

**SHE LEADS  
JUSTICE**



# Let's Get Loud!

**A Legislative Change Toolkit for Women**



# SHE LEADS JUSTICE

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-  @sheleadsjustice
-  sheleadsjustice.org

## WHO WE ARE

**She Leads Justice** is a statewide, nonprofit that uses a justice and equity lens to advocate for under-resourced, marginalized women in Connecticut. We work to close the civil legal justice gap and to create policy that advances women's economic security.

## WHAT WE DO

Legal Education

Public Policy & Advocacy

Community Organizing

## WHO DO WE DO IT FOR?



Our work supports women who identify as cisgender and transgender, and non-binary individuals, as well as people of all marginalized gender identities systemically and historically oppressed by those in power.

## HEY YOU! ADVOCATE WITH, ORGANIZE FOR & FUND US



Use your phone's camera or app to scan!  
or visit [linktr.ee/sheleadsjustice](https://linktr.ee/sheleadsjustice)

Are you a woman living in Connecticut who needs help with employment discrimination or family law?

She Leads Justice provides **FREE** bilingual legal information and referrals to attorneys and community agencies.

CALL OUR INFORMATION AND REFERRAL LINE:

**(860) 524-0601**

EMAIL US: [INFO@SHELEADSJUSTICE.ORG](mailto:INFO@SHELEADSJUSTICE.ORG)

Open Monday-Thursday: 9AM-2PM  
Friday: 9AM-1PM



# THE LEGISLATIVE PROCESS IS YOURS TO SHAPE.

## ADVOCATE AND ORGANIZE YOUR COMMUNITY!

### ABOUT THIS TOOLKIT:

- We designed this toolkit with inclusivity in mind and pulled from practices cultivated and led by marginalized groups.
- To counteract the erasure of women from history, this guide highlights important women across time in CT to inspire your work.
- Key terms you'll see throughout this guide are defined on pages 5-7.

### HOW TO USE THIS TOOLKIT:

*She Leads Justice's Legislative Change Toolkit is designed to get you thinking about how to advocate and organize in your community this legislative session to get loud and ensure Connecticut women are one step closer to economic security.*

### TIPS AND IDEAS INCLUDED IN THIS TOOLKIT:

Advocacy suggestions are in this blue.

Community organizing suggestions are in green.

*These are just a start. Fill us in on your actions and share your events, stories, and your work with us at [stories@sheleadsjustice.org](mailto:stories@sheleadsjustice.org)*

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**HOT TIP** Hot tips are insider knowledge that help you advocate and organize better!

### HEY YOU! GET LOUD!

Use your phone's camera or app to scan!

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[@sheleadsjustice](https://twitter.com/sheleadsjustice)

[sheleadsjustice.org](https://www.sheleadsjustice.org)

**SHE LEADS JUSTICE IS COMMITTED TO OUR LEADERSHIP IN ADVANCING ECONOMIC SECURITY FOR ALL WOMEN. JOIN US!**

# WHY DO WE FOCUS ON CONNECTICUT POLICY?

## A MESSAGE FROM JANÉE WOODS WEBER



YES  
GIRL!  
YOU  
CAN!

Dear Connecticut Women,

While She Leads Justice does not endorse specific candidates, we proudly live by the words of Congresswoman Ayanna Pressley: "policy is our love language."

We designed this guide for all the women who lead, advocate, organize, or wish to do so for policy change. The guide and our accompanying workbook share wisdom collected by our staff and colleagues with the hope that they give you the confidence and tools you need to own your power.

**Connecticut woman, if no one has extended an invitation yet, consider this your formal invitation into your movement.** Your participation is important and necessary.

When we voted in November, we took one step in the long process to advocate and organize for the changes we need to see in our communities. Making our voices heard at the legislature and State Capitol is one more step in that process. Each year when our elected officials go into legislative session, they pass policies that impact ourselves, our families, our workplaces and communities.

Your voice and your story are powerful tools to influence legislative change. Together, we can help create the world that all women and girls deserve.

Truly,  
Janée Woods Weber  
Executive Director, She Leads Justice

## A COMMUNITY OFFERING: HOW TO USE A QR CODE & HOW TO MAKE YOUR OWN!

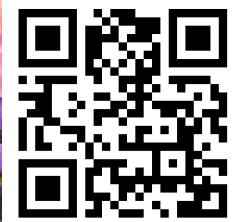
We have a lot of know-how at She Leads Justice and we are fans of sharing our wealth. Here is an easy tool that can help facilitate your change work. QR codes are pictures that hold a link. Have fun and keep us in the loop!

To access with an iPhone:

- Using an iPhone? Open your camera app and aim it at the QR code.
- A box will pop up with the link. Click on it.

To access with another device:

- Download a QR reader application.



**To make your own:**

- Create an account on [Canva.com](https://Canva.com) or [Bitly.com](https://Bitly.com)
- On Canva: QR Code can be generated once you begin a new project.
- On Bitly.com: QR codes can be generated with the QR generator on the dashboard.



# SHE LEADS JUSTICE DEFINES:

## COMMON LANGUAGE IN LEGISLATIVE CHANGE WORK

At She Leads Justice, we know that language is often used to exclude people from political spaces and to discourage them from participating. Here is a list of words we commonly use and their definitions:

### THE BASICS

#### SYSTEM

an organized framework or method

#### CIVIL-LEGAL JUSTICE GAP

the difference between the civil legal needs and the resources available to meet those needs

#### POWER

the capacity or ability to direct or influence decisions

#### INTERSECTIONAL FEMINISM

a movement that challenges oppression specifically impacting women of color

#### COMMUNITY

a group whose members have something in common

#### ANTI-RACISM

actively opposing racism by pushing for changes in political, economic, and social life

#### MOVEMENT

a group of people working together to advance shared ideas

#### POLICY CHANGE

process of advocating and organizing to change laws

#### LEADERSHIP

process of social influence towards the achievement of a goal

### ADVOCATE to publicly recommend or support

### COMMUNITY ORGANIZING

The practice of using our community's assets to create systems that help your community stand in their power

### MAIN ACTORS

#### ADVOCATE

influences policy decisions on behalf of individuals and organizations



#### ORGANIZER

brings together community power by operationalizing theory and turning it into a community practice

#### ACTIVIST

works to bring about political or social change



#### CONSTITUENT

a person who is represented politically by an elected official

#### ORGANIZATION

an organized body of people with a particular purpose



#### LOBBYIST

participates in organized attempts to influence elected officials



#### LEGISLATOR

a person who is elected to represent an area of the state in order to make laws

#### LEGISLATIVE AIDE

staff person who provides support to a legislator

#### COALITION

a group of people organized around a specific action or goal



#### GOVERNOR

the highest state office and chief executive officer of CT



#### STATE SENATOR

1 of 36 elected members of the State Senate

#### STATE REP.

1 of 151 elected members of the State House of Representatives

#### CGA

Short for the CT General Assembly, which what we call the legislature



The term "intersectional feminism" was coined by Kimberlé Crenshaw & is key to all of our organizing & advocacy.



Find your State Legislator and how to contact them at [cga.ct.gov](http://cga.ct.gov).

# SHE LEADS JUSTICE DEFINES:

## COMMON LANGUAGE IN LEGISLATIVE CHANGE WORK

At She Leads Justice, we know that language is often used to exclude people from political spaces and to discourage them from participating. Here is a list of words we commonly use and their definitions:

### STRUCTURE & TOOLS OF THE SYSTEM

#### DISTRICT

a region or area of the state where you live

#### LEGISLATIVE SESSION

time when the government meets to create laws

#### BILL

a draft of a proposed law

#### LAW

a set of rules that regulates the actions of people

#### COMMITTEE

the first step for a bill: group where legislation is crafted and public hearings are held

#### PUBLIC HEARING

meeting held by CGA to receive testimony from the public on a proposed bill

#### BULLETIN

a document on the CGA website that provides info on upcoming meetings, public hearings, etc.

#### FISCAL NOTE

a bill's "price tag" or estimate of how much it will cost the state

#### STATE BUDGET

a bill that lists revenue and expenditure of the state in a year

#### AMENDMENT

a change or addition to a proposed bill

#### VOTE

a formal expression of opinion used to stop or advance bills

#### COSPONSOR

when a legislator signs on to publicly support a bill

#### CAUCUS

informal group meeting of legislators, often based on political party

#### VETO

to reject a bill by refusing to sign it into law

### HOT TIP

There are 26 legislative committees, including: Housing, Public Health, Appropriations, and more. She Leads Justice's policy priorities like paid sick days and fair work week begin in the Labor & Public Employees Committee.

### TOOLS OF ADVOCATES & ORGANIZERS

#### COMMUNITY FORUM

An event where people exchange ideas and discuss issues

#### FACT SHEET

a document or paper giving information about an issue/bill

#### TESTIMONY

The written statement that explains where your story meets the proposed bill. This gets filed and becomes history! This is the main line of communication from the community about bills.

#### PRESS CONFERENCE

Event that communicates news

#### RALLY

a larger meeting showing support for a cause

#### PHONE BANK

make calls asking for support

#### LOBBY DAY

an event where people talk to legislators about an issue

#### SURVEY

a way to collect data or information or stories

#### PROTEST

an action expressing disapproval


AN ADVOCATE'S JOURNEY TO LEGISLATIVE CHANGE USING SLJ'S VOCAB


COMMUNITY FORUM


RALLY PROTEST


STATE BUDGET

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## LEGISLATIVE CHANGE AKA POLICY CHANGE

### WHAT IS LEGISLATIVE CHANGE?

Legislative change is a process of advocating and organizing to influence policy decisions at the State Legislature.

### WHERE DOES IT HAPPEN?

Formally? At the LOB or the Legislative Office Building. For advocates and organizers, it starts at home.

### HOW DOES IT HAPPEN?

While there is no set schedule, it helps to break it down into 3 phases.

## 3 PHASES OF LEGISLATIVE CHANGE



### PRE-CAMPAIGN PRE-SESSION

# 1

Identify problems and talk to your community and organize them to find a potential solution. Connect with organizations, leaders and issue experts to ask for their support. Begin to form relationships with elected officials that can be your champions!

### ACTIVE CAMPAIGN/ LEGISLATIVE SESSION

# 2

Time to execute your organizing and advocacy strategies throughout the legislative session! Meet with legislators and get buy in from your community.

HEY GIRL!  
WE HAVE A  
WORKSHOP  
FOR THIS!

### POST SESSION

# 3

**Didn't win?** Regroup, strategize, and prepare for the next session!

**Did you win?** It's time to inform your community and hold your elected officials accountable!



**HOT  
TIP**

It sometimes take years and many different strategies to win. The more coordinated the efforts amongst various groups, advocates and organizers, the more impactful the change.

## CT WOMEN IN ORGANIZING: EDNA NEGRON ROSARIO

Edna Negron Rosario is an educator, consultant and community organizer. Negron began her teaching career in 1974 and as principal of the Ramon E. Betances School in Hartford, she founded the Family Resource Center, which became a national model for family-based, multi-generational social services housed in public schools.





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## HOW DOES LEGISLATIVE CHANGE HAPPEN?

Here is an overview of how a bill becomes a law in CT and tips to **advocate** and **organize** along the way.

### ADVOCATE!

#### PRE:

- Meet with coalition partners to measure their support
- Educate legislators on your problems and the bills that solve them to find your champions

#### DURING:

- Meet with legislators in the House and Senate and ask for their support
- Keep track of legislators' support or opposition to know if you have enough votes for the bill to pass
- Monitor potential amendments
- Lobby the Governor and staff



### HOW LEGISLATIVE POWER MOVES: AKA "THE SYSTEM"

**PRE SESSION:**  
Legislators make plans with their colleagues and advocates on what bills to raise

- 1 Bills are introduced in committees
- 2 Bills are drafted and available on the CGA site
- 3 Public hearing is scheduled and we get 5 days notice
- 4 Committee debates & votes on bill
- 5 Bill receives a fiscal note, or an estimated cost, and a summary
- 6 Bill is sent to House or Senate & waits for a vote

**HOT TIP** If necessary, bill is referred to another Committee

Legislators in the House and Senate caucus, or discuss, the bill & take a vote count of who supports or opposes

First chamber debates and votes on the bill

While bill is debated, legislators file amendments

Second chamber debates and votes on the bill

Legislators caucus the bill again to determine if they have the votes to pass

After passing the House and the Senate, bill heads to the Governor's desk

Governor vetoes bill.



Bill is signed into law by the Governor

**HOT TIP** If a bill dies it might start over next session!

Bill dies **BACK TO THE START!**

**POST SESSION:**  
Legislators re-group with leaders

**HOT TIP** If the bill does not pass before session ends, it starts over the next year.

**BACK TO THE START!**

**HOT TIP** The House and Senate can override the Governor's veto with a 2/3 vote, making it law.

### ORGANIZE!

#### PRE:

- Notice the problems.
- Map out all the current efforts and learn how to join; help others
- Gather other advocates in your community and co-create a strategy.
- Develop relationship with potential allies; Consider creating a coalition.
- Identify, contact, meet with, & educate legislators to champion your bill!

#### DURING:

- Create systems to communicate real time with your community
- Coordinate lobby days at the Capitol and create fact sheets for advocates
- Prepare your community to share their story and stand in their power
- Help create systems that help your community access important meetings.

#### POST SESSION

Help your community understand the new law or program!



## SPEAKING UP FOR YOURSELF AKA SHARING YOUR STORY

### WHY IS IT IMPORTANT TO SHARE YOUR STORY?

#### DEEPER UNDERSTANDING

Legislators are people with families and communities too. Sharing your story helps them understand an issue.



#### INVITE OTHERS TO JOIN

There are many reasons your community can hesitate to share. When you share your story, you help others be brave.



### HOW TO BUILD YOUR STORY SO OTHERS WILL LISTEN

HEY GIRL, HEY! WE HAVE A WORKSHOP FOR THIS!

#### If the bill is drafted:

- Make a list of what leading advocates, organizers and trusted leaders are saying about the bill you support.
- Share experiences that help support what those leading are proposing as a solution.

#### If there is no bill drafted:

- Write down a brief description of the problem in your own words.
- Make a list of how the problem impacts your life; think work, income, health, etc.
- Make a list of how the problem impacts your community.
- Answer: What do you wish was different when you were interacting with the problem? What went well?

#### HOT TIP

You don't have to share painful memories in an attempt to make a difference.

Instead, focus on impact and solutions!

*"BE SOFTER WITH YOU. YOU ARE A BREATHING THING. A MEMORY TO SOMEONE. A HOME TO A LIFE."*

NAYYIRAH WAHEED

#### ADVOCATES

Have a goal in mind of how advocates can support you to share your story publicly.

#### ORGANIZERS

Figure out how your story connects to a bigger strategy and movement.

#### COMMUNITY

Share your story and solution and hear theirs. Who do they know that is working on this issue?

#### FAMILY/ FRIENDS

Tell trusted friends and family your story and your ideas for a solution.

#### YOURSELF

You are the first person you have to convince. Write your story down. Collect all your research and map out leaders.



#### LEGISLATOR

Connect your story to a specific current bill.

#### MEDIA

Answer questions related to your bill and issue.



Use your phone's camera or app to scan!

## FINDING YOUR PLACE IN THE MOVEMENT

**YOU NOTICED A PROBLEM. YOU HAVE YOUR STORY, AND NOW YOU ARE ANGRY. WHERE DO YOU GO NEXT?**

The best way to find your place is to map out where you are and where you are going.

Ask yourself:  
 What is the vision I am working on? What skills do I have that can help achieve this? Who is working on these things locally? Who do I know? Who do I need to know? Who has the power to make our vision a reality? What skills do I want to use?

**Power mapping** is a term that is used to describe the process of figuring out who has the power to make the difference you need. **HOT TIP**

### ADVOCATES

- Carry your story and help you connect to a bigger network of people.
- Provide resources to make your story heard.
- Found at organizations, working in coalitions, etc.

### ORGANIZERS

- Figure out how to use your talents to serve the strategy and movement.
- Help you build a strategy.
- Train you to handle mobilizing safely.
- Found at organizations, online, and at events.

### COMMUNITY

- Lift up your story.
- Speak at community meetings + invite others.
- Consider online communities.
- Make a list of possible places to tell your story.

### FAMILY/FRIENDS

- Use conversations with them to learn what others in your community may think.
- Ask them what they know or how this has played out in the past.
- Become a trusted information source for them.

### YOURSELF

- Practice telling your story in the mirror or by recording yourself.
- Talk about your issue on your social media.
- Make sure you are keeping track of what you are learning.



### LEGISLATOR

- Ask your legislator to support a specific bill or issue.
- Testify at a public hearing.


### MEDIA


- Write an op-ed or letter in your local paper.
- Write for a local blog.
- Ask an organizer or advocate for direction if this is your first time.
- Cultivate a list of media contacts.




Use your phone's camera or app to scan!

## FORMALIZING RELATIONSHIPS

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### BUILDING A COMMUNITY GROUP:

1. Tap into friends and community members who are affected by the issue and make a plan to meet.
2. Discuss skills, resources, connections and set a schedule of times to meet.
3. Make an online account for the group to post information and invite others to join.

### HOT TIP

Working in a coalition is a way to maximize resources, knowledge and power with other communities, people and organizations that share your values.

### HOW WE PARTNER TO MAKE LEGISLATIVE CHANGE: Building and working in Coalitions

#### Build:

1. Bring together community members, organizations, etc. to address a problem
2. Establish your values as a group and develop a solution to the problem
3. Set clear roles and expectations
4. Create a strategy to pass legislation
5. Re-work the strategy whenever necessary

#### Work In:

1. Make sure the Coalition aligns with your values and priorities
2. Be clear about what you can contribute
3. Activate your own network
4. Share updates and actions on social media
5. Lift up and support the leadership of others in the Coalition doing the work



Transformative policy change happens when we work together. She Leads Justice is a member of coalitions and supports the leadership of our partners:

### COALITIONS:

#### Abortion Rights & Reproductive Health Care

We are a member of the Coalition for Choice and support [PPSNE](#) and [Reproductive Equity Now](#) in advocating for policies to increase access to reproductive freedom and abortion care.

#### Child Care

We support the [Child Care for CT's Future Coalition](#) and advocate for a system of universal child care.

#### HUSKY for Immigrants

We are a member of the [HUSKY 4 Immigrants Coalition](#) fighting for the expansion of eligibility to Medicaid regardless of age or immigration status.

#### Recovery for All

We support the [Recovery For All Coalition](#)'s efforts to create greater transparency and build equity into our state's current tax structure.

### ADVOCACY SUPPORT:

#### Child Tax Credit

We support [CT Voices for Children](#) and others to create a permanent child tax credit.

#### Housing

We support more inclusive housing opportunities for families where they want to live, led by groups like the [CT Fair Housing Center](#).

#### LGBTQIA+ Rights

We support policies to advance and protect the rights of the LGBTQIA+ community and follow the leadership of advocates & organizers including [Equality CT](#).

#### Student Loan Debt

We support policies that curb or cancel student debt and the leadership of the [Student Loan Fund](#).

#### Sexual & Domestic Violence

We support the leadership of the [CT Coalition Against Domestic Violence \(CCADV\)](#) and the [CT Alliance to End Sexual Violence](#) to advocate for increased protection for victims and survivors.

#### Gun Control

We support the leadership of the [CT Against Gun Violence](#) and the policies that keep us safe from gun violence.

## THE CONNECTICUT STATE LEGISLATURE AKA CGA

**WHAT:** The **Connecticut General Assembly (CGA)** is the state legislature of Connecticut. Its main responsibility is to pass laws.

**WHO:** **Legislators** are elected to 2 year terms to represent their district. The number of representatives elected to serve each town or city depends on population size.

**WHERE:** The **Legislative Office Building (aka the LOB)** is the building where most of the business of the legislature takes place, like committee meetings and public hearings.

The **State Capitol** is next to the LOB and it's where the legislature debates and votes on potential laws. The Governor's and Lieutenant Governor's offices are also located in the State Capitol Building.

**151** State Representatives  
**36** State Senators  
**2** Year Terms

**ADDRESS:**  
300 Capitol Avenue  
Hartford, CT  
The entrance is on the left.

**ADDRESS:**  
210 Capitol Avenue  
Hartford, CT  
The entrance is on the left.



- HOT TIP**
- Park for free at the LOB or Capitol parking lots and garages.
  - Parking outside of the LOB/Capitol is NOT free. Follow street signs.

### ADVOCATE!

Make sure to center the needs of people in your group who have been kept out of power in the legislative process by making educational materials like this toolkit accessible to all!

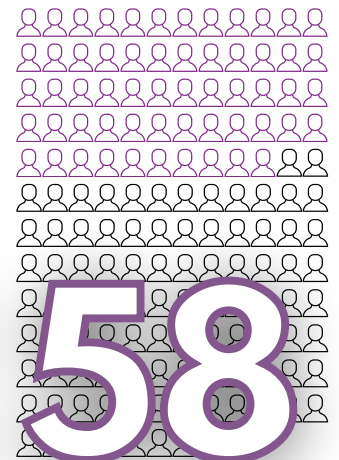
### ORGANIZE!

- Make sure everyone knows the location, why, and the strategy of your meeting.
- Alert your members and participants of how to maneuver police presence.
- Have you taken a marshal training?
- Make sure your coalition, group, or organization knows our hot tips!

### HOW MANY WOMEN ARE IN OFFICE?



12 of 36 Senators are women



58 of 151 Reps. are women

### HOT TIP

Do you menstruate? Bring your own menstrual products or quarters to buy items from the bathroom machines.



Use your phone's camera or app to scan!



## CT WOMEN IN ACTIVISM: MARY TOWNSEND SEYMOUR

Mary Townsend Seymour co-founded and served as the Vice President of the Hartford NAACP. In 1920, she became the first African American woman in the U.S. to run for state office. Throughout her career, Townsend Seymour was a vocal activist, organizer and leader for labor rights, voting rights and more.

# HOW TO MANEUVER THE CGA WEBSITE

The CGA website is your connection to the CT legislature, whether we are in person or virtual. Use the key below to learn how to navigate the website's most important tools.



## YOUR KEY TO: CGA.CT.GOV

- 1** Use this menu to find your legislator, explore different Committees and more
- 2** The CGA website tells you what parts of the Capitol and LOB are open to the public
- 3** Read the daily Bulletin for information on upcoming public hearings, committee meetings, etc.
- 4** Select "Session Items" for a page with resources about the current legislative session
- 5** Use "Quick Bill Search" to search a bill by its number, including bills from years past
- 6** Watch what's going on the Capitol on CT-N and YouTube

**HOT TIP**

The Bulletin ( **3** on the key) provides all the info you need on public hearings like where and how to sign up.

**ADVOCATE!**

Use the CGA website to learn more about bills being debated. Who supports the bill? Who opposes? How did your legislator vote?

**ORGANIZE!**

How will you help your community navigate this website? Or will you create an information pipeline for your community?



## CT WOMEN IN POLITICS: ELLA T. GRASSO


Ella Grasso was the first female Governor of Connecticut (1975-1980) and the first woman to be elected governor in the United States in her own right. Grasso's career in politics started in 1952 when she was elected to the State Legislature. She served as Secretary of State from 1958-1970 and in Congress from 1970-1974.





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# SHE LEADS JUSTICE NEEDS YOU TO:

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## CONNECT WITH YOUR LEGISLATOR

Your legislators work for you. They are important people to include in your strategy if you have a bill you are working on and a resource for getting your voice heard. Keep reading for tips on connecting with your legislators.

### HOW TO CONTACT YOUR LEGISLATOR:

The email and phone number of your legislator can be found on CGA website. Expect to schedule a meeting 2-4 weeks out.

### HOT TIP

Since COVID-19, most meetings are virtual. You can sometimes talk with them if you see them at the LOB or Capitol when they are free and not in the bathroom.

### ORGANIZE!

- Help everyone practice their script and know the points.
- Coordinate rides and activities for your group.
- Help others schedule their own meetings.

### ADVOCATE!

- Create fact sheets to bring to the meeting.
- Prepare to answer questions about the bill.

## MEETING YOUR LEGISLATOR



### BEFORE

- Do your research to learn about them and what committees they are on.
- Prepare your story.

### DURING

- Tell your story.
- Use facts to support your solution or policy.
- Ask for their support.
- Thank them for the meeting.

### AFTER

- Follow up with an email highlighting key points or provide answers to any questions.

## 5 TIPS FOR CALLING YOUR LEGISLATOR

1. Share your name, town and why you are calling.
2. Share your position on a bill.
3. Ask theirs.
4. Follow up as soon as possible with more information.
5. Say thank you!

### Example:

"Hello Representative, My name is Ashley and I live in Hartford. I support paid sick days because I shouldn't have to lose my paycheck when I get sick. Please support this bill. Thank you."

## 3 TIPS FOR EMAILING YOUR LEGISLATOR

1. Share name, town/address, bill or cause.
2. Share your position and add resources.
3. Ask for support.

## CT WOMEN IN CIVIL RIGHTS: RACHEL TAYLOR MILTON

Rachel Taylor Milton was a distinguished educator and civil rights crusader who co-founded the Urban League of Hartford in 1964, which today provides a variety of important services to the community. Milton was the first African-American woman to graduate from the Hartford Seminary School of Religious Education.



## PUBLIC HEARINGS

### WHY PUBLIC HEARINGS ARE IMPORTANT TO YOUR LEGISLATIVE CHANGE STRATEGY

Public hearings are opportunities to weigh in on a specific issue in support or opposition. They are ways to show its strength in numbers in support of an issue and for experts to state why a bill is important or harmful to a community.

### 2 WAYS TO TESTIFY:

1. Submit written testimony if you can't attend in person
2. Provide verbal testimony in person or remotely

### 3 BASICS OF PUBLIC HEARINGS:

1. They are scheduled 5 days in advance
2. All information related to the hearing is available in the Bulletin on [cga.ct.gov](http://cga.ct.gov)
3. The first hour is reserved for state officials

### HOT TIP

- Each member of the public is given 3 minutes to testify.
- When called to testify introduce yourself with your name, town, bill number and title, and your position

#### How to Testify Remotely via Zoom

- Use the link on the Bulletin to sign up. After signing up, you'll receive an email with the Zoom link
- A lottery process determines the speaking order which is found on the Committee's page
- You'll be placed in a waiting room until your name is called
- Using your computer? Make sure you have a microphone on your computer if you need to talk. If not, use the call-in feature on a cell phone or a landline

#### How to Testify In-Person

- Read the Bulletin for where to sign up in person at the LOB to testify
- When you sign up, note where you are in the order of speakers
- Legislators will call out your name when it's your turn
- Walk to the table in front and make sure the microphone is on to begin your testimony
- Committee members may ask you questions. Answer what you can follow up with what you can't.

#### Submitting Written Testimony:

- Information on where to submit is in the Bulletin
- Write your name, town, bill number and title.
- State your position on the bill and why.

HEY GIRL, HEY! WE HAVE A WORKSHOP FOR THIS!

### ORGANIZE

- Distribute testimony guides
- Make sure your community has working computers, internet, and/or phone for virtual testimony
- Provide interpretation if necessary and notify the clerk of the Committee
- Have someone follow the order of speakers to alert members when their turn is coming up
- Organize care for the group like food, water and other support

### ADVOCATE

- Collect testimony
- Create a one pager about the bill and your position
- Coordinate expert testimony from other advocates
- Talk to legislative allies before the hearing - how can they help?
- Take notes on questions asked and what the opposition says
- Send follow up information to members of the Committee if necessary



# TOP POLICY PRIORITIES FOR 2024

She Leads Justice advocates for legislation at the State Capitol that advances women's economic security. Our top policy priorities include paid sick days and CT child tax credit. We also work collaboratively in coalitions to support the leadership of our organizational partners.

Below are actions you can take to **advocate** and **organize** in your community on each issue. We've provided a script to help you advocate. Scan the QR code to join us this session and receive updates on public hearings and other ways to support.



## EXPANDING ACCESS TO PAID SICK & SAFE DAYS

Our current **paid sick days law only covers 11% of workers**. Everyone experiences illness and we all need time to care and recover.

*Script: We don't choose when we get sick! Stop making us choose between losing wages while healing or going to work and spreading germs when we are sick. We need Paid Sick Days now!*

Share why you need paid sick days with your community and encourage others to share their stories about why paid sick days are so important.

## BUILDING AN EQUITABLE ECONOMY

Our state's families deserve a **permanent and refundable child tax credit** in order to help create equity in CT's state tax structure.

*Script: Our families need more equitable tax structures and policies! Expanding the CT Child Tax Credit would show us CT is taking steps to supporting hardworking families. Pass the child tax credit in 2024!*

Share why your family needs a more robust and permanent child tax credit- why would this be important to/how would it help you and your family?

## HOT TIP

Bills will be filed on paid sick & safe days within the first few weeks of session. Once a bill is filed, it will receive a number that you can track on on the CGA website.

## HEY YOU! READ & SHARE OUR 2024 LEGISLATIVE AGENDA!



Use your phone's camera or app to scan!



## CT WOMEN IN POLICY: DENISE NAPIER


Denise Nappier of Hartford was the first African American woman elected to statewide office and the first African American woman elected as State Treasurer in the nation. As Treasurer, Nappier advocated for better corporate governance and saved taxpayers billions of dollars. Prior to her election to statewide office Nappier served as Hartford City Treasurer from 1989-1998.



## 2024 POLICY PRIORITY: PAID SICK & SAFE DAYS

### WHAT'S THE PROBLEM?

Life happens! But Connecticut workers are facing hard choices when taking care of basic life circumstances like recovering from a cold or the flu, caring for a sick loved one or attending doctor's appointments. Right now, just 11% of workers are covered under Connecticut's existing paid sick days law. This affects us all.

**HOT TIP**  Paid sick days are employer paid and provide time off for short term health or caregiving needs.

### WHY PAID SICK DAYS?

When workers have to choose between their pay and caring for themselves or their family:



People are more likely to go to work sick. This spreads illnesses to coworkers and customers.



Workers can't be there for a loved one who is sick with an illness like the flu.



Women, who still shoulder the majority of care, are at highest risk of losing income.

### THE SOLUTION



Connecticut was the first state to require certain employers to provide paid sick time in 2011. However, more than 13 years later, the law needs improvements!

#### We support legislation that strengthens our law by:

- Including all workers, no matter where they work
- Expanding the definition of who a worker can use paid sick days to care for to include all types of families
- Eliminating the waiting period to use paid sick days so that workers can take their time as they need it

### HOST A TESTIMONY WORKSHOP & ORGANIZE FOR THE BILL'S PUBLIC HEARING

Organize a group at your church, school, or community to write testimony to submit to the Labor Committee when the bill has a public hearing.



### GET LOUD! ASK YOUR LEGISLATORS:

- ? Do you support all workers having access to paid sick days?
- ? What will you do this session to ensure that all workers in our state have access to paid sick days?



## 2024 POLICY PRIORITY: BUILDING AN EQUITABLE ECONOMY

### WHAT'S THE PROBLEM?

In Connecticut, the ultra-wealthy continue to build wealth and experience state tax structures which benefit them in big ways, while everyday families are left to struggle to make ends meet. As a member of the Connecticut for All Coalition, She Leads Justice supports the movement to build equity within our state by establishing a permanent and refundable CT Child Tax Credit for families.

#### WHY A CT CHILD TAX CREDIT?



Reduce income disparities of families within Connecticut



Low and median income families in CT make ends meet



Reduce racial and ethnic wealth gaps in Connecticut

A permanent and refundable child tax credit of \$500 will help:

### THE SOLUTION



We are members of the Connecticut for All Coalition, led by CT For All. Together we are fighting to pass legislation to enact a permanent and refundable child tax credit for our state.

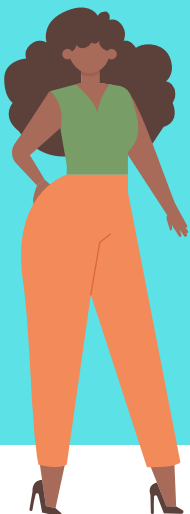
**We support legislation that works to:**

- Address economic inequity.
- Fund essential services and programs.
- Expand benefits and protections for Connecticut workers.

#### GET LOUD! ASK YOUR LEGISLATORS:

? Do you support a Connecticut Child Tax Credit?

? What additional actions will you take this session to help create economic equity for families in our state?



#### HOT TIP


Establishing a child tax credit in Connecticut has been a hot-button issue for more than a couple years!

#### HELP THE CT CHILD TAX CREDIT CROSS THE FINISH LINE!

Talk to your network about why a CT child tax credit is important to you and your family. Then organize a meeting with your local legislators!



## CONNECT WITH US! FOLLOW & SUBSCRIBE:

 [@sheleadsjustice](https://www.instagram.com/sheleadsjustice)

 [facebook.com/SheLeadsJusticeCT](https://www.facebook.com/SheLeadsJusticeCT)

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Have a story you want to tell? Tell us your stories, visions, solutions, and needs by emailing us at [stories@sheleadsjustice.org](mailto:stories@sheleadsjustice.org).

## REACH OUT FOR LEGAL INFO:

Contact She Leads Justice's Information & Referral (I&R) line:  
(860) 524-0601 or Toll Free: 1-800-479-2949

**Monday through Thursday:** 9 am – 2 pm  
**Friday:** 9 am – 1 pm



### HEY YOU! ADVOCATE WITH, ORGANIZE FOR, AND FUND US:



Use your phone's camera or app to scan!

