

FORWARD

News & Updates from the New Hampshire Women's Foundation



Our 2020 GALA became a virtual event due to COVID-19, but the impact of the program was as strong as ever. We were so pleased to be able to celebrate our AmplifiHER awardee Mary Rauh and hear the stories of three incredible trailblazing women: Caroline Dillon, Julie Eades and Dr. Marie Metoyer (posthumous), presented by Nadine Thompson. Learn more about them inside.



Grantmaking Update
Grantmaking Program responds to COVID-19

Legislative Update
Highlights of NHWF 2020 advocacy

Women Run!
2020 Women Run!
Program kicked off in May

Love us? Then like us!
Facebook NHWomensFoundation
Twitter NHWomensFndn
Instagram NHWomensFoundation

BOARD OF DIRECTORS

Sen. Martha Fuller Clark
Chair

Linda S. Johnson
Vice Chair

Kyung Kim, *Treasurer*

Mica Stark, *Secretary*

Tara Chynoweth

Zib Corell

Hope Damon

Jeff Feingold

Alida Millham

Rashida Eltag Mohamed

Kristen Oliveri

Allison Potter

Karen Prior

Sue Ratnoff

Dan Weeks

Mary Jo Brown, *Founding
Board Chair Emeritus*

STAFF

Tanna Clews
CEO

Jennifer Frizzell
Director of Policy

Ellen Koenig
Director of Grantmaking

Karen Tebbenhoff
*Director of
Communications
and Events*

Allison Hawkins
Administrative Director

Crystal Paradis
*Women Run! and
Community Engagement
Manager*

CONTACT US

18 Low Ave
Suite 205
Concord, NH 03301

nhwomensfoundation.org

603.226.3355



Rising to the Challenges of 2020

The global pandemic has presented immense challenges to women across the country. As summer ends, women are facing a reality that continues to require balancing the demands of working, parenting, and schooling from home. For low-income and single moms, support systems that had been in place to help provide childcare have long disappeared as a result of social distancing, loss of job, and/or income. This is disproportionately impacting women of color who are leaving the workforce at higher rates due to lack of childcare. And to compound matters, women continue to face additional health, safety, and financial risk because they make up the majority of health care workers and the majority of service industry jobs.

So what are the solutions and how can we rise to the challenges of 2020? By investing in women. By electing women. By advocating for policies and legislation that support women like family medical leave, affordable health care, and affordable high-quality childcare. Make no mistake, COVID-19 has laid bare the gender and racial inequities that exist in our country and it is up to all of us to resolve to do better. Let's not go back to the way things were before. Let's commit to creating a system that works for everyone, especially women.

Finally, as we celebrate the 100th anniversary of women securing the right to vote, let's fulfill the promise of the 19th Amendment by ensuring that ALL people can vote. Make sure you have a voting plan. Talk to everyone you know about their plans. For more information about our events celebrating the 19th amendment, visit nhwomensfoundation.org/19th and to learn more about how to vote in NH this year, visit VoteNH2020.org

With you in spirit and in action,

Tanna Clews, CEO

STATEMENT OF SOLIDARITY AND CONDEMNATION OF POLICE BRUTALITY

The New Hampshire Women's Foundation, and other members of the Womens' Funding Network, released the following statement on June 3rd:

In the time since four police killed George Floyd in Minneapolis, there has been a collective call not only for justice, but also for philanthropy to resource systemic change by supporting organizations that are taking real steps to end the undeniable racism and injustice baked into our society that defines Black lives as expendable.

As women's funds, foundations, and gender justice funders we cannot erase the image of Mr. Floyd calling for his mother. We understand that the outcomes of state violence are woven deeply into Black women's experience. There is no gender justice without racial justice. Whether it's migrant children in cages crying for their mothers, indigenous communities that suffer the highest rate of police violence nationally and systemic disregard for missing and murdered indigenous women, or the brutalizing effects of the criminal justice system on Black communities – women of color, especially Black women, not only suffer the loss of children to police violence, they are also the targets of that violence – including Breonna Taylor, who was killed by police in her Louisville, Kentucky home back in March.

Our humanity is dying from racism. For too long, Black people have been silenced and killed under the physical and mental violence of the carceral system—built by, and for, the preservation of a patriarchal, racist world view. Each of us must act now to demand an end to this chapter in our history.

We urge our colleagues in philanthropy to support organizations that are mobilizing to advance community-based solutions. Give generously to organizations on the frontline of change, including to your local women's fund or foundation. Women's funds are system change institutions that multiply every size gift 10x primarily by supporting women of color-led organizations that are mapping an inclusive economy built on racial and gender equity and justice.

The only way to end the cycle of government violence against Black people is to act every single day. Use your voice. Use your vote. Use your money. As women's funds, foundations, and gender justice funders – we stand with Black communities in the affirmation of Black lives, and vow to work with all who envision a world free from the institutions and violence perpetrated by racism and patriarchy.

Changes to Grantmaking in the Face of a Crisis

Rapid Response Grantmaking



Due to COVID-19, our nonprofit partners were forced to curtail programming at a time when families and communities need them more than ever. At the New Hampshire Women's Foundation, we want to make sure we're doing as much as we can to support our nonprofits at this time and we wanted to share several key decisions we've made in that spirit. Here are some of the steps we've taken:

- We allocated almost half of our regular grants budget to a Coronavirus Support

Fund, specifically designated to support organizations with a mission to serve New Hampshire women and girls. Recipients of these awards are listed at the bottom of the page.

- We continued our Community Grants program for those organizations which serve New Hampshire women and girls. Our volunteer grant reviewers helped us make strong community-based decisions on funding via Zoom, and had the chance to learn about a

broad swath of good work going on in the Granite State. We made community grants in every county in the state.

- We've signed onto the Council of Foundations pledge, along with thousands of foundations around the country. This pledge means that we loosened restrictions on our current grants, meaning if an organization were funded for a specific project grant, it can be converted instead to operating support. In addition, we'll be as flexible as possible with the grants we make in 2020, allowing organizations to put funding where it's needed most.
- And while we have cancelled all of our public events, we continue to run our Nonprofit Roundtables on-line. We've invited leaders of organizations serving women and girls to join us via Zoom to talk about the tough choices they are facing, what they're hearing from those they serve and creative solutions that help in this turbulent time. As we eagerly await the end of this crisis, we know it is our nonprofits that will be a key player in getting our communities back on their feet again.



Coronavirus Support Fund Grant Recipients

We selected six organizations we have worked with closely, whose missions align with ours, which focus almost exclusively on women and girls, and which were small enough to really benefit from a fast infusion of grant support. Selecting them was challenging given that there are so many worthy organizations in need. But we wanted to show our support for their important work, because they are all helping women and girls navigate in this challenging time.

The organizations which received our Coronavirus Support Funds were:

- Arts in Reach
- Circle Program
- Girls at Work
- Girls Inc.
- Girls on the Run
- Hospice Help Foundation

In addition, we will be supporting each of the four local United Ways in New Hampshire—Granite United Way, Nashua United Way, Monadnock United Way, and the Seacoast United Way—which have all setup emergency relief funding for those affected by the crisis. These United Ways will use our funds to focus on supporting women, girls, and families in their local communities.

Around the State

Women's March

In January, Women's Foundation staff braved the cold and provided hot cocoa and fabulous posters to the many New Hampshire women and men at Women's March rallies in Concord and Portsmouth.



Nonprofit Roundtables

Our nonprofit roundtables offer the opportunity for our grantees to gather, whether in person, or now virtually, to discuss top of mind topics, share stories, and make connections. The April roundtable looked at "Creative Solutions to Challenging Problems" and in May, nonprofit CEOs met via Zoom to discuss the impact of COVID-19. Stay tuned for future topics.

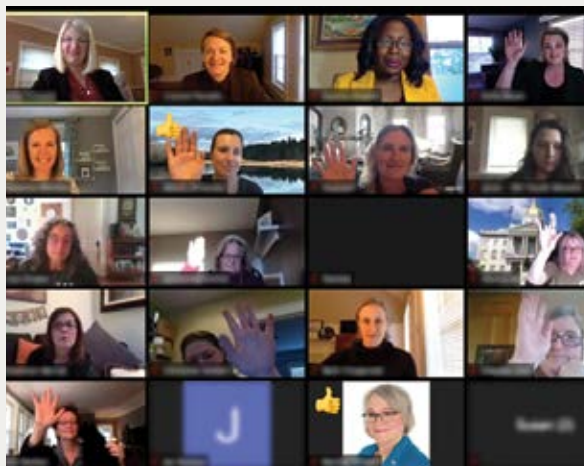


World Affairs Council Visit

We were once again honored to meet and host international women thanks to the World Affairs Council of NH and the International Visitor Leadership Program (IVLP). In February, this group of women from Chad, Sudan, Iraq, Egypt, Jordan, Saudi Arabia, and Lebanon spent the afternoon learning more about women and girls in New Hampshire and we had the opportunity to hear the incredible work they are doing in their countries.

Women Run! Wednesdays

In May we hosted four virtual training sessions for women interested in running for office. Read more on page 6.





Our first virtual GALA was streamed live on Facebook and YouTube, and by all accounts the event was a huge success! More than **500 people tuned in to watch** the live event and since then, the GALA video has been **viewed by more than 1,400 people!** If you missed the event or want to rewatch the program, you can do so at <https://nhwomensfoundation.org/gala/>

.....

AmplifiHER Award Presented to Mary Rauh



Mary Rauh has a long history as a champion of women in New Hampshire and beyond. In 1986, Mary brought her passion for women's issues to New Hampshire when she moved from Cincinnati, OH with her husband John and three sons.

Mary has been active in a number of women's organizations and in the political realm. She ran as the New Hampshire Democratic Nominee for Congress in 1998 and served as New Hampshire Co-Chair of Obama for President. She served on the boards of Planned Parenthood of Northern New England and Planned Parenthood Federation of America. Mary was also a founding board member of the Women's Fund of New Hampshire and the Women's Initiative.

Through her tremendous leadership, advocacy, and philanthropy on behalf of women and girls in New Hampshire, Mary truly embodies the spirit of the AmplifiHER award.

.....

2020 Trailblazing Women



Caroline Dillon is a New Hampshire native who is currently studying nursing at the University of Pennsylvania. In 2019, she worked with NH Senator Martha Hennessey to pass New Hampshire's period poverty law. Caroline hopes to use her past legislative experience and future nursing experience to continue making NH a better place for all of its citizens.

Julie Eades retired at the end of June as President and founding Executive Director of the New Hampshire Community Loan Fund, one of the first Community Development Finance Institutions (CDFIs) in the nation. She joined the organization in January 1984. Julie has served with a variety of community

organizations and her varied previous work background included business, nonprofits, government, advocacy, and self-employment. She is a Trailblazer in more than one sense of the word--she hiked the Appalachian Trail end-to-end in 1977.

Dr. Marie Metoyer (1925-2020) was a soft-spoken woman of few words but large impact, not only as the first African American female psychiatrist in the state, but in her decades serving those less fortunate in community mental health, and the health and welfare of women and minorities. She graduated summa cum laude from Fordham University (when women were only allowed on campus on weekends) and entered Cornell Medical School at twenty. She was one of the few women there and would become the first African American woman to graduate from the medical school. She retired in 1996 at the age of 70 and dedicated her retirement to women, minorities and medicine, seeking to promote African American heritage, racial equality, cultural diversity, and the fine arts.

Women's Heritage Trail



Earlier this year, we embarked on an exciting new project to honor the accomplishments of New Hampshire women who paved the way for us through a partnership with the New Hampshire Women's Heritage Trail.

Building on the work of the Commission on the Status of Women which established the Women's Heritage Trail in 2008, NHWF is working with Heritage Trail advisors to bring more prominence to the pioneering work of these New Hampshire women. To do so, we met with state officials in travel, tourism, and historical resources agencies.

The Women's Foundation is committed to sharing the legacies of these amazing New Hampshire women who overcame many barriers and opened doors for us all.

Standing Against Transphobia and Discrimination

FIRST IT WAS BATHROOMS, NOW IT'S ATHLETICS

Over the past two years, a bipartisan majority in the legislature enacted new laws to prohibit discrimination based on gender identity and expression and to ensure these anti-discrimination provisions were applicable to the behavior and environment in New Hampshire's public schools. The New Hampshire Women's Foundation has strongly supported these efforts to extend our civil rights laws to explicitly protect all gender identities. We are deeply committed to advancing and uniting the interests of both cisgender and transgender women and girls. In all aspects of our work, transgender girls are girls and transgender women are women—no conditions and no exceptions.

Regrettably, the adoption of this trans-inclusive legislation has led to a backlash by some legislators targeting trans women and girls, specifically their participation in school sports consistent with their gender identity. In 2020, two bills were introduced which would prohibit transgender students from participation in sports activities at New Hampshire's public schools and universities. We strongly opposed these bills. Proponents of these discriminatory proposals use arguments and tactics similar to those used during the "bathroom bill" – suggesting that cisgender

women and girls would be harmed if they participate in competitive sports alongside or against their transgender peers. In our view, this type of legislation does nothing to actually protect or advance women and girls, but instead serves to turn women and girls against one another.

These attacks are not unique to New Hampshire. Orchestrated efforts to promote inaccurate stereotypes and fearful rhetoric about transgender students are part of a national strategy to undermine non-discrimination protections in many educational settings. At the federal level, Secretary of Education Betsy DeVos has been weakening the enforcement of Title IX and other anti-discrimination protections for transgender students and athletes. This hostile enforcement environment from federal officials brings urgency to ensuring our state laws move us forward toward more inclusive communities and enforceable protections for transgender community members.

The New Hampshire Women's Foundation has a long history of advocating for Title IX and for fairness and inclusion in sports and athletic participation. We are proud to continue this work inclusive of transgender women and girls in the Granite State.

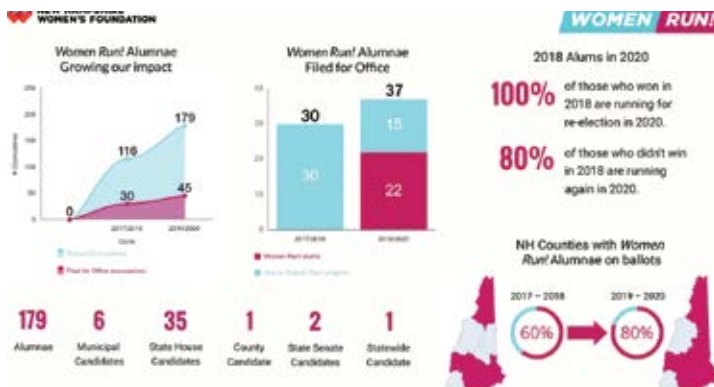


Make no mistake, there are still many real inequities in women's sports that deserve the attention of NH policymakers, but the involvement of transgender athletes is not one of them. We will continue to advocate for equal opportunities at all levels of athletics and celebrate our transgender siblings, both on and off the field.

This article excerpts the testimony of Jennifer Frizzell, Director of Policy, speaking for the NH Women's Foundation in opposition to House Bill 1251 and Senate Bill 480.

¹ House Bill 1319, 2018 and Senate Bill 263, 2019

2020 Women Run! Program



Our *Women Run!* program has seen great success, training 179 women since 2017 with 7 regional, in-person events and 4 statewide virtual trainings. We kicked off our 2020 *Women Run!* program with a month-long *Women Run!* Wednesdays online training series. Our panelists included an impressive roster of elected women leaders—from US Senator Maggie Hassan, US Congresswoman Ann McLane Kuster, and Manchester Mayor Joyce Craig, to first-time state representatives and municipal leaders—and women leading in our state's healthcare, nonprofit and education sectors, all underscoring the need for more women in office to shape policy as our communities recover from COVID-19.

Over 125 people joined us for a kick-off panel, and 63 women stayed with us through our candidate-focused workshops.

We covered digital campaigning during COVID-19, the basics you need to know before launching, and how women candidates can leverage networks and mentorships for support. Ultimately, 37 *Women Run!* alumnae filed for 2020 candidacy (up from 30 in 2017-2018). Our digital format helped us reach further across the state, with *Women Run!* alumnae candidates filing for office in ten counties (from six in 2018 to eight in 2020).

We look forward to expanding opportunities for *Women Run!* alumna to connect with one another and engage new candidates, as we strive to increase the number of elected women in the Granite State!

Advancing Legislative Priorities at the State House

The New Hampshire Women's Foundation advances opportunity and equality for women and girls by advocating for a select number of bills each year before the New Hampshire Legislature. The 2020 legislative session was disrupted by the COVID-19 pandemic which brought many new policy challenges, while quarantine and distancing protocols slowed the pace of legislative business.

We are pleased to share brief highlights of our advocacy work during the 2020 session

Establishing Reproductive Parity, By Including Abortion Access in Insurance Coverage (SB 486 / HB 685)

We believe that women should have access to the full range of reproductive choices and related health coverage when faced with an unintended pregnancy, and we support public policies which prohibit discrimination against coverage for any specific pregnancy option. While all private insurance plans in New Hampshire offer maternity coverage, some currently exclude payment for elective abortion. Most women are not informed of this at the time of enrollment or have no option based on their employer's choice of plan. HB 685 would address this inequity.

Status: This bill had very little opposition, however, Governor Sununu vetoed it in early August. In doing so he has given a green light to the current discriminatory practices of employers and insurers and, as a result, New Hampshire women will continue to be denied access to abortion coverage.

Establishing a Paid Family and Medical Leave Insurance program (HB 712)

Women are disproportionately providing family caregiving and more likely to be employed in circumstances without paid medical leave or sick days when faced with unexpected health care needs. Enacting a paid leave program is a critical priority in support of working parents — especially women — to allow them to take time away from work to care for themselves or a family member.

The COVID-19 pandemic and its new demands on parents of young or school-aged children have only amplified the importance of having a financial support program for family and medical leave.

Status: We were deeply disappointed in Governor Sununu's swift veto and his failure to recognize the importance of paid family and medical leave to NH women and families.



Requiring Wage Transparency to Help Promote Equal Pay, Expose Disparity (HB1144)

In 2014 NHWF played a central role in enacting a pay equity law which prohibits paying employees in the same or substantially similar positions different wages based on their sex. However, most women are unable to obtain the comparative wage data for their male counterparts, hiding potential disparities. In 2019, New Hampshire women were still only making 79 cents on the dollar. HB 1144 would require larger employers who must submit comparative wage data to the federal Equal Employment Opportunity Commission (EEOC) to report that same data to the NH Department of Labor, making it available for public review.

Status: This bill received support in the House but was never taken up by the Senate. The issue remains ripe for re-introduction next year.

Protecting Transgender Athletes in Public Schools (HB 1251 and SB 480)

As highlighted in the adjacent article, we opposed two separate bills that would prohibit transgender women and girls from participation in school sports.

Status: We were pleased to see HB 1251 defeated in the NH House and SB 480 recommended for defeat by the Senate Education Committee, though no final action was taken by the full Senate.



Establishing Protections for Breastfeeding in the Workplace (SB 618)

SB 618 would have required NH employers to provide accommodation for women who return to work after the birth of a child while still breastfeeding. Leadership for this bill comes from the NH Breastfeeding Task Force.

Status: This bill enjoyed bipartisan support when introduced but then was delayed when the fiscal impact was not clearly addressed.



Welcome Crystal Paradis

Crystal Paradis is a communications and community engagement professional who helps mission-driven teams build more inclusive and connected communities. She is a City Councilor At-Large for the City of Somersworth, the founder of Feminist Oasis and best friend to her dog, Daisy. In addition to organizing a wide variety of Feminist Oasis events and membership offerings, Crystal's previous experience includes organizing large community events (Portsmouth PRIDE, TEDxPortsmouth); advocating around reproductive justice, LGBTQ+ issues, substance use awareness, gun violence prevention and poverty; working on political campaigns from municipal to presidential; and engaging community through her writing, from local newsletters to op-eds.



NEW HAMPSHIRE WOMEN'S FOUNDATION

18 Low Avenue, Suite 205, Concord, NH 03301



The 19th Amendment made voting a right regardless of gender, yet millions of women, including women of color, were still excluded from the ballot box for generations. The New Hampshire Women's Foundation celebrates the **100th anniversary of the 19th Amendment** with **She Votes**, a series of events which explore how to fulfill the promise of the 19th Amendment by ensuring all people have access to the vote.

Fulfilling the Promise of the 19th Amendment

Aug. 14 | Why They Marched

Celebrating the Centennial of Women's Suffrage

Aug. 26 | New HampsHER Votes:

Keeping the Promise of Suffrage by Making Your Vote Count in 2020

Sept. 10 | THE VOTE: NH Screening & Discussion

An exploration of the story of women's suffrage that culminated in the passage of the 19th Amendment

Sept. 25-26 | Black Women Rock!

The 14th Annual Black New England Conference

Oct. 22 | She Votes: The 19th Amendment & the Road Ahead

Women Building Community Lunch-Online

For more information, visit nhwomensfoundation.org/19th