

2018 Public Policy Agenda

eliminating racism
empowering women
ywca
Hartford Region

YWCA Hartford Region is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

(1) RACIAL JUSTICE AND CIVIL RIGHTS:

- Disparities in Discipline: Girls of color experience disproportionately high rates of school suspensions and expulsions in the state of Connecticut. School districts must be more transparent and must implement specific policies that dismantle racial disparities and inequities for girls of color.
- Educational Opportunity: Girls and young women who attend under-resourced schools struggle to achieve educational success. The state must address the inequitable distribution of funding and resources among towns and school districts to create opportunities and improve educational outcomes for all students.

(2) EMPOWERMENT AND ECONOMIC SECURITY:

- Paid Family & Medical Leave: Women are more likely to take time off of work to care for family members, placing them at higher risk of economic insecurity. Legislators must create and implement an affordable, accessible, and adequate statewide system of paid family and medical leave to allow employees to care for themselves and their loved ones.
- Early Childhood and Childcare Access: Stable, high quality early learning education and child care programs are essential to support working women and keep families out of poverty. State funding must create parity among subsidized early childhood education programs and protect Care4Kids.
- Pay equity: Connecticut women earn 79 cents for every dollar paid to men, an inequity that is larger for women of color. Connecticut must -prohibit the use of salary history in the hiring process, require employers to pay workers equal pay for comparable work, and encourage employers to examine their pay practices (CWEALF).

(3) WOMEN'S HEALTH AND SAFETY:

- Women's Housing and Homelessness: Despite a 30% decrease in statewide homelessness, approximately 80 women remain unsheltered in Hartford on any given night. The state must continue its investment in support of housing, housing assistance, and the Coordinated Access Network system to maintain progress.
- Gender-based violence: Sexual harassment and assault in the workplace prevents women from achieving economic success, particularly in low wage and service sector jobs. Lawmakers must pass legislation that promotes accountability for harassment in the workplace, creates a safer environment for victims to come forward, and lengthens the statute of limitations in criminal and civil sexual assault cases.
- Healthcare: The Affordable Care Act, which has ensured access to comprehensive healthcare for women, including reproductive health services, is at risk of being dismantled. Lawmakers must preserve women's access to health care and reproductive health services in Connecticut.

YWCA IS ON A MISSION

135 Broad Street Hartford, CT 06105 | P: 860.525.1163 F: 860.947.4503

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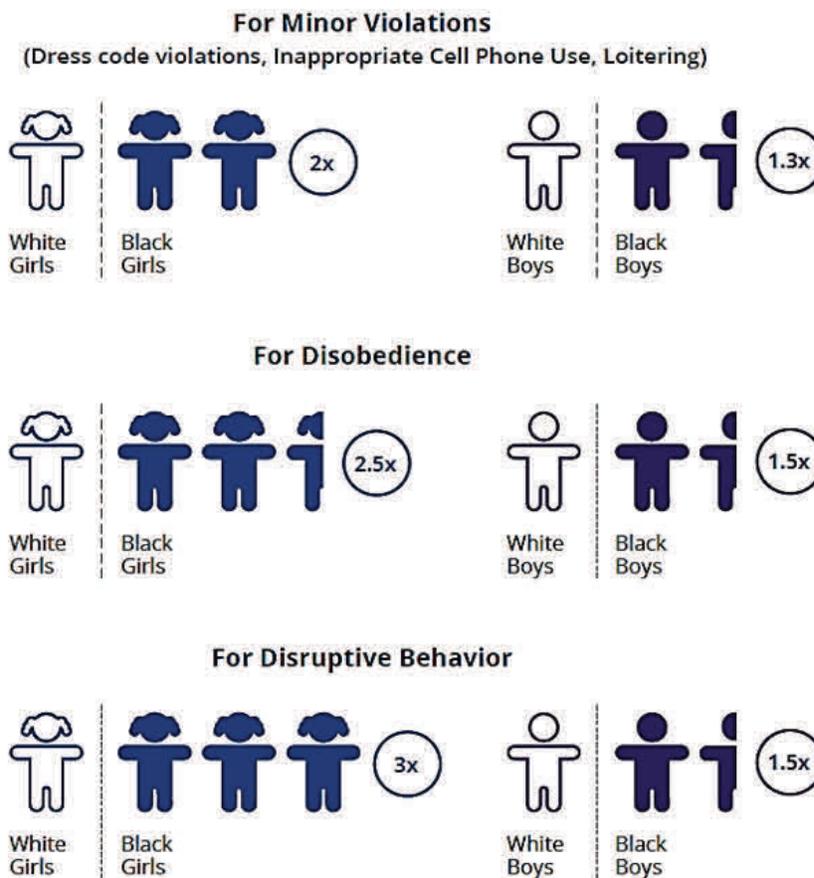
(1) RACIAL JUSTICE AND CIVIL RIGHTS:

• **Disparities in Discipline:** Girls of color experience disproportionately high rates of school suspensions and expulsions in the state of Connecticut. School districts must be more transparent, and must implement specific policies that dismantle racial disparities and inequities for girls of color.

- Black girls 'perceived as less innocent by US adults.' Research from Georgetown Law Center on Poverty and Inequality says black girls as young as five are seen as "less innocent" than young white girls and need less protection.

<http://www.bbc.com/news/av/world-us-canada-40451554/black-girls-perceived-as-less-innocent-by-us-adults>

GIRLS OF COLOR HAVE THE HIGHEST RATES OF CONFINEMENT TO RESIDENTIAL PLACEMENTS FOR STATUS OFFENSES.



Graphics courtesy of Center of Poverty and Inequality, Georgetown Law

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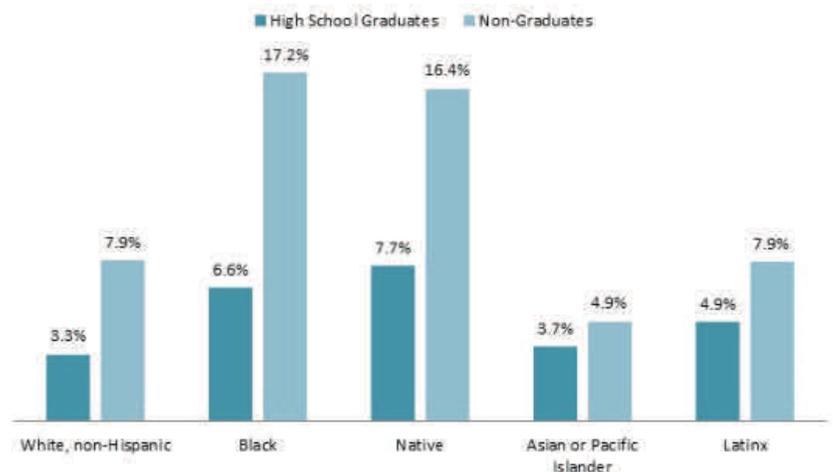
(1) RACIAL JUSTICE AND CIVIL RIGHTS:

• **Educational Opportunity:** Girls and young women who attend under-resourced schools struggle to achieve educational success. The state must address the inequitable distribution of funding and resources among towns and school districts to create opportunities and improve educational out-

- The typical woman without a high school diploma has a median income of \$18,000 per year—well below the poverty line for a single mother supporting two children. Indeed, this low wage hurts the entire family. Women’s income is critical to their families, with women being the breadwinners, or co-breadwinners, in two-thirds of all families. This is especially so in families of color as Black and Latina women are more likely to be breadwinners than white mothers.

Attribution: Sarah Jane Glynn, Center for American Progress, Breadwinning Mothers are Increasingly the U.S. Norm (2016), available at: <https://www.americanprogress.org/issues/women/reports/2016/12/19/295203/breadwinning-mothers-are-increasingly-the-u-s-norm/>.

Figure 1: Unemployment Rates for Women (Ages 25-64) High School Graduates and non-Graduates by Race/Ethnicity



Source: NWLC calculations based on U.S. Census Bureau, 2016 Current Population Survey using IPUMS. "High school graduates" include women who have earned at least a high school diploma and includes women who have earned more education.

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PROTECT & EXPAND CARE4KIDS

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Stable, high quality early learning education and child care programs are essential to support working women and keep families out of poverty. State funding must create parity among subsidized early childhood education programs and protect Care4Kids.

Impact of Care4Kids cuts from July 2016 – July 2017:

- 7,484 working families lost child care.
- Lost revenue due to vacancies from the Care4Kids caused childcare providers to reduce staff and close classrooms.
- The average annual cost for childcare in Connecticut is \$19,521, which makes up 28% of the household survival budget for a family of four in the state. The high burden of childcare costs particularly impacts families living below 100% of the Federal Poverty line.
- Without Care4Kids, many working families cannot afford quality, reliable and safe childcare.

Care4Kids Demographics:

- Half of all children in Connecticut subsidized under Care4Kids are located in just eight cities.
- Two-thirds of the Care4Kids caseload live in just 16 of Connecticut’s 169 towns. Of these 16 communities, 15 are among the 18 communities in the state with the highest concentrations of children of color.
- The five cities that saw the greatest drop in Care4Kids enrollment since August 2016 (Bridgeport, **Hartford**, Waterbury, New Haven and New Britain) are comprised primarily of people of color.

(CAHS & CT Early Childhood Alliance Care4Kids Policy Brief, August 2017).

| Town | Hartford | East Hartford | West Hartford | Manchester |
|--------------------------|----------|---------------|---------------|------------|
| All Slots in July | 1,367 | 411 | 90 | 400 |
| All Slots in July | 2,186 | 740 | 132 | 556 |
| Number of All Lost Slots | 819 | 329 | 42 | 156 |
| Percent of All Lost | 37.47% | 44.46% | 31.82% | 28.6% |

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I assume we support this viewpoint??? <https://paidfamilyleavect.org/>

Looks like this is the bill we will be following: https://www.cga.ct.gov/asp/CGABillStatus/cgabillstatus.asp?selBillType=Bill&bill_num=SB1

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- On September 14, 2016, 15 out of 15 (100%) identified domestic violence programs in Connecticut participated in the National Census of Domestic Violence Services.

The following figures represent the information provided by these 15 participating programs about services provided during the 24-hour survey period:

1,092 Victims Served in One Day

378 domestic violence victims found refuge in emergency shelters or transitional housing provided by local domestic violence programs.

714 adults and children received non-residential assistance and services, including counseling, legal advocacy, and children's support groups.

| Services Provided by Local Programs | Sept. 14th |
|--|------------|
| Emergency Shelter | 93% |
| Court or Legal Accompaniment/Advocacy | 80% |
| Bilingual Advocacy | 73% |
| Support/Advocacy Related to Child Welfare/Protective Services | 60% |
| Support/Advocacy Related to Health Care or Health Care Systems | 47% |
| Transitional or Other Housing Program | 7% |

282 Hotline Calls Answered

Domestic violence hotlines are a lifeline for victims in danger, providing support, information, safety planning, and resources. In the 24-hour survey period, local and state hotline staff answered 282 calls, averaging 12 hotline calls every hour.

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