

Permanent Commission on the Status of Women

2011 RBA Annual Report

(December, 2011)

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Connecticut Government Appointments Project, a Permanent Commission on the Status of Women Initiative

Working to Achieve Political Parity for Connecticut Women

The Connecticut Government Appointments Project (ConnGAP) is an initiative of the Connecticut General Assembly's Permanent Commission on the Status of Women. The goal of the project is to increase the number of highly qualified women appointed to high-level, paid positions in state government.

ConnGAP - Comparison (Previous vs. Current Executive Branch Agencies)

Gender Composition of Select Executive Branch Positions (selected by location)

Month	Women	Men
July 2010	32.7%	67.3%
November 2011	36.4%	63.6%

By the Numbers - Overview of Current Executive Branch Administration*

Gender Composition of Connecticut Executive Branch Agency Top-Level Positions**

Gender	Percentage
Women	34%
Men	66%

Executive Branch Agencies Currently Headed By Women:
 Department of Children & Families
 Office of Consumer Counsel
 Commission on Crime Prevention
 Department of Economic & Community Development
 Office of Finance and Academic Affairs for Higher Education
 Office of the Executive Adjudicator
 Department of Health Services
 Department of Labor
 Department of Motor Vehicles
 Department of Public Health
 Department of Social Services
 Department of Transportation
 Department of Veterans Affairs

Executive Branch Agencies With No Women in Highest Positions:
 Department of Agriculture
 Department of Administrative Services
 Department of Education
 Department of Labor
 Military Department
 Office of Policy & Management
 Department of Public Safety

*13 Executive Branch Agencies currently have no women in highest positions. However, 100% of the agencies have women in the second, third or fourth highest positions. **Includes Commissions & Therapy Services



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December 27, 2011

Dear Members of the Appropriations Committee:

I am pleased to submit the 2011 Annual Report and RBA Report Card for the Permanent Commission on the Status of Women.

This was a year in which women both lost and gained ground in our state: while there was slippage in such areas as pay equity, other significant strides – especially in the area of paid sick leave and EITC legislation – moved women ahead of where they were at this time last year.

The PCSW continues to serve as the State's leading force for women's equality through our work in three key areas: economic security, health and safety, and the elimination of gender discrimination. In this RBA Report, we fulfill our mandate to address these priority areas through:

- Legislative action
- Education and outreach
- Coalition building
- Research and publications
- Convening key groups around vital concerns

Highlights of the year included the release of our Connecticut Government Appointments Project (ConnGAP) Report, which tracked gender parity in Executive Branch appointments, several pieces of legislation which advanced the status of women and families throughout the state, helping improve the guidelines for evidence collection in cases of sexual assault, serving as an impartial voice in hospital mergers, and increasing public awareness about issues critical to women's healthcare.

Thank you for your time and attention. Please do not hesitate to call me with any questions.

Sincerely,

Teresa C. Younger
Executive Director

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PCSW Mandate

The Permanent Commission on the Status of Women 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 to 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 as a liaison between government and private interest groups concerned with services for women;
- Promoting consideration of qualified women for all levels of government;
- Gathering and maintaining current information regarding women of the state;
- Conducting educational and outreach activities intended to raise awareness of issues critical to 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.

In 2008 the PCSW hired the Charter Oak Group, LLC to develop a Results Based Accountability Framework for its agenda. As a result, PCSW has identified 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 results we are striving to achieve. We are still responsible for focusing our efforts on our three “quality of life” desired results, which are:

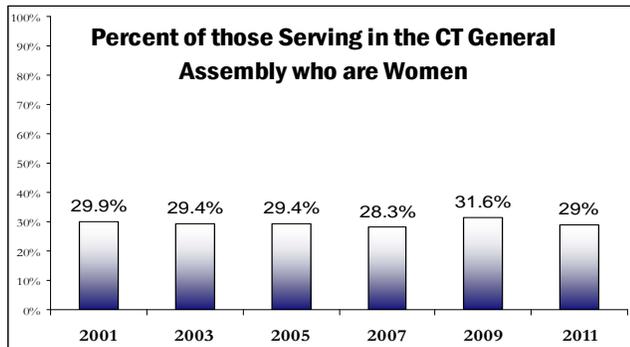
- All Connecticut women are economically self-sufficient;
- All Connecticut women have optimal health and wellness throughout the lifespan; and
- All Connecticut women are free from sex discrimination in all aspect of their lives.

For 38 years, PCSW has been providing 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. PCSW establishes legislative priorities, recommends legislative proposals, testifies on bills and provides information, research and analysis to elected officials and the public regarding issues affecting the status of women across their lifespan. There are 1,790,352 women in the state of Connecticut, which represents 51.2% of the state’s population. Of the state’s female population, 77.6% (1,389,619) are 18 years of age or over and 15.6% (279,415) are 65 years of age or over. Women represent 47.6% of Connecticut’s labor force. Of the female population ages 16+, 62.4% (896,957) are in the labor force, of whom 64.9% have children under the age of 6 years old.

PCSW Results Based Accountability Population Report Card 2011

Quality of Life Result: All Connecticut Women Are Free from Discrimination in All Aspects of Their Lives

Indicator 1: Gender Equity in Representation



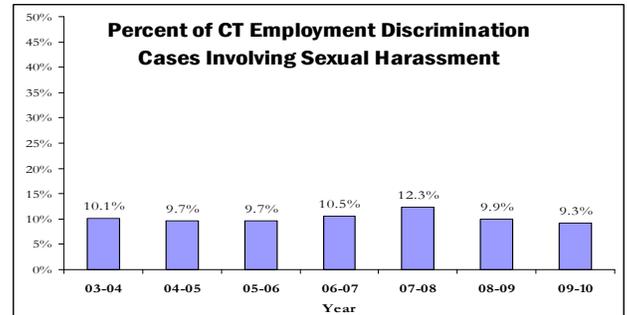
Story behind the baseline: This year, the number of women in state legislatures in the United States decreased. Nationally, women now make up less than a quarter of all state legislators. At this level, the current pace of progress means that it will be 2063 before women gain parity in Congress. In Connecticut, women constitute about 29% of the state's Legislature, 50% of Constitutional offices, and 34% of Executive Branch offices.

Proposed strategy to turn the curve:

- 1) Foster leadership development among women in order to strengthen their social and economic mobility.
- 2) Promote opportunities for women to learn more about the political process through special events and policy training programs.

PCSW supports these strategies by convening the Young Women's Leadership Program (YWLP) and sponsoring the PCSW's Talent Bank. In 2011, we followed through with the CT Government Appointments Project (ConnGAP), an initiative to promote women in leadership in the Executive Branch. Additionally, the PCSW was positioned to promote our strategies through board involvement with the Yale Women's Campaign School, the Hunt Alternative Fund Political Parity Project and the Girl Scouts of Connecticut. Partnerships were maintained and developed with Vision2020, the Office of the Secretary of the State, the YWCA, the League of Women Voters and the Connecticut Women's Hall of Fame; outreach organizations included CT Federation of Women's Clubs, Women and Girls' Funds throughout the state, the CT Women's Alliance and Junior Leagues statewide.

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.

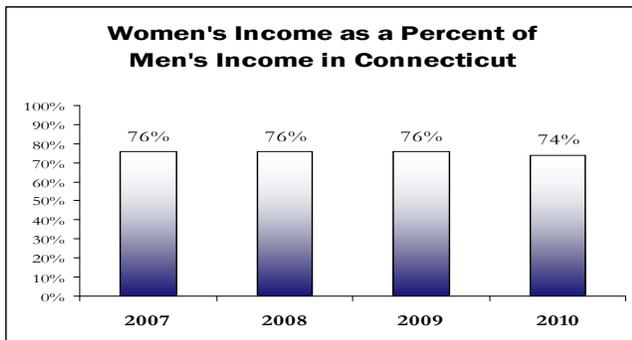
Proposed strategies to turn the curve:

- 1) Foster gender equity in the workplace;
- 2) Provide public education about state sexual harassment laws; and
- 3) Promote outreach activities that support women in non-traditional work environments.

PCSW supports these strategies by monitoring sexual harassment claims within the Dept. of Correction and CT State Police and strategizing ways to promote women in these areas; assisting women seeking to file discrimination complaints with CHRO and monitoring their progress; speaking on panels such as "Women in Black, Blue and Pinstripes: Discrimination in the Justice Professions" and keynoting at the CLEW Annual Meeting; through our legislative agenda and PA 11-55, An Act Concerning Discrimination; and by providing Sexual Harassment Awareness and Prevention Training (SHAPT) to State agencies and educational institutions such as CCSU and Gateway Community College.

*CHRO is unable to provide updated information due to internal staff changes.

Indicator 3: Pay Equity in Connecticut



Story behind the baseline: In Connecticut, female workers are still paid, on average, only 74 cents for each dollar made by men for the same job. Women of color earn significantly less, with black women earning 62 cents and Hispanic women earning 53 cents for every dollar men earn. 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.

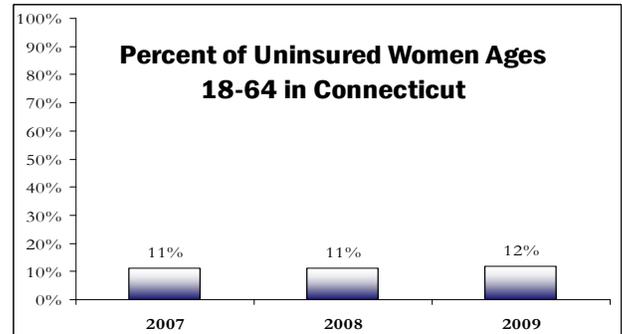
Proposed strategies to turn the curve:

- 1) Foster gender equity in the workplace; examples include supporting training programs on how to negotiate 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 when they update their data collection processes.

PCSW supports these strategies each year through a concerted public awareness campaign around Pay Equity Day. This campaign includes our "Got Equality?" poster series which is available to the public, placement of information in state employee paychecks and our sending curriculum on pay equity to high schools throughout the state. We also sponsor activities through the Girls' Collaborative, the WAGE Project, through speaking engagements and our legislative agenda.

Quality of Life Result: 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, un-insurance 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.

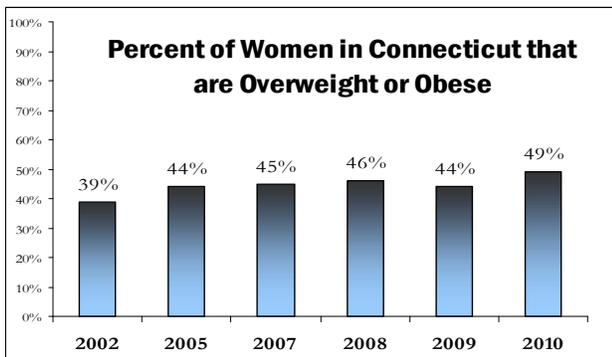
Proposed strategies to turn the curve:

- 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 access comprehensive reproductive care and education.
- 3) Monitor state and federal legislation in order to ensure full access to women's health care.

PCSW supports these strategies by collaborating with the Commission on Health Equity, the HealthFirst and Primary Care Access Authorities, the Connecticut Coalition for Choice, the Universal Health Care Foundation, Raising Women's Voices, MergerWatch, and the Commission on the Standardization of Evidence in Sexual Assault Investigation. Additionally, we monitor the actions and recommendations of the Sustinet Cabinet and the Health Insurance Exchange Board and through our legislative agenda and the passage of PA 11-58, AAC Healthcare Reform and PA 11-83, AA Requiring Certificate of Need Approval for the Termination of Inpatient and Outpatient Services by a Hospital.

*Data source provides statistical updates biannually. Next update will be available in 2012.

Indicator 2: Obesity



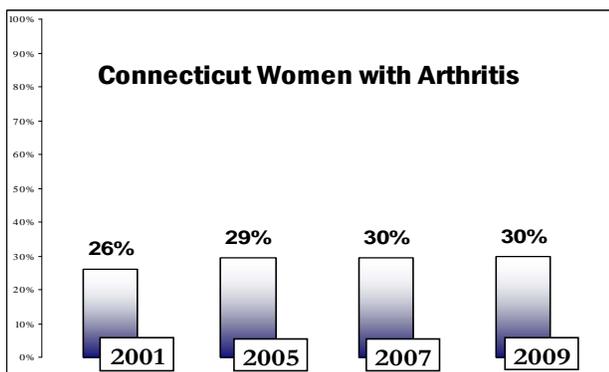
Story behind the baseline: Half (49%) of Connecticut women are overweight or obese. Women's cardiovascular health is compromised by obesity. Heart disease kills 172 of every 100,000 U.S. women and 162 of every 100,000 Connecticut women.

Proposed strategies to turn the curve:

- 1) Promote a woman's right to healthcare, through nutrition, exercise and wellness promotion; and
- 2) Require State agencies and insurance companies to collect and report data on strategies to promote wellness.

PCSW supports these strategies by partnering with the Connecticut Association of Directors of Health, the African-American Affairs Commission and the Latino and Puerto-Rican Affairs Commission; member participant on the Health Information Technology Exchange of Connecticut Special Populations Committee 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:

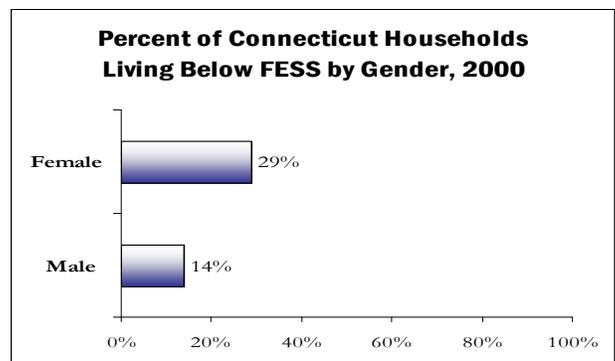
- 1) Support universal health care to provide health coverage to all Connecticut women, regardless of their employment, immigration or economic status. Examples include access to specialty care, durable medical equipment and prescription drugs; and
- 2) Promote gender-specific medicine and gender-based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

PCSW supports these strategies by partnering with the Connecticut Elder Action Network, the Commission on Aging, Yale Women's Research and the Commission on Health Equity, as well as through our legislative agenda such as PA 11-23, AAC the Establishment of a Lupus Education and Awareness Plan.

*Data source provides statistical updates biannually. Next update will be available in 2012.

Quality of Life Result: All Connecticut Women are Economically Self-Sufficient

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



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.

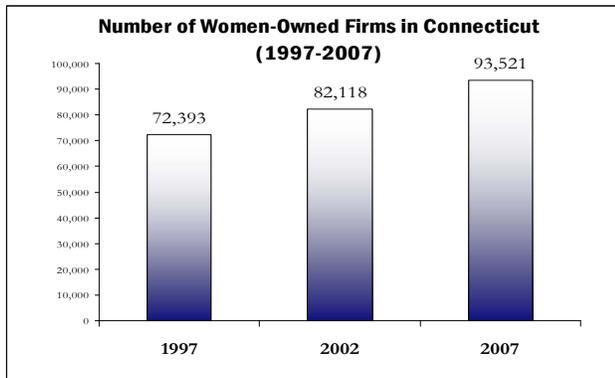
Proposed strategies to turn the curve:

- 1) Foster family-friendly policies to promote women's earning potential, including flexible benefits, telecommuting, paid FMLA and expanding 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 FESS Advisory Group/Wider Opportunities for Women and the CT measure itself; as well as the Family Economic Sufficiency Program at Norwalk Community College. We also work with the Nat. Mother's & Caregivers Economic Rights Advisory Committee, Career Ladders Advisory Committee, the Coalition for a Working CT, the Everybody Benefits Coalition, the Commission on Child Support Guidelines, the Child Day Care Council, and through our legislative agenda and the passage of PA 11-52, AA Mandating Employers Provide Paid Sick Leave to Employees and PA 11-6, EITC.

Indicator 2: Business Ownership



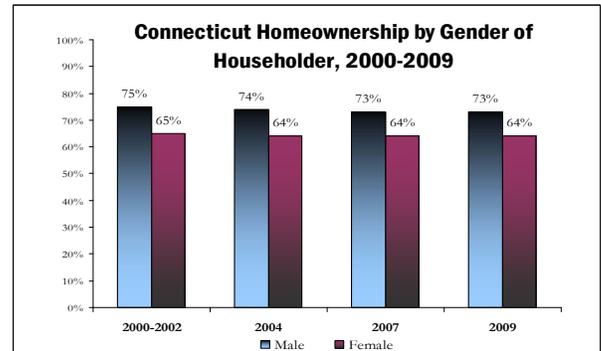
Story behind the baseline: Almost one-third of businesses in Connecticut are owned by women. Such enterprises have increased dramatically in numbers, sales and employees. Over the last decade there was a 29% increase in the number of women-owned firms in the state.

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) 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 that promote women-owned businesses and women in business through partnerships with the Women's Business Development Council, the Hartford Business Journal, the Connecticut Women's Alliance; and outreach activities and conferences like Google's Connecticut Get Your Business Online and the Chamber of Commerce of Eastern Connecticut's Women's Business Network, as well as through our legislative agenda, PA 11-48, minority business enterprise disparity study.

Indicator 3: Homeownership



Story behind the baseline: Given the historic difficulty women have had owning, acquiring, and inheriting property, they have lagged behind in ownership of this important asset. In Connecticut, there is a ten-percentage-point difference in rates of homeownership 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 supportive housing opportunities, the lack of 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 State Treasurer, as well as through our legislative agenda.

Population Report Card Data Development Agenda

For our Population Report Card there are several important indicators of progress 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

PCSW Results Based Accountability Performance Report Card 2011

- All Connecticut in Women are Free from Discrimination in all Aspects of their Lives
- All Women in Connecticut Have Optimal Health and Wellness throughout their Lifespan
- All Women in Connecticut are Economically Self Sufficient

Approach 1: Research

The Permanent Commission on the Status of Women gathers and maintains current information regarding Connecticut women that can be used to better understand the status, condition and contributions of such women. Research is gender- and Connecticut-specific and is done both in-house and in conjunction with national organizations. In 2011, we partnered with the Institute for Women’s Policy Research and the PEW Foundation and drew on in-house generated reports from such authoritative sources as the U.S. Census, Department of Labor, NCSL and the Center for American Women and Politics at Rutgers.

Measure: Number of publications accessible to the public and legislators

Publications	
• Legislative Agenda	1
• Legislative Report	1
• ConnGAP Report	1
• Trafficking in Persons Council Annual Report	1
• PCSW RBA/Annual Report	1
Number of Research Briefs	27
Number of National Reports for which we were CT conduit	2

Approach 2: Legislative Action

The Permanent Commission on the Status of Women reviews and comments on any proposed state legislation or recommendations that may affect women of the state and provides copies of any such comments to members of the General Assembly. Our legislative activities integrate our three key priorities. The Connecticut General Assembly adopted 5% of the bills that PCSW

supported. In 2011, the Connecticut General Assembly adopted 9% of the health-related bills that PCSW supported and adopted 3% of the bills that PCSW supported concerning economic security. Full list of bills is included in this report.

Measure: Percent of Positive Actions on Legislative Agenda

Number of bills monitored	208
Number of bills testified on	45
Number of bills with positive action	11
Rate of success	5%
Number of committees PCSW made recommendations to	13
Number of legislative meetings	48
Number of requested legislative mtgs.	64

Actions:

- 1) PCSW will identify legislators to take greater leadership on PCSW priority issues.
- 2) PCSW will enhance monitoring of implementation issues once legislation is enacted and assess the effectiveness of resulting policies for women when brought to the attention of the PCSW.

Approach 3: Assess State programs, policies and procedures

The Permanent Commission on the Status of Women advises the General Assembly and Governor on the coordination and administration of State programs that affect women of the state. In 2011, we influenced the programs, procedures and policies of the Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigations, the Commission on Health Equity, the Commission on Human Rights and Opportunities, the Office of Health Care Access and Central Connecticut State University, to name a few.

Measure: Number of substantive interactions with State agencies

Number of State agencies engaged by PCSW	24
Number of State employees trained	329

Approach 4: Information and Referral

The Permanent Commission on the Status of Women gathers and maintains current information regarding women of the state that can be used to better understand the status, condition and contributions of such women. The PCSW is not a direct service agency; however, each year hundreds of women and men turn to PCSW for help and information. The top reasons for calls to PCSW include questions about pregnancy discrimination, family and medical leave, and other workplace issues.

Measure: Requests for Assistance

General Requests for Assistance	211
Number of Complaint Referrals Made to CHRO	15

Actions:

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

Approach 5: Partnership Building

The Permanent Commission on the Status of Women acts as a liaison between the women of the state and government agencies. We represent women in the State on a variety of mandated partnerships and other coalitions on which we participate.

Measure: Number of Coalition and Task Force Activities

Number of coalitions PCSW is represented on	11
Number of mandated commissions/ task forces PCSW is represented on	9
Number of boards PCSW is represented	6
Number of formal leadership roles PCSW has taken	8
National Representation <ul style="list-style-type: none"> • Wider Opportunities for Women • National Association of Commissions on Women • National Organization for Women • National Mothers & Caregivers 	

Economic Rights Advisory Committee <ul style="list-style-type: none"> • Hunt Alternatives Fund Political Parity Project 	
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Actions:

- PCSW will identify to what extent partnerships resulted in positive environments for women business owners.
- PCSW will bring health, labor, business and workforce partners together.
- PCSW will work to highlight our efforts through outreach and the media.

Approach 6: Leadership Development

The Permanent Commission on the Status of Women promotes consideration of qualified women for all levels of leadership positions. To foster this approach we have developed the following projects:

- The Talent Bank engages appointing authorities to make appointments to State boards and commissions by utilizing our electronic database populated with the names and resumes of women throughout the state.
- The Connecticut Government Appointments Project (ConnGAP) allows us to work with the Executive Branch to recruit and promote women to the highest policy level positions.
- The Young Women’s Leadership Program (YWLP) promotes awareness and inspires and empowers young women, ages 18-35, through leadership and networking activities.

Measure: Number of Women Available for leadership opportunities

Number of women in Talent Bank	308
Number of young women connected through YWLP	387
Number of resumes collected through ConnGAP	103
Number of names sent through ConnGAP	61

Actions:

- 1) PCSW will monitor and revise Talent Bank and its informational process;
- 2) PCSW will expand the opportunities for women to be involved on State boards and commissions and corporate and nonprofit boards.
- 3) PCSW will enhance monitoring of implementation of administrative policies and assess the effectiveness of such policies as they affect women.

Approach 7: Training

The Permanent Commission on the Status of Women conducts Sexual Harassment Awareness and Prevention Trainings and workplace discrimination trainings for state employees and state agencies.

Measure: Provide Employment Discrimination Training

Sexual Harassment Awareness and Prevention Training Attendees	145
Workplace Discrimination Investigation Training Attendees	184

Actions:

- 1) PCSW will provide Sexual Harassment Awareness and Prevention trainings.
- 2) PCSW will provide Workplace Discrimination Investigation trainings.
- 3) PCSW will evaluate State agency compliance with anti-discrimination trainings requirements.

Approach 8: Public Education & Outreach

The Permanent Commission on the Status of Women conducts educational and outreach activities intended to raise awareness of critical issues for women of the state.

Measure: Numbers of Target Audiences Reached

Number of Speaking engagements	53
Number of print/online and blogged media hits	87
Number of TV and radio interviews	9
Number of electronic newsletters sent	11
Number of networking events PCSW hosted	4
Number names sent the electronic newsletter monthly including legislators and staff	5,246
Number of Pay Equity Button distributed	500
Number of paycheck inserts distributed	77,000
Monthly Media Contacts	285
Number of Web hits	34,110
<i>Social Media Statistics</i>	
Number of Tweets	925
Number of Twitter followers	716
Number of fans on Facebook	1,146
Number of people Linked-in	818

PCSW Performance Report Card Approaches and 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 quantitative ways to measure all of our approaches. The following are the general approaches that PCSW uses to support the strategies outlined in this document:

- Research
- Legislative Action
- Assess State programs, policies and procedures
- Information and referral
- Partnership building
- Leadership development
- Training
- Public education and outreach

There are several important measures of performance that require further data development. The most critical of these include:

- Assessing the impact of enacted legislation on women.
- Gauging increased website activity as a result of each of our distinct approaches.

Administrative Activities

STATE AND MUNICIPAL AGENCY ACTIVITIES

To fulfill its mandate to advise the General Assembly and governor on policies, programs and services that will foster progress for women, and to act as a liaison between women and government agencies, the PCSW has conducted the following activities.

Eliminating Discrimination

- Connecticut Government Appointments Project (ConnGAP) is a bold new initiative of the PCSW which seeks to achieve political parity for women by working with the Executive Branch to ensure that qualified women are appointed to high-level, paid positions in State agencies and offices. Although women comprise 51% of the state's population, they make up only 34% of top offices in State agencies, including those of commissioner, executive director and chief advocate. ConnGAP presented the governor's office with the names and resumes of highly qualified candidates for consideration for about 75 high-level, paid appointments. Of the more than 100 resumes we received 60+ were submitted to the governor's transition team. In November we reported on how the Malloy Administration had done on getting women appointed to key positions. Organized over 80 groups to participate in the ConnGAP Coalition;
- Revised and updated the Talent Bank to get more women appointed to boards and commissions;
- Continued existing relationship with the Department of Corrections to monitor sexual harassment complaints. Performed administrative audit on DOC sexual harassment complaints over last three years and submitted copies of findings to the Governor and Commissioner Arnone;
- Continued to monitor and make recommendations to address the issues regarding the promotion of women in the State Police force;
- Along with CHRO trained Affirmative Action Officers and Attorney General Designees on affirmative action investigations, methods and practices.
- Provided sexual harassment awareness and prevention trainings to State employees;
- Assisted callers in filing employment discrimination complaints with the Commission on Human Rights and Opportunities;
- Member participate on CHRO regulations review working group.

Economic & Financial Security

- Collaborated with and supported legislation for education paraprofessionals to receive the same FMLA benefits as other city employees;
- Monitored and provided expertise to the University of Connecticut regarding its workplace bullying policy;
- Statutory member of Child Day Care Council and the Commission for Child Support Guidelines;
- Represented the interests of women on the TANF Council;
- Member participant of the Family Child Care Work Group, Executive Order #9;
- Met with Sens. Leiberman and Blumenthal's offices to talk about American Jobs Act and Federal budget cuts.
-

Women's Health & Safety

- Monitored recommendations regarding the University of Connecticut's policy on the response to and reporting of sexual assault on campus;
- Collaborated with education paraprofessionals to secure health insurance and family and medical leave benefits;
- Statutory member of the Commission on Health Equity and the Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigation;
- Member participant of the Statewide Primary Care Access Authority;
- Statutory member, convener and staff of Trafficking in Persons Council;
- Member participant of Health Information Technology Exchange of Connecticut Special Populations Committee;
- Monitored Sustinet Cabinet and Health Insurance Exchange Board.;
- Member participant of the Health Insurance Exchange Planning Grant Committee;
- Monitored hospital mergers: Waterbury/St. Mary's/LHP and Yale-New Haven/ St. Raphael's;
- Promoted open dialogue by arranging a meeting with Comptroller, Health Care Advocate, Mergerwatch and Waterbury Hospital.

EDUCATION AND OUTREACH ACTIVITIES

To fulfill its mandate to raise awareness of critical issues for women of the state, and to act as a liaison between women and government agencies, PCSW conducted and participated in the following activities.

Eliminating Discrimination

- Vision 2020, a national project focused on advancing gender equality by energizing the dialogue about women and leadership;
- Keynoted or spoke at: ECSU Women's Center; Trinity College Public Policy and Women's History classes; UConn School of Social Work; Council on Philanthropy Annual Women and Girls Funds Meeting; CT-N Civic Health Live Town Hall Meeting; CT Association of Diversity and Equity Professionals Annual Meeting;
- Moderated: NCC "Women and the Environment"; SCSU "Women in Black, Blue and Pinstripes: Discrimination in the Justice Professions; Alpha Kappa Alpha "Women and the Economy"; Housatonic CC International Women's Day;
- Hosted: Turning on the Lights with the Center for Community Change, and Women's Day at the Capitol;
- Provided leadership and expertise on the following boards or coalitions: Connecticut National Organization for Women, Connecticut Women's Hall of Fame, Girl Scouts of Connecticut, Women's Campaign School at Yale, Hunt Alternative Fund National Political Parity Project and the Anti-Discrimination Workgroup;
- Fielded and/or solicited media contacts, including inquiries from print and online media including Journal Inquirer, CT Mirror, Hartford Courant, Hartford Business Journal, CT Radio Network, New Haven Register, WSHU Radio, WNPR, CT News Junkie, Killingworth-Durham-Middlefield Patch, Sound Waves (AAUW Newsletter), The Day, The Republican-American, The Hartford Courant, Women's E-News, The Hartford Advocate, Daily Kos, Bridgeport News.com, West Hartford News, Mansfield/Storrs Patch, WSHU Radio, CT Post and Journal Inquirer;
- Issued media releases on Set-Asides for Minority-Owned Businesses;

Economic & Financial Security

- Supported efforts to highlight women-owned businesses in conjunction with the Google: Get Your Business Connected Online, YWCA, Office of the State Treasurer, Office of the Secretary of the State, Chamber of Commerce of Eastern Connecticut Women's Business Group, Bridgeport Chamber of Commerce and Middlesex Chamber of Commerce;
- Collaborated with Commission on Aging to support Wider Opportunities for Women (WOW) on its Building Bridges Campaign to ensure economic security for families in Connecticut;
- Moderated: Hartford Business Journal's Women in Business,
- Keynoted or spoke at: CLEW Annual Meeting; AAUW Middletown Pay Equity Day; CT Women's Alliance Woman of Distinction; AARP/CPTV Realities of Retirement; Connecticut Women's Forum; Bella Abzug Leadership Institute; City of Hartford Women in Politics; Connecticut Community Foundation Women's Initiative Fund Annual Meeting;
- Coordinated public awareness campaign activities around Pay Equity Day including Governor's proclamation, paycheck inserts, high school curriculum outreach and local town proclamations;
- Hosted Women's Policy Training with CCADV and Federation of Women's Clubs;
- Provided leadership and expertise on the following boards or coalitions: National Association of Commissions for Women, Norwalk Community College Family Economic Security Program Advisory Council, Coalition for a Working Connecticut, Family Economic Self-Sufficiency National Policy Group, Family Law Workgroup, Financial Economic Security Network, Everybody Benefits Campaign, and Welfare Working Group, Campaign for Working Connecticut, Civic Health Advisory Council, National Mother and Caregivers Economic Rights Advisory Committee;
- Issued media releases on Pay Equity, Washington D.C. Economic Summit, Women's Equality Day Voter Registration Drive by YWLP, Women's Campaign School at Yale, AARP Report on Family-Friendly Workplace Policies, PEW Study Points to Gender Disparity in Economic Recovery, Paycheck Fairness Act.

Women's Health & Safety

- Keynoted or spoke at: CPTV Women's Health Town Hall Meeting; CT Public Health Association: All Policy is Public Health Policy; Byllye Avery and Raising Women's Voices: ACA and Women's Health;
- Provided leadership and expertise on the following boards or coalitions: Universal Healthcare Foundation of Connecticut, Health Justice Connecticut, AHEC, Coalition for Choice, Medicaid Managed Care Council, and Medicaid Strategy Group;
- Issued media releases on Title X Budget Cuts, Paid Sick Days, Trafficking in Persons Council, Lupus Bill, Changes to Certificate of Need.

Legislative Activities

LEGISLATIVE RECOMMENDATIONS

Through testimony, PCSW monitored several bills that would have addressed eliminating gender discrimination, improving economic and financial security, and enhancing women's health and safety. PCSW made specific recommendations to the Legislature on the following issues:

Eliminating Gender Discrimination: PCSW made recommendations to the Government Administration & Elections, Judiciary, and the Labor & Public Employees Committees.

Economic & Financial Security: PCSW made recommendations to the Commerce, Higher Education & Employment Advancement, Housing, Human Services, Insurance & Real Estate, Judiciary, Labor & Public Employees, and Public Health Committees, and the Select Committee on Children.

Women's Health & Safety: PCSW made recommendations to the Aging, Appropriations, Higher Education & Employment Advancement, Human Services, Insurance & Real Estate, Judiciary, Labor & Public Employees, and Public Health Committees.

LEGISLATIVE PRIORITIES

The Permanent Commission on the Status of Women 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.

Eliminating Discrimination

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

Tax Regulation – Monitored tax proposals and worked to ensure that no such proposal will disproportionately and adversely impact women.

Economic & Financial Security

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

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

Education and Training - Supported proposals to increase adult-education and occupational-skills training programs for low-skill, low-wage, and incumbent workers.

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

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

Housing – Supported 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 – Supported measures to increase funding for services and shelter staff in domestic violence programs.

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

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

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

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

LEGISLATIVE SESSION SUMMARY

Eliminating Gender Discrimination

The following bills to address gender discrimination passed:

Public Act 11-55, An Act Concerning Discrimination (H.B. 6599)

Effective: October 1, 2011.

Prohibits discrimination on the basis of gender identity or expression in employment, public accommodations, the sale or rental of housing, the granting of credit and other laws over which the Commission on Human Rights and Opportunities (CHRO) has jurisdiction. Gender identity or expression is defined as: a person's gender-related identity, appearance or behavior, whether or not that identity, appearance, or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth.

H.B. 5877, An Act Concerning the Set-Aside Program for Minority Business Enterprises and Establishing a Supplier Diversity Council

Original bill failed but the concept was passed in PA 11-48. Effective upon passage.

Requires the Commission on Human Rights and Opportunities to conduct a disparity study, in consultation with the Department of Administrative Services. The study must generate statistical data on the supplier diversity program, formerly the state's set-aside program, to determine whether it is achieving the goal of helping small contractors and minority business enterprises obtain state contracts.

CT Impact. There are 781 certified women business enterprises in the diversity supplier program.ⁱ The last disparity study was done 25 years ago.

Economic & Financial Security

The following bills to address economic and financial security passed:

Public Act 11-43, An Act Concerning Access to Postsecondary Education (sH.B. 6390)

Effective: July 1, 2011.

Extends in-state tuition benefits to people without legal immigration status if the person: 1) resides in-state; 2) attended any educational institution in-state and completed at least four years of high school; 3) graduated from an in-state high school or the equivalent; and 4) is registered as an entering student at an in-state public or community-technical college.

Public Act 11-52, An Act Mandating Employers Provide Paid Sick Leave to Employees (S.B. 913)

Effective: January 1, 2012.

Requires employers that employ 50 or more "service workers" in-state to provide accrued paid sick leave up to 5 days a year. An employee can use the sick leave for themselves, or their spouse or child's physical or mental illness, injury, or health condition.

Impact on Women: In CT, 550,000 employees do not have paid sick days.ⁱⁱ Women make-up a large percentage of “service workers” as follows: Healthcare Support Occupations: 87%; Health Technologist and Technicians: 81%; Personal Care and Service Occupations: 74.9%; Education, Training and Library Occupations: 74%; and Food Preparation and Serving Related Occupations: 54%.ⁱⁱⁱ

Public Act 11-54, An Act Concerning Requirements for Early Childhood Educators (s.B. 927)

Effective July 1, 2011.

Modifies qualifications for early childhood educators that work for state-funded programs to require that 50% of them have a bachelor’s degree or a teaching certificate in early childhood education by June 30, 2020. The Department of Education (SDE) must develop a plan to meet the requirements, including strategies to retain individuals who do not meet the qualifications. SDE is authorized to expend \$500,000 from unspent funds. **Exemptions:** Individuals who 1) are employed as teachers on or before June 30, 2015 by an early childhood education program accepting state funds, and; 2) have a credential, associates degree, or bachelor’s degree that includes 12 credits or more in early childhood education or child development; or a teaching certificate with an endorsement in early childhood education or special education.

CT Impact: Childcare affects women on two levels – the mothers who need it to work, and the childcare workforce, which is predominately female. There are 7,710 early childhood educators.^{iv} Of these educators, 60% of teachers and 16% of assistant teachers currently have an associates degree or higher.^v Therefore, there is a significant gap between the current educational credentials and the 2020 goal.

Public Act 11-223, An Act Concerning Preventing the Use of Credit Scores by Certain Employers in Hiring Decisions (s.B. 361)

Effective October 1, 2011.

Prohibits employers from requiring an employee or prospective employee to request a credit report as a condition of employment. **Exceptions:** does not apply if 1) it is a financial institution; 2) the report is required by law; 3) the employer reasonably believes the employee committed a violation of the law related to the employee’s job; or 4) the report is substantially related to the employee’s current or potential job or the employer has a bona fide purpose that is substantially job-related and is disclosed to the employee or applicant in writing. Violations of this law may be reported to the Department of Labor.

S.B. 41, An Act Concerning a State Earned Income Tax Credit

Original bill failed but the concept was passed in PA 11-6. Effective upon passage and applicable to taxable years beginning January 1, 2011.

Establishes a refundable state earned income tax credit equal to 30% of the federal credit.

CT Impact: Low-wage families, disproportionately headed by women, stand to gain \$900 per year.^{vi}

S.B. 1042, An Act Concerning a Pilot Project Under the Jobs First Employment Services Program

Original bill failed but the concept was passed in PA 11-44. Effective July 1, 2011.

Requires the Departments of Social Services (DSS) and Labor to implement a pilot program, within available appropriations, for up to 100 people who receive Temporary Family Assistance (TFA) benefits and participate in the Jobs First Employment Services (JFES) program. The pilot must provide intensive case management services to identify employment goals and support services, training, education and work experience needs. It also requires DSS to extend TFA benefits beyond 21 months to pilot participants who have: made a good faith effort to comply with the pilot requirements; have not received more than 60 months of TFA benefits, and; who have not been granted more than two extensions.

CT Impact: 83% of JFES participants are female. Of all participants, 65% are engaged in job search activities; 88% report having one or more barriers to employment; 24% cite childcare as a barrier to employment.^{vii}

H.B. 5417, An Act Establishing a College Transition Pilot Program Requiring Adult Education Programs to Offer Remedial Education Classes

Original bill failed but the concept was passed in PA 11-48. Effective July 2, 2011.

Requires the Department of Education, in consultation with the Department of Higher Education, to establish two college transition pilot programs. The program must offer college preparatory classes to adults who have a high school diploma or its equivalent, and require intensive postsecondary developmental education that will enable them to enroll directly in a higher education institution program that awards college credits.

Women's Health & Safety

The following bills to address women's health and safety passed:

Public Act 11-23, An Act Concerning the Establishment of a Lupus Education and Awareness Plan (sH.B. 6481)

Effective July 1, 2011.

Establishes an "Interagency and Partnership Advisory Panel on Lupus," within the Department of Public Health. The panel must analyze and conduct a needs assessment on the current state of education on lupus. PCSW has been named as an appointed panelist.

CT Impact: 17,000 people in CT have lupus. 90% of all individuals diagnosed with lupus are women and people of color.

Public Act 11-33, An Act Concerning State Employees and Training to Deal with Workplace Violence (sH.B. 5174)

Effective: October 1, 2011.

Requires the Department of Administrative Services to develop and provide an employee training program on workplace violence awareness, prevention, and preparedness.

Impact on Women: Bullying is 4 times more prevalent than illegal forms of "harassment." 37% of American workers, an estimated 54 million people, have been bullied at work. 49% of American workers, 71.5 million workers, are affected when witnesses are included. 58% of all perpetrators are women. 81% of female bullies, and 71% of male bullies target women.^{viii}

Public Act 11-58, An Act Concerning Healthcare Reform (sH.B. 6308)

Effective: July 1, 2011.

Requires the Comptroller to offer employee and retiree health insurance coverage under "partnership plans" to non-state public employers beginning January 1, 2012, and to nonprofit employers beginning January 1, 2013.

Public Act 11-152, An Act Concerning Domestic Violence (sH.B. 6629)

Effective October 1, 2011.

Increases protection for victims of domestic violence by 1) exempting victims from certain criminal liability; 2) extending protection to those in dating relationships; and 3) requiring offenders to surrender any firearms they possess to the public safety commissioner. It also establishes a task force to evaluate law enforcement agencies' policies and procedures for responding to incidents of family violence and restraining and protective order violations, and develop a model statewide policy.

Impact on Women: Domestic violence is primarily a crime against women. In 2001, women accounted for 85% of all the victims of intimate partner violence.^{ix} In Connecticut, there were 149 intimate partner fatalities between 2000 and 2009; 87% of the victims were female and 90% of the perpetrators were male.^x

Public Act 11-153, An Act Concerning the Creation of a Replacement Birth Certificate Pursuant to a Gestational Agreement (sH.B. 6631)

Effective: October 1, 2011.

Defines "gestational agreement" as a written agreement for assisted reproduction between a woman who agrees to carry a child to birth and the intended parents. The woman carrying the child to birth must not have contributed genetic material to the child. The intended parent is identified as such whether or not there is a genetic relationship between the intended parent and child. It also eliminates the requirement for the birth mother's name on a replacement birth certificate, and instead requires DPH to name the intended parents on the replacement birth certificate.

Public Act 11-159, An Act Concerning the Recommendations of the National Prison Rape Elimination Commission (H.B. 6642)

Effective: October 1, 2012.

Requires state and municipal agencies that incarcerate or detain adult offenders, including immigration detainees, to adopt and comply with 29 national standards to prevent, detect, monitor, and respond to sexual abuse.

CT Impact: Of the 17,500 people in jail, 1,107 are women, housed in the state's only female prison, York Correctional Institution.^{xi}

Public Act 11-167, An Act Concerning Insurance Coverage for Breast Magnetic Resonance Imaging and Permitting Districts to Join Municipalities and Board of Education to Procure Health Care Benefits (sS.B. 10)

Effective: October 1, 2011, except the requirement for insurance coverage is effective January 1, 2012.

Requires certain health insurance policies to cover magnetic resonance imaging of a women's entire breast if 1) a mammogram shows heterogeneous or dense breast tissue; 2) a women is considered at an increased breast cancer risk because of prior breast cancer history, family history, positive genetic testing, or other indications determined by a physician or advanced-practice registered nurse.

Public Act 11-180, An Act Concerning Notification by the Department of Children and Families When a Youth is Arrested for Prostitution and Out-of State Placements of Children and Youth (sS.B. 1044)

Effective October 1, 2011.

Requires a police officer who arrests a 16- or 17- year-old on prostitution charges to report suspected child abuse or neglect to the Department of Children and Families (DCF).

CT Impact: DCF identified 78 U.S. born victims of human trafficking during 2008 to 2011. The victims ranged in age from 13 to 18 and are 100% female.^{xii}

Public Act 11-183, An Act Requiring Certificate of Need Approval for the Termination of Inpatient and Outpatient Services by a Hospital (H.B. 5048)

Effective upon passage; limited in PA 11-242.

Prior to 2010, hospitals seeking to terminate inpatient or outpatient services were required to file a certificate of need application to the Office of Health Care Access (OCHA). This requirement was eliminated when OCHA merged into the Department of Public Health. This requirement was fully restored in PA 11-183; however it was subsequently limited to inpatient or outpatient services eligible for reimbursement under Medicare and Medicaid in PA 11-242.

The following health and safety related concepts were passed in the following budget or implementer bills:

Public Act 11-44, An Act Concerning the Bureau of Rehabilitative Services and Implementation of Provisions of the Budget Concerning Human Services and Public Health (S.B. 1240)

AIDS Program Waiver (Medicaid): Reduces, from 100 to 50, the number of people eligible to participate in the home and community-based services waiver for people with HIV or AIDS who would otherwise need institutional care (*Effective July 1, 2011*).

AIDS Services for Rape Victims: Directs the Department of Public Health to establish and contract for the administration of a program to provide funds for physician-prescribed drugs for non-occupational post-exposure prophylaxis for HIV (*Effective July 1, 2011*).

CT Home Car Program for Elders: Increases cost sharing from 6% to 7% of service costs (*Effective July 1, 2011*).

Foreign Language Interpreters (Medicaid): In 2009, the Legislature passed a law requiring the Department of Social Services to amend the state plan to include these services for any beneficiary with limited English proficiency. The plan was not amended, and this law continues the directive with an implementation date of July 1, 2013 (*Effective July 1, 2011*).

Medicaid for Low-Income Adults: Permits the Department of Social Services to amend the Medicaid state plan to establish an alternative benefits package and limit medical service provider rates. Areas that may be considered for limitations are: office visits; independent therapy services; emergency room services; hospital visits; medical equipment, devices, and supplies; ambulatory surgery center services; pharmacy services; nonemergency medical transportation; and, home care agency services (*Effective July 1, 2011*).

Non Emergency Dental Services (Medicaid): Adult services are limited to one periodic exam, one dental cleaning, and one set of bitewing x-rays per year (*Effective July 1, 2011*).

Podiatry (Medicaid): Restores coverage for podiatry services (*Effective July 1, 2011*).

Smoking Cessation (Medicaid): In 2002, the Legislature passed a law requiring the Department of Social Services to amend the state plan to cover smoking cessation treatment. The plan was not amended, and this law continues the directive. It also provides coverage for all prescription and over-the-counter drugs and counseling (*Effective January 1, 2012*).

Public Act 11-48, An Act Implementing Provisions of the Budget Concerning General Government (H.B. 6651)

Eyeglass Benefit (Medicaid): Limits the benefit to one pair of glasses every two years, rather than each year. If a health care provider determines that there is a change in the recipient's medical condition, the recipient may get a second pair of glasses (*Effective July 1, 2011*).

Public Act 11-242, An Act Concerning Various Revisions to Public Health Related Statutes (sH.B. 6618)

Breast and Cervical Cancer Early Detection and Treatment Referral Program: The existing law requires the Department of Public Health to provide unserved and underserved populations with clinical breast examinations, screenings mammograms and pap-tests. This law raises the minimum age requirement from 19 to 21, and eliminates the previously required 60-day follow-up pap test for victims of sexual assault (*Effective October 1, 2011*).

Expedited Partner Therapy: Allows a prescribing practitioner who diagnoses a patient as having chlamydia or gonorrhea to prescribe and dispense oral antibiotics to the patient and the patient's partner (*Effective October 1, 2011*).

Licensed Practical Nurses: Allows a licensed practical nurse to carry out the orders of a physician's assistant, podiatrist, optometrist, physician, or dentist, under the direction of a registered nurse (*Effective upon passage*).

SUBMITTED TESTIMONY

PCSW monitored 208 bills and submitted testimony on the following bills before 13 committees. For further information on bills, go to www.cga.ct.gov and type in the bill number in the search box at the top of the page.

Eliminating Gender Discrimination

- PA 11-55, AAC Discrimination (HB 6599)
- SB 482, AAC the Labor Department and the Provision of Statistical Information to the United States Office of Management and Budget
- HB 5461, AAC Protection for Employees who Breastfeed or Express Milk in the Workplace
- HB 5475, AAC State Contracting with Businesses Owned by Minorities and Persons with Disabilities
- HB 5877, AAC the State Set-Aside Program for Minority Business Enterprises and Establishing a Supplier Diversity Council
- HB 5974, AA Redefining "Minority Business Enterprises"

Economic & Financial Security

- PA 11-52, AA Mandating Employers Provide Paid Sick Leave to Employees (SB 913)
- PA 11-54, AAC Requirements for Early Childhood Educators (sSB 927)
- PA 11-254, AA Establishing a Green Jobs Task Force (sHB 6399)
- SB 135, AAC Postsecondary Educational Financial Assistance for Children in Kinship Care
- SB 305, AAC First-time Homebuyers
- SB 414, AAC Financial Institutions' Consideration of Unpaid Health Care Bills
- SB 840, AAC Educational Activities for Participants in the Jobs First Program
- SB 1042, AAC a Pilot Project Under the Jobs First Employment Services Program
- HB 5293, AA Expanding the "Care 4 Kids" Program to Families with a Parent Who is Actively Seeking Employment
- sHB 5465, AAC Family and Medical Leave Benefits for Certain Municipal Employees
- HB 5888, AA Establishing a Taskforce to Study the Transfer from a Licensed Practical Nursing Education Program into a Registered Nursing Education Program

- sHB 6052, AAC Housing for the Homeless
- HB 6218, AA Establishing a Task Force on Safety Net Services
- HB 6347, AAC the Enforcement of the Family and Medical Leave Act for State Employees
- HB 6456, AA Establishing a Learn Here, Live Here Program

Women's Health & Safety

- PA 11-23, AAC the Establishment of a Lupus Education and Awareness Plan (sHB 6481)
- PA 11-33, AAC State Employees and Training to Deal with Workplace Violence (sHB 5174)
- PA 11-67, AAC Insurance Coverage for Breast Magnetic Resonance Imaging (sS.B. 10)
- PA 11-152, AAC Domestic Violence (sH.B. 6629)
- PA 11-153, AAC the Issuance of a Replacement Birth Certificate Pursuant to a Gestational Agreement
- PA 11-175, AAC Workplace Violence Prevention and Response in Health Care Settings (sS.B. 970)
- PA 11-183, AA Requiring Certificate of Need Approval for the Termination of Inpatient and Outpatient Services By a Hospital (H.B. 5048)
- SB 9, AAC Medicaid Eligibility (sH.B. 6631)
- SB 12, AA Prohibiting Copayments for Preventative Care Services
- SB 128, AAC Expansion of the ConnPACE Application Period
- SB 775, AA Increasing Eligibility for the Connecticut Home-Care Program for the Elderly
- sSB 847, AAC the Elimination of Sexual Violence on College Campuses
- SB 918, AAC the Sexual Assault of Persons Whose Ability to Communicate Lack of Consent is Substantially Impaired
- SB 1150, AAC the Provision of Medicaid Benefits to Certain Childless Adults
- SB 1220, AAC Family Violence
- sHB 5464, AAC State Employees and Violence and Bullying in the Workplace
- sHB 5558, AAC Educational Opportunities for Recipients of Benefits Under the Temporary Assistance for Needy Families Program
- HB 5608, AAC the Implementation of Culturally and Linguistically Appropriate Standards in Health Care Settings
- HB 6155, AA Reducing the Individual Contribution Under the State-Funded Home-Care Program for the Elderly
- HB 6550, AAC Medicaid Coverage for Smoking Cessation Treatment
- HB 6633, AAC Stalking

State Budget

- sS.B. 1010, AAC the Transfer of Functions from the Departments of Public Works, Information Technology, Public Safety and Education and the Judicial Selection Commission to the Department of Administrative Services and Department of Construction Services
- SB 1013, AA Implementing the Governor's Budget Recommendations Concerning Human Services
- sHB 6380, AAC the Budget for the Biennium Ending June 30, 2011

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