March Business Meeting:
- February Business Meeting Minutes
- January Final & February 14 to date Financial Reports
- Committee Reports

Program speaker: Jeanne Hruska from ACLU-NH will speak on legislation and advocacy efforts for feminine hygiene product access and equity. and Ameera Sabbah will share with us how the women in Jordan celebrate International Women’s Day.

Upcoming Committee Meeting Dates:
Service
Tues., March 23 @ 8:15 am via Zoom

Ways $ Means
Thurs., March 11 @ 6:00 pm via Zoom

International Women’s Day 2021 campaign theme:
#ChooseToChallenge
A challenged world is an alert world.
Individually, we're all responsible for our own thoughts and actions - all day, every day.
We can choose to challenge and call out gender bias and inequity. We can choose to seek out and celebrate women’s achievements.
Collectively, we can all help create an inclusive world.
From challenge comes change, so let’s all choose to challenge.

So strike the #ChooseToChallenge pose with your hand high and pledge your commitment to choose to challenge inequality, call out bias, question stereotypes, and address all forms of gender inequity.

From: www.internationalwomessday.com

MEMBER BIRTHDAYS!
Congratulations & best wishes to those of you celebrating your birthdays in March & April:
March 5 — Susan Lombard
March 11 — Jane House
April 29 — Marianne Barter & Ruth Sanchez
Wishing you all a memorable day!

MARK YOU CALENDARS FOR THIS VIRTUAL ZONTA DISTRICT 1 WORKSHOP!
MORE INFO TO FOLLOW.

Dates to Remember

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Format</th>
</tr>
</thead>
<tbody>
<tr>
<td>March Business Meeting</td>
<td>March 3rd</td>
<td>6:00 pm</td>
<td>ZOOM format</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>March Board</td>
<td>Wed., March 17th</td>
<td>6:15 pm</td>
<td>ZOOM format</td>
</tr>
<tr>
<td>Meeting</td>
<td></td>
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<tr>
<td>April Business</td>
<td>Wed., April 7th</td>
<td>6:00 pm</td>
<td>FORMAT TBD</td>
</tr>
<tr>
<td>Meeting</td>
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</table>
The Zonta Club of Concord awarded four students at NHTI, Concord’s Community College scholarships amounting to $8,800. Three non-traditional, female students received $2,400 each and one student received $1,600. Awards were based on the criteria of the scholarship as well as the financial need of each applicant.

Laura Miller, Club Scholarship Coordinator, and Janice Severance, Club President, presented the check to Dr. Gretchen Mullin-Sawicki, NHTI President, and Laura Scott, NHTI’s Director of Alumni & Development.

Emails were received from three of the recipients as follows:

— “This is incredible news! I am feeling so overwhelmed with gratitude and joy that I was chosen by the Zonta Club of Concord for this award. The $2,400 scholarship is going to help me with the purchasing of my textbooks and materials I will need to complete my degree at NHTI. Thank you so much for this honor and generous scholarship in support of my continued education. The financial burden that this news has lifted from me has moved me to tears. I am beyond appreciative and wish that Thank You was a larger sentiment to express my abundant gratitude to the Zonta Club of Concord for the privilege of this scholarship.” Christina W.

— “Oh my goodness! Thank you SO much!!! This is amazing! I’ll be able to pay for the remainder of my classes!!! I am beyond grateful for this. THANK YOU!” Connor S.

— “I just got the email saying they’ve awarded me the Zonta Club scholarship! I am STOKED! Thank you for thinking of me, & encouraging me to apply - This scholarship is going to keep me afloat well into summer! Thank you for everything!” Julia D.

This is why we work so hard to raise scholarship funds!

[Image of students and Zonta Club members]

THANK YOU’S FROM NHTI

On behalf of NHTI - Concord’s Community College, I write with sincere thanks for the in-kind donation of feminine hygiene products. This wonderful gift has been greatly appreciated and already put to good use. The items were distributed to Health Services, Athletics, and the Lynx Food Pantry to be made available to those NHTI students, faculty and staff in need.

We are developing the workforce of tomorrow at NHTI today and your support is key to our student’s success. Thank you again for thinking of NHTI for this generous donation.

Laura A. Scott, Director of Alumni & Development

On behalf of NHTI - Concord’s Community College, I write with sincere thanks for the $8,800 donation received on February 10, 2021 benefiting the Zonta Memorial Scholarship Fund at NHTI. The fund benefits “non-traditional” female students with financial need looking to expand their future employment and career opportunities by enrolling in classes at NHTI. The four students that were the lucky recipients of this scholarship will be able to breathe a sigh of relief knowing that these funds are available to help them on their educational journey.

The more than 4,000 students currently enrolled in one of our 42 separate associate degree programs have a variety of professional and personal development opportunities available to them because of supporters like you.

Students can choose to pursue their passion in Accounting to Visual Arts, and everything in between.

We are developing the workforce of tomorrow at NHTI today and your support is key to our student’s success. Thank you again for thinking of NHTI for this generous donation.

Laura A. Scott, Director of Alumni & Development

Donna & Lynn have volunteered to be co-chairs of the Zonta District 1 2021 Fall Conference which our club will be hosting. Still no final decision on whether the event will be virtual or in-person.

Stay tuned...but please mark your calendars for October 22-24!
The USA Zonta Advocacy Caucus along with ZI President, Dr. Sharon Langenbeck’s endorsement have published this statement about the new United States Vice President.

Zonta USA Caucus celebrates the most auspicious election of the very first woman, Kamala Harris, to serve as Vice President of the United States. We are an organization focused on empowering women. It is important to recognize the historic significance of this event.

That Vice President Harris is also the first black woman and first South Asian woman to attain this position makes her an inspiring example to women everywhere, as depicted so well in this awe-inspiring video from the UN Foundation. (Control & click over this to view the video…) **Watch it now>>**

We proudly celebrate the recent progress made in the 2020 elections in the USA. Twenty-seven percent (27%) of members of the House of Representatives are now women, while women account for 24% of the Senate. We acknowledge the many women newly elected to the 117th Congress.

In a world where women make up half the population, women must participate equally in making the decisions that lead to progress and provide solutions to humanity’s challenges. Zonta USA Caucus empowers and encourages women everywhere to be leaders in their communities and commends these amazing women for their achievements. Congratulations to all women throughout the United States who ran for office.

Debbie Johnson, Development Director of the Crisis Center of Central NH, one of 13 center in NH, was the speaker at our February Business Meeting. She shared with us statistics on the significant increase of people accessing the Center’s services in 2020 along with their strategic plan to open a satellite office in Franklin. Longer term goals are to implement a case management model of service, and establish transitional housing. Several ways of supporting the Center were outlined.

**1,200 PERIOD PROJECT ITEMS WERE DONATED TO THE FRIENDLY KITCHEN IN FEBRUARY.**

Recently, **70 Vaccination Awareness Program pins were delivered to representatives of the NHTI Nursing Program. Laura and Janice were on hand to share their excitement of receiving the pins at NHTI’s Grappone Hall. The students promised to share them with other nursing students along with others in their nursing rotation locations.**

The future belongs to those who believe in the beauty of the dream!
ONE MORE TIME......

**STEPS ON HOW TO BECOME A LEGISLATIVE BILL ADVOCATE**

Getting involved in advocacy this year should be easier than ever. No finding a parking space or chair at the Legislative Office Building – everything is virtual.

Start here - [http://www.gencourt.state.nh.us/](http://www.gencourt.state.nh.us/)

On the left-hand side you will see “Find a 2021 Bill.” If you know the bill number, just type it in including the HB or SB (House Bill or Senate Bill). If you are not sure of the bill number, click on “Advanced Bill Status Search” and plug in a word that you know is part of the title and you should see it listed. From this point you can check out the bill language, amendments, what committee it is in, when the next hearing is, and status.

Back on that Gencourt homepage, you can also see what hearings are coming up on the calendar. There will be links so you can hop in and watch the proceedings. When you check in, you can indicate if you are for or against a bill and, if you want to give testimony, check that box. When you join in to watch a hearing, your face will not be visible, and no one will ask you to talk unless you have checked the box saying you want to give testimony. All hearings are open to the public.

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**A LOCAL UPCOMING VIRTUAL EVENT CELEBRATING INTERNATIONAL WOMEN’S DAY!**

**CELEBRATING INTERNATIONAL WOMEN’S DAY: A GLOBAL LOOK AT GENDER JUSTICE**

Monday, March 8, 2021 10:00 AM - 11:30 AM

Online event, advance registration required. RSVP: [nhwomenfoundation.org/gjc](http://nhwomenfoundation.org/gjc)

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**THE NEXT FOUR PAGES OF THIS NEWSLETTER IS THE REPORT FROM THE NEW HAMPSHIRE WOMEN’S FOUNDATION ENTITLED “GENDER MATTERS: WHEN YOU KNOW THE FACTS, YOU CAN ACT!”**

Many of you may have received this special issue in the mail about a month ago from the Women’s Foundation, but some of you may not have so I wanted to share this information on the impacts of COVID-19 on New Hampshire Women.
The COVID-19 pandemic has triggered both health and economic crises that are being felt disproportionately by women here in New Hampshire and across the globe. This pandemic has destabilized workers, families and communities and has exposed the fragility and inequality in our health care, economic and caregiving systems. While the rate of COVID-19 cases in New Hampshire remains one of the lowest in the country, women are predominantly on the frontlines of the virus shouldering the burden in the workplace and at home as caregivers to children and aging parents. At the same time, women are more likely than men to suffer negative health and economic consequences.

**Women are experiencing a higher percent of COVID-19 cases and deaths**

**Total count cases by sex**

- **Male**: 11,056 cases (52.8%)
- **Female**: 12,371 cases (47.2%)


**Total count deaths by sex**

- **Male**: 271 cases (50.5%)
- **Female**: 276 cases (49.5%)


**NH is among the top 10 states for percent of female cases**

- PA: 56.3%
- MS: 55.7%
- SD: 54.7%
- LA: 54.0%
- AL: 53.8%
- RI: 53.0%
- DE: 53.0%
- NH: 53.2%
- KY: 53%


**NH is one of only 7 states with a higher percent of female deaths**

- RI: 53.0%
- CT: 52.3%
- ME: 51.7%
- KY: 51.6%
- NH: 51.6%
- DE: 51.2%
- PA: 50.5%


**The sex distribution of COVID-19 cases** varies significantly across all 50 states with a low of 35% of positive cases attributable to women in Texas and a high of 58% in Pennsylvania. At 53%, New Hampshire ranks among the top 10 states in the country for the gendered impact of the virus, above the national average of 52%.

**First in the nation for percent of COVID-19 deaths in long-term care facilities: even higher for females**

Residents of long-term care (LTC) facilities, such as nursing homes, have experienced a disproportionate share of COVID-19 deaths. New Hampshire has the highest share of LTC facility deaths in the U.S. at 82% of total state deaths. This number is even higher, at 90%, when looking at female deaths alone.

FEMALE WORKERS FACE INCREASED OCCUPATIONAL HAZARDS

Women are disproportionately represented in occupations on the frontlines of the pandemic response with employment conditions that present higher exposure and greater risk of contracting COVID-19. These jobs are often physically demanding, lack flexibility and have fewer benefits and lower pay.

WOMEN AS PERCENTAGE OF ESSENTIAL WORKFORCE IN KEY OCCUPATIONAL SECTORS IN NH

<table>
<thead>
<tr>
<th>Sector</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>CHILD CARE/SOCIAL SERVICES</td>
<td>85.9%</td>
</tr>
<tr>
<td>HEALTH CARE</td>
<td>78.6%</td>
</tr>
<tr>
<td>GROCERY, RETAIL, CONVENIENCE STORES</td>
<td>50.6%</td>
</tr>
<tr>
<td>BUILDING/CLEANING SERVICES</td>
<td>47.8%</td>
</tr>
<tr>
<td>PUBLIC TRANSIT</td>
<td>41.4%</td>
</tr>
<tr>
<td>TRUCKING, WAREHOUSE, POSTAL SERVICE</td>
<td>25.2%</td>
</tr>
</tbody>
</table>

Source: Center for Economic and Policy Research Analyzing ACS 2014-2018

THE WAGE GAP HAS MADE THINGS WORSE FOR WOMEN DURING THE COVID-19 PANDEMIC

During economic downturns and recessions, lost earnings due to the gender wage gap make women economically more vulnerable and add to financial hardship when women have less savings to cover emergencies or basic expenses when there is a sudden or unexpected loss of employment.

IN NH HEALTHCARE WORKFORCE, THE WAGE GAP PERSIST

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
<th>Women’s Earnings vs Men’s Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTHCARE PRACTITIONER/TECHNICAL OCCUPATIONS</td>
<td>76% WOMEN</td>
<td>Women’s earnings as compared to one dollar of men’s earnings</td>
</tr>
<tr>
<td>Includes Doctors, Dentists, Veterinarians, Laboratory technicians, MRI technologists, Registered Nurses, etc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HEALTHCARE SUPPORT OCCUPATIONS</td>
<td>89.5% WOMEN</td>
<td></td>
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<tr>
<td>Includes Personal Care Aides, Nursing Assistants, Massage Therapists, Medical Equipment Preparers, etc.</td>
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</tbody>
</table>

Source: U.S. Census Bureau, American Community Survey 1-year estimates, 2017
MORE WOMEN HAVE LOST EMPLOYMENT AND EARNINGS

Men have fared much better in retaining employment and re-entering the workforce throughout the pandemic.

WOMEN'S SHARE OF UNEMPLOYMENT (PERCENT)

While women's share of the unemployment insurance program in January 2020 was only 36%, by April their share had risen to 59%, reflecting larger job loss among women in NH compared with men. As the economy has reopened since late spring, some job growth has occurred, but women's share of unemployment has remained uncharacteristically higher than men's.

IN KEY NH INDUSTRIES, PERCENT OF WORKFORCE THAT IS FEMALE

74%

Education & Health Services
Leisure & Hospitality
Financial Activities
Trade, Transportation & Utilities

Women are disproportionately or evenly represented in industries that are suffering the greatest job loss. Ironically, women's jobs are simultaneously deemed "essential" but also more likely to be eliminated as the labor market responds to the recession and subsequent waves of the pandemic. Persistent job loss in these industries will have long-term impact on women's earnings.

NUMBER OF NH JOBS IN SELECTED INDUSTRIES (JANUARY, APRIL AND SEPTEMBER 2020)

Education & Health Services
Leisure & Hospitality
Financial Activities
Trade, Transportation & Utilities

Source: BLS Unemployment Insurance Data, ETA 203, Characteristics of the Uninsured.

Source: U.S. Census Bureau ACS 1-Year Estimates - Public Use MicroData Sample, 2018

Source: NH Employment Security, NH Economic Conditions ELMI Current Employment Statistics - by Industry and Number of Jobs, Seasonally Adjusted, October 13, 2020
NH RATE OF COVID-19 CASES BY AGE AND SEX


NH RATE OF COVID-19 CASES BY RACE AND SEX


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Source: Center for Economic and Policy Research Analyzing ACS 2014-2018

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IN NH HEALTHCARE WORKFORCE, THE WAGE GAP PERSISTS

Source: U.S. Census Bureau, American Community Survey 1-year estimates, 2017