

A woman with dark curly hair and glasses, wearing a black leather jacket, is speaking into a microphone. She is gesturing with her hands. In the background, other people are visible but out of focus. A graphic overlay in the bottom right corner features a teal background with a photo of three women and the text "THE STATUS OF WOMEN IN NEW HAMPSHIRE 2023".



IN THIS ISSUE:



GENDER AND RACIAL DIVERSITY OF NEW HAMPSHIRE JUDGES

New Hampshire Judicial Nominations Committee, "Diversity in the New Hampshire Judiciary," 2020 Gender Politics Issue 1.

2020: WOMEN OF COLOR ■ WHITE WOMEN ■ WHITE MEN

Category	Count
Women of Color	10
White Women	28
White Men	10



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Happy Spring!

As I reflect on Women's History Month, I am, as always, reminded that we need more than one month to celebrate women's history. If you follow us on social media, you know we highlighted the 27 women of the New Hampshire Women's Heritage Trail throughout March, along with lifting up women and girls who are still making history across the Granite State. And we are excited to be highlighting four trailblazing women later this month at our 6th annual GALA, including Liz Hager, JerriAnne Boggis, Ronelle Tshiela and our 2023 AmplifiHER honoree Congresswoman Annie McLane Kuster.

A few months ago, we released the newest edition of our flagship publication, *The Status of Women in New Hampshire, 2023*. This bi-annual report is the most comprehensive compilation of data on women in the Granite State, and is complimented by our other bi-annual sister report, *The Status of Girls in New Hampshire*. We're pleased to share some highlights from the *Status of Women* report in this newsletter, as well as a QR code (link) to our latest *Gender Matters* on girls' mental health.

Meanwhile, in the New Hampshire Legislature, we are actively involved in legislation that would defend progress on women's rights, repeal attacks on women's rights and support the interests of women and girls in the state, including advocating for menstrual equity in corrections and in schools, improving access to maternal health care, protecting access to abortion, increasing child care access and affordability, supporting girls mental health and protecting the rights of our LGBTQ+ community.

It has been a busy first quarter and I hope you enjoy reading about our events, research and legislative updates in this issue of *Forward*. None of this work would be possible without the support of donors like you who are passionate about women and girls and whose values align with the Women's Foundation. As always, I am so grateful for your support of the Women's Foundation. Together we are changing the future by investing in women and girls.

With you in action and in spirit,

Tanna

Updates From the Board



In February, the NHWF board and staff held a "mini" retreat at Kimball Jenkins in Concord. After two years of online meetings due to the Pandemic, this half-day retreat was an opportunity for the board and staff to get to know each other better, and for us to learn from each other.

We also officially welcomed our newest board member, Lynne Schiffman Delise. Lynne is a second-generation supporter of the Women's Foundation (her mom Jill Schiffman was a Founder of the Women's Fund). Until recently, Lynne and her family lived outside of Boston, where Lynne served for over a decade as the Director of Operations for Artisan Healthcare Consulting and was on the Executive Committee of the Miriam Fund. In addition to serving on the NHWF Board, Lynne is Board Vice Chair at Camp Coniston. She and her husband live in New London, and their son is a university student in Nova Scotia.

Beyond the Grants: Increasing Our Impact Through Grantee Partnerships

As a statewide community foundation, we are proud to invest in the work of organizations supporting women and girls across New Hampshire. Last year, 28 organizations received grants from our Community Grants, Reproductive and Sexual Health Access Fund, and Women and Girls of Color Fund. These grants provide critical support to direct service providers — but the support we offer our grantees goes far beyond just providing a check.

One way we provide additional support to our grantees is through our nonprofit roundtables. Started in 2018 by our former Grantmaking Director Ellen Koenig, we convene past and present grantees quarterly to discuss common challenges and share helpful solutions. Topics of past nonprofit roundtables have included, “Creative Solutions in Challenging Times,” “Get the Word Out” and “Fundraising Magic.” Our grantee leaders have told us that they find incredible value in gathering together to share best practices on marketing, development, programming and other topics with leaders from nonprofits that serve similar populations.

Grantees also gain value from our research program. We are a unique funder, in that we publish original research and are a trusted source of



data on Granite State women and girls — and this is no small thing in a state with minimal data available by gender. Our research is used by our grantees in their applications for additional grants and in their advocacy efforts to support investments in their fields. Having the data to clearly demonstrate the need for their services is critical.

We partner with grantees on issue-focused op-eds, like our recent op-ed with Circle Program, “New Hampshire girls’ mental health is at a crisis point,” and cite their experiences in our advocacy work, bring them to legislative lunches and showcase them at our annual Women Building Community luncheon.

Our relationship with our grantees is truly a partnership — we gain value from them as well. In listening to our grantees, we are able to see what issues are rising to the top, and that information helps us determine legislative priorities and new areas of focus for our research programs.

We look forward to continuing to expand our grantmaking efforts both financially and in-kind in these creative partnerships, as we all work together for a better future for women and girls in New Hampshire.

Grantee Spotlights

We regularly share the work of our grantees in our communications in print and online. In our “NHWF Weekly” email newsletter, we spotlight a grantee each week with a quick update on their work. Not only does this give us insight on current successes and new developments with our grantees, it also showcases these diverse organizations to our statewide platform.



Claremont Learning Partnership



MCAC



Granite State News



WREN



Circle Program

Status of Women in New Hampshire 2023

An Update to Our Flagship Report On Women In New Hampshire

The most comprehensive compilation of data on women in the Granite State, *The Status of Women in New Hampshire, 2023* provides 85 indicators in demographics, health, safety, economic security and leadership. The data highlight a hardworking, resilient and diversifying population of women. However, the data also enumerates many social, economic and political barriers facing women and compounding inequities by race, ethnicity, geography, age and parenting status. These barriers and inequities present opportunities for New Hampshire to invest in women for a more vibrant and prosperous future.

Specific highlights of *The Status of Women in New Hampshire, 2023* include:

Economic Disparity

The gender wage gap persists with women making 76 cents to every dollar a man earns. Women experience additional disparities in wages based on race, ethnicity, age, county and motherhood status, also known as the “motherhood wage penalty”.

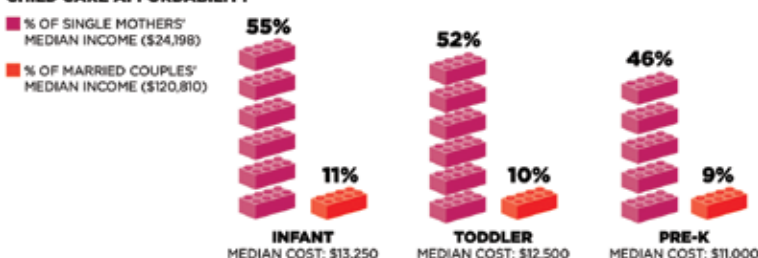
WOMEN'S WAGE GAP TO WHITE MEN BY RACE/ETHNICITY



Child Care and Employment

Child care is unaffordable and would cost, on average, 55% of the median income of a single mother of one infant. Women represented a majority of unemployment claims during the pandemic and the disruption of child care and school impacted women's employment more than men.

CHILD CARE AFFORDABILITY



Abortion Access

In June 2022, the U.S. Supreme Court, in *Dobbs v. Jackson Women's Health Organization*, eliminated the federal right to abortion, leaving abortion rights up to the states. While abortion remains legal in the Granite State as of this printing, New Hampshire is the only state in New England that has not protected the right to abortion in state law.

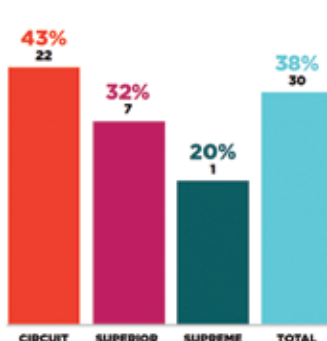
ABORTION LAWS IN NEW ENGLAND

ABORTION LAWS		CT	ME	MA	NH	RI	VT
Hostile Abortion Laws	Abortion Ban at 24 Weeks	No	No	Yes	Yes	No	No
	Abortion Ban at Viability	Yes	Yes	No	No	Yes	No
	Parental Involvement Required	No	No	Yes	Yes	Yes	No
Supportive Abortion Laws	State Law Protects Right to Abortion	Yes	Yes	Yes	No	Yes	Yes
	Constitutional Amendment to Protect Right to Abortion	No	No	No	No	No	Yes
	Medicaid Coverage for All or Most Medically Necessary Abortions	Yes	Yes	Yes	No	No	Yes
	Private Health Insurance Plans Must Cover Abortion	No	Yes	No	No	No	No
	Buffer Zone / Patient Safety Zone	No	Yes	Yes	Yes	No	No
	Protects Against Extradition	No	No	Yes	No	No	No

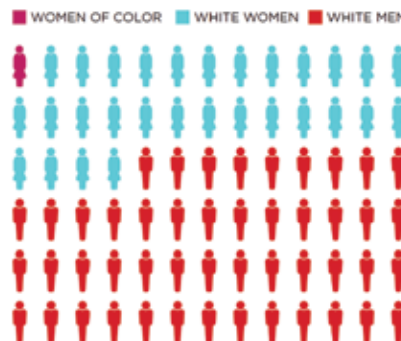
Leadership

Women's representation has not reached parity in the judiciary, state house or in municipal government. Only 38% of all New Hampshire state court judges are women, with smaller ratios of women judges in Superior Courts and the Supreme Court. There is currently only one person of color serving as a judge at any level of the New Hampshire state judicial system and that person is also the only woman of color.

WOMEN IN THE NEW HAMPSHIRE JUDICIARY BY COURT



GENDER AND RACIAL DIVERSITY OF NEW HAMPSHIRE JUDGES



Read or download the full report online,
or request a printed copy, at:

NHWomensFoundation.org/StatusOfWomen



An Update from the State House

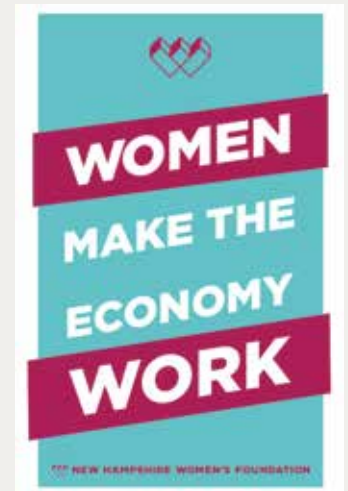


NHWF Policy Director Devan Quinn testifying to the NH Senate Executive Departments and Administration Committee

The 2023 Legislative session is off to an active start! It is a budget year, and with a House nearly evenly split by party, every vote counts. Budget discussions include issues of federal COVID-related dollars, high inflation and a changing economy, but many will remind the legislature that a budget is also a reflection of values. The Women's Foundation is advocating for investments in women's work, health and autonomy.

Data clearly shows that women make the economy work — but they need health care, child care, individual autonomy and social supports to be productive and thrive. We're working with legislators on strategic investments and policy changes that can make the Granite State stronger by giving women the tools they need. We are bringing our research to committee hearings that highlight disparities in women's and girls' health and earning potential. As a trusted source of data, we are proud that legislators can rely on our research to help inform their decisions.

Some of the bills we're advocating for this session would enshrine the right to abortion in state law, provide free and adequate menstrual hygiene products in prison and jails, provide health care and doula services to postpartum moms, expand child care scholarships to low-income families, increase wages for child care workers, create an opt-in municipal tax credit for child care providers, ensure students have mental health education, fight against attacks on trans and nonbinary people and support reproductive freedom.



Follow us on social media to ensure that you see action alerts on these issues, and check out the Legislation page on our website to learn more about these bills, read our testimony and track their statuses. Don't underestimate your power — a call or email to a legislator may be the difference in meaningful change in our state. Use your voice!

What is the 'MOMnibus'?

The "Mominibus" bill, proposed by Senator Becky Whitley and supported by a bipartisan coalition of legislators, is a package of investments and policy changes to support maternal health and outcomes for New Hampshire moms. These investments include expanded health insurance coverage, doula and lactation support, donor breast milk banks, workplace nursing supports, and more.

Gender Matters: Girls' Mental Health

In the past decade, New Hampshire's youth mental health has worsened, particularly for girls and girls of color. During the COVID-19 pandemic, poor mental health and self-harm increased among youth, especially girls.

Notably, girls became the majority of the youth psychiatric inpatient waiting list during the pandemic. Girls also were the overwhelming majority of youth suicide and self-harm hospital visits, and experience higher rates of depression and suicide consideration rates than boys. We partnered with one of our grantees, Circle Program, on an op-ed to highlight the real-world impact of this disparity.



Read the full report here: [NHWomen's Foundation.org/GM2023GirlsMentalHealth](https://www.nhwomensfoundation.org/GM2023GirlsMentalHealth)



Around the State



NHWF CEO Tanna Clews was the keynote speaker at New Hampshire Bar Association (NHBA)'s Gender Equality Breakfast during their day-long Midyear Meeting.



In December, we gathered with New Hampshire's nonprofit and philanthropy leaders across the state to wish our dear longtime colleague and Director of Grantmaking, Ellen Koenig, a very happy retirement.



On Organization Day, we hosted a breakfast for all new and returning women legislators, where they were the first to receive a copy of our *Status of Women in New Hampshire, 2023* report. It was wonderful to see new legislators make connections with seasoned leaders ahead of their first day in the state house!



The Music Hall invited us to share our resources at a screening of *She Said* in January, a film based on the true story of journalists Megan Twohey and Jodi Kantor, who together broke one of the most important stories in a generation.



NHWF and UNH Political Science Dept. co-hosted "Women's Leadership in Public Service" in Durham on April 4, featuring Rep. Jess Grill, Asst. Mayor Joanna Kelley and Rep. Marjorie Smith.

WOMEN RUN!



Nancy Christian
Supervisor of the Checklist,
Town of Weare



Carrie Neill
School Board Member, SAU
74 (Barrington)



Katrin Kasper
Select Person
Town of Lee

INCREASING WOMEN IN LOCAL OFFICE

Ahead of Town Meeting Day elections, we hosted a *Women Run!* Training for women interested in running for local office. Several women in attendance filed to run in March town elections!

Our Amazing Supporters...

HOST FACEBOOK FUNDRAISERS



Ginnie Lupi of Concord was trying to decide which organization she wanted to support for her 2022 birthday fundraiser when the SCOTUS Dobbs decision came down. She wrote, "While I am long past child-bearing ability, I am outraged by the decision and terrified about what it will mean for the younger members of my family and all US residents who can get pregnant. I am also very worried about the future of abortion rights here in New Hampshire. I am therefore raising funds this year for the New Hampshire Women's Foundation, specifically for their Reproductive and Sexual Health Care Access Fund.

Ginni set a fundraising goal of \$360 and raised \$720! Thank you, Ginni, for your support of the Women's Foundation and our Reproductive and Sexual Health Care Access Fund!

GIVE MONTHLY TO NHWF

On International Women's Day, supporter and mother of twin daughters Kristi Isabelle Scarpone invited her Facebook friends to join her as a monthly donor.

You can join Kristi and become a monthly supporter or make a one-time gift here: <https://nhwomensfoundation.org/donate>



SHARE OUR RESEARCH



Goffstown's Dr. Melanie Renfrew-Hebert shared our 2023 *Status of Women* report with her community: "As a community economic development specialist, I understand that when women prosper everyone prospers. The return on investment in women for NH is healthier families, stronger workforce participation, improved

women's health, and a more representative court and government." Thank you, Melanie — we're glad our research resonated with your expertise!



HOST HOUSE PARTIES

House Parties are a great way to share the work of the Women's Foundation with your friends, neighbors and colleagues who might not yet know about us. Want to host a house party? Let us know!



ARE LEADERSHIP DONORS

Our Leadership Donors are the backbone of the Women's Foundation. With an annual gift of \$1,000 or more, these passionate and generous donors help ensure the Women's Foundation's investment in opportunity and equality for Granite State women and girls. Leadership donors can direct their financial support as they see fit — to one of our Funds, general operations, the Endowment or a NHWF program like *Women Run!* or Grantmaking.

Our Leadership Donors share a deep commitment to the work of the Women's Foundation and have prioritized NHWF in their philanthropy. They make their gifts annually, monthly, quarterly or on a schedule that works best for them.

Stay tuned for some exciting changes to our Leadership Donor program in 2023 including new events, networking opportunities and special access to our annual Women Building Community Luncheon.

Become a Leadership Donor today!

DONATE IN HONOR OF SOMEONE SPECIAL

We are grateful to receive donations in honor or in memory of individuals whose values aligned with the Women's Foundation, and whose lives were dedicated to gender equality and expanded opportunity for women and girls. Last month, friends and family celebrated two incredible women, Rachel Connell of Portsmouth, and Charlotte Fardelmann of Exeter, with memorial gifts.



Thank you to all of our supporters for investing in women and girls in New Hampshire!

Are you interested in hosting a house party, becoming a sustaining donor, or using our research? Contact us at info@nhwomensfoundation.org.



NEW HAMPSHIRE WOMEN'S FOUNDATION

18 Low Avenue, Suite 205, Concord, NH 03301

GALA | A

JOIN US for an evening of dinner and dancing as we honor New Hampshire's trailblazing women and celebrate our 2023 AmplifiHER awardee:

Congresswoman Annie Kuster

**SATURDAY, APRIL 29, 2023 | 6:00 PM
CONCORD, NH**

2023 Trailblazer special guests:



Ronelle Tshiela

Law Student,
Organizer,
BLM Manchester
Co-Founder



JerriAnne Boggis

Executive Director,
Black Heritage Trail
of New Hampshire



Elizabeth Hager

Longtime Public Servant,
Reproductive Rights
Champion, & Sponsor of
New Hampshire's Equal
Rights Amendment

For tickets visit nhwomensfoundation.org/gala or scan here →

