



 The Connecticut Women's Consortium

ANNUAL REPORT 2023

Intersectionality Matters:

Exploring the intersection of gender, race, ethnicity, and other factors in women's mental health care.

A Message from our Executive Director

Dear Esteemed Supporters, Partners, and Friends,

I am thrilled to present The Connecticut Women's Consortium Annual Report for 2023. It is with great pride that I reflect upon the remarkable strides we have made in our mission to empower behavioral health professionals in Connecticut, driven by our unwavering commitment to intersectionality. The Consortium has always been at the forefront of promoting gender-responsive approaches to behavioral health training and support. In 2023, we continued to evolve, adapt, and expand our efforts to ensure that our training programs are not only inclusive but also reflective of the diverse experiences and identities within our communities.



Program Highlights

- 1. Intersectional Curriculum:** This year, we made significant enhancements to our training curriculum to further address the complex interplay of identities and experiences that impact mental health. Our programs now explore how various factors, such as race, gender, sexual orientation, and socioeconomic status, intersect with behavioral health issues.
- 2. Inclusive Partnerships:** We strengthened our collaborations with organizations dedicated to intersectionality and gender equity. These partnerships have allowed us to pool resources, share expertise, and amplify our impact in advancing inclusive mental health care.
- 3. Community Engagement:** Our outreach initiatives aimed to empower marginalized communities, raise awareness, and foster culturally competent behavioral health care. We engaged with diverse communities to ensure that our programs are responsive to their unique needs.

Future Sustainability:

I am pleased to report that the Connecticut Women's Consortium maintained strong financial sustainability throughout the year. I am thankful to the generosity of our supporters, the success of our fundraising efforts, and prudent financial management.

Looking Ahead:

As we turn our gaze to the future, we are steadfast in our commitment to advancing intersectionality in behavioral health. Our strategic goals for the coming year include expanding our reach, refining our curriculum, and advocating for policies that prioritize intersectional mental health care.

I extend my heartfelt gratitude to the exceptional team at the Connecticut Women's Consortium, our dedicated volunteers, our committed board members, our generous donors, and our esteemed partners for their unwavering support. Together we are striving to ensure that behavioral health services are responsive, inclusive, and equitable for all.

In closing, I want to express my deep appreciation for your trust and partnership. Your support is the driving force behind our progress, and I am excited about the transformative impact we will continue to make on behavioral health care in Connecticut.

Thank you for standing shoulder to shoulder with us on this meaningful journey.

Sincerely,

Colette Anderson

Executive Director



Our Mission

The mission of the Connecticut Women's Consortium is to ensure that the behavioral health system responds to the needs of women and the people and organizations that affect them.

Mission Moment

"My time here at the CWC provided me many opportunities that my peers did not have at their internships (i.e., going to a national conference). I really enjoyed getting to know everyone and I learned many skills that I will definitely be taking with me as I move forward in my career. It was really cool getting to sit in on so many different trainings and learn about so many topics that I'd never had the chance to hear about before. I'll definitely be keeping an eye on how the CWC is doing in the future."
Michelle C. - Former Intern



Staff vending at the NASW CT Conference



Our Vision

We envision that behavioral health care systems serving women will be accessible, effective, and practice holistic, trauma-informed and gender-responsive care. To achieve this vision, we strive to eliminate discrimination and promote excellence in the care for women through education, training, advocacy, and policy development.

For decades, The Consortium has remained steadfast in its unwavering commitment to our mission and vision. At the heart of our purpose lies the ardent dedication to delivering exceptional gender-informed and trauma-responsive training to the devoted behavioral health professionals of Connecticut. Through the passage of time, the Consortium has flourished, becoming the cornerstone of knowledge and advocacy in the state. We are humbled by the opportunity to host numerous annual training sessions, as well as prestigious national-level conferences, and to spearhead pioneering advocacy initiatives addressing the vital intersections of factors impacting behavioral health.

Visit <https://www.womensconsortium.org/about-the-consortium> to learn more.

Education & Training

Catalog Trainings



66 Total Trainings
Virtual and In-person

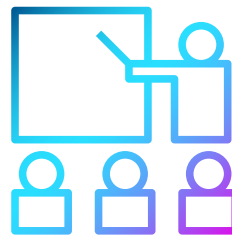


2,215 Participants

Training Topics:



- Addiction & Recovery
- Children & Families
- Clinical Skills
- Cultural Competence
- Integrative Health
- Professional Development
- Trauma Treatment
- Veterans Services



47 trainers



3 Training Formats
(hybrid, virtual & In-person)

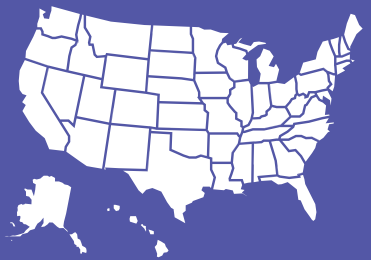
On-demand Trainings



1,473
Participants



63 Total
Courses



5 National
Courses

Private Trainings

We offered 26 private trainings in 2023 to 14 different agencies covering topics such as Facilitating Effective Groups, Trauma-Informed Care and Mindfulness Based Stress Reduction, with revenue of \$48,885.00.

PARTICIPATING ORGANIZATIONS

Stephanie Convington, YWCA Hartford Region, Natchaug Hospital, Boys & Girls Village, Cheshire Human Services, Jewish Family Services, Waterbury Health Department, Gateway Community College, Laurel House, McCall Behavioral Health Network, University of Saint Joseph, Town of Greenwich, Department of Human Services, ACES Academy, and Rushford/Hartford Healthcare

Training Testimonials

"This was honestly one of the best trainings I went to. I loved discussing how to keep our clients safe."

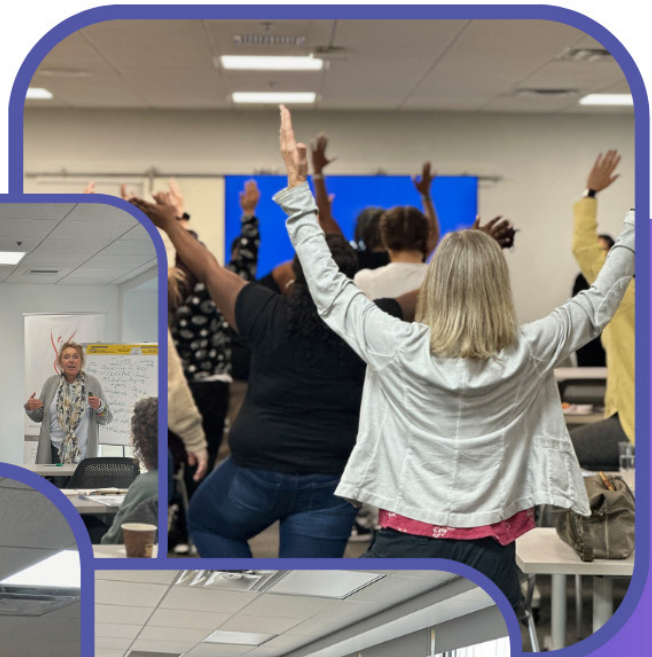
- Creating a Culture of Trauma-Informed Care Attendee

"So much of our time as social workers is focused on caring for others. This class was an essential reminder we deserve to take the time to care for ourselves in mind and body. Thank you!"

-I Am Enough: An Exploration of Restorative Yoga Practices Attendee

"This trainer was excellent: I have a sister-in-law who is Asian & it gave me a better view as to how she might have varied experiences, especially since she grew up in CA."

- Issues in Asian American Native Hawaiian Pacific Islander Mental Health from the Individual to the Systemic Attendee



Various trainings held on-site at the Consortium

"Well done presentation, I liked how balanced the material was. First half laid the foundation for what kinds of stress we are exposed to, and second half gave action strategies. It was organized, easy to follow, and included tools I can immediately bring to those I serve, and I look forward to more opportunities like this through CWC."

-Zen in America - Holistic Stress Management for Everyday Use Attendee

Department of Mental Health & Addiction Services (DMHAS) Collaborative Conferences



Stephen Murray, MPH, NRP's presenter

Harm Reduction Conference

At our Harm Reduction Conference, held at the Omni Hotel in New Haven, we had a series of insightful events. The conference began with an opening story titled "Building Safety for People Who Use Drugs: A Call to Action for Harm Reduction" presented by Stephen Murray, an experienced EMT who shared his on-the-ground experiences in providing life-saving measures. Our opening keynote, "Harm Reduction is Community Care," was delivered by Charles Hawthorne, a seasoned harm reductionist, facilitator, and organizational coach who addressed issues of equity within harm reduction. In the afternoon, Michele Scott, a tribal leader, discussed "Tribal Considerations in Harm Reduction Efforts." To conclude, our closing keynote speaker, Guy Felicella, shared his personal story to shed light on the stigma surrounding harm reduction and substance use. Additionally, we held two engaging panel discussions: one on faith-based topics moderated by Samia Hussein and another focusing on the community, moderated by Justin Mehl.



L to R: Charles Hawthorne, Michele Scott, faith-based panel and community-based panel.



The 2nd Annual DMHAS LGBTQIA+ Conference

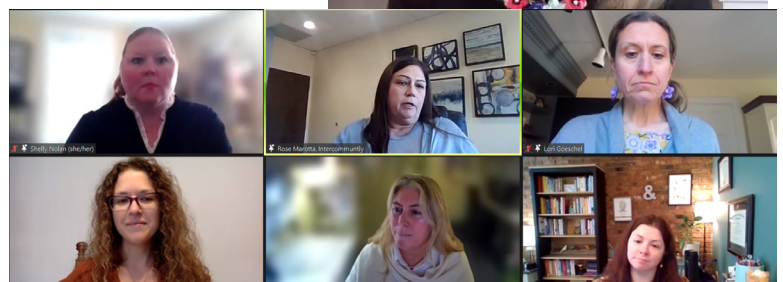
The 2nd annual DMHAS LGBTQIA+ Conference *Continuing Conversations Across the LGBTQIA+ Continuum*, presented virtually by the CT Department of Mental Health and Addiction Services and the Connecticut Women’s Consortium on June 2nd, 2023, was a remarkable event. Throughout the day, attendees had the opportunity to engage with a diverse group of behavioral health professionals, advocates, and community educators. The conference provided a platform to explore the wide spectrum of sexuality and gender identity, drawing lessons from both personal and professional experiences.



T to B presenters Mara Gottlieb, PhD. and Susannah Temko, MS

The 5th Women’s Services Conference

“The 5th Women’s Services Conference: Understanding the Holistic Journey of Women and Recovery,” our virtual event, had a primary focus on increasing awareness of pivotal aspects of the healing journey for women dealing with substance use and mental health disorders. The conference delved into crucial topics, including trauma, shame, attachment, and resilience. Alongside our acclaimed speakers, the agenda included a panel discussion led by perinatal subject matter experts, offering a holistic and recovery-oriented perspective throughout the day’s discussions.



T to B: Susan Bysiewicz, Lieutenant Governor State of Connecticut, Supporting Women During the Perinatal Period panelist.



Attendees at the Managing Opioid Use Disorder Treatment in CT Nursing Homes: Pathways to Best Practice Conference

2023 Managing Opioid Use Disorder Treatment in CT Nursing Homes: Pathways to Best Practice Conference

At our conference held at the Double Tree in Bristol, participants had a full day of enriching experiences. They received an in-depth introduction to the Biology of Addiction, Opioid Use Disorders, and Medications for Opioid Use Disorders (MOUD). Moreover, they gained valuable insights into the most current research and evidence-based clinical guidelines for MOUD treatment in nursing home settings. Attendees had the privilege of hearing from field experts who had successfully implemented MOUD treatment in their facilities and gained a deeper understanding of the lived experiences of individuals with Opioid Use Disorders. Additionally, legal aspects related to this work were explored through discussions with attorneys, and participants had the opportunity to network with colleagues from the healthcare and substance use field.



*Nancy Navarretta, M.A, LPC, NCC
Commissioner, DMHAS*



*Michael Askew, Deputy Director of
the Office of Recovery for SAMHSA*



L to R: Skilled Nursing Facilities and Opioid Treatment Programs Panel, Karen D'Antonio BS, RN, CDOE and Stephanie Baker MHA, CPHQ, Manisha Juthani, MD, Commissioner, CT Department of Public Health, William M. Brown Jr., Assistant US Attorney, District of Connecticut and Gregory Dorchak, Assistant US Attorney, Boston, Massachusetts

DMHAS Initiatives

Our partnership with the Department of Mental Health and Addiction Services remains strong. We enjoy our opportunity to support their staff and individuals served in the following ways:

Through a **PROUD** grant we offered One Key Question trainings covering Sexual Health and Contraceptive Training; Sexually Transmitted Infections and HIV: Reducing Stigma for Better Health and Implicit Bias.

REACH dollars offered REACH navigators the ability to attend trainings in Seeking Safety and attendance at conferences such as The Day of Healing: Holistic Healing Through Integrative Medicine.

A collaboration with DMHAS and the CT Council on **Problem Gambling** afforded 2 cohorts of providers to receive a series of trainings that prepared them to pursue one of three gambling disorder certifications offered in CT. This includes prevention, specialty competency, and clinical certification.

Women's Services Practice Improvement Collaborative (WSPIC)



256 Participants
Jan - Sept



26 Agencies
Jan - Sept

The Women's Services Practice Improvement Collaborative is a collaborative effort aimed at enhancing and improving services for women across various sectors, including healthcare, social services, and community support. This initiative recognizes the unique needs and challenges that women often face and strives to provide better and more tailored care and support.

Overall, the Women's Services Practice Improvement Collaborative is a proactive and comprehensive approach to improving services for women. It recognizes that women's needs are multifaceted and influenced by a range of factors, and it strives to create a more supportive and responsive system of care and support. Through collaboration, data, advocacy, and education, this initiative aims to make a positive difference in the lives of women in various communities.

Trauma and Gender (TAG) Learning Collaborative



144 Participants
Jan - Sept



29 Agencies
Jan - Sept

The Trauma and Gender Learning Collaborative is an initiative designed to enhance understanding, awareness, and knowledge of the intersection between trauma and gender. This collaborative effort typically involves a diverse group of professionals, organizations, and experts who come together to share information, best practices, and strategies for addressing trauma in a gender-informed and sensitive manner. In summary, the Trauma and Gender Learning Collaborative is a concerted effort to improve the understanding and care for trauma survivors with a focus on gender sensitivity. By bringing together professionals, organizations, and experts, this initiative strives to create a more informed, supportive, and effective system of care for individuals who have experienced trauma, while recognizing the unique impact of gender on traumatic experiences.

Trauma Services Provider Directory

The Connecticut Women’s Consortium Trauma Services Provider Directory, in partnership with DMHAS, is dedicated to fostering connections between adult clients and highly skilled behavioral health professionals adept in various trauma treatment models, such as EMDR, DBT, TREM, and more. This comprehensive directory resides on our website and allows staff and clients to search by location, treatment type, gender, and more.



We are on a mission to broaden the horizons of trauma-informed care throughout Connecticut by featuring more providers in our directory. By joining our directory, you’ll not only be making a positive impact on individuals and communities, but you’ll also gain visibility for your services and connect with those seeking your specialized support.



To enroll in the directory, visit our website or scan above.



To view the directory, visit our website or scan above.

Realizing Resilience Podcast

In 2023 we introduced our newly rebranded and refocused podcast Realizing Resilience. The podcast is your gateway to real conversations with behavioral health experts. Each episode, we’ll delve into the vast landscape of mental health, from personal stories to expert insights; together, we’ll bridge the gap between clinical expertise and personal experiences, connecting with diverse voices and perspectives.



Diversity, Equity & Inclusion



Our Executive Director Colette has encouraged the staff to introduce various information, programs, artwork, themes about Diversity, Equity, and Inclusion to the staff. At least once per month during staff meeting, a member of the staff leads an activity with the group regarding these concepts.

2023 Staff Led D.E.I Activities

1. The staff viewed the video: "Don't Ask Me Why" from the band Great Caesar and discussed the content.
2. The staff was treated to a delicious Soul Food lunch meal, along with a cooking demonstration by Sandra's Next Generation Restaurant from New Haven, as a tribute to Black History. Sandra and her husband Miguel shared their inspiring journey of becoming a successful black-owned business in the city.
3. An exercise in similarities and differences among the group. This exercise included disclosing something about yourself that made you similar to the balance of the group and disclosing something that made you different from the group. All disclosures were written on colored paper in the shape of a flower, the flowers were assembled and discussion followed.
4. The staff participated in an exercise based on the Spoon Theory, a way to illustrate the energy limitations that can result from living with a chronic illness. Using spoons as a unit of energy, spoon theory estimates how many spoons individual tasks require. It also helps people coping with chronic illnesses visualize their total daily energy.
5. The staff watched a video discussing age discrimination how it affects different generations.
6. The group participated in a painting exercise. As the group painted, they were guided through a visualization of Equity and Equality with PowerPoint. The group was able to see/experience the definition of Equity vs. Equality through directives while painting. For example, choice of canvas image, color of paint, size/shape of brush was first come, first served. Some people may have been left with images, paint colors, or paint brush shape that made painting more challenging and less enjoyable. Towards the end, staff were provided a complete copy of the canvas images with colors as indicated by the supplier: people were surprised to see the different approaches by the staff.
7. A staff member researched music genres with the intent to find diversity and language changes and updates. They created a playlist and played the music during the discussion of topics of songs, language used, etc.



Cooking demonstration from Sandra's



8. During National Suicide Prevention Awareness Month, staff were given individual puzzles. They were asked to depict 9 self-care or happiness-inducing activities on the puzzle pieces. One piece was marked on each puzzle, and these marked pieces were combined to create a new puzzle with shared self-care ideas. The goal was to inspire new self-care strategies and highlight the support and self-care practices people already have in times of difficulty, emphasizing the importance of mental health during challenging times



9. As part of our commitment to fostering Diversity, Equity, Inclusion, and Belonging (DEIB) initiatives, staff actively participated in a structured DEIB Bingo game. During this exercise, staff member Sheila presented definitions related to DEIB, and staff members deciphered which definitions corresponded to the terms on their bingo cards. This purposeful activity served as a catalyst for meaningful conversations among staff, providing a platform to explore the nuanced meanings of specific terms and fostering a deeper understanding of their impact on individual perspectives and sentiments.



Staff partaking in various D.E.I. activities throughout the year.

The Community Foundation of Greater New Haven Nonprofit Emerging Leaders of Color Cohort

Staff member Jaquanna Soules and BOD Member Catherine John participated in their second year in the cohort of the program “Emerging Leaders of Color” through the Community Foundation for Greater New Haven. Through the learning process of this cohort, staff and BOD members have been asked to complete a survey regarding the CWC’s organization. Jackie Downing, a representative of the CFGNH, attended a meeting at the CWC Offices to review and discuss the results of this survey: the report is called Core Capacity Assessment Tool (CCAT). Based on the results of the survey and the discussion within the group, Jaquanna and Catherine will begin a project focused on financial development/outreach for CWC.

Nonprofit Emerging Leaders of Color Cohort 2 at their graduation



Thank You
Collaborators

Advocacy Unlimited

Association for Justice
Involved Females and
Organizations

Center for Gender
and Justice

CT Certification Board

CT Clearinghouse

CT Community Foundation

CT Department of Mental
Health & Addiction Services

CT Department of Children
& Families

CT Department of Correction

CT Judicial Branch

CT Department of Public Health

EMDR Humanitarian Assistance
Programs

Every Woman CT

CT Maternal & Child Health
Coalition

MAPOC

National Association of
Social Workers - CT Chapter

The Community Foundation for
Greater New Haven

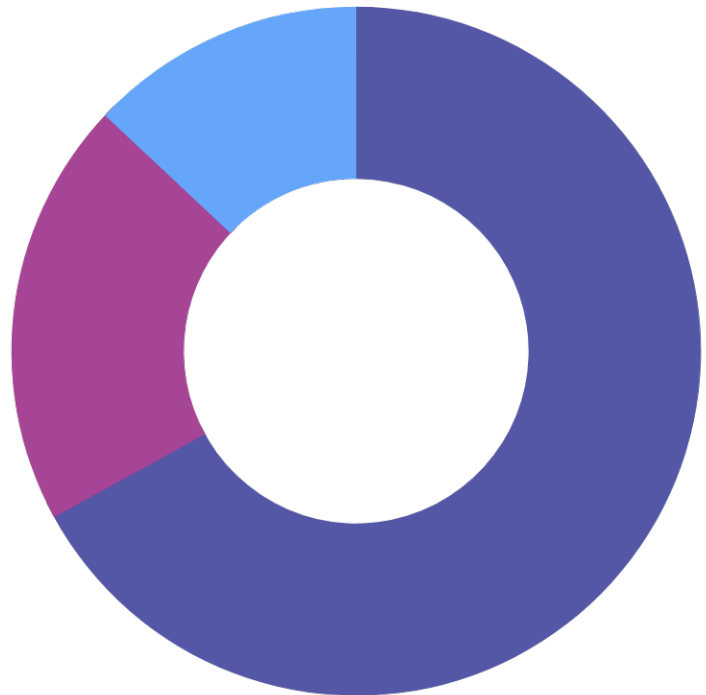
Reproductive Justice Alliance

SEPI-CT

The Women & Girls
Collective

Total Revenue 2023

\$1,815,367.65



67% State Grants
20% Private Training Fees
13% Other Income

Total Expenses 2023

\$1,959,543.07



34.8% Office Expenses
22.8% Payment to Subcontractors
42.4% Personnel (salary/benefits)

The Consortium's Staff & Board 2023

Staff

Colette Anderson

Executive Director

Alicia Feller

Director of Programs

Chaniya Jackson

Administrative Training Specialist

Sheila Kinscherf

Executive Assistant

Marisa Pedron

Administrative Training Coordinator

Jordan Reda

Administrative Training Specialist

Jaquanna Soules

Marketing Coordinator

Alana Valdez

Project Coordinator

Anne-Marie Whalen

Director of Administration

Sandi Young

Administrative Training Specialist

Board of Directors

Maria LaSala

President

Emily Aber

Vice President

Diane Young Turner

Secretary

Tracy Beckley

Treasurer

Carol Huckaby

Past President

Terre Daniels

Stephen Driffin

Opal Harmon

Catherine John

Kevin Paulin

Jessica Walker

Thank You To Our

Interns

Eva Michelle Bryant

Michelle Chagnon



Behavioral Health is Community Wealth



Annual

REPORT 2023

The Connecticut Women's Consortium

2321 Whitney Ave, Suite 401

Hamden, CT 06518



(203) 909-6888



training@womensconsortium.org

www.womensconsortium.org