workplace issues and earnings prior to and post construction work. The survey confirmed the issues women continue to have in the construction trades in regards to outreach, compliance, retention etc.

The results will be used for updating our NEW Training Program curriculum; drafting testimony/state policy changes; exploring issues with compliance and retention. Among the key findings:

- Two-thirds of the respondents were employed, the majority on a full-time basis.
- Women who graduated from the PCSW's pre-apprenticeship training

program had higher rates of employment (68%) compared with those who did not participate in the program (57%).

- The average wage for all respondents was \$26,731 in 2005. Earnings before construction work averaged approximately \$24,000.
- Journeywomen averaged over \$35,000 per year.
- Apprentices averaged over \$26,000 per year.

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Non-Traditional Employment

Pictured below: Francene Breton provides rebar training to NEW participants Alicia Smith and Elizabeth O'Shea.



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Talent Bank

Charged with “promot[ing] consideration of qualified women for all levels of government positions,” the PCSW maintains a Talent Bank of women interested in being appointed to state and municipal boards and commissions. In the fiscal year 2005-2006, there were 425 women listed in our Talent Bank.

In addition, the PCSW participates in Reflecting Connecticut/Regflejando a Connecticut, a collaborative project with DemocracyWorks, the African American Affairs Commission, the Latino and Puerto Rican Affairs Commission, the National Conference for Community and Justice, and more than twenty sponsoring organizations statewide. As part of this project, the PCSW’s Talent Bank is available as a resource for boards and commissions seeking appointees.

Internship Program

The PCSW continues to provide young people with practical work experience and mentorship through its internship program. The program is designed to expose women and men to the various aspects of the Commission’s work, and to continue the mission of the agency. Interns volunteer their time during the fall and spring semesters and during the summer, often for course credit. University of Connecticut students can also choose the PCSW as a work study placement through financial aid.

This fiscal year seventeen students interned with the PCSW, representing high schools, colleges, and graduate programs throughout Connecticut, Massachusetts and New York. Smith College, Vassar College, Southern Connecticut State University, College of the Holy Cross, Quinnipiac University, St. Joseph’s College, Trinity College, Yale University, The Ethel Walker School, East Hartford High School and the University of

Connecticut were among the schools that participated. Interns assisted with Making Women Visible Day, the Connecticut Women’s Health Campaign, PCSW’s Talent Bank, and the updating of numerous PCSW publications.

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Pictured above: PCSW interns Hannah Belsky, Kara Pipoli, and Kristin Mikolowsky; PCSW interns Amy Ramirez and Isamar Ramirez; PCSW intern Aryn Kyer.

Talent Bank Interns

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Congressional District Advisory Councils

The Congressional District Advisory Councils are comprised of women and men who are leaders in their community and are interested in issues that affect the status of women and girls.

On November 4, 2005, the PCSW convened a summit meeting for its members. Participants from throughout the state met at the Four Points Sheraton in Meriden to discuss and brainstorm around four different topics:

- What lessons have we learned from the CDACs?
- What would help make you a stronger advocate for women and girls?
- What could PCSW do to help you and women in your family or community to achieve equity?
- How can PCSW and the CDACs hear from new voices?

Out of this meeting, the PCSW initiated a CDAC Speakers Bureau for members to share expertise on a wide range of issues and topics. The compilation should allow CDAC members to become more active in their communities by simplifying the process of locating experts to speak at neighborhood schools, workplaces, and before other community groups.

CDAC members also chose a new structure for meeting, shifting from four meetings to two meetings each year. Starting in 2007, meetings will be held in northern Connecticut and southern Connecticut; the following year members will meet in the east and west parts of the state.

Making Women Visible Day

The PCSW partnered with the National Association of Women Business Owners (NAWBO-CT), MicroEnterprise Resource Group (MERG) and the Connecticut Women's Health Campaign (CWHC) to bring our 12th annual Making Women Visible Day to the Legislative Office Building.

Highlights of the day included the release of a new research brief entitled "The Real Cost of Living and Getting Health Care in Connecticut: The Health Economic Sufficiency Standard." The research was conducted by the Women's Union in Boston through funding from the Universal Healthcare Foundation of Connecticut. The PCSW also released its 2005 edition of "Facts About the Status of Women in Connecticut."

Programs included a keynote presentation on economic self-sufficiency for women given by Joan Kuriansky, Executive Director of Wider Opportunities for Women (WOW), and a special program for women business owners, including release of preliminary results of a survey of women business owners and a panel discussion, "How to Communicate Effectively with Your Legislators."



Pictured above: Keynote speaker Joan Kuriansky discusses economic self-sufficiency at Making Women Visible Day.

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Legislative Report

PCSW submitted oral or written testimony on 80 bills or issues before the following legislative committees: Appropriations; Commerce; Education; Government, Administration and Elections; Higher Education and Employment Advancement; Human Services; Insurance and Real Estate; Judiciary; Labor and Public Employees; Public Health; Public Safety; Select Committee on Aging; Select Committee on Children; and Select Committee on Housing. The following are brief summaries of selected bills and budget items that the PCSW monitored because of their potential impact on the status of women and girls.

VIOLENCE AGAINST WOMEN

PA 06-43, An Act Concerning Trafficking In Persons (sS.B. 153) – Effective July 1, 2006

This law creates a criminal statute to categorize trafficking in persons as a class B felony under state law. It also continues the Interagency Task Force on Trafficking in Persons for another year, increases membership to include the Judicial Branch and the Victim Advocate, and expands the scope of issues that the task force must address to include developing recommendations to address access to rights, benefits and services for victims of trafficking. Finally, it provides funding: to PCSW and the Police Officer Standards and Training Council to develop a training program for law enforcement and community organizations; to the Division of Criminal Justice to provide protective services; and, to the Office of Victim Services for the purposes of contracting with community providers for services to victims.

PA 06-11, An Act Concerning Sexual Assault (S.B. 439) - Effective October 1, 2006

This law expands the crime of sexual assault to include circumstances when the actor engages in, causes, or forces another to submit to sexual contact by emitting any substance from their intimate parts.

S.B. 445, An Act Concerning Emergency Health Care for Sexual Assault Victims - Failed

This bill would have required licensed health care facilities to provide each victim of sexual assault: medically and factually accurate and objective information relating to emergency contraception; inform the victim of its availability, use and efficacy; and, dispense it to the victim upon request.

sS.B. 443, An Act Concerning Domestic Violence - Failed

This bill would have specified nonfinancial conditions that police officers could set when releasing someone arrested for a family violence crime, and made the arrestee guilty of a crime with an increased penalty if the arrestee intentionally violated those conditions. It would also have allowed police officers to seize any electronic defense weapons that were in plain view or in the arrestee's possession.

HEALTHCARE

Medicaid And State Administered General Assistance (SAGA)

Restore Self-Declaration Of Income - Concept Passed, Effective July 1, 2006 (Section 49 of PA 06-188):

When accepting HUSKY applications, the Department of Social Services (DSS) must rely on income information provided by applicants, which is subsequently verified by DSS, unless DSS has reason to believe it is inaccurate or incomplete. This provision was eliminated in July 2005 and resulted in the loss of HUSKY coverage for 10,000 people.

Restore Funding For Non-Emergency Medical Transportation For SAGA Participants – Failed, however according to the Attorney General's legal opinion dated July 26, 2006, the state may do so without further legislative action: SAGA beneficiaries are required to seek medical care from federally-qualified health centers and hospitals which means that they often have to travel long distances to see a doctor. The SAGA medical program did not provide non-emergency medical transportation to allow covered

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individuals to get to and from medical appointments. Funding was provided to restore non-emergency medical transportation.

PA 06-38, An Act Concerning Health Insurance Coverage for Breast Cancer Screening (sS.B. 422) - Passed, Effective October 1, 2006

This law requires certain individual and group health insurers to provide coverage for a comprehensive ultrasound screening if: a mammogram shows heterogeneous or dense breast tissue based on BI-RADS; or a woman is considered at an increased breast cancer risk because of family history, her own prior breast cancer history, positive genetic testing, or other indications determined by her physician.

H.B. 5474, An Act Concerning Nurse Midwifery - Concept Passed, Effective October 1, 2006 (Sections 37-40 of PA 06-195)

This law revises the nurse-midwife scope of practice and their relationship with physicians by expanding their scope to include all women's health care with a focus on family planning and gynecological needs of women, pregnancy, childbirth, the postpartum period and the care of newborns. It also requires a nurse-midwife to practice within a health care system and have a clinical relationship with obstetrician-gynecologist that provide for consultation, collaborative management, or referral as indicated by the patient's status, rather than the previous requirement to have written protocols and guidelines; and it allows a graduate of a nurse-midwife program approved by the American College of Nurse-Midwives to work without a license in a hospital or other setting for up to 90 days after graduation.

sS.B. 103, An Act Concerning Expansion Of The State Funded Pilot Program Providing Personal Care Services For Persons Sixty-Five Years Of Age Or Older - Concept Passed, Effective July 1, 2006 (Sections 8-9 of PA 06-188)

This law increases the maximum number of participants from 150 to 250 in a state-funded "consumer-directed" personal care assistance (PCA) pilot program, which includes the CT Home Care Program. It also removes the upper age limit on the state's Medicaid PCA waiver, to cover eligible disabled people age 18 or older, rather than just those between ages 18 and 64.

PA 06-170, An Act Concerning The Establishment Of A Council To Advise The Commissioner Of Social Services On Matters Relating To The Implementation And Operation Of The Medicare Part D Program (H.B. 5639) - Passed, Effective Upon Passage

This law creates a 22-member council to advise the Department of Social Services on matters relating to the administration and implementation of the federal Medicare Part D program; and make legislative recommendations and annual reports to the General Assembly.

H.B. 5821, An Act Concerning Behavioral Health and Substance Abuse Services that are Gender Specific and Trauma-Informed - Failed

This bill would have required that each behavioral health or substance abuse service provided by the state, or by a public or private health care provider under contract with the state, be gender specific and trauma-informed to comprehensively address the unique needs of the individuals receiving services. It would have required the Office of Policy Management, in collaboration with the Department of Mental Health and Addiction Services, the Department of Correction, the Department of Children and Families and the Court Support Services Division to establish a competitive grant program to identify and encourage best practices in gender specific and trauma-informed treatment programs and services.

S.B. 84, An Act Concerning A Uniform Data Collection and Management System for Racial and Ethnic Health Data - Failed

This bill would have provided funding to the Office of Multicultural Health for the purpose of gathering and coordinating health data on racial and ethnic populations across all state agencies.

sS.B. 552, An Act Concerning Requiring a Study of Health Insurance Coverage for Medical Services and

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Treatment for Morbid Obesity and Prosthetic Devices - Failed

This bill would have required individual and group health insurance policies to provide coverage for medically necessary expenses associated with the diagnosis and treatment of morbid obesity, including bariatric surgery and associated physician office visits, health and behavior assessments, nutrition education, patient self-management education and training and therapeutic exercises.

H.B. 5791, An Act Establishing A Teen Body-Wise Pilot Program - Failed

This bill would have established a pilot program to assist teenage girls in developing and maintaining a healthy relationship with food, a positive body image and solid self-esteem.

ECONOMIC SECURITY/PAY EQUITY

sH.B. 5024, An Act Concerning the Workforce Readiness of the Jobs First Program Participants Concept Passed, Effective Upon Passage (PA 06-186).

This budget allocated \$6.5 million for TANF Job Reorganization to expand education and vocational education programs to enhance the employability of participants in the Jobs First program.

PA 06-164, An Act Concerning Recommendations of the Child Poverty Council Related to Job Training and Child Wellness (sH.B. 5251) - Passed, Effective July 1, 2006

This law permits the Office of Workforce Competitiveness to establish a pilot program giving parents access to training to develop skills they need to get and keep jobs. The pilot program will target parents with children under 18 who qualify for, but are not receiving, federal Temporary Assistance to Needy Families benefits.

PA 06-154, An Act Concerning the Early Childhood Education Workforce (sS.B. 455) - Passed, Effective July 1, 2006

This law requires the Department of Higher Education to develop ways to expand the capacity of early childhood education teacher programs. It also requires the Department to collaborate with other agencies to define training requirements and competencies for the early childhood education field, and develop a database on early childhood education worker supply and qualifications.

PA 06-102, An Act Concerning Family And Medical Leave For State Employees, Services For Individuals Eighteen Years Of Age And Older In The Care And Supervision Of The Commissioner Of Children And Families, Permanency Plans For Children, And Employment Accommodations For Members Of The General Assembly (sH.B. 5011) - Passed, Effective October 1, 2006

Section 1 of this law allows permanent state employees to take up to four weeks of unpaid leave annually to care for a seriously ill foster child.

sS.B. 22, An Act Concerning Family and Medical Leave for Employees of Municipalities and S.B.

23, An Act Concerning Family and Medical Leave for State Employees - Failed

These bills would have allowed full-time state and municipal employees to use up to two weeks of their accrued paid sick leave for the birth or adoption of a child, or the serious illness of the employee or the employee's child, spouse or parent.

sS.B. 676, An Act Concerning Revenues of the State - Failed

Section 5 of this bill would have proved a state earned income tax credit (EITC) equal to 10% of the federal EITC for eligible low-income working families.

S.B. 479, An Act Concerning Revisions to the Temporary Family Assistance Program - Failed

This bill would have exempted persons with limited ability to work due to a medical impairment from time-limited benefit requirements; revised criteria for the six –

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month extensions of temporary family assistance benefits; eliminated the family cap provision which reduces the benefit level received by an otherwise eligible family; and, extended safety net services to families who are earning below the payment standard when they reach their time limit.

H.B. 5533, An Act Concerning Transitional Rental Assistance - Failed

This bill would have provided the Department of Social Services with flexibility in the administration of the transitional rental assistance program to ensure that it continued to serve those families with earnings sufficient to make a successful transition from Temporary Family Assistance to self-sufficiency.

sS.B. 480, An Act Concerning Child Care – Failed

This bill would have increased the reimbursement rates to child care centers to achieve parity between funding levels for state-funded centers and school readiness programs.

sH.B. 5507, An Act Concerning Eligibility Under the Care4Kids Program - Failed

This bill would have increased the reimbursement rates to child care centers, and increased applicant income eligibility standards to 75% of the state median income.

WOMEN AND BUSINESS DEVELOPMENT

PA 06-166, An Act Establishing a Pilot Microloan Program for Microenterprises (sH.B. 5493) - Passed, Effective July 1, 2006

This law directs the Department of Community and Economic Development to grant funds to the Community Development Fund to assist microenterprises to gain access to technical and financial resources. A microenterprise is defined as a new or existing business with ten or fewer employees and annual gross revenues of less than \$500,000, including home-based and owner-operated businesses.

PA 06-83, An Act Concerning Jobs for the Twenty-First Century (S.B. 702) - Passed, Effective July 1, 2006 (Sections 6-8)

This law defines a micro business as a business that is independently owned and operated and employs less than 50 full-time employees or has gross annual sales of less than \$5 million. It also creates an Office of Business Advocate to serve as an information clearing house on public and private business assistance programs, and identify and contact micro and small business that could benefit from these programs.

sH.B. 5050, An Act Concerning the State Set-Aside Program - Failed

This bill would have made several changes to the state small and minority business set-aside program, including requiring certain agencies to explain how it would meet its set-aside program goals, changing the definition of small contractor, requiring an explanation when a set aside contractor employs a subcontractor who is ineligible for the program, and requiring awarding authorities to send notices of alleged set-aside violations to the Commission on Human Rights and Opportunities. It would have also required substantial subcontractors to prequalify with the Department of Administrative Services before they performed work on a state or municipal construction contract. Finally, it would have prohibited the state from contracting with corporations that receive a tax benefit as a result of reincorporating outside of the United States.

H.B. 5779, An Act Increasing the Availability of Health Insurance for Small Businesses - Failed

This bill would have reduced health insurance costs for employers who employ no more than 50 employees. It would have also eliminated an employer's responsibility to pay group health insurance premiums for employees who were terminated or voluntarily terminated their employment upon the effective date of termination.

FAMILY LAW

PA 06-168, An Act Concerning the Relocation of Parents Having Custody of Minor Children (sH.B. 5536) - Passed, Effective October 1, 2006

This law requires parents who relocate or plan to relocate with a child to prove that the relocation is in the child's best interest. It also codifies a nonexclusive list of factors family courts must consider when the

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non-relocating parent seeks to block the move due to its significant impact on an existing parenting plan.

H.B. 5599, An Act Concerning the Assignment of Property and the Award of Alimony Upon Dissolution of Marriage, Legal Separation or Annulment - Failed
This bill would have eliminated the causes for an annulment, dissolution of marriage or legal separation as factors to be considered by the court in making an assignment of property or an award of alimony.

H.B. 5600, An Act Concerning Parenting Time and Parental Responsibility with Respect to the Custody of a Minor Child - Failed
This bill would have provided that there shall be no presumption awarding substantially disproportionate parenting time and responsibility to one parent, where both parents are capable and seeking substantially equal or greater parenting time and responsibility.

CIVIL RIGHTS
PA 06-115, An Act Concerning Bullying Policies in Schools and Notices Sent to Parents or Legal Guardians (sH.B. 5563) - Passed, Effective July 1, 2006

This law expands the definition of bullying to include overt acts directed at another student with the intent to harass and incidents that occur on a school bus. It also enhances schools' obligations to tell students how to report bullying, and requires interventions for students who repeatedly bully or are bullied.

sH.B. 5504, An Act Concerning A Safe Learning Environment for Children and Youth - Failed
This bill would have examined the effectiveness of school responses to bullying, established a state ombudsperson to resolve complaints relating to bullying, and established grants to create safe learning environments in schools.

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H.B. 5597, An Act Concerning Discrimination - Failed

This bill would have made gender identity or expression a protected class under state anti discrimination laws. Specifically it would have prohibited discrimination in employment, public accommodations, the sale or rental of housing, the granting of credit, urban homesteading, public schools, board of education, public libraries, and utility providers. It would have also given the Commission on Human Rights and Opportunities jurisdiction to investigate discrimination complaints made by public school students on the basis of sexual orientation and gender identity or expression.

CRIMINAL JUSTICE AND CORRECTIONS

PA 06-119, An Act Concerning the Department of Correction (H.B. 5612) - Passed, Effective July 1, 2006

Section 1 of this law requires that \$350,000 of the telephone revenues from the contract for pay phone services for inmates be used to expand inmate educational services and reentry programs. Section 4 repeals a statute (C.G.S. §18-62) that required that men and women be confined and kept separately.

H.B. 5699, An Act Concerning the Implementation of Certain Requirements Protecting Children and Families with Services Needs - Concept Passed, Effective Upon Passage (Section 42 of PA 06-188)

This law creates the Family with Service Needs (FWSN) Advisory Board to monitor and advise the Department of Children and Families and Judicial department in developing and providing services, including those less restrictive than detention or residential placement, to girls age 15 and under who have committed status offenses (truancy or running away). The Board must submit written recommendations to the Legislature and Judicial department by December 31, 2007.

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Public Information Report

The PCSW provides a variety of public information services throughout the year.

Website Activity

The PCSW's website is used by our partnering organizations and the general public to learn about our priorities, activities, and upcoming events. This fiscal year our website was visited 64,994 times by visitors from over 105 countries.

The Women Owned Business section of the website continues to be the most accessed section after the homepage. The publication *Selected Highlights in Women's History* remains the most downloaded publication. Our website is visited most on Thursdays; Saturday is the least active day.

Other Media

Our office answered over 115 press calls, including newspaper and radio interviews, this fiscal year. Topics included the trafficking of women and children, women in government, women and health care, Making Women Visible Day, the morning after pill, the death of Betty Freidan, and Mother's Day. The Connecticut Network (CTN), based at

the state's Capitol, covered 4 of PCSW's meetings and events this fiscal year. The channel is available in most towns throughout the state and allows the general public access to Connecticut state government and public policy.

Sexual Harassment Prevention Training

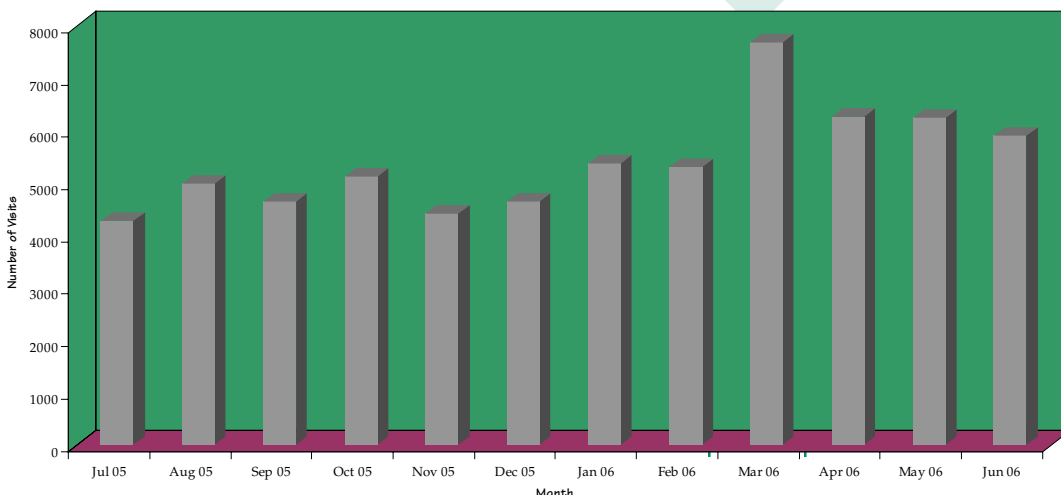
The PCSW is responsible for providing Sexual Harassment Prevention Training at no cost to state employees. During this fiscal year, Public Information Officer Barbara Potopowicz trained over 1,000 state employees from the following agencies: Central Connecticut State University; Connecticut Department of Mental Health and Addiction Services; Department of Administrative Services; Southern Connecticut State University; Department of Transportation; Office of Legislative Management; Commission on Human Rights and Opportunities; Department of Revenue Services; Department of Children and Families; Office of the Chief Public Defender; and the Teachers' Retirement Board.

Affirmative Action Officer Training

As required by P.A. 03-151, An Act Concerning Affirmative Action Officers, the PCSW provides joint training with the Commission on Human Rights and Opportunities to all Affirmative Action personnel and Attorney General Designees at state agencies. On November 2 and 3, 2005, PCSW Public Information Officer Barbara Potopowicz and CHRO Senior Staff Attorney Joan Parker conducted training sessions for 205 state employees. In addition, the statute requires an additional five hours of update training each year. This was provided on June 8 and 20, 2006 for over 175 state employees. Margaret Chapple from the Office of the Attorney General, Robin Fox from the Commission on Human Rights and Opportunities, and Barbara Housen from the Freedom of Information Commission helped conduct the update training.

Public Information Training

Total Visits to the PCSW Website July 2005 - June 2006



Speaker's Bureau

Through our Speaker's Bureau, 4 staff members and 3 Commissioners spoke at 48 events throughout the state.

Topics included:

Campaign Finance Reform
Career Opportunities for Girls/Health Issues for Girls
Celebrating Connecticut Women Who Served in the Armed Forces
Challenges and Strategies for Increasing Representation of Women and People of Color in Leadership
Ella Grasso Day
Emergency Contraception
Health Care
Health Insurance
International Women's Day
Legislative Advocacy, Early Care, and Education
PCSW – Who We Are and What We Do
Legislative Session
Legislative Processes
Low Income Women
Making Women Visible Day
Pay Equity
PCSW – Who We Are and What We Do
Self Sufficiency Briefing
Sexual Harassment
Trafficking of Women and Children
Transitioning into the Community from Prison
Women Business Owners
Women's Health
Women in Higher Education
Women's History Month
Women in Prison
Women Veterans and PCSW

Organizations included:

Academy of Information and Technology Engineering
Boys and Girls Club of Lower Naugatuck Valley
Brien McMahon High School
Building Bridges Conference
Business and Professional Women
Central Connecticut State University
Chrysalis Center
Connecticut Association of Affirmative Action Professionals

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Connecticut Early Childhood Advocacy Conference
Connecticut Leadership Empowerment Action Project
Connecticut League for Nursing
Connecticut Women's Hall of Fame
DemocracyWorks
Fox61 Beyond the Headlines
Greater Waterbury Mental Health Authority
Greenwich YWCA
Hamden Public Library
Hamden Women's Network
Hartford Public Library
Micro Enterprise Resource Group
Middletown Rotary
National Public Radio
Northwestern Connecticut Chamber of Commerce
Planned Parenthood of New Haven
Sky Cable 13 Waterbury
State of Connecticut Department of Veterans Affairs
Soroptimists
Southwestern Libraries Association
University of Connecticut School of Social Work
University of Connecticut, Storrs Campus
W1YU Yale University Radio Station
WDRC Radio, Hartford
WELI FM Radio, New Haven
WFIF Radio, Milford
WHUS FM Radio, Storrs
Windsor Women's Club
WLAD Radio, Danbury
Women's Business Connection
Women of WestConn
Workforce Coalition
WPLR FM Radio, New Haven
WWUH Radio, University of Hartford
WXCT Radio, Southington

Formal complaints to the Commission on Human Rights and Opportunities

The PCSW receives hundreds of telephone inquiries from individuals seeking information about laws prohibiting sex discrimination, and about state services and programs for women and girls. The PCSW is mandated to receive complaints of sex discrimination and to assist complainants in filing formal charges with the Connecticut Commission on Human Rights and Opportunities (CHRO). In many cases, we send out informational booklets and other materials to assist callers with questions about sexual harassment, family and medical leave, starting their own businesses and many other issues.

In 2005/2006, we received 42 requests for formal complaint assistance. Of those requests, 6 resulted in the filing of formal complaints with the Commission on Human Rights and Opportunities. 31 of the complaints were employment related and 11 were related to pregnancy discrimination.

Requests for information, referrals and publications

In 2005/2006, the PCSW documented 477 calls for information and referral in our formal tracking system. Our staff responds to approximately 20-30 additional calls per week from individuals seeking information. Callers need information regarding child support, credit discrimination, employment discrimination, housing discrimination, internship opportunities with the PCSW, legislative issues, nontraditional occupations, the roles and responsibilities of the Permanent Commission on the Status of Women, pregnancy and family and medical leave, sexual harassment, the Talent Bank and issues affecting women business owners.

In many cases, the PCSW sends out informational materials as a result of information and referral calls. Individuals, legislators, and businesses contact the PCSW through phone, email, regular mail, and by visiting the office to request printed materials. Between these formal requests and various PCSW events, meetings, and speaking engagements, over 6,400 publications were distributed this fiscal year.

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Information Requests

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Publications available are:

Annual Legislative Summary, detailing the Commission's legislative agenda for the prior year and summarizing the outcome of bills that affect the status of women.

Annual Report, detailing the Commission's activities during the fiscal year, including legislative work, PCSW special projects and public information.

A Directory of Women's Organizations in Connecticut, listing women's organizations in Connecticut and contacts at those organizations. Updated in alternate years.

Balancing Work and Family, A Connecticut Solution, summarizing the testimony given at hearings conducted by the PCSW.

Briefing Papers on Women's Health, February 2006, a joint publication with the Connecticut Women's Health Campaign (CWHC) features the legislative agenda of the CWHC and highlights information on specific health topics.

Continuing Progress for Connecticut Women, highlighting the accomplishments of the PCSW and women and girls in Connecticut over the past 33 years.

Continúa el Progreso para las Mujeres de Connecticut, the Spanish version of Continuing Progress for Connecticut Women.

Facts About Connecticut's Female Veterans, providing statistical information on Connecticut's female veteran population.

Facts About the Status of Women in Connecticut, providing statistical information about the status of women in the state. 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2005 editions.

Facts About the Status of Women in Connecticut's Prison, providing statistical information regarding the prison population at York Correctional.

Fact Sheets on issues affecting the status of women in Connecticut.

Getting Appointed to State Boards and Commissions, an informational packet for women seeking to serve on state boards and commissions.

PCSW brochures, *Who We are and What We Do* (in English and Spanish), *Internship Program*, *The Talent Bank*, *Congressional District Advisory Councils*, *Women-Owned Business Project*.

PCSW Website, with information about PCSW activities, legislative action and important developments affecting women

Sexual Harassment Prevention Training Consultants, listing individuals and companies offering sexual harassment prevention training throughout Connecticut and New England.

Talent Bank Listing, containing information about women interested in serving on governmental boards and commissions

The Concerns of Women Business Owners, summarizing the testimony given at hearings conducted by the PCSW.

The Economic Status of Workers in Caregiving Professions, summarizing the testimony given at hearings conducted by the PCSW.

Publications on Women In Nontraditional Occupations

Nontraditional Jobs for Women: A Resource Guide for Counselors and Women in Connecticut, describing various resources for women interested in entering nontraditional occupations.

Nontraditional Occupations Information Packet, providing information about apprenticeship programs and about the Nontraditional Occupations Project at the PCSW.

Additional publications as a result of collaboration with others

Connecticut Career Ladder Advisory Committee, Three Year Strategic Plan, Submitted to the General Assembly February 2004 by the Office for Workforce Competitiveness. PCSW was a member of this committee

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Connecticut Department of Public Health, Legislative Report to the General Assembly – Recommendations on Gynecological Services for Women with Disabilities, January 2004. PCSW was instrumental in helping to pass the legislation that directed this report.

Interagency Task Force on Trafficking in Persons Final Report January 2006, a report prepared by the Permanent Commission on the Status of Women providing Final Recommendations proposed by the Interagency Task Force on Trafficking in Persons.

The Real Cost of Living in 2005: The Self-Sufficiency Standard for Connecticut, providing information on how much income is needed for Connecticut families to adequately meet their basic needs.

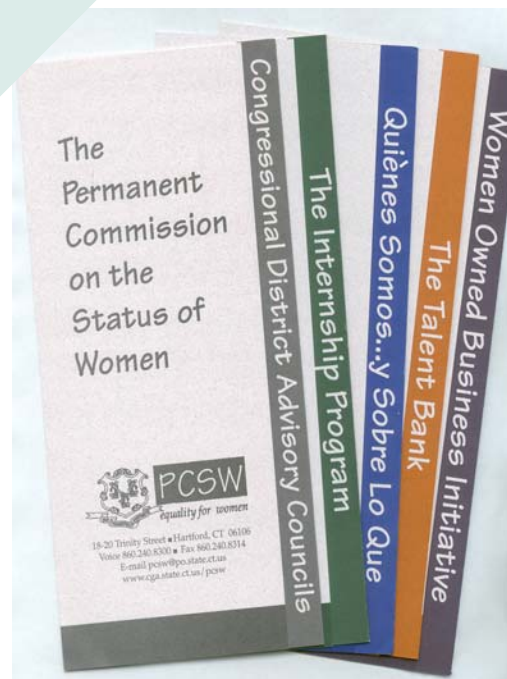
The Real Cost of Living and Getting Health Care in Connecticut: The Health Economic Sufficiency Standard, a research brief summarizing the economic burden of health care and illness on Connecticut Families.

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PCSW Budget July 1, 2005 to June 30, 2006

Agency Budget	Appropriated FY 2005/2006
Personal Services	\$547,970
Other Expenses	\$140,078
Equipment	\$2,500
Agency Total	\$690,548

Other Income Contributions	FY 2005/2006
Nontraditional Employment for Women (NEW) Program	
Capital Region Workforce Development Fund	\$50,000
Connecticut Department of Labor	\$35,000
NEW Program Total	\$85,000
Making Women Visible	\$2,090
Other Income Contributions Total	\$87,090



Budget

Commissioner Bios



Marcia A. Cavanaugh serves as a Member of the Special Projects Committee and is Treasurer of the Foundation for Connecticut Women. An alumna of Bay Path College and the Williams College

School of Banking, she is a First Vice President of NewAlliance Bank in New Haven. She is a member of the Development Committee of Gaylord Hospital and Chair of its Planned Giving Committee. She is a member of the Quinnipiac Club and a Governor of the Club. She serves as Chair of the Family Philanthropy Group of the Community Foundation for Greater New Haven. Mrs. Cavanaugh is a past President of the New Haven Kiwanis Club, a Director in Perpetuity of the New Haven Museum and Historical Society, past President and Executive Director of the Connecticut Estate & Tax Planning Council, as well as a member of the Advisory Board of the Woman's Seamen's Friend Society of Connecticut, Inc.

Anne Dailey, Esq.

was appointed to the Commission in 1999 by Governor John G. Rowland. After graduating from Yale University



and Harvard Law School, Professor Dailey clerked for Judge Jose A. Cabranes of the United States District Court for the District of Connecticut. She has taught at the University of Connecticut School of Law since 1990. In addition to teaching courses on family law, constitutional

law and women and the law, Professor Dailey's current research focuses on the relevance of child development research to legal doctrine and theory. Professor Dailey's published work has appeared in the *Virginia Law Review*, the *Duke Law Journal* and the *University of Pennsylvania Law Review*.

Barbara DeBaptiste

was first appointed to the Permanent Commission on the Status of Women in 1995 by the President Pro Tempore of the Senate M. Adela Eads and reappointed to the PCSW July 2000 by Speaker of the House Moira R. Lyons. She is



immediate past Chair of the Commission, Chair of the Public Information /Talent Bank Committee and serves as Chair of the Advisory Council in the 5th Congressional District for the PCSW.

Ms. DeBaptiste currently serves as the National President of the National Women's Hall of Fame and is a member at large of the CT Federation of Business and Professional Women. She is a Trustee

for the Long Wharf Theater, a Corporator of the Klingberg Family Centers and is a founding member and Honorary Chairperson of Covenant to Care, Inc.

She is a past National President of the National Coalition of 100 Black Women and is a founder, as well as the State President, of the coalition's Connecticut Chapter. She is Program Chair of the Nutmeg Chapter of the American Business Women's Association. She was the first African American to serve as moderator for the Connecticut Conference of the United Church of Christ and has served as the Assistant District Governor for District 7980 Rotary International and currently serves as the District Rotaract Chair. She is also a member of the Entrepreneurial Center Advisory Board at the Hartford College for Women, the African American Legacy Council of the Community Foundation for Greater New Haven. She chairs the Community Advisory Board of the Science, Technology, and Research Scholars Program at Yale University. She is a member of the Development Committee of the Family Services of Greater Waterbury and serves as honorary chair of Special Olympics, Northwestern Region.

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Carrie Gallagher serves on the Public Information/Talent Bank Committee. She is Program Director of Keep America Beautiful, Inc., a national nonprofit environmental education organization headquartered in Stamford. In this position she utilizes both



her successful corporate and entrepreneurial business experience and her background in nonprofit organization management and program development. Ms. Gallagher has served as Vice President of the Virginia Gildersleeve International Fund

and as Convener of its Project Grants Committee awarding grants around the globe to projects affecting women and their families. Additionally, Ms. Gallagher has served as CT State President and as national Program Vice President for the American Association of University Women. Ms. Gallagher received her baccalaureate degree in Speech and Education from the State University of NY at Brockport and is currently a graduate student in the Columbia University Executive Masters in Public Administration Program.

Sandra Hassan was appointed to the Permanent Commission on the Status of Women by Governor Rowland in August 2003 and to the Board of Child Support Regulations in September 2003. She holds an MSW from UConn School of Social Work and was employed by the Department of Children and Families as a social work supervisor until June 2003. Currently, Ms. Hassan is a social work supervisor with



the Hogar Crea drug treatment program for women in Hartford. In addition, she writes fiction for Chippewa Publishing.

Patricia T. Hendel was appointed to the Commission by Governor William A. O'Neill in 1986, reappointed in 1991 by Governor Lowell P. Weicker, Jr. and reappointed again in 1996 by Speaker of the House Thomas D. Ritter. She has previously served as Chair of the PCSW and currently serves on the Special Projects Committee. She is also currently Chairperson of the CT Citizens Ethics Advisory Board. A resident of New London, she is a former State Representative from the 40th District (New



London and Groton). Currently, she is President of the NACW Fund, Inc. Ms. Hendel was President of the National Association of Commissions for Women, a nonpartisan organization composed of state, regional, county and local commissions through the United States, Puerto Rico and the Virgin Islands. Ms. Hendel has served on the Steering Committee of the National Council of Women's Organizations, an umbrella organization of over 130 national women's organizations.

Previously, she was Executive Director of H.O.P.E. Inc., an organization devoted to providing affordable housing to low and moderate-income persons. Ms. Hendel holds a Bachelor's degree from Barnard College and a Masters degree from Connecticut College in economics, with an emphasis on public finance. Ms. Hendel's activities include the Women and Girls Fund of Southeastern Connecticut, the League of Women Voters, and the Connecticut Early Music Society.

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Adrienne Farrar Houël, a Bridgeport resident, is President of The Warrenton Network, a recently incorporated project management consulting firm and immediate past Director of Research and Development for Action for Bridgeport Community Development, Inc., the 41-year old, greater Bridgeport region's anti-poverty agency serving more than 30,000 clients. Ms. Farrar Houël is also Executive Director of Fairfield County Housing Partnership, Inc., a not-for-profit corporation formed in 2002 that builds affordable and supportive housing in partnership with social service agencies.



Ms. Farrar Houël is very active in community service. In 2003, Speaker of the House, Moira Lyons appointed her to the Permanent Commission on the Status of Women where she currently serves as Vice President. Farrar Houël also serves as Secretary of the Board of Directors of Community Capital Fund, and as Chair of Marketing for the Board of Directors of the Eastern Fairfield County United Way. Also, for the United Way, she leads Operation Graduation, a community impact program that will inform the Board of Education's strategic planning process and assist in putting into place educational reform measures for the city.

Ms. Farrar Houël is a Board Member and Chair of the Nominating Committee of the Connecticut Trails Council of Girl Scouts and Secretary of the Board of Trustees of the Connecticut Trust for Historical Preservation. A 1973 graduate of Harvard Business School, Farrar Houël worked in the areas of Real Estate Development and Marketing while living in France, Russia and Ireland for 28 years before returning to the United States and her native Connecticut in 2001. She is married and the proud mother of three grown children.

Tanya Meck was appointed to the Commission in 1998 by then Senate President Pro Tempore Kevin Sullivan and reappointed in 2002. She a past Commission Chair and has also served as the Vice Chair and Secretary. Tanya is the founder and President of MB Associates, LLC, a non-profit and political fundraising firm. Prior to establishing her consulting business, Ms. Meck served as the Assistant Secretary of the State and Chief of Staff for Secretary of the State of Connecticut Susan Bysiewicz. From 1996-1998 she was the Director of Development for the Connecticut Women's Education and Legal Fund (CWEALF).



Tanya is a Phi Beta Kappa and Summa Cum Laude graduate of Drew University in Madison, New Jersey where she majored in Behavioral Science and was an All-American athlete. After graduation, Tanya attended Trinity College in Hartford, Connecticut on a graduate fellow scholarship. While attending Trinity she earned her Master's Degree in Public Policy Studies and coached field hockey and women's lacrosse.

Listed in *Who's Who of American Women*, Tanya is active in her community and serves on the Board of Directors of the Women's Campaign School at Yale where she chairs the Development Committee. She served as a Commissioner for the West Hartford Planning and Zoning Commission for seven years, and also served as its Chairperson. She currently volunteers as on-air fundraising talent for Connecticut Public Television.

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Robin L. Sheppard has completed her 32nd year at Trinity College where she is a tenured Professor of Physical Education. After serving as the Head Field Hockey and Lacrosse Coach for 25 years, Ms. Sheppard retired from coaching following the 1998-99 academic year to assume full-time duties as the Associate



Athletic Director and senior woman administrator in the athletic department. She also serves as the athletic liaison with the Office of Student Services and this year was appointed Assistant Director to the First Year Program where she will continue to teach

an annual First Year Seminar and serve as an academic advisor to first year and sophomore students. Ms. Sheppard has been inducted into the Connecticut Field Hockey Hall of Fame, the National Field Hockey Coaches Association Hall of Fame, and the All Sports Museum of Southern New Jersey. Athletic Management Magazine honored her as an administrator in 1998 and the Institute for International Sport in Rhode Island named her an International Sports Fellow in 2001. Ms. Sheppard is a member of the National Association of Collegiate Women Athletic Administrators and serves on the NCAA Division III Field Hockey Committee.

Cindy R. Slane, Esq., PCSW's Vice Chair, was appointed to the Commission in 1996 to fill one of the two Commission seats that, by statute, must be held by law professors. She was



reappointed in 2000, and again in 2005. She chaired the Commission from 2000-2002, and has served one term as PCSW's Treasurer and four terms as Commission Vice Chair and

Legislative Committee Chair. She is also the Chair of PCSW's Fourth Congressional District Advisory Council. A former high school humanities teacher, Professor Slane is a graduate of Douglass College and Yale Law School. She was a member of the trial department at Day, Berry & Howard before joining the faculty at Quinnipiac University School of Law, where she is now an Assistant Professor of Clinical Law and Director of Field Placement Programs. She is admitted to practice in the State of Connecticut and the State of New York, and before the United States Supreme Court. Professor Slane is a James W. Cooper Fellow of the Connecticut Bar Foundation, and is a member of the Connecticut Bar Association, the American Bar Association, the Clinical Legal Education Association, and the Federal Bar Council. She serves on the Connecticut Bar Association's Committee on Professional Ethics, the State of Connecticut's Legal Internship Committee, and the Board of Directors of the Foundation for Connecticut Women.

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Commissioners

Susan O. Storey, Esq. was appointed to the Commission in 2000 by Governor Rowland and currently serves as Chair. She graduated with honors from Mount Holyoke College and received her Juris Doctorate from the University of Connecticut School of Law. In 1984, she joined the Connecticut Division of Public Defender Services as the supervisory attorney for the Hartford Juvenile Defender Office after serving as a staff attorney at the Legal Aid Society of Hartford. She subsequently practiced as a trial attorney at the Hartford and Middlesex Judicial Districts and in the statewide Capital Defense Unit. She was appointed Deputy Chief Public Defender in 1994. She is a member of the Connecticut Bar Association, the American Council of Chief Defenders, the National Association of Criminal Defense Lawyers, the Connecticut Criminal Defense Lawyers Association, and the Connecticut Bar Foundation-James Cooper Fellows.



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Patricia E. M.

Whitcombe, M.D. is a practicing obstetrician/gynecologist at Women's Health Associates, P.C and a founder of the Connecticut Childbirth and Women's Center, the state's only midwifery-run freestanding birthing center. She received her M.D. from the University of Connecticut School of Medicine and earned her Bachelor of Sciences at



Yale College. Dr. Whitcombe was born in Habana, Cuba and grew up in San Juan, Puerto Rico. She has been involved with community organizations including the Girl Scout Council of Southwestern Connecticut, the Latino Scholarship Fund, and the American Cancer Society. Her professional affiliations include the American Medical Association, the American College of Obstetricians and Gynecologists, and the American Medical Women's Association. Dr. Whitcombe has been named several times to the "Best Doctors of America, Northeast Region."

Senator Andrew J. McDonald,

Democrat for the 27th District, was elected into the State Senate in November 2002 and was re-elected in November 2004. He is the Deputy Majority Leader and Senate Chair of the Judiciary Committee. Sen. McDonald is also a member of the Education, Finance, Revenue and Bonding, and Transportation Committees, and a member of the Transportation Bonding Subcommittee.

Senator John A. Kissel, Republican from the 7th Senate District, is serving his seventh term as Senator and is the Deputy Minority Leader. Sen. Kissel is Senate Ranking Member of the Judiciary Committee, the Human Services Committee, and the Select Committee on Aging. He is also a member of the Regulation Review Committee.

Representative Michael P. Lawlor, Democrat, 99th District, is serving his tenth term as a member of the House of Representatives. Rep. Lawlor is House Chair of the Judiciary Committee, and is a member of the Government Administration and Elections Committee and the Program Review and Investigations Committee.

Representative Robert Farr, Republican, 19th District, was elected to the House of Representatives in 1981. Rep. Farr is a Ranking Member of the Judiciary Committee, and is a member of the Children's and Government Administration and Elections Committees.

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Commissioners



Pictured above: Commission Chair Susan O. Storey recognizes outgoing Commissioner Pat Hendel for her years of service to the PCSW.

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CT General Assembly

Permanent Commission on the Status of Women

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