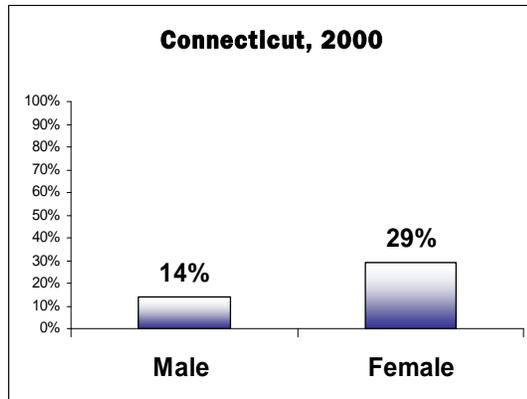


PCSW Report Card on the Status of Connecticut Women: 2009

All Connecticut Women are Economically Self-Sufficient

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

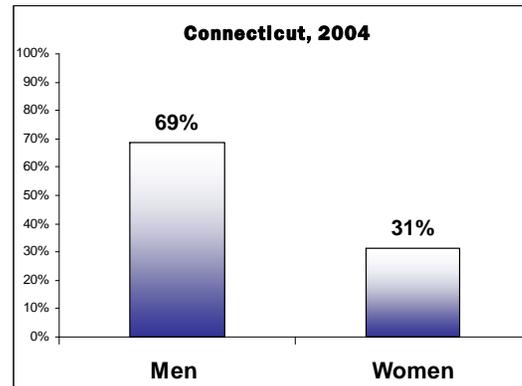


Story behind the baseline: The Self-Sufficiency Standard measures how much income is needed for a family of a certain composition in a given region to adequately meet their basic needs—*without public or private assistance*. Households maintained by women are more than twice as likely to have income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

January 2009

Indicator 2: Business Ownership



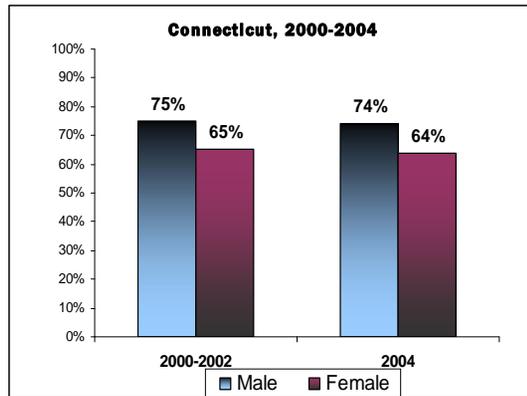
Story behind the baseline: Almost one-third of businesses in Connecticut are owned by women. Such enterprises have increased dramatically in numbers, sales and employees. Between 1997 and 2004 there was a 64% increase in the number of women-owned firms in the state.

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 Bus. Owners-CT; through outreach activities and conferences, as well as our legislative agenda.

Indicator 3: Homeownership

PCSW Report Card on the Status of Connecticut Women: 2009

All Connecticut Women are Economically Self-Sufficient



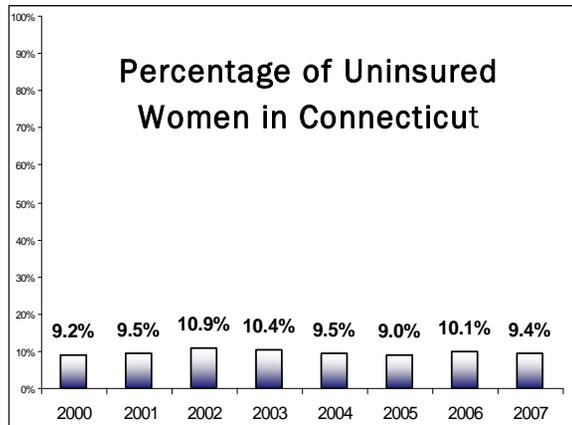
Story behind the baseline: Given the historic difficulty women have had owning, acquiring, and inheriting property, we have lagged behind in ownership of this important asset. In Connecticut, there is a ten percentage point difference in rates of home ownership between male- and female-headed households.

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 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

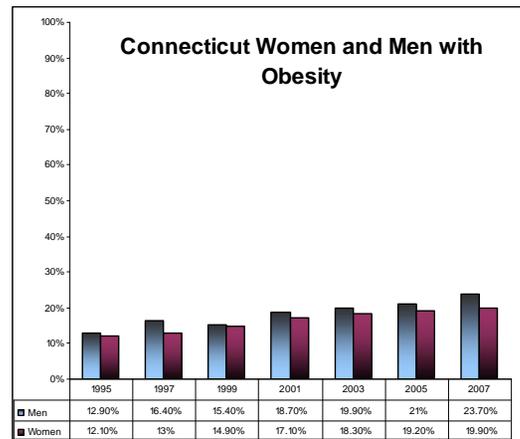


Story behind the baseline: While about 79% of women have private health coverage, uninsurance rates for women are buffered by public insurance. The majority of adults on both Medicaid and Medicare are women. Women of color and women aged 19-29 have much lower insurance rates.

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 access comprehensive reproductive care and education. PCSW supports these strategies by convening the Connecticut Women's Health Campaign (CWHC); 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.

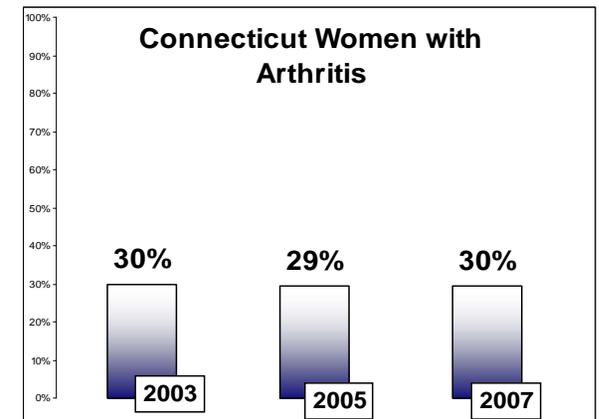
January 2009

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 CWHC 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 Healthy Equity, as well as through our legislative agenda.



PCSW Report Card on the Status of Connecticut Women: 2009

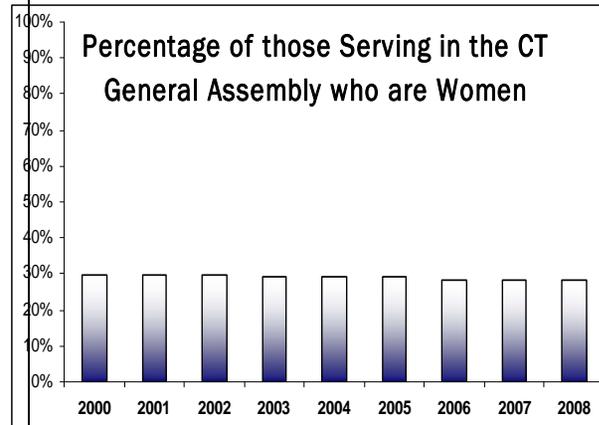
All Connecticut Women are Free from All Connecticut Women are Free from Discrimination in all Aspects of their Lives

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 CWHC; partnering with the Connecticut Elder Action Network and the Commission on Health Equity, as well as through our legislative agenda.

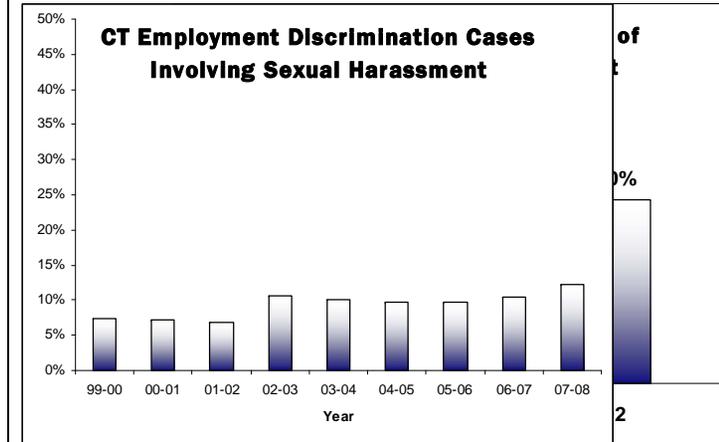
Indicator 1: Gender Equity in Representation



Story behind the baseline: This year, the number of women in state legislatures in the US 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 (YWLP) and sponsoring the PCSW's Talent Bank. Our partnerships include the Yale Women's Campaign School, the Office of the Secretary of State, the Girl Scouts of CT, the

Funds also supports these efforts.



PCSW Report Card on the Status of Connecticut Women: 2009

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

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; assisting women to file discrimination complaints with CHRO and monitoring their progress; through our legislative agenda and by providing sexual harassment awareness and prevention training to all state agencies.

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 v. 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

Indicator 3: Pay Equity in Connecticut

Story behind the baseline: Female workers are still paid 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, Women in the Trades Exchange, the CT Girls Collaborative, outreach and education as well as our legislative agenda. 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 and the Women in the Trades Exchange. These strategies are also supported by our legislative agenda and joint projects with American Association of University Women.

PCSW Mandate

PCSW Report Card on the Status of Connecticut Women: 2009

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

PCSW was created in 1973 by an act of the Connecticut General Assembly. A seventeen-member Commission, staff and volunteers work to eliminate sex discrimination in Connecticut. We conduct an

ongoing study of all matters concerning women 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;
- Assessing program and practices of all state agencies as they affect women; and
- Report to the Governor and the General Assembly its recommendations for the removal of related injustices.

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 identified significant programs, agencies

March 2009

and activities that contribute to the result we are striving to achieve. The RBA Initiative is conducted by our 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

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

