

COMMISSION OFFICERS

Adrienne Farrar Houël, *Chair*
Cecilia J. Woods, *Vice Chair*
Denise Rodosevich, *Secretary*
Elizabeth Donohue, *Treasurer*

EXECUTIVE DIRECTOR

Teresa C. Younger

Connecticut General Assembly



PCSW

Permanent Commission on the Status of Women

The State's leading force for women's equality

COMMISSIONERS

Yvonne R. Davis
Barbara DeBaptiste
Carrie Gallagher
Kristin LaFleur
Tanya Meck
Toni Moran
Melanie O'Brien
Jean L. Rexford
Helene Shay
Cindy R. Slane
Susan O. Storey
Patricia E.M. Whitcombe

HONORARY MEMBERS

Connie Dice
Patricia T. Hendel
Patricia Russo

**Testimony of
Teresa Younger, Executive Director
Permanent Commission on the Status of Women
Before the Government Administration and Election Committee
Wednesday, March 17, 2010**

Re: Governor's Bill No. 28 An Act Consolidating State Agencies and Eliminating Certain Legislative Commissions

Good morning Senator Slossberg, Representative Spallone and members of the Government Administration and Election Committee:

I am Teresa Younger, Executive Director of the Permanent Commission on the Status of Women. I am testifying before you today in opposition to the Governor's Bill No. 28 An Act Consolidating State Agencies and Eliminating Certain Legislative Commissions. The PCSW provides leadership and expertise on 10 statutorily mandated bodies including the Commission on Child Support Guideline, Commission on Health Equity, Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigations, Child Day Care Council and the Trafficking in Persons Council. These are not duplicative bodies and the perspective and expertise we bring is critical and informed.

This testimony and the attached folder highlight our work and our dismay, disappointment and objection to the Governor's recommendation to eliminate legislative commissions. On the right hand side of the folder you will find a packet of testimony from women and organizations that know and support of our work, it reflects both our local and national partners. Please take the time to read through our packet.

Here at the PCSW we understand, as well as anyone, the challenging times the State is facing and the difficult decisions you continue to make. We have seen budget cuts of nearly 65% this year. We have streamlined and created additional efficiencies out of necessity. We have reduced our staff by half -5 people- and reduced our work schedules and salaries from 15 to 40% for the remaining staff. These decisions were not easy but necessary and even with them we at the PCSW are still intensely committed to serving the women and their families in this state. We have done our part and now more than ever a well informed Assembly and proper representation is needed.

When I was being interviewed for the position as Executive Director of the PCSW, I told the selection committee that I while I loved the work, mission and mandate of the agency, I hoped one day we would no longer need a Commission on the status of women because women will have achieved full equality. And I share with all of you today, my hope that one of these days, I actually do come before you urging you to *eliminate* the

PCSW. But in all honesty that day is NOT today. Hope and hard work have only gotten us so far and we are not there yet. Perhaps, someday our work will no longer be needed because by then women will make the same pay as men, will *not* pay more for their healthcare, and we will make up half the heads of corporations, half the directors on state and corporate boards and commissions, will not have to fight for health care access and health research, and will file no discrimination complaints because there is no longer harassment at work; when there's no domestic violence, and young women grow up believing they can live safely, and securely, into their old age – because they truly can.

Unfortunately, we all know that day isn't coming any time soon. Change takes time. Who knows where the women and the families of Connecticut would be without the PCSW? For thirty-seven years we have been the state's leading force for women's equality. We have been there through so much; legislation prohibiting sex discrimination in credit transactions; laws enacted to protect pregnant workers; legislation defining and prohibiting sexual harassment; the first family and medical leave protections in the country; legislation requiring insurance programs to provide coverage for a minimum of 48 hours following a mastectomy; legislation requiring health insurance plans to cover a minimum of 48 hours' hospital stay for normal childbirth and 96 hours for Caesarian sections; laws improving the education and compensation of early childhood education professionals; development of Care4Kids programs; establishment of the HUSKY programs; and the list goes on.

PCSW is the only nonpartisan comprehensive state institution that evaluates laws and policies for their impact on the lives of women. Our job is to provide information, analysis, and assistance to the General Assembly, state agencies, state leaders and the public on all matters concerning women. We represent a small investment that produces a sizeable and valuable return. In the past year, we've spoken to 60 groups, had more than one million hits to our website from a block away and as far away as France, Korea and India. We sent our electronic newsletter out to over 40,000 people. We've had several hundred calls to our office for assistance, and a hundred media hits. We monitored over 200 bills, testified on over 50 and have been at the apex of several critical issues.

Our budget for FY 11 is \$505,000, that's 36 cents for each of Connecticut's 1,399,625 women over the age of 18. This doesn't even include the next generation of women who will work, pay taxes, raise families or vote in Connecticut. Some would argue, I would argue, that this is a worthy investment of "the people's money."

Though there is much to brag about I would like to point out to you that the legislative commissions may actually be some of the most efficient and effectively managed agencies in the State. We are streamlined in a multitude of ways. Our personnel and fiscal supports are provided through the Office of Legislative Management which allows our remaining staff to concentrate on fulfilling our mandate. We continue to reduce our overhead by taking advantage of our shared office space and splitting expenses on our machine rentals and supply orders with the Commission on Children and Latino and Puerto Rican Commission-we have been doing this for years. At the PCSW we have significantly cut our operating costs by reducing our printing, expanding the amount of information on our website and communicating electronically. And we have increased our accountability by adopting early and embracing the Results Based Accountability Process.

Over the past year, the PCSW, like the other legislative commissions, has come under fire from some quarters for being an "advocacy" organization. And while we're not on the front line of advocacy, we do, in fact, directly affect the public policy that makes the best advocacy possible-it is one of the things we do. After all, the word "advocacy" comes from the Latin meaning "to call together – to summon." That's what we do: we call together the various, diverse voices from across the state so you, as legislators, know what's on the minds of your constituents. In February, we had well over 100 of them come to our annual "Women's Day at the Capitol" to voice concern on issues ranging from women and the recession to education to pay equity to incarcerated women to housing to leadership development to environmental pollutants. On that day, a crowd of women

diverse in its racial composition, the ages of its members, economic strata, profession and geography, bore witness to the importance of the PCSW's work on issues of women's health and safety, economic security and the elimination of sex discrimination.

Advocacy is only part of what we do. Our work also emanates *from the Capitol to the women and families you represent*. We have over the years convened a variety of groups in order to bring issues to state government; the PCSW convenes the *Young Women's Leadership Program*, which highlights the concerns of women ages 18-35 years; convened the *Connecticut Women's Health Advisory Council*, a statewide coalition of experts and advocates working together to improve health care for women and girls; and the *Women In the Trades Exchange*, to increase opportunities for women in the skilled trades and technical careers. Additionally, we go where the women are through public hearings that we hold throughout the state that give voice to women by highlighting their concerns about financial security. PCSW provides leadership and expertise not just on 10 statutorily mandated bodies but six boards and 17 coalitions.

Our budget represents the type of State spending that saves money in the long run. For example, over the past ten years, the PCSW has provided Sexual Harassment Awareness and Prevention Training to nearly 10,000 state employees in agencies such as the Banking Department, Connecticut State University System Central Office, the Department of Revenue Services, the Department of Correction, the Office of the Attorney General and Legislative Management. These trainings were once free but now state agencies pay \$300 for a two-hour sexual harassment training session required by law for all supervisors.

Prevention is the key to State savings and, as you know, it sometimes takes time to see the fruits of our labor. Many of our responsibilities are on-going because change takes time. A lawsuit finally settled a few months back against the Connecticut Department of Corrections is a perfect example. In 2003, when DOC corrections officers and other staff alleged serious misconduct by coworkers and supervisors, PCSW was asked to step in. Through a court-ordered stipulated agreement, the PCSW retained former Superior Court Judge Beverly Hodgson to serve as Sexual Harassment Consultant to monitor all investigations and resolutions of sexual harassment and retaliation claims, and to assist the Department in improving its policies and procedures. We monitored the performance of the Department as it implemented measures to change the culture of sexual harassment then prevalent there. The original suit may have been near \$125 million; the final settlement was \$2.5 million. Though it took time and commitment, the culture of harassment at the DOC changed and the people of Connecticut are better off.

Without prevention, the State, as an employer, is vulnerable to additional sexual harassment lawsuits, potentially costing the taxpayers millions of dollars, and untold distress. Our role will now be to serve more as a watchdog to monitor whether State agencies are actually providing these required trainings and if so, by whom. The savings from a preventable lawsuit saves the people in this state millions of dollars and reinforces a positive work environment.

There are many opportunities for us to bring together voices that matter; to ask the difficult, critical questions; yes, to be the watchdog. That's our mandate: to study all matters concerning women and to act on those findings so the people most likely to have the deepest effect on our society can be informed. Women make most of the economic decisions affecting families. Women determine how children are educated. Women make up half the workforce, volunteer our time a third more often than men and make 80% of philanthropic contributions. And the PCSW is the one out there talking with this highly influential – but underrepresented – population.

We work diligently to promote women in leadership roles. In fact, in 2008 a record number of women, 102, ran for elected office. We were pleased to see this increase and continue to promote women in a variety of roles. However, it should be noted that women make up 51% of the total population and a little over 30% of the General Assembly. But having women in the General Assembly is not the only place where leadership is needed.

We maintain a "Talent Bank" of women interested in serving on State boards and commissions. In 2009, there were over 450 women listed in our Talent Bank. We are truly pleased that the talent bank is now completely searchable electronically by appointing authorities.

In order to provide you with accurate research and analysis we released several publications last few years and among them was *Getting to a Better Tomorrow Economic and Financial Security*. The gathering of this information gives a greater understanding of the women we represent, the challenges they face and the policy initiatives we need to move us all forward. As a continuation of our commitment to providing original research, we released the *Elder Economic Standard Index*, in conjunction with the Commission on Aging. This report highlights the cost of living in Connecticut for those citizens over 65 years of age. In your folders you will find a list of gender and Connecticut specific data sheets that we have in our office. Please feel free to refer to it as need be.

These are just some of the ways in which the PCSW's work has helped gain our state recognition as a national leader on the issues of women's economic security, health and safety and gender discrimination.

Women are the key to economic development and security and while we have made a great deal of progress, we are not fully equal yet, and there is still much work to be done. While Connecticut ranks first in the nation in individual earnings, we rank 40th in terms of the wage gap between women and men. Women are still victims of domestic violence and sexual assault; childcare workers are still paid far less than truck drivers; and women are still far more likely than men to be poor as they grow old.

Because of the work of the PCSW, our state government has been better equipped to address the needs of working parents, victims of sexual harassment, women with health care concerns such as breast cancer and osteoporosis, women business owners, parents seeking child support, women leaving welfare for work, childcare workers, and women entering nontraditional occupations. Because of the work of the PCSW our state has been a national leader on the issues of women's economic security, health and safety and gender discrimination, battles still faced by women today.

At the PCSW, we are working not just for today but for the next generation so they can grow up in a world where full social, political, and economic equality is possible for everyone. We bring you the analysis, the information, the voices, and the stories that assist you in your efforts to build that world. Our budget represents a small investment to achieve an important and valuable goal. We are proud of the role we play in bringing these important issues forward, and of the responsibilities we assume in working with the General Assembly, state agencies, and others to address them. We proud of the work we have been able to deliver, the leadership we have been able to provide and the ability to lend voice to the policies that affect the lives of every woman in Connecticut. Many challenges lie ahead and women understand as well as anyone the consequences of decisions that need to be made; they only want those decisions to be well informed and intentional.

Thank you.

COMMISSION OFFICERS

Adrienne Farrar Houël, *Chair*
Cecilia J. Woods, *Vice Chair*
Denise Rodosevich, *Secretary*
Elizabeth Donohue, *Treasurer*

EXECUTIVE DIRECTOR

Teresa C. Younger

Connecticut General Assembly



PCSW

Permanent Commission on the Status of Women

The State's leading force for women's equality

COMMISSIONERS

Yvonne R. Davis
Barbara DeBaptiste
Carrie Gallagher
Kristin LaFleur
Tanya Meek
Toni Moran
Melanie O'Brien
Jean L. Rexford
Helene Shay
Cindy R. Slane
Susan O. Storey
Patricia E.M. Whitcombe

HONORARY MEMBERS

Connie Dice
Patricia T. Hendel
Patricia Russo

**Testimony in Support of the
Permanent Commission on the Status of Women (PCSW)
Before the Appropriations Committee
February 18, 2010**

<u>Submitted by</u>	<u>Page</u>
Stefanie Chambers, Trinity College	3
Jacqueline Cooke, U.S. Department of Labor	6
Jessica Fenner, CT Chapter of the National Organization for Women	7
Jillian Gilchrest, The Young Women's Leadership Program	8
Debra A. Greenwood, Center for Women and Families of Eastern Fairfield County, Inc.	10
Katherine Hermes, Connecticut Healthy Workplace Advocates	12
Sharon Houston, UConn School of Social Work	16
Jennifer Jaff, Esq., Advocacy for Patients with Chronic Illness, Inc.	17
Catrina Johnson, UConn School of Social Work	19
MaryLee Kiernan & Kyle Wilcox, Fairfield Community Women & Girls Fund	20
Joan Kuriansky, Wider Opportunities for Women	22
Marie Lausch, United Electrical & Machine Workers of America	24

Alexis Taylor Litos, The Barnaba Institute	25
Deborah McKenna, Outten & Golden LLP	26
Leslie Olding, MERG	29
Alice Pritchard, The CT Women's Education and Legal Fund	31
Gretchen Raffa, Planned Parenthood of Southern New England	32
Susan Raimondo, National Multiple Sclerosis Society	33
Helene Robbins, New Haven fund for Women and Girls	35
Cheryl Sharp, CHRO	37
Carol Virostek, American Association of University Women	38
Jill Zorn, Universal Health Care Foundation	39

**Testimony before the Permanent Commission on the Status of Women
Women's Day February 9, 2010
By Stefanie Chambers, PhD**

Good morning Legislators, PCSW Commissioners, and invited guests. My name is Stefanie Chambers and I am a professor of political science at Trinity College. One of my areas of expertise is race, ethnicity and gender in American government. During my eleven years in Connecticut I have learned quite a bit about the political and economic situation of my fellow Connecticut women and mothers. Today I hope to raise some important issues surrounding the recession as it relates to women across the country and in our state.

I would like to thank Teresa Younger and the Permanent Commission on the Status of Women for asking me to speak today. The PCSW plays a vital role in our state due to their advocacy on behalf of Connecticut women and their families, their educational outreach efforts, and their ongoing commitment to raising public awareness of the many areas where women remain on an unequal playing field today.

A great deal of emphasis has been placed on the position of men in today's "Great Recession." Seventy-eight percent of job losses have occurred in male-dominated fields such as manufacturing and construction. At the same time that these traditional men's professions have taken a hit, women's traditional fields such as health and education have been somewhat immune from this downturn. However, receiving less publicity is the fact that many other traditional women's professions such as retail, hospitality, and personal business services have experienced much the same downward trend as the manufacturing and construction industries. The emphasis on the recession as it relates to men tells only a portion of the story. It is vital that we also understand how the recession has affected women if we hope to develop broad solutions to the economic situation we find ourselves in today.

My comments today focus on the impact of the recession on women, and by extension, their families. The picture I present demonstrates the similarities between men and women in these challenging economic times. At the same time that all Americans have been touched by the recent downturn, I would argue that many of the structural barriers women face in our society exacerbate the problems faced by women economically and place all families at risk. We must expose these structural inequalities and search for solutions that lead to substantive change. Along these lines, I will offer a few recommendations aimed at achieving gender equality in employment and society more broadly.

Women have made significant contributions to our country's economy through their labor participation even before WWII when women entered the workforce in large numbers to replace men at war. Indeed, just last week the Institute for Women's Policy Research released a report about the effects of the recession on women's and men's unemployment. The report includes a summary of US Department of Labor Statistics from 1950 through 2009 illustrating that women's labor force participation has risen at about the same rate that men's participation has fallen. Today, 72% of men are part of the labor force compared to 60% of women. In 1950 the figures were about 86.5% for men and 34% for women. The steady increase among working women during this roughly 60 year period is attributable to many factors such as federal and state policies intended to equalize employment opportunities for women, expanding women's access to higher education, access to birth control, and the steady growth of service sector jobs. During this same time we have also made progress in terms of narrowing the wage gap between men and women. Yet, women still make 77 cents to every dollar earned by men. Much of this is attributable to the fact that jobs traditionally held by women (pink collar jobs) are largely undervalued in our economic system. African-American women earned just 70 cents for every dollar earned by men in 2007 and Latinas earned just 62 cents for every dollar men earned. Furthermore, even though women have been entering the workforce in large numbers, women have lost 2 million jobs in the recent recession, the same number as men in the previous recession. In other words, women's jobs are not immune from this recent downturn.

In September the *New York Times* ran a story about the growing number of women in the workforce as a direct result of the decline in employed men. The article demonstrates that this trend does not represent a step forward for women, but rather evidence of employers demand for cheap labor. Women in the labor market are more likely to be in part-time or contract positions and employed in sectors where job security is fragile. For employers looking for the best

deal, hiring women for part-time or contract work can result in significant savings in pay and benefits packages. For women, low wages, limited hours or non-existent job security have long-term impact on their financial stability.

Women also face increasing hardship supporting their families. Family income reliance is shifting from dual earners to women as sole earners as more men fall out of the labor force. Because women often make less than their male partners, it means that women are no better positioned now compared to when their husbands were employed, to become sole breadwinners for their families. Like the Great Depression and WWII eras, more and more homemakers are being forced into the workforce. According to the Institute for Women's Policy Research, more than 2.1 million wives whose husbands are unemployed are supporting their families. This finding is particularly troubling because research indicates that women's earnings fall 10% each year they are out of the workforce, putting women who reenter the workforce in a very unfortunate position. In households headed by women, unemployment rates exceed 30%. To make matters worse, many women feel the added burden of finding affordable childcare if they are to reenter the workforce. The cost of care can be very high, and requires a significant share of a family's monthly earnings –most families in Connecticut spend 30% to 40% of their income on childcare. In addition, women who manage to secure full-time employment and qualify for employer subsidized health care for their families find it difficult to afford the employer contribution because their pay is low.

Women make up 51% of the population and nearly 50% of the workforce, their economic security as we come out of this recession is critical to the growth and development of the state and this country.

Recommendations

My list of working recommendations represent an overview of the comprehensive areas that need to be assessed and are intended to raise awareness of women's economic vulnerability during these recessionary times. These recommendations are not listed in order of importance.

- 1) Pay Equity: Women earn 77 cents for every dollar earned by men. As noted earlier, the situation is more stark for women of color. Pay equity would lighten the load placed on women, particularly single mothers and women who reenter the labor force. Mothers are 44% less likely to be hired than non-mothers for the same job given the same resume and experience. Additionally, mothers are offered an average of \$11,000 less than non-mothers with equal qualifications. The wage gap also means that the benefits attached to employment are lower for women in terms of future raises and employer matched retirement contributions. Raising awareness of pay inequality is the fastest and most effective way to continue the gradual process of closing the gender pay gap. Furthermore, the wage gap not only affects women, but their entire families who also experience the day-to-day effects of a smaller paycheck.
- 2) Job Training and Reentry Programs: As the job climate changes and women reenter the workforce, it is essential to create programs to help women re-tool for the new economy. This is a key to narrowing the wage gap. Community colleges and technical schools should play a role in this process, particularly for women with limited educational backgrounds. In addition, for educated women who reenter the workforce, we must create policy incentives for employers to hire these employees at a salary commensurate with their education and the skills they develop as *household managers*.
- 3) Affordable Healthcare: Most employers require employees to work full-time in order to be eligible for employer subsidized healthcare plans. In the absence of meaningful healthcare reform at the national level, we must look for ways to make healthcare more affordable for all working families, whether the employee is full- or part-time. This is especially important if we want to focus on preventive care – a more cost effective option. As an example of what's happening due to today's economic problems, a recent Gallup survey of 1,031 women ages 18-44 revealed that 1 in 7 women have postponed their annual ob-gyn checkup because of financial problems. Women should not be in a situation where they must choose between preventive reproductive health options or paying their bills. To put it in the context of our state, Connecticut women have higher out-of-pocket medical expenses than men, and are more vulnerable to medical debt. Fifty-six percent of medical bankruptcy filers are women.
- 4) Flex- Employment Options: One development connected to the flow of women into the workforce was the rise of flextime, telecommuting, and job sharing. Because women still remain the primary care givers in most US households, these creative employment incentives made it easier for women to balance home and work responsibilities. It is important that these programs continue to be available to women even in these tough economic times. It would be easy for

employers to phase out such programs given the demand for jobs in this economy. It is in our interest to create incentives for employers to maintain these options.

5) Subsidized Childcare: Even before the recession, affordable childcare has been out of reach for many families. For many working women, their employment means that children are unsupervised or in less than ideal child care situations. To support women and their families, we must engage in creative ideas to subsidize childcare and increase the number of childcare providers so that families are no longer paying such a high price for women's participation in the labor force. In addition, we must explore options to increase the number of licensed child care providers in the state. Current capacity in Connecticut licensed child care centers can accommodate only around 40% of all children under age five.

6) Family Leave / Paid Sick Days: The State of Connecticut was the first state to enact a Family Medical Leave law, even before those benefits were expanded to all Americans in 1993 through the federal Family Medical Leave Act. The major omission from the federal law is that while employees may take a leave of absence for a number of medical reasons without fear of losing their job, employers are not mandated to pay employees during their leave. Particularly for poor and middle class families, taking three months off work without pay is unthinkable because their families live from paycheck to paycheck. While it is difficult to imagine finding ways to subsidize family leave during these challenging economic times, we must consider the hardship experienced particularly by new parents today and develop ideas aimed at supporting families during life changing transitions. One small step for consideration should be a paid sick day policy for all Connecticut businesses.

7) Public Transportation: Many poor women lack reliable transportation that would allow them to look for jobs outside of a very narrow radius from their homes. Reliable public transit options aimed at connecting poor communities with areas where there are jobs would extend opportunities for all.

8) We must continue to encourage women to run for political office, serve on important commissions, and climb the ladder in our nation's corporations. Women remain underrepresented (compared to their population) in all these important areas. The reason this is essential has to do with the unique perspective women bring to the table. In politics at the national level, a large body of scholarship exists to show that without women in office, many of the federal policies favorable and relevant to women and families would not have been enacted. Comparing ourselves to other industrialized democracies in terms of women's representation in politics and on corporate boards might give us some ideas about how we might change our system. Connecticut has historically had a strong representation of women, however more intentional efforts must be made to get more women in to more leadership roles, boards and commissions and corporate boards. It is particularly important that an effort be made to appoint more women of color to Connecticut boards and commissions where they make up less than 4% of these appointed bodies.

In conclusion, I hope that my remarks today highlighted the important role women play in moving us through these critical times. The policies supported by the PCSW reflect some of the most important priorities for our State as we explore alternative economic recovery strategies with any eye toward ensuring that women and their families regain fiscal stability. Although much of the media spotlight has zeroed in on our male counterparts during this recession, women are essential to turning our economy around.

Thank you.

U.S. Department of Labor

Office of the Secretary
Women's Bureau
John F. Kennedy Federal Building
Room 525 A
Boston, MA 02203



617-565-1988
617-565-1986 (Fax)

To Whom It May Concern:

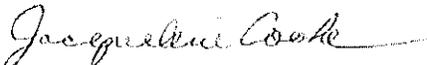
The U.S. Department of Labor Women's Bureau has a long history of working with the women's commissions across the country to improve women's working conditions and to advance their employment opportunities. The Women's Bureau in Region I based in Boston has worked cooperatively and successfully with the Women's Commissions on the Status of Women in the six New England states, including the Connecticut Permanent Commission on the Status of Women for many years.

The Connecticut Permanent Commission on the Status of Women (PCSW) has been a valuable resource for the Women's Bureau and for the other state and local commissions in New England. PCSW has served as a leader and inspiration for other state and city women's commissions across New England. The leadership of PCSW regularly attends the tri-annual meetings of the New England Coalition of Commissions on the Status of Women. Several years ago, past leaders of the PCSW traveled to Vermont when the status of the Vermont Commission on Women was in question. Together, the New England commissions provide support to one another in achieving their common mission of serving women.

As Regional Administrator of the Bureau for the past fourteen years, I have personally worked with the Commission under the capable leadership of the current Executive Director, Teresa Younger, and the past Executive Director, Leslie Brett. The Commission has been the recipient of numerous Women's Bureau contract awards for education, outreach, and demonstration projects to advance the opportunities of Connecticut women in numerous areas including equal pay, non-traditional occupations, and financial literacy. The Commission has also served as an excellent resource on Connecticut programs of value to women and girls including local programming across the state on science, technology, engineering, and math career educational opportunities for girls and women, multi-cultural events, and student enrichment programs.

I would like to take this opportunity to express my gratitude and appreciation for the important work done by the PCSW. Please contact me if I can be of any further assistance in answering any questions about the Women's Bureau work with the Commission.

Sincerely,


Jacqueline Cooke
Regional Administrator

44-779-101

OFFICERS

Jessica Fenner, *Co-President*
Michelle Noehren, *Co-President*
Meghan Forgione, *Action Vice President*
Joan Chrisler, *Treasurer*
Mary Grace Peak, *Membership Coordinator*



BOARD MEMBERS

Christa Allard
Elizabeth Cafarella
Laura Bachman
Donna Stimpson
Sarah Uhl

CHAPTER REPRESENTATIVES

Marguerite Boslough
Irene Senter

**Written Testimony of
Jessica Fenner
For PCSW's Women's Day
2/9/2010**

As co-president of the Connecticut Chapter of the National Organization of Women (NOW) I am blessed to have the opportunity to work with a board made up of amazing women; all of whom devote a portion of their time and spirit to women's causes in an effort to better the lives of other women around the state. As a NOW board we are very grateful to have the Permanent Commission on the Status of Women (PCSW) working beside us on almost every issue we define as important to lives of women throughout Connecticut.

PCSW is a wonderful member of this State's legislative branch, one that is truly unique because it is defined by a specific goal: to work on behalf of women. To many skeptics, this goal may be deemed as unnecessary, however, without PCSW women would not have a voice. PCSW is one of the only organizations that promotes an agenda unique to the needs of women and the Commission is responsible for helping to pass legislation has helped our community's grandmothers, mothers, sisters and future daughters.

One of CT NOW's mantra's is to "empower Connecticut's Women to address all aspects of their lives, the personal, political, and professional". Without the political presences and wonderful education opportunities that PCSW provides women of the state, our organization would be left to try to achieve this mantra alone. The PCSW is a guiding light to the young feminists in this State, it is a Commission that reminds how us how unique we are, and how productive we can be when our opinions are voiced.

CT NOW is proud of PCSW for hosting Women's Day at the Capitol and we are thrilled to have such wonderful feminine representation at the State Legislature.

**Testimony of Jillian Gilchrest
Before the Appropriations Committee
In Support of the Permanent Commission on the Status of Women
Thursday, February 18, 2010**

Good evening Senator Harp, Representative Geragosian, and members of the Appropriations Committee. My name is Jillian Gilchrest and I am co-chair to the Young Women's Leadership Program, a project of the Permanent Commission on the Status of Women.

The Young Women's Leadership Program (YWLP) was established in 2006 and is lead by a group of young women representing a wide variety of career fields and areas of expertise. Focusing on ages 18-35, the mission of the YWLP is to promote awareness and inspire and empower young women to emerge as leaders. I am here in opposition of the Governor's proposed elimination of the Permanent Commission on the Status of Women (PCSW).

I was asked to join the YWLP at its inception while employed at the Connecticut General Assembly as a Legislative Aide and Committee Clerk for this very committee. To be asked to join the YWLP, a project of the PCSW, was a tremendous honor for me. As an undergraduate at the University of Connecticut I had attended PCSW events that encouraged female participation in government, and had looked up to an institution with such a long history of promoting women's equality.

My experiences with the PCSW, as a member of the Young Women's Leadership Program have been invaluable to me and my development as a leader. Our program has over 320 members and has accomplished quite a bit during our nearly four years in existence. We have conducted body image workshops at college campuses throughout Connecticut, legislative advocacy trainings to students and young professionals, have held networking events and have plans to offer trainings on career development, financial planning, and home ownership.

The PCSW Young Women's Leadership Program provides Connecticut's young women with a network within which to develop themselves and their careers. Many of our members struggle to find a network once they have graduated or moved into the work force. The PCSW's Young Women's Leadership Program encourages young women to develop as leaders in Connecticut, whether that is in their family life, professional life, or public life. In addition to our leadership development and networking programs, the YWLP is the voice of young women at the legislature. Too often, the voices of young women, ages 18-35 are left out of policy decisions and debates. The YWLP has testified on more than 75 pieces of legislation, providing a unique perspective on such things as bullying, the solicitation of credit cards, affordable housing, and reproductive health. We engage with our members about the legislative process and incorporate their opinions in the development of our legislative priorities.

For me personally, being a steering committee member of the Young Women's Leadership Program has had a direct impact on my life. When I joined the YWLP, I had aspirations of being a leader on women's issues in the state, but didn't quite have the leadership skills to make that vision a reality. Since joining the YWLP, I have become a board member of the Connecticut Coalition Against Domestic Violence, a trustee of the National Association of Social Work Connecticut Chapter Political Action Committee, and the Executive Director of NARAL Pro-Choice Connecticut, a statewide non-profit organization.

I understand that our state and our country are facing harsh economic times and some cuts are necessary, but to eliminate the Permanent Commission on the Status of Women would be a grave loss to this state. Over their 36 year history, the PCSW has been a leader on women's equality in this state and nationally, but the work isn't over.

The young women I know are still struggling with how to balance work and family, how to negotiate a salary that is comparable to their male counterpart, and how to protect themselves against sexual violence and discrimination. We need female leaders in this state to represent us and our concerns. Please do not eliminate the Permanent Commission on the Status of Women and the Young Women's Leadership Program.

Thank you.

Dear Committee Members:

The staff and Board of The Center for Women and Families of Eastern Fairfield County, Inc. enthusiastically assert its support for The Permanent Commission on the Status of Women in their tireless efforts on behalf of the women of Connecticut.

The Center for Women and Families is "dedicated to strengthening women and families and to eliminating violence and abuse through education, intervention, advocacy, and community collaboration."

The work of the PCSW towards empowering young women to seek leadership roles in their communities, establishing and sustaining healthy body images, furthering legislative issue affecting the health and well being of women in our state, and educating businesses on the prevention and identification of sexual harassment speak directly to our mission and our goal of creating communities where all citizens have the opportunity to thrive.

The PCSW's legislative work in training leaders about the nature and scope of discrimination, serving as a liaison between government and private interest groups concerned with services for women, promoting consideration of women for governmental positions, and working with state agencies to access programs and practices as they affect women has been an invaluable service to both CWF and our community.

In January 2008, The Center hosted its first Legislative Breakfast with attendees including Teresa Younger, Executive Director of PCSW, Attorney General Richard Blumenthal, and representatives from Christopher Shays' Office and from First Selectman, Mayor and superintendent offices for all six towns in our service community. The purpose of this event was to educate our public officials about the devastating effects of sexual and domestic violence on our communities and to enhance our partnerships with policy makers.

One of the highlights of this event was the closing speech delivered by Ms. Younger, which not only exemplified her and PCSW's understanding of women's needs in CT, it confirmed that all facets of the community working collaboratively is paramount to ensure social justice for women and girls.

In the dismal economic times that we now face, the State of Connecticut cannot afford to lose a commission dedicated to supporting vulnerable and underserved populations in our state. As such, we urge you to reconsider your decision and

research the far-reaching impact that the PCSW has on a great number of community agencies working to empower and strengthen women and girls and, therefore, the vast number of women, their male and female children and girls in general for whom your current decision will adversely effect.

Sincerely,

A handwritten signature in black ink, appearing to read "Debra A. Greenwood". The signature is fluid and cursive, with a large loop at the end.

Debra A. Greenwood

President/CEO

The Center for Women and Families of Eastern Fairfield County, Inc.

Katherine Hermes, J.D., Ph.D.
Volunteer Coordinator, Connecticut Healthy Workplace Advocates
Email: ctbullybusters@gmail.com
Website: <http://groups.google.com/group/connecticut-bullybusters?hl=en>
Facebook: <http://www.facebook.com/group.php?gid=5103936939>
Testimony Submitted for the
Permanent Commission on the Status of Women
February 9, 2010

This Commission does extremely valuable work in examining for the state of Connecticut the ways in which women's lives are changing in the state and the problems that face them. There is both an old and a new problem. Domestic violence stories have topped the news in 2010, but last year a tragic death was in the news, not from domestic violence but from workplace violence. And to address one without addressing the other is a mistake legislators often make, thinking that home and work are separate places and constitute different kinds of relationships. The workplace relationship, though, can be just as intimate as any relationship we individuals have. Workplace bullying is on the rise, and sometimes, as in the case of Yale graduate student Annie Le, it crosses into the illegal, but deadly sphere, of workplace physical violence.

Workplace bullying is violence, but it isn't physical in the sense that someone receives an actual punch. It is often psychological torment through malicious, persistent techniques designed to erode the worker's confidence and ability to function. This is completely counter-intuitive to what one expects at work, where managers talk about efficiency and keeping employees productive. Yet it is no less a stranger to work than to the home, where talk about love doesn't prevent spousal abuse.

In 2007, 2008 and 2009, the Labor and Public Employees Committee in the Connecticut General Assembly has tried to pass some sort of law to curb workplace bullying. In 2008, there was a version of the Healthy Workplace Bill itself. But the Connecticut Business and Industry Association is hard at work lobbying to stop this bill from every getting a floor vote. The PCSW each year has supported this legislation, and we ask again that you support the effort this year to help both workers and employers combat workplace bullying. Massachusetts just this month introduced a Healthy Workplace Bill 699, and New Jersey has also introduced one.

Statistics on the Prevalence of Workplace Bullying:

The Workplace Bullying Institute in Bellingham, Washington, has conducted the most extensive research in the U.S. on the frequency of workplace bullying. It has used various methods, including a Zogby poll, to measure its prevalence. It found:

37% of American workers, an estimated 54 million people, have been bullied at work. It affects half (49%) of American workers, 71.5 million workers, when witnesses are included. Bullying is 4 times more prevalent than illegal forms of "harassment."

Women are targeted by bullies more frequently (in 57% of cases), especially by other women (in 71% of cases).¹

Resolutions passed against workplace bullying:

CSU-AAUP: Resolution #3-08-10

¹ The Workplace Bullying Institute, <http://bullyinginstitute.org/zogby2007/wbi-zogby2007.html> (accessed Dec. 10, 2008).

RESOLVED, That the CSU-AAUP Council support passage of the Healthy Workplace Bill, formally known as SB 60 (An Act Concerning Bullying in the Workplace) and immediately make its position known.

Moved and seconded

Motion passed unanimously. April 17, 2008

NAACP: "Resolved: That NAACP units at all levels will seek legislation at all appropriate levels to deem workplace bullying illegal."²

Stories of Workplace Bullying:

There are many stories of bullying in the workplace. The stories below were posted on a webpage in response to the program Where We Live that focused on workplace bullying. It aired on CT Radio (NPR) on March 17, 2008:

Submitted by Anonymous (not verified) on March 28, 2008 - 12:50pm.

I work for the State of Connecticut In a department with 30 or more women. I am bullied repeatedly by the other woman, I have been told I smell bad. When I approached both supervisors about this problem, I asked them point blank "do I smell" they said no. I assured these supervisors that I bath, wash my clothes, brush my teeth, come my hair and do all necessary to insure proper hygiene. They agreed that I am one of the neatest and cleanist employee in my department. Yet the bullying persists from my co-workers. It makes it hard for me to go to work. I feel dirty all the time. And it has taken a toll on me mentally. I don't know what to do at this point. My next step will be Affirmative Action, The state's employee Union, and then an attorney. I am trying not to make this any worse but I need some relief from not being picked on and bullied all the time. The supervisor I have are very passive and do not like to confront problems, let alone a group of employees.

reply This link was forwarded to

Submitted by Anonymous (not verified) on March 19, 2008 - 6:12pm.

This link was forwarded to me by a former co-worker who was a target and was fired by our bully boss. So far I'm only ten minutes into the program and I think you must be writing about my toxic workplace. Most of the employees in my dept that were there when I started have left or been fired; complaints to Human Resources and to upper management have fallen on deaf ears. we all feel as though we have a bullseye on our back and are waiting to see who will be the next one to go, while in the meantime we are suffering from this control freak. The sad part is that I like my job, I like my co-workers, I like the company I work for, and I feel as though I am a good contributor - but I've been looking for another job for a long time now and hope something comes through for me soon.

reply Six Years of Abuse

Submitted by Forced to Quit (not verified) on March 18, 2008 - 3:59pm.

I was sent this page to listen to the segment. My story has a long history to it. I started with a State of CT agency in 2001 and loved my job. I became very ill during my employment and it was discovered that I had aquired Hep B during my employment; I inquired about why I was never vaccinated against this before I started working; but basically I was told that I had fallen through the cracks in the system. I filed a workers comp claim at that point because I didn't know if I was going to get better or not. My body had not decided at that point. It turned out that it was only an accute case and I tried to put my life back to normal and returned to work. When I returned to work I returned to an extremely hostile work environment. My medical information had been disclosed to my co-workers who didn't want to come near me. I was screamed at daily, they moved my office and assigned me more work. I was told I couldn't use the bathroom and the abuse continued. I contacted my Union, who helped me transfer to another State Agency. During this time I couldn't sleep, eat, and had severe anxiety. My husband didn't understand

² 2008 NAACP Annual Convention, <http://www.flanaacp.org/assets/form/resolutions.pdf> (accessed Dec. 10, 2008).

what I was going through. I transferred and the abuse continued, but I still didn't realize what was happening. I was accused of being places I wasn't, my ideas were given to others to research, I was denied training classes unless it was communication classes, screamed at, kicked, given undesirable work, limited my access to computer to do my job. I had personal information disclosed about my health, told rumors about me, spoken down to, constant denial of other positions that I was qualified for, belittled me and my abilities, discriminated against me during my pregnancy and then finally retaliated against after returning to work, and then finally mobbed. No one I went to could help or would help. I was just recently forced to quit to save my withering health. I have four children and a husband and I now have no way to help contribute to my household and have fear of losing my home and my family; all who do not understand what I am going through. Late January of this year was the first time I had ever heard of work place bullying. Only then did I begin to put all the pieces together about what was happening to me and why I always felt so awful all of the time. I started to grow angry because of the abuse and felt like I was the problem. So for anyone who I have ever hurt with my words or actions; I am truly sorry, may you find it in your hearts to forgive me. I can only hope that others can be helped from my story and that maybe we can together have the courage to stand up and help get this bill passed.

reply email to wherewelive@wnpr.org

Submitted by ctalarski on March 17, 2008 - 10:03am.

In listening to your show this morning, I was moved to call, unfortunately the program ran out of time. I am a Registered Nurse who recently quit a job working for the State of Connecticut due to sexual harrasment and retaliation. This situation was the worst and scariest I have experienced as a professional. I felt alone and very untrusting, at times it seemed everyone was in on the situation due to their odd behavior. People I worked closely with, withheld information that would help me learn and do my job, and made verbal threats to me . It appeared that many of these people had their own emotional issues that they played out in the work place. I was the whistle blower who spoke out against a supervisor who had been inappropriate for years and it appeared everyone was afraid to speak up due to past retaliation. This situation has changed me, I have not sued but I have considered it however the anxiety I feel reliving the situation makes me wonder if it would be worth it. This situation has caused me to become hypervigilant and nervous. I have not felt right and took time off this winter to regroup. I ended up quitting the job due to the lack of support and incredible odd behaviors I was subjected to on a daily basis.

Sincerely

Emily

reply Happened to me before I knew it

Submitted by rp (not verified) on March 17, 2008 - 9:28am.

I had worked for almost eleven years for a small company. Having been purchased by a larger firm, we were struggling to meet the numbers.

A new HR manager was brought in. She made a number of demands on me, and I told her that since I didn't report to her, I needed to hear from my supervisor before I would comply.

Within 72 hours, I was told that my job had been made redundant, and was given 30 minutes to pack my things and leave.

The next day, I was shocked to find out that a similar fate had met another manager in the company. We've both been looking for work for over four months.

The numbers didn't get any better, and the corporation is closing the company. A company that had employed over 75 people for a dozen years being liquidated.

A recent message from management basically said that "it's just business."

Maybe, but I can't help but wonder which came first, the poor performance or the bullying.³

Conclusion:

Connecticut Healthy Workplace Advocates believes that helping women helps all human beings. As an advocate, I have heard mostly from state employees, municipal employees, teachers, and health care workers, and the majority are women. Their bullies may be male or female; it seems to be about equal, in my experience. Many targets of bullying are too emotionally fragile to come forward. If they have been bullied for any length of time, they appear much as battered spouses do who have been severely traumatized. The shame, fear and self-doubt are all present. There are strong beliefs among targets that they will be unemployable ever again.

Workplace bullying is a form of violence that remains legal and its targets completely unprotected. I ask the PCSW to look into this problem and to stand behind legislation that will help make workplaces healthier.

³ Where We Live, <http://www.cpbn.org/program/where-we-live/episode/workplace-bullying> (accessed Dec. 10, 2008). The stories are reproduced exactly as they appeared on the website.

Testimony of Shannon Houston
Before the Appropriations Committee
In Support of the Permanent Commission on the Status of Women
Thursday, February 18, 2010

Good evening, Senator Harp, Representative Geragosian, and members of the Appropriations Committee. My name is Shannon Houston, and I am a New Haven resident and graduate student at the University of Connecticut School of Social Work. I am here today not as a representative of any specific organization or cause, but simply as a woman, a concerned resident of our state, and a future social worker to urge you to maintain funding for the Permanent Commission on the Status of Women this year and in the years to come.

We need the Permanent Commission on the Status of Women now more than ever. Despite important advances, research shows that there is still more work to be done to enhance the rights and opportunities of women in our state. For example, on average, women in our state make about 77 cents for every dollar men earn¹. Connecticut women still frequently report facing discrimination and sexual harassment in the workplace², and many women are forced to choose between going to work and caring for their families, due to lack of paid sick time or of quality, affordable child care. More than 130,000 women in our state today have no health insurance.³ Perhaps most disturbingly, one in four Connecticut women is a survivor of sexual assault.⁴ These scattered statistics combine to paint an alarming picture of women's ongoing struggle for equality in our state, and make it clear that the PCSW has more work to do.

In today's media-saturated culture, women are bombarded with more conflicting messages on a daily basis than ever before. We're expected to pursue careers while supporting our families, and to look beautiful, young, and thin while doing it. Meanwhile, the media tends to focus more attention on negative stories about women as victims, rather than recognizing the many women who are successful and empowered. As a young woman just finding my way in the world, I know these conflicting messages well. However, through college, work, community service, leadership training, graduate school, and the relationships I've built with many strong women along the way, I have begun to recognize my own leadership potential, and to believe in myself enough to use my voice. These experiences have been critical to my development, and I know that the Permanent Commission on the Status of Women is working to ensure that all women in Connecticut have opportunities to pursue such endeavors.

By continuing to support the PCSW, Connecticut is sending a powerful message to all women that our state cares enough about them to spend precious time and resources promoting their rights, safety, economic security, and overall well-being. PCSW's workforce and leadership development initiatives are supporting a new generation of strong female leaders, their trainings and public education are building the capacity of our state to better serve women, and their policy analysis and advocacy efforts are critical to ensuring that all of the legislation passed in Connecticut is fair to all residents. But perhaps most importantly, in supporting the ongoing work of the Permanent Commission on the Status of Women, you are letting women know that we matter, that you believe in us, and that you're standing behind us.

Thank you,
Shannon Houston – New Haven, CT
11th Senate district / 96th House district



18 Timberline Drive
Farmington, CT 06032
(860) 674-1370 (phone)
(860) 674-1378 (fax)
(860) 305-9835 (cell)
www.advocacyforpatients.org
patient_advocate@sbcglobal.net

February 2010

I appreciate this opportunity to submit written testimony to urge you, the Appropriations Committee of the General Assembly, to ensure the continued funding of the Permanent Commission for the Status of Women (PCSW). I am the Executive Director of Advocacy for Patients with Chronic Illness, Inc., and have worked closely with the PCSW for years. I strongly support their continued funding.

As some of you you may recall, when I served as an Assistant Attorney General from 1993 through 1999, I represented the State in litigation to protect access to a reproductive health care facility in Bridgeport. Later, when I was in private practice, I represented the same clinic, defending it against costly, baseless litigation aimed at closing it down. Since this clinic was the only clinic in that part of the State that served women on Medicaid, it was critical that we keep it open. I could not have succeeded without the support and assistance of the PCSW, which helped organize public and media support for the facility.

Now that I work full-time as an advocate for patients with chronic illnesses, I have come to better know the PCSW's work in the area of health care. Of course, we all know that women in Connecticut would be without insurance coverage of contraceptives and overnight stays for mastectomies were it not for the PCSW. But the PCSW has quietly led the Connecticut Women's Health Campaign, which has worked to promote the health of all women -- including caregivers, the majority of whom are women -- in our State.

Personally, I have benefitted greatly from the PCSW. The PCSW allowed me to believe that I could start my own business and become economically self-sufficient. When I have been at critical junctures in the growth of my business, the PCSW's leadership has always been available to counsel me and assist me to ensure our longevity.

When I think of Connecticut without the PCSW, I picture a very different Connecticut. The leadership of the PCSW -- from Leslie Gabel-Brett to the late, beloved Ruth Pulda to the fabulous Teresa Younger -- have been essential to the character of Connecticut. We are a State in which women are equal and can succeed because of the leadership provided by the PCSW. It saddens me that a woman Governor -- who might not be Governor were it not for the work of the PCSW promoting the inclusion of women in public positions -- could fail to recognize the critical nature of the PCSW's presence. Women can afford to be less afraid to shoot for the stars because the PCSW has always been there with support, encouragement, and important public policy work.

You will, no doubt, hear from many Connecticut citizens about the work of the PCSW because it has played such an integral role in so many of our lives. The Commission's work is legendary, but the

Commission's importance goes beyond its many accomplishments. The PCSW makes Connecticut a safe place for women to live, work, succeed, and thrive.

There is a reason the word "permanent" is in the name of the PCSW. For a Commission to be truly independent, and to work on behalf of underrepresented minorities, it must not fear for its continued existence. The Commission's permanence is part of its success. Women (and men) in Connecticut must be able to believe the General Assembly when it creates a "permanent" resource -- a watchdog, a defender of the unpopular, a maverick.

The PCSW's budget will not break the bank, so to speak. But its elimination will leave a void that no amount of tax dollars can replace. I urge you in the strongest possible terms to preserve, protect, and defend the PCSW, on which the women of Connecticut rely for their very well-being.

Thank you.

Jennifer C. Jaff, Esq.

Testimony Catrina C. Johnson
In Support of the Permanent Commission on the Status of Women
Thursday, February 18, 2010

Good evening, Senator Harp, Representative Gregorian, and members of the Appropriations Committee. I humbly come before you today as purely as possible, in an effort to see continuous funding delegated to the Permanent Commission on the Status of Women. I, Catrina C. Johnson, an African American member of the most destitute community in Hartford, and a graduate student at UCONN School of Social Work, know first hand of the need for communities to have a Permanent Commission on the Status of Women as representatives of an unheard voice.

Vital information is delivered to the public through the PCSW. For example, in Connecticut; the leading causes of death for women are major cardiovascular disease, cancer, diabetes, chronic lower respiratory, and HIV/AIDS. There is a clear racial and ethnic disparity as African American and Hispanic women is at a greater risk for these diseases than White women. The extent of the problem with Asian populations is unknown due to lack of sufficient data.

The Permanent Commission of the Status of Women Health's Campaign supports increased education and awareness, early intervention and treatment, and equal access to health care to address racial and ethnic disparities which might otherwise go untouched.

The PCSW represents women in a political spectrum, who will not get the representation elsewhere. Although I had heard of the PCSW from other community members it was not until I enrolled in the Graduate program at UCONN that I realized their ties to the University, and their efforts to educate women on their governmental rights, sexual assault and harassment, and affirmative action.

As I testify here today, I am reminded of having no outlet for my frustrations towards a male dominated society, and the inequalities that women face by astronomical proportions. However, having the PCSW allows me to educate myself and others on new forms of information that will affect us throughout various forms of government.

It is with this testimony that I declare the need for the Permanent Commission on the Status of Women in Connecticut, for the promotion of rights of minority women, and all women, young and old.

Thank you.

i U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Center for Health Statistics, *Mortality by State, Race/Ethnicity, Gender, Age and Causes, 1999-2002*, accessed 9/05 at <http://www.cdc.gov/nchs>.



Fairfield County Community Foundation

Fund for Women and Girls

EXECUTIVE COMMITTEE

Co-Chairs

Katharine Welling
Vicki Craver

Co-Chairs, Program Committee

Kyle Wilcox
Lindsay Ormsby

Co-Chairs, 11th Annual Luncheon

Sally Lawrence
Mika Freschets

Granter Co-Chairs

Mary Lee Kiernan, Esq.
Lindsay Reimers

ADVISORY BOARD

Lucy Ball
Kaye Barker
Edgar W. Barkadab, Jr.
Nancy Brown
Andrea Cross
Mary-Jane Foster
Marty Gilbert
Tracy Goodnow
Julie Graham
Wilmer L. Harris, Jr., Esq.
Patsy Howard
Anne Leonhardt
Barbara Leonhardt
Ann Mondel
Sue Mandel
Lizanne Megrus
Katie Mountcastle
Lyane Pascualano
Sheldy Perrin
Marianne Pollak
Leika Roach
Kathy Sachs
Ann Sheller
Sally Steens
Charlotte Subler
Emily Tow Jackson
Ellen Tower
Peggy Van Munching
Mary Waldron
Joan Warburg

Testimony from the Fairfield County Community Foundation Fund for Women and Girls

Kyle Wilcox and Mary Lee Kiernan

Thank you for this opportunity to testify this morning. We are Kyle Wilcox and Mary Lee Kiernan of the Fairfield County Community Foundation's Fund for Women and Girls. Our Fund is the largest women's fund in New England, and we serve the women and girls of Fairfield County --population of almost 900,000, with 23 communities, four urban centers, including Bridgeport, which is the largest in Connecticut by population, and one of the poorest cities in the country.

We bring two messages today.

First, we want to share with you why we have made a \$15,000 grant to the Foundation for Connecticut Women in support of PCSW. PCSW's research is critically important to the work of the Fund for Women and Girls. In 2007 the Fund published a report on the status of women and girls in our region called *Holding Up Half the Sky*, and PCSW's data was critical to our report. (The report is available at www.fccfoundation.org.) There is no other resource in the state that gathers and tracks gender-specific data across a range of issues. Additionally, PCSW's advocacy on behalf of women advances the Fund's mission and inspires both our work and our donors' support. Supporting a legislatively-created, highly respected and credible commission such as PCSW will keep Connecticut focused on issues that disproportionately and unfairly impact women.

This role is more important than ever. We would like to point out that the poverty rates that disproportionately impact women everywhere in this state, in this country and around the world are more concerning today, given the disproportionate impact of the recession. I spoke with one of the state representatives in our community about PCSW recently—a dedicated legislator—but she stated, "We have evolved beyond needing PCSW." While this is a certainly laudable aspiration, this is not reality. The reality is that women continue to be treated differently and impacted differently, and they deserve our continued attention, advocacy and support.

(continued)



Confirmed in compliance
with national standards for
U.S. community foundations

383 Main Avenue, Norwalk, CT 06851-1543
Tel: 203.750.3200 Fax: 203.750.3232
Email: info@fccfoundation.org www.fccfoundation.org

The second message is the story of a new program that the Fund for Women and Girls has established at Norwalk Community College. Our Holding up Half the Sky report concluded that the most pressing issue faced by Fairfield County women and girls is the lack of long-time economic security for low-income working women, particularly single mothers. In 2007, a stunning 44% of women with children under the age of 5 lived in poverty in Fairfield County. This is the federal poverty line—not adjusted for the extremely high cost of living in our region.

Following our study, we adapted a model called the Center for Working Families developed by the Annie E. Casey Foundation. With Norwalk Community College and the Norwalk Community College Foundation, we together established the Family Economic Security Program to serve Norwalk Community College students who are low to moderate income working women with dependents. The Fund is making a \$1.25 million dollar investment over 5 years to this program, and the Norwalk Community College Foundation is also making nearly a \$900,000 commitment to this program.

The program will serve 100 low income working mothers attending NCC with four types of intensive services as well as stipends to address student challenges, such as child care and transportation. The four services include financial coaching, personal coaching, enhanced academic advising and enhanced career counseling. We will track the women in this program as they earn their associates and bachelors degrees, and we will engage in credible evaluation of this program.

We are already seeing positive results for these women. This past summer, 14 students were able to take summer classes and move closer to graduation as a result of tuition and child care assistance and academic advising provided by the program. In addition, we have received attention and encouragement from the White House's new Council on Women and Girls. We hope to return at some point and give you an update on this program. We are happy to answer any questions about this program, and thank you again for this opportunity.



Wider Opportunities for Women

Testimony
Supporting the Connecticut Permanent Commission on the Status of Women

Submitted by Wider Opportunities for Women
February 17, 2010

Wider Opportunities for Women (WOW) appreciates the opportunity to submit comments in support of preserving the unique mission of and continuing the vital work of the Connecticut Permanent Commission on the Status of Women. This dynamic organization has achieved numerous successes on behalf of Connecticut women, women who contribute to the state's coffers and women who contribute to the stability of families, communities and work forces. WOW encourages Connecticut lawmakers to continue to fully fund the work of the PCSW as the PCSW has proven its ability to produce data-driven results from expanding public awareness of what it takes for Connecticut families to make ends meet to forward-thinking legislative initiatives that facilitate the economic security, health and well-being of women and their families.

It has been WOW's distinct honor to work in partnership with the PCSW for many years as we built and continue to enhance the body of knowledge known as the Family Economic Self-Sufficiency Project. This effort has included the production of a Self-Sufficiency Standard for the state and contributions to the release of the PCSW's report, "Overlooked and Undercounted: Where Connecticut Stands." More recently WOW and the PCSW have collectively embarked on a mission, the Elder Economic Security Initiative, to determine the baseline needs of Connecticut's seniors to determine the income levels which would allow seniors to age in place with economic security for themselves and to maintain the dignity they deserve. The new Elder Economic Security Standard Index for the Five Connecticut's will be released by PCSW, in partnership with WOW, in early March. Without the PCSW in Connecticut, WOW would lose an invaluable partner in this effort. The testimony that follows outlines our support and rationale for maintaining in its current form and function, the Connecticut Permanent Commission on the Status of Women.

For more than 40 years, WOW has been a dynamic organization, seeking to improve the economic well-being of women and girls through advocacy, organizing, coalition-building, training, and public awareness activities. WOW has and continues to work throughout the country and in Washington, D.C. fighting for programs and resources to prepare women and girls for jobs that will support their families and them. For example, WOW developed the country's first women's employment resource center women and nurtured similar centers around the U.S. WOW helped define non-traditional occupations (NTOs) for women, advocated for federal laws to increase women's participation in NTOs by giving women the skills to earn high wages and economic security and undertook demonstration projects around the country. WOW demonstrates the interconnectedness of issues from child care, reproductive health and welfare policies to tax policies, workforce and economic development. From teen-focused programs like the Connections to Career series to those assessing the economic impact of long-term care for seniors, WOW addresses issues affecting women and their families today—within and across generations—work that compliments and contributes to the work of the PCSW.

WOW applauds the work of the PCSW over its 35-year history, a history marked with momentous victories working in partnership with the state legislature including the first family and medical leave protections and more recent work on adequately compensating Connecticut's child care workers. The PCSW team has testified on over 75 bills before this legislative body, providing expert testimony to lawmakers at no additional cost to the state. By providing training services to state employees at no cost, the PCSW instills necessary learning including sexual harassment awareness and prevention training and allows the state to realize savings by not having to let contracts for this work.

The PCSW's work does not stop at the doors to capitol. The PCSW reaches across the state to provide training services including a young women's leadership program, pre-apprenticeship training and other training for women who work in the trades. Indicative of the PCSW's willingness to bring like-minded and disparate mindsets to the table, the commission has led or participated in over 25 coalitions and 12 task forces in the last year alone. These efforts to coalesce partners, to produce consensus and find solutions comes at much less than its market value by having the PCSW engaged. The expense to the state in the absence of a PCSW extend well beyond the lack of cohesiveness engendered among advocates without coalitions to the price of having policy work produced at a fee by outside providers or the stunted leadership skills of the next generation without access to the commission's leadership program or the cost to the state's coffers of revenues lost when women are not paid fairly in the workplace.

WOW is proud to be numbered among the many partners of the PCSW. As mentioned, WOW leads the Family Economic Self-Sufficiency Project in 37 states and the District of Columbia. WOW's new Elder Economic Security Initiative assists policymakers, advocates, and providers in twelve states develop programs so seniors may age in place with dignity and economic security. The PCSW in Connecticut is a valued partner in both efforts. Through these projects WOW and our partners are helping to change the public dialogue from one of poverty to one of economic security at the national level and in state legislatures. In this instance, the PCSW's continued existence insures state lawmakers, advocates and voters in Connecticut will have access to the most current data, policies and best practices from across the nation—all flowing through the analytical lens offered to CT opinion-makers, policy-makers, practitioners and residents by the Permanent Commission on the Status of Women. On more than one occasion the work of the PCSW has made Connecticut the model for the nation including the commission's pre-apprenticeship training program.

I must mention that many of our state partners find themselves somewhat envious of Connecticut as they have no government entities which have as their mission the identification of issues affecting the status of women and the provision of leadership and information to policy-makers and the public in order to improve the status of women. Without a centralized repository of research, without a designated liaison to their legislative bodies, without an entity charged with the oversight, coordination and assessment of programs and practices in state agencies as they affect women, our colleagues in many other states can only wish for the resource you have here in the CT PCSW. The foresight of your forbearers in creating the PCSW certainly underscores the leadership Connecticut has offered so many times dating to an era before our nation existed. Let not that foresight or that leadership be lost today.

WOW's board of directors, staff and partner organizations across the country stand with the PCSW. We know that policy-makers face a strained budget and must look for ways to reduce expenses. However, further reducing the resources committed to the Connecticut Permanent Commission on the Status of Women presents a cost to the families of Connecticut that they simply cannot afford, a cost which will be borne out across generations from this day forward, and may well mark the end of significant gains for women in this state. Without the PCSW who will speak for your constituents? For women in the workforce? For families who face the struggles of caring for children and aging parents? For women who are denied necessary health care or face exponentially increasing health insurance costs? For families who depend on two incomes to make ends meet but lack access to quality benefits such as time to attend parent-teacher conferences or to take children or parents to medical appointments? For struggling women laid off in the current economic crisis but ineligible for unemployment insurance? Who will rally for them and present you with policy options that ease the burden on Connecticut families and contribute to a higher standard of living in this state? Who, without the PCSW?

We respect the need to balance the state's budget, but we request that you not do so by eliminating such a respected and vigilant entity as the PCSW. Indeed, we would ask that you restore the funding loss already suffered by the PCSW as an indication of your commitment to honoring the permanent nature of the commission and the ongoing need for its work in economic and financial security, health and safety, and anti-discrimination efforts by restating your support and by fully funding the Connecticut Permanent Commission on the Status of Women.

If you have any questions or would like additional information about our work with the PCSW, please contact us as directed below. Thank you for your time and your consideration.

Humbly submitted this day, February 17th, in the year, 2010, by,

Joan Kuriansky
Executive Director
Wider Opportunities for Women
1001 Connecticut Avenue, NW, Suite 930
Washington, DC 20036
www.wowonline.org
(202) 464-1596
jkuriansky@wowonline.org

**Testimony of Marie Lausch
Before the Appropriations Hearing
In Support of the Permanent Commission on the Status of Women
Wednesday, February 18, 2010**

Good afternoon Senator Harp, Rep. Geragosian and members of the Appropriations Committee. I am Marie Lausch and I am here today to speak about a matter of great importance to Connecticut voters, Governor Rell's proposal to slash services to State residents that need them most; our women and children. I speak from personal experience, as does every individual that has had to cinch in his or her financial belt during these declining economic times. I am also the President of United Electrical, Radio and Machine Workers of America, Local 222, a group of over 2200 Connecticut Municipal and Board of Ed. members.

There is no doubt that the economy is bad, and may get much worse. This is not a time to cut services to our most disenfranchised citizens, but a time to shore them up. While it is true that women have made great strides since gaining the vote in 1920, their earning power is still at only 78% of a man's, a shameful statistic in these times. When the chips are down, it is the earners at the bottom of the economic scale that suffer most. These are our women and children.

Recently, our Union had gotten involved with the Permanent Commission on the Status of Women as we waged a tough battle with our Wallingford Paraeducators. This hard working group (of mainly women) came nowhere near the pay scale of the Janitors (who were mainly men) in the same town, but they are expected to provide expert care, and continued certifications to work with the children of Wallingford. When they asked for healthcare coverage, their Superintendent told them "You should go on your husbands' insurance." Surely this chauvinistic attitude could not go unchallenged. When the members of the U.E. looked for help, we turned to the PCSW. Not only did we find facts and figures on their website extremely informative, but they became our champion of the uninsured. We held rallies in the center of Town. The PCSW passed the word, and they marched with us. During a public forum attended by many Wallingford residents, Teresa Younger gave a stirring speech on the costs and negative effects of female workers without healthcare. We are convinced that this hearing helped turn the tide of public opinion, informed Wallingford voters, and enabled our Paraeducators to secure for the first time ever, the ability to buy into Wallingford's health insurance. It is true that our members have to pay 50% of the cost of the insurance package. I am sure any one of them would be glad to trade their insurance for the Governor's, but we are making progress.

The Permanent Commission on the Status of Women also serves as a watchdog agency for our State, providing training and information on a variety of topics that directly impact women; we need them to be our vanguard in advancing women's rights.

I agree that we must find ways to cut costs and seek economic alternatives here in our State, but I am furious to hear that when the going gets tough, the tough go after the ones they think least likely to fight back.

I urge Governor Rell, and all our Legislators to find alternatives. What cuts are being made in your offices, and to your budgets and staffing? So my advise to our esteemed governing bodies is; turn down the heat, turn off the lights, cut down on trips and sabbaticals, close down the Governor's Mansion, but DO NOT leave the people that need help the most adrift. In the words of Madeline K. Albright, our esteemed former Secretary of State, "There is a special place in hell for women who do not help other women."

Sincerely,

Marie C. Lausch
President, U.E. Local 222
(860) 558-1316
mclausch@comcast.net

Senator Toni Harp
State Representative John C. Geragosian
Legislative Office Building
Room 2700
Hartford, CT 06106-1591

Dear Senator Harp and Representative Geragosian:

I am writing in support of the Permanent Commission on the Status of Women (PCSW) for the second consecutive year. I have been watching the courageous fight that PCSW has committed to over the past year to continue its important work. I find this alone to be a testament of their strength and worth as an organization. Throughout budget cuts and fear of being forced to close, PCSW has survived admirably and has continued its important work.

As a Director of an anti-trafficking organization in Connecticut, I strongly feel that PCSW is crucial in the fight against human trafficking in the State of Connecticut and an essential partner in the mission of the Barnaba Institute.

The mission of the Barnaba Institute is to raise awareness about human trafficking as it pertains to sexual exploitation through education and media; to provide professional training courses on how to identify human trafficking victims and to provide support, guidance and care to sexually exploited and trafficked youth and adults.

The PCSW provides an important State platform for anti-trafficking organizations, professionals and intellectuals to come together periodically throughout the year to educate and develop policy changes to better fight human trafficking and helps its victims.

It would be a horrible mistake to eliminate the PCSW and I sincerely feel that it would be a loss not only to the Barnaba Institute, but to women throughout Connecticut who rely on the PCSW to be their voice and advocate.

Sincerely,

Alexis Taylor Litos

Executive Director
The Barnaba Institute

OUTTEN & GOLDEN^{LLP}

Advocates for Workplace Fairness

Wayne N. Outten
Anne Golden
Adam T. Klein
Laurence S. Moy
Gary Phelan
Kathleen Peratis
Justin M. Swartz
Jack A. Rainsner
Wendi S. Lazar
Linda A. Neelan
Carmelyn P. Malalis
Tanny Marzigliano

Allegra L. Fishel
Lewis M. Steel
Nantiya Roan
Deborah L. McKenna
René S. Roupinian
Julia Griffin Murphy
Samuel R. Miller

Delyanuse D. Barros
Rachel M. Bien
Katherine Blostein
Molly Brooks
Cara E. Greene
Seth M. Marnin
Ossai Miazad
Melissa Pierre-Louis
Lauren Schwartzreich

February 17, 2010

Senator Toni Harp
Representative John Geragosian
Appropriation Committee Co-Chairs
Legislative Office Building, Room 2700
Capitol Ave.
Hartford, CT 06106

Public Testimony of Deborah L. McKenna

My name is Deborah McKenna. I am an attorney at Outten & Golden, LLP in Stamford and a resident of Milford, CT. I have been in practice since 1996, and my work has always focused on employee rights and women's issues. I first met Leslie Brett, the PCSW's former Executive Director during law school, when I was an intern at the Connecticut Women's Education and Legal Fund and later, when she taught my "Women and The Law" class at UCONN. That was also my first opportunity to learn about the PCSW and the important service it provides to all Connecticut's citizens. I have since had the opportunity to meet and work with PCSW's wonderful present director, Teresa Younger.

Unfortunately, due to previous commitments, I am unable to attend the Appropriations Committee hearing in person. However, as I have done in the past, I wanted to share my thoughts about the importance of the work that the PCSW performs on behalf of all of the citizens of Connecticut. I have had a unique opportunity to represent the PCSW on a few matters over the past years and have witnessed first hand the vital function this agency serves for Connecticut.

Prior to my tenure with Outten & Golden, I.I.P, I was a partner at Livingston, Adler, Pulda, Meiklejohn & Kelly, PC in Hartford. I am sure many of you knew Ruth Pulda, one of my former law partners, mentor and friend. In 1997, Ruth and I were working with a coalition of women's groups in connection with issues related to the proposed Avon Surgery Center. As some of you may recall, a group of hospitals in central Connecticut – including UCONN's John Dempsey Medical Center, St. Francis Hospital, Hartford Hospital and New Britain General

3 Park Avenue, 29th Floor New York, NY 10016 Tel 212-245-4000 Fax 212-977-4003
4 Landmark Square, Suite 201 Stamford, CT 06901 Tel 203-363-7888 Fax 203-363-0333
og@outtengolden.com www.outtengolden.com



Hospital had proposed to open a surgery center to serve patients in Avon. Despite the fact that one of the partners in this venture was a state institution, St. Francis sought to enforce the Catholic directives on the center – which in the groups' opinion meant that the medical care that could be provide to female patients would be restricted in ways that the care provided to male patients would not be. Since the proposal first had to be approved by the Office of Health Care Access (OHCA), which was required to hold public hearings on the proposal, there was an opportunity for us to get involved. The coalition and the PCSW sought legal status to intervene in the proceedings, in order to further investigate the impact this center would potentially have on women's health care in the state. OHCA recognized PCSW's unique mandate with regard to women's issues and its role as a state agency of sorts and granted PCSW's request. During those proceedings, PSCW was able to raise many issues related to how women's health care would be provided at the proposed facility and make its voice heard. This was the first of a number of similar proceedings and issues that developed with regard to women's health care in the 1990s and early 2000s.

In 2005, PCSW learned that Lawrence and Memorial Hospital in New London, CT had filed paperwork with OHICA requesting permission to close its ob/gyn clinic. This clinic had a long history of providing necessary care to many women in Southeastern Connecticut, particularly those who were low income. Again, through PCSW's status as a state agency, we were able to achieve intervener status in the public hearing before OHICA. The hearing took place at Mitchell College, on a snowy day in March 2005, before a room of community leaders, hospital officials, L & M employees and patients. At the time, Ruth, Leslie and I had agreed that I would be lead counsel at the hearing. Having been through the process before, we expected that we would be granted some time at the end of the proceedings to pose our questions and make concerns known. However, once OHICA convened the hearing, it became clear that the PCSW was going to be permitted a much larger and more meaningful role – with OHICA permitting us to do the initial cross-examination of the hospital executives. I think that this was direct result of the reputation that the PCSW had developed as an advocate on these issues and in deference to its legislative mandate. In the end, OHICA denied the Hospital's proposal – in large part because it had not shown sufficient evidence that it had a plan to ensure adequate and continuity of health care for women in this area. Had the PCSW not been there – I do not know that the issues would have come across so clearly and so effectively.

Last week, I attended the PCSW's informational hearing. During that hearing, Catherine Zeiner, Executive Director of the Women's Center of Southeastern Connecticut, Inc. testified about the positive impact that PCSW's involvement in the L & M proceeding has continued to have for all of the women served by this facility, even 5 years after the fact. It was heartening for me to hear, as I am sure it was for the PCSW's leadership, that PCSW's work has continued to have a significant and beneficial impact on this community, long after the hearings were concluded.

Even after enduring substantial cuts to its budget during the past fiscal year, PCSW has continued to play a vital role in improving the quality of life for women and all citizens in Connecticut. One look at the PCSW's stated 2010 Agenda demonstrates that it has continued to honor its 36 year history as strong voice for women in Connecticut. While there are other effective women's organizations in Connecticut, the unique mandate of the PCSW gives it the

power, access and ability to expose issues of discrimination, educate the citizens and their elected representatives and fight against discrimination in a way that no other organization can. Moreover, the PCSW is able to give voice to women in the state who are often without a voice -- low income or immigrant women, young women and old women, women who are victims of violence -- who may have difficulty having their voices heard. In these challenging financial times, these are the citizens of our state who are most at risk for discriminatory treatment and who need an effective advocate. However, in order to be effective, it must be funded. Please allow PCSW to continue to be that advocate and provide it with the necessary funding to continue to do this vital work.

Thank you for your time.

A handwritten signature in black ink, appearing to read 'Deborah L. McKenna', with a long horizontal flourish extending to the right.

Deborah L. McKenna



Micro Enterprise Resource Group
"THE VOICE OF MICRO ENTERPRISE IN CONNECTICUT"

965 East Main Street Meriden, CT 06450-6006
Phone: 203-235-2333 Fax: 203-235-2913
E-mail: info@mergt.org Web: <http://www.mergct.org>

Testimony of

The Micro Enterprise Resource Group (MERG)

Monday, February 8, 2010

In Support of the Permanent commission on the Status of Women

Thank you for this opportunity to provide written support of PCSW on behalf of the Micro Enterprise Resource Group (MERG).

MERG's mission is to advocate for and promote the interests of micro enterprise in Connecticut. We represent approximately 320,000 Connecticut micro businesses, those employing fewer than ten people. There are 123,000 women-owned businesses in Connecticut, so MERG relies heavily on the hard work of the PCSW to accomplish our shared goals. PCSW is mandated to serve as a liaison between government and private interest groups, so their Women Owned Business Initiative includes collaboration with MERG. The bill-tracking they provide our members is crucial for us to fulfill our mission.

In addition to the support PCSW provides MERG, their Young Women's Leadership Program inspires and empowers young women aged 18-35 to emerge as leaders in business, government and the community. The Women in the Trades Network increases opportunities for women in the skilled trades and technical careers. Their Talent Bank contains the names and résumés of more than 450 highly qualified women for consideration for appointment to state boards and commissions. All of these programs work to further strengthen the economic independence of women in our state. Without them, women are less likely to be fully employed and have health insurance, so their health care bills go to the state. They are also far more likely to rely heavily on assistance and unemployment, which cost the state much more to sustain. The state has a genuine financial incentive to insure that PCSW be allowed to continue its mission.

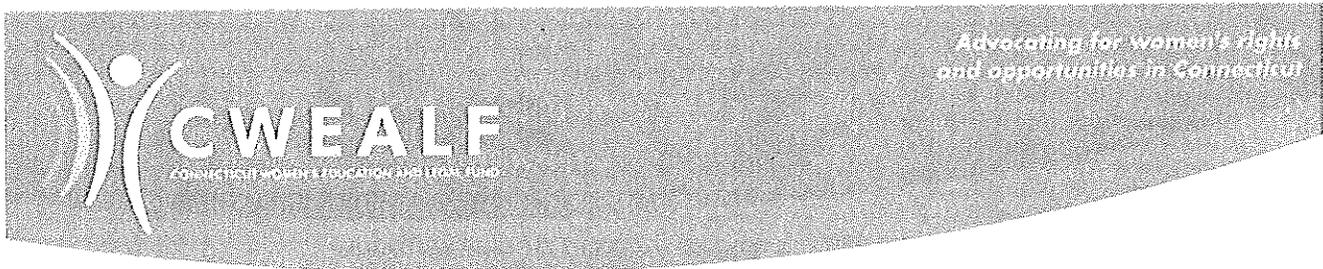
We recognize a pressing need for the legislature to cut expenditures, but we strongly urge them to preserve the PCSW in its current capacity. We believe that it is precisely this poor economic climate that can be most devastating to women, and we fear backsliding on the gains of women business owners during these times. It is now, more than ever, that we need the PCSW to protect the rights and the health and safety of all Connecticut women.

Also, please consider the message you would send to more than half of Connecticut's population by curtailing the activities of this vital commission: women's rights are only possible

when we can afford them. Is this true? Are the rights and health and safety of women something we really want to toss on the scrap heap when times get tough? Is pay equity suddenly irrelevant because we have a deficit? We believe the issues of women's pay equity, sexual harassment, human trafficking, are much more than luxuries. We believe these are fundamental causes, vital to the human condition of more than 50 percent of our population. The work PCSW does is critical for the well being of more than half the state's citizens.

In the 35 years the PCSW has been active, they have brought about tremendous advances for women, but their work is far from done. We believe there is still a long way to go, and much of the violence and injustices against women will resurface in their absence. And it's not just deep-rooted, deliberate sexism that worries us. We are also concerned that future laws and policies could have an inadvertent negative impact on women and the businesses they own. PCSW is the only state institution that looks at proposed legislation to evaluate its potential impact on women and families, so their oversight is crucial.

Finally, we urge the legislature to remember why this commission is "permanent". Their work must always be allowed to continue without regard to unforeseeable conditions. The stakes are simply far too high.



February 11, 2010

My name is Alice Pritchard, and I am the Executive Director of the Connecticut Women's Education and Legal Fund (CWEALF). CWEALF is a statewide non-profit organization dedicated to empowering women, girls and their families to achieve equal opportunities in their personal and professional lives. For 37 years, CWEALF has worked alongside the Permanent Commission on the Status of Women (PCSW) to engage women, educate the community and illustrate the issues affecting the women living in Connecticut.

PCSW continues to play a critical role in the state to ensure women's voices are heard. Therefore, I am here today to urge your support for the PCSW and to oppose its elimination.

Since its establishment in 1973, PCSW has served as a critical channel in bringing the voices of women to State government by providing information, research and analysis to elected officials and the general public about all matters concerning the status of Connecticut women.

Because of their position, PCSW has the ability to monitor state policy on a broad range of issues. They do so in part by working with numerous coalitions and workgroups to bring women's voices to different discussions and debates. In the past year alone, PCSW was involved in legislative efforts to strengthen women's earning capacity advocating around Equal Pay for Equal Work and Paid Sick Days bills. In this economic climate, these legislative issues are extremely important for women, especially those who are the sole providers for their families.

But their work is not only focused on women's economic position. Equally important is the work PCSW does to focus attention on the quality of services available to women and girls. They have been actively involved in fighting against potential hospital mergers which might limit women's access to reproductive health services. Additionally they sit on the Commission for Child Support Guidelines which addresses how to make the state child support guidelines more effective and family friendly. Both of these issues are vital to strengthening Connecticut's families.

By providing information to state agencies, PCSW saves the state money and improves the performance of these agencies. We continue to see their importance in providing training to state agencies. One example of this service is the sexual harassment training and technical assistance which the Commission has provided state employees and agencies, saving the State government \$400,000. The reduction of sexual harassment complaints also saves state dollars on unnecessary litigation in the future.

Legislators have difficult choices to make over the coming months on how to best balance the state budget. The PCSW has already taken an almost 60% cut to its funding but staff continue to work hard for the women in our state. Eliminating the PCSW is a major step back in the progress of women's issues in the State. It will silence the voices of women and their families in a time when more than ever, their needs and concerns must be heard. By eliminating such an invaluable resource, the State risks undoing the strides in women's rights and thus the progress of the State and its citizens.

Thank you.

Officers

Kay Maxwell, Chair
Deborah Freedman, Vice Chair
Marla Cruz-Saco, Ph.D., Secretary
Amelia Renkert-Thomas, I.D., Treasurer
Sandra Arnold, Assistant Treasurer

Board of Directors

Jenny Canillo, Ph.D.
Bennie Fleming, Ed.D.
Delores Greenlee
Sue Hessel
Nancy Hutson, Ph.D.
Jeannette Ickovics, Ph.D.
Valerie Seiling Jacobs
Rev. Marla LaSala
Donna Momy
John Morton, M.D.
Shannon Perry
Richard Sugarman
David Wolin, J.D.
Connie Worthington

Leadership Committee

Mrs. Malcolm Baldrige
David Bingham, M.D.
Amy, Gen. Richard Blumenthal
Liz and Kim Chase
Rosille Fain
Francine E. Goldstein
Eunice S. Greak
Chester W. Kitchings Jr.
Debby Leach
Stephen and Sue Mandel
Dorothy O. Mills
Rabbi Robert Orkand
Sarah Belnecke Richardson
Maxia Riesman
Pablo Rodriguez, M.D.
Betsy Russell
Ann E. Shaffer
Joan L. Tweedy
Chris Van Alsburg
Sandra G. Wagenfeld
Joan Meiber Warburg
Joanna Woodward

President & CEO

Judy Tabar

Administrative Headquarters

345 Whitney Avenue
New Haven, CT 06511
203.865.5158

111 Point Street
Providence, RI 02903
401.421.7820

www.ppsne.org



Serving Connecticut & Rhode Island

Testimony of Gretchen Raffa, Community Organizer
Planned Parenthood of Southern New England
Appropriations Committee Hearing, February 18, 2010

Thank you, Senator Harp, Representative Geragosian and members of the Appropriations Committee. My name is Gretchen Raffa. I'm from New Britain CT, and I am also here representing Planned Parenthood of Southern New England, which would like to add its voice to those urging preservation of the Permanent Commission on the Status of Women (PCSW). For 36 years, *as long as I have been alive*, the PCSW has been a permanent voice in our government advocating for the most urgent issues facing women. I am proud to live in a State committed to advancing the status of women.

For me, the PCSW is more than a state commission; it is where I started my professional journey 12 years ago, working at PCSW under a Non-Traditional Employment for Women Grant. Fresh out of UConn with my Women's Studies degree, I was ecstatic to work with the PCSW and to learn first hand the important role it plays in closing the gap on gender inequality in our state.

Today, in my role as Community Organizer for Planned Parenthood of Southern New England, I have a new relationship and admiration for the PCSW as a strong, necessary and ever present voice in promoting reproductive justice. I am proud and grateful to have worked with the PCSW in 2007 to pass the *Compassionate Care for Rape Victims* legislation to ensure that women who have survived sexual assault have access to emergency contraception in all Connecticut hospitals.

Our state has been a national leader on reproductive rights and the PCSW has played a crucial role in advocating to improve health care access for women and girls including access to a full range of reproductive health services at hospitals considering merger or affiliation with another institution. It has been the PCSW that, because of its legislative mandate, has been granted the legal status to intervene in several of these situations. As a result, full reproductive health services at institutions like Sharon Hospital have been preserved.

Currently 21.1% of female-headed families in CT live below the poverty line, and that number will rise as the crisis escalates. More women will lack access to affordable health-care and insurance, good jobs, an adequate paycheck, and affordable housing. The struggles women face today are real, often unavoidable and debilitating because of the discrimination we still face. The PCSW is the voice for *all women* in Connecticut. Without it, the most vulnerable population of women may be silenced.

As long as women in Connecticut are being oppressed based on their gender, the work of the Permanent Commission on the Status of Women is not done. I urge you to continue to fund the PCSW so that they can continue to promote and advocate for the best policies and laws that directly impact women and their families. I am just one Connecticut woman who is here to say that *I deserve full equality in our state* and I am thankful that *throughout my life* the PCSW has been fighting on my behalf.

Providing answers. Honoring choices. Creating hope.



National Multiple Sclerosis Society
Connecticut Chapter
659 Tower Avenue, First Floor
Hartford, CT 06112-1269
tel +1.860.913.2550
fax +1.860.761.2466
www.ctfightsMS.org

**Testimony in support of
The Commission on Aging and
The Permanent Commission on the Status of Women
Appropriations Committee Public Hearing, February 18, 2010**

Senator Harp, Representative Candelaria, Senator Debicella, Representative Hetherington, and Distinguished Members of the Appropriations Committee and the Legislative Subcommittee,

My name is Susan Raimondo and I am the Senior Director of Advocacy and Programs for the National Multiple Sclerosis Society, Connecticut Chapter. I am also the family care giver representative to the CT Long Term Care Advisory Council and I serve on the Money Follows the Person Steering Committee. I have been involved in advocacy, providing services and in policy development assisting elders and persons with disabilities for over 30 years in our state.

Thank you for the opportunity to testify today about our concerns regarding the proposed elimination of the Commission on Aging and the Permanent Commission on the Status of Women. The National Multiple Sclerosis Society has strong partnerships with the Commission on Aging and with the Permanent Commission on the Status of Women and its affiliate, the Connecticut Women's Health Campaign.

These two Commissions are an essential part of the non-partisan programs that are working to advocate and support the needs of Connecticut's elders and women. Although these two commissions' titles indicate that they are helping women and elders, in reality their superb work reaches way beyond the scope of their title.

Both agencies are independent, yet provide robust leadership in the community. Their work on issues around economic security, workforce development, long term care, health care and their timely research and initiatives to save money are crucial given the horrific budget challenges that our state faces. The Commission on Aging and the PCSW operate with small budgets, maximize the use of volunteers, research and facilitate understanding of many of our state's challenges all while developing outstanding community partnerships which can help to broker important relationships that play a role in helping to solve many of our state's problems.

These two commissions not only provide the leadership, but actually get the work done! Examples include:

- The Commission on Aging (CoA) improves access to information for older adults, persons with disabilities, families and caregivers by working with OPM to create and now maintain the state's Long-Term Care web site. The web site received over 80,000 visits last year alone (www.ct.gov/longtermcare).
- CoA leads efforts to mandate and fund the state's first comprehensive Long-Term Care Needs Assessment, a roadmap to planning for the future needs in our state.
- CoA work has been successful in bridging across multiple generations by working with schools statewide to link them with Earth's Elders, a FREE unique school curriculum that connects students with older adults in their communities.
- The CT Women's Health Campaign and PCSW are responsible for significant changes in access to and provision of health care services for women in our state through legislation and partnerships that have:
 - Improved access to gynecological health care services for women of all ages who are living with disabilities.
 - Banned the use of "drive-through" childbirths, Caesarian sections, and mastectomies.
- PCSW championed the rights of all workers by creating legislation that led to the federal Family and Medical Leave Act.
- The Commission on Aging and the Permanent Commission on the Status of Women have provided support that lead to the successful passage of the CT Home Care Program for Disabled Adults which is serving people with degenerative neurological conditions who are between the ages of 18 and 64. This provides an alternative to expensive nursing home care. The CHCPDA program can save the state \$2,055,576 each year.
- The two commissions also actively working on ways to increase savings in our state budget as well as working to find new ways to maximize existing and develop new revenue sources.

We urge the Appropriations Committee to reinstate funding for these two essential commissions which provide much greater savings than the expense of their small budgets. In these times of economic crisis, it seems very foolish to eliminate the Commission on Aging and the Permanent Commission on the Status of Women.

Thank you.

Testimony from the Community Fund for Women and Girls, a component fund of The Community Foundation for Greater New Haven
Helene A. Robbins, Vice President, The Private Bank, Wells Fargo Company
Chair, Community Fund for Women & Girls

Good morning, Legislators, Commissioners, guests and citizens of Connecticut who are here today in support of The Permanent Commission on the Status of Women. My name is Helene Robbins, I am a Vice President with Wells Fargo Private Bank and I am here today as the Chair of The Community Fund for Women and Girls, a component fund of the Community Foundation for Greater New Haven.

Women are responsible for 80% of philanthropic giving in the United States, but funding that targets the specific needs of women and girls is less than 10% of all philanthropic funding. Women's Funds, of which there are nine (9) in the State of Connecticut, help correct that imbalance by reflecting women's priorities and are a vehicle for mostly women to make sure that these important gender specific programs and issues receive attention and get funded.

Studies by the Women's Funding Network show that women's philanthropy specifically champions social change. The grants awarded are a source of leverage for additional funding and are known to fund grassroots and "out of the box" solutions, filling a mainstream funding gap and yielding results that is disproportionate to the number of dollars invested. Women's fund possess unique knowledge, values and expertise, are solution builders whose investment ripples broadly through the communities they support and often leads to lasting social change.

The nine women's funds in Connecticut collectively grant about \$700,000 per year to programs for women and girls.

In Greater New Haven, the Fund for Women & Girls focuses on investments in education and job training, health and safety, including violence against women, and political participation. These areas represent core issues for women and girls and where our grants can have the most impact. We arrived at them based on the data and recommendations of the PCSW.

An example of this is **All Our Kin, Inc.** To support the Family Child Care Toolkit licensing project to support women business owners in becoming family childcare providers, to improve the quality and quantity of kith and kin care that in turn provides working parents with childcare. The Fund for Women and Girls awarded a \$10,000 grant to All Our Kin in 2005 to help launch this project. The impact of such a small investment has yielded significant and measurable results. All Our Kin has leveraged that modest grant to obtain additional funding totaling \$500,000. The toolkit project has helped 150 women achieve licensure, run their own businesses which serve over 1,200 children. Their annual incomes have jumped 300% from \$3,750 before licensure, to \$20,000 per year in just two years time and now earn between \$30-35,000 annually. This income supports families, allows providers to live independent of public assistance and provides healthy, safe and loving childcare, allow more mothers to work to support their families as well. This is but one example of how women's funds and The Community Fund for Women & Girls grants demonstrate what the studies show.

These CT women's funds were not established when women were still considered chattel, or when women were fighting for the right to vote, nor have they been in existence since the 1960's or 70's; the first fund for W&G was established in 1993. The General Assembly's actions 36 years ago, in creating the PCSW acknowledged that equality for women had not yet been achieved. It should come as no surprise that we're still not there yet. There are issues that remain inequitable for women, not the least of which is pay equity which, in the last several years has reverted rather than advanced. Our women's fund works in collaboration with the PCSW to identify trends and opportunities to create change for women.

The Community Fund for Women and Girls serves a region of 315,000 voting women. In January, 2010, the fund awarded a grant of \$10,000 to the Foundation for Connecticut Women in support of the PCSW. We wish to draw attention to its importance to our state, our fund and the women of Greater New Haven. We depend on the PCSW to inform our decisions, make them strategic and effective, to reach our mutual goal of true equality for our grandmothers, our mothers, our daughters, our granddaughters, our sisters, - for all of us.

Testimony of Cheryl Sharp

Good day legislators, I am Cheryl Sharp, a life time Connecticut resident, a Civil Rights Attorney employed by the State of Connecticut Commission on Human Rights and Opportunities for the past 16 and a half years, and a lifetime civil and human rights advocate. I am here as a concerned citizen in support of the Permanent Commission on the Status of Women.

The Permanent Commission on the Status of Women advocates on behalf of women and provides research and analysis to the Legislature, and state leaders regarding sex discrimination issues in education, employment, credit, child day care, nontraditional employment and housing. Further, the PCSW in conjunction with the Connecticut Commission on Human Rights and Opportunities also provides sexual harassment and diversity training to Affirmative Action Officers throughout the state.

The issues and concerns of the Permanent Commission on the Status of Women should be considered in all aspects of Connecticut's legislative and governing processes because the Permanent Commission on the Status of Women's advocacy is vital to gender equality in the state. The role of this Commission has become more necessary in recent years due to layoffs of state employees in 2003 that resulted in the dismantling of the Education and Outreach Department of the Connecticut Commission on Human Rights and Opportunities. The Commission on Human Rights and Opportunities has been stripped to its core and needs the work of the Permanent Commission on the Status of Women and Commissions like it to support, supplement and assist the state in rooting out discrimination and preserving civil and human rights. Thus, the work of this Commission and Commissions like it is critical. This Commission and Commissions like it do not represent the bloat in state government. To the contrary, this Commission and Commissions like it provide essential services that the state, women and little girls cannot afford to do without.

The Executive Branch's position, as articulated by the Governor, is that during good economic times Commissions such as the Permanent Commission on the Status of Women serve a purpose, but during tough economic times, we can't afford this Commission or the Latino and Puerto Rican Affairs Commission or the Asian Affairs Commission or the Commission on Aging. This position is short sighted, the fallout from the elimination of this Commission and Commissions like it will be too great, the despair of the Connecticut citizens affected will run too deep, and the cost of failing to honor, respect and protect diversity, civil and human rights and equality will be insurmountable.

The mission of the Permanent Commission on the Status of Women is to improve and promote the economic development, education, health and political well-being of women in the State of Connecticut. If this Commission and Commissions like it are eliminated there will be no one available to perform their vital functions, no agency of state government to adequately serve their clients, no federal equivalent to pick up the slack. How will the Women of Connecticut be protected when the state's civil rights enforcement agency—CHRO has been gutted and the PCSW is slated for elimination? This has to be as important to each legislator as it is to each of his or her affected constituents-- equality, civil rights and equal opportunity are woven into the fabric of our great state, and now when our state faces such great challenges, is not the time to abandon our progressive government and diminish our hope for equality in the state with the oldest Civil Rights Agency of its kind. Thank you.

Testimony of Carol R. Virostek, Ph.D.
Before the Appropriations Committee
In Support of the Permanent Commission on the Status of Women
Wednesday, February 8, 2010

Senator Harp, Representative Geragosian, and members of the Appropriations Committee:

My name is Carol Virostek. I live at 20 Jeffrey Lane in Berlin. Thank you for this opportunity to address you today and to express my total opposition to the Governor's proposal to eliminate the Permanent Commission on the Status of Women. Just as her predecessor did in his 2003 budget, Governor Rell seems to have targeted those agencies serving the most vulnerable people of our state: in this case, women and girls who are victims of discrimination, bullying, sexual assault, and questionable medical practices and employment policies. I can appreciate the difficulty of the task you have before you of fairly appropriating our limited state resources in these dire economic times. But because of these times, it is even more important to reflect on how and why the PCSW is unique among the other state agencies - and why its \$1.1M annual allotment is that rare investment whose value has actually increased over time.

I have spent my adult life both as an educator and as a volunteer for local and national service and advocacy organizations, whose missions - to promote equity, economic security, child care, health and affordable housing - have all been dramatically advanced by the work of the PCSW. While some organizations do research, some provide social services, and others advocate for legislation, not one has the power to effect positive societal change the way PCSW can. One of its greatest strengths is in coalition building - bringing together dozens of organizations representing a host of women's issues. PCSW is the hub. It systematically gathers data from its partners and translates those data into an effective legislative agenda. It educates our legislators and the public at large on issues that otherwise might have gone under the radar - bullying in schools and the workplace, incidents of sexual harassment and racial discrimination on a college campus, the disparity in wages between men and women doing the same job, unconscionable medical practices such as drive-through mastectomies. And therein lies the difference, ladies and gentlemen. When a service organization or nonprofit speaks out, we can only hope that our legislators will listen. When the PCSW becomes involved as a resource for our lawmakers and government officials, legislation is enacted. And it is only through the passage of law that injustices can be rectified, unlawful practices forbidden and penalized.

But there's more. The free sexual harassment prevention training offered to all state agencies that helps to change the culture of that agency or organization. The referrals to crisis centers of callers who are victims of domestic violence. The guardian angels for victims of human trafficking. PCSW staffers are in the fray - as well as in the Capitol.

Please don't take away this unparalleled advocate for women's health, safety, and financial security that has worked tirelessly and successfully for 35 years. When the PCSW ensures the protection of the rights of women, it ensures positive outcomes and a better life for their families and communities - the citizens of our state. It's what government is obliged to do. To that end, the PCSW is essential.



UNIVERSAL
HEALTH CARE
FOUNDATION
OF CONNECTICUT

Testimony
Supporting the Permanent Commission on the Status of Women
Connecticut Women's Health Campaign
Appropriations Committee
February 18, 2010

Jill Zorn
Program Officer
Universal Health Care Foundation of Connecticut

I am here on behalf of the Universal Health Care Foundation of Connecticut, and as a member of the Connecticut Women's Health Campaign Executive Committee of the Permanent Commission on the Status of Women (PCSW). I support PCSW and the Connecticut Women's Health Campaign as the preeminent voice advocating to insure that the health care needs of women are addressed.

PCSW has chosen as one of its three results areas that, "All Connecticut women have optimal health and wellness throughout their lifespan". They serve a crucial function in moving Connecticut's health agenda forward. Women face significant challenges in the health care arena. In addition to having distinct health care needs such as reproductive health, they are more prone than men to have chronic conditions requiring ongoing treatment. Women are also overwhelmingly the caregivers for parents or children with health problems or disabilities. As reported by the National Women's Law Center, women are more likely to need and use health services, but on average have lower incomes than men. Women with insurance face higher out-of-pocket costs than men as a share of their income. They face higher premiums in the individual and small group markets, and they are more likely to put off needed health care expenditures and to more frequently incur medical debt. They also have less access to employer-sponsored insurance and are more likely to rely on government health care programs.

I have been involved with the PCSW's Women's Health Campaign for over five years, first participating in their work when I was Chapter Programs Director at the National Multiple Sclerosis Society, and now, for the past four years while employed at the Universal Health Care Foundation of Connecticut. The current and previous Executive Directors of PCSW, Teresa Younger and Leslie Gabel-Brett have both served on our Foundation's Board of Directors. They each contributed an invaluable perspective to our work to achieve quality, affordable health care for every resident of our state.

The Connecticut Women's Health Campaign is a broad coalition of groups committed to working for the health and well-being of Connecticut women and girls over their life span. Their mission includes achieving access to health care for all women and girls and promoting awareness of

women and girls' health care needs. They have been and continue to be a strong advocate for universal health care, assuring that any legislation passed addresses the specific needs of women. Their role in this debate is essential. They also continue to work on other key women's health priority areas such as:

- Breast and cervical cancer screening and detection
- The Connecticut Home Care Program for the Disabled
- Women's behavioral health services
- Elimination of health disparities

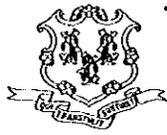
Universal Health Care Foundation fully supports the work of PCSW and of the Connecticut Women's Health Campaign. We all benefit in our state from their leadership in protecting and promoting women's health issues. Please continue to fund this organization that is so crucial to our state's health and well-being.

¹ Institute for Women's Policy Research. *The Gender Wage Gap*, 2008.

² The Commission on Human Rights and Opportunities. *Case Processing Report, Cumulative and Recent Data, Fiscal year 2008-2009*.

³ Health Insurance Coverage of Women Ages 18-64, by State, 2005-2006." The Henry J. Kaiser Family Foundation. December 2007. <http://www.kff.org/womenshealth/upload/1613_07.pdf>.

⁴ "Sexual Assault in Connecticut"(2008). Connecticut Sexual Assault Crisis Services, Inc. <<http://www.connsacs.org/learn/stats.htm>>.



PCSW LEGISLATIVE PRIORITIES 2010

The Permanent Commission on the Status of Women (PCSW) provides information, research and analysis to elected officials and the public regarding issues affecting the status of women across their lifespan— from young adults to elders. The following are our priority issues for the 2010 legislative session.

Elimination of Discrimination

Gender Discrimination— Support measures to eliminate discrimination based on gender in the creation, interpretation, and implementation of law and policy.

Tax Regulation – Monitor tax proposals and work to ensure that no such proposal will disproportionately and adversely affect women.

Economic & Financial Security

Basic Needs – Support efforts to maintain access to subsidized housing, healthcare, childcare, unemployment compensation, and financial assistance programs.

Family-Friendly Policies – Support workplace and other policies and programs that help women and their families attain/sustain economic self-sufficiency.

Education and Training - Support proposals to increase adult-education programs for low-skill, low-wage workers, and occupational-skills training programs for incumbent workers and workers in vocational and technology fields.

Asset-Building – Support efforts to encourage women’s financial literacy and expand their access to asset-building strategies.

Small Business – Support efforts to define the unique needs and provide capacity-building resources to encourage growth of small businesses and microenterprises.

Housing – Support a coordinated approach to preventing homelessness and providing services for women who are homeless. Support programs and policies that will increase the number of affordable housing units and homeownership opportunities available to women.

Women's Health & Safety

Violence Against Women – Support measures to increase funding for services and shelter staff in domestic violence programs.

Reproductive Health – Support efforts to ensure women's right to access and to receive comprehensive reproductive health education and services.

Universal Health Care – Support efforts to increase healthcare access for all state residents.

Gender, Racial and Ethnic Disparities in Health Care – Support efforts to address the need for effective data collection on gender, racial, and ethnic health issues in the state in order to develop appropriate interventions.

Cancer Detection and Treatment – Support efforts to increase funding for and expand access to early breast, cervical, ovarian, and lung cancer detection services and treatment.



Data Available to Legislators & Staff

The Permanent Commission on the Status of Women (PCSW) provides information, research and analysis to elected officials regarding issues affecting women in Connecticut. Here is a list of publications and fact sheets that are available to legislators and legislative staff. The PCSW is able to provide additional research upon request. For more information about the publications below and/or to inquire about additional research topics contact the PCSW at (860) 240-8300. Many of the publications below can be found at www.cga.ct.gov/pcsw/.

Research Briefs On:

- CT Demographics
- Women and Leadership
- Women & Violence
- Gender Disparities
- Women & Health Care
- Education & Training
- Women & Cancer
- Motherhood
- Pay Equity
- Reproductive Health
- STEM & Nontraditional Occupations
- Women & Housing
- Women & Money
- Women in the Workplace
- Women in Prison
- Earned Income Tax Credit
- Women Owned Businesses
- Paid Sick Days
- Young Women & Affordable Education
- Young Women & Educational Equality
- Young Women & Reproductive Health
- Young Women & Financial Literacy
- Young Women & Housing
- Young Women & Emergency Shelter
- Young Women & Health Literacy

Selected Research Publications

- Elders Living on the Edge: Toward Economic Security for Connecticut's Older Adults (2009)
- The Elder Economic Security Standard Index (EESI) for Connecticut (2009)
- Getting to a Better Tomorrow: Economic & Financial Security, Public Hearing Report (2008)
- The Connecticut Self Sufficiency Standard for 2008
- Continuing Progress for Connecticut Women (2008)
- Getting to a Better Tomorrow: A Women's Economic Security Package (2007)
- Overlooked & Undercounted: Where Connecticut Stands (2007)

Fact Sheets

- Green Jobs & Women
- The Representation of Women in State Government
- Facts about Connecticut's Female Veterans
- Universal Health Care: What It Means For Women

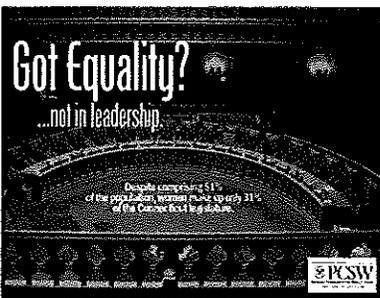


PCSW News

Permanent Commission on the Status of Women
The State's leading force for women's equality



Special two-page issue...
please keep reading and pass it along!



Asking the Big Question...

PCSW's new "Got Equality?" public awareness campaign posters are on display now at the Legislative Office Building. Contact us for a digital PDF version for use in raising awareness about pay equity, workplace discrimination and women's under-representation in corporate and government leadership. And be looking for a new poster to be rolled out each newsletter over the coming months.

Noehren Blogging for Working Mother



Michelle Noehren, PCSW Legislative Liaison and Events Coordinator, has been named a blogger for the "Thought Leader" section of Working Mother magazine, which reaches about 2 million working mothers nationwide.

Noehren's blog will appear regularly and focus on topics central to women's economic security. Read her premiere column on paid sick leave here.

"The PCSW continues to play a critical role in the state to ensure women's voices are heard."

-- Alice Pritchard, CWEALF

Are YOU a fan?

PCSW has 400 Facebook fans -- are you one of them? Spread the word and help us make 1,000 fans by April 1. Click here and pass it on...



Permanent Commission on the Status of Women
18-20 Trinity St., Hartford, CT 06106 www.cga.ct.gov/pcsw
Ph: 860/240-8300; Fax: 860/240-8314

Women's Day at the Capitol Draws a Crowd

More than 100 women – and several men – from around Connecticut packed the room on Feb. 9 for Women's Day at the Capitol. Women gave testimony before PCSW commissioners and several elected officials, including Majority Leader Denise Merrill, Rep. Barbara Lambert, Sen. Mary Ann Handley, Sen. Edith Prague, Sen. Joseph Crisco, Sen. Edward Meyer, Sen. Jonathan Harris, Rep. Pamela Sawyer, Rep. Terrie Wood, Rep. Steve Fontana, Rep. Mae Flexer, and Rep. Toni Walker, who were joined briefly by Secretary of State Susan Bysiewicz and Atty. General Richard Blumenthal.



Women testified in support of PCSW and on a host of critical issues, including education, breast cancer, housing, safety nets such as Temporary Assistance for Needy Families (TANF), transportation, incarceration, paid sick leave, reproductive health services, environmental health and comprehensive sex education. (A full report on the testimony will be available soon.) Audience members also heard expert testimony on family-friendly work policies from Nancy Dunn and Nancy Shulman of General Electric; on women in the recession from



Stefanie Chambers, Associate Professor at Trinity College in the Department of Political Science; and on skills needed for the changing labor landscape, including green jobs, from David N. Cooper, Dean of Corporate and Continuing Education at Gateway Community College in New Haven. To read the expert testimony, click here.

The morning was kicked into high gear by two outstanding high school students, Rachel Hathaway of Darien and Caitlin O'Connor of Bolton, (shown in photo above, right, with Atty. General Richard Blumenthal) who read their Young Women's Leadership Program award-winning essays on teen violence and pay equity, respectively. The YWLP asked Connecticut's high school students: "What is the most pressing issue facing young women today and how do you see yourself having an impact on this issue?" (Click here to read the top YWLP contest winners.)

Also, be sure to read about Women's Day in CTNewsJunkie.com, in the Hartford Independent Media Collective and in the Trinity Tripod.

Women and Girls' Funds Give Grant in Support of PCSW

In their first-ever statewide collaborative effort, two major philanthropic funds for women and girls have granted a total of \$25,000 to the Foundation for Connecticut Women in support of the PCSW. The two funds – the Community Fund for Women and Girls, a component fund of the Community Foundation for Greater New Haven, and the Fairfield County Community Foundation's Fund for Women and Girls -- together serve more than a million Connecticut residents. In pooling their resources, the Funds recognize the need for the advocacy, research and public policy work of the PCSW.

The Fairfield County Community Foundation's Fund for Women and Girls, which serves a region of 900,000 voting women, has donated \$15,000, and the Community Foundation for Greater New Haven's Community Fund for Women and Girls, serving 315,000 voting women, donated \$10,000. In making the announcement on her organization's behalf, Helene A. Robbins, chair of the Community Foundation for Greater New Haven's Community Fund for Women and Girls, said, "In Greater New Haven, the Fund for Women & Girls focuses on investments in education and job training, health and safety, including violence against women, and political participation. These areas represent core issues for women and girls and where our grants can have the most impact. We arrived at them based on the data and recommendations of the PCSW... We depend on the PCSW to inform our decisions, make them strategic and effective, to reach our mutual goal of true equality for our grandmothers, our mothers, our daughters, our granddaughters, our sisters, for all of us."



The Fairfield County Community Foundation's Fund for Women and Girls grant was announced by Executive Committee members Kyle Wilcox and Mary Lee Kiernan (shown testifying in photo, right). "There is no other resource in the state that gathers and tracks gender-specific data across a range of issues," they said in their testimony. "Additionally, PCSW's advocacy on behalf of women advances the Fund's mission and inspires both our work and our donors' support. Supporting a legislatively created, highly respected, and credible commission such as PCSW will keep Connecticut focused on issues that disproportionately and unfairly impact women."

The grants, announced during Women's Day at the Capitol, were made to the Foundation for Connecticut Women, a 501c (3) that exists to support the work of the PCSW. Click here to make a donation.



Appropriations Committee Hearing

For the second year in a row, the Governor has slated the PCSW for elimination, but support for the PCSW was in full force on Feb. 18 as the General Assembly's Appropriations Committee heard testimony on the future of the six legislative commissions.

I support the PCSW and the Connecticut Women's Health Campaign as the pre-eminent voice advocating to ensure that the healthcare needs of women are addressed."
--Jill Zom, Universal Health Care Foundation

Many thanks to all who testified, including PCSW Commissioner Toni Moran and representatives of our coalition partners and many organizations, including: the Community Fund for Women and Girls (a component fund of the Community Foundation for Greater New Haven), the Fairfield County Community Foundation's Fund for Women and Girls, the U.S. Department of Labor's Women's Bureau, Connecticut Chapter of NOW, Center for Women and Families of Eastern Fairfield County, Inc., Connecticut Healthy Workplace Advocates, University of Connecticut School of Social Work, Advocacy for Patients with Chronic Illness, Inc., Wider Opportunities for Women (WOW), Barnaba Institute, United Electrical & Machine Workers of America, Outten & Golden LLP, Micro-enterprise Resource Group (MERG), Connecticut Women's Education and Legal Fund (CWEALF), Planned Parenthood of Southern New England, National Multiple Sclerosis Society, American Association of University Women (AAUW), and the Universal Health Care Foundation.

Click here to read their inspiring testimony, some of which is excerpted throughout this newsletter in the tinted boxes.

The YWLP provides Connecticut's young women with a network within which to develop themselves and their careers."
-- Jillian Gilchrest, NARAL and YWLP

Getting Out There... a quick look at where we've been recently across the state

- 1/5 Testified before the Speaker's Domestic Violence Task Force; 2010 Agenda shared with Legislators
- 1/7 Talent Bank Networking Event
- 1/12 Met with UConn Health Center re: mergers and partnerships
- 1/20 Spoke at Junior League of Hartford Chapter Meeting
- 1/21 Roe v. Wade Press Conference
- 2/2 Spoke at Healthcare Reform as a Women's Issue, Planned Parenthood-New Haven
- 2/5 YWCA of Greenwich 2010 BRAVA Awards Luncheon, Greenwich
- 2/8 Rolled out Got Equality Campaign
- 2/9 Women's Day at the Capitol
- 2/11 21st Century Conversations: Healthcare Reform-New Haven
- 2/17 Spoke at National Association of Women In Construction-Hartford Chapter, Rocky Hill
- 2/18 Testimony before Appropriations Committee
- 2/23 Testimony before Select Committee on Children
- 2/24 Paid Sick days Press Conference with Everybody Benefits Coalition
- 2/25 Testimony before Labor Committee on paid sick leave
- 2/28 UConn Campaign College; Training young women to run for student government

Events Calendar

March 1-10 Women's History Display
PCSW display during the first two weeks of Women's History Month in the Legislative Office Building.

Wed., March 3 - Girl Scout Day at the Capitol
1:30 - 3 p.m. Investiture, reception and pinning ceremony of the first honorary Girl Scout Troop made up of women legislators. Held in second floor atrium. Visit www.gsofct.org.

Wed., March 3 - All on Equal Terms: The Story of Prudence Crandall
12-1 p.m. Luncheon lecture at Old State House, Main Street, Hartford; with Teresa Younger and Karin Peterson, Connecticut Commission on Culture and Tourism.

Mon., March 8 - Int'l Women's Day

Wed., March 10 - U.S. Dept. of Labor
8:30 a.m.- 12:30 p.m. American Recovery & Reinvestment Act (ARRA) seminar on "Fostering Jobs & Improving Partnerships"; 1965 Dixwell Ave., Hamden

Thurs., March 18 - 21st Century Conversations
"Access to Affordable Health Care: A Human Right" (Part 2). Town Hall meeting at 7 p.m., Citizens TV studios, 2666 State St., Hamden.

Tues., March 23 - Commission on the Status of Hartford Women Reception
5-7:00 p.m. in City Hall atrium.



PCSW Testifies on Paid Sick Days and Other Key Bills

At a press conference on paid sick days, PCSW Executive Director Teresa Younger is joined by legislators and members of the Everybody Benefits Coalition.

Now that the 2010 Legislative Session is in full swing, we're testifying on a host of bills to advance women's economic security, health and safety and the elimination of gender discrimination. On Feb. 24, Legislative Director Natasha Pierre testified before the Labor and Public Employees Committee in support of **S.B. 63, An Act Mandating Employers Provide Paid Sick Leave to Employees**, which would require employers of 50 or more employees to provide paid sick leave to their employees for an employee's or the employee's child's sickness.

"Women and families are disproportionately affected by the lack of paid sick leave, in large part because most women remain the main caregivers of their families," Pierre testified. "Throughout their lifespan, women may care for, in addition to themselves, a child in utero, children and/or their elderly parents. If a woman needs to take a sick day for herself or a dependent family member but lacks paid leave, her options are limited: take unpaid leave and possibly risk her economic well-being or neglect her own health and/or the health of her loved ones." Read the full testimony here.

Also this month, we testified on:

H.B. 5018, AA Making Adjustments to State Expenditures and Revenues for the Fiscal Year Ending June 30, 2011 - Budgets for the Departments of Social Services, Public Health, and Labor (click here to read full testimony); and

H.B. 5202, AAC Telecommuting Options for State Employees (click here to read); and

S.B. 153, AA Providing a Safe Harbor for Exploited Children (click here to read).

The Numbers Speak

Paid sick day benefits are critical to women, their families and a healthy workforce. PCSW supports paid sick days as good public policy because it promotes the economic soundness of women and their families and prevents the spread of disease in the workforce. Some facts taken from the testimony PCSW gave in February on the importance of paid sick leave:

- Women represent more than two-thirds of adults providing substantial assistance to elderly parents.
- Women belonging to the sandwich generation provide an annual average of \$1,521 in financial support to elderly parents and spend 23 hours a week (1,210 hours a year) on average, caring for them.
- In 2008, employed women in dual-earner couples contributed an average of 44% of annual family income; therefore, without paid sick leave, the loss of a working mother's income could have a detrimental effect on her family's economic well-being.
- Women in Connecticut comprise the majority of workers in fields where disease is easily spread. Percentages of women in Healthcare Support Occupations: 87%; Health Technologist and Technicians: 81%; Personal Care and Service Occupations: 74.9%; Education, Training and Library Occupations: 74%; Food Preparation and Service Related Occupations: 54%.
- Women make 80% of their families' healthcare decisions.
- Preventing workplace contagion of communicable diseases such as influenza would save employers about \$4 million each year.

"This dynamic organization has achieved numerous successes on behalf of Connecticut women; women who contribute to the state's coffers, and women who contribute to the stability of families, communities and workforces."
-- Joan Kuriansky, Wider Opportunities for Women (WOW)

Got Equality?

...not in leadership.

Despite comprising 51% of the population, women make up only 31% of the Connecticut legislature.



Got Equality?

...not in pay.

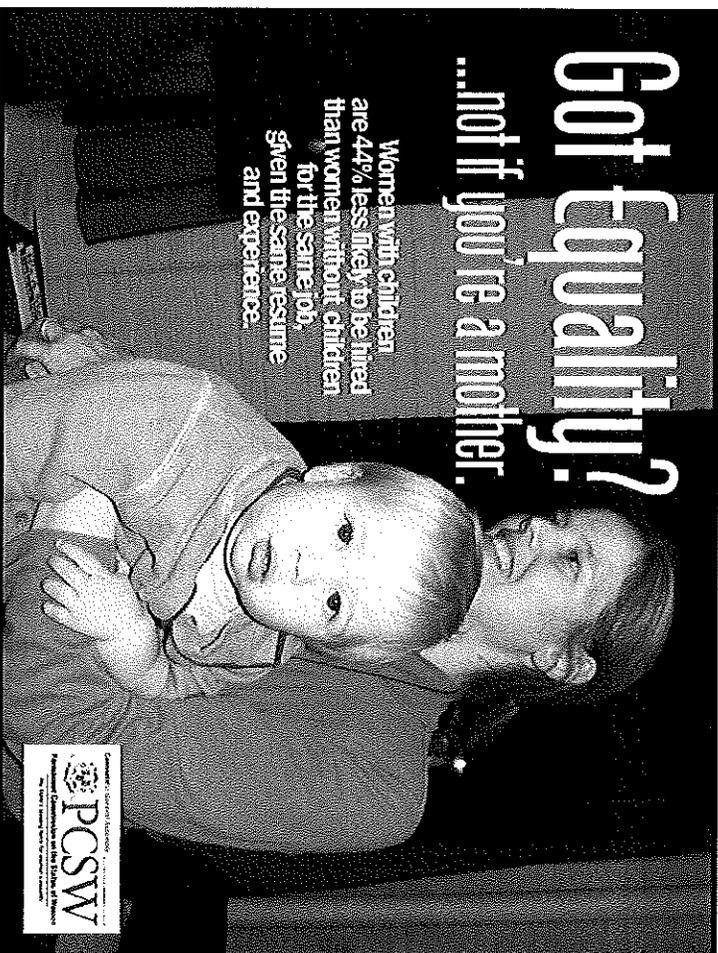
Women in Connecticut make, on average, only \$1.76 for every dollar a man earns.



Got Equality?

...not if you're a mother.

Women with children are 44% less likely to be hired than women without children for the same job, given the same resume and experience.





YOUR VIEW: Cindy Slane

Work Of Women's Commission Is Essential

January 26, 2010

The recent dispute over a routine transfer of funds has thrown new light on the Permanent Commission on the Status of Women, a 36-year-old, public-policy agency working on the full spectrum of women's issues.

Some have argued that because Connecticut families are suffering and legislative commissions do not provide essential services, it is time to close the commission's doors. In fact, the suffering of state families is exactly why those doors must stay open.

Critics can not credibly contend that the commission does not provide essential services when, in Connecticut, women on average still earn less than 75 percent of what men earn for comparable work and are only half as likely to have private pensions as men, and the private pensions they do have provide only half as much in benefits. Additionally, there are women across all socioeconomic groups living in fear of abuse from their spouses and intimate partners; and women — particularly women of color — are still significantly less likely than males to receive appropriate treatment for symptoms of a heart attack in an emergency room. Working to address issues such as these seems essential to me.

The commission works purposefully, without fanfare, to bring state government to the people and the people's concerns to government — often in ways of which the public, and the media, may be unaware.

A federal lawsuit against the state Department of Correction, filed by correction officers and other department staff members, which alleged serious misconduct by co-workers and supervisors, is a perfect example. The lawsuit settled recently. But a 2003 court-ordered, stipulated agreement resolving some of the plaintiffs' claims named the commission to monitor the performance of the department in changing the then-pervasive culture of sexual harassment in our prisons. The commission retained retired Superior Court Judge Beverly Hodgson as monitor, and for years she worked with Commissioner Theresa Lanz and others to overhaul the department's antidiscrimination policies and practices.

The commission provides state-mandated, sexual-harassment-awareness-and-prevention training to many state employees — work that helps the state avoid similar sexual harassment lawsuits that could cost taxpayers millions of dollars.

Government, at its best, represents all the people. But how can the people monitor hundreds of bills introduced in each legislative session, or travel to the Capitol, again and again, to testify on them? The people can't, but the commission does, monitoring 200 bills yearly and spearheading legislative initiatives to address important concerns of women and girls (and, by extension, the men and boys who depend upon and care about them). Such measures included: legislation to require insurers to cover hospital stays of at least 48 hours after mastectomy and normal childbirth; legislation requiring

insurers that provide prescription coverage to cover prescription contraceptives and that provide coverage for cancer treatment to cover wigs; legislation requiring private employers to permit workers to use accumulated sick time for family-and-medical-leave purposes; and legislation providing for a significantly enhanced penalty for any knowing assault on a **pregnant** woman that causes the termination of her pregnancy.

Commission staff members field calls daily from women seeking help on such issues as domestic violence, divorce rights and job training. The agency is a clearinghouse, connecting women with the services they need. The agency also serves as a Commission on Human Rights and Opportunities referral source for workplace and other discrimination complaints.

The commission also was instrumental in blocking state approval for a hospital joint venture that would have denied women access to a full range of reproductive health care services.

The issue is not whether the commission earns its keep or deserves continued funding. The real issue is why, when families are struggling to regain their economic footing, to preserve their health and to ensure their safety, anyone would even consider advocating such a penny-wise and pound-foolish decision. Shutting down the state's leading force for women's equality when there still is so much essential work to be done makes no sense.

•Cindy Slane of Easton is a lawyer and a commissioner on Permanent Commission on the Status of Women.

Copyright © 2010, The Hartford Courant

Media Hits
Legislative Outreach/Activity
Sexual Harassment Awareness
and Prevention training
Public Outreach and Speaking

Connecticut General Assembly



PCSW

Permanent Commission on the Status of Women

The State's leading force for women's equality

Getting out there.....2009-2010 Steps

January

- 1/4/2009 Congratulation letters to legislators w/ PCSW Agenda
- 1/5/2009 *Women in Non-traditional Careers- Worcester (MA) Telegram & Gazette*
Women in Non-traditional Careers-Bridgeport Telegram (AP picked up)
- 1/7/2009 "Where We Live" morning radio show Younger interviewed
- 1/8/2009 Dept. of Information Technology, East Hartford
- 1/10/2009 Keynote Annual AAUW Meeting, Old Saybrook
Letter to the Editor - Hartford Courant by Commissioner Pat Hendel
- 1/13/2009 "Work of Women's Commission Remains Vital" Op-ed. This op-ed, authored by Commissioner
Tanya Meck, appeared in The Hartford Courant
Dept. of Information Technology, East Hartford
- 1/15/2009 "Making Women Visible Day"- My Left Nutmeg Blog
- 1/20/2009 Begin meetings w/ Legislators
- 1/17/2009 Electronic Newsletter-
Announce YWLP Newsletter
- 1/22/2009 Annual Report sent to Legislators
Central Connecticut State University
- 1/26/2009 "Making Women Visible Day"- The Hartford Courant: Susan Campbell column
- 1/27/2009 *The Lilly Ledbetter Fair Pay Act- The Hartford Courant: Susan Campbell column (and blog)*
Testified before Select Committee on Aging re: S.B. 453, AAC Financial Assistance
to the State's Assisted Living Pilot Projects; H.B. 5311, AAC Increasing Temporary
Family Assistance Benefits for Caretaker Relatives
Dept. of Information Technology, East Hartford
- 1/28/2009 Making Women Visible Day
- 1/29/2009 "Making Women Visible Day"- Connecticut News Junkie Blog
Legislative Interns, Hartford
- 1/31/2009 *The Lilly Ledbetter Fair Pay Act- The New Haven Register (feature story, Younger quoted)*

February

- 2/2/2009 Speak: The Wage Gap, ING, Women's Network
- 2/3/2009 **Testified** before Insurance and Real Estate Committee re: S.B. 7, AAC Health Insurance for Uninsured Persons; S.B. 458, AA Requiring Communication of Mammographic Breast Density Information to Patients
Legislative Interns, Hartford
- 2/4/2009 Legislative Interns, Hartford
- 2/5/2009 **Testified** before Human Services Committee re: *H.B. 5230, AAC A Pilot Program to Provide Housing & Services to Transitioning Young Adults; H.B. 5426, AAC Child Care Subsidies for the Unemployed Under the Care 4 Kids Program;
Testified before Insurance and Real Estate Committee re: S.B. 296, AA Requiring Health Insurance Coverage for Bone Density Screenings; H.B. 5172, AA Establishing the Connecticut Healthy Steps Program
Legislative Interns, Hartford
- 2/10/2009 Press Conference with Attorney General on Gender Equity in Health Insurance
Gender Equity in Health Insurance- CT News Junkie Blog
Testified before Commerce Committee re: H.B. 5046, AAC the Small-Contractor Set-Aside Program and the Definition of Small Businesses
Testified before Energy and Technology Committee re: H.B. 6000, AAC Green Jobs
- 2/10/2009 **Testified** before Higher Education And Employment Advancement Committee re: *S.B. 73, AAC the Solicitation of Credit Cards to College Students and the Management of Student Credit Card Debt; *H.B. 5119, AAC Institutions of Higher Education and the Solicitation of Credit Cards to College Students
Testified before Human Services Committee re: S.B. 816, AAC Child Support Collections
Testified before Insurance and Real Estate Committee re: S.B. 460, AAC Health Insurance Coverage for Dependents; S.B. 822, AA Prohibiting Gender Discrimination for Individual Health Insurance Policies
- 2/11/2009 25+ organizations or individuals testified before Appropriations Committee in support of PCSW
Gender Equity in Health Insurance- The Hartford Courant
Testified before Labor Committee re: H.B. 6188, AAC State Employees and Violence and Bullying in the Workplace
Testified before Public Health Committee re: S.B. 655, AA Requiring Cultural Competency Instruction for Physicians; H.B. 6361, AAC the Establishment of a Sexual Assault Forensic Examiners Program
- 2/13/2009 *Gender Equity in Health Insurance- The Bristol Press*
Host Women in the Trades Exchange Network, New Haven

- 2/17/2009 Electronic Newsletter
EEO Highlights
Testified before Appropriations Committee re: DOL/OWC Budget
Testified before Banks Committee re: SB 600, AAC Bank Information Related to Court-Ordered Money Judgments
Testified before Labor Committee re: SB 113, AAC Unemployment Compensation; HB 6189, AAC Reporting Statistics Based Upon Gender in Wage Reports
- 2/18/2009 Testified before Appropriations Committee re: DSS Budget
- 2/19/2009 Testified before Appropriations Committee re: DPH Budget
Testified before Higher Education and Employment Advancement Committee re: H.B. 5427, AAC Green Manufacturing Programs and the Production of Environmentally Preferred Products; H.B. 5488, AAC Training for Green Jobs; H.B. 6141, AAC A Task Force on Green Enterprises
Testified before Housing Committee re: H.B. 5073, AA Establishing a First-Time Homebuyer Savings Pilot Program
- 2/24/2009 Testified before Banks Committee re: H.B. 6483, AAC Credit Card Offers on College Campuses and Financial Literacy in High Schools
Testified before Human Services Committee re: H.B. 6442, AAC Work Activities Permitted in the Jobs First Employment Services Program
Testified before Labor Committee re: S.B. 882, AAC Equal Pay for Equal Work; H.B. 6187, AA Mandating Employers to Provide Paid Sick Days to Employees
Coordinated Pay Equity Working group to testify: 7 organizations/individuals testified or submitted testimony
- 2/27/2009 *Bill to Ensure Equal Pay for Equal Work - Senate Republicans Office press release*
Keynote 6th Annual Black History Celebration, Pratt & Whitney Engine Center, Cheshire
- 2/28/2009 Speak, Rotaract Zone Conference, Yale University, New Haven
- March
- 3/2/2009 Testified before Human Services Committee re: SB 988, AAC Medicaid Finding for SAGA and Charent Oak
Testified before Insurance and Real Estate Committee re: HB 5172, AA Establishing the Connecticut Healthy Steps Program; HB 6582, AA Establishing the Connecticut Healthcare Partnership
Testified before Public Health Committee re: H.B. 6600, AAC the Establishment of the SustaNet Plan
- 3/3/2009 Testified before Commerce Committee re: HB 1068, AAC Green Jobs
Testified before Human Services Committee re: S.B. 816, AAC Child Support Collections; HB 6610, AAC Medicaid Income Limits for Aged, Blind and Disabled Persons
Testified before Select Committee on Aging re: HB 5678, AA Providing Financial Assistance and Tax Relief to Grandparent Caregivers

- 3/6/2009 Legislative Breakfast w/ CoA rolling out EESI
Testified before Judiciary Committee re: SB 899, AA Implementing the Guarantee of Equal Protection Under the Constitution of the State for Same Sex Couples
- 3/9/2009 Public Release of EESI, The Marvin in Norwalk
Elder Economic Security Index (EESI)- Channel 12 TV (covering Fairfield County and parts of New York); Interview with Younger
- 3/10/2009 Presentation before Appropriations re: Results Based Accountability
*Elder Economic Security Index (EESI)- The (Norwalk) Hour; Feature article
Elder Economic Security Index (EESI)- The New Haven Register; Feature article*
- 3/16/2009 Testified before Government Administrations and Elections re: SB 839, AAC Mergers and Consolidation of Various State Agencies; SB 840, AAC the Elimination of the Office of Consumer Council, the Office of the Health Care Advocate, The Office of the Ombudsman for Property Rights and Certain Legislative Commissions
Testified before Public Health Committee re: HB 6674, AAC Workforce Development and Improved Access to Health Care Services; HB. 6678, AAC Revisions to Department of Public Health Licensing Statutes
*Women, Race & Economic Recovery-Connecticut Post Article on upcoming speech; quotes Younger extensively
Smaller State Government/Budget-Stanford Advocate; Younger quoted
Smaller State Government/Budget-CTnewsjunkie.com; re proposed elimination of PCSW
Elder Economic Security Index (EESI)- The Hartford Courant, Susan Campbell's blog Fear, Itself; included all links to EESI partners
Speak: Gender, Social Justice and Race: Women, Race and Economic Recovery, Fairfield University*
- 3/17/2009 Press conference re: expansion of ConnPACE
*ConnPACE Prescription Plan (healthcare)-AP (Associated Press) story; syndicated in Hartford Courant and elsewhere; Younger quoted
Smaller State Government/Budget Danbury News Times; Younger quoted
Women's History Month- Connecticut Post; write-up of Younger appearance at Fairfield University
Testified before Human Services Committee re: SB 1112, AA Maximizing the Federal Stimulus Funding; SB 1113, AAC Medicaid*
- 3/18/2009 Electronic Newsletter
Introduction of Facebook Page
Release Update PCSW Fact Sheet
Women's History Month-Fairfield (University) Minuteman; Younger's speech on race & women
- 3/19/2009 Testified before Judiciary Committee re: HB 6452, AAC Discrimination
- 3/20/2009 Testified before Appropriations Committee re: SB 1, AAC Economic Security for Connecticut Families
Testified before Appropriations Committee re: SB 246, AAC a Commission on Federal Stimulus Distribution
- 3/21/2009 African American Women's Summit, New Haven

- 3/23/2009 **Testified** before GAE Committee re: *SB 327, AA Establishing a State Savings Plan for Recent College Graduates Who Work in Connecticut
Testified before GAE Committee re: SB 1144, AAC Flexible Work Schedules and Telecommuting Options for State Employees
 Office of Legislative Management, Hartford
- 3/24/2009 Press Conference Women State Troopers and gender diversity
Discrimination within Connecticut State Police Department- WTNH TV; live coverage of the press conference and online pick-up
Testified at informational hearing before Public Safety Committee on DPS Report re: Women State Troopers and gender diversity
Testified before Judiciary Committee re: SB 537, AA Establishing a Reentry Program for End-of-Sentence Inmates
 Keynote 2009 Breakfast of Women Champions for Women's History Month, CIGNA-Bloomfield Chamber of Commerce
- 3/25/2009 *Discrimination within Connecticut State Police Department- WDRC Radio; Dan Louullo Show*
- 3/26/2009 **Testified** before Judiciary Committee re: SB 127, AAC the Collection of Child Activity Fees Pursuant to a Support Order; HB 6245, AAC the Recommendations of the Task Force on Domestic Violence in Immigrant Communities
 Speak: Women's Day Celebration, Hartford Job Corps Academy Community Center, Hartford
 UCONN School of Social Work, Hartford
- 3/27/2009 CT Journal of International Annual Symposium, UConn Law School Hartford
- 3/30/2009 Office of Legislative Management, Hartford
- April**
- 4/2/2009 Save the Date sent to Legislators for Groundbreaking Retirement
- 4/7/2009 *Natasha Pierre Appointment -Hartford Courant; Pierre named to Commission on Child Support Guidelines*
 Keynote Windham Region United Way Annual Meeting, Eastern Connecticut State University, Windham
- 4/15/2009 Eastern Connecticut State University, Willimantic
- 4/16/2009 *Pay Equity Day The Link, SCSU's Women's Center Newsletter, Michelle Noehnen bylined*
- 4/17/2009 Electronic Newsletter
 Announce: Women Owned Business Conference
 Release of Women's Directory
 Announce AAO/ADG Training
- 4/20/2009 Fairfield University Student Action Petition to Support PCSW

- 4/22/2009 Participation in Women and Green Jobs Roundtable in Washington, DC by invitation of USDOL Secretary Hilda Solis
- 4/25/2009 Speak: The State of Black Connecticut “Surviving and Thriving during the current Economic Crisis”, Middletown
- 4/27/2009 *Pay Equity Day The Hartford Courant, Susan Campbell's blog, "Fear, Itself" re Intergenerational Coffeehouse*
Natasha Pierre Appointment - The Connecticut Law Tribune, interview with Pierre
- 4/28/2009 Pay Equity Day—Citation from Governor Recognizing the Day
- May**
- 5/2/2009 *Pay Equity Day The Connecticut Post, Op-ed by Teresa Younger on Pay Equity Day*
Pay Equity Day The Danbury News-Times, Op-ed by Teresa Younger on Pay Equity Day
Pay Equity Day The Stamford Advocate, Op-ed by Teresa Younger on Pay Equity Day
Women in Trades Retirement-Norwich Bulletin, mention in profile of Katherine Marceau
- 5/3/2009 *Pay Equity Day The New London Day, op-ed by PCSW Commissioner Cindy Slane*
- 5/8/2009 Testified before joint Appropriations and Judiciary Committees re: DOC sexual harassment settlement
- 5/9/2009 *Women in Trades Retirement-Danbury News-Times, mention in profile of Lynn Taborsak*
- 5/12/2009 Directory of Women’s Organizations sent to Legislators
- 5/16/2009 Co-Sponsor Groundbreaking: Women in the Trades Retirement Event
- 5/17/2009 Electronic Newsletter
YWLP Newsletter
CWHC E-news
- 5/20/2009 National EESI Webinar: Promoting Economic Security for Elder Women: National, State and Community Perspectives
- 5/26/2009 *Nomination of Judge Sonia Sotomayor to U.S. Supreme Court- The Meriden Record-Journal, Younger quoted*
Nomination of Judge Sonia Sotomayor to U.S. Supreme Court- The Norwalk Hour, Younger quoted
- 5/27/2009 Save the Date Flyer for Women Owned Business Conference sent to legislators
- 5/29/2009 Letters sent to President Obama and Valerie Jarrett introducing PCSW
- June**
- 6/15/2009 *Pay Equity Day The Hartford Courant*
Electronic Newsletter
- 6/16/2009 Trafficking In Person Council Meeting

- 6/22/2009 *Gender Data Bill-The Republican-American*
Equal Pay Bill-The Republican-American, Younger quoted
- 6/23/2009 Women at Work Event
- 6/26/2009 *Conference for Women Business Owners- Examiner.com, notice of "Transition Your Business Through Challenge"*
Directory of Women's Organizations- Examiner.com, notice of publication with link to PCSW website
Directory of Women's Organizations- About.com, notice of publication with link to PCSW website

July

- 7/7/2009 *Future of Women's Commissions Nationally Women's E-news, CT mentioned*
- 7/13/09 *"Transition Your Business Through Challenge" Conference- The Hartford Business Journal*
- 7/14/2009 Women's Campaign School at Yale, New Haven
EESI-AARP Connecticut
Sonia Sotomayor's Nomination- Fairfield County Weekly, photo of Younger, with quote Sen. Dodd and Women's Health - Connecticut Plus.com, Younger quoted
- 7/15/2009 Ricci Case and Its impact on other communities
"Transition Your Business Through Challenge" Conference- The Redding Pilot
- 7/16/2009 *Sonia Sotomayor's Nomination- The Hartford Advocate, photo of Younger, with quote*
- 7/18/2009 Women's Campaign School at Yale, New Haven
- 7/22/2009 Family Economic Security Program Advisory Board, Norwalk
- 7/24/2009 PCSW/CT-NAWBO Transitioning Change Statewide Conference, CCSU
- 7/29/2009 *Racial Profiling- The Hartford Courant, Younger interviewed in Stan Simpson's column*
- 7/30/2009 *Racial Profiling-Fox 61-TV, The Stan Simpson Show- Younger interviewed w/ W.H. Police Chief J. Strillacci*
- 7/31/2009 *Racial Profiling- The Laurel, (media blog by Duby McDowell), promo of Simpson Show*

August

- 8/1-7/2009 NCSL-Legislative Staff Management Institute
- 8/6/2009 Hispanic Health Fair-table
- 8/9/2009 *Transition Your Business Conference- The Hartford Courant; Full press release run in I-Towns Section*

- 8/17/2009 Electronic Newsletter
- 8/19/2009 Keynote Southeastern Women's Network Luncheon Event, Groton
- 8/24/2009 *Pay Equity and Women's Role in Economy* The Hartford Business Journal (and hartfordbusiness.com); Younger's op-ed "Strange New Equality"
- 8/21/2009 *Domestic Violence* The Hartford Courant; Rick Green's Blog re Clegg Dodd round-table
- 8/29/2009 CEDAW: Women's E-News; National online reprint of PCSW press release and Younger's statement re: ratification
- September**
- 9/3/2009 *Surviving the Budget* The Hartford Courant, Story on A-2, Younger quoted
- 9/9/2009 Family Economic Security Program Advisory Board, Norwalk
- 9/11/2009 New England Women's Commission Regional Meeting, New Hampshire
- 9/16/2009 CT Women's Hall of Fame Board of Trustees
- 9/18/2009 Constance Baker Motley Event at Quinnipiac Law School, Hamden
- 9/29/2009 *Yvonne Davis in Matunda, Kenya* The (Nairobi, Kenya) Standard, Yvonne Davis as U.S. emissary launching anti-poverty program
- October**
- 10/2/2009 Speak: SCSU Minority Recruitment and Retention Symposium: Are we post racial/post feminist, SCSU, New Haven
- 10/3/2009 Southeastern Connecticut Women's Center Carnival FUN-raiser, New London
- 10/6/2009 CT Women's Education And Legal Fund Annual Dinner
- 10/8/2009 Speak: Urban League of Southern Connecticut Women's Symposium, Greenwich
- 10/13/2009 Speak: Rosa DeLauro Coffee Conversations: Healthcare, Yale, New Haven
- 10/17/2009 Speak: Connecticut Council of Junior Leagues, Greenwich
- 10/19/2009 Co-sponsor: Prospering Communities, Thriving Families Statewide Conference, Hartford
- 10/23/2009 *Value of PCSW and Prevalence of Gender Discrimination* The Yale Daily News, Columnist Natalie Kotkin extols virtues of PCSW
Women and Healthcare New Haven Independent, Rosa DeLauro's press conference; Younger photo/quote
 Electronic Newsletter

- 10/26/2009 *Women and Green Jobs- The New Haven Register, A. Carter on Women's Economic Security Campaigns;*
- 10/27/2009 *Letter to the Editor- The Yale Daily News, Teresa Younger's letter to the editor in response to Kotkin*
- 10/30/2009 Diversity and Inclusion Conference Hartford Business Journal, Hartford
- November**
- 11/4/2009 Family Economic Security Program Advisory Board, Norwalk
Dept. of Transportation
- 11/5/2009 CT AIDS Resource Center-WE CAN Event
- 11/9/2009 Interview w/ Barbara Ragland WIN-TV, Windsor
- 11/11/2009 Legislative Report Sent to Legislators
EESI State Partners Meeting, Washington, DC
AAO/Attorney General Designee Update Training
- 11/18/2009 CT Association of Affirmative Action Officers Meeting
CT Women's Hall of Fame Board of Trustees
- 11/24/2009 Healthcare as a women's issue: Congressman John Larson, Hartford
- December**
- 12/2/2009 Young Women's Leadership Program Networking Event
Philanthropy with a Passion & Purpose Event: New Haven Fund for Women's and Girls
Central Connecticut State University
- 12/4/2009 Begin Legislator meetings
- 12/9/2009 **Testified** Mitigation Budget Appropriations Hearing
- 12/16/2009 Electronic Newsletter
- 12/23/2009 Annual Report Sent to Legislators
- 12/31/2009 *Beauty Pageant- The Bristol Press, J. Smith, Feminist implications of beauty pageants; Younger quoted*
- January, 2010**
- 1/5/2010 **Testified** before the Speaker's Domestic Violence Task Force
2010 Agenda shared with Legislators
- 1/7/2010 Talent Bank Networking Event
- 1/12/2010 Mtg. with UConn Health Center-re: mergers and partnerships

- 1/13/2010 *Budget/Transfer- CT News Junkie, C. Stuart, Transfer highlights bigger budget debate*
Budget/Transfer- CTNow Blog/The Hartford Courant, J. Lender, \$100,000 transfer request
- 1/14/2010 *OPM and PCSW letters- Capitol Watch blog, The Hartford Courant, Younger quoted*
- 1/19/2010 Electronic Newsletter
Women's Day at the Capitol- Hartford IMC Blog (Independent Media), promoting Women's Day
- 1/20/2010 Speak: Junior League of Hartford Chapter Meeting
- 1/21/2010 Roe v. Wade Press Conference
- 1/24/2010 Invite to Women's Day sent to Legislators
Women's Day at the Capitol- Examiner.com, blog promoting Women's Day
- 1/25/2010 *Women's Day at the Capitol- The League Bulletin, League of Women's Voters, mentions "Got Equality" campaign*
- 1/26/2010 *Op-Ed – PCSW is Essential- The Hartford Courant, Cindy Slane's op-ed: "Work of Women's Commission is Essential"*
- 1/26/2010 *Paid Sick Leave- Working Mother Magazine (and online), New blog by Michelle Noehnen*
- February**
- 2/2/2010 Speak: Healthcare Reform as a Women's Issue, Planned New Haven
Healthcare Reform/Planned Parenthood- NewHaven Independent, online news magazine, on women's healthcare, photo of Younger
- 2/3/2010 *Women's Day at the Capitol- University of Connecticut Student Activities Blog, promoting Women's Day*
- 2/4/2010 *Women's Day at the Capitol- Guilford News*
- 2/5/2010 YWCA of Greenwich 2010 BRAVA Awards Luncheon, Greenwich
Women's Day at the Capitol- The Middletown Eye (blog), promoting event
- 2/8/2010 Women's Day Display – Got Equality Campaign
Women's Day at the Capitol- Voices News.com, announcement of Women's Day
YWLP Essay Contest- Hartford Business.com, L. Cohen column
- 2/9/2010 Women's Day at the Capitol
Women's Day at the Capitol- CT News Junkie, C. Stuart, coverage of event, testimony
- 2/11/2010 Interview at 21st Century Conversations: Healthcare Reform-New Haven
YWLP Essay Winner- Rep. Pam Sawyer's blog re Bolton's Caitlin O'Connor
- 2/14/2010 *Importance of PCSW, Susan Campbell column, The Hartford Courant*

- 2/16/2010 *Got Equality?*- Hartford IMC (Independent Media), op-ed on importance of PCSW and Women's Day
- 2/17/2010 Speak: National Association of Women In Construction-Hartford Chapter, Rocky Hill
Women in Economy/Women's Day Trinity Tripod, Trinity College, incl. summary of Prof. Stefanie Chambers's testimony
Junior League at Women's Day at Capitol- Norwalk Plus.com, Junior League (with photo) at Women's Day at Capitol

PCSW Performance Report Card: 2009

PCSW Mandate

PCSW was created in 1973 as a nonpartisan state agency by an act of the Connecticut General Assembly. A 21-member Commission, staff and volunteers work ensure our mandate: "that all women in Connecticut are safe, healthy, economically self-sufficient, achieve educational success and are free from discrimination" is carried out by:

- Informing leaders of the nature and scope of the problem of sex discrimination;
- Serving a liaison between government and private interest groups concerned with services for women;
- Promoting consideration of qualified women for all level of government;
- Gathering and maintaining current information regarding women of the state;
- Conducting educational and outreach activities intended to raise awareness of critical issues for women; and
- Reporting to the Governor and the General Assembly recommendations for new or enhanced policies, programs and services that affect women in the state.

PCSW's Results Based Accountability (RBA) Initiative

In an effort to fulfill its statutory mandate, PCSW has identified three priority areas essential to obtaining equity for women: economic security, health and safety, and the elimination of gender discrimination.

PCSW has developed a quality of life result statement for each priority area with indicators and strategies to "turn the curve," and has identified significant programs, agencies and activities that contribute to the result we are striving to achieve. The RBA Initiative was conducted by our former Research and Policy Director, Lisa P. Sementilli with technical assistance from the Charter Oak Group, LLC.

PCSW Approaches

The following are the general activities/ approaches that PCSW uses to support the strategies outlined here.

- Advocacy
- Research
- Assess State policies and procedures
- Information and Referral
- Public education and outreach
- Partnership building
- Leadership development
- Training

Performance measures for these approaches are under development and will be reported in the future.

Data Development Agenda

While this report card illustrates the richness of the strategies and approaches PCSW uses on a daily basis, we have not yet fully developed qualitative ways to measure all of our approaches. There are several important measures of performance that require further data development. The most critical of these include:

- More systematically assessing the impact of enacted legislation on women.
- Establishing evaluations for outreach and public information events.
- Gauging increased website activity as a result of each of our distinct approaches.

Connecticut General Assembly



Permanent Commission on the Status of Women

The State's leading force for women's equality

All Connecticut Women are Free from Discrimination in all Aspects of their Lives

**Approach: Training
Measure: Sexual Harassment
Prevention Trainings Provided to
State Agency Affirmative Action
Officers**

Average Overall Rating of Training Quality	4.4 on a scale of 1-5, 5 being the highest
Number of Respondents	426

Story behind the baseline: Sex discrimination is the third highest reason for State discrimination complaints after race and physical disability, respectively. Over the last ten years, PCSW has provided trainings to an estimated 10,000 state employees in agencies such as the Banking Department, Connecticut State University System Central Office, the Department of Revenue Services, the Department of Correction, the Office of the Attorney General and the Office of Legislative Management.

PCSW also works to combat discrimination by monitoring sexual harassment claims within the Dept. of Correction; assisting women to file discrimination complaints with CHRO and monitoring their progress.

Actions:

- 1) PCSW will streamline and update training materials.
- 2) PCSW will monitor to see which state agencies use our services.

December 2009

**Approach: Leadership
Development
Measure: Candidates for
Appointment in Talent Bank**

Number of Women in the Talent Bank	450
------------------------------------	-----

Story behind the baseline: Historically, women have been under-represented on state boards and commissions. In order to promote women's leadership and representation of women's interests, PCSW started a Talent Bank in the mid-1990s. Appointing authorities make appointments to approximately 189 boards and commissions by utilizing our electronic database. We promote consideration of qualified women to all levels of leadership positions. We also provide public education to women on the process of government appointments.

Actions:

- 1) PCSW will monitor which appointing authorities have utilized our Talent Banks
- 2) PCSW will expand the opportunities for women to be involved on state boards and Commissions and corporate and nonprofit boards;
- 3) PCSW will recruit more women to the Talent Bank

**Approach: Information and
Referral
Measure: Requests for Assistance
with Discrimination**

Requests for Assistance	500
Assistance with Formal Employment Discrimination Complaints	50

Story behind the baseline: Over 500 women turn to PCSW each year for help and information with discrimination. The top reasons for calls to PCSW include questions about pregnancy discrimination, family and medical leave, and other workplace issues. We assist approximately 50 women in filing formal employment discrimination complaints with CHRO each year. One such notable case came from DOC employees who were experiencing sexual harassment. Our intervention resulted in a stipulated agreement and on-going monitoring.

Actions:

- 1) PCSW will review the number of employment discrimination complaints.
- 2) PCSW will work with CHRO to determine case outcomes.



Connecticut General Assembly
PCSW
Permanent Commission on the Status of Women
The State's leading force for women's equality

PCSW Performance Report Card: 2009

All Connecticut Women Have Optimal Health and Wellness throughout the Lifespan

Approach: Partnership Building
Measure: Number of Partners on Health Issues

Number of members	31
Percent new members	20%

Story behind the baseline: The Connecticut Women's Health Campaign (CWHC) has been fighting to improve the health and well-being of women for almost 15 years. PCSW convenes and supports the CWHC.

Notably, PCSW collaborated with the Commission on Health Equity, the HealthFirst and Primary Care Access Authorities, the Connecticut Coalition for Choice, the Universal Health Care Foundation, the Connecticut Association of Directors of Health, the African-American Affairs Commission, the Latino and Puerto-Rican Affairs Commission and 4 out of 6 Congressional offices. In 2008, our partnership with para-educators in Wallingford resulted in approximately 200 women's obtaining access to employer sponsored insurance.

Actions:

- 1) PCSW will assess the strategies to strengthen the base of support for women's health in Connecticut and nationally.
- 2) PCSW will evaluate national legislation to ensure Connecticut's health advances are preserved.

Approach: Legislative Advocacy
Measure: Percent of Positive Actions on Legislative Agenda

Number of agenda items	17
Number of positive changes	4
Rate	23%

Story behind the baseline: In Connecticut, women constitute about 30% of Connecticut's legislature. PCSW's legislative agenda raises Connecticut's women's voices by representing their needs despite their under-representation in government. In 2009, the Connecticut General Assembly adopted 23% of the bills that PCSW supported. Legislative session highlights:

- Requiring communication with patients on mammographic breast density;
- Establishing the SustNet Plan;
- Expansion of sexual assault forensic examiners program.

Actions:

- 1) Identify legislators to take greater leadership on women's health issues.
- 2) Enhance monitoring of implementation issues once legislation is enacted and effectiveness of resulting policies for women.

Approach: Public Education & Outreach
Measure: Numbers of Target Audiences Reached

Public Sector Non-profit Governmental Institutions Media	4 sectors reached
Total hits on website	65,000

Story behind the baseline: PCSW conducts local outreach, public speaking throughout the state and maintains a website. These public education activities enable us to reach and empower hundreds of women across the state of Connecticut, in every region. To further our public education efforts, PCSW participated on three Congressional Federal health care panels and we produce a monthly women's health newsletter. PCSW also produced a viral video titled "Women's Voices on Health Care" which was spotlighted on our website.

Actions:

- 1) PCSW will continue to collaborate on forums to bring together diverse sectors for conversations on women's health.
- 2) PCSW will promote women's health and wellness through web-based and emerging media.



Permanent Commission on the Status of Women

The State's leading force for women's equality

All Connecticut Women are Economically Self-Sufficient

Approach: Research
Measure: Partners Using the Family Economic Self-Sufficiency (FESS) Standard

Number of Partners Using FESS Data	CGA - 1 CETC - 1 WVBs - 1/5 (known)
------------------------------------	---

Story behind the baseline: The FESS Standard measures how much income is needed for a family of a certain composition in a given region to adequately meet their basic needs—*without public or private assistance*. Connecticut's state agencies and its contractors do not use the Standard as widely as possible in employment services and workforce development.

- All legislators, the CETC, workforce boards, state libraries and state agencies received this tool
- The Fairfield County Community Foundation uses the FESS to guide its grantmaking.
- Capital Workforce Partners uses the Standard to gauge the progress of their participants.
- The Connecticut Employment and Training Commission report card uses the FESS to assess the outcomes of their projects and priorities.

Actions:
 1) Outreach to Connecticut foundations to make FESS a staple of philanthropic guidance.
 2) Work with CT DOL and the OWC to utilize the standard in job creation and employment services.
 3) Promote development of an online FESS calculator.

December 2009

Approach: Legislative Advocacy
Measure: Percent of Positive Actions on Legislative Agenda

Number of agenda items	24
Number of positive changes	2
Rate	8%

Story behind the baseline: PCSW's legislative agenda is geared to raising the concerns of Connecticut's women by voicing their needs and assessing the impact of legislation on the lives of women and their families. In 2009, the Connecticut General Assembly adopted 8% of the bills that PCSW supported in economic security. In this past year we saw an increase in the minimum wage. It is estimated that 61% of those earning minimum wage are women. The quality of life for tens of thousands of women in Connecticut was improved by this success. PCSW works to move more and more women toward high-wage jobs.

Actions:
 1) Hold public hearings on our key economic priorities.
 2) Enhance monitoring of implementation issues once legislation is enacted and effectiveness of resulting policies for women.

Approach: Partnership Building
Measure: Number of Coalitions and Task Forces

Coalitions	10
Task Forces and Commissions	6

Story behind the baseline: PCSW works in collaboration with -- or convenes -- many groups working on economic security. We ensure that gender analysis is part of all our partnership work. We work with such groups as Norwalk Community College, the Coalition for Working Connecticut, Commission on Child Support Guidelines Family Economic Success Network, the Office of the Treasurer, the Micro-Enterprise Resource Group, and the National Association of Women Owned Business. PCSW previously convened the Women in the Trades Exchange to help build a community of women working in non-traditional occupations and build their leadership to advance high wage jobs. In addition, PCSW worked with a National FESS Policy Advisory Group, the Connecticut Elder Action Network and the CT Commission on Aging.

Actions:
 1) PCSW will identify to what extent partnerships resulted in positive environment for women business owners.
 2) PCSW will bring health, labor, business and workforce partners together.

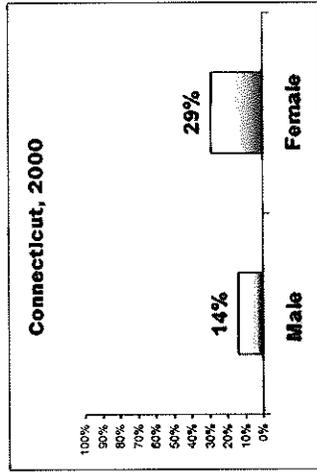


Connecticut General Assembly
PCSW
 Permanent Commission on the Status of Women
 The State's leading force for women's equality

PCSW Report Card on the Status of Connecticut Women: 2009

All Connecticut Women are Economically Self-Sufficient

Indicator 1: Households Living Below the Family Economic Self-Sufficiency Standard



Story behind the baseline: The Self-Sufficiency Standard measures how much income is needed for a family of a certain composition in a given region to adequately meet their basic needs—*without public or private assistance*. Households maintained by women are more than twice as likely to have income below the standard as those maintained by men.

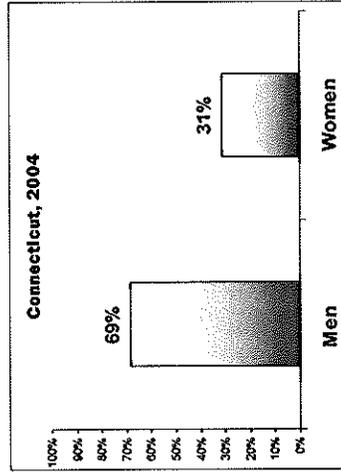
Proposed strategies to turn the curve:

- 1) Foster family friendly policies to promote women's earning potential, including flexible benefits, telecommuting, and paid sick leave;
- 2) Align education and training to target resources to under-resourced populations; and
- 3) Provide for basic needs to ensure that residents living at the margins can contribute to Connecticut's economy.

PCSW supports these strategies through the National Family Economic Self-Sufficiency Policy Group/Wider Opportunities for Women and the CT measure itself; as well as a Connecticut project with Norwalk Community College. We also work with the Career Ladders Advisory Committee, the Coalition for a Working CT, the Child Day Care Council, and through our legislative agenda.

December 2009

Indicator 2: Business Ownership



Story behind the baseline: Almost one-third of businesses in Connecticut are owned by women. Such enterprises have increased dramatically in numbers, sales and employees. Between 1997 and 2004 there was a 64% increase in the number of women-owned firms in the state.

Proposed strategies to turn the curve:

- 1) Support women-owned businesses by encouraging micro-enterprise and small business development and investing in targeted business sectors;
- 2) Promote equity in lending and credit; and
- 3) Foster gender equity in the workplace in order to develop the next generation of women business leaders and promote full labor force participation among women.

PCSW supports these strategies in collaboration with the Micro-Enterprise Resource Group, and the Women-Owned Business Initiative, National Alliance of Women Business Owners-CT; through outreach activities and conferences, as well as through our legislative agenda.

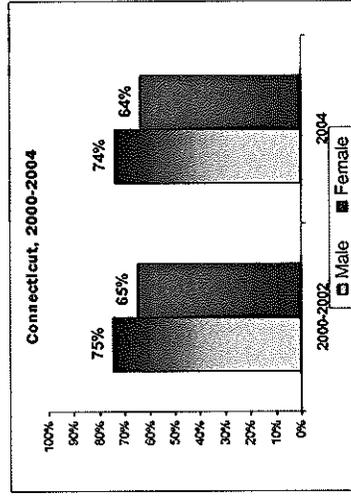
Connecticut General Assembly



Permanent Commission on the Status of Women

The State's leading force for women's equality

Indicator 3: Homeownership



Story behind the baseline: Given the historic difficulty women have had owning, acquiring, and inheriting property, we have lagged behind in ownership of this important asset. In Connecticut, there is a ten-percentage-point difference in rates of home ownership between male- and female-headed households.

Proposed strategies to turn the curve:

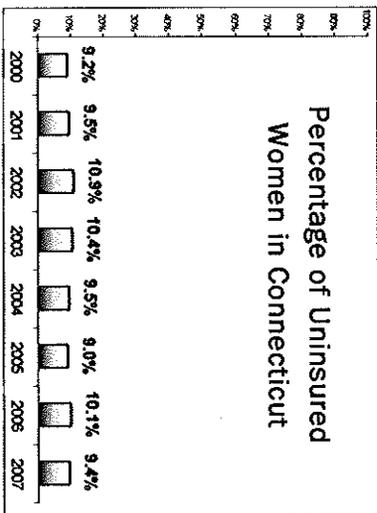
- 1) Support asset building to reduce asset poverty, increase savings, and long-term financial stability among women;
- 2) Develop adequate housing, which represents the biggest financial challenge for Connecticut families. Such proposals include property tax reform as well as rental assistance programs.

PCSW supports these strategies in conjunction with Family Economic Success Network, the Welfare Working Group and the Office of the Treasurer, as well as through our legislative agenda.

PCSW Report Card on the Status of Connecticut Women: 2009

All Connecticut Women Have Optimal Health and Wellness throughout the Lifespan

Indicator 1: Women without Health Insurance



Story behind the baseline: While about 79% of women have private health coverage, uninsurance rates for women are buffered by public insurance. The majority of adults on both Medicaid and Medicare are women. The rates of coverage for women of color and women aged 19-29 is much lower.

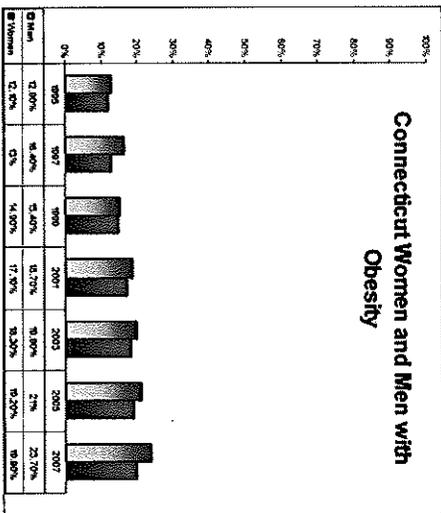
Proposed strategies to turn the curve:

- 1) Support universal health care access to cover all Connecticut women, regardless of employment, immigration or economic status. Expand coverage for comprehensive care, including dental, behavioral, and vision coverage; and
- 2) Support reproductive health in order to ensure women's rights to gain access to comprehensive reproductive care and education.

PCSW supports these strategies by convening the Connecticut Women's Health Advisory Council (CWHAC), and partnerships with the Commission on Health Equity, the HealthFirst and Primary Care Access Authorities, the Connecticut Coalition for Choice; and through our legislative agenda.

December 2009

Indicator 2: Obesity



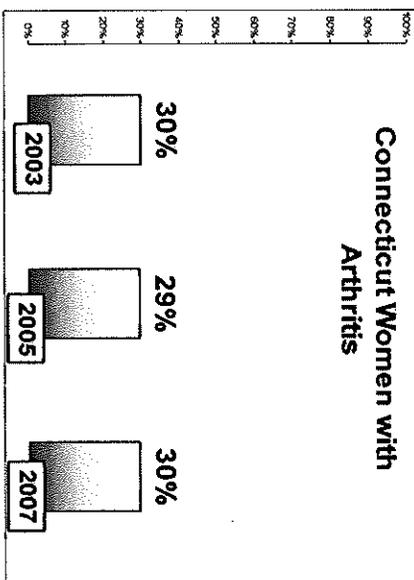
Story behind the baseline: Almost half (45%) of Connecticut women are obese. Women's cardiovascular health is compromised by obesity. Heart disease kills 172 of every 100,000 U.S. women and 162 of every 100,000 Connecticut women.

Proposed strategies to turn the curve:

- 1) Provide for basic needs to promote the human right to healthcare, including nutrition, exercise and wellness promotion; and
- 2) Promote balance in work, diet and exercise for women.

PCSW supports these strategies by sponsoring the CWHAC and partnering with the Connecticut Association of Directors of Health, the African-American Affairs Commission, the Latino and Puerto-Rican Affairs Commission and the Commission on Health Equity, as well as through our legislative agenda.

Indicator 3: Arthritis



Story behind the baseline: Chronic illnesses disproportionately affect women, who, on average, live longer than men. Connecticut and the nation have roughly the same proportion of women suffering from arthritis -- about 30%.

Proposed strategies to turn the curve:

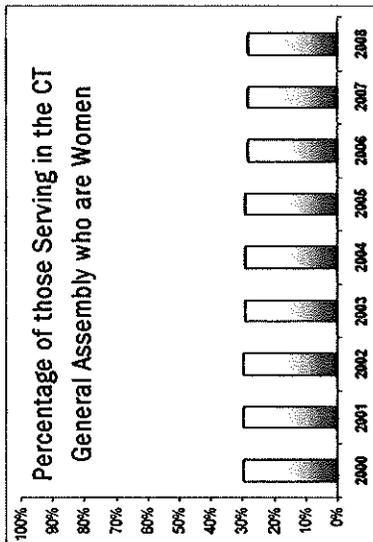
- 1) Support universal health care to provide health coverage to all Connecticut women, regardless of their employment, immigration or economic status. Examples include access to specialty care, durable medical equipment and prescription drugs; and
- 2) Promote gender-specific medicine and gender-based research in order to better target resources and address chronic needs among women.

PCSW supports these strategies by convening the CWHAC, partnering with the Connecticut Elder Action Network, Yale Women's Research and the Commission on Health Equity, as well as through our legislative agenda.

PCSW Report Card on the Status of Connecticut Women: 2009

All Connecticut Women are Free from Discrimination in all Aspects of their Lives

Indicator 1: Gender Equity in Representation



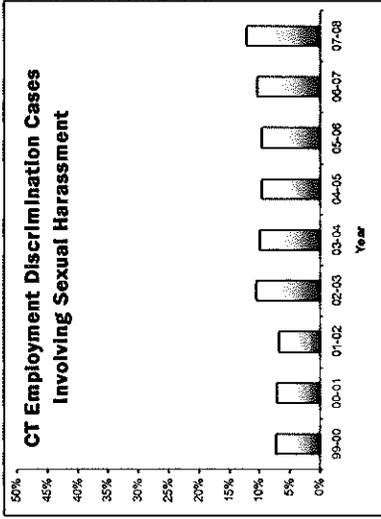
Story behind the baseline: This year, the number of women in state legislatures in the U.S. increased. Women now make up nearly a quarter of all state legislators. At the national level, however, the current pace of progress means that it will be 2063 before women gain parity in Congress. In Connecticut, women constitute about 30% of Connecticut's legislature and an impressive number of constitutional officers.

Proposed strategy to turn the curve:

1) Foster leadership development among women in order to strengthen their social and economic mobility. Examples include opening up leadership roles in government, private industry and academia to women and people of color.

PCSW supports these strategies by convening the Young Women's Leadership Program (YWLIP) and sponsoring the PCSW's Talent Bank. Our partnerships include the Yale Women's Campaign School, the Office of the Secretary of the State, the Girl Scouts of Connecticut, the YWCA, and Public Allies. Outreach to Women and Girls Funds and Junior Leagues also supports these efforts.

Indicator 2: Sexual Harassment Cases

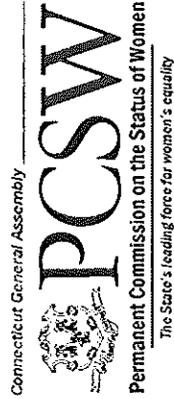


Story behind the baseline: Sex discrimination is the third highest reason for State discrimination complaints after race and physical disability, respectively. *Sexual harassment affects 40- 60% of working women*, with similar statistics for female students in colleges and universities. Approximately 15,000 sexual harassment cases are brought to the U.S. Equal Employment Opportunity Commission (EEOC) each year.

Proposed strategies to turn the curve:

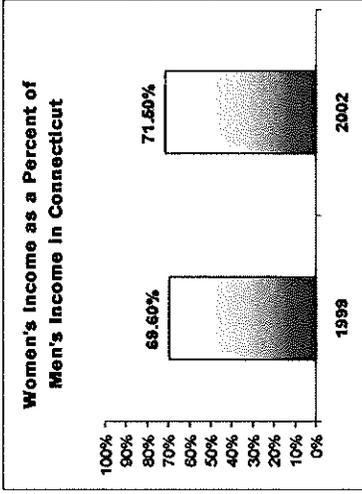
1) Foster gender equity in the workplace, and
2) Provide public education about state sexual harassment laws.

PCSW supports these strategies by monitoring sexual harassment claims within the Dept. of Correction and CT State Police; assisting women seeking to file discrimination complaints with CHRO and monitoring their progress; through our legislative agenda and by providing sexual harassment awareness and prevention training to State agencies.



The State's leading force for women's equality

Indicator 3: Pay Equity in Connecticut



Story behind the baseline: Female workers are still paid, on average, only 77.8 cents for each dollar made by men for the same job. Estimates are that it will be the year 2050 before Connecticut women earn equal pay for equal work. While the wage gap has narrowed over the past half century, much of this gain is due to the decrease in men's earnings.

Proposed strategies to turn the curve:

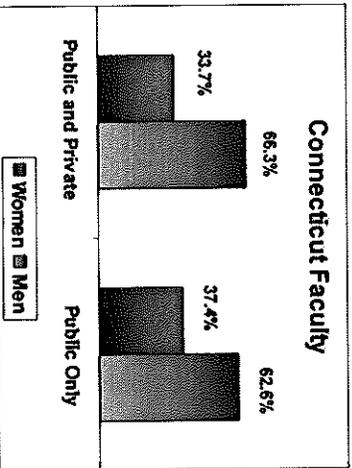
1) Foster gender equity in the workplace; examples include eliminating the pay gap and promoting women to higher wage jobs and non-traditional occupations; and
2) Requiring State agencies, contractors and grantees to collect and report data on occupational distribution and pay by gender, race and national origin; and
3) Remedy discriminatory salary practices by amending the Connecticut Fair Employment Practices Act.

PCSW supports these strategies through our Talent Bank, the Connecticut Girls Collaborative, outreach and education as well as through our legislative agenda.

PCSW Report Card on the Status of Connecticut Women: 2009

All Connecticut Women are Free from Discrimination in all Aspects of their Lives

Indicator 4: Tenure Status



Story behind the baseline: Nationally, women have nearly reached parity and are 47% of tenured full-time faculty at community colleges. However, the average salary for women faculty in 2006 was 81% of the amount earned by men. In Connecticut, 66% of men vs. 34% of women have reached tenure status at public and private institutions.

Proposed strategies to turn the curve:

- 1) Foster gender equity in the workplace to create opportunities for women in all occupations. Examples include eliminating the pay gap and promoting women to higher wage and non-traditional occupations; and
- 2) Foster leadership development among women to strengthen their roles in academia.

PCSW supports these strategies by convening the YWLP. These strategies are also supported by our legislative agenda and joint projects with American Association of University Women.

December 2009

PCSW Mandate

PCSW was created in 1973 as a nonpartisan state agency by an act of the Connecticut General Assembly. A 21-member Commission, staff and volunteers work ensure our mandate: "that all women in Connecticut are safe, healthy, economically self-sufficient, achieve educational success and are free from discrimination" is carried out by:

- Informing leaders of the nature and scope of the problem of sex discrimination;
- Serving a liaison between government and private interest groups concerned with services for women;
- Promoting consideration of qualified women for all level of government;
- Gathering and maintaining current information regarding women of the state;
- Conducting educational and outreach activities intended to raise awareness of critical issues for women; and
- Reporting to the Governor and the General Assembly recommendations for new or enhanced policies, programs and services that affect women in the state.

PCSW's Results Based Accountability (RBA)

Initiative

In an effort to fulfill its statutory mandate to address matters concerning women, PCSW has identified three priority areas essential to obtaining equity for women: economic security, health and safety, and the elimination of gender discrimination.

PCSW has developed a quality of life result statement for each priority area with indicators and strategies to "turn the curve," and has identified significant programs, agencies and activities that contribute to the result we are striving to achieve.

PCSW Approaches

The following are the general activities/approaches that PCSW uses to support the strategies outlined here:

- Advocacy
- Research
- Assess State policies and procedures
- Information and Referral
- Public education and outreach
- Partnership building
- Leadership development
- Training

Performance measures for these approaches are under development and will be reported in the future.

Data Development Agenda

There are several important indicators of progress on these results that require further data development. The most critical of these include:

- Percent of women in different occupational types
- Percent of women with retirement benefits
- Percent of State and community partners using the Family Economic Self-Sufficiency Standard
- Percent of women who exercise regularly
- Percent of women with depression
- Percent of private businesses providing sexual harassment training (by size, sector)
- Amount of state contracts awarded to women-owned businesses



Connecticut General Assembly
PCSW
 Permanent Commission on the Status of Women
 The State's leading force for women's equality



Women and Leadership

Leadership Disparities - Connecticut

- Currently in Connecticut, women hold 8 seats in the Senate and 51 seats in the House of Representatives.ⁱ
- Women comprise 32% of the CT legislature.ⁱⁱ
- People of color (African Americans, Latinos & Asian Americans) comprise 13.4% of the CT legislature.ⁱⁱⁱ
- In 2005, women were the top official in 35% of Connecticut State Agencies.^{iv}
- Only 17% of Connecticut town government had a woman in the highest elected office in 2005.^v
- In 2007, women made up 37% of State boards and commissions.^{vi}
- Women of color are under represented on Connecticut Boards and Commission. In 2007, only 3.4% of appointees were African American women and only 1.6% of appointees were Hispanic women.^{vii}

Female Elected Officials in Connecticut Congressional, Statewide, Legislative, and Municipal, 2009			
	Total	Number of Women	Percent Women
US Senate	2	0	0
US House	5	1	20%
Statewide**	6	4	67%
CT Senate	36	8	22%
CT House of Representatives	151	51	34%
CT Legislature	187	59	32%
Municipal Governing Bodies	1063	266	25%

*These data reflect the November 2008 election results.
 **Includes: Governor, Lt. Governor, Attorney General, Comptroller, Secretary of State, and Treasurer. The Governor, Comptroller, Secretary of State, and Treasurer are women.
 Sources: Center for American Women in Politics, 2008; Center for Women in Politics & Public Policy, 2008/9.
 This chart was created by the UMass Center for Women in Politics and Public Policy

Leadership Disparities – National

- As recently as 1996 there was only one female CEO of a *Fortune* 500 company.^{viii}
- Out of the top 500 U.S. publicly traded companies, only 13 are run by female CEO's.^{ix}
- Women are paid worse at the top. A 2008 survey of CEO pay at 3,242 North American companies by the Corporate Library found that female CEOs earned more in base pay, but when cash bonuses, perks and stock compensation were included, women made a median \$1.7 million, or 85% of what male CEOs made.^x
- Women now receive about six in 10 college degrees, yet near the top there remains slow progress in the number of female directors, officers, highest paid — and women in the pipeline.^{xi}

Women Owned Businesses

- In Connecticut in 2002, women-owned firms totaled 82,128, an increase of 13 percent from 1997, and generated \$12.3 billion in revenues. Firms owned jointly by women and men numbered 26,699 with revenues of \$9.3 billion. Women represented 30.5 percent of the self-employed persons in the state.^{xii}
- In 2002, the average household income for Connecticut women business owners was \$56,543 and their average per capita income was \$30,187.^{xiii}
- The New York-Newark-Bridgeport, NY-NJ-CT-PA region had the largest number of women owned firms in the nation in 2002 (586,362).^{xiv}
- The number of women-owned businesses grew at a faster rate than the number of U.S. businesses overall between 1997 and 2002.^{xv}
- Beginning in 1997 and continuing through 2006, self-employed women were more likely to have a college degree.^{xvi}
- Self-employed women are more likely to be in executive, administrative, and managerial occupations compared to wage and salary-earning women.^{xvii}

The Wage Gap

- One year after graduation, women who work in computer science, earn over 37 percent more than do women who are employed in education or administrative, clerical, or legal support occupations.^{xviii}
- Female physicians and surgeons earned a whopping 41% less than their male counterparts.^{xix}
- Females in professional and related occupations earned over 27% less than their male counterparts.^{xx}
- Female registered nurses earned more than 10% less than their male colleagues, although 90% of nurses are women.^{xxi}
- African-American women earned just 70 cents for every dollar earned by men in 2007 and Hispanic and Latina women earned just 62 cents for every dollar men earned.^{xxii}
- Mothers are 44% less likely to be hired than non-mothers for the same job given the same resume and experience. Additionally, mothers are offered an average of \$11,000 less than non-mothers with equal qualifications.^{xxiii}

^{viii} NCSL, Women in State Legislatures, 2009 Legislation Session <<https://www.ncsl.org/Default.aspx?TabID=15378>>

^{ix} NCSL, Women in State Legislatures, 2009 Legislation Session <<https://www.ncsl.org/Default.aspx?TabID=15378>>

^x NCSL, Legislator Demographics, 2009 <<http://www.ncsl.org/Legislators/Elections/Legislators/LegislativeStaffData/LegislatorDemographics/tabid/14550/Default.aspx>>

^{xi} State of Connecticut, Office of Policy and Management, 2005

^{xii} State of Connecticut Office of the Secretary of State, Town Clerk's Offices, 2005

^{xiii} CT Secretary of the State, Gender and Racial Composition of Connecticut State Boards and Commissions, 2007

^{xiv} CT Secretary of the State, Gender and Racial Composition of Connecticut State Boards and Commissions, 2007

^{xv} USA Today, Women CEOs slowly gain on Corporate America, 2009 <http://www.usatoday.com/story/companies/management/2009-01-01-women-ceos-increase_N.htm>

^{xvi} USA Today, Women CEOs slowly gain on Corporate America, 2009 <http://www.usatoday.com/story/companies/management/2009-01-01-women-ceos-increase_N.htm>

^{xvii} USA Today, Women CEOs slowly gain on Corporate America, 2009 <http://www.usatoday.com/story/companies/management/2009-01-01-women-ceos-increase_N.htm>

^{xviii} U.S. Dept. of Labor, Bureau of Labor Statistics, U.S. Dept. of Commerce, Census Bureau

^{xix} U.S. Small Business Administration, Women in Business: A Demographic Review of Women's Business Ownership, August 2006 <<https://www.sba.gov/sdvo/research/n280ec.pdf>>

^{xx} U.S. Small Business Administration, Women in Business: A Demographic Review of Women's Business Ownership, August 2006 <<https://www.sba.gov/sdvo/research/n280ec.pdf>>

^{xxi} U.S. Small Business Administration, Women in Business: A Demographic Review of Women's Business Ownership, August 2006 <<https://www.sba.gov/sdvo/research/n280ec.pdf>>

^{xxii} <http://www.sba.gov/sdvo/research/n341.pdf>

^{xxiii} <http://www.sba.gov/sdvo/research/n341.pdf>

^{xxiv} http://www.a1ce.org/research/np0502/ExecSummary_PayGap.pdf

^{xxv} National Committee on Pay Equity

^{xxvi} National Committee on Pay Equity

^{xxvii} National Committee on Pay Equity

^{xxviii} National Committee on Pay Equity

^{xxix} <<http://www.momrising.org/mazifiso/chapter7>>