

# the women's initiative

*is a new organization born from the merging of:*

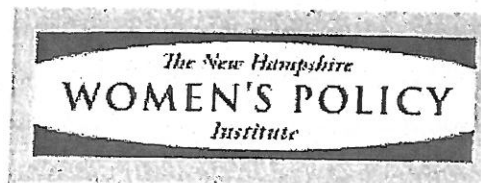


Commission on the Status of Women  
*since 1969*



LOBBY | ALLIANCE

*since 1980*



*since 2002*

# statement of need

change, progress and time make now a critical juncture in the history of women in our society and economy. women in unprecedented numbers are graduating from post-secondary and graduate schools, working as primary or co-breadwinners, and serving in roles never before available to them. the status of women in New Hampshire matters to our families and our future.

yet, despite recent progress, persistent obstacles remain. women's income in New Hampshire lags significantly behind that of their male counterparts, and a "granite" ceiling prevents the representation of women in key leadership areas. access to services to meet fundamental needs—including quality health care, legal services, and economic safety nets—remains a challenge, especially for aging women, working mothers, those living in poverty, ethnic and racial minorities and other marginalized groups.

now more than ever The Women's Initiative is needed to focus on the impact of current social, economic and political change on New Hampshire's women.

## here are a few relevant statistics:

66% of full-time workers earning less than \$15,000 a year are women

only 14% of the full-time workers in NH earning over \$100,000 a year are women

69% of the part-time workforce employed at or near the minimum wage are women

NH ranks 46th in the nation in percent of executive positions filled by women in public corporations, banks and hospitals

only 4% of the CEO's or presidents of NH public companies are women and only 9% of the Board positions are held by women

NH ranks 39th in the nation for total number of companies owned by women

39% of women aged 65+ live alone

62% of women 65+ living alone have household incomes below \$20,000 a year

of workers aged 30–40, women earn 73% of what men earn

of workers aged 45–54, women earn 67% of what men earn

# the women's initiative

## our mission:

advancing social, economic and political opportunity and equality  
for women in New Hampshire

## our vision:

using research, outreach and advocacy to help make New Hampshire  
a place where women can achieve their social,  
economic and political potential

## our program areas:

### Research

*how does the research arm advance  
opportunity and equality for women  
in New Hampshire?*

by conducting research on various  
subjects related to women and by  
providing quality, unbiased  
information to various audiences.

### Outreach

*how does the outreach arm advance  
opportunity and equality for women  
in New Hampshire?*

by informing and educating various  
audiences to increase awareness of  
issues related to women.

### Advocacy

*how does the advocacy arm advance  
opportunity and equality for women  
in New Hampshire?*

by assessing the policy landscape,  
setting policy priorities, and  
supporting policy champions.

## our values:

*(draft only)*

### credibility

we want to be respected as credible, neutral and intelligent  
we will establish protocol and systems to ensure our credibility

### diversity

we want to engage a demographically diverse group of women  
we want to embrace the founding women's movement and the current values of young women  
we want to be governed by a diverse group of women and men

### relevance

we want our work to be timely and relevant  
we want our work to respond to the current social, economic, political & cultural climate

# our audiences

## **who we need to have impact with to achieve our mission:**

NH policy makers

NH opinion leaders

partner organizations

media

donors

foundations

NH women

NH general public

## **a sampling of the types of women we want to consider in our work:**

seniors living on a fixed income

women working hard to care for and support their families

girls striving to learn and grow

women & girls marginalized by poverty, ability, race, ethnicity, religion, citizen status or other factors

professionals demanding equality in the workforce

community leaders strengthening the places we all live and work

caregivers offering dignity and opportunity to others