



2007-2008  
**ANNUAL  
REPORT**

# a message from the executive director

As we prepare for 2009, we take a moment to reflect on the highs and lows of the past year. CWEALF was saddened to lose longtime women's advocates Catherine Roraback, Ruth Pulda and Merrilee Millstein. These women devoted their personal and professional lives to social justice and will be truly missed. At the same time, we were inspired by the enormous civic engagement in national and state elections and hopeful about the changing administration in Washington and the possibilities for all. This optimism will help us weather the troubling times ahead for our state and nation.

Given the tough economic realities facing our state, communities and families, we are working hard to ensure the continuation of CWEALF's vital resources for women. Our direct services and public policy efforts are critical to the fight for full equality. This report showcases CWEALF's initiatives to advance women's rights over the past year.

As always, our work would not be possible without the generous support of our donors and community foundations. We share our accomplishments with you and hope you'll continue your partnership with CWEALF. Together we can make a difference in the lives of women and girls in Connecticut!

Sincerely,

Alice Pritchard, Ph.D.  
Executive Director



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## legal education

Through Legal Education, CWEALF instructs individuals on how to effectively navigate the legal, educational, and social service systems by explaining the law in easy to understand terms and providing referrals to attorneys and other service providers to help clients help themselves. Legal Education includes two of CWEALF's longest running services: Information and Referral (I&R) and Community Education.

CWEALF's Information & Referral service is a unique program that provides individuals with information regarding family law, sex discrimination in employment and education, and Lesbian, Gay, Bisexual and Transgender

(LGBT) civil rights. CWEALF's I&R service also gives individuals, particularly, women and low-income residents the tools and resources they need to independently address their legal and social service issues. CWEALF provides advocacy when a systemic barrier surfaces which impedes the individual's ability to achieve her/his goals.

Through Community Education, CWEALF provides trainings and workshops for employees, supervisors and administrators, students, teachers, parents, public officials, service providers and community groups. Workshops are offered on Child Support, Gender Bias in the Workplace, LGBT Rights, Sexual Harassment in the Workplace, Sexual Harassment in Schools, as well as general presentations on CWEALF's services.

## CLIENT STORY

Randa and her husband moved to the United States about eight years ago when he got a job in Waterbury. Over the years, they bought a house and had two children. Shortly after the birth of their second child Randa's husband began hitting her. As an immigrant Randa was scared to report the abuse because if her marriage fell apart, she could lose her legal status. Then, one night her husband's abuse was so bad Randa felt she had no choice but to call the police.

To punish Randa, her husband filed for divorce knowing that without his visa she would not be a legal resident. While Randa was able to borrow money to hire a divorce attorney, she was frustrated that he would not explain the divorce process or how U.S. courts work. Then she became really nervous when he suggested he could "wing" her immigration paper work. Randa knew that because

her children were U.S. citizens, her husband would be able to keep them in the U.S. if she was sent back to her home country.

Randa called CWEALF because her attorney was not answering her questions about the divorce process and she needed help getting a legal resident status that was independent of her husband. CWEALF's advocate worked closely with Randa to make sure she understood how the divorce process worked in Connecticut. The advocate also worked with one of CWEALF's referral attorneys to take Randa's immigration case at a greatly reduced rate. Thanks to CWEALF's help, Randa now has a visa that allows her to work and go to school. She is proceeding through the divorce process and feels confident that she can provide for her children's future on her own.

## Program Highlights

- CWEALF's Community Advocate offers I&R services through local, community-based organizations in Hartford, such as the New England Farm Workers Council, La Casa de Puerto Rico, Connecticut One Stop Career Center, and the Community Renewal Team energy assistance sites as well as the YWCA in New Britain.
- In partnership with the state's community colleges, CWEALF provides I&R services to students enrolled in allied health programs. This position was made possible through a grant from the U.S. Department of Labor.
- CWEALF has over ninety attorneys participating in the Cooperating Attorney Program to refer callers and clients including 7 new attorneys who joined the program this year.
- Over 500 people attended sexual harassment and/or gender equity training opportunities offered around the state by CWEALF staff and retained counsel. CWEALF trained 65 students on sexual harassment and 253 teachers. Over 200 social service providers, firefighters, religious organizations and camp counselors also attended sexual harassment training.
- Additionally, 160 students and staff at LPN programs, over 200 people at community-based organizations or attending orientations provided by Health Career Advisors received general information about CWEALF's services.

Women at Work 2008

## Program Statistics

### Information & Referral Service:

- 1500 people contacted CWEALF for help
- 81% women
- 68% had incomes below \$20,000
- 25% Latina
- 17% African-American
- 76% family law questions
- 7% employment law questions
- 19% of CWEALF's referrals came from Infoline (211) and 25% from legal aid (because the callers were over income to qualify for their services)
- 58% received attorney referrals
- 492 legal booklets were mailed to callers

### Advocacy Cases

- 52 family law such as divorce, custody and visitation
- 7 involved either housing, disability and/or public benefits or Title IX issues

## public policy and advocacy

CWEALF uses a number of strategies to ensure that the experiences of women and low-income individuals are considered when public policy decisions are made, including providing public testimony at the State Capitol, participating in legal advocacy and facilitating coalitions. Through Public Policy & Advocacy, CWEALF seeks to improve laws and policies affecting women, girls and their families. Developing coalitions with partner agencies throughout Connecticut is a crucial strategy for affecting systemic changes in the state. This year, CWEALF was involved in a wide range of projects aimed at creating opportunities for women, girls and families in Connecticut. In addition to our participation in the CT Coalition for Choice, the Welfare Working Group and Love Makes a Family, CWEALF led two coalition efforts.

## Program Highlights

- CWEALF continues to lead the Campaign for a Working Connecticut. The Campaign's goal is: to promote the state's economic competitiveness through the development of sustainable, effective workforce solutions to increase workers' skills and advance families to self-sufficiency. The coalition is comprised of service providers, advocates and members of the business and labor communities. The Campaign is working to promote civic engagement to build support for these issues while proposing legislation to address a broad range of workforce solutions.
- CWEALF co-led the Anti-Discrimination Coalition (ADC) with the CT TransAdvocacy Coalition (CTAC). The ADC worked to expand Connecticut's non-discrimination statutes to include gender identity or expression. The work of this coalition continues to make progress by educating Connecticut about the importance of this law.
- The Allied Health Workforce Policy Board was created in 2004 to conduct research and

planning activities related to the allied health workforce. CWEALF continues to play a vital role as facilitator of this board. Staff regularly met with the Board to discuss current initiatives in allied health in the state, gaps in workforce data, issues related to educational programming, and recruitment and retention of the workforce, as well as researching and developing solutions to allied health workforce shortages. This information is included in the Board's annual legislative report which can be found on CWEALF's website ([www.cwealf.org](http://www.cwealf.org)).

- CWEALF staff submitted written and oral testimony on a variety of family, education, employment, and civil rights issues. CWEALF testified in support of dispensing emergency contraception in the hospital emergency rooms; including gender identity or expression in Connecticut's non-discrimination laws; and expanding workforce development and training opportunities for Connecticut's low-wage workers.
- CWEALF signed on to a variety of amicus briefs this year related to pregnancy discrimination in the workplace, Title IX school discrimination, retaliation protection, and the constitutional right to raise one's children.
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## WOMEN AT WORK

In May 2008 CWEALF hosted the first annual Women at Work event, to celebrate women's achievements in the workplace. The proceeds from Women at Work were used to create two paid internship funds named in memory of Ruth Pulda and Merrilee Milstein. Ruth and Merrilee embodied a commitment to women's rights and employment equity. These two internship positions will be used to further their legacy and their work.



# research and evaluation

CWEALF conducts research and evaluation activities to document inequities, identify best practices, and promote reforms in the law, social service provision, and education and workforce development. Through over 15 years of research and evaluation, we have come to understand and appreciate the complex systemic and individual barriers facing women in their personal and professional lives. Over the last year, CWEALF has led several exciting research initiatives.

## Program Highlights

- CWEALF staff conducted an evaluation of the state-funded afterschool programs, analyzing student and staff demography; student attendance; student activities; and the activities that engage parents and communities in literacy and other educational development.
- CWEALF was chosen to provide oversight to 13 Health & Education Initiative grants awarded by the Office of Workforce Competitiveness, Department of Public Health, and the Department of Higher Education. These grants seek to enhance the pipeline for workforce shortage areas within education, public health and the allied health fields.
- Southeastern Science and Technology Magnet School in New London implemented the Leaders and Innovators for Tomorrow (LIFT) Academy for the second year during the summer of 2008; its focus is on academic and career activities to increase middle school students' interest in science and engineering. CWEALF staff was contracted to provide an evaluation of the degree to which the program met its overall goals to: reduce racial, ethnic and economic isolation; increase student achievement; promote multi-racial and multicultural understanding; and build positive meaningful relations among students.
- CWEALF staff guided the development of recruitment and retention strategies, and an evaluation template, for a state-funded middle

and high school curriculum initiative in Science, Technology, Engineering and Math (STEM). The collaborative effort, led by The Connecticut Academy for Education, involved a variety of education and nonprofit partners, and successfully created six STEM modules for use in afterschool programs.

- In partnership with Capital Workforce Partners, CWEALF is evaluating the impact of the provision of on-site training for incumbent Certified Nursing Assistants (CNA). The training is designed to build CNAs' academic and specialty skills as well as their personal management proficiencies, allowing them to earn higher wages and seek career and academic advancement. The two projects in which CWEALF is involved use different strategies to achieve these results. One project teaches students in a more traditional academic classroom setting in their workplace while the other project utilizes a work-based learning strategy to enhance worker's skills using the work environment as an opportunity to educate workers, integrating classroom and daily clinical experiences.
- CWEALF staff conducted research on the state's Jobs First Employment Service system which provides supports to those transitioning from welfare to work. CWEALF analyzed two initiatives to promote long-term employment: adult basic education combined with vocational education and subsidized employment opportunities. CWEALF staff provided a final report with recommendations for enhancing the initiatives to the Department of Labor and its partner agencies.
- CWEALF continued its leadership of the CT Career Ladder Initiative, a state-sponsored program to create and promote model programs for career advancement in technology, health care, and early child care and education fields. CWEALF has been working with grantees to identify best practices and opportunities for replication and expansion of these career ladder models. Information on these projects is included in the Career Ladder Advisory Committee's annual legislative report which can be found on CWEALF's website ([www.cwealf.org](http://www.cwealf.org)).

## Girls & Tech Expos

Girls & Tech Expos introduce middle school girls to non-traditional occupations for women. CWEALF staff facilitated two Expos at Saint Joseph College and Mitchell College.

Approximately 300 attendees (265 students and 31 teacher/guidance/parent attendees) were engaged in exciting hands-on workshops in science, technology, engineering and mathematics (STEM) areas led by women faculty and professionals.

Approximately 55 volunteers also participated – including CWEALF staff,

presenters from the university hosts' faculty, corporate researchers, American Association of University Women, and instructors from informal science centers. The Girls & Tech Expos were generously supported by the Community Foundation of Southeastern Connecticut and Dominion Foundation this year.



# thank you to former board members

Over the past three decades, CWEALF has benefited from the hard work and dedication of its Board members. This year we say good-bye to three of our members, Ken Bartschi, Jennifer Brown and Deborah Simmons. CWEALF's staff and board are indebted to them for their extraordinary service, valuable expertise and support.

## Ken Bartschi

As a two-term member of CWEALF's Board of Directors, Ken Bartschi spent six years on the Public Policy committee. Ken is grateful to the Board for contributing to the knowledge he used in his well-known role as counsel for the plaintiffs in *Kerrigan v. Commissioner of Public Health*. *Kerrigan* is the case that held that same-sex couples are entitled to marry in Connecticut. During his tenure on the Board Ken was extremely impressed with the intelligence and good judgment of his fellow Board members.

As a member of the law firm of Horton, Shields & Knox in Hartford, Ken's practice encompasses appellate litigation in civil, constitutional and criminal matters. He has handled a number of appeals that have shaped the state of the law in Connecticut today.

Ken received the 2006 Judge Maxwell Heiman Memorial Award from the Hartford County Board Association, given to outstanding Hartford County lawyers in their first ten years of practice who exemplify high standards of service to the profession, scholarship and devotion to clients. He is a frequent lecturer and author on appellate issues.



## Jennifer Brown

A member of the Board's Public Policy Committee, Jennifer worked with Board members and CWEALF staff on various issues surrounding the proposed same-sex marriage rule in Connecticut. She was the principal author of the amicus brief at the trial level in the *Kerrigan* same-sex marriage case on behalf of various civil rights organizations. She retires from CWEALF's Board after three years.

CWEALF's annual events provided a welcome opportunity for Jennifer to introduce people who were not familiar with its work by organizing several tables at the dinner and including people who had never been to a CWEALF event. One year she enjoyed bringing some of her law students to the event in an effort to expose them to gender rights issues and activities.

Jennifer teaches Negotiation, Alternative Dispute Resolution, and Professional Responsibility as a Professor of Law at Quinnipiac University School of Law. She also studies and writes about gay and lesbian legal issues. She wrote a 2005 book on heterosexual support for gay rights and is a prolific author of law review articles, book chapters, and parts of other legal publications.

On top of her teaching and writing, Jennifer is a member of the Academic Advisory Panel of the Connecticut Bar Association Standing Committee on Dispute Resolution in the Courts. She is part of both the Steering Committee of Freedom to Marry and the President Advisory Council of her alma mater, Bryn Mawr College. Jennifer also is an active member of St. Thomas's Episcopal Parish.



## Deborah Simmons

As a member of the CWEALF Board's Marketing Committee, Deborah Simmons was instrumental in reexamining the role and function of CWEALF's website leading up to the redesign of the site and the selection of a new marketing firm for all CWEALF's materials. Deborah is retiring after serving on the Board for three years.

As a Professor of Music at Manchester Community College, Deborah is the Program Coordinator for the College's new Associate in Music Studies degree program – the first two-year music degree program in Connecticut. Students with this degree can work in music education, technology, or business.

Deborah is involved in the community in several ways. She is the President of the non-profit organization Tributes, Inc., which works with students from all ages and backgrounds to showcase significant historical figures, such as Thurgood Marshall and Martin Luther King, in plays based on those figures. Deborah also authored a non-fiction illustrated children's book on diabetes, told from the point of view of two young sisters, and will present the book to a National Center Centers for Disease Control conference in April 2009.



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\*Donors also give to CWEALF through:  
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## MISSION STATEMENT

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. We are guided by our commitment to feminism, diversity, empowerment, personal responsibility and self-sufficiency, compassion and respect, collaboration, professionalism and self-assessment in all of our actions and programs.

### staff

Alice Pritchard  
*Executive Director*  
 Jessica Blagys  
*Legal Educator & Advocate*  
 Lucy Brakoniecki  
*Research & Policy Analyst*  
 Maria Caez  
*Legal Educator & Advocate*  
 Blythe Chaffee  
*Administrative Assistant*  
 Kaileah Christie-Fogg  
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 Micka Dort  
*Community Advocate*  
 Ellen Grusse  
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 Amy Miller  
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 Patricia Kaplan  
*Volunteer Counsel*  
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*Volunteer Counsel*

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 Deborah Simmons  
 Rebecca Thomas  
 Carolyn Treiss  
 Thomas Ude, Jr.  
 Dawne Westbrook  
 Jean Wihbey

## the Shirley Bysiewicz legacy society

Shirley Bysiewicz, tenured Professor and long time law librarian at the University of Connecticut Law School, was one of CWEALF's founders and the first President of CWEALF. By joining the Legacy Society, bearing her name, friends of CWEALF will help ensure that Shirley's goal of advancing the rights of women will continue into the future. Membership to this society is open to those who have included CWEALF in their wills and other estate planning.

Please call the CWEALF office if you have made provisions for CWEALF in your will or if you would like more information about

how to add your name to this list.

The Shirley Bysiewicz Legacy Society is proud to have the following members:

Anonymous (1)	Jessie Potter
Tracy Carroll	Kingston & Jim Kingston
Nancy Caroline Dart	Jami P. Poquette*
Michelle Meligonis	Alice Pritchard
DeJohn	Mary R. Stewart
Adell Donaghue & Jane Rothchild	*deceased
Susan Titus Glascoff	
Jennifer Jaff	

## financial information

### Support, revenue and other gains:

	FY 2008	FY 2007
Government grants and contracts	\$ 1,077,704	\$ 892,722
Foundations grants	34,000	92,705
Contributions	75,626	81,745
Fundraising Events	56,479	53,378
Fees	93,854	84,499
Dividends and interests	30,531	33,733
Other	440	3,080
	<b>\$ 1,368,634</b>	<b>\$ 1,241,862</b>
Net assets released from restrictions	26,822	2,500
<b>Total unrestricted support and revenue</b>	<b>\$ 1,395,456</b>	<b>\$ 1,244,362</b>

### Expenses:

Salaries and benefits	\$ 481,170	\$ 424,034
Delegate agencies	681,655	563,149
Consultants	49,471	40,895
Office expenses	112,600	119,303
Fundraising events	24,748	23,088
Depreciation	9,187	10,169
<b>Total expenses</b>	<b>\$ 1,358,831</b>	<b>\$ 1,180,638</b>

Increase in unrestricted net assets before gain on investments	\$ 36,625	\$ 63,724
Gain on investments	(22,754)	21,603
<b>Increase in unrestricted net assets</b>	<b>\$ 13,871</b>	<b>\$ 85,327</b>

### Changes in Temporarily Restricted Net Assets

Foundation grants	59,870	2,500
Net assets released from restrictions	(26,822)	(2,500)
<b>Increase in temporarily restricted net assets</b>	<b>\$ 33,048</b>	<b>\$ -</b>

### Changes in Permanently Restricted Net Assets

Contributions	550	225
<b>Increase in permanently restricted net assets</b>	<b>\$ 550</b>	<b>\$ 225</b>

**Increase in Net Assets** **\$ 47,469** **\$ 85,552**

**Net Assets – Beginning of Year** **\$ 517,279** **\$ 431,727**

**Net Assets – End of Year** **\$ 564,748** **\$ 517,279**

## foundation support

Thanks to the following foundations for their generous support in 2007-08:

- J. Walton Bissell Foundation
- Cheryl Chase & Stuart Bear Family Foundation
- Community Foundation of Southeastern Connecticut
- Community Foundation of Greater New Haven
- Dominion Foundation
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- Fisher Foundation
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- George A. & Grace L. Long Foundation
- New Alliance Foundation
- Women's Ministries: First Congregational Church of Greenwich

## cwealf club

The CWEALF CLUB is a group of donors who have pledged to maintain a specific contribution level for three years. This source of stable funding is vital to CWEALF's services. Members of the CWEALF CLUB are listed in our Annual Report as a part of this special group of our most generous donors. Thank you for your leadership and support!

### Members of the CWEALF CLUB

Kenneth Bartschi & James Salemi  
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CWEALF would like to extend a special thank you to the Law Office of Livingston, Adler, Pulda, Meiklejohn & Kelly, and Attorney Pat Kaplan for pro bono services. Without their support, our work becomes all the more difficult.



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