

3rd Biennial
**NEW ENGLAND
WOMEN'S POLICY
CONFERENCE**



Ensuring Economic Equality for All Women and Their Families

[What We've Been Up To: State-Level Work on Women's Economic Security](#)

Inspired by the successful 2014 and 2016 New England Women's Policy Conferences and passage of a comprehensive pay equity bill in Massachusetts in 2016, in 2017 the New England Women's Policy Initiative (NEWPI) sent a seed grant application to our state partners – members of the steering committee - to implement public forums on equal pay and salary negotiation workshops across the region. The Center for Women in Politics and Public Policy (CWPPP) awarded seed grants of up to \$4,000 to organizations in Maine, New Hampshire, Rhode Island, and Vermont.

NEWPI aimed to build on the momentum from the biennial conferences and partner with regional leaders to work on women's economic security. The New Hampshire Women's Foundation, the Women's Fund of Rhode Island, and Vermont Commission on Women all used the funds to engage in important efforts around fair and equal pay. We are excited to see the wonderful work that these seed grants have made possible.

[The New Hampshire Women's Foundation: Urban and Rural Reach](#)

The New Hampshire Women's Foundation (NHWF) offered two "Salary Negotiations for Women" sessions in different parts of the state. Their sessions encompassed the local and national context of salary negotiation, resources for finding data on average salaries for certain positions, and practical tips.

NHWF was pleased to have Connie Roy-Czyzowski as their main presenter for their Salary Negotiations sessions. Vice President of Human Resources and a member of Northeast Delta Dental's senior management team, Roy-Czyzowski was selected as one of the New Hampshire Business Review's Outstanding Women in Business in 2013. Additionally, to prepare for NHWF's workshops, Roy-Czyzowski conducted email and telephone interviews with New Hampshire business leaders and CEOs. Roy-Czyzowski's extensive knowledge of New Hampshire's business climate and completion of the American Association of University Women's Work Smart Salary Negotiation Training made her the ideal presenter for NHWF's Salary Negotiation sessions.

The Salary Negotiation sessions were held in December in Manchester (southern New Hampshire), and in April in Berlin (northern New Hampshire). Over 30 women attended the sessions and responded enthusiastically to the events. Women learned about the need to negotiate for their salaries and benefits, how to research and prepare for negotiations, and how and when to bring up conversations about compensation with their employers. NHWF and Roy-Czyzowski received positive feedback from

attendees, one of whom mentioned that the workshop gave her the confidence needed to counteroffer a position and get the hours, salary, and benefits that she and her family needed.

[The Women's Fund of Rhode Island: Promoting Fair and Equal Pay](#)

The Women's Fund of Rhode Island worked on the issues of fair and equal pay through hosting negotiation skills workshops; providing education and outreach on the Fair Pay Act; and lobbying and meeting with legislators. The funding the WFRI received enabled four of their staff members to become members of and receive training from the American Association of University Women. WFRI was then able to host three negotiation skills workshops using the Start Smart/Work Smart Negotiation Skills Curriculum from AAUW. Nearly 50 women from diverse backgrounds benefitted from these workshops.

WFRI also utilized other channels for education and outreach, including social media, various meetings, and electronic newsletters. WFRI helped plan the Fight for \$15 and Fair Pay campaign kickoff at the Rhode Island State House, recruiting speakers and inviting attendees. The organization also participated in the Providence Mayor's Pay Task Force meetings to identify ways to ensure that fair pay is enacted throughout the city. Through their newsletter, WFRI reached over 2,500 readers with messages and news related to fair and equal pay, and they encouraged readers to contact their legislators about the Fair Pay Act.

Much of the efforts of WFRI were centered on promoting the Fair Pay Act. Four Policy and Advocacy Committee meetings, hosted by WFRI, focused on the Fair Pay Act in Rhode Island. At these meetings, volunteers organized to share verbal testimony, write blog posts, and reach out to legislators. WFRI was able to meet with approximately 20 legislators to promote the Fair Pay Act and secure support. WFRI also met with two local Chambers of Commerce and gave 15 public presentations and media interviews about the Fair Pay Act. The Rhode Island Senate passed the Fair Pay Act on Equal Pay Day!

[Vermont Commission on Women: Coaching and Camaraderie](#)

The Vermont Commission on Women partnered with From Within Coaching's Lindsey Lathrop to offer a series of events on "The Art of Salary Negotiation." A Career and Business Coach, Lathrop works to inspire and encourage people through career changes, financial issues, and personal matters such as motivation, perfectionism, and confidence.

Lathrop presented at salary negotiation workshops in Rutland, St. Johnsbury, and Newport and had over 80 attendees. The events also received press coverage from WCAX Channel 3 News and News 7/NewsLINC. The workshops helped women identify and address the personal and systemic barriers that may be hindering them from negotiating in the workplace and provided women with a safe space to discuss and practice the process of negotiating. Women benefitted from learning common mistakes in negotiating, finding camaraderie with other women interested in negotiating, and preparing and practicing responses to the question of "What are your salary expectations?"

We at the New England Women's Policy Initiative are pleased to see organizations throughout the region making state level efforts towards women's economic security. Please join us at the **3rd Biennial NEWPC on November 16th** where you will have a chance to meet the women who led these efforts in RI, NH and VT - along with many other women pay equity activists from around New England!