



We are committed to creating an environment in which all of our team members feel valued, included, and empowered to fully participate, bring their full selves to their work, and confidently bring great ideas to the table in service of our mission.

## A Note from Craig

My wife served on the board of The RI Women's Fund for several years, and I went to quite a few of their functions. I learned, and was surprised to learn, that there is a 'Pay Equity Day' for women. It's usually around the third week of March to the first or second week of April—depending upon the year. "Pay Equity Day" is the day it takes a woman to earn the same amount that her male counterpart in the same job earned as of December 31st of the prior year. This year it's March 24th. Think about that—It will take a woman close to 3 more months to earn what her male counterpart earns - doing the same work.

It was surprising to me, because that concept was so foreign to my experience of 40+ years in Human Services. In most agencies I know, men and women are paid essentially equally, and any differences are due to qualifications or credentials rather than gender. But our sector is not the norm. We need to support equity not only at CFP, not only in our sector, but in our communities as well. Differences in pay need to be based on qualifications, credentials, contributions to the company's growth, etc.

In our field (over-represented by women and persons of color) there is not a pay equity gap per se, but the funding and employee earnings of our entire sector are indeed deflated. This is a common problem for employees and clients in fields serving and served by marginalized and at-risk populations. We need to advocate with our public officials for the value our sector brings to our communities. We need our state Representatives and Senators to know that we are supporting fragile youth and families and employing otherwise underrepresented populations. Increasing funding for our programs and sector is a matter of equity—for women and for persons of color - both employed and served in the sector. You can find your state rep or senator and email or call:

In Massachusetts: [Find My Legislator \(malegislature.gov\)](http://malegislature.gov)

In Rhode Island: [Welcome to your Voter Information Center](#)

You also will be receiving information about a May rally for The Caring Force at the Massachusetts State House. You can join over 1,000 other human service workers advocating for improving services and funding.

It's a matter of fairness.

*-Craig*



# WOMEN'S HISTORY & GENDER EQUALITY MONTH

MARCH 2023



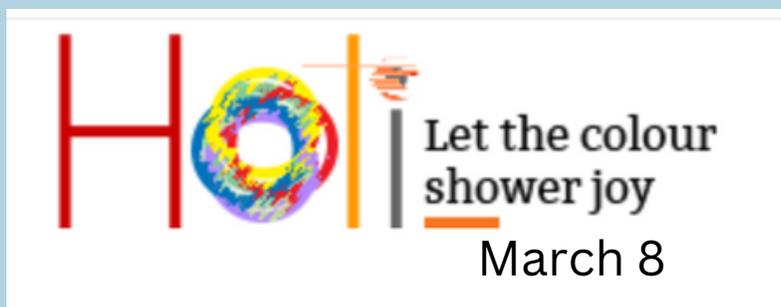
#EMBRACEEQUITY

**Celebrating  
Women Who Tell  
Our Stories**

Promoting awareness of the disparities, inequalities, underrepresentation, and violence faced by women and girls around the globe, and shining a light on their strengths and achievements.

- *March 10– Harriet Tubman's Birthday*
- *March 24 - Pay Equity Day*

*And.....*



# How will YOU celebrate Women?

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- 10 must-watch TED talks by women.
- On the Basis of Sex
- 9to5: The Story of a Movement (Netflix)
- Feminists: What Were They Thinking? (Netflix)
- Reversing Roe (Netflix)
- This Changes Everything (Netflix)
- Period. End of Sentence. (Netflix)
- The Janes (HBO)
- A Secret Love (Netflix)
- Audrie & Daisy (Netflix)
- She's Beautiful When She's Angry (Netflix)
- Miss Representation (Kanopy)
- End of the Line: The Women of Standing Rock (Peacock)
- He Named Me Malala (Amazon Prime)



- "Abolition. Feminism. Now." by Angela Y. Davis, Dent, Meiners & Richie
- "Bad Feminist" by Roxane Gay
- "A Room of One's Own" by Virginia Woolf
- "Feminism is for Everybody: Passionate Politics" by bell hooks
- "Know My Name: A Memoir" by Chanel Miller
- "Untamed" by Glennon Doyle
- "Whipping Girl: A Transsexual Woman on Sexism ..." by Julia Serano



- Women's History Month Playlist
- Women Artists Who Inspire



- RHODE ISLAND
- MASS
- ONLINE



- The National Women's History Museum is an innovative online museum that uncovers, interprets, and celebrates women's diverse contributions to society.
- ATTEND EVENTS NEAR YOU

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## **March 21 - International Day for the Elimination of Racial Discrimination**

commemorates the date that police opened fire and killed 69 people at a peaceful demonstration against "pass laws" in Sharpeville, South Africa in 1960. Use your voice can be a powerful vehicle against racism

## **March 25 - Int'l Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade**

This United Nations international observation offers the opportunity to honor those who suffered and died at the hands of the brutal slavery system.

# BE A CFP ALLY

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## AWARENESS

Is there a problem?

- Is it out of the ordinary?
- What does your gut say? If you are uncomfortable, likely others are too.

## ATTITUDE

How can you play a role?

- What is the danger of not-intervening?
- Are you the best person to do something?
- Why are you the best person? What do you want to accomplish?

## ACTION

How should you respond?

"What do you mean by that?"

# OUCH! OR TIMEOUT!

