



WE'RE ON A MISSION

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

www.ywcahartford.org





eliminating racism
empowering women

ywca

Hartford Region



OUR STANCE

YWCA Hartford Region advocates for policy change to promote equity at the intersection of race and gender. Our efforts are rooted in addressing the systemic and structural barriers to equity, opportunity, and security for women, girls and families; centering on women and girls of color. Our approach is inclusive. We engage a broad network of community members, stakeholders and coalitions to build our capacity and maximize our reach to ensure that our efforts are informed and driven by the people most effected by the issues we advocate for.

Our Advocacy and Policy Agenda sheds light on the issues that directly impact communities in the Hartford region; acknowledging that the needs of these communities are evidence of the inequities that still exist throughout Connecticut.

Our focus areas are:

- **Empowerment & Economic Advancement**
- **Health & Safety**
- **Racial and Social Justice**

In 2021 we urge Connecticut lawmakers to take action to pass legislation that dismantles systemic racism, promotes an equitable economic landscape for all and ensures access to quality health care for all women.

EMPOWERMENT AND ECONOMIC ADVANCEMENT PRIORITIES

End Discrimination in Professional and Educational Settings through the CROWN Act

Hair style and hair texture should not result in discrimination. Nevertheless, throughout the country people of color have been discriminated against in professional and educational settings because of their hair. Many states, including California, New York, and New Jersey, have passed the Creating a Respectful and Open World for Natural Hair (CROWN) Act to ensure protection against this form of discrimination by extending statutory protection to hair texture and protective styles in the Fair Employment and Housing Act (FEHA) and state Education Codes. YWCA Hartford Region urges lawmakers to pass the CROWN Act and end discrimination based on hair style and hair texture in the Connecticut.

Remove Barriers to Childcare for Women and Families through Childcare Incubators

Childcare and early education programs help parents obtain and retain employment and further their education, while promoting child development and school readiness. Insufficient affordable childcare across the state and a lack of options leads families to make difficult decisions about quality childcare. Family care options benefit children that thrive in smaller, more culturally responsive settings. YWCA Hartford Region, in collaboration with the Connecticut Early Childhood Alliance, YWCA New Britain and other partners urge lawmakers to change the childcare licensing regulations to allow community stakeholders to engage in incubating home daycare centers in multiple communities including: Hartford, New Britain, Stamford, Bridgeport and New Haven.

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Improve Women's Economic Security through Pay Equity:

The gender pay gap is persistent: on average, women are paid 80 cents for every dollar their male counterparts make—and this gap is even worse for working moms, who earn 68 cents compared to working dads, and for women of color. YWCA Hartford Region, in collaboration with the Connecticut Women's Education and Legal Fund and other partners, urge legislators to close the gender pay gap by requiring employers to:

1. Pay workers equal pay for comparable work.
2. Provide applicants and employees information about salary ranges.

HEALTH AND SAFETY PRIORITIES

Improve Maternal Health Outcomes for Women of Color through Medicaid Reimbursement for Doula Care

Doula care is a valuable supplement to clinical care. The vulnerabilities of pregnancy and childbirth render a clear need for additional support in order to reduce maternal mortality rates for women of color. Doulas serve as support advocates for women who are navigating the challenges of birth and the medical system. YWCA Hartford Region in collaboration with the Connecticut Doula Coalition and other partners, urge legislators to pass legislation permitting Medicaid reimbursement for doula services.

Regulate Medical Care Provided by Department of Corrections

Currently, there are no Connecticut adult prisons accredited by either the American Correctional Association or the National Commission on Correctional Health Care (NCCCHC). These kinds of certifications validate quality of medical care. Unregulated medical practices leave incarcerated women particularly vulnerable. YWCA Hartford Region urges legislators to pass legislation that ensures the Department of Corrections medical care practices are regulated and monitored properly.

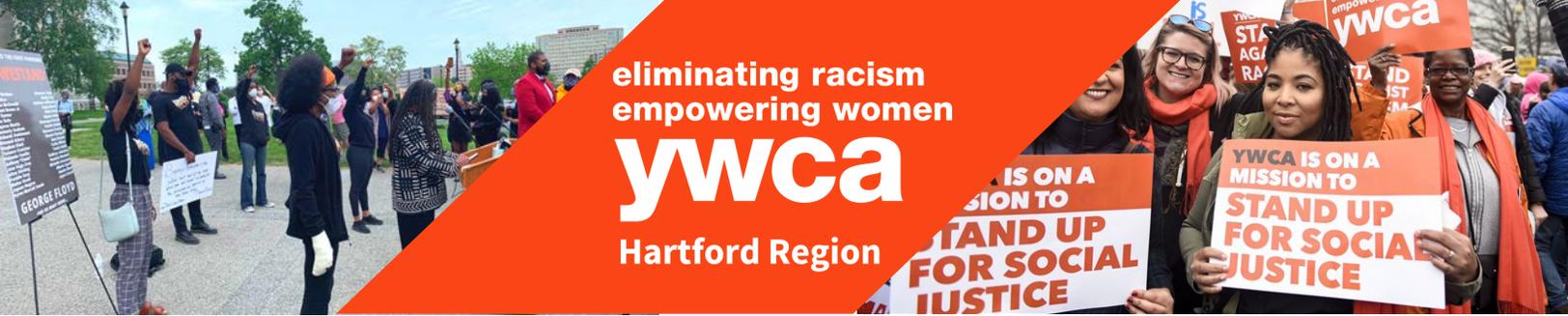
RACIAL AND SOCIAL JUSTICE PRIORITIES

Permanently Implement No Excuse Absentee Ballots

Connecticut is one of six states that does not provide no excuse absentee ballots. During the 2020 elections a record 1,861,086 people turned out to vote out of 2,334,979 registered voters, more votes cast than in any election in Connecticut's history. In response to the COVID-19 pandemic approximately 650,000 votes were cast by absentee ballot, with nearly 10,000 votes from Hartford alone. YWCA Hartford Region urges legislators to ensure access to the vote through no excuse absentee ballots.

Promote Equitable Representation through the 50/50 Campaign

Beginning with municipalities, the 50/50 campaign aims to promote equitable representation; calling for a minimum of 50% women and 50% people of color to be represented on volunteer civic boards and commissions. YWCA Hartford Region urges municipal leaders to act as champions for change in their community by taking these steps to ensure equitable representation.



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JOIN US ON OUR MISSION CONTACT

Melinda L. Johnson

Director, Community Engagement and Advocacy
MelindaJ@YWCAHartford.org
P 860.525.1163 ext #136

HERE'S HOW YOU CAN HELP GET ENGAGED

Advocacy Advisory Committee: Provide feedback from the community on issues, solutions and experiences related to our advocacy and policy agenda.

Social Media Ambassador: Increase community awareness on the issues outlined in our advocacy and policy agenda by sharing our content on social media.

Campaign Support: Make your voice heard on the issues outlined in our advocacy and policy agenda by signing and sharing petitions, contacting your legislators and providing testimony.

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