

# Women and Philanthropy: Leaving a Lasting Legacy

Ninety years ago, Nettie J. Dayton became the founding mother of what was then the New Haven Foundation. Her bequest for broad charitable purposes solidified her position as the first person to make a gift to the community’s new permanent charitable endowment. Despite living most of her life without the right to vote, Nettie committed a final act of generosity to create a better future for all. Women of all backgrounds have stepped forward building on Nettie’s legacy — and to create their own legacy by establishing funds at The Community Foundation *for* Greater New Haven that support our community and the Community Fund for Women & Girls.



**Finance Pioneer**  
Birgitta Johnson started a banking career that led her to become one of the first women in Connecticut to be named a Vice President in the banking industry. Both during her career and in retirement, Birgitta served on nonprofit boards and mentored many women. Given her finance and estate planning expertise, it’s no surprise that Birgitta opted to use IRA retirement assets in her estate plan to benefit the Community Fund for Women & Girls and Fellowship Place.



**Champion for Young People**  
After her retirement, Ilene Saulsbury sought to further her philanthropic work on behalf of children by establishing a fund in her name at The Community Foundation.  
  
The Ilene M. Saulsbury Fund was created as a donor advised fund to support nonprofits at Ilene’s choosing. Upon her passing, The Fund supports early learning, literacy and women and girls.



**Chemist and Community Leader**  
Jane Curran was a chemist whose research team at the Lederle Laboratories Division American Cyanamid developed the first antihistamine. She was a wife, mother and extraordinary community leader. During Jane’s lifetime, she and her husband Bill supported numerous organizations in Greater New Haven. She was active in the United Church on the Green and served on the Board of the Children’s Center in Hamden. Jane was a founder of the Community Fund for Women & Girls.

## What Your Gifts to the Fund Make Possible



Photo Courtesy of CWEALF

During quarterly meetings of the Connecticut Collective for Women and Girls – a multi-year signature investment of the Community Fund for Women & Girls – members discuss, monitor and advance legislative matters important to gender equity, such as equal pay. Recently, the Collective hosted a learning lab (pictured) on girls’ leadership programs. The CT Collective, convened by CWEALF, includes 32 women-serving and women-led organizations. The Fund for Women & Girls joins fellow Collective members in welcoming the following new organizations: UConn Women and Philanthropy Network, UConn Foundation; Community Renewal Team; Project Resiliency - Movement LLC; Women’s Leadership Center, University of Saint Joseph; and the National Organization of Sisters of Color Ending Sexual Assault.



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## Inside ...

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Economy and get to know the  
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## The Care Economy: Women, Wealth and Work

The consequences of undervaluing care work and policy strategies for improving the lives of care workers were the focus of an in-depth panel discussion hosted by the Community Fund for Women & Girls at its Annual Meeting in June. Former Advisory Board Member Miriam Gohara (Yale Law School) moderated the discussion. The panel included Natalícia Tracy (Brazilian Worker Center), Elyse Shaw (Institute for Women’s Policy Research) and Jessica Sager (All Our Kin).  
  
“There are 10,000 people a day turning 65 years old in the United States, which is one person every eight seconds. Then we have millennials on the other end of that spectrum, 25 percent of the population. People born between 1980 and the year 2000 who are having children, building their families and are in the workforce. They need care,” Gohara says.  
  
Millions of women work in jobs that primarily involve caring for the needs of the elderly, children and people with health needs. For large numbers, particularly women of color, their earnings are so low that they and their families live in poverty. Women also provide the majority of the unpaid work caring for sick or impaired loved ones and family members.  
  
“It affects the ability to build wealth over your lifetime,” says Shaw. “When I say wealth, I don’t

mean the 1 percent wealth. I mean, if you have an emergency expense this month of \$300 or \$400, can you pay it? That is what I mean by wealth.”  
  
Lack of benefits also accelerates the wealth gap.  
  
“Nine out of 10 high-wage workers have access to some sort of paid leave; only one in five low-wage workers do,” Shaw explains.  
  
The demand for care work is increasing, as it is vital to families and the economy.  
  
“Every childcare provider allows four to five parents to enter and remain in the workforce,” says Sager. “Childcare is incredibly expensive and somehow we have set up a system that parents cannot afford and that does not permit childcare providers to meet a decent living.”  
  
Recently, Connecticut has strengthened worker protections with the passage of legislation to increase the minimum wage and to guarantee paid family leave and paid sick leave. Panelists advocated for further changes, such as universal childcare for all children ages 0-5 and adding a caregiving credit to social security calculations for people who leave the workforce to care for a loved one without pay.  
  
“We need to value care. It is vital for the fabric of our society,” Shaw says. “These are important jobs. This is an important role that people play.”



Photo Dawn Santiago



# Community Fund for Women & Girls grant awarded to LGBTQIA+ group

By Register Staff

NEW HAVEN — The Community Fund for Women & Girls will award its first-ever grant to an LGBTQIA+ organization among the total of \$130,000 in grants going to 12 nonprofit organizations working to advance gender equity in the region.

The New Haven Pride Center is the first LGBTQIA+ organization to receive a grant from the fund, according to a release.

Newly appointed Chairwoman Karen Peart announced the grants at the recent annual meeting. The Community Fund for Women & Girls endowment promotes social and economic advancement of women and girls, the release noted.

“These grantees are working on the front lines of gender equity and economic security and you will also find a deep commitment to inclusiveness,” Peart said, in the release. “All of the grant awards are related in some way to economic security and inclusive growth and all of them are made possible by women’s philanthropy - the generous sharing of time, talent and treasure.”

The moderated panel discussion during the meeting, “The Care Economy: Women, Wealth and Work,” included Jessica Sager, co-founder and CEO of All Our Kin; Natalícia Tracy, executive director of Brazilian Worker Center, and Elyse Shaw, study director at the Institute for Women’s Policy Research, according to the release. The discussion included details on how “women make up the bulk of the U.S. healthcare and care support workforce (nearly 88 percent), the personal and financial costs to women providing services in the care economy and the importance of advocacy to raise wages and improve working conditions.”

2019 grant recipients (in alphabetical order, as detailed by the release):

All Our Kin: \$10,000 to support the continuation of the Business Development Program.

Bridges Healthcare: \$15,000 the expansion of prevention education and case management services with a particular focus on the West Haven community.

Chapel Haven: \$5,000 to support the Communicative Competency Women’s Group offering discussion-based, community integrated programming.

Collective Consciousness Theatre: \$7,000 to support a 12- to 16-week program for young women who attend a New Haven public school and elder women who reside at a New Haven senior residence/eldercare facility.

Community Bonds: \$15,000 to support the first formal organizing initiative against mass incarceration in Connecticut, led by women of color.

Connecticut Women’s Education & Legal Fund: \$20,000 to support the Bilingual Community Advocacy project and Advocacy Fellowship program in Greater New Haven.

**Signature Grant** The Connecticut Collective for Women and Girls : \$20,000 for continued support for a statewide network of women and girl-serving organizations, allies and advocates.

IRIS (Integrated Refugee & Immigrant Services): \$12,000 to support literacy programming for refugee mothers with young children, who have no other options for learning English.

New Haven Free Public Library: \$9,500 to support the expansion of the Tech Titans: Girls Who Code Club, which serves girls in grades 3-5 weekly, throughout the NHFPL system.

New Haven Pride Center: \$2,000 to contribute to the hiring of a part-time program officer who will focus exclusively on creating new programming and enhancing existing activities for LGBTQ+ identified women, including assigned female at birth, cisgender and transgender women.

Student Parenting and Family Services: \$7,500 to support adolescent New Haven mothers in overcoming barriers to education and employment.

Women & Family Life Center: \$7,000 to support the continuation of one-on-one financial consulting programming while expanding the program to other sites in neighboring towns to serve more women.



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## THE CARE ECONOMY WOMEN, WEALTH & WORK IN THE U.S.



87.7%

of the healthcare and care support workforce 4.5 million workers are women.



Three out of every four unpaid family caregivers are women.



Caregiving can last from less than a year to more than 40 years.

>50%

Over half of women in personal care & healthcare support jobs live in or near poverty.

**Sources:** Shaw, Elyse, Ariane Hegewisch, Emma Williams-Baron and Barbara Gault. “Undervalued and Underpaid in America: Women in Low-Wage, Female-Dominated Jobs.” Institute for Women’s Policy Research, 2016. | U.S. National Institute on Aging. Family Caregiving for Older Adults. By Marie A. Bernard. | National Alliance for Caregiving and AARP; Caregiving in the U.S. Bethesda: National Alliance for Caregiving, and Washington, DC: AARP, 2004.

The "typical" U.S. caregiver is a 46-year-old woman who works outside the home and spends more than 20 hours per week providing unpaid care to her mother.



Women & Girls Fund Advisory Board Chair Karen Peart.

### Advisory Board Highlight: Karen Peart

This January, the Community Fund for Women & Girls welcomed Karen Peart as the chair of the Advisory Board. Peart, a director of external communications at Yale University, says she became involved with The Fund when she saw first-hand how women and girls benefited from The Fund’s support.

“The programs can have life-changing and have lifelong effects on the lives of generations of women,” Peart says. “This is an organization where we get to see the effects of our work. It’s proven over and over again that society benefits when women and girls have the social and economic opportunities to help them succeed.”

Peart wants to advocate for women and girls in the region as she has done for her daughter. Her passion for advocacy comes from her experience as a mother.

“I’ve advocated for my daughter who has disabilities since she was born and it has paid dividends. Despite my daughter’s challenges, she completed high school with honors and is now going into her sophomore year of college. The work continues as she navigates the challenges of adulthood and learns to advocate for herself in a world that doesn’t always make it easy for young women of color,” she says.

“I consider it a privilege to be given the opportunity to serve as Chair of the Fund,” Karen adds. “As a communications professional, I want to lend my skills to finding innovative ways to get the word out about the work that we do to more audiences and to educate new generations of women and girls about how philanthropy can change lives.”

### Creating Your Legacy and Supporting Women & Girls

Donors can create individually-named funds that provide financial resources to women and girls’ programs in perpetuity. Such designated funds can be created now, or as part of an estate plan, to support the Fund for Women & Girls and are easily set up at The Community Foundation *for* Greater New Haven. If you are interested in establishing a named fund to support your charitable interests, contact Sharon Cappetta at 203-777-7071.