



NEWS

News & Updates from the New Hampshire Women's Foundation



THE NEW HAMPSHIRE WOMEN'S FOUNDATION
IN PARTNERSHIP WITH
THE NEW HAMPSHIRE CHARITABLE FOUNDATION
AND GRANITE UNITED WAY PRESENT THE 11TH ANNUAL
WOMEN BUILDING COMMUNITY LUNCHEON

NOVEMBER 19TH

CHANGING WORKPLACES: WHY FAMILY-FRIENDLY POLICIES MATTER

WITH KRISTIN ROWE-FINKBEINER
CEO AND CO-FOUNDER, MOMSRISING

11:30 @ RADISSON, MANCHESTER, NH

In partnership with the New Hampshire Charitable Foundation and Granite United Way, we are thrilled to invite you to join us on November 19th for our annual luncheon in Manchester, **Changing Workplaces: Why Family-Friendly Policies Matter**. Our keynote speaker, MomsRising CEO and co-founder, Kristin Rowe-Finkbeiner, is a national leader in this movement to create a world where all families are supported by their workplaces. MomsRising has over one million members advocating for family economic security. As the NH Women's Foundation

turns its focus to championing family-friendly workplace practices and policies in the Granite State, we welcome Kristin and her national lens on this critical work for all families and employers.

Please join the NH Women's Foundation on November 19 to show your support for this important work for all New Hampshire families and to join the statewide conversation. Get your tickets today. <http://nhwomensfoundation.org>



We're almost there: The Bob & Sue Thoresen Endowment Challenge

"We'd like to see the Endowment grow to \$5 million, allowing the operating support needed to address the 21st Century needs of NH women and girls."

The Thoresens issued a \$50k matching challenge for all gifts of \$1000 or more to the NH Women's Foundation Endowment. We are only \$1,000 short of our goal, and need to close the gap by December 15, 2015. Help us get all the way there.

To designate your gift, please contact Terie at 603.226.3355.



Love us? Then like us!

Join our facebook community at: facebook.com/nhwomensfoundation
Follow us on Twitter! @NHwomensfndn



- 1969 Commission on the Status of Women
- 1980 The Women's Lobby and Alliance
- 1998 Women's Fund of New Hampshire
- 2002 The Women's Policy Institute
- 2012 The New Hampshire Women's Initiative

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Norelli Notes

The NH Women's Foundation has had a very successful year, presenting educational events and issue roundtables, and focusing on our policy priority – family-friendly workplaces. We are a small organization of only two and a half staff members, but with the help of an active board we've made impressive strides through collaboration. Because of our partnerships with other organizations, we are able to leverage our resources and increase our reach and our effectiveness.

"No one can whistle a symphony. It takes a whole orchestra to play it." —H.E. Luccock

A great example of this collaboration is our decade-long partnership with the NH Charitable Foundation and the Granite United Way as co-presenters of the annual Women Building Community luncheon, and we look forward to seeing you there on November 19.

Earlier this year we hosted a roundtable with Planned Parenthood's Cecile Richards and other New Hampshire funders to discuss family planning and how it intersects with the mission work of the attending organizations. The NH Women's Foundation also hosted Senator Shaheen and area businesses for a conversation about legislation she co-sponsored with Senator Ayotte protecting pregnant workers and offering them reasonable accommodation.

We organized the successful *All In NH* Tour with journalist, author and paid leave activist Josh Levs, who participated in a dialogue with the Entrepreneurs Foundations of NH. We also coordinated events with the Greater Nashua Chamber of Commerce, the NH Institute of Politics, and We the People to share Levs' research and ideas for implementing more family-friendly workplace policies.

Our collaboration with the Campaign for a Family Friendly Economy, which includes a mix of business, labor, and nonprofits dedicated to workplace equality, will be ongoing.

Our conversation about gender equality is cultural as well. We partnered with The Music Hall of Portsmouth for a presentation by Jill Lepore, author of *The Secret Life of Wonder Woman*, and a showing of *She's Beautiful When She's Angry*. We supported the NH Women's Heritage Trail's announcement of the 27 notable Granite State women who will be honored with site markers.

We are profoundly grateful for all of our partners and the symphony we create together. Our reach and impact has been considerable thanks to our association with so many organizations who show deep commitment to New Hampshire women and families.

Sincerely,

Terie Norelli
President & CEO



Ellen Koenig
Development Director



Nyomi Guzman
Administrator

The New Hampshire Women's Foundation is dedicated to providing research, education, philanthropy & advocacy on the following agenda:

Advocating for Economic Security



Promoting Women & Girls in Leadership



Fostering Work & Life Balance



Championing Health & Wellness



Supporting Women & Children at Risk



Our Key Priority - Changing Workplaces: Why Family-Friendly Workplaces Matter

As we join together to fight for equality, opportunity, and recognition for women, the NH Women's Foundation believes that encouraging businesses to engage in family-friendly practices is essential to overcoming gender-based stigmas and outdated traditions. Over the next two years we will direct research, education, philanthropy, and advocacy resources to increase the number of family-friendly workplaces, and to ensure that women of all generations have an equal voice, equal rights, and equal opportunities at work.

One of the ways we aspire to lead a statewide conversation on this issue is through our events and outreach. This fall we hosted the two-day *All In NH* Tour with Josh Levs, and we will feature MomsRising CEO, Kristin Rowe-Finkbeiner, at our *Changing Workplaces* luncheon in November.

The NH Women's Foundation shared our initial research on paid sick days and paid family leave in our Spring and Summer issues of *Gender Matters*.

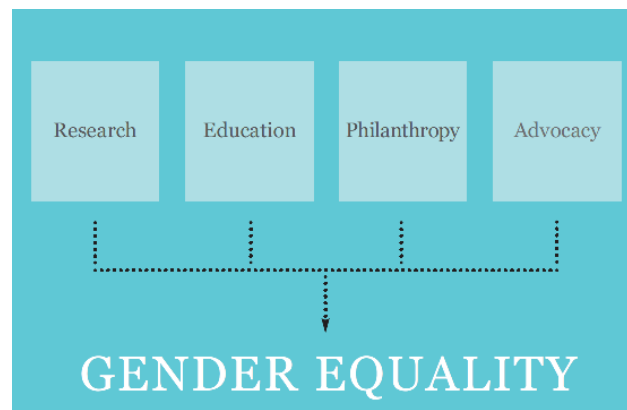
Recently, we created a survey which was disseminated with the help of a dozen partners to learn how people define family friendly, how important people think it is, and people's experiences

with family-friendly workplaces here in New Hampshire. We look forward to analyzing the results and sharing our findings with the public.

The NH Women's Foundation will conduct multiple Listening Sessions across the state to better understand the nuances of this issue and how the views of large businesses, small businesses and employees differ. We will follow up with the results of these sessions. Please let us know if you are interested in participating!

In the coming months, our supporters can expect more roundtables co-hosted by family-friendly businesses to continue the conversation with other businesses that may be interested in adopting these practices.

NH Women's Foundation believes this issue is of great importance across party lines, to both women and men, and throughout our economy. Family-friendly practices benefit employees and their families, employers and their bottom line, and contribute to a stronger community. We believe it is important to the Granite State to further the discussion, and we hope you are ready to join the conversation.



What is a Family Friendly Workplace?

We want to hear from you! Here at the New Hampshire Women's Foundation - as part of our mission to advance gender equality - we are dedicating the next few years to understanding and creating family friendly workplaces in New Hampshire.

Take our 10 minute survey and then share it with others!

Thank you to those who took the survey. We listened!

Ongoing Outreach & Events

As the premier organization in the state working to advance gender equality through research, programming, philanthropy and advocacy, we work hard to present diverse programming and events across New Hampshire. Many of these events are volunteer driven—thanks to many of you for attending, supporting or volunteering as we grow our outreach! Have an event or program you think we should consider? Have an idea you'd like to help run? Please contact us, we'd love to hear from you!



THE MUSIC HALL WOMEN'S FOUNDATION
MAY 29 @ 7:00

SHE'S BEAUTIFUL WHEN SHE'S ANGRY

About the event
What: Documentary Screening w/ Q&A Panel
Where: The Music Hall, Portsmouth, NH
When: May 29th, 2015 // 7:00pm
Tickets: www.themusichall.org

Q&A
Panelists: Barbara MacLeod, Nancy Miriam Hawley, Izzy Labbe, Joelle Ruby Ryan, Norma Swenson

PRESENTING PARTNERS:
The Music Hall, NH Women's Foundation, Portsmouth Public Library, Portsmouth Public Schools, Portsmouth Public Schools, Portsmouth Public Schools, Portsmouth Public Schools

THIS SEASON SPONSORS:
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Documentary Film *She's Beautiful When She's Angry* showing in partnership with The Music Hall, brought a packed house and an inspirational Q&A panel. Panelists Nancy Miriam Hawley, Izzy Labbe, Joelle Ruby Ryan, and Norma Swenson provoked thoughtful questions and dialogue.



Gathering with friends and supporters at the AVA Gallery in Lebanon to hear from Good Beginnings and Grafton County Senior Citizens Council.



This summer, both President & CEO Terie Norelli and Board Chair Mary Johanna Brown were panelists at NEW Leadership Gatherings™ with the New Hampshire Institute of Politics & Political Library at Saint Anselm College.



Supporters and friends gather at stakeholder meetings and house party gatherings around the Granite State. Interested in holding a house party to spread the word about the New Hampshire Women's Foundation? Contact the office at 226-3355!

Board Vice Chair Senator Martha Fuller Clark kicks off World Breastfeeding Week at the New Hampshire Statehouse.

The *All In* NH Tour

On September 16-17, we met with hundreds of residents and business owners to discuss family-friendly workplaces and paid leave in NH. Our collaboration with *All In* author and CNN/NPR veteran, Josh Levs, helped us to launch state-wide discussions on topics that are driving awareness and policy across NH and the nation.



Our collaboration with Josh generated positive local and national media coverage. We never expected to be mentioned in *TIME* or to have an entire hour on NHPR's *The Exchange*!



Josh shared the need to create new rules about gender equality and the workplace. He says it's time for men to join women in the equality movement to fuel positive change for our families and businesses.



Our sponsor, Lovering Volvo at Greater Nashua Chamber of Commerce luncheon.
Photo by Greenleaf Photography



NH Institute of Politics at Saint Anselm's College.



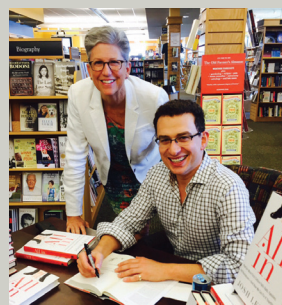
Reception prior to the "We The People" event at the Inn by the Bandstand.



Business Leaders Roundtable at the New Hampshire Charitable Foundation, sponsored by the Entrepreneurs Foundation of NH.



"We the People" stop in Exeter featuring our panel of seacoast area "Dads" from all walks of life.



Special thanks to Barb Sedoric, The Sedoric Group, and our book-seller partners Gibson's Bookstore and Water Street Bookstore.

NH Women's Foundation to Share in US DOL Grant

The New Hampshire Women's Foundation is a member of the legislative Task Force on Work and Family, whose purpose is to identify the multiple barriers that keep New Hampshire workers from achieving economic security and maximizing their contributions to the state's economy as well as attending to family responsibilities.

This year we were part of an effort to secure a grant from the US Department of Labor's Women's Bureau, which recently announced \$1.55 million in grants to eight states and localities to study the feasibility of developing and expanding statewide paid family and medical leave programs. The NH Women's Foundation will participate in a sizeable grant received by the NH Department of Employment Securities. The objective of the proposal is to assess the costs and benefits of various paid family leave insurance programs in NH in order to consider creative state-specific approaches to paid leave, how to maximize the effectiveness of the program, and to broaden our understanding of the different patterns of leave-taking for men and women.

The NH Women's Foundation will assist in disseminating the research findings by organizing regional meetings to inform interested stakeholders and legislators about the various potential paid family leave scenarios.

While millions of Americans have to juggle both work and caregiving in their families, only 12% of private-sector workers are granted paid family leave by their employers. For the rest, the lack can be devastating. Employed parents with low wages, part-time workers, those in small firms, and mothers are the most vulnerable. Data shows that between 10% and 30% of New Hampshire employers offered paid family leave to their employees in 2011, depending on the size of the business.

The Department of Labor said the following in their press release for the grant: "The United States is one of the few countries on Earth without national paid leave. Fortunately, we have seen remarkable progress outside of Washington, where innovative state and local officials are designing paid-leave policies that work for their citizens. These studies will help further our understanding of the issue and design programs that work for our economy. We must expand paid family and medical leave, for the good of our families and the strength of our economy."



"We are pleased to be part of securing and participating in this US DOL grant on paid family leave. The proposal to study access to, use of, and attitudes toward paid family leave and to engage in public dialogue via education and outreach to stakeholders fits perfectly with our mission and our work on this issue."

-Terie Norelli



WHAT IS A FAMILY-FRIENDLY WORKPLACE?

"WE BELIEVE WE HAVE THE BEST PEOPLE IN LEADERSHIP POSITIONS, BOTH MEN AND WOMEN. IN TODAY'S SOCIETY WHERE MANY FAMILIES HAVE TWO PARENTS WHO WORK, IT'S IMPORTANT TO PROVIDE FLEXIBILITY SO EMPLOYEES DON'T FEEL STRESSED COMING TO WORK AND THEY CAN BE THE BEST THEY CAN BE, BOTH AT HOME AND AT THE OFFICE."

DAN & PAM MORRISON
OPTIMA BANK & TRUST



NOV. 19TH CHANGING WORKPLACES
JOIN THE CONVERSATION @ OUR ANNUAL LUNCHEON
11:30 : RADISSON MANCHESTER

What is a family-friendly workplace?

E-mail us your quote and photo today to be part of our Family-Friendly Workplace campaign!

info@nhwomensfoundation.org

Multi-Year Grantee Partners

Thanks to the generosity of several donors, the NH Women's Foundation had made a number of multi-year awards to grantee partners. These three organizations were each the recipients of three-year awards, from 2013–2015, totaling \$85,000.



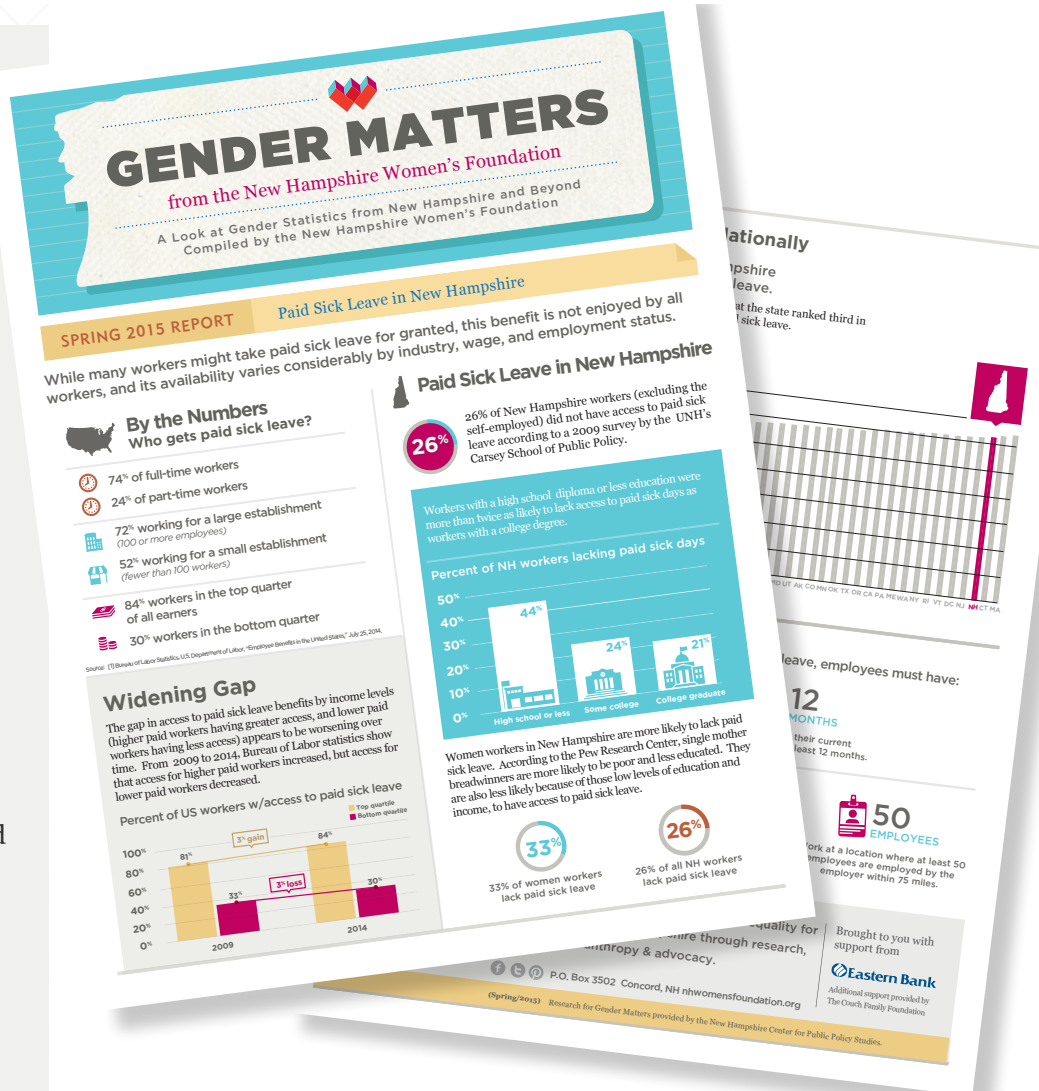
Good Beginnings of Sullivan County: Good Beginnings provides parent support in the home to pregnant and postpartum women, continuing through the early years of the child's life. The multi-year grant supported the Sister's Health Information and Exchange Program (SHINE) to provide education and support to young women in Sullivan County and reduce teen pregnancies and sexually transmitted infections.



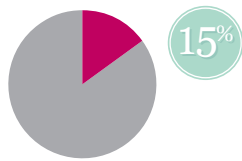
NH Coalition Against Domestic and Sexual Violence: The Coalition works to influence policy, ensure quality services, promote community accountability for their responses to domestic violence, and prevent violence and abuse before it occurs. The multi-year grant was used to provide training and support to staff of the 14-member domestic violence programs which are part of the Coalition.



Turning Points Network: Turning Points Network provides a comprehensive array of advocacy, shelter, and support services to survivors of domestic and sexual violence. The multi-year grant supported the operations of the shelter and educational services, allowing them meet a growing demand for assistance.



CHILD CARE COSTS



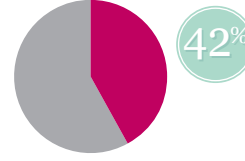
School-aged child care costs as a percentage of state median income (single-mother family)

WAGES



Mothers face a **5% wage penalty** for every child they have. NCBI 2012

INFANT CARE COSTS



Average infant care costs as a percentage of state median income (single-mother family)

Gender Matters

Gender Matters is a look at gender statistics from New Hampshire and beyond. Published quarterly, Gender Matters is available as a downloadable pdf. It's easy to read and easy to share! The 2015 issues have been focused on paid sick leave, paid family and medical leave, and women in the board room. nhwomensfoundation.org/gendermatters

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**NEW HAMPSHIRE
WOMEN'S FOUNDATION**

2 Delta Drive, Concord, NH 03301

Get on board...and Double Your Gift!

Three generous donors from across the state – Jane Kitchel McLaughlin from Lyme, an anonymous donor from Greater Concord, and Martha Fuller Clark from Portsmouth – are encouraging others to “get on board” to support the NH Women’s Foundation. Together, they have pledged \$30,000 to match new and increased gifts to the NH Women’s Foundation by December 31.

Please join them and donate today!

