

Report on the Status of **Women and Girls** in Leon County **2012**



Leon County Commission on
the Status of Women & Girls

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Commissioners

Commissioner	Committee and Commission Service	Begin Term	End Term	Appointed By
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Janelle Baker	Health and Mental Health Committee	8/23/11	4/30/13	Board of County Commissioners
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Sally Butzin	Commission at large (New appointment)	8/28/12	4/30/13	Board of County Commissioners
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**Leon County Commission on
the Status of Women & Girls**



Commissioner	Committee and Commission Service	Begin Term	End Term	Appointed By
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Dr. Ada Puryear Burnette	Education Committee	8/28/12	4/30/13	Commissioner Bill Proctor
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Pat Smith	Chair, Leadership Committee	4/26/11	4/30/13	Commissioner Jane Sauls

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The Oasis Center for Women and Girls Staff and Interns

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**Leon County Commission on
the Status of Women & Girls**



ABOUT THE LEON COUNTY COMMISSION ON THE STATUS OF WOMEN AND GIRLS AND THIS REPORT



**Leon County Commission on
the Status of Women & Girls**



About the Leon County Commission on the Status of Women and Girls and this Report

In April of 2011, The Leon County Board of County Commissioners (hereafter “the County Commission”) established the Leon County Commission on the Status of Women and Girls (hereafter “the Commission”) as an advisory committee. By establishing the Commission, the County Commission has taken a strong stand in support of women and girls in our community.

The primary purposes of the Commission are:

- to promote awareness of issues pertaining to women and girls in Leon County, and
- to serve in an advisory role, providing input as needed to the County Commission.

The resolution by the County Commission acknowledges that progress has been made but that “there is still work to be done before women and girls achieve economic, education and employment parity.”¹ The resolution also acknowledges that “we must understand the current challenges that face our female citizens in order to best equip girls with the knowledge, skills, and equal access to reach for the promise of tomorrow.”

The Commission consists of 21 members. County Commissioners each make two appointments to the Commission, for a total of 14 Commissioners. Seven other Commissioners are recommended for appointment by the Commission itself and approved by the County Commission. Commission members serve a two-year term. All appointments to the Commission are on a volunteer basis. Applications are available on the County Commission website.²

During the first year, the Commission’s goal was to ascertain the status of women and girls in Leon County across key issue areas. Between April, 2011 and September, 2012, the Commission formed six Committees to research and locate information on the following topics:

- Economic Security
- Education
- Crime and Justice
- Health and Mental Health
- Leadership
- Services and Resources

Each Committee included several Commissioners and community volunteers. Their work has culminated in this report, which aims to establish a baseline for our community on the status of women and girls. This is the first report of its kind for Leon County. Its findings will drive the future work of the Commission and should be used to inform strategies to improve the lives of women and girls.

As its primary work for the immediate future, informed by the key findings of this hallmark report, the Commission will focus on action items to improve the status of women and girls in Leon County. The Commission hopes to serve as a catalyst for positive community change during and beyond the next year.

The Oasis Center for Women and Girls (Oasis) proudly serves as the staffing agency to the Commission. Supporting the work of the Commission fits strongly with Oasis’ mission of “improving the lives of women and girls through celebration and support”. Oasis played a large part in encouraging the community of Leon County to establish the Commission. As support to the Commission, Oasis schedules and notices meetings, maintains records on behalf of the Commission, attends meetings of the Commission and its committees, and has served as the managing editorial team for the report that follows. Oasis looks forward with excitement to continuing to serve the Commission and the community.

¹ Resolution No. 11-14, Board of County Commissioners of Leon County, Florida. (April, 2011).

² <http://cms.leoncountyfl.gov/committees/app.asp>



LIMITATIONS



**Leon County Commission on
the Status of Women & Girls**



Limitations

The process that produced this report was constrained by certain limitations. All contributors to this report were project volunteers. It is important for the reader to understand that the research, both data collection and analysis, was conducted by the Commissioners themselves, community volunteers and support staff. Further support was provided from students in the Demography Department at Florida State University who worked under the supervision of Dr. Robert Pennock, Director of the Applied Demographics Studio with the Center for Demography and Population Health, who was generous with his help. Most of the report's contributors are not professional researchers. However, all are deeply invested in the outcome of this report and worked diligently to acquire the best information available.

Second, it was a challenge to find local data that were gender specific for a number of key issue areas the Commission set out to address in this report. The goal was to include information in this report only if local and gender-specific data were available. A few exceptions were made for national or state level data that could be informative in establishing the status of women and girls in Leon County. However there are key indicators regarding the overall well-being of women and girls that were omitted because there were no accessible local data available by gender.

Certainly the key indicators selected by the Commission for this report are not exhaustive. There are many subjects of importance regarding women's economic security, health and mental health, exposure to crime and the justice system, leadership, and education that are not addressed in this report due solely to limitations in time and resources and the need to limit the scope of the report.

Finally, the Commission recognizes that access to necessary services and resources for women and girls is deeply important, as they make up 52.4% of the population of Leon County. The status and well-being of women, especially those with children, determines the security and quality of the conditions that are the basis for the development of the next generation of both genders in Leon County. With this in mind, the Commission originally intended to establish a directory of services available for women and girls in Leon County. However, with investigation we chose instead to encourage the community to utilize existing service directory resources such as *211 Big Bend* and *Whole Child Leon*. It was beyond the Commission's ability to undertake an analysis of gaps in service as a component of this report.

Despite these limitations, we believe that you will find this to be a comprehensive report on the status of women and girls in Leon County.



LEON COUNTY: A DEMOGRAPHIC SNAPSHOT



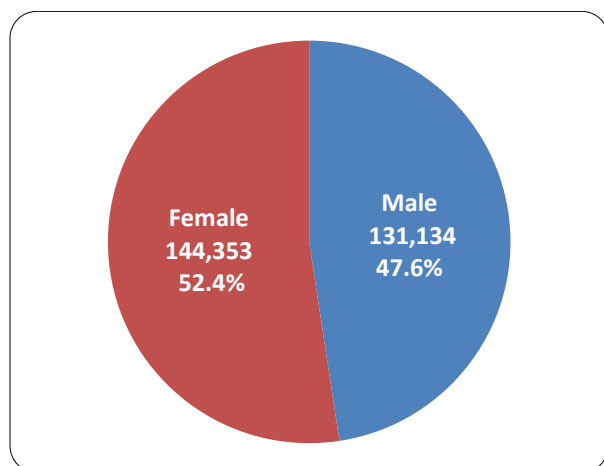
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Leon County: A Demographic Snapshot³

Leon County, the state capital county, is located in northern Florida and covers a total of 701.78 square miles.⁴ Tallahassee is the only incorporated city within the county limits, but many unincorporated municipalities also lie within it. As reported by the 2010 Census, Leon County consists of 275,487 residents, of whom 52.4% are women and 47.6% are men. Of this population, 60,908 live in 'family households' (54.9%), and 50,037 reside in 'nonfamily households' (45.1%).⁵

Figure 1: Population by Sex, Leon County, 2010⁶



The breakdown of age in Leon County is rather irregular due to the presence of two large public universities: Florida State University and Florida Agricultural and Mechanical University, and a large two-year institution, Tallahassee Community College. Because of this large undergraduate and graduate student population, the group ranging in age from 20 to 24 (44,728) make up 16.2% of the population and account for 8.4% of the total population of women and 7.8% of men. There is a consonant slight bulge in the number of individuals between 15 and 19 (26,919), or 9.8% of the general population, presumably affected by the numbers of undergraduate students at the three schools.⁷

³ There are very small variations in numbers between the two primary sources cited for this section of the report because population statistics vary slightly based on data set. Both data sets used for this section of the report (the 2010 Census Survey and the 2010 American Community Survey) are from the U.S. Census Bureau, considered very reliable, and cited repeatedly throughout this report as a whole.

⁴ Florida Smart Web Guide. *Leon County, FL*.
<http://www.floridasmart.com/local/counties/leon/about.htm> accessed 9/19/12.

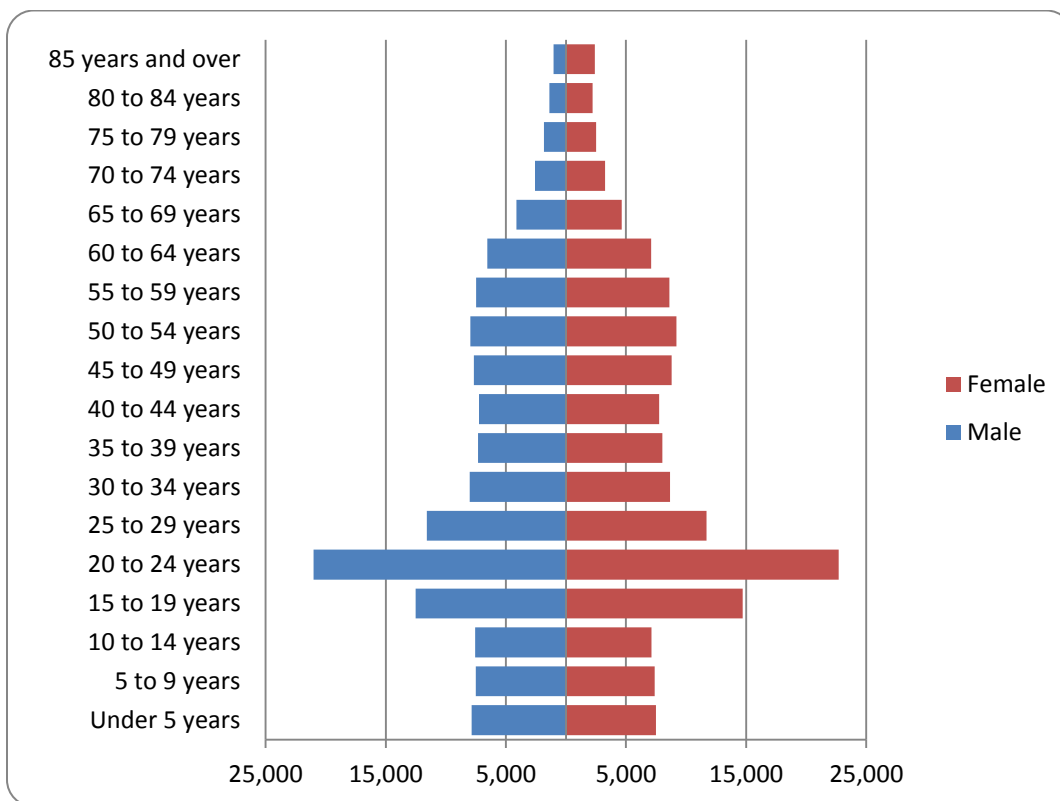
⁵ U.S. Census Bureau. 2010 Census Summary, *Age Groups and Sex: 2010*. Data ID: QT-P1

⁶ Ibid.

⁷ U.S. Census Bureau. 2010 American Community Survey 1 Year Estimates. Data ID: B01001



Figure 2: Population Age by Sex, Leon County, 2010⁸



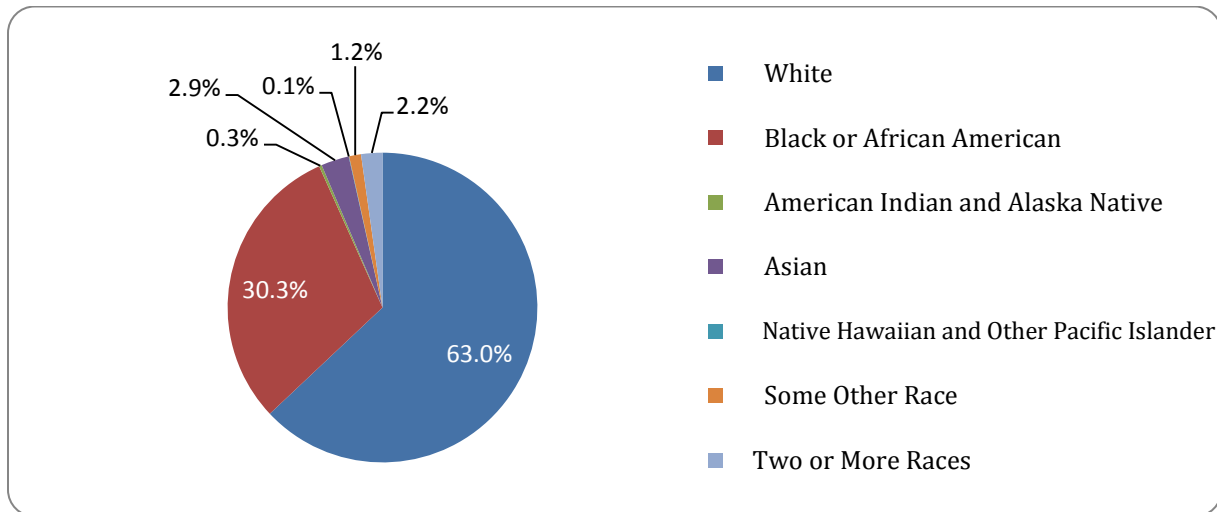
Young people 19 years and younger account for 26% of the population (72,148 individuals). This breaks down to a slightly lower percentage of boys than girls (12.9% compared to 13.3%). Women and men over the age of 65 make up 9.4% of the population of the County, women in this age group accounting for 5.5% and men for 4%.⁹

⁸ U.S. Census Bureau. 2010 Census Summary, *Age Groups and Sex: 2010*. Data ID: QT-P1

⁹ Ibid.



Figure 3: Race Composition, Leon County, 2010¹⁰



Leon County's 2010 racial composition was 63% White, 30.3 % African American or black and 6.7% other races. According to the Census, in 2010, the State of Florida was 75% White and 16% African American or black. Compared to the state population, Leon County has a higher proportion of black and African American residents.¹¹ According to the U.S. Census (2010), the Hispanic/Latino population within Leon County makes up 5.58% of the total; this is equivalent to 15,361 residents. There are slightly more Hispanic/Latino women in the county than men.¹²

The poverty rate for Leon County is 22%, significantly higher than the statewide rate of 13.8%. Women and men experience poverty at comparable rates in Leon County (21.4% for women and 20.5% for men).¹³ More information about women and poverty can be found in the Economic Security section of this report.

¹⁰ U.S. Census Bureau. 2010 Census.

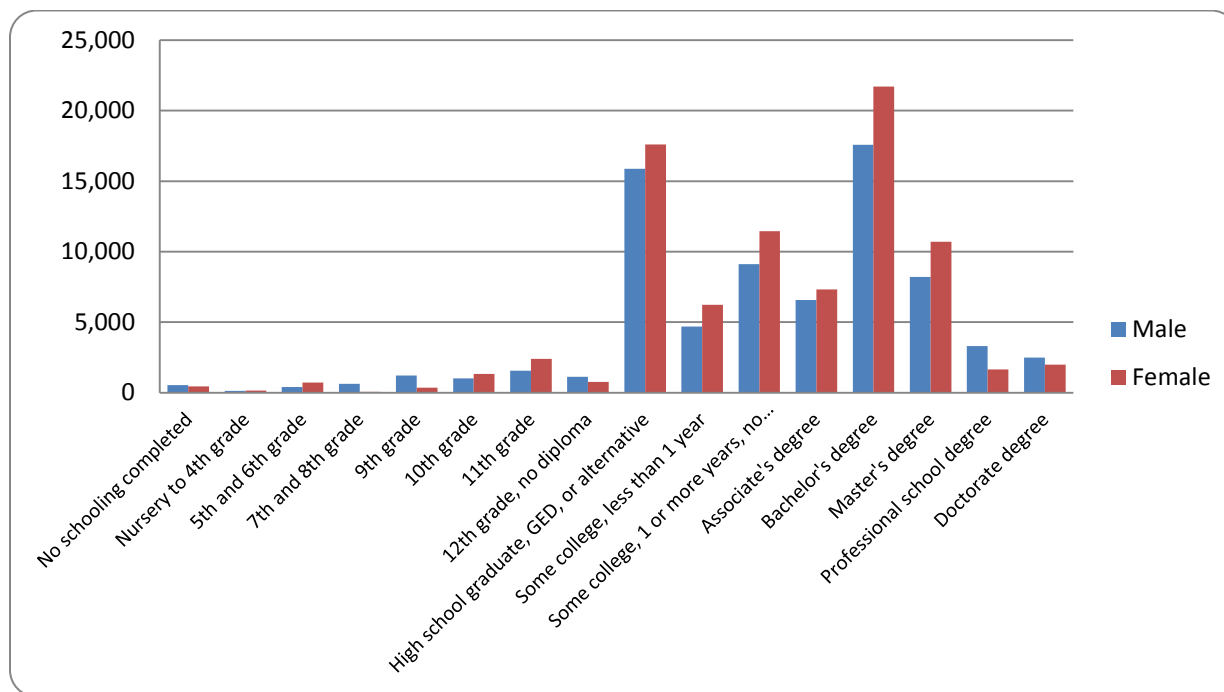
¹¹ U.S. Census Bureau. 2010 Census.

¹² Ibid.

¹³ U.S. Census Bureau, State and County Quick Facts. Calculations from 2006-2010 American Community Survey 5-Year Estimates.
<http://quickfacts.census.gov/qfd/states/12/12073.html>, accessed June 19, 2012.



Figure 4: Educational Attainment by Sex, Leon County, 2010¹⁴



When analyzing educational attainment by sex in Leon County, the 2010 data shows that females attain high school degrees (or the equivalent) and some degree of higher education more frequently than their male counterparts. This trend holds true through the Masters degree level but reverses at the highest levels of educational attainment; more men than women in Leon County have earned professional school and academic doctoral degrees.

¹⁴ U.S. Census Bureau. 2010 American Community Survey 1 Year Estimates.



CRIME AND JUSTICE



**Leon County Commission on
the Status of Women & Girls**



Crime and Justice

Introduction

This section of the report focuses on how women and girls' lives are impacted by crime and civil justice. The Crime and Justice Committee (the Committee) began the process by asking "in what ways crime and civil justice are important in determining the status of women and girls in Leon County?" In exploring that question, we then developed several others that drove the work of the Committee:

- How many women and girls are the victims of crime in Leon County?
 - What types of crime?
- How many women and girls are classified as offenders in the criminal justice system in Leon County?
 - How many incarcerated women are there in Leon County?
 - How many girls are adjudicated and where are they?
- How many women and girls are involved with our state child welfare system?
- What are the civil issues impacting women in Leon County?

Key Findings

- Violence against women remains a pervasive and significant problem in our community. There is a great need for a comprehensive review of the incidence and impact of domestic and sexual violence in Leon County. The last community-wide review of domestic violence was in 1996/97.
- According to FDLE there has been a 33% reduction in the number of reported domestic violence offenses in Leon County between 1995 and 2011.
- On any given day in Tallahassee, there are an average of 127 women incarcerated in the Leon County Jail and 1,100 in the Federal Correctional Institute.
- Civil legal services for low income and victimized women in Leon County are severely inadequate.

Limitations

There were several key indicators related to women's and girls' exposure to and involvement in crime and the justice system which we set out to review but either adequate or gender-specific data were unavailable. A few examples include Florida court statistics and prosecution rates for crimes against women and girls.

Crimes Against Women and Girls

Domestic Violence

Florida defines domestic violence as including a range of violent crimes perpetrated by a current or former household member against another.¹⁵ These are crimes that are violent in nature and do not include the wide

¹⁵ Domestic violence is defined specifically as "any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member." Moreover, the definition of "family or household member" is broad and includes "spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married." This definition includes all family members so that "domestic violence" could include violence by a brother on a sister, for instance. S.741.28 (2) and (3)



range of economic and emotional abuse that abusers regularly use to hurt and control victims. A wide range of well-respected research concludes that the victims of domestic violence are predominantly women.

There are several primary data sources for information about the prevalence and incidents of domestic violence in Leon County. These are:

- Refuge House, the local certified domestic violence center for all 8 counties it serves, including Leon¹⁶
- Florida Department of Children and Families, which collects data from every domestic violence center in Florida (8 counties, including Leon)¹⁷
- Florida Department of Law Enforcement, which collects data regarding the reports of domestic violence incidents and arrests (Leon County)¹⁸
- Florida State Courts, Summary Reporting System (Leon County)¹⁹
- Legal Services of North Florida which assists victims of domestic violence with a variety of legal needs in 16 counties throughout the Panhandle from Jefferson County on the east to Escambia County on the west.²⁰

Each of the following sources collects different data and may also reflect data collected over time periods that vary from one source to the next.

¹⁶ DCF, Domestic Violence Data Reports, 2010 – 2011.

<http://www.dcf.state.fl.us/programs/domesticviolence/publications/publications.shtml> accessed June 13, 2012

¹⁷ Ibid.

¹⁸ FDLE, UCR Domestic Violence Data, Reported Domestic Violence by Florida Jurisdiction, 1996 – 2011, Offenses and Arrests by Year. <http://www.fdle.state.fl.us/Content/FSAC/Data---Statistics-%281%29/UCR-Domestic-Violence-Data/UCR-Domestic-Violence-Data.aspx> accessed June 13, 2012

¹⁹ Florida State Courts, Office of State Courts Administrator.

<http://trialstats.flcourts.org/TrialCourtStats.aspx> accessed June 13, 2012

²⁰ Statistics provided by Legal Services of North Florida, compiled from LegalServer, its case management system.



Table 1: Domestic Violence Incidents in Leon County by Data Source

Data Sources and Domestic Violence Incident Reports	Jan – Dec 2011	July 1 – June 30, 2011	Jan – Dec 2010
Residential/Shelter (as reported by Refuge House to DCF) ²¹		439	
Non-residential services (as reported by Refuge House to DCF)		518	
Crisis calls (as reported by Refuge House to DCF)		3,558	
Refuge House Courthouse Program		1,022	
Domestic violence offenses – Leon	1,483		
Domestic violence arrests ²² - Leon	890		
Domestic violence murders	6		
Domestic violence FDLE stalking	3		
Domestic Violence forcible sex offenses	53		
Domestic Violence court cases (Injunctions)			722
Legal Services of North Florida - Injunctions	168 (157 female)		
Legal Services of North Florida – Dissolution of Marriage	56 (54 female)		

Crime Statistics

The 2011 *Crime in Florida* report found a statewide total of 111,681 domestic violence crimes. Only 56,313 of these crimes were between spouses or co-habitants; 55,368 were between a parent, child, sibling, other family or “other.”²³ Co-habitants may or may not be intimate partners, and charges of domestic violence on a child by a parent could include cases where the offender battered both the child and the spouse. However it is worth noting that the overall number of offenses includes a significant number of non-intimate partner victims and perpetrators along with victims of intimate partner violence.²⁴

The crime of domestic violence remains a significant issue for Leon County.

²¹ Department of Children and Families, Domestic Violence Data 2010-2011.

http://www.dcf.state.fl.us/programs/domesticviolence/publications/docs/DVData2010_2011.pdf

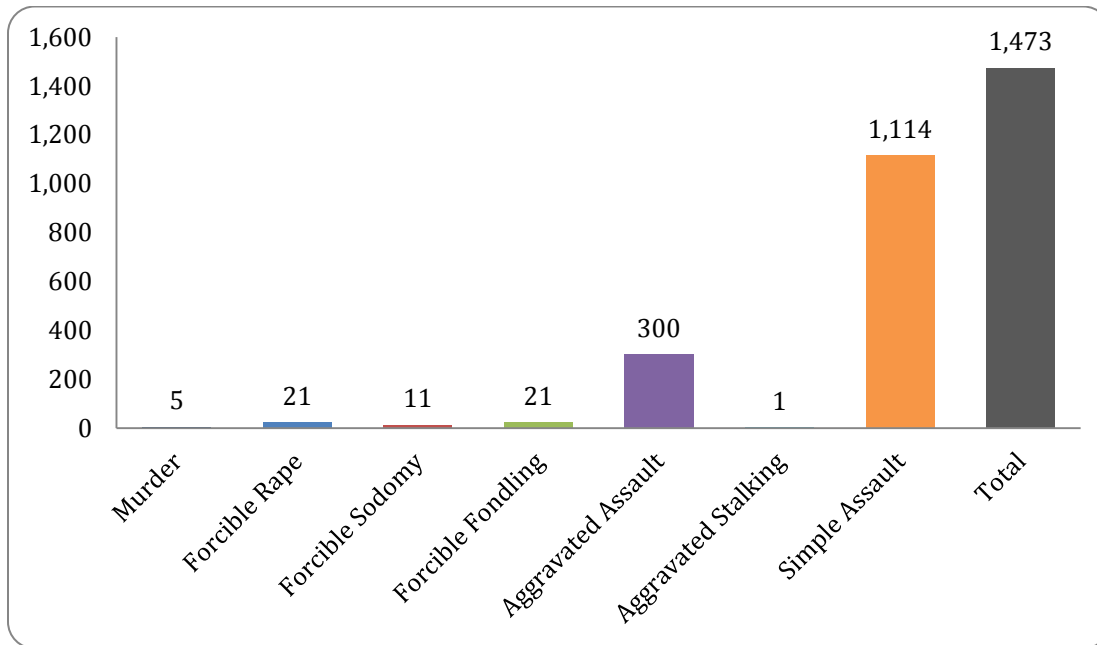
²² Extrapolated to reflect statewide data which indicate that 61% of total offenses result in arrests.

²³ Crime in Florida, January – December 2011, Domestic Violence by Offense Type to Victim’s Relationship to Offender, Table 2.

²⁴ It is important to distinguish between “domestic violence” as defined under Florida law and “intimate partner violence” (IPV). Intimate partner violence is what many think of when they hear the term “domestic violence,” but Florida’s domestic violence law broadly covers other family members who are not in intimate partner relationships and does *not* cover others who are. For instance, reported instances of “domestic violence” by FDLE would include a 16-year-old son assaulting his father; this same law would *not* include an assault of a woman by a man she had been dating for ten years if they had never resided together or had a child in common.



Figure 5: Reported Domestic Violence Offenses in Leon County, 2011²⁵



We were interested in looking at domestic violence over time. In 1995 there were 2,193 reports of domestic violence in Leon County²⁶. In 2011 there were 1,473 reports. This is a significant change and deserves a much closer examination. This trend may mirror national rates. According to one report:

A succession of National Crime Victim Survey (NCVS) surveys over the past several decades find much higher reporting rates but for far fewer victimizations. According to these surveys, reporting to police of nonfatal partner victimization has increased for all victims (male and female) to more than 62%, with no gap between male and female victim reporting rates. The highest reporting rate is for black females (70.2%) and the lowest is for black males (46.5%).²⁷

The number of domestic violence murders in Leon County has stayed roughly the same from 1995 to 2011 with six domestic violence murders reported in 1995 and five in 2011.

Statewide, 68,001 (61%) of reported incidents of domestic violence resulted in arrests.²⁸ FDLE reports do not show local arrest rates. Further, it is extremely difficult, if not impossible to estimate how many of these arrests resulted in charges, convictions and sentences. Whether and which crimes are charged is within the discretion

²⁵ Florida Department of Law Enforcement, UCR Domestic Violence Data. Offenses by year, 2011. <http://www.fdle.state.fl.us/Content/FSAC/Menu/Data---Statistics-%281%29/UCR-Domestic-Violence-Data.aspx>

²⁶ Statewide Domestic Violence Victim Totals by Offense, 1992 – 2011

²⁷ National Institutes of Justice. Practical Implications of Current Domestic Violence Research: For Law Enforcement, Prosecutors and Judges, June 2009, Chapter 2. Reporting and Arrests, <http://www.nij.gov/topics/crime/intimate-partner-violence/practical-implications-research/ch2/extent-reported.htm> accessed June 5, 2012

²⁸ Statewide Domestic Violence Victim Totals by Offense, 1992 – 2011, <http://www.fdle.state.fl.us/Content/FSAC/Data---Statistics-%281%29/UCR-Domestic-Violence-Data/UCR-Domestic-Violence-Data.aspx>, accessed June 13, 2012.



of the elected state attorney within each of Florida's twenty judicial circuits. The State Attorney for the Second Judicial Circuit, which includes Leon County, does not report this information.

Stalking is an extremely terrifying crime for its victims. Most all cases of domestic violence include stalking and a very high percentage of femicides (murders of women) are related to domestic violence, according to the national Stalking Resource Center:²⁹

- 76% of intimate partner femicide victims have been stalked by their intimate partner.
- 67% had been physically abused by their intimate partners.
- 89% of femicide victims who had been physically assaulted had also been stalked in the 12 months before their murder.
- 79% of abused femicide victims reported being stalked during the same period that they were abused.
- 54% of femicide victims reported stalking to police before they were killed by their stalkers.

According to statewide and national data, cases of domestic violence almost always includes stalking. Yet in Leon County in 2011, only *two* domestic violence-related cases of simple stalking and *one* case of aggravated stalking were reported. During this same period, the statewide rate of domestic violence-related stalking increased by 65.1% with a total of 647 cases reported or .058%, a number far smaller than the total number of reported offenses of domestic violence (111,681).³⁰ This increase in stalking was not reflected locally by cases reported by local law enforcement. The reason for this is unknown but merits additional review.

A comparison between domestic violence-related crimes and those not involving domestic violence shows that a significant proportion of all violent crime is related to domestic violence. In 2011, approximately 36% of *all* murders committed in Leon County involved domestic violence. Approximately 15% of all reported rapes and 22% of all aggravated assaults were classified as "domestic violence."³¹ These crimes (which we know to be underreported) constitute a significant proportion of all of the violent crimes reported in Leon County.

Services for Victims of Domestic Violence

Refuge House serves Leon and seven other counties in this area. According to its website, the mission of Refuge House "...is to provide direct services to battered women, their children, and sexual assault survivors, as well as to eliminate conditions in society that allow such violence to continue."³² Under Florida law, local domestic violence programs are required to provide the following services in order to be certified and to receive state funds. These services include but are not limited to:

- Information and referral services,
- Counseling and case management services,
- Temporary emergency shelter for more than 24 hours, a 24-hour hotline,
- Training for law enforcement personnel,

²⁹ Stalking Resource Center, Stalking Factsheet, citing Judith McFarlane et al., "Stalking and Intimate Partner Femicide," *Homicide Studies* 3, no. 4 (1999).

³⁰ Crime in Florida 2011, Table 3.

³¹ Florida Department of Law Enforcement, Uniform Crime Reports, 2011. (FDLE/UCR)
<http://www.fdle.state.fl.us/Content/FSAC/Menu/UCR-Home.aspx>

³² <http://refugehouse.com/about.html>, accessed June 6, 2012.



- Assessment and appropriate referral of resident children, and
- Educational services for community awareness relative to the incidence of domestic violence, the prevention of such violence, and the care, treatment, and rehabilitation for persons engaged in or subject to domestic violence.³³

From July 2010 to June 2011, and across the eight counties it serves, Refuge House provided residential services to 439 people and non-residential services to 518. Refuge House also reports that it answered a total of 3, 558 crisis hotline calls. During that same period, there were 40 unmet requests for shelter.³⁴

Multidisciplinary Coordinated Community Responses to Domestic Violence

There are three issue-specific community coordinating response efforts in Leon County. The first is the Domestic Violence Coordinating Council. The City of Tallahassee and Leon County Commissions created the Domestic Violence Coordinating Council (DVCC) jointly to ensure a more coordinated community response. No longer funded by Leon County, its work focuses within the City of Tallahassee. The DVCC is made up of 14 member agencies including social services organizations, local universities, and representatives from the state attorney and attorney general's office, the Department of Health, the local batterers intervention program, and Tallahassee Police Department.

The DVCC meets monthly to discuss service coordination issues and work towards resolutions to any such issues. The goal of the meetings is to ensure that Tallahassee continues to provide a well-coordinated community response to domestic violence. The DVCC also provides Tallahassee with a number of public education and awareness events each year including teen rallies and training on healthy relationships.

Domestic violence fatality review teams began work in Florida in the mid-1990's and Leon County has just established such a team. The Leon County Domestic Violence Fatality Review Team covers all of Leon County. Its bylaws reflect the broad goal and purpose regarding the review of fatal or near fatal incidents. As set out in the law:

The [fatality] review may include a review of events leading up to the domestic violence incident, available community resources, current laws and policies, actions taken by systems and individuals related to the incident and the parties, and any information or action deemed relevant by the team, including a review of public records and records for which public records exemptions are granted. The purpose of the teams is to learn how to prevent domestic violence by intervening early and improving the response of an individual and the system to domestic violence.³⁵

The Leon County team will issue its first report at the end of 2012.³⁶

³³ s. 39.905(1)(c), Florida Statutes

³⁴ State of Florida, Department of Children and Families, Domestic Violence Annual Report, 7/1/2010-6/30/2011.

<http://www.dcf.state.fl.us/programs/domesticviolence/publications/publications.shtml>

³⁵ s.741.36, Florida Statutes

³⁶ See <http://www.dcf.state.fl.us/programs/domesticviolence/reviewteam.shtml> for information from 2008 - 2010 and <http://www.dcf.state.fl.us/programs/domesticviolence/publications/publications.shtml> for information from 2001 forward regarding fatality review teams in Florida.



In addition, there is an Alliance for Faith Based Leaders.³⁷ This Alliance does not meet but rather focuses on training efforts which are available on the Institute for Family Violence Studies at Florida State University's website. All three of these local coordinated community responses are assisted or supported by this Institute.

Real Women and Girls: A Crisis Call to the Refuge House Leon County Crisis Hotline

The crisis hotline received the following call from a woman in danger:

The caller stated that she was five months pregnant and her boyfriend had just kicked her in the stomach. The advocate asked the victim if she was safe and she said no. The caller seemed to be having difficulty breathing. The advocate asked the caller where she was and if she wanted or needed medical attention. The caller indicated that she would like an ambulance because she thought she was bleeding. The advocate also asked her if she needed law enforcement. The caller stated yes and "please hurry, he's going to kill me." The advocate stated to the caller that she would stay on the phone with her the whole time, but asked for a call back number in case they got disconnected. The caller provided a phone number.

The caller began whispering. She stated she was hiding under the truck and could see her boyfriend on the porch smoking a cigarette and her three year old daughter had walked outside with him. She stated that he must have woken her because he likes to make the children watch when he beats her. The caller became completely quiet, so the advocate spoke softly to the caller letting her know that she was still on the line. She stated that she would be on the line when it's safe for her to talk again. There was silence for about five minutes. The advocate had already contacted law enforcement and paramedics. She informed the caller that help was on the way. The caller began to speak softly again because she said he had gone back inside with the child. The caller stated that he had made her have sex with 10 of his friends for money today, and then told her she would have to go out and earn him \$200.00 before sunrise or he would kill the unborn baby. She said that she doesn't want to be a prostitute, but has to or he beats and rapes her with his friends and cousins. She also stated that she was afraid he would hurt the three year old child if she didn't comply with his demands.

Suddenly, the advocate heard the caller scream and there was a commotion. The advocate heard a man screaming "you f####g b##ch" and the woman screaming "no, please." Then there was a loud thud like something had been slammed on the ground. The advocate believed that the caller was being beaten. The advocate called law enforcement again to alert them of the situation. The advocate remained on the phone hearing the caller crying and the man yelling. After a few minutes, law enforcement arrived and an officer spoke with the advocate on the victim's cell phone. He said that the perpetrator was detained and the victim was on her way to the emergency room. The advocate asked that the victim be given Refuge House contact information if she needs safe shelter upon her release from the hospital. The officer said he had Refuge House informational brochures and would see to it that the caller received the information.

³⁷ <http://familyvio.csw.fsu.edu/alliance/>



Sexual Violence

Sexual violence is a broad term that “includes rape, incest, child sexual abuse, intimate partner violence, sexual exploitation, human trafficking, unwanted sexual contact, sexual harassment, exposure, and voyeurism.”³⁸ The range of sexually violent acts clearly goes beyond what Florida law defines as “sexual battery” (“oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object”³⁹).

Generally, sexual assault is more underreported than domestic violence. Less than half of sexual assaults, or 46% of cases, are reported.⁴⁰ Moreover, sexual violence is much more prevalent than most realize. According to the National Sexual Violence Resource Center:⁴¹

- 1 in 5 women and 1 in 71 men will be raped at some point in their lives
- 51.1% of female victims of rape reported being raped by an intimate partner and 40.8% by an acquaintance
- 52.4% of male victims report being raped by an acquaintance and 15.1% by a stranger
- 91% of the victims of rape and sexual assault are female, and 9% are male
- In 8 out of 10 cases of rape, the victim knew the perpetrator
- 8% of rapes occur while the victim is at work

In 2011, there were 129 forcible rapes reported in Leon County.⁴² The “forcible sex offense rate” in Leon County is 77.8 per 100,000 people. This includes rape by force, attempted rape, forcible sodomy and forcible fondling. In terms of victimization, these numbers include females and males, adults and children. The overall rate has fluctuated over time.

³⁸ National Sexual Violence Resource Center, Info & Stats for Journalists, Fact Sheet, <http://nsvrc.org/publications/fact-sheets>, accessed June 6, 2012.

³⁹ Section 794.011(h), Florida Statutes

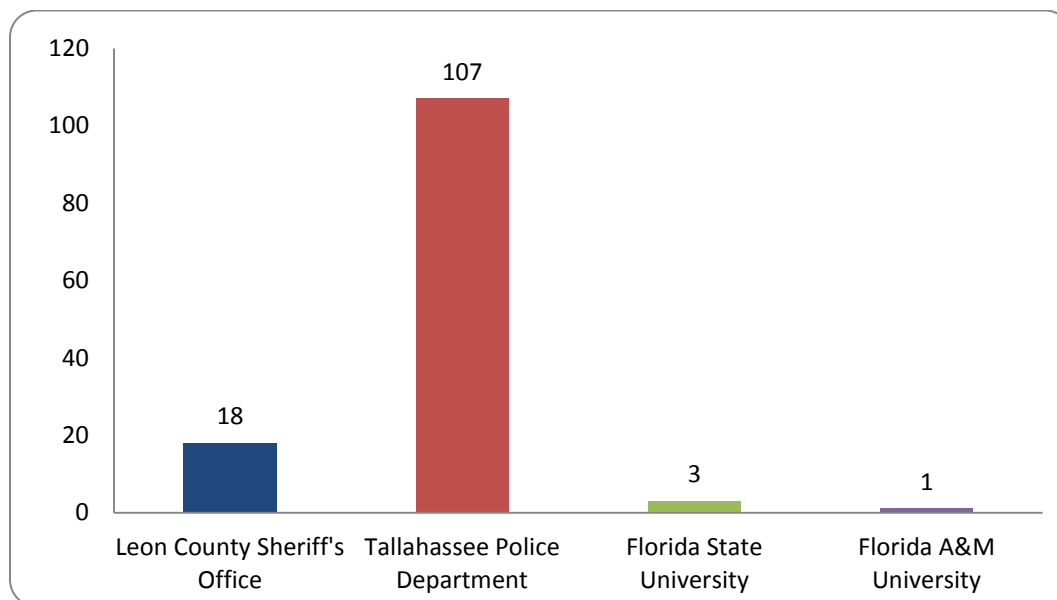
⁴⁰ U.S. Department of Justice, National Crime Victim Survey, 2006 to 2010.

⁴¹ National Sexual Violence Resource Center Info & Stats for Journalists Statistics About Sexual Violence - Sexual Assault in the U.S. http://nsvrc.org/sites/default/files/Publications_NSVRC_Factsheet_Media-Packet_Statistics-about-sexual-violence.txt Accessed June 5, 2012.

⁴² Florida Department of Law Enforcement, Uniform Crime Reports, 2011. (FDLE/UCR) <http://www.fdle.state.fl.us/Content/FSAC/Menu/UCR-Home.aspx>



Figure 6: Reported Rape Offenses by Jurisdiction, Leon County, 2011⁴³



Services for Victims of Sexual Violence

Refuge House also is this area's rape crisis center. Rape crisis services provided by the agency including work with the Sexual Assault Nurse Examiner (SANE) program include:

- Crisis intervention
- Hospital outreach and accompaniment
- Supportive counseling
- Support groups
- 24 hour support and advocacy
- Information and referral
- Emergency shelter
- Systems coordination and
- Therapy⁴⁴

According to data submitted for the last two quarters of 2011 and the first quarter of 2012, Refuge House provided services to 279 clients.⁴⁵

Multidisciplinary Coordinating Community Responses to Sexual Violence

Leon County has a Sexual Assault Response Team (SART). This coordinating entity holds monthly meetings and works on issues surrounding sexual violence. Its membership is open and is comprised of representatives from law enforcement, Refuge House, local universities, and others who work with survivors of sexual assault in Leon County.

⁴³ Florida Department of Law Enforcement: Total Index Crime for Florida by County, Jurisdiction & Offense, 2011.

⁴⁴ Refuge house website http://refugehouse.com/services Rape_crisis.html

⁴⁵ Sexual Violence County-Based Quarterly Reports, Florida Council Against Sexual Violence, received June 6, 2012.



Human Trafficking

Florida has been called third in the nation and “ground zero” for human trafficking. There are many reasons for this, including the presence of low-wage jobs in industries ranging from the service sector to tourism to agriculture. We are a state where people from other nations visit and come to live, and we are a magnet for young runaways attracted to Florida beaches and places like Disney World. The so-called “sex trade” flourishes in Florida with strip clubs, bars and other more underground activity that exploits and endangers both young people and adults— mostly women and girls—who are victimized by sex traffickers. Human trafficking is the second most lucrative “business” for organized crimes, right behind drug trafficking.

Leon County has many of these hallmarks and we have had human trafficking reports and successful prosecutions here. However, as in the rest of the U.S., human trafficking remains a clandestine phenomenon. Its victims are often “hidden in plain sight” so that we may see a woman cleaning a hotel room or serving food and not realize that she is being forced into this labor and trafficked. It is estimated that nationwide there are between 13,500 and 17, 500 people trafficked into the U.S., and that does not include the potential thousands of U.S. citizen children and adults who are victims of sex and labor trafficking.

The *Melchor* and *Monsalve* cases were prosecuted by the U.S. Attorney’s Office here in Leon County. These were sex trafficking cases where the traffickers lured young women and girls from outside the country into the U.S. with the promise of good jobs and, when they arrived, enslaved them. The defendants in these cases received lengthy sentences of twenty years for Monsalve and five years and five months for Melchor.

Florida and Leon County have been active in becoming more aware of human trafficking and taking action. The *Florida Strategic Plan on Human Trafficking* (2010) outlines a wide range of programs, task forces and activities that are in place.⁴⁶ This plan also recommends actions that both the state and local communities should take to improve their ability both to assist victims and bring traffickers to justice.

Florida law specifically defines human trafficking and provides penalties. However, despite the fact that anti-trafficking laws have been in place since 2004 and that “human trafficking” is a constellation of illegal acts that are already on the books, there have been a total of 55 arrests and very few prosecutions of the specific crime of human trafficking in Florida by local state attorneys or the Office of Statewide Prosecutor. Most prosecutions in Florida have taken place at the federal level, and of those that have been prosecuted at the state level, none have occurred in Leon County or any of the other counties that comprise the Second Judicial Circuit.

⁴⁶Center for the Advancement of Human Rights, Florida State University (2010). *Florida Strategic Plan on Human Trafficking*.
http://www.cahr.fsu.edu/sub_category/floridastrategicplanonhumantrafficking.pdf accessed September 21, 2012.



Children are among the victims most vulnerable to human trafficking. Both US citizens and non-US citizens are victims of trafficking. Recently, the Florida Legislature passed a “Safe Harbor” law to help promote the safety and get help to victims of domestic minor sex trafficking (DMST). The Department of Children and Families has reported that during 2011, a total of 480 reports of human trafficking were made to the Child Abuse Hotline, 395 female, 76 male and 9 “other.” Seven of those reports came from Leon County and none of those cases was a “verified” case of trafficking after DCF conducted an investigation.⁴⁷

Services for Victims of Human Trafficking

The *Florida Strategic Plan on Human Trafficking* (2010) names four agencies in the Leon County area that assist victims of trafficking: Catholic Charities, The Florida State University Center for the Advancement of Human Rights, the Women’s Clinic, and Zonta Club of Tallahassee. Other organizations such as Refuge House, Legal Services of North Florida, and Capital City Youth Services have programs to assist survivors of trafficking.

Multidisciplinary Coordinated Community Response to Human Trafficking

At the heart of successful service delivery to survivors of trafficking is a local coordinated community response. Across the U.S. and Florida, there are local task forces and coalitions in place to assist victims, coordinate law enforcement investigations and prosecutions and raise community awareness. In the Leon County area, the North Florida Alliance to Combat Trafficking (NFACT) serves as an informal coalition of service providers and law enforcement. However other areas of the state are well in advance of Leon County in having active local coordinating bodies and advanced level of coordination and cooperation of victim services.

Prostitution

“The commercial sex industry includes street prostitution, massage brothels, escort services, outcall services, strip clubs, lap dancing, phone sex, adult and child pornography, video and internet pornography, and prostitution tourism.”⁴⁸ While prostitution is criminal in Florida we are including it as a victimization issue because prostitution causes harm to women and children that it ensnares. “Whether it is being sold by one’s family to a brothel, or whether it is being sexually abused in one’s family, running away from home, and then

Real Women and Girls: Sonia

Sonia came to Tallahassee from Mexico. People her parents knew told them that if she came to Florida, she could make money as a housekeeper and nanny, and send money back home. Since her family is very poor, she and her parents agreed. A “coyote” (smuggler) put her and two other girls in the back of a van and drove them across the border into Texas and then to Florida. The trip to Florida was a nightmare. The traffickers raped them. They said the girls belonged to them and if they wanted to live, they would be working as prostitutes until they paid off their debts. Once in Tallahassee, the traffickers took the girls to a house where men were waiting for them. They escaped, ran to a neighbor’s house and called the police. Local and federal law enforcement, attorneys and staff from the Center for the Advancement of Human Rights and many others helped these sex trafficking survivors to obtain help – from housing and health care to legal services where they were able to obtain “T visas” so they could live in the U.S. legally. The traffickers were apprehended and convicted. Sonia is living in the U.S. and building a life here for herself and her children.

⁴⁷ Personal communication with Tyson Elliot, Statewide Human Trafficking Coordinator, Dept. of Children and Families via email on May 21, 2012.

⁴⁸ Prostitution Research & Education: <http://www.prostitutionresearch.com/faq/000008.html>



being pimped by one's boyfriend, or whether one is in college and needs to pay for next semester's tuition and one works at a strip club...all these forms of prostitution hurt the women in it.”⁴⁹

Ninety-two percent of women engaged in prostitution said they want to leave prostitution, but can't because they lack access to basic needs such as a home, job training, health care, counseling and treatment for drug or alcohol addiction. In one study the women ranged in age from 12 to 61, with an average age of 28. Nearly 40% were white European/American, one-third African American, and almost 20% were Latina. Of the women in the study:⁵⁰

- 62% reported having been raped in prostitution
- 73% reported having experienced physical assault in prostitution
- 72% were currently or formerly homeless
- 92% stated that they wanted to escape prostitution immediately

During 2011, there were 12 arrests in Leon County for prostitution. Seven of those (58%) arrested were female.⁵¹

Female Offenders

Women: Arrests and Offenses

While men make up the majority of all offenders, the number of female offenders is on the rise. According to the National Criminal Justice Reference Service, in 2010 25.5% of those arrested in the United States were females, 14.5% of females arrested were under the age of 18 and 4.2% were under the age of 15.⁵² In 2004 6.9% of all prison inmates were women. There are also documented racial disparities among incarcerated women, with black females being 2.5 times more likely than Hispanic females and nearly 4.5 times more likely than white females to be incarcerated in prison or jail. Since 1995, the total number of female state and federal prison inmates has increased 5% a year while the number of male inmates has only increased on average 3.3%.⁵³

The reasons for the increase in women's documented rate of criminal offending and incarceration are complex and are generally beyond the scope of this report to explore. However, one thing that is important to note is that changes in women's status may mean that their criminal behavior is more visible and believable, as women have shed the myth of the demure female.

The majority of researchers believe that understanding the connection between women's victimization and criminality is key to this discussion. Sociologist Beth Richie argues that a key to understanding and responding

⁴⁹ Melissa Farley, paper presented at the 11th International Congress on Women's Health Issues, University of California College of Nursing, San Francisco. 1-28-2000 accessed at <http://www.prostitutionresearch.com/faq/000008.html>

⁵⁰ Melissa Farley, Isin Baral, Merab Kiremire, Ufuk Sezgin, "Prostitution in Five Countries: Violence and Posttraumatic Stress Disorder" (1998) *Feminism & Psychology* 8 (4): 405-426

⁵¹ Florida Department of Law Enforcement, Uniform Crime Reports. *Total Arrests by County, 2011*. <http://www.fdle.state.fl.us/Content/getdoc/5992e741-1792-4f82-b878-90deb2946671/UCR-Arrest-Data.aspx>

⁵² National Criminal Justice Reference System, U.S. Department of Justice (2011). In the spotlight: Women & Girls in the Criminal Justice System - Facts and Figures. Last updated on 12/29/11. <https://www.ncjrs.gov/spotlight/wgcjs/facts.html>

⁵³ Ibid.



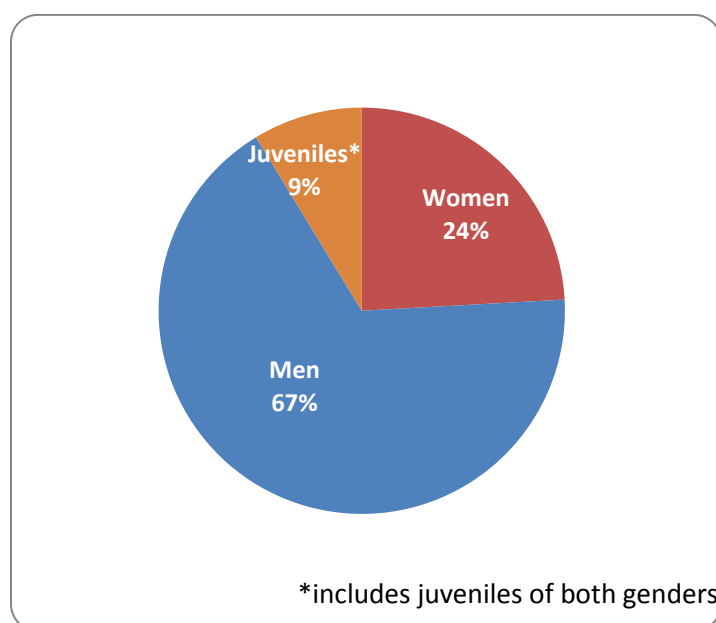
to women as offenders is to understand their status as crime victims.⁵⁴ Women offenders are much more likely than their male counterparts to have been victims of abuse:⁵⁵

- Victims of childhood sexual abuse are 130% more likely to be arrested for a violent offense as a juvenile while controlling for other factors
- 70% of incarcerated adult females report extreme physical abuse and 59% report extreme sexual abuse

Understanding this connection is paramount to understanding the increase in female criminality.

Data provided by the Florida Department of Law Enforcement shows that 2,534 women were arrested Leon County in 2011. This represents 24% of all arrests in Leon County. Interestingly, women also comprised 24% of arrests in 2005.⁵⁶

Figure 7: Arrests by Gender, Leon County, 2011⁵⁷



⁵⁴ Richie, Beth. Exploring the Link Between Violence Against Women & Women's Involvement in Illegal Activity

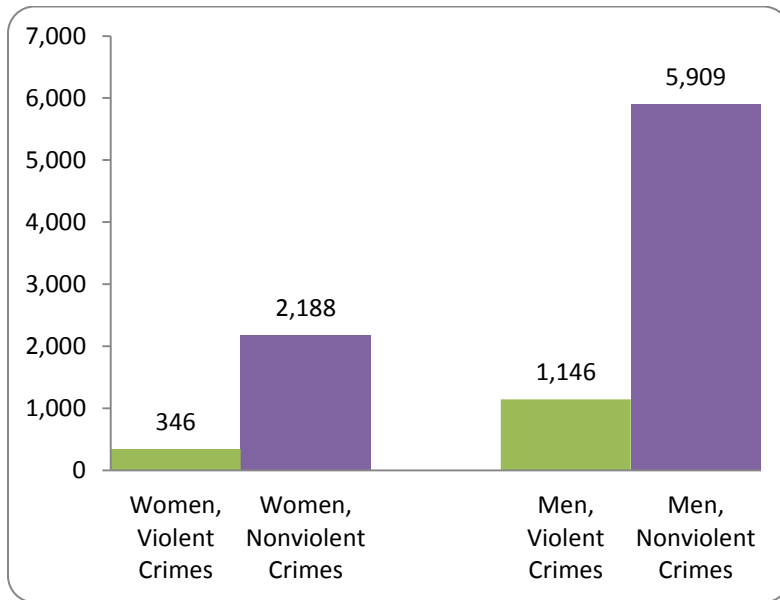
⁵⁵ Makarios, M.D, (2007). Race, Abuse and Female Criminal Violence. Feminist Criminology

⁵⁶ Florida Department of Law Enforcement, Uniform Crime Reports. Annual County and Municipal Arrest Data (2011). <http://www.fdle.state.fl.us/Content/FSAC/Menu/UCR-Home.aspx>

⁵⁷ Florida Department of Law Enforcement, Uniform Crime Reports. Annual County and Municipal Arrest Data (2011). <http://www.fdle.state.fl.us/Content/FSAC/Menu/UCR-Home.aspx>



Figure 8: Arrests by Type of Crime by Gender, Leon County, 2011⁵⁸



Of the women arrested in 2011, 346 were for violent crimes (13% of total arrests) and 2,188 were for nonviolent crimes (87%). Of the violent crime arrests, 312 (91%) were for simple and aggravated assault. In 2011 one woman was arrested for murder, which represents 7% of the total murders committed in 2011.⁵⁹ Women arrested for nonviolent crimes were predominantly arrested for miscellaneous offenses (38%); drug offenses, DUI and Liquor Law violations (27%); and larceny/theft and embezzlement (14%).⁶⁰

Girls: Arrests and Offenses

In 2011, 270 girls (under the age of 18) were arrested, which was 30% of all juvenile arrests in Leon County. Eighty-seven of these arrests (32%) were for simple and aggravated assault and 72 (13%) were for theft.

Trends in Juvenile Justice

According to the Florida Department of Juvenile Justice's (DJJ) *2010-2011 Comprehensive Accountability Report* (CAR), the majority of DJJ's key indicators for public safety and delinquency are improving. The Department's 2010-2011 Delinquency Profiles for Leon County indicate that the number of girls referred to DJJ for delinquent offenses (arrested) declined by 23.2% (387 to 297) over a five-year period (fiscal year 2006-07 to 2010-11). For the same period of time for Leon County, the number of girls placed on probation declined by 21.8% (124 to 97), and the number of girls committed to residential facilities declined by 41.9% (31 to 18). During fiscal year 2010-11, the most common reasons for referral to DJJ (arrests) were misdemeanor theft (119), assault and battery (46), disorderly conduct (40), aggravated assault/battery (19), misdemeanor marijuana drug (12) and grand larceny (9).⁶¹

⁵⁸ Florida Department of Law Enforcement, Uniform Crime Reports. Annual Crime in Florida Report (2011). <http://www.fdle.state.fl.us/Content/FSAC/Menu/UCR-Home.aspx>

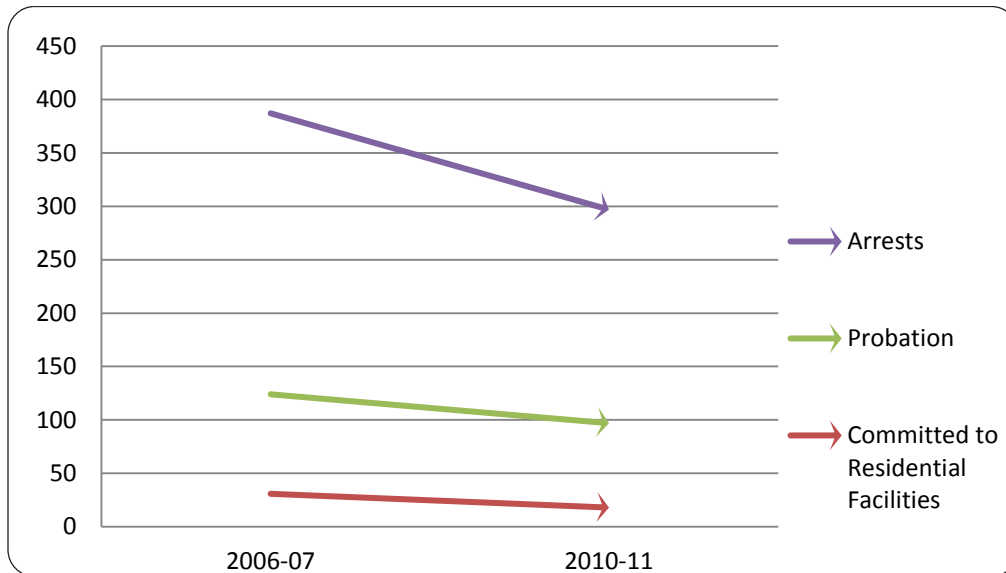
⁵⁹ Ibid.

⁶⁰ Florida Department of Law Enforcement, Uniform Crime Reports. Annual Crime in Florida Report (2011). <http://www.fdle.state.fl.us/Content/FSAC/Menu/UCR-Home.aspx>

⁶¹ Florida Department of Juvenile Justice, *2010-2011 Comprehensive Accountability Report*. <http://www.djj.state.fl.us/research/reports/car>



Figure 9: Girls in the Juvenile Justice System, Leon County, 2006-2011⁶²



According to the *2010-2011 CAR Executive Summary*, DJJ is working aggressively to shift funds and resources to address at-risk youth in the community, before behaviors escalate into serious criminal activity. A key component of this shift has been the statewide implementation of the Civil Citation alternative. From July 2011 to March 2012, 176 civil citations were issued in Leon County of which 81 were issued to girls (46%).⁶³

The Juvenile Drug Court provides specialized drug treatment, testing and counseling for juveniles. In the last quarter of 2010/2011, 29 (20%) of the 145 participants in this program were girls. The primary reason for referral is an arrest for possession of less than 20 grams of marijuana. Arrested juvenile girls are also referred to an array of diversion programs, including Women on the Rise, FCI-Choices, So Unique, Young Lives and the SPY program for pregnant girls. The Palmer-Monroe Teen Center also provides targeted programs for girls, including a recent “Girls Lock-In”.

The Big Bend Community Based Care (BBCBC) Delinquency Program, a collaboration between BBCBC and The Public Defender’s Office, which diverts arrested children to community providers, is currently serving 62 girls. These girls have been referred to counseling programs (57) and psychiatric services (27), and provided housing assistance (20) and residential psychiatric programs (2).⁶⁴

⁶² Florida Department of Juvenile Justice, *2010-2011 Comprehensive Accountability Report*. <http://www.djj.state.fl.us/research/reports/car>

⁶³ Ibid.

⁶⁴ Personal communication with Victor Williams of the Florida Public Defenders Office.



*Available Services within the Juvenile Justice Continuum for Leon County (Circuit 2)*⁶⁵

Prevention and Victim Services

- Capital City Youth Services (Children In Need of Services/Families In Need of Services, including runaway shelter and counseling services)
- Practical Academic Cultural Education (PACE) Center for Girls
- Federal Grant – Panhandle Area Education Consortium/Guiding Students Toward Safe and Healthy Choices (Gadsden County)

Detention Services

- Leon Regional Juvenile Detention Center (serves Leon, Gadsden, Jefferson, Franklin, Liberty, Madison, Taylor and Wakulla Counties)

Probation and Community Intervention Services⁶⁶

- Intake: State Operated - DJJ Juvenile Probation Officers (JPOs). Intake may be done at a Juvenile Assessment Center, a law enforcement facility or other designated locations.
- Diversion: Community Arbitration (Circuit); Diversion (Circuit); Teen/Drug Court
- Intensive Delinquency Diversion Services: White Foundation
- Probation Supervision: State Operated
- Day Treatment and Minimum-Risk Services: AMIKids
- Redirection Services: Multi-Systemic Therapy – Eckerd
- Post Commitment Services/Aftercare: DJJ JPOs; AMIKids, White Foundation, and Evidence Based Associates-Multi-Systemic Therapy - Eckerd
- Residential Services: There are no residential facilities for girls located in Circuit 2; however, there are three residential facilities for girls located in the Northwest Region:
 - DOVE Vocational Academy (Moderate Risk) – Graceville (Jackson County, Circuit 14)
 - Joann Bridges Academy (Moderate Risk) – Greenville (Madison County, Circuit 3)
 - Milton Girls Juvenile Residential Facility (Moderate Risk) – Milton (Santa Rosa County, Circuit 1)

Incarcerated Women and Girls

Women and girls have been largely invisible in the criminal justice system. Primarily this has been due to the common perception that the criminal behavior of women and the delinquent behavior of girls are not serious problems. According to the Bureau of Justice Statistics (2000):

Women are more likely to commit minor offenses and have historically constituted a very small proportion of the offender population. However, the dramatic rise in the number of prison and jail inmates is fairly well known; less so is that the ranks of women inmates are increasing much faster than those of their male counterparts. The pace at which women are being convicted of serious offenses is picking up faster than the pace at which men are being convicted.⁶⁷

In Florida, the number of female prisoners under the jurisdiction of state and federal authorities increased 59% between 2000 and 2010, from 4,105 to 7,350.⁶⁸

⁶⁵ All services listed below for prevention and victim services, detention services and probation and community intervention services from: Florida Department of Juvenile Justice's (DJJ) 2010-2011 Comprehensive Accountability Report (CAR).

⁶⁶ These programs serve DJJ Circuit 2, which includes Leon and other surrounding counties.

⁶⁷ Research on Women & Girls in the Justice System: National Institute of Justice, (2000). NCH 180973

⁶⁸ Bureau of Justice Statistics, National Prisoner Statistics Program. <http://bjs.ojp.usdoj.gov/index.cfm?ty=tp&tid=1>



Leon County Jail

The average recent female population in the Leon County Jail is 127. In the last 18 months, the number of women in the jail has ranged from 138 to 118. The most common charges are drug possession and theft offenses. There are a small number of women arrested for violent crimes such as aggravated battery and robbery.⁶⁹

Federal Correctional Institute

The Federal Correctional Institution is a federal prison on Southeast Capital Circle. It is a low security prison housing about 1,100 female inmates.⁷⁰

Jail Vocational Training Program

The Leon County Jail offers an array of Alcoholics Anonymous/Narcotics Anonymous and educational programs to all inmates, but also offers a vocational training program called LIFT to women in jail. This program, run by DISC Village, Inc., offers Life Skills training, employability training, and vocational training in office software and restaurant skills. Thus far, 63 women have been enrolled in this program and 28 have obtained employment or enrolled in post-secondary school.⁷¹

Child Maltreatment

Child Abuse and Neglect in Leon County

Leon County had 3,002 calls accepted by the Florida Abuse Hotline to commence investigations for child abuse and neglect in state fiscal year 2010-11 and 2,800 in 2009-2010.⁷²

Of these “commenced investigations” 741 resulted in verified findings of maltreatment, for a maltreatment rate of 13.64 per 1,000 children (birth-17) in state fiscal year 2010-11. In 2009-2010, 630 commenced investigations resulted in verified findings of maltreatment, for a maltreatment rate of 11.45 per 1,000 children.⁷³

Investigations were conducted in Leon County for an approximately equal number of boys and girls in state fiscal years 2010-2011 and 2009-2010.

In Leon County, children under the age of five are the largest group that come in contact with the child welfare system and the most vulnerable. Children from birth to four years old made up the majority of children abused in state fiscal years 2010-11 (46%) and 2009-10 (44%). Sixty percent of alleged victims during fiscal year 2010-2011 were black and 33% were white. About half of the victims were female and roughly half were male.⁷⁴

⁶⁹ Information provided by Nancy Daniels, Leon County’s Public Defender.

⁷⁰ Florida Bureau of Prisons

⁷¹ Information provided by Nancy Daniels, Leon County’s Public Defender.

⁷² Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository
Project 1039 Run Date: 05/23/2012.

⁷³ Ibid.

⁷⁴ Ibid.



Table 2: Gender of Children who were Alleged Victims of Maltreatment (Unduplicated)⁷⁵

SFY 2010 - 11								
	Male		Female		Unknown		Total	
	Number	%	Number	%	Number	%	Number	%
Leon County	1,489	50%	1,491	50%	24	1%	3,004	100%
Statewide	114,205	50%	113,451	50%	926	0%	228,582	100%
SFY 2009 - 10								
	Male		Female		Unknown		Total	
	Number	%	Number	%	Number	%	Number	%
Leon County	1,386	50%	1,377	49%	22	1%	2,785	100%
Statewide	105,662	50%	105,137	50%	820	0%	211,619	100%

“Failure to protect” and “Family violence threatens child”

The Department of Children and Families’ definition of *Family Violence Threatens Child* is a situation in which an adult who is a family or household member commits any violent criminal behavioral act, such as assault or battery on another adult who is a family or household member, that demonstrates a wanton disregard for a child and could reasonably result in injury to the child.⁷⁶ In cases of domestic violence and child maltreatment, the initial response of the child welfare system used to be removal of the child from the home and often from the arms of a battered mother. In many situations, the mother was doing her best to protect her children from the violence in the home.

Failure To Protect A Child From Inflicted Injury by the battered mother or *Family Violence Threatens Child* are allegations of child maltreatment that frequently result in the placement of children in substitute care.⁷⁷ The result is that children are subjected to the frequent trauma of observing domestic violence between their caregivers and then removed from their violent homes and their mothers. Sometimes removal is necessary to protect the child; often it is not the most effective way to make a child safe. In failure-to-protect cases the onus to control and predict the abuse is placed on the victim, who is often a woman, rather than the perpetrator.⁷⁸

The majority of verified child maltreatments in Leon County in 2010-11 were in the categories of *Family Violence Threatens Child* and *Substance Misuse*. In 2011-2010, 38% of verified child maltreatments were for *Family Violence Threatens Child* and 21% for *Substance Misuse*. In 2009-2010, 35% of verified child maltreatments were for *Family Violence Threatens Child* and 20% for *substance misuse*.⁷⁹

⁷⁵ Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository
Project 1039 Run Date: 05/23/2012.

⁷⁶ Department of Children & Families, Office of Family and Community Services. Provided by Ceijay Jackson on June 11, 2012.

⁷⁷ State of Florida CFOP 175-28, Allegation Matrix, 1998.

⁷⁸ Randy H. Magen, *In the Best Interests of Battered Women: Reconceptualizing Allegations of Failure to Protect 4, Child Maltreatment 3*

⁷⁹ Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository
Project 1039 Run Date: 05/23/2012.



Table 3: Counts by the Array of Allegations of Abuse (Duplicated Child Counts) ⁸⁰

	SFY 2009-2010		SFY 2010-11	
	Alleged Leon County	Verified Leon County	Alleged Leon County	Verified Leon County
Abandonment	12	10	14	11
Asphyxiation	26	0	24	1
Bizarre Punishment	27	3	26	3
Bone Fracture	16	4	17	4
Burns	16	0	15	1
Death	6	0	2	1
Environmental Hazards	578	45	654	51
Failure to Protect	37	12	23	15
Failure to Thrive	3	2	6	4
Family Violence Threatens Child	885	297	999	366
Human Trafficking	2	0	5	1
Inadequate Supervision	793	72	885	107
Internal Injuries	1	1	1	1
Malnutrition / Dehydration	5	2	1	0
Medical Neglect	89	12	89	13
Mental Injury	124	19	122	12
Physical Injury	644	67	777	76
Sexual Abuse	244	28	177	21
Substance Misuse	1,146	171	1,197	201
Threatened Harm	275	94	154	80
Total	4,929	839	5,190	969

Co-occurrence of maltreatment types is also significant. 27.4% of *Substance misuse* and *family violence* co-occurred in 27.4% of cases in State Fiscal year 2010-2011, and in 25.7% in State Fiscal Year 2009-10, as seen in the Table below.

⁸⁰ Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository
Project 1039 Run Date: 05/23/2012.



Table 4: Co-occurrence of Failure to Protect (FTP) and Family Violence Threatens Child (FVTC) Maltreatments with Family Violence Threatens Child and Substance Misuse Maltreatments⁸¹

Maltreatment	State Fiscal Year 2010-11			State Fiscal Year 2009-10		
		Leon	Statewide		Leon	Statewide
Family Violence Threatens Child	Number (N)	366	22,347		297	21,361
	N with FVTC	366	22,347		297	21,361
	% w FVTC	100%	100%		100%	100%
	N with FTP	8	804		11	814
	% with FTP	2.2%	3.64%		3.7%	3.8%
Substance Misuse	Number (N)	201	16,763		171	15,928
	N with FVTC	55	3,790		44	3,620
	% w FVTC	27.4%	22.6%		25.7%	22.7%
	N with FTP	7	627		0	663
	% with FTP	3.5%	3.7%		0.0%	4.2%

Nationally, in 2010 45.2% of perpetrators of child maltreatment were men and 53.6% were women.⁸²

In 2010-11 in Leon County, in 46% of the *Family Violence Threatens Child* maltreatments the perpetrator was a *Paramour-Parent Caregiver*, (*paramour* is defined here as a parent of at least one of the children in the home, but not married to the parent or caregiver). Perpetrators in 29% of *Substance Misuse* maltreatments were identified as *Paramour-Parent Caregiver* and *Birth Mothers* were identified as perpetrators in 25% of *Substance Misuse* maltreatments in 2010-2011.⁸³ A significant limitation of this review was our inability to absolutely identify the gender in all the categories of perpetrators.

Child Removals

In Leon County, 298 children were removed from their families due to child abuse and/or neglect in State Fiscal Year 2010-11; 239 children were so removed in 2009-11. The majority of children removed from their families in fiscal years 2009-2010 and 2010-2011 were removed due to parental drug and alcohol abuse. Well over half (64% in FY 2010-2011 and 63% in FY 2009-2010) of the families from which children were removed were classified as *single female* families.⁸⁴

⁸¹ Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository Project 1039 Run Date: 05/23/2012. Note: Statistical data provided are based on verified allegations of abuse, Each child may have multiple allegations. Abbreviations: N for Number, FVTC for *Family Violence Threatens Child*, and FTP for *Failure to Protect*.

⁸² Children's Bureau, U.S. Department of Health and Human Services (2011). Child Maltreatment, 2010. p. 81. <http://www.acf.hhs.gov/programs/cb/pubs/cm10/cm10.pdf#page=87>

⁸³ Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository Project 1039 Run Date: 05/23/2012.

⁸⁴ Ibid.



Table 5: Family Structure of Children Removed from the Home⁸⁵

July 1, 2010-June 30, 2011		
Family Structure of Removal	Male Child	Female Child
Married Couple	13	9
Unmarried Couple	7	10
Single Female	50	58
Single Male	5	10
Unable to Determine	3	1
Structure not supplied	1	1
Total	79	89
July 1, 2009-June 30, 2010		
Family Structure of Removal	Male Child	Female Child
Married Couple	21	31
Unmarried Couple	7	7
Single Female	60	66
Single Male	2	2
Unable to Determine	4	1
Structure not supplied		
Total	94	107

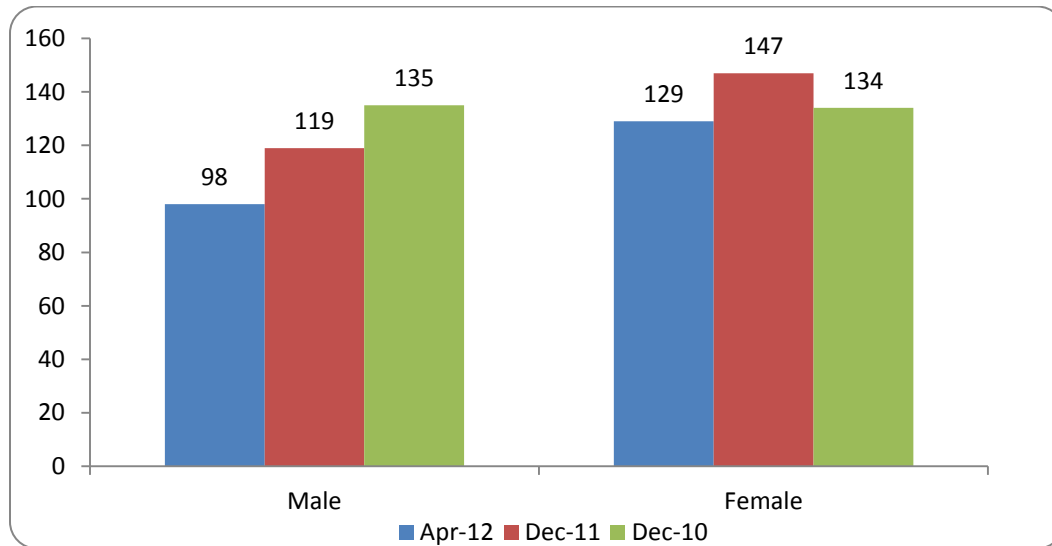
In Leon County, 227 children lived apart from their families in out of home care as of April 2012. Of these, 129 were female and 98 were male.⁸⁶

⁸⁵ Department of Children & Families AFCARS submissions from reporting periods beginning March 2009 through October 2001. 5/22/12. Note: The data reflected are unduplicated by child such that if a child was removed twice in a given year, the later removal is considered for these counts.

⁸⁶ Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository Project 1039 Run Date: 05/23/2012.



Figure 10: Number of Children in Out of Home Care by Gender, Leon County⁸⁷



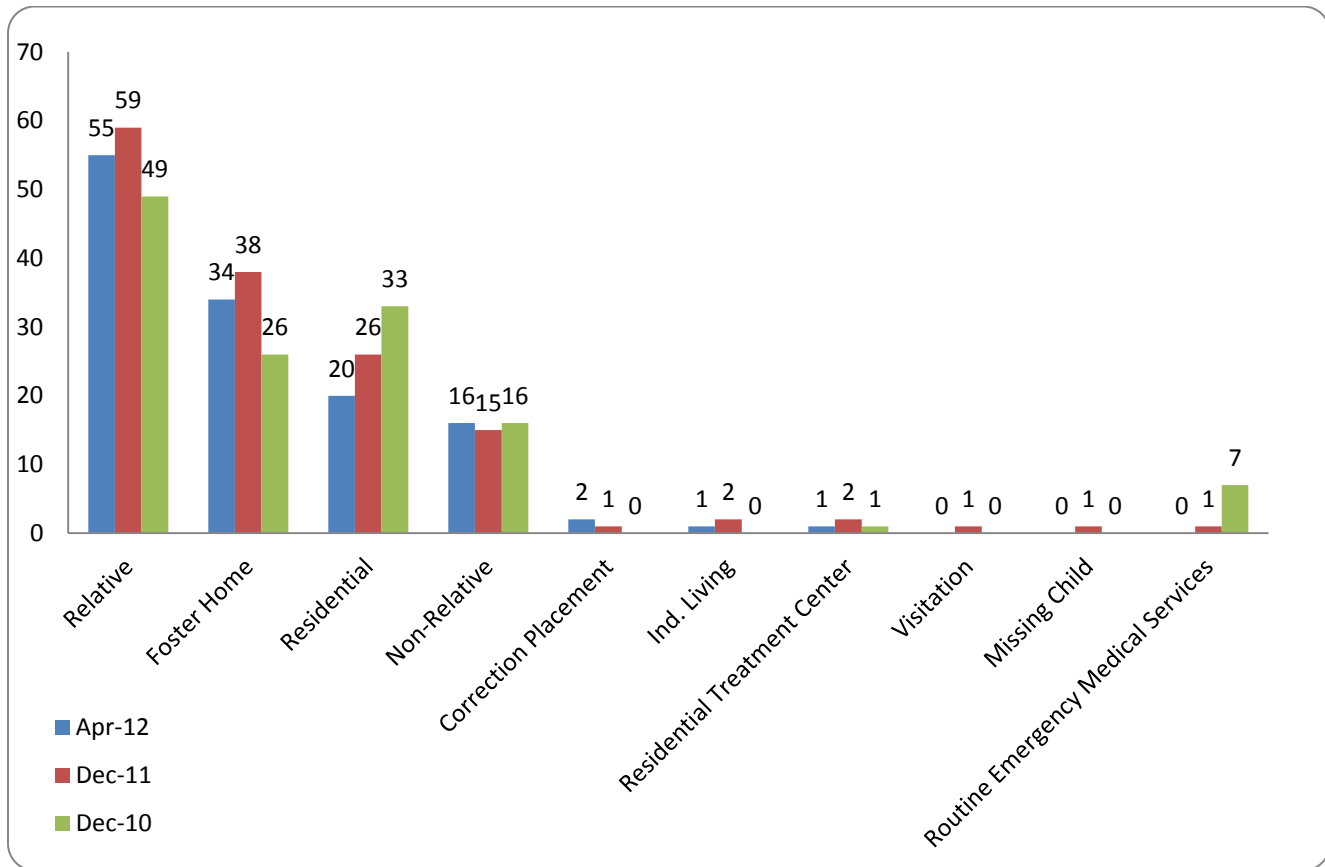
The majority of females in out of home care in 2010 2011 were living with relatives.⁸⁸

⁸⁷ Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository
Project 1039 Run Date: 05/23/2012.

⁸⁸ Ibid.



Figure 11: Females in Out of Home Care by Placement Type, Leon County⁸⁹



System Response and Services

Department of Children and Families Secretary David Wilkins notes in the Department's *2011 Year in Review Transformation of an Agency* that Child Welfare, Domestic Violence, and Substance Abuse & Mental Health must be one system not three. The report states:⁹⁰

Families involved in child protection and child welfare services commonly have problems of substance abuse, mental illness and/or domestic violence. Therefore the child protection investigators, our partner agencies and the substance abuse, mental health and domestic violence providers must work as one integrated care system. To accomplish this, each circuit has developed a protocol to ensure that substance abuse Family Intervention Specialists are working directly with investigators and case managers and domestic violence providers as one team.

Circuit 2, Department of Children and Families, which includes Leon, Wakulla, Jefferson, Gadsden, Franklin and Liberty counties, has created and/or implemented the following programs to address Substance Abuse, Domestic Violence, and Physical Abuse, as well as concerns regarding mental health issues:⁹¹

⁸⁹ Department of Children and Families, Florida Safe Family Network (FSFN) Data Repository Project 1039 Run Date: 05/23/2012.

⁹⁰ Florida Department of Children & Families, 2011 Year in Review Transformation of an Agency. http://www.dcf.state.fl.us/admin/docs/Year_End_Report.pdf

⁹¹ Florida Department of Children & Families, Child Abuse Prevention and Permanency Plan for



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- The Family Intervention Team (FIT) is an intensive, in-home crisis stabilization and intervention service with immediate response capabilities within every county in Circuit 2. This program allows Child Protective Investigators to readily access crisis services, which provide on-site response within a short period of time. With this program, child protective investigators have improved resources at their disposal that allow them to keep children in their own homes safely. Partners include DISC Village, Apalachee Center, and Children’s Home Society’s Family Preservation Program.⁹²
- The Intensive Family Intervention Team (IFIT) in partnership with Apalachee Center. This program provides intensive in-home services (up to 20 hours a week) to victims of domestic violence and their families, who may also have mental health and substance abuse issues.
- Subject matter experts in every unit of child protective investigations using the “Safe and Together Model.” This approach enables the entire child welfare community to evaluate families and develop plans to keep children and victims safe, while holding the perpetrator accountable. By doing this, many children have been able to stay safely in their own homes with a parent instead of being placed in foster care.

Civil Legal Assistance

Civil legal assistance involves representation in non-criminal matters including family, housing, health, public benefits, employment, and education related issues. The ability of women to obtain a lawyer in civil cases has a major impact on their mental and physical health, economic security, and ability to care for their children. There are three organizations in Leon County that offer free civil legal assistance to people who qualify for services including Legal Services of North Florida, Inc. and the Legal Aid Foundation of the Tallahassee Bar Association. The FSU Center for the Advancement of Human Rights also provides free civil legal assistance, primarily to clients seeking assistance for immigration and related matters. Unfortunately the resources of these organizations cannot meet the need for services.

Legal Services of North Florida⁹³

In September 2009 the Legal Services Corporation (LSC) issued its report, *Documenting the Justice Gap in America*, a comprehensive national statistical study establishing that for every client who received service one applicant was turned away. Based on that realization, the LSC analyzed recent studies from other states, concluding that less than 20% of the legal needs of low income Americans are being met. Considering the reduction in resources and the economic recession impacting the number of clients eligible for legal services (currently estimated by the Legal Services Corporation to be 1 in 5 Americans), there is no doubt that, combining the resources of Legal Services of North Florida (LSNF) and the Legal Aid Foundation (LAF), both are meeting considerably less than 20% of the legal needs of low income residents of Leon County. The report went on to compare the number of legal aid attorneys serving the poor with the eligible population and determined that there was one legal services attorney for every 6,415 low-income persons. (Again, that number is probably even worse presently.) By contrast the ratio of attorneys delivering civil legal assistance to the general population

Circuit 2: July 2010 – June 2015. See <http://www.dcf.state.fl.us/programs/children/CircuitPlans.shtml#fiveyr> to view the Circuit 2 Five Year Local Plan for Child Abuse Prevention & Permanency in its entirety.

⁹² We find it curious that Refuge House, Leon County’s comprehensive domestic violence center, is not involved with this effort or is not listed as a partner. We believe it would be important to understand this.

⁹³ Information provided and written by Kris Knab, Executive Director of Legal Service of North Florida (June, 2012).



was approximately one for every 429 persons or well over 14 times less. Lack of resources is a major hindrance to meeting the need of low-income and vulnerable populations in Leon County.

LSNF and the LAF represent clients whose adjusted income is at or below 125% of the poverty guidelines and LSNF provides assistance to vulnerable populations, such as victims of domestic violence, sexual assault, and trafficking with emergency legal needs and to senior citizens, regardless of income. Applicants for services often present multiple legal issues. For example, a sexual assault victim may be experiencing employment problems, housing problems and other issues including the need for a dissolution of marriage in addition to emergency legal relief. Last year resources allowed LSNF to represent 119 clients (117 female, 2 male) in injunction proceedings in court in Leon County but only 56 (54 female, 2 male) in dissolution of marriage cases.

Overall LSNF served 71% women and 29% men in 2011. Of the closed cases in Leon County 69% were on behalf of women, 31% on behalf of men. The largest category of cases LSNF closed in Leon County involved family law (46%). Within categories the following breakdown occurred:

Table 6: Legal Services of North Florida Closed Cases, 2011

	Women		Men	
	Cases Closed	%	Cases Closed	%
Consumer	164	70%	70	30%
Education	2	29%	5	71%
Employment	49	54%	42	46%
Family	628	74%	218	26%
Custody/Visitation	148	66%	75	34%
Divorce	212	82%	46	18%
Injunctions	157	93%	11	7%
Juvenile	44	46%	51	54%
Health	5	42%	7	58%
Housing	217	75%	71	25%
Income Maintenance	40	61%	26	39%

These closed cases include a range of assistance from advice to full representation and are an indicator of requests for assistance. The highest number of requests for service were in the family law area where 74% overall involved female clients. Women were 82% of the people served for dissolutions of marriage and 93% for injunctions. The next largest category was in housing, where 75% served were female.



ECONOMIC SECURITY



**Leon County Commission on
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Economic Security

Introduction

The economic security of women is one of the foundations for the security of the community and the nation. A community that invests in women and girls ensures a more solid future for families and the community, while advancing the greater good.

Economic security means having a stable source of income and enough human capital (education, skills, training, confidence, and knowledge) to sustain an acceptable standard of living and build towards the future. A community successfully promotes women's economic security when it goes beyond providing for their immediate and basic needs by providing for their futures through insurance, investments, and increased access to job training and education. When women and girls are economically secure, they thrive. When they do not, we all suffer, and we all pay a significant cost in real dollars and lost potential.

This section explores the economic security of women and girls by looking at key indicators including: needs such as housing and child care; income and poverty; women's employment status and earnings compared to those of men; and workplace fairness. These findings and data are preliminary.

Key Findings

- Virtually all women earn less for comparable work than men, and African American, Hispanic and Asian women earn less than their white counterparts.
- Women and men are not employed at nearly the same levels in the higher wage-earning industries and professions.
- Forty percent of single women with children under the age of 18 and 50% of single women with children under the age of five live in poverty in Leon County. In order to meet the most basic costs of living, a single woman without children in Leon County would have to earn \$9.42 an hour, nearly two dollars over Florida's minimum wage.⁹⁴ A woman with two children would need to make \$21.63 an hour or \$45,674 annually, a salary higher than the \$40,079 median income for all families in Leon County.
- Leon County lacks sufficient levels of affordable and accessible housing, childcare and other social supports for women.
- Regarding local women friendly workplace policies:
 - None of the employers surveyed for this report offer workplace childcare
 - Only two of the employers surveyed have policies that protect women in the workplace through established policies regarding domestic and sexual violence; many others are not even aware of the possibility of these important protections.

⁹⁴ Correction made on 11/30/12 from "more than two dollars over Florida's minimum wage" to "nearly two dollars over Florida's minimum wage". Florida's minimum wage (at the time this report was produced) is \$7.67 per hour.



Methodology

For the purpose of this section of the report, data were collected from a variety of sources including the U.S. Census Bureau; research literature (reports) establishing the status of women and girls statewide, nationally or in other locales; personal communication with community leaders; government websites and publications; and through a survey conducted with Commissioners about the workplaces they represent. A more detailed methodological discussion of the aforementioned survey is found on page 67.

Defining Economic Security

Economic security for women means having reliable employment, fair and equitable wages or other means to support their basic needs. In everyday terms it means that a woman can meet her basic needs and those of her children: provide housing, utilities, nutritious food, transportation, and health care. In the longer term, it means that she

- can cope with inevitable expenses such as emergency healthcare and car repairs,
- is not at risk of losing her job while taking care of a family member who is ill,
- is not one paycheck away from being homeless,
- has the resources to leave an abusive relationship,
- can build her family's assets through savings and has access to credit, educational funds, and a secure retirement.⁹⁵

For girls it means that they

- grow up in a safe and nurturing environment,
- participate in a sound education,
- have successful female role models, and
- are exposed to opportunities that broaden their horizons.

Key Indicators of Economic Security in Leon County: The Cost of Living and Making Ends Meet

Simply stated, the key indicators of economic security are the basics: the ability to provide for housing, childcare, food, transportation, health care and taxes. If a woman can meet the costs of these basic needs, she can get by. Note that these “basics” do not include savings, paying off debt, like college loans, putting money away for retirement or college or other kinds of costs and expenses such as buying birthday presents or taking vacations.

Considering these key economic indicators, how much does it really cost to ‘get by’ in Leon County? The truth is, government regulated poverty rates do not take into account all of the costs necessary to maintain even a low standard of living. The government calculates poverty by multiplying the cost of food by three; this result does not leave enough money left over to pay for basic healthcare or the cost of transportation to travel to work, day care, or food sources.

⁹⁵ Women’s Fund of Miami Dade, Portrait of Women’s Economic Security in Greater Miami, p. 3. The Portrait of Women’s Economic Security in Greater Miami report was an inspiration to this definition and the Economic Security section of this report.



The Family Economic Self-Sufficiency Standard (FESS), on the other hand, does take real costs such as health care and childcare into account.⁹⁶ The FESS explains that in 2012 a single woman in Leon County would need to earn at least \$9.42 an hour in order to pay basic bills. This is nearly two dollars above Florida's minimum wage.⁹⁷ In order just to get by, if that woman had a single child younger than a teenager, she would need to make more than twice minimum wage. As Table 7 shows, an adult with an infant would need to make at least \$16.36 an hour—\$34,545 annually, and a single parent with a preschooler and a school-age child would need to bring home at least \$21.63 an hour— an annual income of \$45,674. It is striking that, according to the 2011 Leon County Annual Report, the median income for Leon County is \$40,079.⁹⁸

A single woman with no children in Leon County would need to earn at least \$9.42 an hour to cover the cost of basic bills-- nearly two dollars above Florida's minimum wage.

Table 7: The Family Economic Self-Sufficiency Standard (FESS) for Leon County, Florida, 2012

Monthly Costs	Adult + infant	Adult + preschooler	Adult + Preschooler + school age
Housing	795	795	795
Child Care	598	590	1179
Food	352	362	482
Transportation	283	283	283
Health Care	385	384	397
Miscellaneous	237	237	309
Taxes	447	448	643
Earned Income Tax Credit (-)	-68	-68	-11
Child Care Tax Credit (-)	-65	-65	-105
Child Tax Credit (-)	-83	-83	-167
Self-Sufficiency Wage			
Hourly	\$16.36	\$16.38	\$21.63
Monthly	\$2,879	\$2,882	\$3,806
Annually	\$34,545	\$34,588	\$45,674

Clearly, real self-sufficiency wages are much higher than federal poverty standards. Table 8 shows that the federal poverty rate threshold is \$19,090 for a family of three. Falling at or below this income level (or an adjusted multiple of this number) determines eligibility for a range of benefits. That leaves many Leon County women and families falling into the gap between not making enough to survive but earning too much to be eligible for social services benefits.

⁹⁶ Wider Opportunities for Women (WOW) created FESS and, with the help of the Human Services Coalition, the information was updated for Florida in 2007 and Leon County for 2012. This reflects the real cost of living in Leon County.

⁹⁷ Correction made on 11/30/12 from "more than two dollars over Florida's minimum wage" to "nearly two dollars over Florida's minimum wage". Florida's minimum wage (at the time this report was produced) is \$7.67 per hour.

⁹⁸ 2011 Leon County Annual Report, p. 2. <http://cms.leoncountyfl.gov/Home/DemonstratingPerformanceResults/AnnualReport>



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Table 8: 2012 Poverty Guidelines for the 48 Contiguous States and the District of Columbia⁹⁹

Persons in family/household	Poverty guideline
1	\$11,170
2	15,130
3	19,090
4	23,050
5	27,010
6	30,970
7	34,930
8	38,890
For families/households with more than 8 persons, add \$3,960 for each additional person.	

The stark reality facing women and children in Leon County is that over 40% of single women who are heads of household with children under 18 years old are living in poverty, as are 58% of women who are heads of household with children under 5.¹⁰⁰ in Table 9, exceed the statewide 40.1%, respectively). In short, many dramatically *insecure* economically. are in poverty, as defined by the those who do not earn at least a self-sufficiency wage (\$45,674 annually for a woman with two children). Clearly, wages do not keep pace with the cost of living in Leon County, and women with children are the hardest hit.

Over 40% of single moms with kids under 18 are living in poverty in Leon County.

These numbers, detailed percentages (33.9% and Leon County women are This includes the 58% who state, as well as all of

“Welfare Transition” is the term used to refer to “Temporary Assistance to Needy Families” (TANF) or cash benefits that those in need receive in Florida. Most adult TANF benefits have a lifetime limit of 48 months for receipt of assistance, unless the recipients are among the small group that meets the statutory exemption.¹⁰¹ In Florida, a single woman with no income would be eligible for an amount between \$95 and \$180 per month. An adult woman with two children would be eligible for between \$198 and \$303 per month. Even if other social welfare benefits (food stamps and Medicaid) are factored in, this figure falls short of the \$3,806 monthly income in Table 7, above, which details what is needed to meet the real cost of living in Leon County.

⁹⁹ U.S. Department of Health and Human Services (2012). 2012 HHS Poverty Guidelines. <http://aspe.hhs.gov/poverty/12poverty.shtml#thresholds>

¹⁰⁰ United State Census 2012. “Current Population Survey (CPS).” Retrieved June 13, 2012. <http://www.census.gov/cps/about/cpsdef.html>

¹⁰¹ See section 414.105, Florida Statutes.



Table 9: Percentage of Families and People whose income in the past 12 months is below the poverty level^{102*}

Family Type		Percent Florida	Percent Leon County
All Families		9.9% (+/-0.1)	11.5% (+/-1.1)
All Families	With related children under 18 years	15.8% (+/-0.3)	18.0% (+/-2.1)
All Families	With related children under 5 years	16.8% (+/-0.5)	24.4% +/-4.9
Married Couple Families		5.3% (+/-0.1)	3.9% (+/-0.6)
Married Couple Families	With related children under 18 years	7.3% (+/-0.2)	5.5% (+/-1.3)
Married Couple Families	With related children under 5 years	6.8% (+/-0.5)	7.7% (+/-2.9)
Families with female householder, no husband present		25.9% (+/-0.3)	31.5% (+/-3.5)
Families with female householder, no husband present	With related children under 18 years	33.9% (+/-0.5)	40.0% (+/-4.6)
Families with female householder, no husband present	With related children under 5 years	40.1% (+/-1.2)	57.9% (+/-9.7)

¹⁰² United State Census 2012. "Current Population Survey (CPS)." Retrieved June 13, 2012.
<http://www.census.gov/cps/about/cpsdef.html>

* Percent margin of error in parentheses below each percent



Real Women and Girls: Mary The Proverbial “Catch 22”

Mary is a single mother with one child who works at a local convenience store earning an hourly rate of \$7.35. She works part-time, between 20 and 30-hours per week, short of the requirement for health insurance and pension benefits. Due to the low wage, she is eligible for Medicaid covering health services for herself and child. She finally gets lucky (or so she thinks) and is hired with the State of Florida. Mary now earns \$8 an hour and works 40 hours a week. Below is a comparison of her economic status as a part-time versus full-time wage earner.

	Convenience Store	State of Florida
Annual Wage	\$9,555 (gross)	\$16,640 (gross)
Hourly Wage	\$7.35 (20-30 hours weekly)	\$8.00 (40 hours weekly)
Housing Expense and Subsidy	Monthly Rent: \$535 Mary pays \$60 HUD pays \$475	Monthly Rent: \$650* Mary pays \$200 HUD pays \$450
Food Stamps	\$200	\$150
Health Insurance	Medicaid – full coverage	None – Cannot afford \$180 monthly for insurance through employer
Pension Benefits	No	Yes
Transportation Expense	None (local)	\$210 monthly (next county)
Utilities	\$300	\$300
Grocery	\$300	\$300
		* Rent Increase

Mary incurred additional expenses to work full-time (decrease in food stamps, increase in housing and transportation costs) and lost health insurance coverage through Medicaid when she became employed. Overall, Mary experienced a net loss of approximately \$1,000 annually in income when she accepted full-time employment.

Housing and Other Economic Needs

In Leon County, the mission of the County’s Division of Housing Services is “to provide and maintain safe, sanitary, and affordable homes for low to moderate-income citizens of Leon County through the provision of funds for rehabilitation, home buyer counseling, down-payment assistance, and home owner foreclosure prevention”.¹⁰³

¹⁰³Leon County Website. Housing.
<http://cms.leoncountyfl.gov/Home/Departments/OfficeofHumanServicesandCommunityPartnership/Housing>, accessed June 18, 2012.



We could not find complete information detailing the extent to which Leon County is presently meeting the housing needs of its residents, particularly women in the middle to low income brackets and among the very poor. According to local service providers, however, the area is in great need of affordable housing.¹⁰⁴

But finding suitable housing is only one of the ways women and children are often most profoundly affected when it comes to both income and support. In this area the Capital Area Community Action Agency (CACAA) provides a range of economic assistance and programming, including: Head Start, Emergency Services Program (Utility and Rent Assistance and Emergency Shelter) and Family Self Sufficiency (Individual Development Accounts, Micro-Enterprise Small Business Development, On-the-Job Training, and Family Self-Sufficiency funded food vouchers, bus passes/gas vouchers, transportation, rent and utility deposit assistance, mortgage assistance, prescriptions and referrals/case management assistance). Women are the majority of their clients. CACAA reports that the needs of the women, children, and men whom they serve far exceed available funds. Like many other programs, they have suffered severe budgetary cutbacks and outline a range of needs, housing being the greatest. In particular, CACAA observes that there is more affordable housing available in areas that have higher rates of dangerous crime and that their clients often cannot find affordable housing in areas that they perceive as safe.¹⁰⁵

Many factors keep women who don't make enough to support themselves and their families from qualifying for the basic safety net supports of food stamps, subsidized housing, and legal services. Whereas there are some programs that offer support in these areas, waiting lists are long and these benefits are being reduced each year. When families fall between real self-sufficiency and the safety net, they frequently have to make tough decisions between competing needs. For example, a family may have to defer house repairs crucial to maintaining livability of the house either because they are on a waiting list or because their income is just slightly higher than the threshold for the program or service, making them ineligible. The City of Tallahassee has outlined local efforts to build and maintain

Real Women and Girls: Lillian A Widow's Nightmare

Lillian is 85, a widow in good health. Her husband passed a few years ago, leaving a small monthly income of social security. Major repairs were done on the home just prior to his death which created a mortgage payment. While her spouse received a pension during his lifetime to cover their expenses, Lillian could no longer receive his pension after his death. Lillian never worked outside the home nor did she have any other sources of income. She is now faced with mortgage payments, homeowner's expenses such as insurance, taxes, utilities and maintenance. Lillian has refinanced her home three times in an effort to avoid foreclosure. She does not qualify for a nursing home or assisted living facility. She does receive help with premium payments for health insurance and prescription drugs. There are limited prospects of receiving additional income to cover her expenses. She constantly worries that that she might lose her home.

¹⁰⁴ Personal Communication between Robin Thompson and Capital Area CAA staff, March 2012.

¹⁰⁵ Ibid.



housing in certain areas of the city that show great need.¹⁰⁶ But, like many others, they report only on the work that has been done with available funds rather than showing the overall need.

Costs and Access to Child and Adult Care

Working and Student Mothers' Access to Childcare

The dearth of workplace day care or other lower cost childcare options makes it extremely difficult, if not impossible, for many women in Leon County to make ends meet and provide satisfactorily for their children. Though there are many in-home child care and day care centers of varying quality in Leon County, availability is limited, as many centers have waiting lists. Access to reliable transportation also seriously limits a woman's choice of facilities. Quality affordable childcare is a significant expense for working or student mothers, whether single or married. Some providers offer sliding scale fees based on the income and circumstances of the parent and most provide reduced fees for multiple siblings. However, infants and toddlers require a smaller ratio of staff to child, making care of the youngest children the most expensive. As Table 1 shows, the cost of childcare for a single parent with one child in school and one preschool age child is \$1,179/month, a huge cost.

Child Support Access and Collection Rates

Nationally, 85% of child support providers are male and 15% are female.¹⁰⁷ This makes it obvious that the collection of child support by women is very important to their ability to meet their children's economic needs. In Leon County, the Child Support Enforcement Program (CSEP) is operated by the Florida Department of Revenue. The CSEP is responsible for providing child support enforcement services to customers as required by Part D to Title IV-D of the Social Security Act. Its purpose is to help children get the financial support they need when it is not forthcoming from one or both parents. To accomplish this, the Department of Revenue locates parents, establishes paternity, establishes and enforces child support orders, and receives and distributes child support payments.¹⁰⁸ Regarding enforcement and collection rates both statewide and in Leon County:

- The percentage of cases with an order for support was 72.3% for Leon County and 75.7% statewide.
- The percentage of support collected and distributed during the year in which it was due was 68.0% for Leon County and 68.5% statewide.
- The percentage of current support collected was 51.2% for Leon County and 53.1% statewide.
- The percentage of cases with arrears due paying towards that in arrears was 58.9% for Leon County and 60.8% statewide.
- The average time to establish an order for support was 204 days for Leon County and 202 days statewide.

¹⁰⁶ Tallahassee's Annual Action Plan 2012/2013.

<http://www.talgov.com/ecd/housing/programs.cfm#anap>

¹⁰⁷ U. S. Census, Survey of Income and Program Participation, Press Release, accessed August 12, 2012. <http://www.census.gov/newsroom/releases/archives/children/cb12-109.html>

¹⁰⁸ The most recent data comparing Leon County to statewide reports are from the federal fiscal year of 2011: October 1, 2010 through September 30, 2011. For further information contact Mel Hedick, Process Manager, Resource Management Process, in the Child Support Enforcement Program.



Based on these statistics, it appears that Leon County women and children receive child support at rates similar to women statewide. In both Leon County and statewide, collection rates fall far short of what judges have deemed to be necessary and acceptable to support Florida's children. The majority of women who are owed child support do not receive what they need in order to be economically secure and provide for the economic security of their children.

These numbers suggest an overall statistical picture, but they do little to show the extreme impact on individual families who do not receive court-ordered support on a timely basis. Improvements that speed up the process of collection and result in better collection rates would help many women sustain their families economically. It remains of greatest concern that nearly half of current court-ordered support is not collected, meaning many children are not receiving support.

Access to and Availability of Adult Day Care

Elder day care extends care in a safe and home-like environment for clients who cannot stay at home alone. These facilities give caregivers the opportunity to continue working, engage in volunteer services, or receive respite from their caregiving responsibilities. According to the Family Caregiver Alliance, a caregiver is an unpaid individual involved in assisting others who are unable to perform certain activities for themselves. Nationally, an estimated 59%-75% of caregivers are women.¹⁰⁹

Two local facilities, Tallahassee Memorial Healthcare and Elder Care Services, provide adult day care services to seniors over 60 years of age. Both centers are open weekdays, 7:30am to 5:30am, and provide services on a sliding scale based on ability to pay and financial assistance from grants. Staff at these centers provide assistance to seniors experiencing physical or mental disability. This includes help with activities of daily living, medication management, nutrition, exercise, and intellectual stimulation and socialization. According to the Executive Director of Elder Care Services, 85% of their clients are women supported by 85% women caregivers.¹¹⁰ Tallahassee Memorial Healthcare focuses on services unique to Alzheimer's patients. Participants include those experiencing difficulty in activities due to memory impairment, dementia, stroke and Parkinson's disease.

Homelessness Among Women and Girls in Leon County¹¹¹

A common stereotype in Leon County is that the faces of homelessness are overwhelmingly male. Local data indicates, however, that the fastest growing segment of the homeless population is female, especially female-headed households with children. The faces of homelessness are increasingly female and increasingly young and female.

¹⁰⁹ Family Caregiver Alliance (2003). Women and Caregiving: Facts and Figures. Retrieved 9/16/12 from http://www.caregiver.org/caregiver/jsp/content_node.jsp?nodeid=892

¹¹⁰ Personal Communication with Susan Warren, Executive Director via phone, August 8, 2012

¹¹¹ Section on homelessness contributed in its entirety by Susan Pourciau, Executive Director, Big Bend Homeless Coalition.



Real Women and Girls: Sandra

Sandra, her husband, and her children were living in an apartment and barely making ends meet when her husband moved out, unexpectedly leaving Sandra as the sole provider for her three young children. Suddenly alone, Sandra was unable to manage the household bills, the children, and day care expenses. After losing their apartment, Sandra and her three little ones began staying at an emergency shelter.

A strong survivor of domestic violence, Sandra is a loving mother and a hard worker. She immediately started working and found a way out of the emergency shelter. Sandra moved into HOPE Community, a six-month housing program operated by the Big Bend Homeless Coalition. HOPE Community provided a more stable and supportive environment for her children, as well as encouragement and counseling for Sandra. With that support, it didn't take Sandra long to get back on her feet. While at HOPE Community, Sandra worked as a nighttime security officer and attended school during the day, quickly obtaining certification as a Phlebotomist and Certified Nursing Assistant.

Now in their own apartment, Sandra works two jobs as a phlebotomist and nursing assistant, is a singer-songwriter, is pursuing a college degree in psychology, and continues to be a loving mother for her children, who are happier than ever and excelling in school.

According to our local Homeless Management Information System, at least 3,015 people were identified as homeless in 2011-2012. Of that number, 42% (1,270) were women and girls. Almost 1,000 women were identified as homeless in Leon County that year. Further, it is almost certain that the data represents undercounts of homelessness, especially homelessness among women and families. Women and families with children tend to be “invisible” in our community. Many women with children are concerned that they might risk having their children removed from their custody if they present as homeless. Those families may stay in abandoned homes or cars, attempting to avoid detection by service providers and government. This tendency is likely magnified among undocumented families.

Homelessness among women and children is particularly dangerous. One research study reports that “the condition of homelessness itself dramatically increases women’s risk of being sexually assaulted.”¹¹² Women who are homeless are also more likely than housed women to have been victims of domestic violence, sexual assault, physical violence, and exploitation.¹¹³ One study revealed that “92% of homeless women had experienced severe physical or sexual assault at some point in their lives.”¹¹⁴

While we have no comparable data locally, anecdotal evidence suggests that women who are homeless in our community have similar experiences – lives fraught with violence, trauma, sexual assault, and exploitation. Resources for homeless women and girls locally are limited and at capacity. There is a critical need locally for trauma-informed care in women-centered spaces. It is especially important for women who have been traumatized in patriarchal environments to receive care that is geared toward the needs of women.

Because homelessness has been understood locally as an overwhelmingly male phenomenon, appropriate professional and trauma-informed care for homeless women is very limited. Without adequate levels and types of services and housing for women and children who are homeless, our homeless women and

¹¹² Goodman, Fels, & Glenn (2011). *No Safe Place: Sexual Assault in the Lives of Homeless Women*. www.vawnet.org.

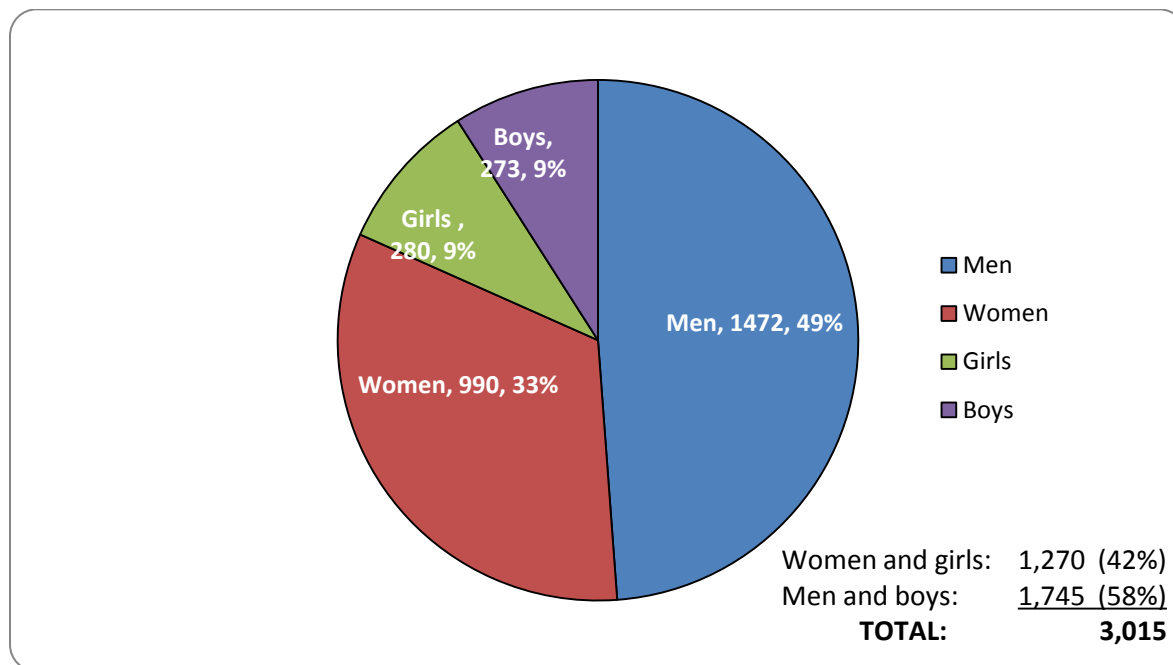
¹¹³ Ibid.

¹¹⁴ Domestic Violence, available at www.endhomelessness.org/pages/domestic_violence.



families are often – quite literally – left out in the cold.

Figure 12: Homelessness in Leon County 2011-2012¹¹⁵



Women and Income in Leon County

There is serious income inequality between women and men in Leon County. Nationally, women earn 77 cents to every dollar a man earns for the same work.¹¹⁶ In Florida, women fare slightly better, at 80 cents on the dollar.¹¹⁷ This income inequality is often worse for non-white women.¹¹⁸ Nationally, Hispanic women earn 61%, African American women earn 70% and Asian American women earn 88% of the wage of similarly employed white men.¹¹⁹ These inequities have real consequences and can cost a woman hundreds of thousands of dollars over her lifetime, as articulated in Figure 13.

¹¹⁵ Homeless Management Information System. Report run October, 2012.

¹¹⁶ White House Council on Women and Girls (2012). Keeping America's Women Moving Forward: The Key To an Economy Built to Last, p. 1. http://www.whitehouse.gov/sites/default/files/email-files/womens_report_final_for_print.pdf accessed June 19, 2012.

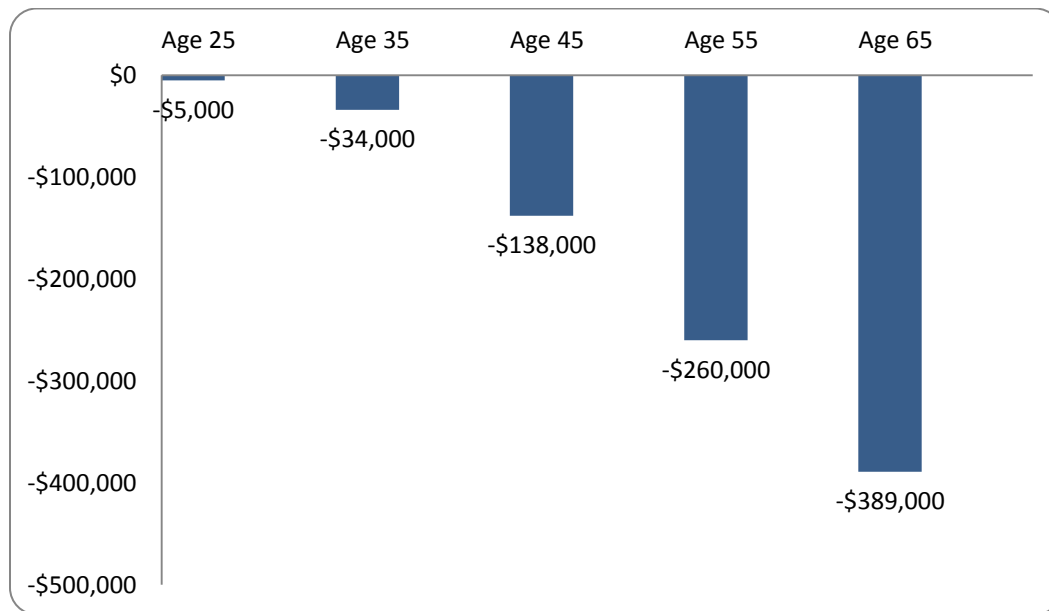
¹¹⁷ Sun Sentinel, citing the 2010 U.S. Census. Accessed August 12, 2012. http://articles.sun-sentinel.com/2012-04-18/news/fl-florida-women-pay-20120417_1_working-women-women-families-cindy-kushner

¹¹⁸ AAUW, The Simple Truth About the Gender Pay Gap, 2012 Edition. Accessed June 19, 2012. <http://www.aauw.org/learn/research/upload/simpletruthaboutpaygap1.pdf>

¹¹⁹ Ibid



Figure 13: Cumulative Lost Earnings by Full-Time Working Women in 2011¹²⁰



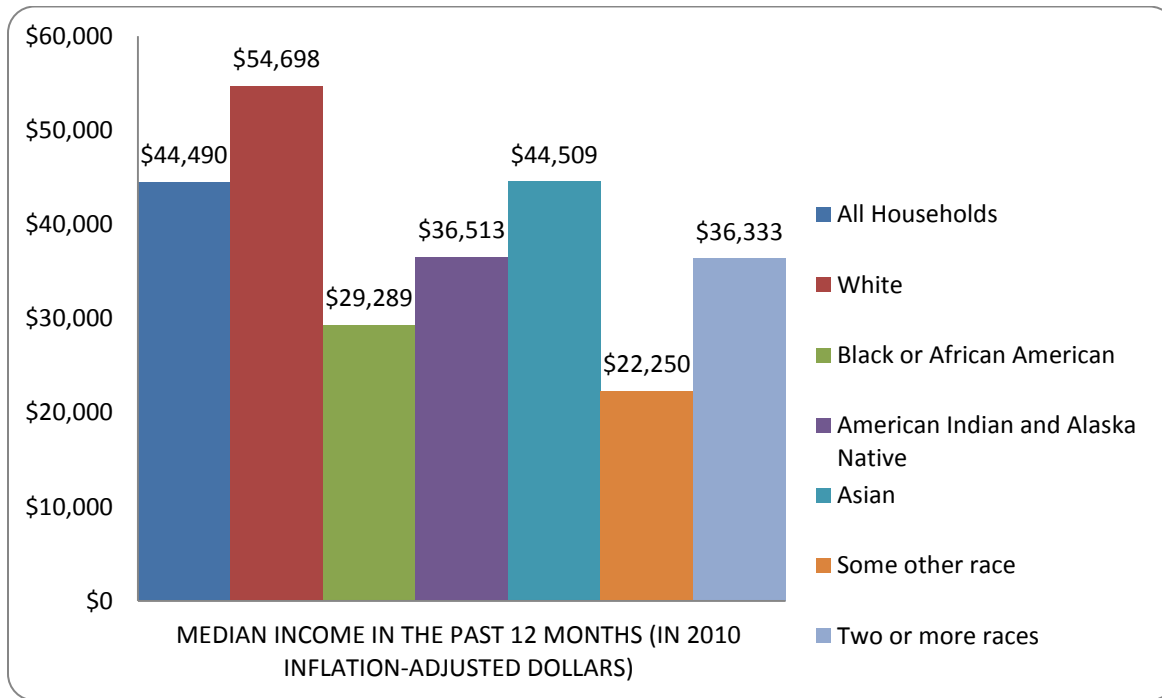
As seen in Figure 14, between 2006 and 2010 the majority white population shows a median income of \$54,698, and the median income of non-white households is consistently lower. The next largest population group is black or African American families with the significantly lower median income of \$29,289. These tables reflect all household types in Leon County, where in 2011 the median income for all households was \$40,725.¹²¹

¹²⁰ White House Council on Women and Girls (2012). Keeping America's Women Moving Forward: The Key To an Economy Built to Last, p. 1. http://www.whitehouse.gov/sites/default/files/email-files/womens_report_final_for_print.pdf accessed June 19, 2012.

¹²¹ 2011 Leon County Annual Report, <http://cms.leoncountyfl.gov/coadmin/pio/lcar/2011/pdfs/CompleteReport.pdf>



Figure 14: Median Household Income by Race, Leon County, 2006 - 2010¹²²



Women who are single and head of household make less per year than men in similar circumstances; the majority of women in this group earn less than what is needed to get by.¹²³ According to the U.S. Census data cited here, families headed by married couples constitute the majority of households in Leon County (68.8%) and have a median income of \$84,684.¹²⁴ Families headed by females with no husband present, which comprise 23.9% of households in Leon County, earn the lowest median income, \$29,648 which falls below the benchmarks established in the Family Economic Self-Sufficiency Standard (FESS) discussed above and detailed in Table 7.¹²⁵

¹²² U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: S1903

¹²³ See Table 1, above.

¹²⁴ See Appendix A for definitions of “family,” “family household,” “household,” and “household, nonfamily.”

¹²⁵ U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: S1903



Figure 15: Median Household Income by Family Type, Leon County, 2006 - 2010¹²⁶

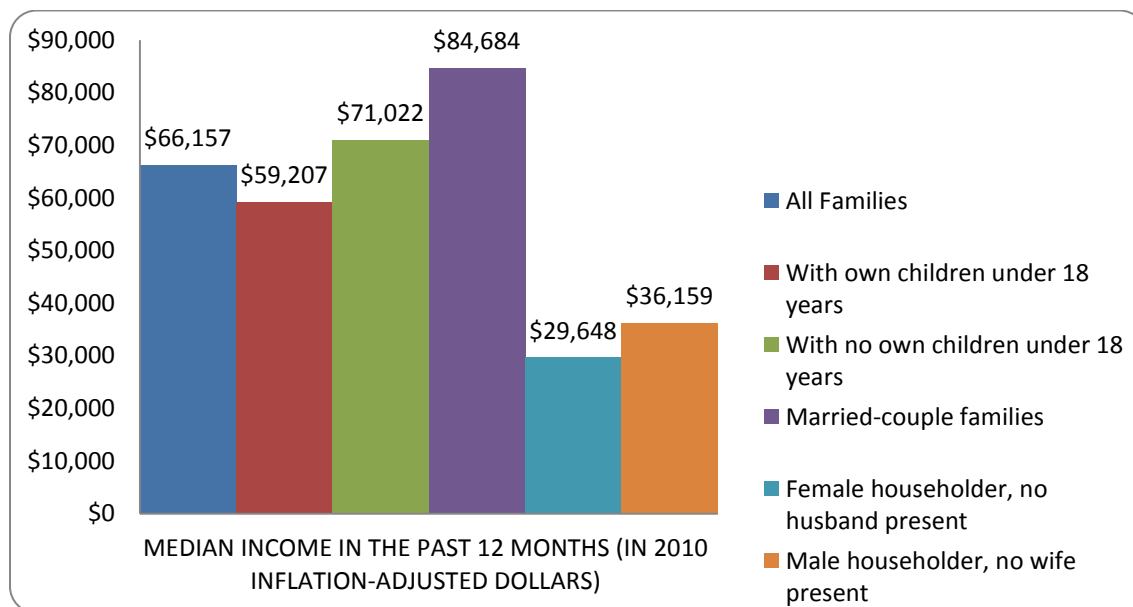
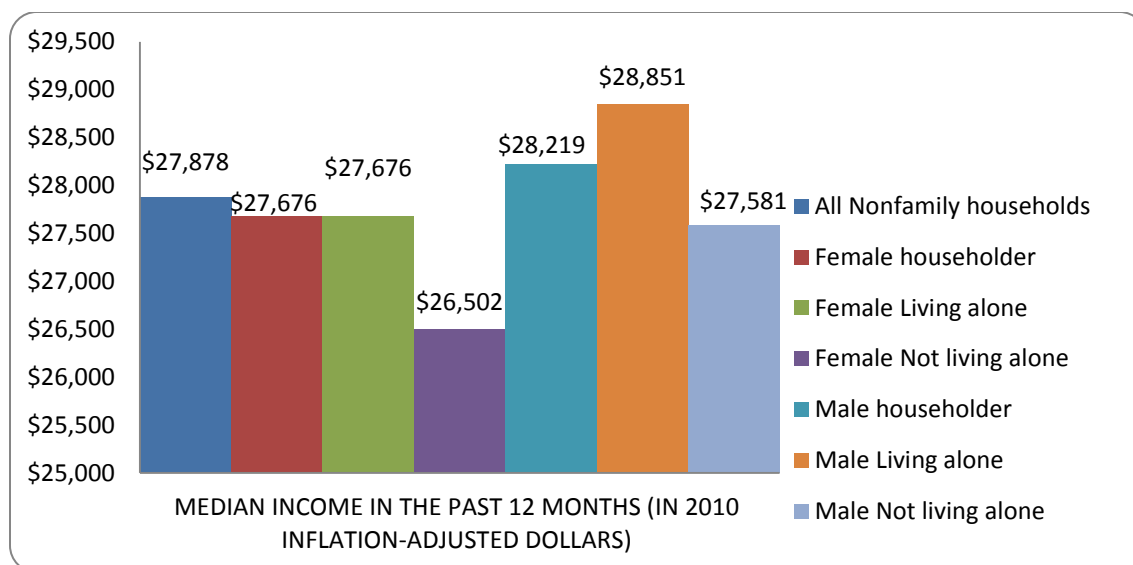


Figure 16: Median Household Income by Non-Family Type, Leon County, 2006-2010¹²⁷



Women and Poverty in Leon County

The poverty rate for Leon County is 22%, significantly higher than the statewide rate of 13.8%.¹²⁸ Figure 17 shows that in every age group except one, women have higher rates of poverty than men. In total, women and men experience poverty at comparable rates in Leon County (21.4% for women and 20.5% for men).

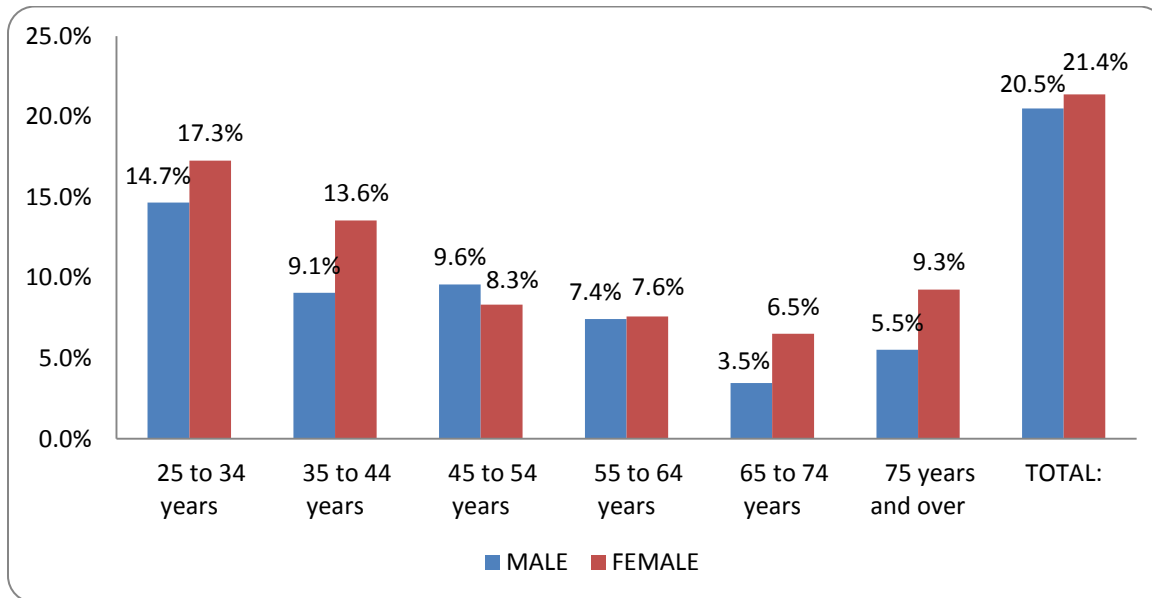
¹²⁶ U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: S1903

¹²⁷ Ibid.

¹²⁸ U.S. Census Bureau, State and County Quick Facts. Calculations from 2006-2010 American Community Survey 5-Year Estimates.



Figure 17: Percent Living Below Poverty Level in Past 12 Months by Age Group and Sex¹²⁹



Employment: Highlights of Women’s Employment Status and Earnings in Leon County

According to the U.S. Department of Labor, women’s earnings as a percentage of men’s earnings have been trending upward over the last several decades. In the first year for which comparable data are available nationally (1979), women earned 62% of what men earned. Since 2004, the ratio of women’s to men’s earnings has been in the 80% to 81% range. In 2010, women who were full-time wage and salary workers earned 81% of the median earning of men in similar positions.¹³⁰

This section of the report compares the earnings of women and men in Leon County and highlights how income levels are influenced by gender and occupational distributions. One can observe significant differences in earnings between women and men by analyzing occupational distributions by median earnings. Higher overall earnings are consistently reflected in the occupations dominated by men in Figure 18.

Overall, Figure 18 and Figure 19 show that in both the most male-dominate and most female-dominated industries, men are generally earning more than women. Though women dominate health care support occupations in every category, females earn less than males except in the lowest wage earning groups. In the occupational categories of *health diagnosing, treating practitioners and other technical occupations* there is a staggering difference in earnings between women and men of nearly \$65,000. In the category of *health practitioner and technical occupations* men earn more than women by a difference of \$24,000. In other words, even in industries where women far outnumber men as workers, such as *health diagnosing and treating practitioners and other technical occupations; business and financial operations occupations; and education, training, and library occupations* (in which women make up 75%, 62% and 66% of the workforce respectively) ,

<http://quickfacts.census.gov/qfd/states/12/12073.html>, accessed June 19, 2012.

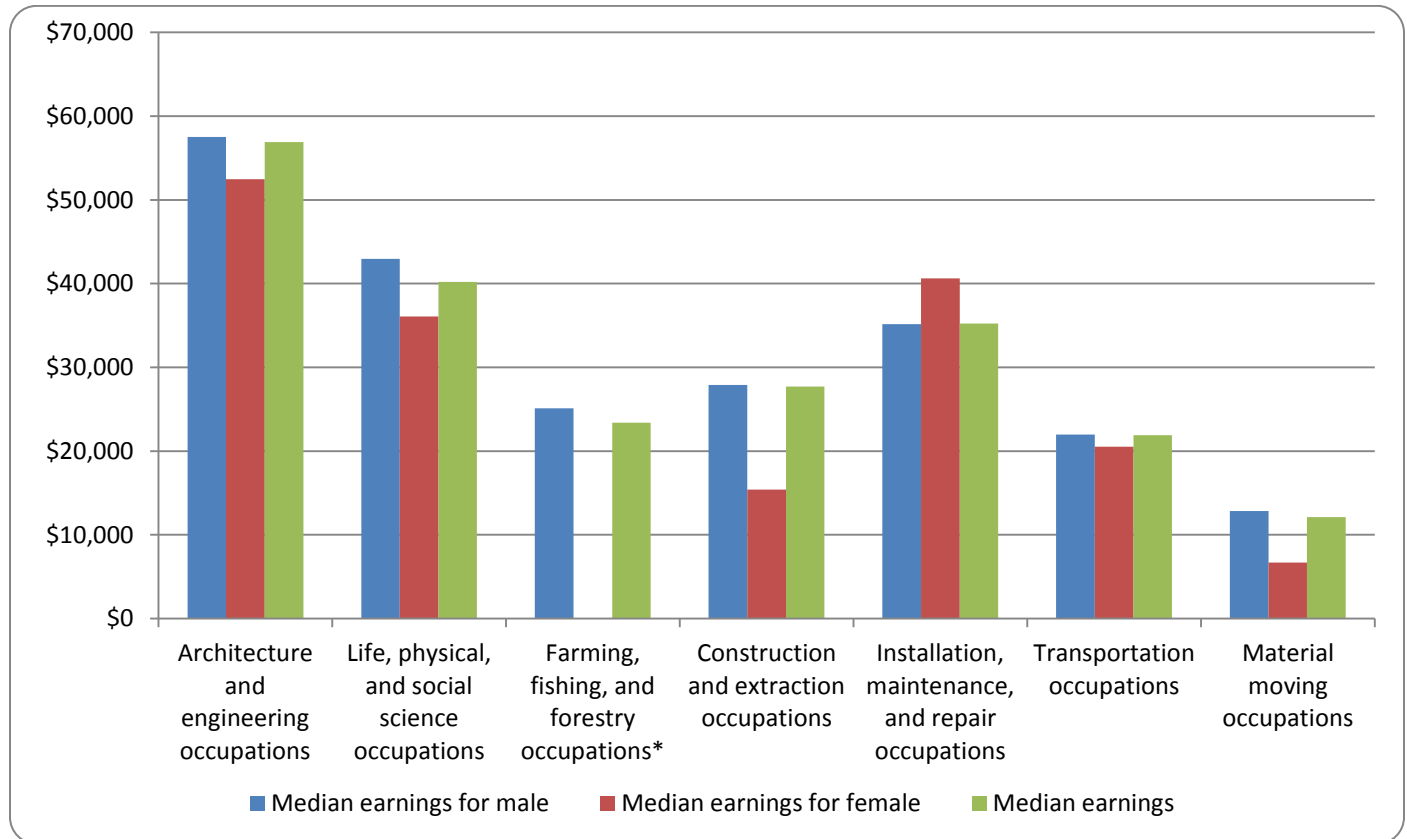
¹²⁹ U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: B17001

¹³⁰ U.S. Department of Labor, Bureau of Labor Statistics, July 2011



men are still earning more, as demonstrated in Figure 6. Women earn just slightly more than men in three female-dominated occupational groups: *personal care and service occupations* (women: \$11,597; men: \$10,239); *health technologist and technicians* (women: \$30,660; men: \$28,460); and *office and administrative support occupations* (women: \$25,646; men: \$24,704).

Figure 18: Median Earnings by Sex for the Most Male Dominated Industries, Leon County, 2006-2010¹³¹



¹³¹ U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: S2401

* Too few females in sample to establish median annual earnings for this occupation group



Figure 19: Median Earnings by Sex for the Most Female Dominated Industries, Leon County, 2006-2010¹³²

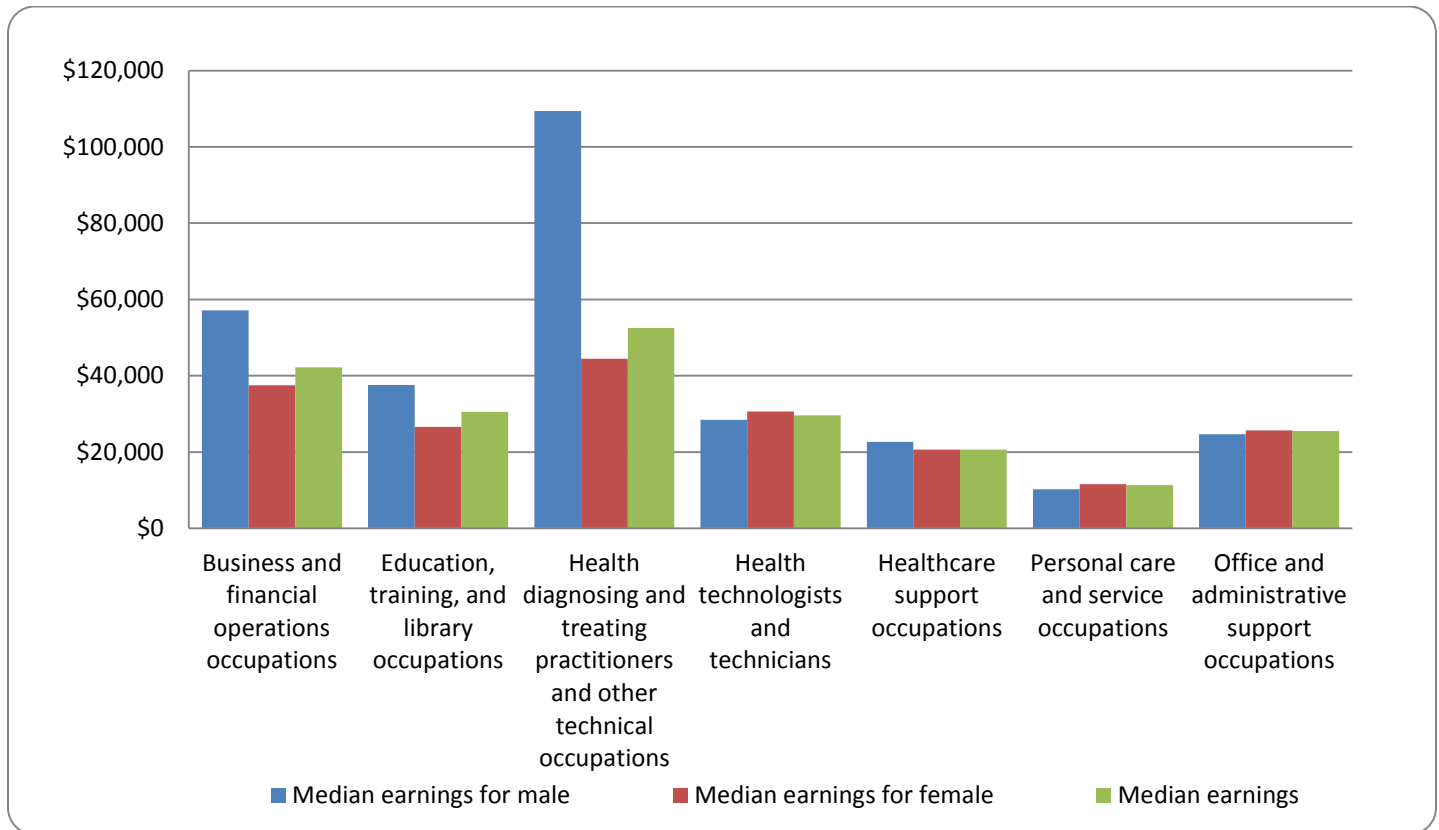


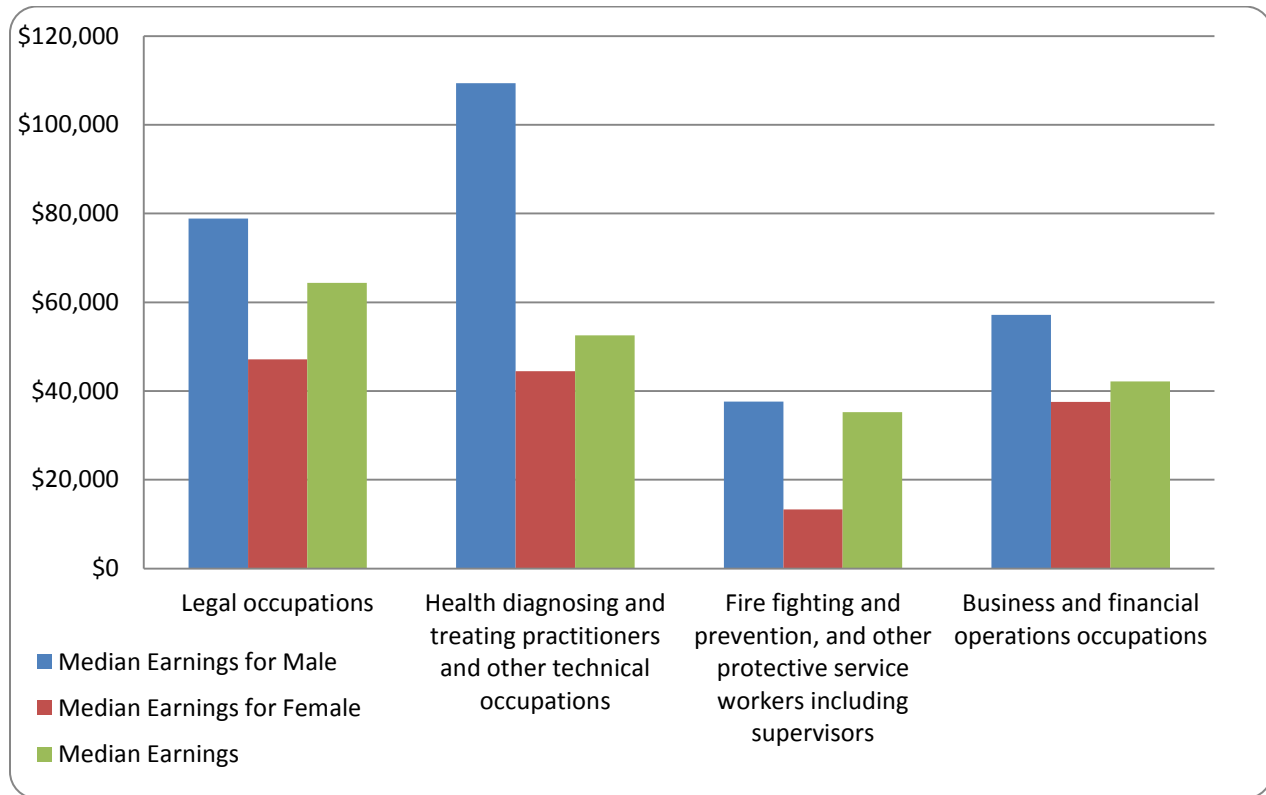
Figure 20 shows the median earnings for the industries with the largest income disparities and Figure 21 shows the percent of women and men working in those industries. The highest earnings disparities by gender are found in *legal occupations; health diagnosing and treating practitioners and other technical occupations; and firefighting and prevention and other protective services*. Females represent the majority in each of these occupations except the firefighting category where they make up 23%. A 2010 study by The Florida Bar found that women lawyers in Florida earn 58 cents to every dollar earned by a male attorney.¹³³

¹³² U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: S2401

¹³³ Florida Association of Women Lawyers, July 2012 E-News, <https://fawl.memberclicks.net/assets/E-NEWS/july%202012%20newsletter%207.27.2012.pdf>, accessed August 12, 2012.



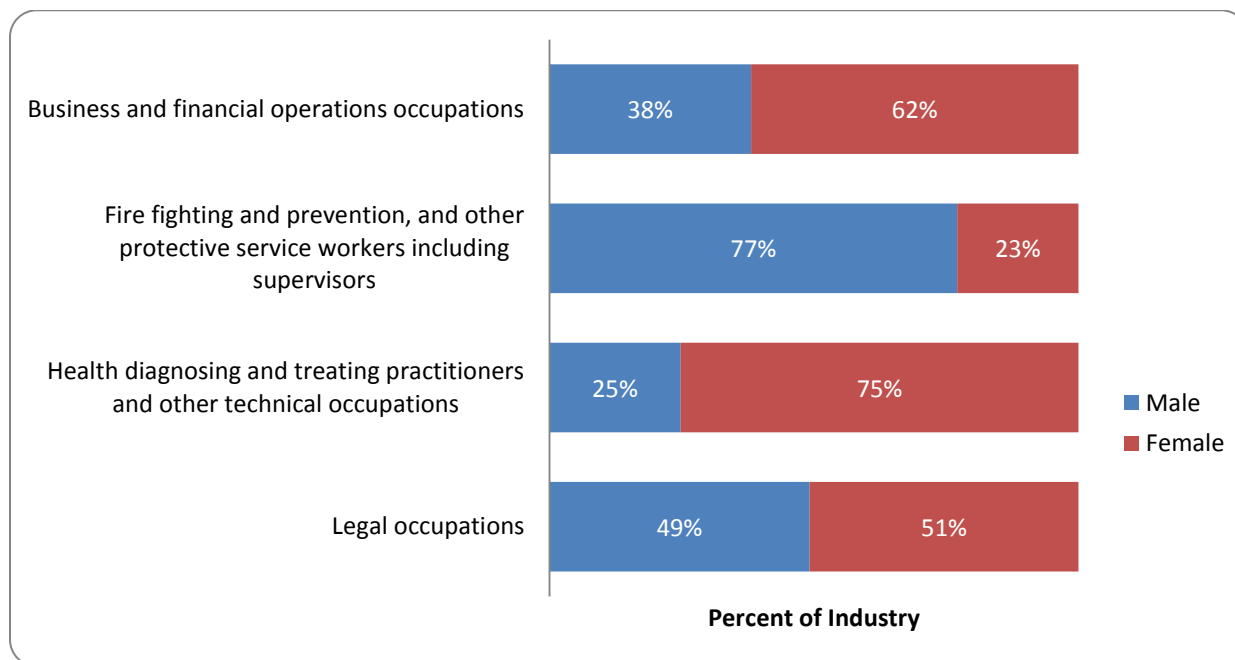
Figure 20: Median Earnings by Sex, for Industries with Highest Income Disparities, Leon County, 2006-2010¹³⁴



¹³⁴ U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: S2401



Figure 21: Percent of Industry by Sex, for Industries with Highest Income Disparities, Leon County, 2006-2010¹³⁵

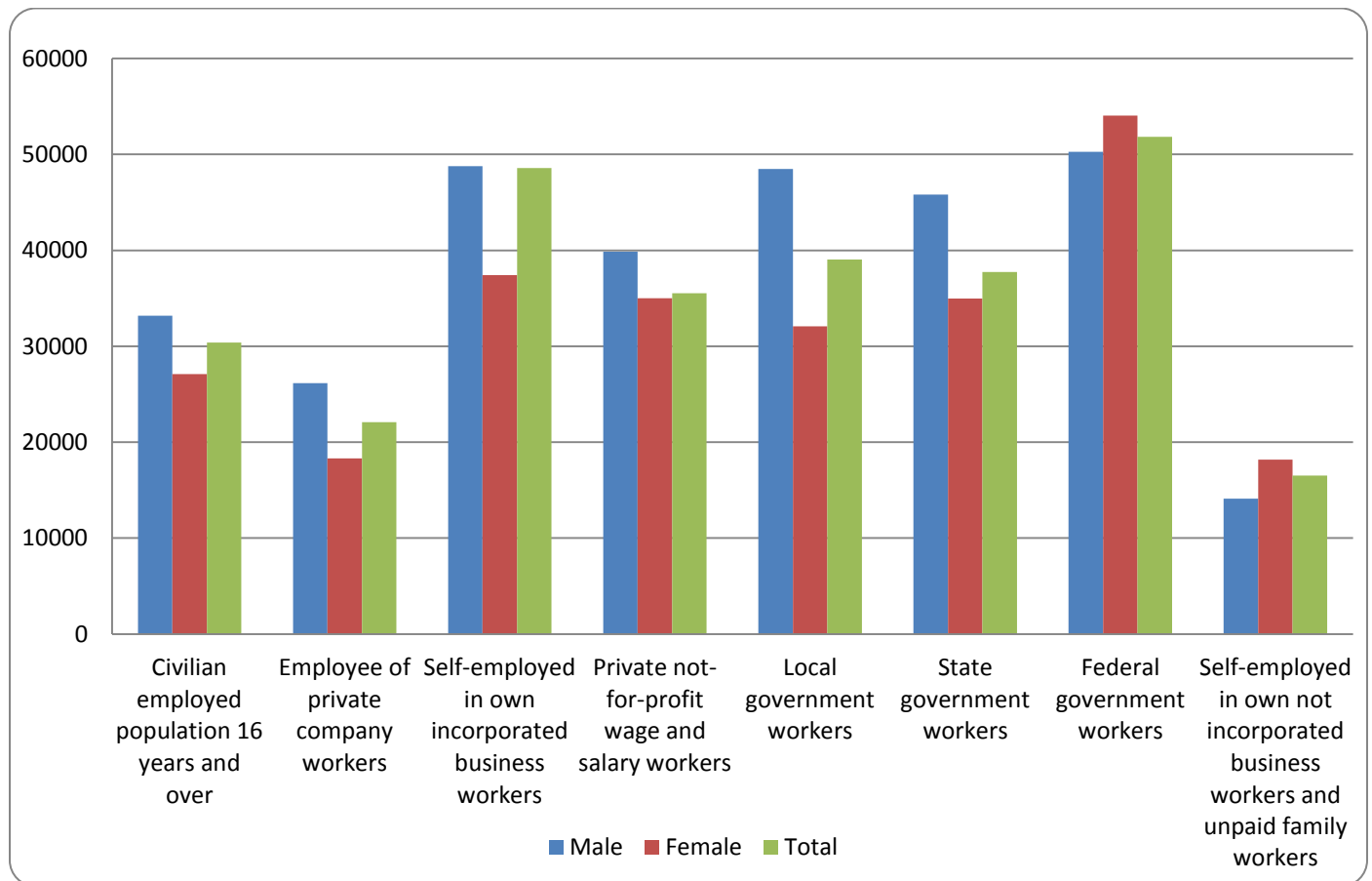


Similar trends in gender income disparity, regardless of the rate at which women are represented as members of the workforce, are found when analyzing working classes over all. Figure 22 and Figure 23 indicate that while women represent 57.2% of state government workers, men earn on average almost \$10,000 more per year. Also, women make up a significant majority (65.2%) of the workforce in the private not-for-profit sector, yet male wage and salary workers are still earning more on average than their female counterparts in this sector. A more detailed discussion regarding women's representation in leadership in these two areas (state government and the non-profit sector) can be found in the Leadership Section of this report.

¹³⁵ U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: S2401



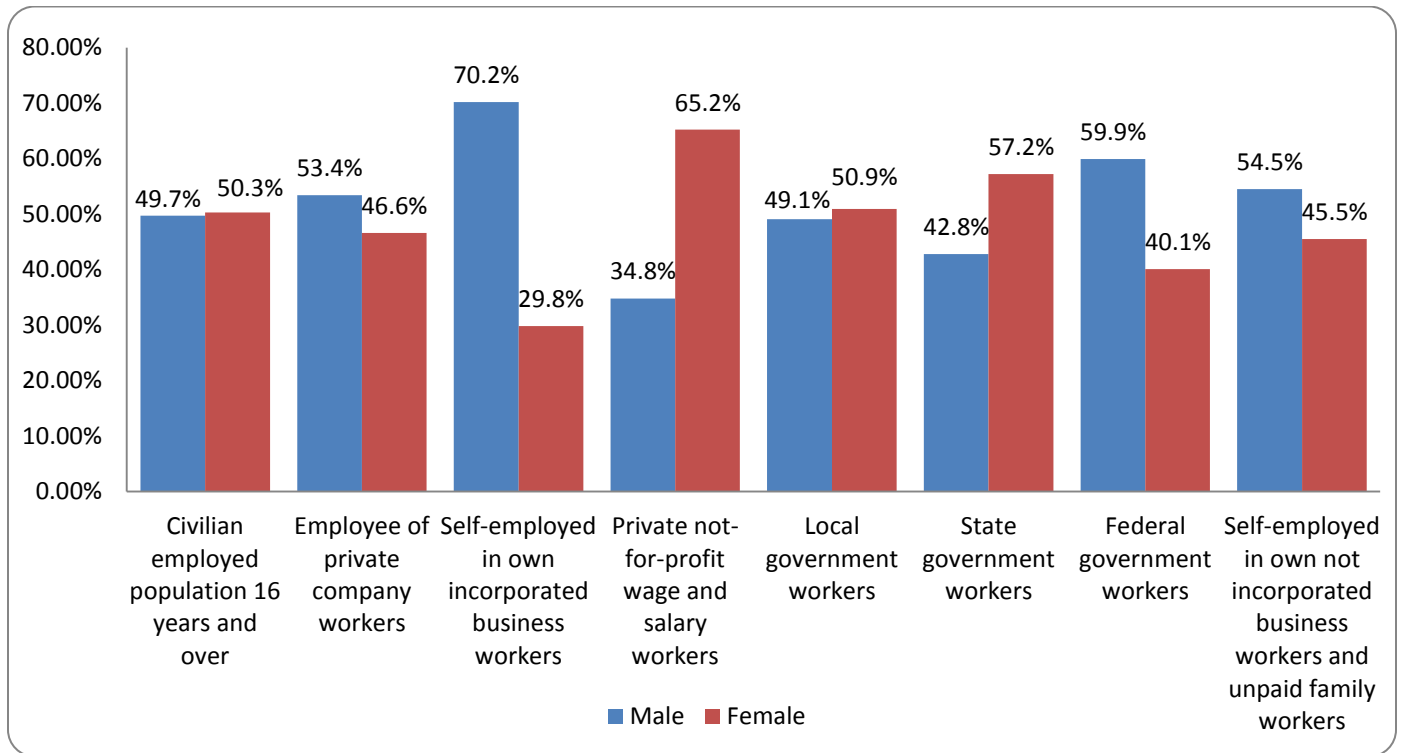
Figure 22: Median Income by Working Class and Sex, Leon County, 2010¹³⁶



¹³⁶ U.S. Census Bureau. 2010 American Community Survey 1-Year Estimates.



Figure 23: Class of Worker by Sex, Leon County, 2010¹³⁷



In 2004, Florida voters approved a constitutional amendment to adjust the minimum wage on the basis of the inflation index. Effective in 2005, Florida enacted a state minimum wage. As of January 2012, that state minimum wage was \$7.67.¹³⁸ In 2010, 62% of women and 56% of men employed in wage and salary jobs were paid by the hour. According to the U.S. Department of Labor, women are more likely to work part-time, as hourly workers, than men, and work fewer than 35 hours per week. A part-time worker is unlikely to earn a living wage and is generally not covered by benefits such as health insurance, retirement pension, and other benefit options afforded to full-time workers.

The Robert Wood Johnson County Health Rankings¹³⁹ findings reinforce the importance of income levels in any community. This study reports that:

- Income played a significant role in the rankings of the top ten healthiest counties in Florida. Leon County ranked seventh among them, in part because it is the best-educated county in Florida; 70% of its population has some college education. However some counties with less college education ranked above Leon due to income.
- This study suggests that priority in education and economic opportunity is an important strategy in saving lives, improving health, and reducing spending on avoidable illness. According to the Robert

¹³⁷ U.S. Census Bureau. 2010 American Community Survey 1-Year Estimates.

¹³⁸ Florida Department of Economic Opportunity, October 2011.

¹³⁹ 2012 County Rankings: Robert Wood Johnson Foundation and the University of Wisconsin Population Health Institute.
<http://www.countyhealthrankings.org#app/florida/2012/leon>



Wood Johnson study, low education rates and inadequate income translates directly into premature deaths, more diseases, and more money spent on treating avoidable illnesses.

Although women have made great strides, particularly in rates of college education, they still earn less than men, even in female dominated industries in Leon County. Women who earn less, especially single heads of household, will experience challenges in trying to live a healthy lifestyle and provide a safe and nurturing environment for their children. Because on average women have a longer life expectancy than men, as they age, they will be hit harder by the impact of a lower lifetime income than their male counterparts. The long-term effect of lower wages may mean bleak circumstances for women as they age in the form of less social security income, lower retirement savings, and less income for health care and long term care needs.

Economic Development

The Economic Development Council and the Greater Tallahassee Chamber of Commerce have ongoing efforts in the area of economic development that have some peripheral effect on women. However the Economic Development Council has no programming that is gender specific or that provides assistance to women, such as focusing on women's entrepreneurship or the unique needs facing women and business. The Chamber has a Professional Women's Forum and regularly hosts programs that feature women CEOs at luncheons, but it does not collect data regarding the numbers or characteristics of women-owned businesses or that are specific to women's roles in the workplace. Neither organization has a focus on women in non-traditional jobs or a focus on pathways for women to non-traditional employment.¹⁴⁰

Workplace Fairness to Women: Rights, Benefits and the Effects of Violence in the Workplace

There are several key markers that affect women's ability to succeed at work. Among these are wages and working conditions, including the ability of the employee to earn a living and to balance the myriad challenges that will face her as she goes to work. There are a number of ways that the workplace can be friendlier to women:

- Provision of paid leave
- Support for flexible work schedules
- Provision of health care benefits
- Arrangements for child care
- Allowance for ways to advocate for better working conditions
- Establishment of policies regarding
 - Domestic and sexual violence and the workplace,
 - Employer-supported educational opportunities
 - Support for nursing mothers
 - Workplace friendliness to children

¹⁴⁰ Personal communication between Robin Thompson and Economic Development Council of Tallahassee/Leon County Executive Director Beth Kirkland via telephone, June 2012. For information regarding the Greater Tallahassee Chamber of Commerce see www.talchamber.com.



Methodology for Reviewing Local Workplace Policies

The Economic Security Committee sent a survey to all 21 members of the Leon County Commission on the Status of Women and Girls women who represent many different professions and work in a variety of workplaces.¹⁴¹ Several Commissioners represented five of the top eleven workplaces in Leon County.

Sixteen of 21 members responded.¹⁴² Economic Security Committee members also conducted research of both the City of Tallahassee and Leon County.

The intent of this survey and research was to begin an assessment of work environments in Leon County and determine the range of policies that are in place to make those workplaces friendly to women on several key issues important to them. Other issues that are important to women such as making a fair and living wage and the numbers of women-headed businesses and leadership are discussed elsewhere in this report.

This research has focused on five main areas:

- Specific policies on domestic violence in the workplace (in addition to statutory mandates of 3 days of leave for a victim of domestic or sexual violence)
- Availability of flexible work hours or “flex time”
- Paid sick and family leave availability through Family Medical Leave Act (FMLA) or otherwise
- Support of collective bargaining rights or other remedies to address workplace complaints
- Other policies that are seen to benefit and specifically address women’s issues.

Leave from Work

The ability of a worker to have paid leave to care for family members is important to women’s work life and home life. Only 46% of workplaces in Florida offer paid leave¹⁴³, forcing women without leave either to come to work sick or miss time from work in order to care for family members. As women are usually primary caretakers, they can lose their jobs unless their employers provide adequate or flexible leave. These effects can be particularly severe for women working at lower wage levels.

The Family Medical Leave Act (FMLA) is a federal law that allows for a maximum of 12 weeks of *unpaid* leave for the birth or adoption of a child and for certain medical conditions of the employee or specified family members. It covers all government employers and non-government workplaces with 50 or more employees, thus covering all of Leon County’s largest employers. The law protects employees who take FMLA leave from being fired. However, because this leave is unpaid, those who take it face complete loss of income during that protected period.

Paid Leave

Our area is unique due to the presence of several large public employers: the State of Florida, Florida State University, Leon County¹⁴⁴, Florida A & M University, the City of Tallahassee and Tallahassee Community

¹⁴¹ A current list of Commissioners on the Leon County Commission on the Status of Women and Girls can be found on page 6 of this report.

¹⁴² This chart summarizes the responses from those who responded who were not self-employed or in offices of less than 5.

¹⁴³ Women’s Fund of Miami Dade, Portrait of Women’s Economic Security in Greater Miami, p. 15.

¹⁴⁴ Leon County does not collect information on the ratio of male to females in terms of position/access to leave benefits. Further research by the Commission is needed to determine if it is available for other employers.



College. All of these employers are covered by the FMLA and have structured leave policies for many of their employees. None of the researched employers specifically offered paid Family/Medical Leave separate from other forms of leave. Those who offered leave did so as part of overall leave policies, and several required that any sick, annual or compensatory leave be used prior to use of FMLA or domestic and sexual violence leave.

Flex Time

Survey results and Commission research indicates that three large public employers, including the State of Florida's Department of Children and Families, Florida State University and Leon County, provide flex time for their employees. Several smaller employers offer this as well; most take the position that flexible work time is dealt with informally and as needed, not necessarily instituted in formal policy.

Domestic and Sexual Violence Leave

As of 2007, Florida law mandates that employers with more than 50 employees must provide three days of leave to victims of domestic or sexual violence.¹⁴⁵ The law specifies the conditions under which this leave can be granted, and several policies require that all sick and annual leave be used prior to using this time. Most of the large employers included this provision in their personnel policies.

Health Care

The importance of accessible and affordable health care is described in greater detail in the Health and Mental Health section of this report. It also deserves mention here because the ability of a woman to succeed economically means having good health care for herself and her family, and health care is clearly acknowledged to constitute high costs for all individuals and families. One study states this succinctly:

Lack of health insurance and access to affordable preventative care is a serious crisis for low-income families. What happens when single working mothers without health insurance become sick? For starters, they do not have coverage for proper medical care to recuperate. They may risk losing their jobs, or at least the income they could earn while they are out sick. And finally their family suffers - mothers cannot adequately care for their children if they themselves are ill.¹⁴⁶

Ability to Advocate for Better Working Conditions

In general, occupations that provide for the best benefits are those where there is union representation.¹⁴⁷ Women in unionized sectors often fare much better than in those where unions are not present. The State of Florida has 10 collective bargaining units. Of those surveyed here, FAMU's faculty, (but not staff or OPS staff) is represented, as are FSU clerical staff, Operations and Other Professionals staff, faculty Florida High, and graduate assistants, health care staff and university police have unions. Leon County School District teachers are unionized. Tallahassee Community College (TCC), however, recently voted down the union.

¹⁴⁵ s. 741.313, Fla.

¹⁴⁶ Women's Fund of Miami Dade, Portrait of Women's Economic Security in Greater Miami, p. 8.

¹⁴⁷ Women's Fund of Miami Dade, Portrait of Women's Economic Security in Greater Miami, p. 10.



Women can also sometimes advocate for better conditions and benefits on the job through policies that articulate employee rights to bring civil rights or sexual harassment complaints. Public employees spell out these procedures in their policies and offer opportunities for hearing and redress.¹⁴⁸

Effect of violence against women in the workplace

Since women are disproportionately victims of domestic and sexual violence, it stands to reason that having policies in place that help such victims will greatly help women. In the U.S., the annual cost of lost productivity due to domestic violence is estimated at \$727.8 million with over 7.9 million paid workdays lost per year.¹⁴⁹

Moreover, intimate partner violence costs U.S. businesses an estimated \$3 to \$5 billion annually in lost time and productivity.¹⁵⁰ Abusers stalk, threaten, harm and harass their victims at work, sabotage them by destroying work clothes or disabling their cars, and often use equipment and time at work to carry out these abusive acts.

A “Domestic and Sexual Violence Workplace Policy” goes beyond the discussion of leave for victims to help deal with this violence. A comprehensive policy outlines several key areas such as:

- Providing employees with assistance and information
- Ensuring safety for the victim and other employees at work
- Providing leave for victims of violence (often more than 3 days)
- Training supervisors and staff about domestic and sexual violence
- Assuring consequences for perpetrators who use work time or equipment to abuse or who are respondents on injunctions for protection
- Forming workplace response teams
- Posting and distributing resources for help

A domestic and sexual violence workplace policy goes beyond what is usually offered in a general “Violence in the Workplace” policy, though both are important to have. Two employers surveyed, Legal Services of North Florida and the Department of Children and Families, had specific policies addressing domestic violence in the workplace; neither focused on response to sexual violence separate from domestic violence, with the exception of the leave policy mentioned above.

Other Policies to Help Women Workers

Other policies explicitly supportive of women have the effect of helping women to become more economically secure. The first among them, supportive both of women and children, provides working nursing mothers the rights both to nurse and access to private places related to nursing. Such policies are common among several employers including the State of Florida’s Department of Administrative Hearings and Department of Children and Families, as well as at Legal Services of North Florida and Florida State University. Moreover, as of March 2010, the federal law under the Affordable Care Act requires employers to provide reasonable break time and a private, non-bathroom place for nursing mothers to express breast milk during the work day up to one year

¹⁴⁸ See examples in Leon County and Leon County Schools.

¹⁴⁹ See http://www.caepv.org/getinfo/facts_stats.php?factsec=2, citing Costs of Intimate Partner Violence Against Women in the United States, 2003. Centers for Disease Control and Prevention, National Center for Injury Prevention and Control.

¹⁵⁰ Ibid. citing Violence and Stress: The Work/Family Connection. Washington, DC: Bureau of National Affairs; August 1990. Special Report Number 23.



after a child's birth.¹⁵¹ The second support, offered by two other surveyed employers, Leon County and Mad Dog Construction, is educational support and incentive for employees to get their GEDs and advance their educations in general.

Table 10 reflects findings from the survey conducted regarding current personnel policies of selected local employers as described in the methodology section on page 67. Survey responses were provided qualitatively, this table represents our best attempt to present the data at a glance.

¹⁵¹ United States Breastfeeding Committee. *Workplace Support in Federal Law*.
<http://www.usbreastfeeding.org/Employment/WorkplaceSupport/WorkplaceSupportinFederalLaw/tabid/175/Default.aspx>



Table 10: Survey Responses, Summary of Commissioners' Women Friendly Workplace Policies

			Sick and Family Leave			Available Remedies and Unions				Family Affirming Policies	
Workplace	Domestic and/or Sexual Violence Policy*	Flex Time	FMLA	Domestic Violence and/ or Sexual Violence Leave**	Other	Anti-Discrimination Policy	Grievance Process	Sexual Harassment Policy	Unions	Nursing Mother Breaks	Other
Florida Department of Children and Families	✓	✓	✓	✓				✓	☀	✓	✓
Florida Division of Administrative Hearings	✗	✓	✓	✓		✓	✓	✓	☀	✓	
Florida State University	✗	✓	✓	✓		✓	✓	✓	☀	✓	
Leon County Schools	✗	✗	✓	✓		✓	✓	✓	☀		
City of Tallahassee	☀	✓	✓	✓		✓	✓	✓	☀	✓	✓
Florida Agricultural & Mechanical University	✗	✗	✓	✓	✓				☀		
Leon County	✗	✓	✓	✓	✓	✓	✓	✓	☀		✓
Tallahassee Community College	✗	☀	✓	✓					✗		
PACE Center for Girls	✗	✗	✓	✓	✓	✓	✓	✓	✗	✗	
Mad Dog Construction	✗	✓	✗		✓						✓
Southern Scholarship Foundation	✗	✗									
Florida Certification Board	✗	✗	✓		✓						
Legal Services of North Florida	✓	✓			✓	✓	✓	✓	✗	✓	
Legend: ✓ Yes ✗ No ☀ Some/Limited Blank field indicates that the respondent did not provide information about policy											
Responses not included from respondents representing workplaces with 5 or fewer employees											
*Domestic Violence Workplace policies mean addressing needs and responses to employees who are victims and/or perpetrators of domestic violence in areas other than providing statutory mandate of 3 days of leave for victims											
**s. 741.313, Fla. Stat. provides that all employers with over 50 employees must provide 3 days of leave to victims of domestic and sexual violence											

Appendix – Economic Security

Census Definitions involving households and family¹⁵²

Family

A family is a group of two people or more (one of whom is the householder) related by birth, marriage, or adoption and residing together; all such people (including related subfamily members) are considered as members of one family. Beginning with the 1980 Current Population Survey, unrelated subfamilies (referred to in the past as secondary families) are no longer included in the count of families, nor are the members of unrelated subfamilies included in the count of family members. The number of families is equal to the number of family households; however, the count of family members differs from the count of family household members because family household members include any non-relatives living in the household.

Family household

A family household is a household maintained by a householder who is in a family (as defined above), and includes any unrelated people (unrelated subfamily members and/or secondary individuals) who may be residing there. The number of family households is equal to the number of families. The count of family household members differs from the count of family members, however, in that the family household members include all people living in the household, whereas family members include only the householder and his/her relatives. See the definition of family.

Household

A household consists of all the people who occupy a housing unit. A house, an apartment or other group of rooms, or a single room, is regarded as a housing unit when it is occupied or intended for occupancy as separate living quarters; that is, when the occupants do not live with any other persons in the structure and there is direct access from the outside or through a common hall.

A household includes the related family members and all the unrelated people, if any, such as lodgers, foster children, wards, or employees who share the housing unit. A person living alone in a housing unit, or a group of unrelated people sharing a housing unit such as partners or roomers, is also counted as a household. The count of households excludes group quarters. There are two major categories of households, "family" and "nonfamily". (See definitions of Family household and Nonfamily household).

Household, nonfamily

A nonfamily household consists of a householder living alone (a one-person household) or where the householder shares the home exclusively with people to whom he/she is not related.

¹⁵² All definitions are direct quotations from the United State Census 2012. "Current Population Survey (CPS)." Retrieved June 13, 2012. <http://www.census.gov/cps/about/cpsdef.html>



EDUCATION



**Leon County Commission on
the Status of Women & Girls**



Education

Introduction

The Education Committee's work focused on issues affecting girls and women as they pursue educational goals. The data collected were those necessary for a thorough exploration of the relevant issues, with primary emphasis on the kindergarten through twelfth grade levels.

Key Findings

- In Leon County, the dropout rate for females of 2.7% during the 2010-2011 school year was higher than the statewide average of 1.9%. While boys drop of school at slightly higher rates than girls, each gender cites differing reasons for dropping out. The lifetime economic implications are more harmful, severe and long lasting for females.
- The majority of females recommended for expulsions are black. As of February 2012 in the 2011-2012 school year, 20 females had been recommended for expulsion—19 black students and 1 white student. The vast overrepresentation of African American students in this population presents an issue that needs to be addressed in more detail at the district level.
- There is a racial disparity for female graduation rates. Black females had the lowest graduation rate (72.3%) among females in Leon County public schools in 2009-2010 followed by Hispanic females (80.2 %). White and Asian females graduated at significantly higher rates than their black and Hispanic counterparts.
- Despite a slight overall decline in frequency, pregnancy and parenthood remain primary barriers to the educational achievement of females.

Methodology

The Education Committee (the Committee) members first generated a list of possible topics based on what we believed would be the most relevant issues for girls in the Leon County educational system. The Committee invited two individuals from the Florida Department of Education to serve as consultant: Mary Jane Tappen, Deputy Chancellor for Curriculum, Instruction and Student Service, and Lynda Earls, Director, Equity and Civil Rights Compliance, Division of Florida Colleges.

In February 2012 the Committee met with Leon County School Superintendent Jackie Pons, Deputy Superintendent Marvin Henderson, Labor and Employee Relations Chief Gwen Graham, and Director of Safety and Security John Hunkair and presented a written list of six questions to the superintendent. (These questions are listed in Appendix A - Education of this report.) In March, 2012 the Committee met with school district administrators Dr. Kathleen Rodgers, Peggy Youngblood, Dr. Randy Pridgeon, Bev Owens, and Gwen Graham. Dr. Kathleen Rodgers provided the members with a written report in response to the six questions as well as additional trend data on girls recommended for expulsion in district schools.



The Committee Chair, Dr. Jeanne O’Kon, worked with Mr. Clark Ale, Project Manager of the Leon County Schools Office of Testing, Research, and Evaluation, who provided several reports and helpful sources of information directly from the school district. The Education Committee members also located and reviewed other data sources, including the Florida Department of Education Data Reports and Statistical Briefs, the *Leon County Schools Data Book 2009-2010*, the *Leon County Schools Data Book 2010-2011*, the *Florida Charts*¹⁵³ and other national and state reports.

Limitations

There is a tremendous amount of information available about the K-12 educational institutions in Leon County. Initially, locating some of the data was difficult, but important sources were uncovered over time. Some of the data available were not broken down by sex, race, and other criteria, making it difficult to do certain comparisons, notably gender comparisons. In addition, there are always more topics that could have been included and summarized. Making a decision about which topics to cover and narrowing down those topics was challenging.

There are no specific statistics released about involvement of female students in extracurricular activities in Leon County, which prevented the Education Committee from conducting analysis on this data. Most of the information provided in this report on that topic came from responses to a survey distributed to the local schools. The low return rate of the survey made it difficult to develop a conclusive picture of the involvement of girls in extracurricular activities in Leon County.

Educational Demographics and Statistics for Leon County, Kindergarten through Twelfth Grade

Student and School Characteristics

According to the Florida Department of Education, as of November 2011, there were a total number of 33,546 students enrolled in pre-kindergarten through twelfth grade in the Leon County School District.

¹⁵⁴ By gender, the enrollment is 48.8% female (16,387 students) and 51.2% male (17,159 students). The school with the largest female enrollment is Lawton Chiles High School, with 52% females (1,025 students) and 48% males (947 students).¹⁵⁵ The lowest female enrollment is at Pace Secondary School, whose student population is 13% female and 87% male.¹⁵⁶

¹⁵³ Published by the Florida Department of Health, Office of Health Statistics and Assessment.

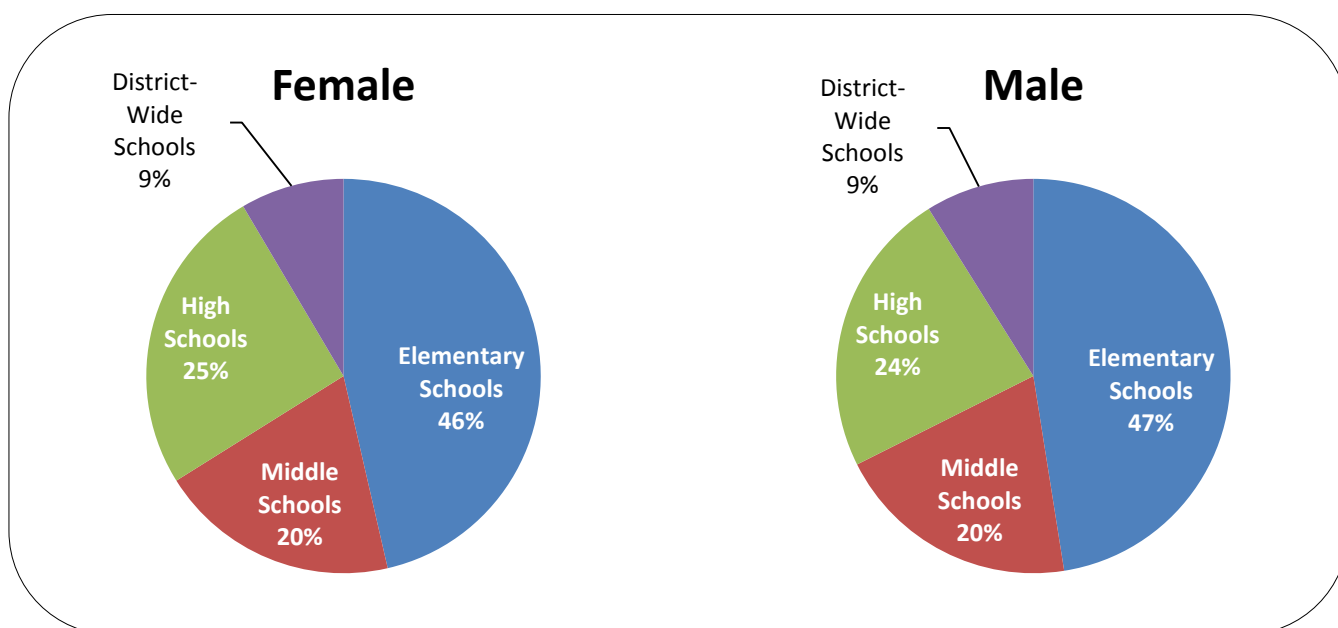
¹⁵⁴ Ames, A. (2012, Feb. 3). Majority of students in Leon County Schools are minority. *Tallahassee Democrat*. Available online at: <http://www.tallahassee.com>

¹⁵⁵ Leon County Schools. (2010-2011) Data Book: An information resource for school improvement planning and needs assessment. Tallahassee, FL: Leon County Schools Office of Testing, Research and Evaluation. [Hereafter cited as *Leon County Schools Data Book* (2010-2011)]

¹⁵⁶ *Leon County Schools Data Book* (2010-2011)



Figure 24: Enrollment by School Level for Females and Males in Leon County, 2009-2010¹⁵⁷



Over half of the students enrolled in Leon County Schools (53.44%) are minority students. This includes students declaring their race as black, Hispanic, Indian, Asian or multiracial. Minority students constitute 57.58% of the total student population in Florida.¹⁵⁸

According to the 2010-2011 *Leon County Schools Data Book*, the tenth grade had the highest female enrollment, with 1,179 female students, 52.45% of the total student enrollment. Pre-kindergarten had the lowest female enrollment; of a total of 416 registered students; 39.36% were female.

Table 11: Percentage of Female and Male Students by School Level¹⁵⁹

	Females	Males
Elementary Schools	47.9%	52.1%
Middle Schools	48.1%	51.9%
High Schools	50.5%	49.5%
District Wide Schools	47.3%	52.7%

Graduation and Dropout Rates

Graduation rates

Florida currently calculates three graduation rates:

¹⁵⁷ *Leon County Schools Data Book* (2010-2011)

¹⁵⁸ Ibid.

¹⁵⁹ Ibid.



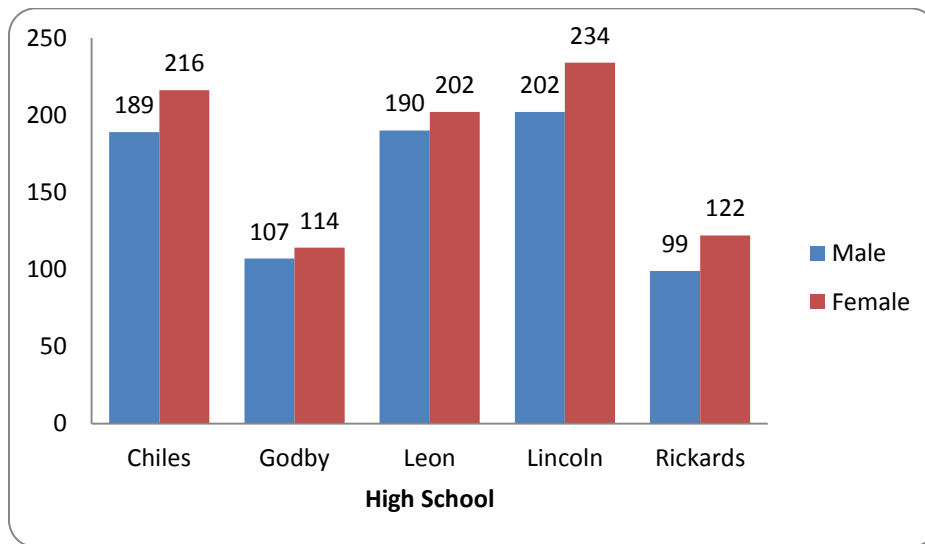
- the National Governors Association (NGA) rate, which was mandated by the Florida Legislature in 2006 to meet an agreement with the National Governors Association Compact and was first implemented using the data for 2004-05 and reported in the 2005-06 NCLB SPARs report;
- a rate for No Child Left Behind (NCLB) reporting purposes, implemented in 2001; and
- Florida's regular rate, which has been calculated consistently since 1998-99.

All three versions use the cohort method of tracking individual students in and out of the system from their entrance into the ninth grade through completion four years later. However, each rate defines a graduate differently. The difference between the NGA rate, the NCLB rate, and Florida's regular graduation rate are as follows:

- The NGA graduation rate includes graduates who have received standard and special diplomas but not GEDs.
- The NCLB graduation rate counts recipients of standard diplomas and GEDs awarded to high school students but not special diplomas and GEDs awarded to adult students.
- Florida's regular rate counts all diploma recipients as graduates. This includes standard and special diplomas and all GEDs.

The graduation rate reported by Leon County Schools has shown a steady improvement, from 76.2% in the 2005-06 academic year to 80.2% in the 2009-10 academic year. The number of graduates from each of our county's high schools and district wide schools are displayed below for the 2008-2009 school year.

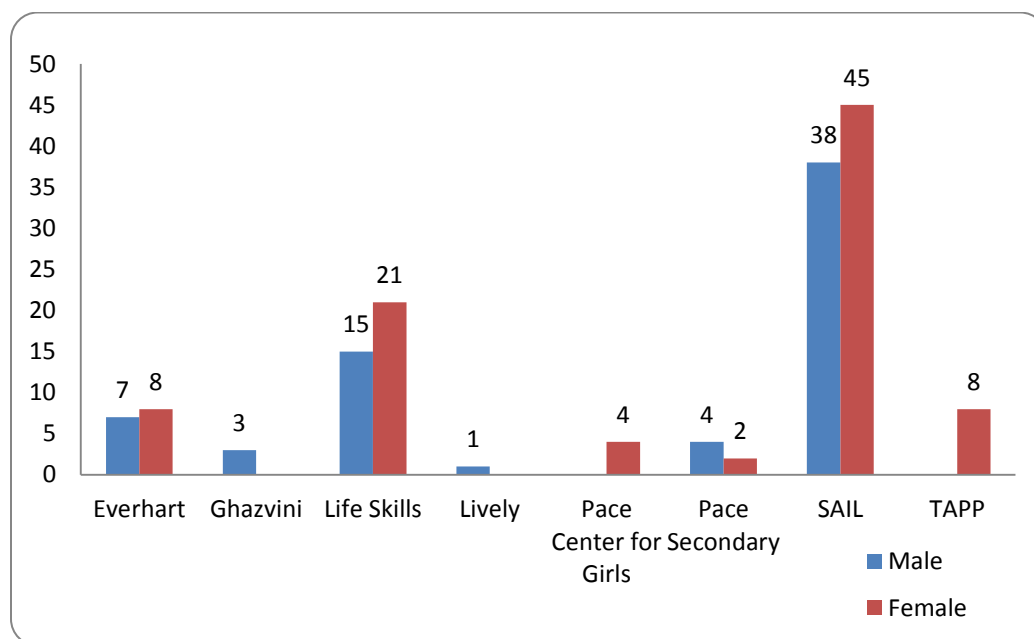
Figure 25: Graduates by High Schools and Gender, Leon County, 2008-2009¹⁶⁰



¹⁶⁰ Leon County Schools Data Book (2009-2010)



Figure 26: Graduates by District-Wide Schools and Gender, Leon County, 2008-2009¹⁶¹



Dropout Rates

Leon County Schools reported that the dropout rate for grades 9-12 decreased to 2.69% in the 2010-2011 school year.¹⁶² However, like the graduation rate, the dropout rate may be calculated differently depending on which organization is reporting the data.

In 2007 the State of Florida¹⁶³ reported that males constitute a higher percentage of dropouts than females within the state. However, a national report released in 2007 entitled *When Girls Don't Graduate, We All Fail: A Call to Improve High School Graduation Rates for Girls* emphasized that girls nationwide are dropping out at nearly the same rate as boys, yet female dropouts face greater economic risks than males.¹⁶⁴ In Leon County in the academic year 2010-11 males exhibited a higher dropout rate (3.19%) than the 2.17% rate for females.

The State of Florida also reported that students dropping out of school give one of following five primary reasons for dropping out:¹⁶⁵

- Found classes were not interesting.

¹⁶¹ Leon County Schools Data Book (2009-2010)

¹⁶² Leon County Schools Data Book (2010-2011)

¹⁶³ Florida Department of Education. (2007). Dropout Prevention and Academic Intervention Fact Sheet. Bureau of Family and Community Outreach. www.fldoe.org/family

¹⁶⁴ Kaufmann, L.S. (2007). *When Girls Don't Graduate, We All Fail: A Call to Improve High School Graduation Rates for Girls*. Washington, D.C.: National Women's Law Center.

¹⁶⁵ Florida Department of Education. (2007). Dropout Prevention and Academic Intervention Fact Sheet. Bureau of Family and Community Outreach. www.fldoe.org/family



- Missed too many days and couldn't catch up.
- Spent time with people who were not interested in school.
- Had too much freedom and not enough rules in their lives.
- Failing in school.

However, the reasons why females drop out of school may be far more complex. In the report *When Girls Don't Graduate* (2007), certain family background factors (e.g., low socioeconomic background, single parent family, and low level of parental involvement) are found to be highly correlated with dropping out; these can be accompanied with school experience and personal factors (e.g., teen pregnancy, parenting responsibilities, feeling unsafe at school, negative peer perceptions, being disciplined at school).¹⁶⁶ Of all ethnic groups, Hispanic girls have the highest dropout rate nationwide. Educators may view them as “submissive underachievers” when in fact language barriers, peer pressure, family demands, and lack of role models all contribute to this trend.¹⁶⁷

The Leon County Schools *Office of Testing, Research and Evaluation* conducted a five-year comparison of the dropout rates in Leon County schools. Over the five-year period of 2005 to 2010, Nims Middle School reported the highest dropout rate among the middle schools, and Godby High School showed a slightly higher dropout rate than the other high schools. Importantly, there has been a remarkable decline in the dropout rate in Leon County Schools overall in the past five years.

In the Leon County School District, more males than females are enrolled in Dropout Prevention programs.¹⁶⁸ The District offers a number of programs in educational settings that are aimed at improving student attendance and academic achievement. The Leon County Schools Dropout Prevention Office provides classroom assistance to students in the form of speakers, tutors, and mentors. Many classroom volunteers are members of community groups and service organizations, and they provide students with individualized instruction and attention. The District reports other collaborative efforts that are positively impacting students, including the *Partners for Excellence Program*, *School-to-Work*, and *Communities in Schools*.

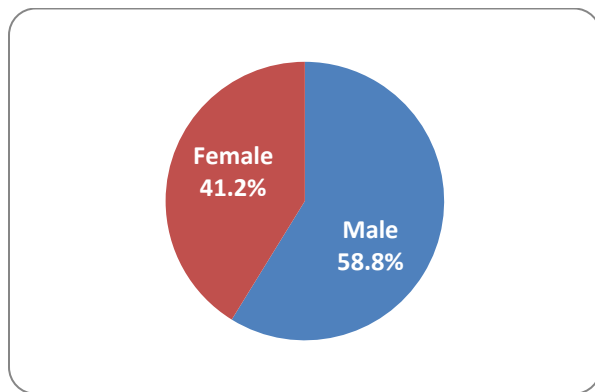
¹⁶⁶ Florida Department of Education. (2007). Dropout Prevention and Academic Intervention Fact Sheet. Bureau of Family and Community Outreach. www.fldoe.org/family

¹⁶⁷ Vives, O. (2001, Fall). Latina Girls' High School Dropout Rate Highest in U.S. National NOW Times. Retrieved from: <http://www.now.org/nnt/fall-2001/latinas.html>.

¹⁶⁸ Leon County Schools Data Book (2010-2011)



Figure 27: Dropout Prevention Enrollment by Gender, Leon County, 2009-2010¹⁶⁹



A total of 2,085 students participated in Dropout Prevention programs during the 2009-2010 academic year. The greatest number was enrolled in the District-Wide Schools in Leon County.

District-Wide Schools and Services

A range of policies, programs, services, school safety activities, and security strategies are in place in the Leon County School District designed to meet student needs, prevent school violence, and intervene in potential school violence at early stages of identification. The following are District-wide Schools in Leon County:

- *Ghazvini Learning Center (GLC)*
Serves students who are unable to function successfully in a traditional school setting, possibly due to expulsion, suspension, problems with disruptive behavior, involvement with the juvenile justice system, and/or being overage for grade.
- *Gretchen Everhart School*
A special day-school that serves exceptional education students in grades Pre-K through 12 whose individual educational plans support placement in the school
- *Lively Technical Center*
A career/technical school offering vocational courses of study for high school and adult students
- *Pace Secondary School*
A special day school for exceptional education students, usually those who exhibit behavioral and/or emotional handicapping conditions and whose individual educational plans support the need for placement in the school
- *School for Arts and Innovative Learning (SAIL)*
A nontraditional magnet high school that specializes in providing a small nurturing environment with a wide variety of flexible learning paths for students

¹⁶⁹ Leon County Schools Data Book (2010-2011)



- **Teenage Parent Program (TAPP):**
Provides educational and support services to teen parents either in their zoned schools or at the TAPP Program located on the campus of Lively Technical School. Regular school programs provide access to support services in the community. The TAPP Program provides an individualized academic program along with support services and parenting programs.

The following are additional District-wide Schools in Leon County:

- **Juvenile Justice/Contracted Program Sites**
 - AMI Kids (Department of Juvenile Justice (DJJ) Day Treatment Program)
 - Devereux Natural Bridge Academy Residential Program (Agency for Healthcare Admin. Program)
 - DISC Woodville Alternative Learning Center Residential Program (Department of Children and Families Program)
 - Leon Juvenile Detention Center (Multicounty DJJ Detention Center)
 - PACE Center for Girls (DJJ Prevention Program)

Trend Data on Females Recommended for Expulsion

Dr. Kathleen L. Rodgers, Divisional Director, Equity Officer and Title IX Compliance Coordinator at the Leon County Schools District Office, provided the Education Committee with detailed information regarding the trends in expulsion rates of female students in the Leon County School District. Her written responses to the questions posed by the Committee can also be found in Appendix A - Education.

Dr. Rodgers identified data demonstrating that there is a critical relationship between the status of females in Leon County schools and serious infractions of discipline at the secondary level, especially in middle school. The “typical” female student recommended for expulsion is likely to be African American, economically disadvantaged, and often classified as an Exceptional Student Education (ESE) student. While the total number of students recommended for expulsion is in decline, the percentage of (ESE) students recommended for expulsion has not declined significantly.

Reviewing the data starting with the 2008-2009 academic year, there were 178 cases processed for expulsion over the four following years;

Real Women and Girls: Kayla

Kayla was a second year 7th grade student at PACE Center for Girls. Her father was incarcerated and her mother was working two jobs trying to support her family. Kayla and her 3 younger siblings moved with their mother 5 times in the past 3 years due to financial problems. Kayla had little to no supervision after school and was expected to take care of the younger siblings. By the time she was 14 she been held back in the 7th grade. Her school guidance officer told Kayla and her mother about PACE after she was expelled from her middle school due to fighting.

PACE utilizes a small student to teacher ratio and individual plan for every girl. Every girl is assigned to a Counselor who works with her to help reduce the at risk behaviors and prevent progression in to the juvenile justice system. Because PACE is a year round school and the girls can work at their own PACE to retrieve credits, Kayla caught up with her peer group by the end of the second year and transferred to her home High School in the 10th grade. PACE continued to provide services to Kayla after she left and provided her with a scholarship to TCC when she graduated from High School. Today Kayla is a student at TCC and doing really well.



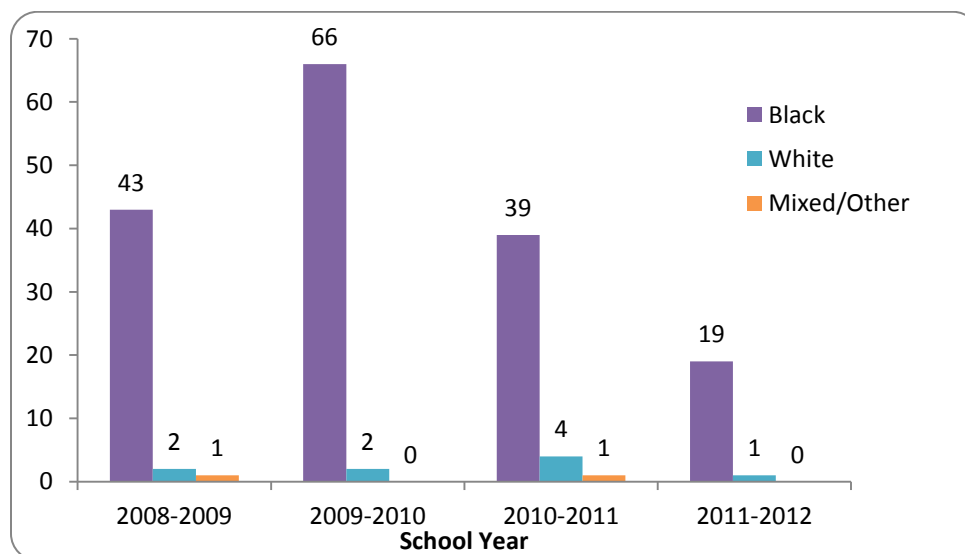
**Leon County Commission on
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139 were stipulated, 34 were expelled and 5 were rescinded. The Leon County School District is committed to serving all students, and in doing so, 78% of these students received a stipulated agreement indicating that they would be provided academic support during their recommended expulsion period. Although only 19% received an actual expulsion, which is reflected on their behavior record, Leon County still offers these students continued education services via the “Second Chance” program at the Ghazvini Learning Center.

As demonstrated in the following graph, data show that the majority of females recommended for expulsions are black. As of February, 2012 in the 2011-2012 school year, 20 females had been recommended for expulsion—19 black students and 1 white student.¹⁷⁰ Clearly, the overrepresentation of African American students in this population presents an issue that needs to be addressed in more detail at the district level.

Figure 28: Number of Female Students Recommended for Expulsion by Race, Leon County¹⁷¹



Enrollment in High Academic Courses

International Baccalaureate Enrollment

The International Baccalaureate (IB) Program provides an opportunity for both male and female students to enroll in an academically challenging pre-university curriculum in which they may earn college credit. The IB program requires students to take advanced courses in six academic areas including language A (English); language B (Spanish, French, Latin); mathematics, including calculus; sciences (chemistry, environmental studies); history; and a variety of other subjects, including art and psychology.

¹⁷⁰ Data provided by Dr. Kathleen Rodgers, Leon County Schools Office of Intervention, Support and Equity, in writing to the Education Committee (February, 2012).

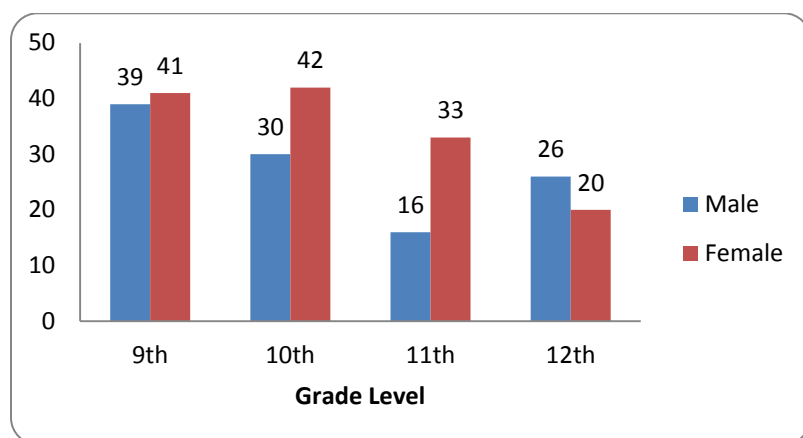
¹⁷¹ Ibid.



In addition, students must complete “creativity, action and service” hours, write a 4000-word research paper, and complete a philosophy-type course entitled *Theory of Knowledge*. Students who earn the IB Diploma achieve an internationally recognized standard of attainment, acceptance and advanced placement in most universities, and qualify for full Florida Academic Scholars Program. Students begin this program in the Pre-IB Program as freshmen and enter as full IB students in their junior year.

Notable in the graph below is the smaller proportion of female students enrolled in the IB Program in Leon County in the 12th grade, the year of high school graduation, relative to the earlier years of high school. Up until that final senior year, more female students than male students are enrolled in the IB program.

Figure 29: International Baccalaureate Enrollment by Gender and Grade Level, Leon County, 2008-2009¹⁷²



College Board Advanced Placement Program Enrollment

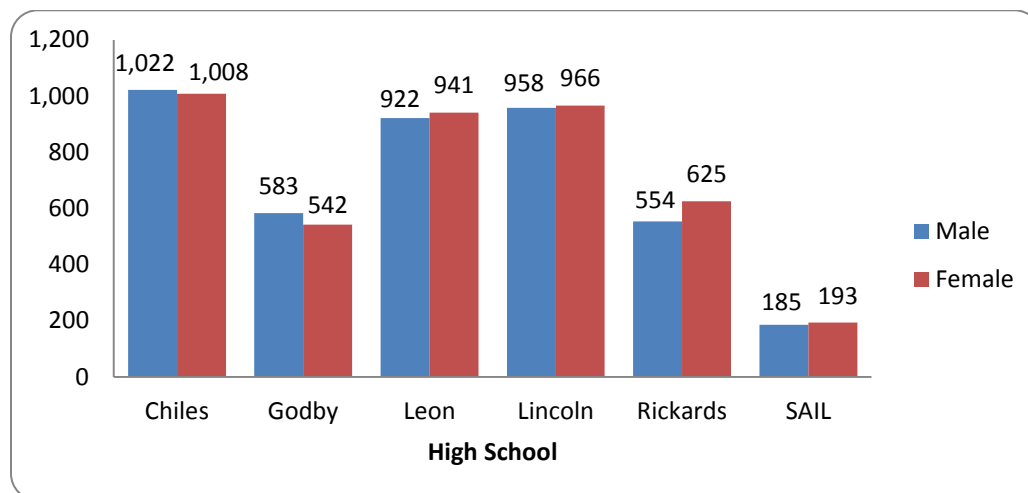
The Leon County Schools *Office of Testing, Research and Evaluation* (2011) reported that there are thirty different Advanced Placement courses offered in Leon County’s public high schools. Advanced Placement (AP) courses provide students with an opportunity to earn early college credit while simultaneously earning high school credit. In the 2009-2010 school year, 5,020 students were enrolled in at least one AP course. Lincoln High School reported the largest number of AP enrollments (1,690), and Godby High School reported the lowest (328).¹⁷³ District-wide, 52% of students achieved a score of 3 or greater (passing) on the AP examination; SAIL High School reported the highest passing rate of 75% and Chiles High School reported a passing rate of 70%. Godby High School reported the lowest AP examination passing rate of 16%.

¹⁷² Leon County Schools Data Book (2009-2010)

¹⁷³ A single student enrolled in two AP courses is counted twice.



Figure 30: Student Enrollment in High Academic Courses (Honors, IB, AP) by Gender and School, Leon County, 2008-2009¹⁷⁴



When AP course enrollments are examined, there is a noticeable gender difference in enrollment in specific courses. For example, in 2010-2011 the district-wide female-to-male enrollment in AP art history courses was 103 females to 34 males; in English language courses, the enrollment was 437 females to 279 males; and in psychology, it was 276 females to 141 males. More males enrolled in AP physics (28 females and 71 males) and chemistry (50 females to 63 males). Nearly identical numbers of male and female students enrolled in AP calculus AB (88 females to 88 males), statistics (143 females to 147 males), and Latin (26 females to 23 males).

Science, Technology, Engineering and Mathematics (STEM)

Among initiatives to move students in the United States from the middle to the top of the pack in mathematics and science achievement, there is a central focus on increasing the number of females excelling in STEM subjects. This is coupled with engaging females and other under-represented groups in these areas. Georgetown University's Center on Education and the Workforce (2011)¹⁷⁵ reported the following:

- Our K-12 education system produces enough talent in math and science to fill our need for traditional STEM workers, but more than 75% of these students do not enter STEM majors in college.
- Students also fall out of the STEM pipeline while in college (38% of the students who start with a STEM major do not graduate with one).
- Immediately after graduation, 43% of STEM graduates do not work in STEM occupations (p. 3).

¹⁷⁴ *Leon County Schools Data Book* (2009-2010)

¹⁷⁵ Carnevale, A. P., Smith, N., & Melton, M. (2011). *STEM: Executive Report*. Washington, DC: Georgetown University Center on Education and the Workforce.



With so many STEM jobs requiring some form of postsecondary education or training, there is an increasing expectation for a sound STEM preparation in secondary programs. As the state of Florida moves to implement new graduation requirements [passing algebra I, geometry, algebra II, biology and either chemistry or physics], enrollment data in these courses may be useful. Trends in enrollment/completion/passing rates for females in these subject areas will allow for a more in-depth analysis of participation and success in STEM courses.¹⁷⁶

Overcoming female lack of exposure to STEM areas is one of the main obstacles in the way of creating more gender balance in these occupation fields. Mentorship programs are seen as one way of overcoming this obstacle. There is little data to suggest that successful mentoring programs are available on a national level for K-12 females. This is one area where the post-secondary schools in Leon County are providing support for females interested in STEM.

Tallahassee Community College (TCC) provides an excellent example. In the last 15 years, TCC has supported efforts to increase the participation of women and minorities in STEM programs. Scholarships are available to assist with continued studies in STEM areas. Through recent funding, TCC has been able to provide support for students at the high/middle school grade levels to participate in STEM summer camps. Through these initiatives, TCC faculty are able to mentor females by guiding and supporting them and helping to further their understanding of STEM areas. An interview with Dr. Calandra Stringer regarding the STEM programs at Tallahassee Community College was conducted in January, 2012 and is summarized in Appendix B – Education.

Barriers to Female Achievement in Education

A number of barriers to female achievement in education have been described in the research literature. In their report, *When Girls Don't Graduate, We All Fail: A Call to Improve High School Graduation Rates for Girls*, the National Women's Law Center (2007) identified a number of factors that impact the high school graduation rate for girls.¹⁷⁷

- Membership in a single parent family
- Race or ethnicity
- Schools with high levels of minority student enrollment
- High number of students disciplined or held back
- Poor grades
- Frequent change of schools
- Absenteeism
- Pregnancy, taking on parenting responsibilities
- Sexual harassment

¹⁷⁶ Data regarding courses classified as STEM in Leon County schools are available through the Florida Department of Education but were not analyzed in this report.

¹⁷⁷ Kaufmann, L.S. (2007). *When Girls Don't Graduate, We All Fail: A Call to Improve High School Graduation Rates for Girls*. Washington, D.C.: National Women's Law Center.



- Direction into alternative programs that are not rigorous and do not keep girls on track for graduation
- Low socioeconomic status

Dropping out of School

The Florida Department of Education (2009) defines a dropout as:

A student who withdraws from school for any of several reasons cited in statute without transferring to another school, home education program, or adult education program. Official dropout withdrawal reasons include voluntary withdrawal from school prior to graduation (e.g., after passing the age of compulsory school attendance); failure to meet attendance requirements due to excessive absenteeism; discontinuance of attendance with whereabouts unknown; failure to enter/attend school as expected after having previously registered; and certain other reasons.¹⁷⁸

In Leon County, the dropout rate for females of 2.7% during the 2010-2011 school year was higher than the statewide average of 1.9%. Black youth in grades 9-12 comprised 39.3% of all dropouts in the county and their dropout rate of 5.0% was substantially higher than the rate for other ethnic groups (see Table 12). Females comprised 50.5% of the total population in the Leon County School District; they also comprised about half of the Leon County dropout population (49.3%) with a dropout rate of 2.2% (see Table 13).

Table 12: Dropout Rates for Grades 9-12 by Race/Ethnicity, Leon County, 2009-2010¹⁷⁹

Ethnic Group	Number of Dropouts	Dropout Rate (Percentage)	Total Number in Racial/Ethnic Group
White	58	1.1	5285
Black	203	5.0	4025
Hispanic	8	1.9	413
Asian	2	0.7	280
Am. Indian	0	0.0	18
Multiracial	3	1.4	213
Total	274	2.7	10,241

¹⁷⁸ *Dropout Demographics in Florida's Public Schools and Dropout Rates*. Florida Department of Education, 2009. <http://www.fldoe.org/eias/eiaspubs/drop.asp>

¹⁷⁹ *Leon County Schools Data Book* (2010-2011)



Table 13: Dropout Rates for Grades 9-12 by Gender, Leon County, 2009-2010¹⁸⁰

Gender	Number of Dropouts	Rate (Percentage)	Total Number
Female	110	2.2	5053
Male	164	3.2	5188
Total	274	2.7	10,241

According to The Florida Department of Education (2008), “the dropout rates and graduation rates are not directly comparable since the graduation rate is a four year, cohort-based indicator”.¹⁸¹ Overall, Leon County reported a graduation rate of 80.2% in the 2009-2010 school year, compared to the statewide figure of 80.7%. The graduation rate at Chiles High School was the highest among Leon County high schools in that year at 96.4%; the lowest graduation rate was recorded at Rickards High School at 77.4%.

There is a racial disparity for female graduation rates as demonstrated by the data in Table 14. Black females had the lowest graduation rate (72.3%) among females in Leon County public schools in 2009-2010 followed by Hispanic females (80.2 %). White and Asian females graduated at significantly higher rates than their black and Hispanic counterparts.

Table 14: Graduation rates for Females by Race and Ethnicity, Leon County, 2009-2010¹⁸²

Race/Gender	Graduation Rate (Percentage)
White Females	89.3
Black Females	72.3
Hispanic Females	80.2
Asian Females	90.8
Total All Females	80.1

Teenage Pregnancy

Pregnancy plays a key role in high school graduation rates for females. While higher percentages have been reported elsewhere, the Gates Foundation (2006) found that one-third of female dropouts stated that becoming a parent was a major factor in their decisions to leave school.¹⁸³ Data provided by the Florida Department of Health (2011) showed that in 2010 the birth rate for teen girls (ages 10-18) in Leon County was 8.0 births per 1,000, lower than the 2010 statewide birth rate for this age group of 10.9 births per 1,000. In this age group, there has been a decline in birth rates in Leon County, from 9.6 per 1,000 in 2008, to 9.4 per 1,000 in 2009, and 8.0 per 1,000 in 2010. According to these Florida Department of Health figures, there continued to be a higher birth rate for nonwhite girls (15.1%) than for white girls (9.0%) 18 and younger in the state during the years 2008-2010.¹⁸⁴ Despite a slight overall

¹⁸⁰ Leon County Schools Data Book (2010-2011)

¹⁸¹ Florida Department of Education, 2008. *Dropout Rates by District*. <http://www.fldoe.org/eias/eiaspubs/drop.asp>

¹⁸² Leon County Schools Data Book (2010-2011)

¹⁸³ <http://www.gatesfoundation.org/united-states/Documents/TheSilentEpidemic3-06FINAL.pdf> pg. iii, executive summary

¹⁸⁴ Florida Department of Health, Florida Bureau of Vital Statistics

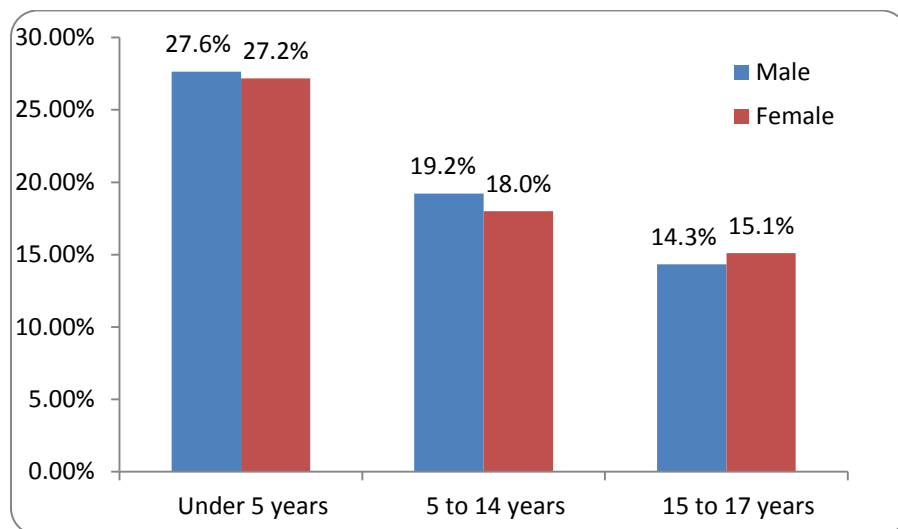


decline in frequency, pregnancy and parenthood remain primary barriers to the educational achievement of females in this age group.

Poverty

Poverty is a recognized deterrent to high school graduation as well as college entry and college graduation. According to the U.S. Census Bureau, approximately 20.4% of all youth ages 17 and younger in Leon County are living in poverty.¹⁸⁵ Figure 31 outlines the poverty rates by gender for different age groups of children in Leon County.

Figure 31: Income in the Past 12 Months Below Poverty Level, Leon County, 2006-2010^{186*}



Alternative Education Programs

Nationally, many students who are not succeeding in regular public schools are sent to alternative placements.¹⁸⁷ Referral to alternative education programs or alternative schools is usually contingent upon risk of early withdrawal from school as forewarned by such indicators as truancy, disruptive classroom behavior, suspension, pregnancy, or chronically poor grades.¹⁸⁸

According to the Florida Department of Education (DOE):

Florida alternative programs are designed for students who are unsuccessful in the traditional school setting. Students are identified as potential dropouts based on criteria, such as retained in

¹⁸⁵ U.S. Census Bureau. 2006-2010 American Community Survey 5-Year Estimates. Data ID: B17001

¹⁸⁶ Ibid. *According to the U.S. Census Bureau, poverty rates for children are based on the family's total income and household size using the federal poverty guidelines. "If a family's total income is less than the family's threshold, then that family and every individual in it is considered in poverty." <http://www.census.gov/hhes/www/poverty/about/overview/measure.html>

¹⁸⁷ National Center for Education Statistics, Institute of Education Sciences (2012). <http://www.ncs.ed.gov>

¹⁸⁸ Paglin, C., & Fager, J. (1997, July). Grade configuration: Who goes where [Online]. (p.1) Available at: <http://www.nwrel.org/request/july97/index.html>.



grade, high absenteeism, failing grades, or low FCAT scores. These programs are mandated by law and are offered in cooperation with state or local agencies.¹⁸⁹

According to the DOE, in 2009-10, in Florida, 22,617 students participated in an educational alternative program for at least 50% of the prescribed length of the program. Outcome data for these students reveal that:¹⁹⁰

- 84% were promoted
- 24% were absent for more than 21 days
- 9% were suspended/expelled for more than 10 days
- 63% graduated
- 85% of the 604 students who took the GED Tests passed
- 84% of these students earned a performance-based diploma
- 16% of these students earned a State of Florida diploma5% of 16,054 ninth through twelfth graders dropped out

The alternative school operated by the Leon County School District is the Second Chance School, located at the Ghazvini Learning Center. It is an alternative program that is used to place students recommended for expulsion. This placement, should the parent opt to accept it, provides the opportunity for the student to continue to receive educational services.

Table 15: Student Demographics, Second Chance School, Leon County, 2009-2010¹⁹¹

Student Enrollment Distribution by Sex	
Total Females Enrolled	43 (33.1%)
Total Males Enrolled	87 (66.9%)
Total Students Enrolled	130
Student Enrollment Distribution by Race/Ethnicity	
Black	109 (83.8%)
Hispanic	3 (2.3%)
White	17 (13.1%)
Multiracial	1 (0.8%)
Students Eligible for Free or Reduced Lunch*	114 (87.7%)

The PACE Center for Girls is a prevention program funded by the Leon County School District and the Department of Juvenile Justice. PACE is a nationally recognized and research based model that features a balanced emphasis on academics and social services with a focus on the future for middle and high-school aged girls and young women.

¹⁸⁹ Florida Department of Education, 2011. http://www.fldoe.org/ese/pdf/jj_annual.pdf

¹⁹⁰ Ibid.

¹⁹¹ *Leon County Schools Data Book* (2010-2011). *Eligibility for free and reduced lunch is one measure of poverty.



The foundation of PACE is the gender-responsive culture, providing a safe environment that celebrates girls, services that take into account how girls learn and develop, and staff that understand the lives of girls and can respond to their strengths and challenges. With a demonstrated record of success, PACE uses a holistic, strength-based and asset building model specifically responsive to the needs of girls and which is recognized as among the most effective programs in the country for keeping girls from entering the juvenile justice system. The girls are provided an academic education through daily instruction, individualized education plans taught by certified teachers that align with requirements of the local school district.¹⁹²

Extracurricular Activities

National research has indicated a number of benefits to students involved in extracurricular activities, including a relationship between the time spent in extracurricular activities and performance in school.¹⁹³ There are guidelines that determine how school districts fund certain extracurricular programs, but data about actual involvement in extracurricular activities is not typically collected by the school system. For the purpose of this report, a survey about extracurricular activities was developed by the Education Committee and sent out to local schools for input and completion in order to learn more about the options available for girls.

The Leon County School Board details in the *Student Activities Handbook: Leon County Schools 2011/2012* that funds should be provided for high school choral, band and athletic programs. The *Handbook* also lists the athletic programs that should be funded, including: football, basketball, baseball, track, cheerleading, softball, soccer, volleyball, wrestling, swimming, tennis, weightlifting, cross country, golf, dance team and flag football. Anticipated expenses for these types of programs include travel and registration fees to district and state festivals and competitions, materials, equipment, licenses and membership dues. Academic clubs are not delineated within this list, but are supported by the school administration with school funds as needed.¹⁹⁴

Girls Involvement in Academic Clubs

The survey developed by the Education Committee inquired about academic clubs, including Mu Alpha Theta, MathCounts, and Brain Bowl, to get input on the participation rates by gender and the contributions made by female participants. The survey was distributed to 24 middle and high school club sponsors, and responses were received from 6 of the 24 sponsors (25%). Survey respondents were proud of their programs and pleased to see an interest was being taken in student opportunities and academic clubs in general and specifically for girls. Several reported a trend in the increase of girls' participation in these clubs—some noting the current or previous school year as having the highest

¹⁹² Provided by Kelly Otte, PACE Center for Girls, Leon County.

¹⁹³ Cooper, H., Valentine, J. C., Nye, B., & Lindsay, J. J. (1999). Relationships between five after-school activities and academic achievement. *Journal of Educational Psychology*, 91, 369-379.

¹⁹⁴ Leon County Schools. (2011). Tallahassee, FL: *Student Activities Handbook*.



participation from girls ever. The survey questions and responses are summarized in Appendix C – Education.

Extracurricular Sports Available to Girls

The following sports are available in the various schools throughout the county. Not all of these sports are available at every school. This list was compiled from a survey given to assistant principals in Leon County Schools by the Leon County Schools District Office:

- Volleyball
- Track and Field
- Soccer
- Basketball
- Cross country
- Weightlifting
- Ballet Classes
- Tennis
- Softball
- Cheerleading
- Flag Football
- Golf
- Swimming
- Dance

According to the same survey, the most commonly requested sport for girls is flag football at the middle school level.

Female-Specific Extracurricular Opportunities

A number of programs were identified as female-specific extracurricular opportunities offered at specific schools. These programs are not offered at all of the schools and at least nine of the schools surveyed did not have any gender-specific extracurricular opportunities available for girls. The programs identified included a girls' step team; a girls' dance team; Girl Scouts; a modeling group; a number of groups that meet during lunch or after school that are facilitated by guidance counselors—some of which are for all girls and some of which are for girls who are having trouble with grades, exhibiting aggressive or challenging behaviors, or have high absenteeism; and the Girls Circle program facilitated by The Oasis Center for Women and Girls.¹⁹⁵

¹⁹⁵ Data provided by Dr. Kathleen Rodgers, Leon County Schools Office of Intervention, Support and Equity, in writing to the Education Committee (February, 2012).



Appendices

Appendix A - Education

Responses to questions posed by the Leon County Commission on the Status of Women and Girls Education Committee to Superintendent Jackie Pons and Leon County School District Administrators. Responses provided by Dr. Kathleen Rodgers, Divisional Director, Intervention, Equity and Support Services, in consultation with Leon County School District assistant principals and administrators.¹⁹⁶

1. In general, what do you feel are the greatest challenges facing girls in the Leon County School system?

The greatest challenges that are facing the girls in the LCS from the perspective of discipline are those of time management, organization, self-love and self-advocacy. The young ladies who are not interested in sports appear to have too much time on their hands to engage in the social media and are subjected to peer pressure which often times lead to situations that cause them to be suspended or recommended for suspension. There need to be more opportunities for girls to engage in dialogue regarding the various social issues they are confronted with and strategies about how to cope and navigate the world in which they live. Many of the young ladies, especially at the middle school level do not know the social graces, and how to navigate issues like peer pressure, sexual harassment, bullying, and social isolation. They need to develop a skill set that will help to minimize the potential for receiving a disciplinary referral and increase their chances for being more successful in the classroom, in the community and at home.

2. Can you give examples of programs in our county school system designed to specifically assist girls?

There are a number of schools that have programs designed specifically for girls. There is the traditional Girl Scout program, sport activities, and some social clubs like DIVAS, ESSENCE, Navy and Pearls, OASIS, Diamond Divas and Distinguished Daughters in addition to regularly scheduled girl-to-girl lunch chats facilitated by the guidance counselor. However, not all schools have programs specifically geared towards girls and this is a concern. The survey indicated that at least nine schools have no female-only programs on their campuses. This is of major concern. In summation, it was noted that a correlational study of the schools that do not have female programs and the schools recommending expulsion for girls should take place.

3. What are your greatest challenges as Superintendent relative to helping students, especially girls, succeed in our public school system?

Schools want to help students succeed; however, if the girls do not advocate themselves to let school officials know that there is a need, then more than likely it would not happen. Therein lies the reason for the suggestion to have some self-advocacy classes for the girls. They should be empowered to request,

¹⁹⁶ Data provided by Dr. Kathleen Rodgers, Leon County Schools Office of Intervention, Support and Equity, in writing to the Education Committee (February, 2012).



ask and even demand, if they have to, things that they feel are necessary for their educational and personal growth.

- 4. Please look at the sections of our proposed report that we'll be preparing for the Leon County Commission. We would appreciate your feedback about things that could be included or topics we could expand.**

At this time, I do not have any ideas to include or topics that could be expanded.

- 5. Is there another person you would recommend that we should meet with, who could help us with additional insight on these topics?**

Whenever there is a need of a particular group, I often find it valuable to ask individuals within that population. I suggest that you consider perhaps doing a public forum with students in 3rd – 12th grade to see what the burning issues are that they are currently dealing with at school and within their community. It is my belief that opening up dialogue with these stakeholders will ultimately provide authentic, valuable, and non-discriminating information that will allow those in leadership to exact measures that will be beneficial to the females in our school system.



Appendix B – Education

STEM PROGRAM AT Tallahassee Community College:

Summary of the Meeting with Dr. Calandra Stringer, TCC Associate Dean of Curriculum, and Dr. Jeanne O’Kon, Leon County Commission on the Status of Women and Girls in January, 2012

Dr. Stringer has been involved with the Tallahassee Community College STEM program for almost 10 years. The Florida Georgia Alliance for Minority Participation program existed first (including women and minorities), which feeds into STEM (Science, Technology, Engineering, Math).

In 2005, TCC began the MESA Program, (Math, Engineering and Science Achievement) which opened the door to forming the STEM Center on campus. Currently, the MESA program is not funded, but they offer \$12,000 scholarships to students annually for their junior and senior years when they graduate from TCC. Each year, up to four students receive the scholarship. Students are invited to the program by Dr. Stringer via e-mail and can enroll as first-semester freshmen.

Each year, there are 40 new participants. TCC was awarded an NSF grant “Stem Star” (now in its 5th year) which brings in more students—and allows the financially needy students to receive scholarships. This program is presented in the local high schools and is advertised on the TCC web site. (Professor Butler visits every high school in Leon, Gadsden, and Wakulla.)

TCC scholarship money has recently been attached to a new initiative with K-12 students. Middle school and high school students can attend summer camps on the TCC campus for hands-on activities (building robots, mini-roller coasters, Advanced Manufacturing Center on Campus). Meetings with high school STEM faculty will be held with TCC STEM faculty to coordinate efforts (1-2 times a semester).

There are currently 125 students on the TCC campus enrolled in the STEM program, with scholarship programs in existence for over half of them (about 60%). One long-term benefit is the support system that exists for the students. Women and minorities get discouraged easily, but this program supports them, creates networks, and gives them internship opportunities (ex.: Brookhaven National Laboratory summer internship for 2-4 TCC students every summer; a variety of others are offered by universities in several states). Tutoring sessions twice a week are provided for participants to provide help with math and science courses.

TCC students have reported that without the STEM program, they would not be in these areas of study (Science, Technology, Engineering, Math). Due to the scholarships, the students do not have to take out loans and can graduate debt-free. In previous years, more males were enrolled in STEM, but this year, the number of males and females is about equal.



Appendix C – Education

Summary of survey responses for survey conducted by the Education Committee with the adult sponsors for academic clubs, including Mu Alpha Theta, MathCounts, and Brain Bowl, in Leon County schools to establish the level of girls involvement in these clubs. The survey was distributed to 24 middle and high school club sponsors, and responses were received from 6 of the 24 sponsors (25%).

Question 1: How many participants did you have this year?			
	Female	Male	Total
Respondent 1	4	9	13
Respondent 2	2	10	12
Respondent 3	4	3	7
Respondent 4	15	15	30
Respondent 5	23	32	55
Respondent 6	58	47	105

Comments from the survey respondents about 2011-2012 school year participation include:

- “Current year has the highest female participation in tournaments (4). In the past many have shown up for practice, but they did not want to compete in the tournaments.”
- “It varies, but men usually outnumber women by 2 to 1.”
- “8-12 students each year, more boys than girls, usually more girls in the last few years.”
- “In 2011, I had the same number of females and males.”
- “We started in 1999 with 5 boys and no girls. Over the years we grew from 5 to 55 participants. Each year I tried to encourage more girls to join. I do not have statistics for all the years in between.”

Question 2: How many participants were on your competitive team this year?			
	Female	Male	Total
Respondent 1	4	8	12
Respondent 2	2	8	10
Respondent 3	3	1	4
Respondent 4	4	4	8
Respondent 5	4	8	12
Respondent 6	7	13	20



When asked “*What are your criteria for selecting team members?*” respondents replied:

- “Students must practice a minimum number of hours per week”
- “Willingness to attend practice and tournaments.”
- “Practice sessions, school competition, past members.”
- “To join the math club Mu Alpha Theta the student has to pay a \$20 membership fee and sign a contract. In this contract, the new member promises to obey and follow the club rules. It is mandatory that all club members participate in at least two competitions during the school year.”
- “The 55 is for the total Math Club. All those participated in at least one Mu Alpha Theta Competition. The 12 were the ones who went to our MathCounts District Competition. All 55 students learn some MathCounts, then we have a tryout test to see who will be the 12 who go to the Chapter Competition.”
- “Competition results.”

Comments about the factors that contribute to the success of the clubs and teams include:

- “Students must often have an understanding of subject areas beyond a surface understanding.”
- “A willingness to participate.”
- “Practice and dedicated students.”
- “This year we didn't perform well. I believe many students are involved in too many extracurricular activities which leave not enough time to practice for the competitions.”
- “Lots of hard work. Weekly practices, peer tutoring and direct instruction. I use various techniques to motivate the students. I also try to make the trips fun.”
- “Hard work and study for the most part. Talent helps too!”

When asked “*What kind of assistance would be helpful for your team's successes?*” respondents replied:

- “Unknown.”
- “More participation.”
- “More top quality students.”
- “Help with the cost of transportation.”
- “Money for travel. My students have to pay a lot of money for buses, hotels and food when we travel to competitions. Also food, students are hungry when they stay after school to practice. It would also be nice to have a successful college female student or a female engineer to come tutor at math club practices.”
- “This year, we have had plenty of help with coaching the various teams.”



Additional comments from the club sponsors included:

- “We enjoy competing.”
- “I am happy to see that someone is paying attention to academic achievements. It seems that sports get a lot of news coverage in our city, but little is reported on the outstanding academic extracurricular achievements. It is especially nice to hear that girls are being recognized. In 2005 we had a girl that was a semifinalist in the National MathCounts Competition and went to meet the U.S. President in the White House with me. It was wonderful! Last year we had a girl that was one of the top four in the state of Florida and went to compete in the National MathCounts Competition.”
- “I have always had pride with the number of female participants in Mu Alpha Theta. This year, 8 of the 10 officers are female. Overall, they have done a good job and provided essential leadership.”



HEALTH AND MENTAL HEALTH



**Leon County Commission on
the Status of Women & Girls**



Health and Mental Health

Introduction

This section of the report presents major health indicators of relevance to women in Leon County. The Health and Mental Health Committee (the Committee) selected health indicators to assess based on the following criteria: their importance to women's health, the existence of local data segregated by sex, and consistent measurement over time. Where data was available by both sex and race/ethnicity, we have included discussions about health disparities both between women and men and among different racial and ethnic groups of women.

Key Findings

- Poverty and lack of health insurance is a major factor in the quality of health care that Leon County women receive. Not surprising is that there is racial disparity in the number and percentage of women in Leon County reporting any kind of health insurance coverage
- Sexually transmitted disease is a significant problem among women in Leon County. In 2010, the rate of sexually transmitted diseases among women ages 15-34 was 4,256 per 100,000 – more than 1.5 times the state rate of 2,635 per 100,000.
- Women in Leon County have access to health care at about the same rate as their counterparts statewide as evidenced by the number of women reporting that they have a personal physician. However, fewer non-Hispanic black women report that they have a personal physical than non-Hispanic white women, both in Leon County and statewide. (89.7% for non-Hispanic white women in Leon County and 81.9% for non-Hispanic black women).
- Leon County's rate of infant death for black and other non-white infants has exceeded the State of Florida rate for almost every two-year period since 1989-1991.
- HIV case rates are 15 times higher among black women than white women. In comparison, HIV is 9 times higher among black men than white men.
- There is a serious lack of substance abuse treatment beds available for women and girls in Leon County. Women seeking treatment who have children older than an infant must travel to Pensacola or Jacksonville to access programs that allow children to stay with their mothers and there are no residential substance abuse treatment beds available for girls in Leon County.
- The prevalence of diabetes is at least 2 – 4 times higher among African American, Hispanic/Latino, American Indian, and Asian/Pacific Islander women than among white women.
- At the Apalachee Center more than one-half of women treated were diagnosed with mood disorders or anxiety disorders (52%) as compared to one-third of the male sample (35%). It is important to understand the relationship between trauma and mood and anxiety disorders.



- Violence against women remains a pervasive and significant problem in our community and it impacts women's health in a variety of ways.

Methodology

The Committee obtained and analyzed data from a number of sources including the Centers for Disease Control (CDC), Behavioral Risk Factor Surveillance Survey (BRFSS), Florida Department of Health, Office of Health Statistics and Assessment, Florida Community Health Assessment Resource Tool Set (Florida CHARTS), and Florida Agency for Health Care Administration (ACHA). In addition we were fortunate to have the help of numerous local and statewide organizations that contributed entire sections to the report. These organizations included the Apalachee Center, Big Bend Cares, DISC Village, the Florida Coalition Against Domestic Violence and Tallahassee Memorial Healthcare Diabetes Center.

Limitations

Health and mental health concerns are extensive topics and it was impossible to provide information on every area or to be more than brief in the areas that we did review. There are many racial and ethnic groups of women and girls not represented by the data due to the categorization and aggregation of race and ethnicity in major health surveillance systems. Also, the discussion will be limited or absent for any health indicator for which the Committee was unable to find local data segregated by gender.

Status of Women's Health in Florida

According to their 2007 Annual Report, the Florida Department of Health is committed to improving the overall health status of women in Florida. An officer of Women's Health Strategy was created by the 2004 legislature¹⁹⁷ within the Department of Health to focus on research, awareness, and education to positively impact women's health statewide.¹⁹⁸ Specific policy issues and directions are provided to address a wide range of issues relating to women's health.¹⁹⁹

More than nine million women live in Florida. Florida has one of the lowest state rates of death for stroke, colorectal cancer, diabetes, and influenza and pneumonia. However, the state continues to have high rates of death by suicide. Florida is among the ten states with the lowest percentage of obese women in its state population. Non-Hispanic black and Hispanic women have higher rates of obesity than non-Hispanic white women. Floridian women have low rates of health insurance coverage with 79% of females having some kind of health insurance (which includes Medicaid and Medicare). Hispanic women are the least likely to be insured, at 63%.

According to Florida's Vital Statistics Report (2006), heart disease remains the leading cause of death among women, followed by strokes and cancer.²⁰⁰ However, the leading causes of death vary among

¹⁹⁷ Section 381.04015, Florida Statutes

¹⁹⁸ Florida Department of Health's Annual Report (2007).

¹⁹⁹ U.S. Department of Health and Human Services. The Office on Women's Health. Quick Health Data Online (2011). State Profiles. http://www.healthstatus2020.com/owh/chartbook/images/StateProfiles_Chartbook_2011Edition.pdf

²⁰⁰ Florida Vital Statistics Annual Report (2006)
<http://www.flpublichealth.com/VSBOOK/pdf/2006/Deaths.pdf>



the different race and ethnic groups. For instance, breast cancer prevalence is higher in non-Hispanic white women, but breast cancer mortality rates are higher in non-Hispanic black women.

Access to Healthcare and Health Insurance

Access to health services means the timely use of personal health services to achieve the best health outcomes. It requires:²⁰¹

- gaining entry into the health care system,
- having access to a health care location where needed services are provided, and
- finding a health care provider with whom the patient can communicate and establish trust.

Access to health care impacts one's overall physical, social, and mental health status; quality of life; the prevention of disease and disability; the detection and treatment of health conditions; preventable death; and life expectancy. Disparities in access to health services affect individuals and society. Limited access to health care impacts people's ability to reach their full potential, negatively affecting their quality of life.

Barriers to accessing health services include the lack of availability, high cost and lack of insurance coverage. These barriers result in unmet health needs, delays in receiving appropriate care, inability to get preventive services, and hospitalizations that could have been prevented. Women who are uninsured or underinsured are less likely to participate in preventive health care services (i.e., screenings) and are more apt to delay medical treatment.²⁰²

The United States Department of Health and Human Services (HHS) has for the past three decades provided science-based, 10-year national objectives for improving the health of all Americans. These objectives are published in a document titled *Healthy People*²⁰³ that establishes benchmarks and monitors progress over time in order to:

- encourage collaborations across communities and sectors,
- empower individuals toward making informed health decisions, and
- measure the impact of prevention activities.

According to *Healthy People 2020*, barriers to accessing health care include but are not limited to lack of available services, high cost of health care services, lack of insurance coverage, and language barriers.²⁰⁴

Higher rates of health disparities are found among non-Hispanic blacks, Hispanics, individuals of lower socioeconomic status, the uninsured, and the underinsured.²⁰⁵

²⁰¹ HealthyPeople.gov. 2020 Topics & Objectives. Access to Health Services
<http://healthypeople.gov/2020/topicsobjectives2020/overview.aspx?topicid=1>

²⁰² Ibid.

²⁰³ Now also available online at www.healthypeople.gov/2020

²⁰⁴ HealthyPeople.gov. Access to Health Services.
<http://healthypeople.gov/2020/about/default.aspx>



Within Florida, one in five, or 3.6 million, Floridians were uninsured in 2006.²⁰⁶ With 20.3% Floridians uninsured, Florida ranks third in the country after Texas and New Mexico in the highest rate of uninsured citizens. Of females, 79% have some kind of health insurance (which includes Medicare and Medicaid) statewide. Hispanic women are the least likely to be insured, at 63%.²⁰⁷ These uninsured rates affect the ability of women and families to be proactive in responding to recommended health prevention screenings and subsequent treatment.

Understanding Access to Health Services

According to *Healthy People 2020* access to health services includes three relevant components: insurance coverage, availability of services, and timeliness.²⁰⁸

Insurance Coverage

Lack of adequate insurance coverage makes it difficult for people to get the health care they need and when they do get care, burdens them with large medical bills. Current policy efforts focus on provision of insurance coverage as the principal means of ensuring access to health care among the general population.²⁰⁹

Availability of Services

Improving health care services depends on the quality of three basic components: primary care, preventive care, and emergency medical services (EMS). Having a primary care provider (PCP) generates better health outcomes and fewer disparities and costs because of a higher use of preventive services. EMS are a crucial link in the chain of care. EMS include basic and advanced life support. Ensuring access to rapid response pre-hospital EMS is an important goal in improving the health of the population.²¹⁰

Timeliness

Timeliness refers to the health care system's ability to provide health care quickly once a need is recognized. Timeliness is evaluated by the amount of time spent waiting in doctors' offices and emergency departments (EDs), time between identification of a need for specific tests and treatments and actual receipt of those services, and time spent in actual and perceived delays or difficulties in getting care to patients who are ill or injured. There has been an increase in ED wait times resulting from an increase in the number of less acutely ill patients requesting treatment in emergency rooms. During the same period there has been a decrease in the total number of EDs in the United States.²¹¹

²⁰⁵ Florida Commission on the Status of Women and the Florida Department of Health, Joint Report, 2008/2009. Good Health for a Lifetime: A Woman's Guide.
<http://www.fcswnet/documents/AnnualReports/2008AR.pdf>

²⁰⁶ Florida Commission on the Status of Women and the Florida Department of Health, Joint Report, 2008/2009. Good Health for a Lifetime: A Woman's Guide.
<http://www.fcswnet/documents/AnnualReports/2008AR.pdf> Accessed 04/16/2012.

²⁰⁷ Current document

²⁰⁸ HealthyPeople.gov. 2020 Topics & Objectives. Access to Health Services.
<http://healthypeople.gov/2020/topicsobjectives2020/overview.aspx?topicId=1>

²⁰⁹ Ibid.

²¹⁰ Ibid.

²¹¹ HealthyPeople.gov. 2020 Topics & Objectives. Access to Health Services.



The Affordable Care Act and Women's Health

The Patient Protection and Affordable Care Act (hereinafter the Affordable Care Act) which was signed into law on March 23, 2010 and substantially upheld in a decision issued by the United States Supreme Court on June 28, 2012, has far-reaching implications for both the availability and affordability of health care services for women. While many of the provisions of the act are not gender-specific, there are four key provisions that will benefit women in particular:

- Required coverage and prohibitions on cost-sharing
- Rebates to Medicare beneficiaries in the drug coverage “doughnut hole”
- Inclusion of maternity care as an essential health benefit and limits on cost-sharing for plans sold in insurance exchanges and in the individual and small group markets
- Prohibitions on denying coverage or charging higher premiums based on health or gender ²¹²

Some provisions of the act (required coverage, prohibitions on cost sharing and Medicaid drug coverage rebates) are already in effect, while others (inclusion of maternity care and prohibitions on denying coverage or charging higher premiums based on gender) do not take effect until 2014. There are a number of other provisions of the act that will be of benefit to both men and women:

- Allowing children to remain on or rejoin parents' insurance up to age 26
- Ban on lifetime coverage limits
- Phased-in restrictions of annual benefit limits
- Pre-existing condition insurance plans
- Expansion in Medicaid eligibility to cover adults with income below 133% of federal poverty level ²¹³

The portion of the law that prohibits denying coverage or charging higher premiums based on gender is perhaps the most significant change for women. Historically, there has been widespread gender discrimination in the health insurance market. In its special briefing paper on health reform for American women, the White House reported that in 2010, a healthy 22-year-old woman could be charged premiums up to 150% higher than their same-age male counterparts. ²¹⁴ Gender discrimination in insurance pricing was allowed in 42 states prior to implementation of the Affordable Care Act. Florida was one of those states. According to one report written in March 2012, 100% of insurance plans in Florida practiced gender-based pricing. ²¹⁵

<http://healthypeople.gov/2020/topicsobjectives2020/overview.aspx?topicId=1>

²¹² Wellsphere (2012). *How much does PPACA really benefit women?* Retrieved August 23, 2012 from <http://www.wellsphere.com/healthcare-industry-policy-article/how-much-does-ppaca-really-benefit-women/1191044>

²¹³ Ibid.

²¹⁴ The White House (2010). *Health reform for American women: The affordable care act gives women greater control over their own health care.* Retrieved on August 23, 2012 from http://www.whitehouse.gov/files/documents/health_reform_for_women.pdf

²¹⁵ National Women's Law Center (2012). *Turning to fairness: Insurance discrimination against women today and the affordable care act.* Retrieved on August 23, 2012 from



The essential benefits requirement for maternity care also represents a significant improvement in coverage for women. Prior to implementation of the Affordable Care Act, only 13% of insurance plans sold in the individual market provided maternity benefits. Preventive health screenings for women are required under provisions of the law. Breast cancer screening for women age 40 and older, cervical cancer screening, osteoporosis screening for women 65 and older and genetic counseling for the breast cancer (BRCA) gene are all required. The Affordable Care Act also requires that employers provide a reasonable break time for an employee to express breast milk for her nursing child up to one year of age and to provide an appropriate place other than a bathroom in which to do so.²¹⁶

Eliminating exclusions for pre-existing conditions in individual plans will make insurance available to women who previously could have been denied coverage due to pre-existing conditions including cancer, having been pregnant or having a caesarian delivery, or having been a victim of domestic violence.²¹⁷ This expansion in access to insurance will help to avoid burdens on Medicaid and indigent care funding.

Expansion of Medicaid eligibility, which benefits both men and women, could have the potential of providing a medical safety net for a significant number of women in Leon County.

Status of Women's Health in Leon County

When compared to the rest of the state, women in Leon County are less likely to label their current health status as “fair” or “poor” compared to overall statewide averages—a good sign. However, within Leon County in the year 2010, non-Hispanic black women were likely to indicate worse health than non-Hispanic white women.²¹⁸

Struggles to gain quality healthcare access are not uncommon among Leon County women. Due to healthcare costs, some individuals are unable to afford even a single doctor's visit. According to Florida CHARTS (2010), Leon County residents were more likely to see a doctor at least once during the preceding year than residents statewide. However, Leon County and the state of Florida have very similar trends by sex and race. The Florida CHARTS found that non-Hispanic black women had the most difficulty in seeing a doctor in the previous year due to cost, followed by non-Hispanic white women, with non-Hispanic white men reporting the lowest rate of inability to visit a doctor within the preceding year.²¹⁹ In other words, white men in Leon County were less likely to have to put off medical treatment due to cost than all women and black men.

http://www.nwlc.org/sites/default/files/pdfs/nwlc_2012_turningtofairness_report.pdf

²¹⁶Wellsphere (2012).

²¹⁷ Ibid.

²¹⁸ Florida Department of Health, Bureau of Epidemiology (2012).

<http://www.floridacharts.com/charts/DisplayHTML.aspx?ContentType=0&ReportType=7243&year=2010&group=4&indNumber=0001>

²¹⁹ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2012). Florida Behavioral Risk Factor data. <http://www.floridacharts.com>



Table 16: Percentage of Adults who could not see a doctor at least once in the past year due to cost, Grouped by Gender by Race/Ethnicity, 2007²²⁰

	Non-Hispanic White Male	Non-Hispanic White Female	Non-Hispanic Black Male	Non-Hispanic Black Female	Hispanic Male	Hispanic Female
State Total	9.8 (8.6-11.0)	13.2 (12.2-14.3)	16.7 (12.2-22.6)	23.8 (19.9-28.2)	22.9 (18.4-28.2)	24.1 (20.5-28.2)
Leon County	5.3 (1.9-14.2)	8.6 (5.3-13.5)	10.8 (3.7-27.3)	9.2 (4.3-18.6)		

Table 17: Percentage of Adults who could not see a doctor at least once in the past year due to cost, Grouped by Gender by Race/Ethnicity, 2010²²¹

	Non-Hispanic White Male	Non-Hispanic White Female	Non-Hispanic Black Male	Non-Hispanic Black Female	Hispanic Male	Hispanic Female
State Total	12.1 (10.7-13.6)	15 (13.8-16.1)	24.8 (17.5-32.1)	19.6 (15.4-23.7)	24.3 (17.7-30.9)	34.5 (29.3-39.7)
Leon County	7.3 (1.0-13.6)	9.6 (4.7-14.6)		15.9 (5.1-26.8)		

Having a personal doctor

Having a personal doctor provides three main benefits: greater patient trust in provider, improved patient-provider communications, and increased likelihood of patient receiving adequate care.²²² Table 18 and Table 19 indicate that in Leon County while the percent of non-Hispanic white women who had a personal doctor remained relatively constant between 2007 and 2010, there was a significant decrease (10.9%) during this same time span in non-Hispanic black women reporting that they had a personal doctor. This is a notable racial disparity in healthcare for women.

²²⁰ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2012).

Florida Behavioral Risk Factor data (2007).

<http://www.floridacharts.com/charts/DisplayHTML.aspx?ContentType=0&ReportType=7243&year=2007&group=4&indNumber=0015>

²²¹ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2012). Florida Behavioral Risk Factor data (2010).

<http://www.floridacharts.com/charts/DisplayHTML.aspx?ContentType=0&ReportType=7243&year=2007&group=4&indNumber=0015>

²²² HealthyPeople.gov. 2020 Topics & Objectives. Access to Health Services.

<http://www.healthypeople.gov/2020/topicsobjectives2020/overview.aspx?topicid=1>



Table 18: Percentage of Adults who have a personal doctor, 2007²²³

	Non-Hispanic White Male	Non-Hispanic White Female	Non-Hispanic Black Male	Non-Hispanic Black Female	Hispanic Male	Hispanic Female
State Total	77.9 (76.0-79.7)	86.3 (85.0-87.4)	70.8 (63.6-77.1)	78.8 (73.5-83.3)	58.2 (52.4-63.8)	65.2 (60.5-69.5)
Leon County	76.2 (65.2-84.6)	89.3 (83.2-93.4)	84 (64.4-93.8)	92.8 (84.4-96.8)		

Table 19: Percentage of Adults who have a personal doctor, 2010²²⁴

	Non-Hispanic White Male	Non-Hispanic White Female	Non-Hispanic Black Male	Non-Hispanic Black Female	Hispanic Male	Hispanic Female
State Total	81.2 (79.4-82.9)	87.9 (86.8-89.0)	75.5 (68.5-82.6)	82 (77.2-86.7)	68.1 (61.1-75.2)	73.2 (68.2-78.3)
Leon County	92.2 (85.9-98.5)	89.7 (84.0-95.4)		81.9 (69.9-93.9)		

Insurance Coverage

In 2007, 92.9 % of non-Hispanic white women and 82.6 % of non-Hispanic black women had insurance, compared to 94.1 % and 81.8 % in 2010 respectively in Leon County.²²⁵ The most notable disparity regarding health insurance coverage is a racial one—both non-Hispanic white women and non-Hispanic black women had insurance at rates similar to their male counterparts in their same racial group. It is also important to note that although many women have health care insurance coverage (e.g., Medicaid), having this type of insurance does not guarantee adequate care or coverage, especially for individuals with low income. According to the U.S. Department of Health and Human Services, low-income individuals in Leon County are considered to be a medically underserved population, meaning they are

²²³ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2007). Florida behavioral risk factor data.
<http://www.floridacharts.com/charts/DisplayHTML.aspx?ContentType=0&ReportType=7243&year=2007&group=4&indNumber=0014>

²²⁴ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2010). Florida behavioral risk factor data.
<http://www.floridacharts.com/charts/DisplayHTML.aspx?ContentType=0&ReportType=7243&year=2010&group=4&indNumber=0014>

²²⁵ Ibid



groups that face economic, cultural, or linguistic barriers to health care.²²⁶ In the instance of Leon County, they are underserved due to economic limitations.²²⁷

Perceived racial/ethnic disparity in care

When asked if they thought they would get better medical care if they belonged to a different race or ethnic group, only 5% of non-Hispanic white women, but a little over 27 % of non-Hispanic black women in Leon County, said “yes” in 2010.²²⁸ This is a profoundly important marker of perceived racial and ethnic bias in health care among women in our community.

Table 20: Percentage of Adults who think they would get better medical care if they belonged to a different race/ethnic group, 2010²²⁹

	Non-Hispanic White Male	Non-Hispanic White Female	Non-Hispanic Black Male	Non-Hispanic Black Female	Hispanic Male	Hispanic Female
State Total	7.4 (6.3-8.5)	8.5 (7.5-9.5)	31.7 (23.8-39.7)	23.6 (18.7-28.6)	11.1 (5.3-16.8)	11.4 (7.9-14.9)
Leon County	8.2 (1.1-15.4)	5 (0.9-9.0)		27.4 (12.4-42.4)		

Preventive Health

Screenings recommended for women across their lifespan, according to U.S. Preventive Services Task Force (USPSTF), are blood pressure tests, breast cancer screenings (mammogram), cervical cancer screenings (Pap test), cholesterol tests, colorectal cancer screenings (using fecal occult blood testing, sigmoidoscopy, or colonoscopy), diabetes screenings, and HIV tests.²³⁰ The data from Florida CHARTS (below) show that all women in Leon County are more likely to have a Pap smear, mammogram, sigmoidoscopy or colonoscopy, and be tested for HIV than women in Florida as a whole.²³¹

²²⁶ U.S. Department of Health and Human Services. (n.d.). Shortage designation: Health professional shortage areas & medically underserved areas/populations. Retrieved from <http://bhpr.hrsa.gov/shortage/>

²²⁷ U.S. Department of Health and Human Services. (2008). Find shortage areas: MUA/P by state and county. Retrieved from <http://muafind.hrsa.gov/index.aspx>

²²⁸ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2010). Florida behavioral risk factor data. <http://www.floridacharts.com/charts/DisplayHTML.aspx?ContentType=0&ReportType=7243&year=2010&group=4&indNumber=0112>

²²⁹ Ibid

²³⁰ World Research Foundation. (2009). Preventative health care helps everyone. <http://www.wrf.org/preventive-healthcare/preventive-healthcare.php>

²³¹ Hispanic women are not represented in this study according to BRFSS. BRFSS did not have data for blood pressure checks or blood glucose checks for women.



Table 21: Recommended Health Screenings for Women, 2010^{232*}

	Florida	Leon County		
Percent of women...	All Women	All Women	White Non-Hispanic Women	Black Non-Hispanic Women
Age 18+ who have had Pap smear in past year	57.1	69.0	72.6	72.7
Age 40+ who have had mammogram in past year	61.9	66.4	64.9	80.0
50 + years of age who received a sigmoidoscopy or colonoscopy in past year	55.6	69.1	69.3	70.1
All ages who have had blood pressure checked within past 2 years	N/A	N/A	N/A	N/A
All ages who have had blood cholesterol checked within past 5 years	74.9	73.4	76.8	75.6
(2007)				
Age less than 65 years of age who have ever been tested for HIV	51.5	56.8	51.5	74.3
All ages who have had blood glucose checked within past 2 years	N/A	N/A	N/A	N/A

Chronic Diseases

Heart disease and stroke are the first and third killers of men and women in the United States each year. In Leon County, 146.84 out of every 100,000 women died in 2010 due to heart disease, 11.54 due to diabetes, and 8.21 due to hypertension. Women in Leon County have lower rates of heart disease and diabetes than women statewide but higher rates for deaths due to hypertension. Leon County has higher rates of heart disease among women than the health goals outlined in *Healthy People 2020* but is doing better in terms of deaths caused by diabetes and hypertension.

²³² Recommended Health Screenings for Women (U.S. Preventive Services Task Force) is made up of several charts from Florida Charts to make the data easily available to readers.
<http://www.floridacharts.com/charts/brfss.aspx>

* Hispanic women are not represented in this study according to BRFSS. BRFSS did not have data for pressure checks or blood glucose checks for women.



Table 22: Deaths of Women due to Chronic Diseases, Rate per 100,000, Leon County, 2010^{233*}

	All Women	White Non-Hispanic (both Women & Men) *	Black Non-Hispanic (both Women & Men) *	Hispanic (both Women & Men) *
Heart Disease	146.84	137.08	187.09	151.64
Diabetes	11.54	13.89	24.53	Not Avail
Hypertension	8.21	6.22	15.80	Not Avail

Table 23: Percentage of Adults who have ever had a heart attack, angina, or coronary heart disease, 2010²³⁴

	Non-Hispanic White Male	Non-Hispanic White Female	Non-Hispanic Black Male	Non-Hispanic Black Female	Hispanic Male	Hispanic Female
State Total	13 (11.9-14.1)	9.9 (9.0-10.8)	6.3 (3.8-8.9)	8.9 (6.0-11.7)	6.7 (3.6-9.7)	5.3 (3.1-7.5)
Leon County	9.3 (5.1-13.6)	3 (1.2-4.8)		3.3 (0.0-7.5)		

Nine out of ten heart disease patients have at least one risk factor, meaning many cases could have been detected and appropriate intervention could have been taken to prevent a heart attack. Women in particular can be put at a higher risk of heart disease due to common medical conditions and lifestyle choices. These include high cholesterol, high blood pressure, diabetes, cigarette smoking, overweight and obesity, poor diet, physical inactivity, and alcohol use.²³⁵

Diabetes²³⁶

Today there are 26 million people with diabetes and another 79 million with pre-diabetes. In Florida, 9.5% of the adult (over age 18) Florida population has been diagnosed with diabetes. Diabetes is the 6th leading cause of death in Florida, and costs Floridians over \$8.7 billion annually.

²³³ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2010). Florida behavioral risk factor data.
<http://www.floridacharts.com/charts/DataViewer/DeathViewer/DeathViewer.aspx?indNumber=0122>

*Information was not available by women's race vs. men's race.

²³⁴ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2010). Florida behavioral risk factor data.
<http://www.floridacharts.com/charts/DisplayHTML.aspx?ContentType=0&ReportType=7243&year=2010&group=4&indNumber=0057>

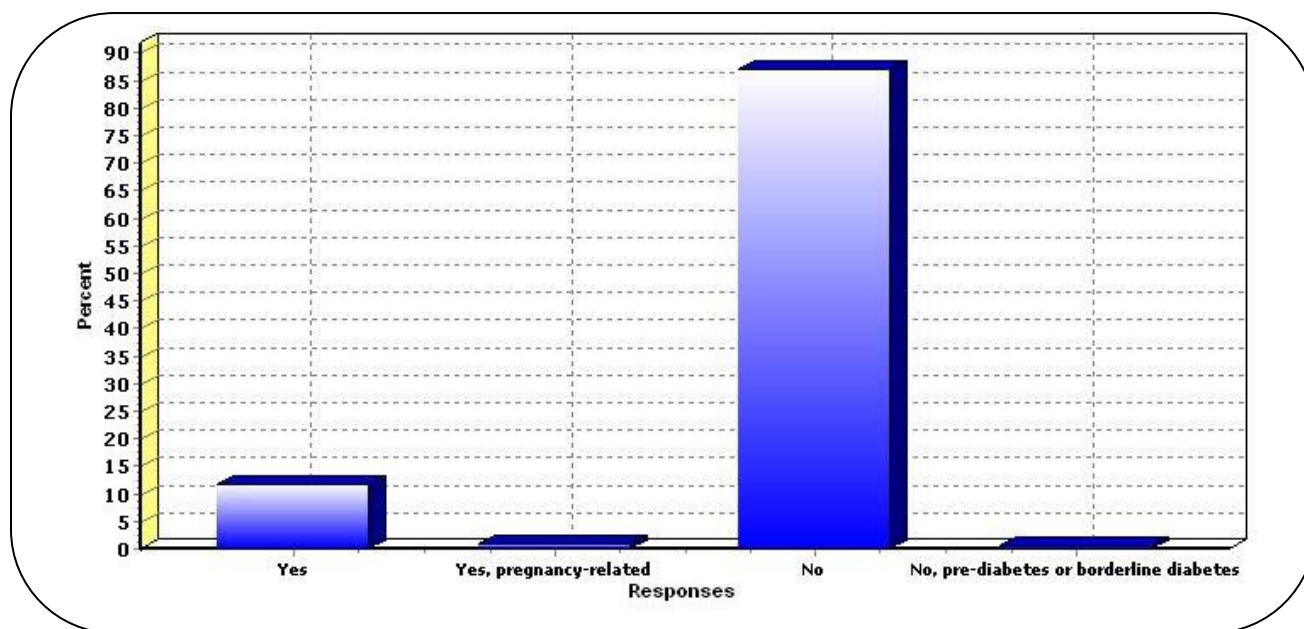
²³⁵ Centers for Disease Control and Prevention. Division of Heart Disease and Stroke Prevention.
http://www.cdc.gov/dhdsp/data_statistics/fact_sheets/fs_women_heart.htm

²³⁶ Section on Diabetes contributed in its entirety by Dawn Smith, Tallahassee Memorial Healthcare Diabetes Center, 2012.



In Leon county / Tallahassee Metropolitan area, 11.6% of the population has diabetes. While slightly more men have diabetes than women, diabetes can be especially hard on women. The burden of diabetes on women is unique because the disease can affect both mothers and their unborn children. Diabetes can cause difficulties during pregnancy such as a miscarriage or a baby born with birth defects.

Figure 32: Percent of Population Diagnosed with Diabetes in the Tallahassee, FL Metropolitan Statistical Area, 2010



For women who do not currently have diabetes, pregnancy brings the risk of gestational diabetes. Based on recently announced diagnostic criteria for gestational diabetes, it is estimated that gestational diabetes develops in 18 percent of all pregnancies but disappears when a pregnancy is over. In our region of north Florida, as many as 20% of all babies born have mothers with gestational diabetes. Women who have had gestational diabetes or have given birth to a baby weighting more than 9 pounds have a 50-60% chance of developing type 2 diabetes in the next 10 years. They are a very “at risk” group and, currently, there are no diabetes prevention programs in our area as well as no procedural coding for insurance reimbursement for these types of services.

The prevalence of diabetes is at least 2 – 4 times higher among African American, Hispanic/Latino, American Indian, and Asian/Pacific Islander women than among white women. The risk for diabetes also increases with age. Because of the increasing lifespan of women and the rapid growth of minority populations, the number of women at high risk for diabetes and its complications is increasing.

There are other conditions where having diabetes and being a female is correlated with greater risk. Cardiovascular disease is the number one killer of persons with diabetes. Women with diabetes are also more likely to have a heart attack, and at a younger age, than women without diabetes. One in three women will die of heart disease compared to one in nine women dying of breast cancer. Women also experience depression about twice as often as men. The risk of depression increases in women with



diabetes, so this is often one of the challenges of treating diabetes in our community. Unless depression is addressed, the likelihood of any prescribed diabetes management being effective for the person with diabetes is small. Research suggests that eating disorders are probably more common among women with diabetes than women who do not have diabetes. For those girls with Type 1 Diabetes, withholding insulin in order to lose weight is a common tactic that wreaks havoc on the body's systems.

These statistics highlight the ongoing specific needs of the thousands of women in our community with diabetes. Where there are initiatives to address health needs or the needs of women, diabetes is certainly a specific issue to be included in both of these contexts. Non-Hispanic white women report the lowest rate of diabetes diagnosis (6.2% in Leon County and 8.2% statewide)—a rate less than half of their non-Hispanic black female counterparts (13.5% for both Leon County and Statewide) and nearly 5% lower than non-Hispanic white men in Leon County.

Cancers

The Centers for Disease Control identified three types of cancer that were the most common cancers among women of all races from 1999-2008 nationwide: breast cancer, with a prevalence of 121.9 per 100,000 women; lung cancer at 54.5 per 100,000 and colorectal cancer at 38.7 per 100,000. These cancers were also the leading causes of cancer deaths among women during the same period. Lung cancer had the highest rate with 39.0 deaths per 100,000 women; breast cancer killed 22.5 women per 100,000 and colorectal cancer took 13.8 lives per 100,000 women annually.²³⁷

Total cancer deaths among women in Leon County for all cancers reported on a three year rolling average rate for 2009-2011 were 498 or 127.2 per 100,000 residents. This rate is lower than the rates for Leon County men (188.1 per 100,000) and for Florida women (135.9 per 100,000).²³⁸ Cancer was the second leading cause of death (heart disease was first) among all Leon County residents in 2011, representing 19.3% of total deaths in the county.²³⁹ Breast Cancer deaths in Leon County 2009-2011 were 80 deaths or 21.2 per 100,000. In 2010, 70.5% of non-Hispanic black women and 66.2% of non-Hispanic white women reported receiving a clinical breast exam in the past year.

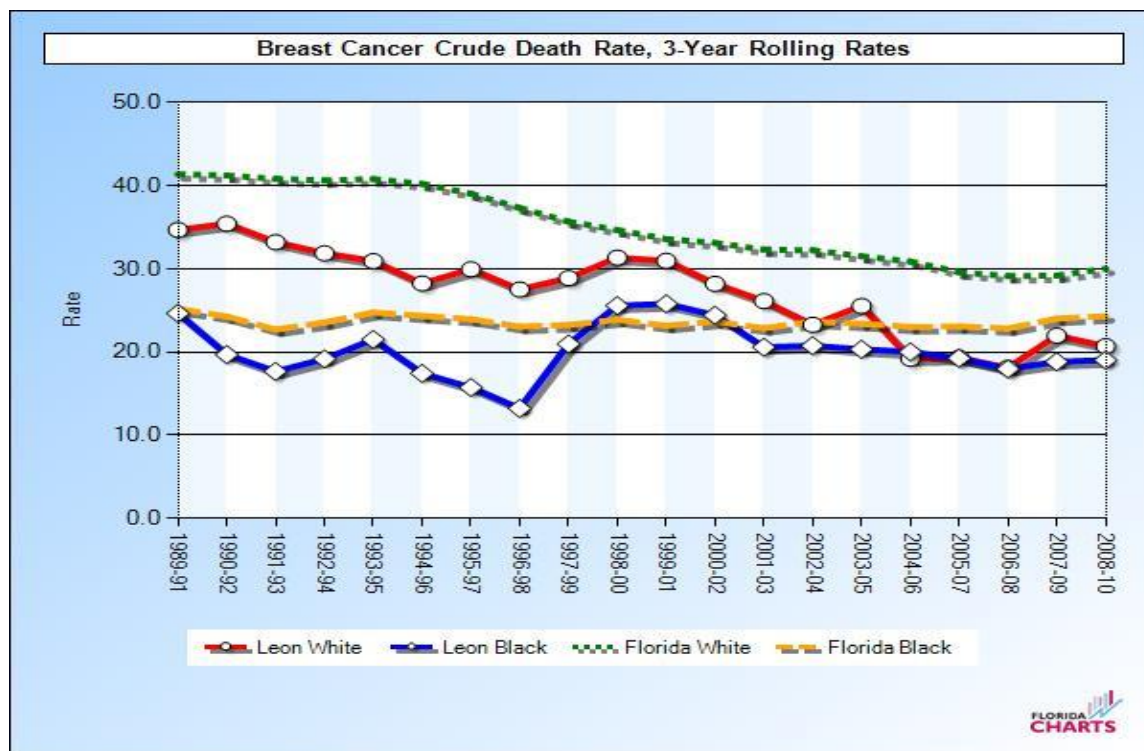
²³⁷ U.S. Cancer Statistics Working Group (2012). *United States cancer statistics: 1999-2008 incidence and mortality web-based report*. Department of Health and Human Services, Centers for Disease Control and Prevention, and National Cancer Institute. Retrieved on September 25, 2012 from: <http://www.cdc.gov/uscs>.

²³⁸ Florida Department of Health (2012). *Community health assessment resource tool set (CHARTS)*. Retrieved on September 25, 2012 from: <http://www.floridacharts.com/charts/DisplayHTML.aspx?ReportType=7226&County=37&year=2011>

²³⁹ Ibid.



Figure 33: Breast Cancer Crude Death Rate, 3-Year Rolling Rates²⁴⁰



The age-adjusted breast cancer death rates highlight yet another important racial disparity in women’s health locally and statewide. The incidence of deaths among white women is significantly lower than deaths among black women. It is beyond the scope of this report to analyze the factors which affect these outcomes.²⁴¹ However, access to health care and healthcare costs could be contributing factors among others.²⁴²

²⁴⁰ <http://www.floridacharts.com/charts/domain2.aspx?Domain='02'> Retrieved: 5/15/2012

²⁴¹ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2010). Florida behavioral risk factor data. <http://www.floridacharts.com/charts/domain2.aspx?Domain='02'>

²⁴² HealthyPeople.gov. 2020 Topics & Objectives. Cancer.

<http://www.healthypeople.gov/2020/topicsobjectives2020/objectiveslist.aspx?topicId=5>



Table 24: Cervical Cancer Age-Adjusted Death Rate, 3-Year Rolling Rates²⁴³

	Leon				State			
	White		Non-White		White		Non-White	
Years	Count	Rate	Count	Rate	Count	Rate	Count	Rate
2005-07	3	1.1		0	672	2.5	185	3.9
2006-08	7	2.7		0	664	2.4	198	4
2007-09	7	2.5	2	1.6	634	2.3	202	4
2008-10	6	2.2	5	4.3	667	2.4	219	4.3
Healthy People 2020 Target	2.2 deaths per per 100,000 females							

Table 25: Colorectal Cancer Crude Death Rate, 3-Year Rolling Rates²⁴⁴

	Leon				State			
	Male		Female		Male		Female	
Years	Count	Rate	Count	Rate	Count	Rate	Count	Rate
2004-06	49	12.6	50	11.8	5,750	21.7	5,455	19.8
2005-07	46	11.8	50	11.7	5,786	21.4	5,429	19.3
2006-08	43	11	44	10.3	5,842	21.3	5,437	19
2007-09	43	10.9	46	10.7	5,851	21.2	5,307	18.5
2008-10	44	11.1	43	10	5,835	21.1	5,216	18.1
Healthy People 2020 Target	14.5 deaths per 100,000 population							

²⁴³ <http://www.healthypeople.gov/2020/topicsobjectives2020/objectiveslist.aspx?topicId=5> Retrieved: 5/15/2012

²⁴⁴ Ibid.



Real Women and Girls: Ms. Fite

Ms. Fite is a 50 year-old African American woman who lost her state government job, her livelihood, over a year ago. Along with the loss of employment, Ms. Fite lost her health and dental insurance coverage and ultimately her home. She is currently residing at the homeless shelter. Ms. Fite came into the Kay Freeman Health Center seeking healthcare services for depression. On her initial visit she informed the nurse practitioner that she had not had any preventive health services (physical exam, dental exam, eye exam, mammogram, Pap smear test, or influenza vaccine) in over two years. Ms. Fite was scheduled for routine labs (including the Fecal Occult Immunoassay test for colon cancer) that were covered by Quest Diagnostics Indigent Program and she had her complete physical examination that included a clinical breast exam and pap smear. She was referred to the following local agencies for various healthcare services for uninsured persons in Leon County:

- 1. Apalachee Mental Health for depression.*
- 2. Capital Eye Consultants for an eye exam.*
- 3. We Care Network Dental Program for problem tooth identified on examination.*
- 4. Florida Department of Health (Leon County Health Department) Florida Breast and Cervical Cancer Early Detection Program (FBCCEDP) for mammogram.*

Ms. Fite's mammogram results revealed left ductal breast cancer. The FBCCEDP was notified immediately of the results, and Ms. Fite was referred to a general surgeon for surgical biopsy and an oncologist for treatment of breast cancer. FBCCEDP ensures that once a woman is diagnosed with breast cancer, such as Ms. Fite, no woman is untreated because of her inability to pay. Ms. Fite had a left mastectomy and is currently undergoing chemotherapy and radiation treatments. She now receives social security disability benefits which has allowed her to move into subsidized housing and she has Florida Medicaid insurance. The nurse practitioner continues to provide and follow Ms. Fite's healthcare.

Cancer Treatment Services

Leon County women facing cancer have a variety of both preventive health and treatment options available. The Leon County Public Health Department's Office of Minority Health has a Breast and Cervical Cancer program that provides referrals to mammograms and to services for treating breast cancer and cervical cancer. The cost of services is based on income, on a sliding scale. Clients must undergo a financial eligibility interview before obtaining treatment. There are five (5) identified²⁴⁵ mammography centers in Leon County. Tallahassee Memorial Healthcare operates a specialized cancer treatment center offering a broad range of treatment services as well as the Angie Deeb Cancer Unit, the region's only specialized inpatient cancer unit. Capital Regional Medical Center's partner organization, the Capital Region Cancer Center, also offer specialized cancer treatment services.

²⁴⁵ University of South Florida (2010). Retrieved on September 18, 2012 from http://www.rtk.php.ufl.edu/mammography/pdf/LEON%20MammoGuide_EN%5B1%5D.pdf



Health Assessment and Advocacy

Leon County participates in Mobilizing for Action through Planning and Partnership (MAPP), a community-driven strategic planning process for improving community health. The process helps communities to apply strategic planning in prioritizing public health issues and identifying resources to address them. In September, 2012, the MAPP Steering Committee, now known as the Capital Coalition for Health, completed its initial assessment and identified three priority issues to be included in the Community Health Improvement Plan:

- Obesity and chronic disease
- Health disparities (including mortality from breast, prostate and colorectal cancer)
- Access to health care.²⁴⁶

In coming years, the Capital Coalition for health will serve as a catalyst for actions that will help in reducing cancer-related deaths among both women and men in Leon County.

Reproductive and Sexual Health

Reproductive and sexual health is an area in which gender considerations are especially significant, and vital to the health of women and adolescent girls. Prevention of unwanted pregnancy and childbearing, especially for teens, helps to raise educational attainment, increase employment opportunities, and enhance financial stability. Access to quality health services and support for safe sexual practices and during pregnancy can provide an opportunity to identify existing health risks in women and to prevent future health problems for them and their children, improve physical and emotional well-being; reduce births to teen mothers, and decrease the incidence of sexually transmitted diseases (STDs) including HIV/AIDS, viral hepatitis, and other infections.

Pregnancy and Prenatal Care

Many factors can affect pregnancy and childbirth outcomes, including preconception health status, age, access to appropriate preconception and inter-conception (between pregnancies) health care, and poverty. Comprehensive preconception and prenatal care includes encouraging women to stop smoking, refrain from using alcohol and other drugs, eat a healthy diet, take folic acid supplements, maintain a healthy weight, control high blood pressure and diabetes, and reduce exposure to workplace and environmental hazards.

There are racial and ethnic disparities in pregnancy-related mortality and morbidity for mothers and children, particularly for non-Hispanic black women in Leon County. These differences are likely the result of many factors including poverty, lack of access to appropriate care, and lack of information about positive health practices. Infant and child health are similarly influenced by socio-demographic

²⁴⁶ Health Planning Council of Northeast Florida (2012). *Leon County community health assessment: Executive Summary*. Retrieved on October 1, 2012 from http://www.nefloridacounts.org/javascript/htmleditor/uploads/Leon_exec_summary_final.pdf



factors, such as family income, but are also linked to the physical and mental health of parents and caregivers.

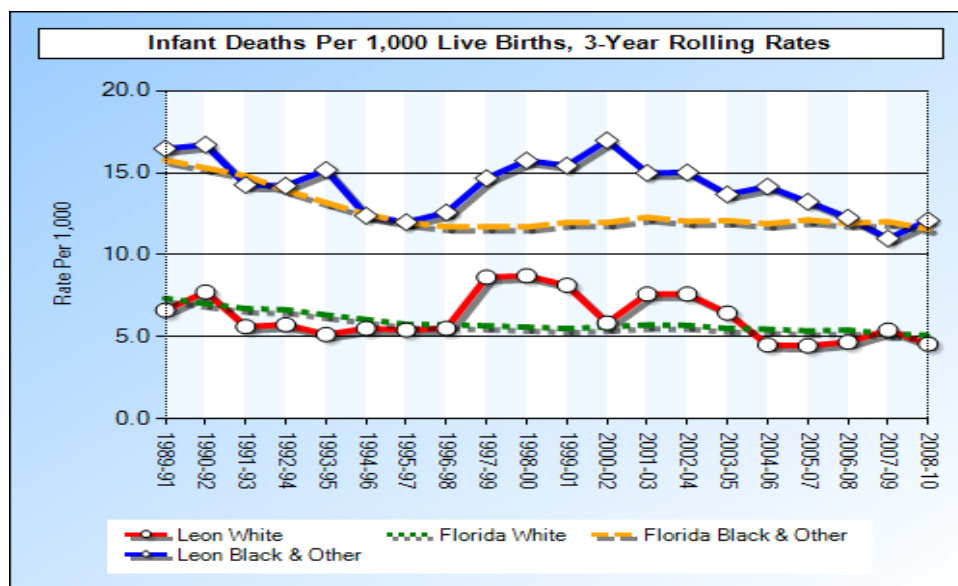
In its 2010 Service Delivery Plan, the Capital Area Healthy Start Coalition listed 15 areas of concern regarding maternal and infant health for Leon and Wakulla counties. The four concerns that came to the forefront were:²⁴⁷

- Infant deaths
- Low and very low birth weights
- Early entry into prenatal care
- Teen births and repeat teen births

Infant Deaths

Infant deaths occur at higher rates among black babies than white babies in Leon County and statewide. According to the data provided by Florida CHARTS, this difference has persisted for over 20 years.

Figure 34: Infant Deaths Per 1,000 Live Births, 3-Year Rolling Rates²⁴⁸



Low and Very Low Birth Weights

A baby who is born weighing less than 2500 grams or 5.5 pounds is considered low birth weight (LBW). Approximately two-thirds of LBW babies are also born prematurely. Babies born too small or too soon

²⁴⁷ Capital Area Healthy Start Coalition, Inc. Service Delivery Plan 2010 – 2015.

<http://www.capitalareahhealthystart.org/images/documents/2010-2015-service-delivery-plan.pdf>

²⁴⁸ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS. (2010).

Florida behavioral risk factor data.

<http://www.floridacharts.com/FLQUERY/InfantMortality/InfantMortalityRpt.aspx>



have an increased risk for serious health problems in infancy, life-long disabilities, and death.²⁴⁹ According to the March of Dimes, approximately one in every 12 births (8.3%) is LBW.²⁵⁰

In Leon County, there were nearly twice as many LBW babies born to non-white mothers (208) than to white mothers (105).²⁵¹

The more prematurely a baby is born, the more likely they are to be born at very low-birth weight (VLBW), weighing less than 1500 grams (3.3 pounds). These babies have the highest infant mortality rate. VLBW babies are approximately 100 times more likely and LBW babies are five times more likely to die in the first year of life than normal birth weight babies.²⁵²

There were a total of 60 VLBW babies born in Leon County in 2011. Of these babies, 41 (68.3%) were born to non-white mothers and 19 (31.7%) were born to white mothers—again highlighting the racial disparity in birth outcomes.²⁵³

Sexually Transmitted Diseases (STDs)

The rate of bacterial sexually transmitted diseases in Leon County is very high. Out of all 67 Florida counties, Leon County had the 7th highest rate (behind several other counties in the Big Bend) of bacterial sexually transmitted diseases for women between the ages of 15-34 for the three year period between 2009-2011. During this time period, women ages 15-34 in Leon County had a bacterial sexually transmitted disease at a rate of 4,241.1 per 100,000 which is 61% higher than the statewide rate.²⁵⁴ It is likely that the large undergraduate and graduate student population in Tallahassee contributes in part to this statistic.

Substance Abuse and Its Effect on Women and Girls²⁵⁵

Prevalence

The misuse of alcohol and drugs remains a significant problem in Leon County and across the state. Women, particularly women who have experienced trauma, are at a high risk for substance use disorders. In the U.S., among women with PTSD, 27.9% are estimated to have an alcohol use disorder

²⁴⁹ Even with advances in medical science, a small percentage of infants surviving prematurity and LBW will have mental deficiencies, cerebral palsy, and vision and/or hearing loss. This results in serious expense: not only is time spent in Neonatal Intensive Care (NICU) extremely expensive; the cost of care for the affected babies over a lifetime is great, not to mention the toll it takes on their families.

²⁵⁰ March of Dimes. Medical Resources.

http://www.marchofdimes.com/professionals/medicalresources_lowbirthweight.html

²⁵¹ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS.

Florida Birth Query System. <http://www.floridacharts.com/FLQUERY/Birth/BirthRpt.aspx> accessed 9/20/12.

²⁵² Ibid

²⁵³ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS.

Florida Birth Query System. <http://www.floridacharts.com/FLQUERY/Birth/BirthRpt.aspx> accessed 9/20/12.

²⁵⁴ Florida Department of Health, Bureau of Vital Statistics and Assessment. Florida CHARTS.

Communicable Diseases.

<http://www.floridacharts.com/charts/report.aspx?domain=01&IndNumber=0142> Accessed 9/20/12

²⁵⁵ Section on substance abuse contributed in its entirety by the staff at DISC Village, October, 2012.



and 26.9% have a drug use disorder²⁵⁶. And while the estimated lifetime prevalence of PTSD among adult Americans is 6.8%²⁵⁷, the lifetime prevalence of PTSD among women is significantly higher at 9.7%²⁵⁸.

In addition to a growing prevalence of substance use disorders among women with PTSD, studies have shown that the reverse is also true - many women who seek substance abuse treatment also have PTSD. The overall rate of PTSD among patients in substance abuse treatment is 12% - 34%, but among women it is 33% - 59%. When the study is opened up to all traumas, not just women with PTSD, 55-99% of women in substance abuse treatment have experienced trauma during their lifetime²⁵⁹.

The combination of PTSD and substance abuse exacerbates the effects of each disorder. Those with co-occurring disorders have worse outcomes than those with either disorder alone²⁶⁰:

- Higher rates of subsequent trauma
- More severe clinical profile (including other Axis I and II disorders)
- Medical problems
- HIV risk
- Legal problems
- Lower work functioning
- Suicidality
- Self-harm

Women and Girls Who Sought Treatment for Substance Abuse at DISC Village

Statistical data on women and girls who sought care at DISC Village during FY2011-2012 can provide snapshot of this population and the prevalence of substance abuse in Leon County:

- Of all of the people who received substance abuse treatment at DISC during FY11-12, 36% were women.
- Women from Leon County make up 21% of all adult persons served at DISC Village during the time period.
- 6% of the Leon County women who received substance abuse treatment at DISC were pregnant at time of admission.
- Of the Leon County women who received substance abuse treatment at DISC, the racial breakdown was:
 - 64% White
 - 34% Black
 - 1% Multi-racial

²⁵⁶ Kessler, Sonnega, Bromet, Hughes, & Nelson, 1995

²⁵⁷ The U.S. National Comorbidity Survey Replication, 2001-2003

²⁵⁸ Gradus, 2007

²⁵⁹ Najavits, 2001

²⁶⁰ Brady, Killeen, Saladin, Dansky, & Becker, 1994; Hien, Nunes, Levin, & Fraser, 2000; Najavits, Gasfriend, et al., 1998; Najavits et al., 1997



- 1% American Indian

Note: Less than 1% each Asian and Pacific Islander

- Of the Leon County women who received substance abuse treatment at DISC, the employment status at admission breakdown was²⁶¹:
 - 33% Unemployed
 - 19% Full time homemaker
 - 17% Employed full time
 - 12% Employed part time
 - 10% Student
 - 4% Disabled
 - 2% Inmate Other
 - 1% Criminal Inmate
 - 1% Retired

Note: Less than 1% on Leave of Absence from work

- 30% of Leon County women who received substance abuse treatment at DISC had a co-occurring mental health disorder identified at admission.
- 75% of adult women who received substance abuse treatment at DISC were under the age of 27, with 25% of them being age 18.
- 93% of adolescent girls who received substance abuse treatment at DISC were ages 12 to 17, with the distribution being relatively even across the ages.
- Of all of the adolescents who received substance abuse treatment at DISC during FY11-12, 34% were girls
- Adolescent girls from Leon County make up 27% of all adolescents served at DISC Village during the time period.
- Of the Leon County girls who received substance abuse treatment at DISC, the racial breakdown was:
 - 39% White
 - 58% Black
 - 2% Multi-racial

Note: Less than 1% each Asian, American Indian and Pacific Islander

Families Affected by Substance Abuse

Data on the prevalence of substance abuse in families where an allegation of maltreatment was made to the Abuse Hotline is available from the Department of Children and Families for FY2011-2012:

- | | |
|---|-------|
| ● Total number of allegations of maltreatment in Circuit 2: | 8,317 |
| ● Total # of allegations of substance misuse as a factor in alleged maltreatment: | 1,963 |
| ● % of maltreatment allegations where substance misuse was a factor: | 24% |
| ● Total number of allegations of maltreatment in Leon County: | 5,577 |

²⁶¹ Provided by DISC Village, 2012



- Percentage of C2 allegations of maltreatment that come from Leon County: 67%
- Total # of allegations of substance misuse as a factor in alleged maltreatment: 1,289
- Percentage of maltreatment allegations where substance misuse was a factor: 23%

In FY11-12 in Leon County, 1,289 children were alleged to have been negatively affected by the substance misuse of a caregiver²⁶².

Substance misuse is the #1 maltreatment allegation in Leon County, Circuit 2 and the State of Florida.

Involvement of Girls in the Juvenile Justice System with crimes related to drugs and alcohol

The involvement of adolescent girls in the juvenile justice system is significantly less than that of adolescent boys, but they are still present in data from the Department of Juvenile Justice for FY2011-2012:

- Total number of adolescents arrested for drug and/or alcohol possession: 11,482
- Total number of girls arrested for possession: 1,981
- Percentage of adolescents arrested for possession who were female: 17%
- Total number of girls in Leon County arrested for possession: 24
- Percentage of girls arrested for possession who resided in Leon County: 1%

Types of Services Available in Leon County for those dealing with substance use/abuse

- **Long term residential treatment** is available to women residing in Circuit 2. Pregnant women who start residential treatment are allowed to keep their infants with them during the duration of their treatment. Sisters in Sobriety has 20 Residential-level II beds for women. This program provides a wealth of group counseling options for women. Topics include social skills, assertiveness, abuse/domestic violence, self-esteem, nutrition, parenting, budgeting, anger management, family group, vocational education, co-occurring disorders, chemical education, relapse prevention and smoking cessation. The SIS program works to help women not only recover from substance abuse or dependence, but also to help them gain employment, enroll in school, find safe and affordable housing, find affordable and flexible child care, access needed health care (including mental health) and to overcome struggles such as transportation or legal issues and how to pay for needed medication.
- Salvita, a Residential Level IV program, is a **step-down option for women coming out of Sisters in Sobriety**. Residents continue to receive counseling and case management while working on their educational and employment goals. By living in a therapeutic community for a period of time while completing their education or gaining employment residents have a greater chance of success living independently in the community following graduation. Healthy, substance-free women who are employed and have saved sufficient income to move into safe and stable housing are much more likely to maintain their recovery.

²⁶² Department of Children & Families, 2012



- **Juvenile outpatient treatment** is available to girls ages 12 to 17 who reside in Circuit 2. These community-based services are available at all DISC Village locations, as well as on-site at several alternative schools. DISC provides outpatient services to at risk Leon County youth at AMI for Kids, Inc. and PACE School for Girls.
- **Adult outpatient treatment** is available to adult women in Leon County through the Adult Services Program at DISC Village. Counselors trained in trauma-informed care provide intervention, outpatient and intensive outpatient substance abuse and co-occurring disorder treatment in a community setting. For those consumers who have transportation issues, or desire an increased level of privacy during treatment, assessment, treatment planning and counseling services are available through the E-Services Program. E-Services counselors use the telephone and web-based technology to provide secure treatment options for consumers.
- **Prevention services** are available on-site to girls attending Griffin Middle School, Godby High School and Success Academy at Ghazvini Learning Center. Goals for participants in Prevention services are to reduce or eliminate alcohol and drug use, improve school attendance, maintain or improve grade point averages and increase their knowledge of alcohol, tobacco and other drugs. School-based Prevention Specialists can also identify students in need of more intensive intervention or treatment, and make referrals to the Juvenile Outpatient Program.
- **Intervention and diversion services** are available to at risk adolescent girls ages 12 to 17 through the Leon County Civil Citation Program. First time offenders can be referred by local law enforcement. Through participation in the Civil Citation program participants can avoid a criminal record and will have a chance to receive treatment for underlying substance abuse and mental health problems. The Leon County Civil Citation Program has a group tailored to the needs of adolescent girls, such as self-esteem issues, sexual issues/STD prevention, and other topics of interest to this population.
- **Intervention and treatment services** are available to adolescent girls ages 13 to 17 through the Juvenile Drug Court Program. Girls are referred to this program by the court and can participate on both a pre-trial and a post-trial basis. While the Juvenile Drug Court Program is available in Leon, Wakulla and Gadsden counties, the Leon County location in particular has had an increase in girls being referred as of late and have started a gender-specific therapy group to best address the needs of this population. Topics include nutrition and eating habits, sexual violence and dating, STD prevention, etc.
- **Family intervention services** are available to families referred by Big Bend Community Based Care as being at risk for removal of children due to allegations of abuse. The purpose of the Selected Family Interventions (SFI) program is to increase children's stability and safety in their own homes while the family increases the ability to care for one another. The major goal is to ensure children's safety and well-being. Services are provided in an effort to prevent the occurrence or recurrence of abuse, neglect, or abandonment.



Needed services currently unavailable in Leon County for those dealing with substance use/abuse

- **Residential substance abuse treatment for women and their children** is sorely needed in Leon County as well as the Big Bend region in general. Women seeking treatment who have children older than an infant must travel to Pensacola or Jacksonville to access programs that allow children to stay with their moms.
- A similar shortage exists for **adolescent girls in need of residential substance abuse treatment**. There are no residential treatment programs for adolescent girls in Leon County or Circuit 2. The closest program of this type is in Panama City.

Substance Abuse Treatment for Battered Women using Trauma Informed Care

Availability of trauma-informed care for victims of domestic violence and other traumas is increasing in Leon County and the surrounding areas. The work of the Circuit 2 Trauma Informed Care Workgroup to educate professionals on the impact of trauma on the lives of adults and children, and to provide strategies on how to better serve survivors, has greatly contributed to this. Through this initiative, service providers have become more informed about trauma and learned to shift perspective from providing traditional services to focusing on the individuals being served, the way they are served and each individual's story. This approach provides interactions that help children and adults heal and foster hope and resilience. Trauma-informed care is available to all women and girls who participate in substance abuse intervention and treatment services at DISC Village²⁶³.

HIV/AIDS in Leon County²⁶⁴

HIV / AIDS continue to be a major factor in health in Leon County. Infection rates continue to increase as do the reported number of new infections. In addition to new infections, as treatment methodologies improve, and drug regimens refined, those people who are infected with HIV are living longer, increasing the number of people living with HIV in the area. There are currently over 2,000 reported cases of HIV infection in Area 2B as designated by the Bureau of HIV/AIDS, Department of Health. 2B includes Leon, Gadsden, Wakulla, Taylor, Franklin, Liberty, Jefferson and Madison Counties. Of those 2,000 cases, 1,285 reside in Leon County. It is estimated that one person in five that is infected is unaware of their HIV status, bringing the importance of continued HIV testing to the forefront.

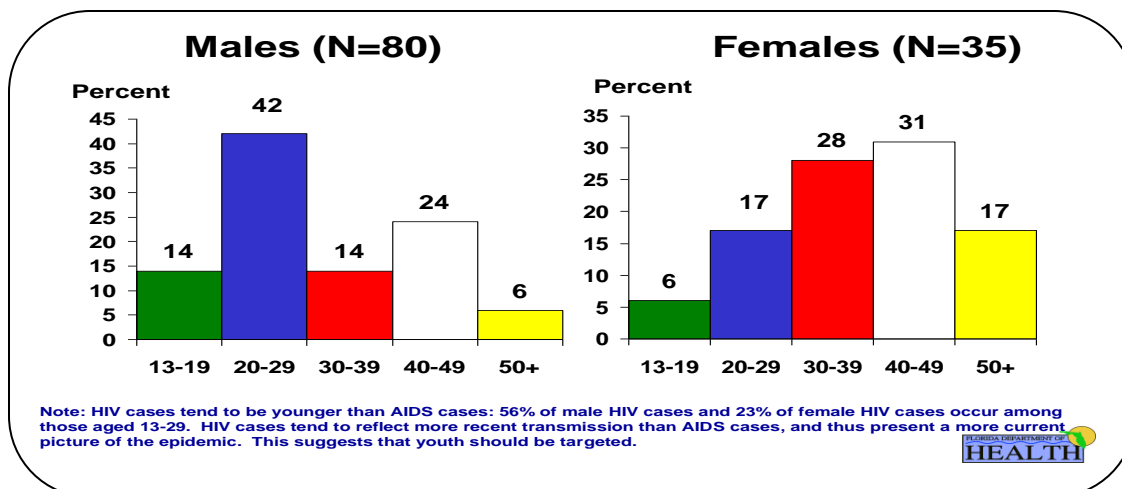
According to the latest epidemiological data from the Bureau of HIV/AIDS; women account for 24% of cumulative adult HIV /AIDS cases in Area 2B. In Leon County those numbers are much different, with women accounting for 44% of all cumulative cases. In women as indicated by the table below, 60% of adult HIV cases are in women between the ages of 30 and 50.

²⁶³ Section on substance abuse provided by DISC Village, 2012

²⁶⁴ Section on HIV/AIDS provided in its entirety by Big Bend Cares. October, 2012. Information was cited from (1) agency data, (2) Florida Department of Health Bureau of HIV/AIDS (Annual data trends as of 12/31/2011; Living (Prevalence) data as of 05/26/2011); (3) Florida Department of Health HIV/AIDS & Hepatitis Program, 2012; (4) Florida Department of Health Florida Community Health Assessment Resource Tool Set, 2012

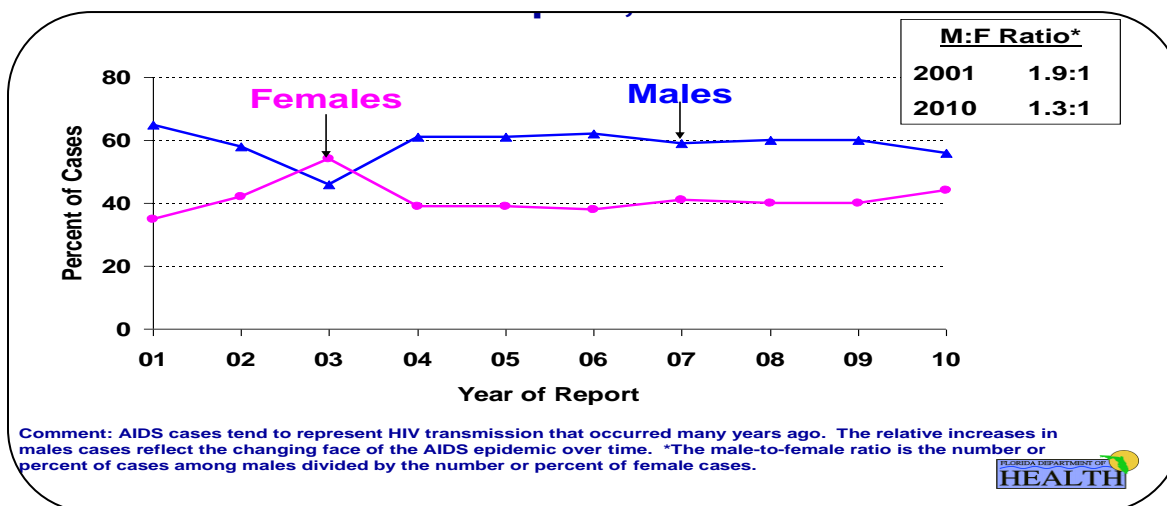


Figure 35: Percent of Adult HIV Cases by Sex and Age Group at Diagnosis Partnership in Geographical Area 2b, 2010



New infections continue to be an issue in Leon County and Area 2B overall. New infections are more prominent in women than in men. As can be seen in the slide below the number of males HIV cases has actually decreased, while the number of HIV cases in women has increased over that time frame.

Figure 36: Adult AIDS Cases by Sex and Year of Report Partnership, area 2b, 2001-2010



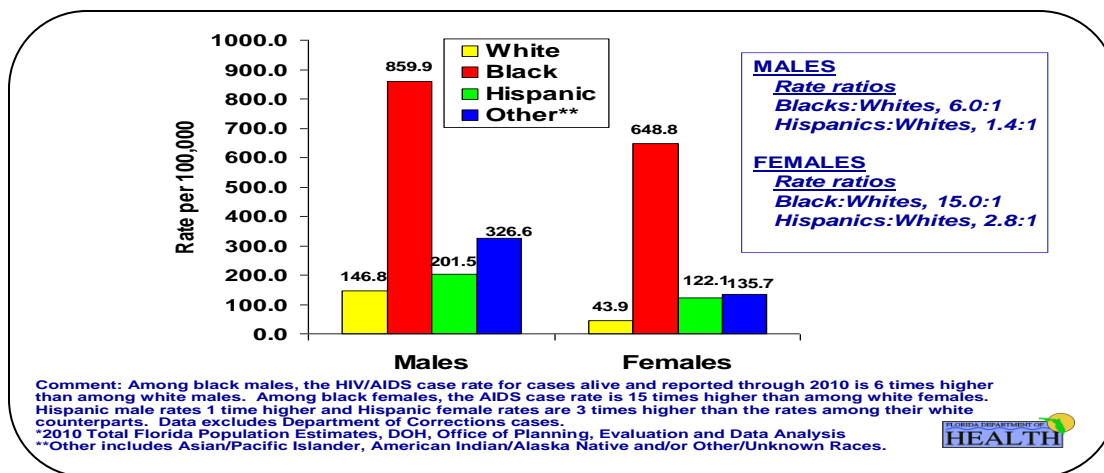
Perhaps the most alarming statistics are those that involve that statistics comparing HIV infection rates with factors of race and poverty. As can be seen in the slide below, HIV case rates are 6 times higher in Black males than white males. However, HIV case rates are 15 times higher in Black Women than in white women.



Leon County Commission on
the Status of Women & Girls

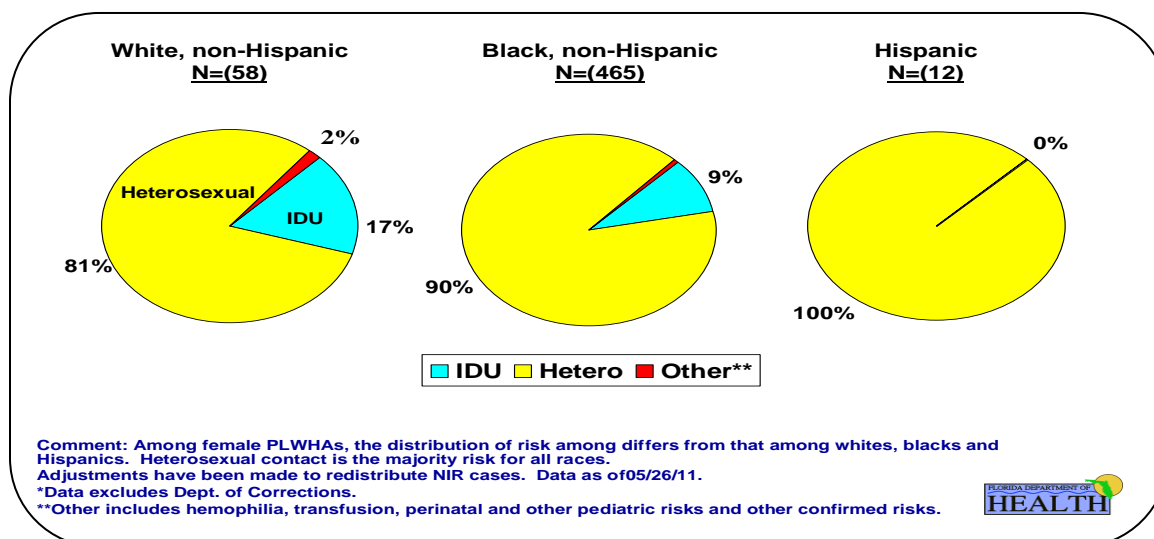


Figure 37: Reported PLWHA Rates per 100,000 Population by Sex and Race/Ethnicity Partnership, area 2b, through 2010



Adult females are almost always infected via unprotected heterosexual contact. In the following slide in area 2B 81% of white women are infected via heterosexual contact while 90% of Black women are infected through heterosexual contact. In Leon County those numbers are consistent with the overall state average.

Figure 38: Living Adult Female HIV/AIDS Cases (PLWHAs) by Race/Ethnicity and Mode of Exposure Partnership, area 2B, through 2010



In summary, HIV/AIDS remains in direct correlation of race, poverty and socioeconomic factors. Those individuals living in the lower echelon of the economic status, those with limited access to medical care and lower educational status remain at higher risk for HIV infection.



**Leon County Commission on
the Status of Women & Girls**



Women in Leon County remain in the lower echelon of economic status and therefore remain at higher risk for HIV infection. This increased risk can also be attributed to: the high number of prisons in Gadsden County, the socially accepted practice of sharing men among women and families and lack of access to healthcare. The recent MAPP study conducted by Leon County Health Department is continuing to target issues of Health Disparities, and access to healthcare²⁶⁵.

Impacts of Violence Against Women on Health

Impacts of Domestic Violence on Health²⁶⁶

The health impact of domestic violence on women is astounding. National studies illustrate that women who are abused experience a 50-70% increase in gynecological, central nervous system, and stress-related problems.²⁶⁷ Gynecological issues may include: Urinary tract and vaginal infections, irregular menstrual cycles, Pelvic inflammatory disease, and chronic pelvic pain syndrome.²⁶⁸

In addition, women exposed to domestic violence experience higher rates of other health-related problems. Women who live with domestic violence are more likely to be diagnosed with gastro internal issues like: Stomach ulcers, frequent indigestion, diarrhea, or constipation, Irritable Bowel Syndrome (IBS), and spastic colon.²⁶⁹

If a woman escapes the violence or is unable to, the health impact of abuse often remains long term. Medical studies have linked the long term effects of domestic violence and abuse with health problems including diabetes, obesity, and eating disorders.²⁷⁰ Moreover, women who experience violence over their lifetime have a 7.9% disease burden due to the violence. That is a higher risk than other risk factors for disease including high blood pressure, tobacco use, and obesity.²⁷¹ This means that women who are lifetime smokers are at less of a risk for chronic disease than women who experience interpersonal violence.

Physical and emotional pain for a survivor of domestic violence is not only present during the relationship. The longer term effects continue when women leave the relationship. Wuest et al. (2008) analyzed data from the Women's Health Effect Study (WHES), an ongoing prospective study of the patterns of women's physical and mental health in the early years after leaving an abusive partner. More than one-third (35.3%) of survivors of domestic violence experienced high disability pain and 43.2% reported swollen/painful joints. Chronic pain is a major form of disability accounting for \$125

²⁶⁵ Big Bend Cares, 2012

²⁶⁶ Section on Impacts of Domestic Violence on Health was provided in its entirety by the Florida Coalition Against Domestic Violence. October, 2012.

²⁶⁷ Campbell et al. (2002)

²⁶⁸ Campbell et al, 2002; Coker et al, 2000; Letourneau et al, 1999; Mark et al, 2008; Shei, 1991

²⁶⁹ Coker et al, 2000; Drossman et al, 1995; Lesserman et al, 2007; Kernic et al, 2000; Talley et al, 1994

²⁷⁰ Futures Without Violence

²⁷¹ Vos et al. (2006)



billion in annual health care costs.²⁷² Managing chronic pain is also a struggle for survivors of domestic violence as is access to safe and affordable health care.

Statistics related to the impact of domestic violence on women's health are critical in understanding the experiences of women who are abused by their intimate partners. Survivors of domestic violence report that abusers deny them access to health care as a tactic of abuse to maintain power and control. This is an important factor to consider because it is likely that survivors do not make appointments with medical professionals or they miss them because of the batterer's involvement in denying her access to medical care. Survivors may also experience an interruption of current care for chronic conditions that may exacerbate the issue over time.

Survivors of domestic violence report that abusers deny them access to health care as a tactic of abuse to maintain power and control.

As a result, health care providers should have routine domestic violence screenings that are confidential, culturally relevant and administered with safety as the priority. Additionally, medical staff should confidentially provide information and referrals about the local certified domestic violence center for patients that self-identify as being abused by her intimate partner.

Florida law requires a wide range of health care providers to receive education on domestic violence so that they can screen their patients, identify local resources and refer their patients to local programs for assistance.²⁷³

It is important to note that survivors of domestic violence are four times more likely to utilize a health care setting as a place to seek support as compared to other community agencies and, survivors are 2.6% more likely to use the health care setting to leave the abusive relationship.²⁷⁴

Additionally, the U.S. Department of Justice reports that 37% of all women who sought care in hospital emergency rooms for violence-related injuries were injured by a current or former spouse, boyfriend or girlfriend. With this knowledge, health care professionals play a vital role in connecting survivors to their local domestic violence center to seek lifesaving services and support.

Domestic violence may not only impact a woman's physical health, but also her mental wellbeing. It is important to note that most survivors of domestic violence do not develop long lasting psychiatric disabilities; however, according to research, mental illness appears to heighten women's risk for abuse.²⁷⁵ For example, a study of homeless women diagnosed with a serious mental illness found that a significant majority had been abused by a partner. 70% of the women had suffered physical abuse and

²⁷² Kendall-Tackett et al, 2003

²⁷³ Fla. Stat. § 756.031 (2012).

²⁷⁴ McCloskey et al. (2006)

²⁷⁵ Goodman et al, 2001



30.4% experienced sexual abuse²⁷⁶ and, on average, over half of women seen in a range of mental health settings either currently are or have been abused by an intimate partner.^{277, 278}

The *National Center on Domestic Violence, Trauma and Mental Health* conducted focus groups with women who self-identified as receiving mental health services. Findings concluded that the majority of the women had experienced domestic violence and other forms of abuse, but few were asked about these experiences.²⁷⁹ This suggests a gap in screening for domestic violence exists in not only traditional medical settings, but also mental health service provider settings. It is imperative that mental health providers receive formal training on the dynamics of domestic violence in order to recognize abusive partner behavior such as threatening to commit and/or committing their partners to psychiatric institutions; forcing their partners to take overdoses (which are often presented as suicide attempts); withholding psychotropic medications; asserting that accusations of abuse are simply delusions; lying outright about their partners' behaviors; and, rationalizing their own (e.g., claiming their partner "needed to be restrained").²⁸⁰ Failures to identify these tactics are a missed opportunity to safety plan with survivors or refer them to appropriate domestic violence intervention services.

Impacts of Sexual Violence on Health²⁸¹

The health consequences of sexual assault can be severe. In addition to the injuries that may be sustained as a result of physical abuse that may accompany the sexual assault, forced sexual contact can also result in genital injuries and gynecological complications, such as bleeding, infection, chronic pelvic pain, pelvic inflammatory disease, and urinary tract infections. Sexual violence can also put women at risk of unwanted pregnancy and sexually transmitted infections, including HIV/AIDS; unwanted pregnancies may lead to an unsafe abortion or to injuries sustained during an abortion.²⁸²

Victims of sexual assault can experience a wide range of psychological and emotional disorders, including shock, anxiety, depression, post-traumatic stress disorder or rape trauma syndrome, and other trauma-related mental health issues. Victims may also experience disturbed sleep, loss of self-esteem, sexual dysfunctions, and behavioral and eating disorders. Psychological and emotional trauma can also manifest itself in physical reactions such as stomachaches, headaches, and back problems. Sexual assault victims are more likely to attempt or to commit suicide. According to the World Health Organization, studies indicate that 33% of women with a history of sexual abuse and 15% of women

²⁷⁶ Goodman et al, 2001

²⁷⁷ Mowbray et al, 1998

²⁷⁸ Friedman et al, 2007

²⁷⁹ National Center on Domestic Violence, Trauma and Mental Health, 2011

²⁸⁰ Ibid.

²⁸¹ Section on Impacts of Sexual Violence on Health is directly reproduced in its entirety with permission from the following publication: The Advocates for Human Rights (2006). *Health Consequences of Sexual Assault*. http://www.stopvaw.org/health_consequences_of_sexual_assault. All footnotes in this section are from the original.



with a history of physical abuse showed signs of a psychiatric disorder. Only 6% of women without a history of abuse show signs of psychiatric problems.²⁸³

Studies indicate that a high percentage of women who have been the victims of sexual assault suffer from post-traumatic stress disorder (PTSD) or "rape trauma syndrome." Studies in France, New Zealand, and the United States indicate that the "chances that a woman will develop PTSD after being raped are between 50% and 95%."²⁸⁴

Rape trauma syndrome generally refers to the "cluster of emotional responses to the extreme stress experienced by the victim during the sexual assault." These responses can include feelings of hopelessness, loss of control, anger and guilt, as well as "phobias, depression, sexual difficulties, failure to resume previous social or sexual relationships, failure to return to work, substance abuse, and suicidal ideation."²⁸⁵ Other symptoms of PTSD or rape trauma syndrome can include recurrent nightmares or intrusive memories (flashbacks) of the event, social withdrawal, anxiety and feelings of numbness.²⁸⁶ One study found that almost a third of all victims develop PTSD sometime during their lives.²⁸⁷ Another study "found that the psychological effects of being raped were comparable to the effects of being tortured or kidnapped."²⁸⁸

In addition, women who have been the victims of sexual assaults may experience problems in relationships with intimate partners and friends. Women may be reluctant to trust others, and may withdraw from social situations. Victims of sexual assault may also experience sexual dysfunction; they may be "afraid of and try to avoid any sexual activity; they may experience an overall decrease in sexual interest and desire."²⁸⁹

Victims often blame themselves for the assault. Self-blame, in turn, can have further serious and significant psychological consequences for victims. Self-blame is associated with feelings such as fear, depression and anxiety. As one expert has explained:

*"The more women blamed themselves for the rape, the more suicidal they had been since the rape, the greater the likelihood that they had been psychiatrically hospitalized, and the lower their self-esteem. In total, nearly one-third of rape victims develop post-traumatic stress disorder, and thirteen percent of rape victims attempt suicide."*²⁹⁰

Studies have indicated that victims of marital or date rape are eleven times more clinically depressed, and six times more likely to experience social phobia than are non-victims. Victims also may be more

²⁸³ World Health Organization, First World Report on Violence and Health 163 (2002).

²⁸⁴ Ending Violence Against Women, Population Reports, vol. 7, no. 4, December 1999.

²⁸⁵ Ivana Bacik, Catherine Maunsell, & Susan Gogan, The Legal Process and Victims of Rape 27 (September 1998).

²⁸⁶ Rape, Illustrated Health Encyclopedia.

²⁸⁷ Sue Orsillo, Sexual Assault Against Females, National Center for PTSD (2003)

²⁸⁸ Ending Violence Against Women, Population Reports, vol. 7, no. 4 (December 1999)

²⁸⁹ Sue Orsillo, Sexual Assault Against Females, National Center for PTSD (2003).

²⁹⁰ Testimony of Professor Michelle J. Anderson before the Supreme Court of Pennsylvania, Committee on Racial and Gender Bias in the Justice System (6 December 2001) (citations omitted).



likely to abuse substances as a coping mechanism. In one study, sexual assault was found to increase the odds of substance abuse by a factor of 2.5 percent.²⁹¹

For women in refugee camps, sexual assault and the threat of sexual assault can not only affect their physical and emotional health, but also their and their children's nutritional health. When camp conditions do not provide for women's safety when they go to gather firewood or water, women may restrict their participation in such activities, as a result of which they and their children may not have be able to provide for themselves nutritionally.²⁹²

Mental Health²⁹³

In 2011/12, Apalachee Center treated 2282 Leon County residents for acute psychiatric or substance abuse issues in Eastside Psychiatric Hospital, Crisis Stabilization, or Detox. About 34% of these folks were women. This means that Apalachee crisis services were utilized by men far in excess of their proportion in the general Leon population (48% male, 52% female). This data is consonant with that shown by most publicly funded emergency psychiatric services across the country, which tend to be utilized much more frequently by men than women, usually because of the socioeconomic driver that severely and persistently mentally ill men tend to have fewer resources, including family support, homes, and disability insurance, than do matched age and diagnosis women. Also consonant with the national data, of those women treated in Apalachee emergency services, 80% (1692) were treated for mental health issues, as opposed to 70% of male clients, more of whom received substance abuse treatment in Detox (437 men to 153 women – almost a 4:1 ratio).

The picture changed when we looked at outpatient treatment. In 2011/12, Apalachee Center treated about 959 unduplicated clients who are Leon County residents.

Of those, 53% were women (marginally above the general incidence in the population). A few

Real Women and Girls: A Note from Q.W.

My name is Q.W. and I have been receiving outpatient services, case management, medication management, and counseling therapy since 2008. I've been diagnosed with a mood disorder. When I first started my service, I had DJJ involvement due to criminal charges I got as a result of my explosive outbursts, mood swings, and not being able to control my impulses. I had been having major problems at home with my family to the point law enforcement and DCF got involved. Due to my behavior before I started treatment, I was expelled from traditional school and even ended up in DJJ residential programs three times. Once I started getting services I began to feel better; my medication was able to help me control my behaviors, and the support that I got from everybody there as a part of my treatment made me want to do better so I wouldn't let them down because they were working so hard to help me. I was able to complete all of my DJJ requirements and have not had any more legal problems. I was able to get back into traditional school, graduate with honors, receive a college scholarship, and now I am a freshman in college. My service at Apalachee has had a lot to do with helping me get to where I am now as a person, student, and family member.

--Q.W

²⁹¹ National Center for Injury Prevention and Control, Rape Fact Sheet: Prevalence and Incidence.

²⁹² Ending Violence Against Women, in Population Reports, vol. 7, no. 4 (December 1999).

²⁹³ Section on Mental Health provided in its entirety by the Apalachee Center, October, 2012.



interesting points about the women receiving outpatient treatment through Apalachee Center were clear in this run-through of the data:

- African American women, and other women of color, received services far in advance of their numbers in the general population (49% of all women served at Apalachee Center, as opposed to 37% in the general Leon County demographic). This suggests that Apalachee is doing a reasonable job of ensuring service access to nonwhite Leon County residents. These percentages are true for men as well.
- There is a small, but interesting difference in the ages of women served. Women served who are under 18 constitute just 10% of the total, while males under 18 constitute 18% of their total. Apalachee may need to make a greater effort to outreach teen-age girls who need help.

The most important finding is that the most significant difference across the gender spectrum is actually diagnostic. Of the 493 women in the sample whose diagnoses were captured, more than half were diagnosed with mood disorders or anxiety disorders (52%). That compares to about a third of the male sample (35%). Again, this is very consonant with the national samples for differential rates of diagnosis between genders, which tends to show women as being diagnosed with depression at twice the rate of men. This is consistent with national studies that indicate that early trauma such as physical and sexual abuse is one of the biggest predictors of depression and anxiety in later life.

In reviewing the data for the report to the Commission Dr. Jay Reeve, President and Chief Executive Officer, summarized by stating, “Our sample strongly suggests that women’s mental health efforts in Leon County should be targeted towards increasing awareness of, and treatment access for, anxiety and depression, with particular attention to PTSD and the sequelae of trauma.”²⁹⁴

²⁹⁴ Personal communication with Dr. Jay Reeve, President and Chief Executive Officer, Apalachee Center via email on 10/15/12.



LEADERSHIP



**Leon County Commission on
the Status of Women & Girls**



Leadership

Introduction

Historically, women have held and maintained formal leadership positions at a lower rate than men, a fact which has impacted women's salaries and overall economic security.

The Leadership Committee's (the Committee) charge was to determine the status of women and girls holding leadership positions in Leon County. The Committee decided that the report would include elected officials, appointed officials, business leaders, and not-for-profit leaders. The Committee conducted an assessment of women in leadership positions in public, private and non-profit sectors of Leon County. The Committee hopes to see a substantial increase in the number of women in leadership positions in the future, reflective of the advancement of women in our community.

According to the Florida Commission on the Status of Women's 2010 report, women own nearly twenty-nine percent (28.9%) of the two million businesses in the state. In Florida, women hold thirteen percent (13%) of the elected Senate seats and twenty-five percent (25%) of the House seats. The report also noted that twenty percent (20%) of the judicial seats were occupied by women.²⁹⁵

In 2003, Governor Jeb Bush appointed Toni Jennings to serve as the Lieutenant Governor, making Jennings the first woman to serve in this post. In 2011 when Jennifer Carroll became Florida's 18th Lieutenant Governor, she was not only the first woman but also the first African-American to be elected to this position. To date, no woman has ever been elected to serve as Florida Governor.

Key Findings

- In 1994 Marjorie Turnbull was elected as State Representative for Leon County and served until 2000. Since that time, two House seats have been held by women. In 2003, Nancy Argenziano became the first woman elected to the Florida Senate to represent Leon County. Since 2007 there have been no women serving in the Florida State Senate representing Leon County.
- In 1978, Gayle Nelson was the first woman elected to the Leon County Commission. Thirty-four years later, only six women have held seats on the County Commission.
- From 1972 to 2012, seven women have held seats on the Tallahassee City Commission. During these 40 years, there have been 200 elective opportunities for these seats including the position of Mayor. Over this time, these seven women have been elected to 52 of those 200 elective positions. In other words, women have held 26% of all elected leadership to the Tallahassee City Commission since 1972.
- There are a total of 4,569 leadership positions in the 29 state governmental units evaluated in this report. Women hold 2,443 of those leadership positions; men hold 2,126. However, women make up 25.6% more of the overall number of state government employees than men.

²⁹⁵ Florida Commission on the Status of Women and Girls 2010 Annual Report.
<http://www.fcsww.net/documents/AnnualReports/revisedfinalpublicofficials2010forweb.pdf>



Therefore, relative to their numbers, men occupy roughly 47% more leadership positions than women.

- Fourteen women have served on the Leon County School Board since 1965, making up about 37% of the School Board representation since then. There have been no female Superintendents of Schools.
- Of the 10,592 total staff members that work for the 18 employers who responded to the survey for this report, the majority (62%), were male. Of the 12 major Tallahassee employers who reported the gender of their highest paid employee, 75% of those top paid employees were male. The remaining 25% were female.
- The majority of employees in the non-profit organizations we reviewed were women, who make up about 84% of the professional staff and 75% of the support staff. About two-thirds of the non-profits reviewed identify women as the highest paid employees. The average²⁹⁶ salary for these highest paid positions is approximately equal for women and men, at about \$55,000.

Defining Leadership

This section of the report provides a statistical picture of Leon County women and their leadership status in employment and elected positions.

There are hundreds of definitions of leadership. Because our goal was to ascertain the status of women as holders of formal leadership positions, the Leadership Committee defined a leader as:

A person who is in management, like a supervisor, or has the power and/or authority to develop or influence policy.

The Leadership Committee collected information from local and private businesses, state government, educational institutions, and non-profit organizations.

Status of Women's Leadership Representation in Elected Government

Methodology

Members of the Committee compiled and confirmed the following information through government websites and telephone calls.

Leon County Legislative Representation

Up until 1994, Leon County did not have any women representation in the state legislature. In 1994, Marjorie Turnbull was elected and became the first woman to hold one of Leon County's two legislative seats in the Florida House of Representatives. In the 2001 redistricting, Leon County was divided into three separate House districts. Since that time two of the three House seats have been held by women: Lorraine Ausley 2000-2008; Michelle Rehwinkel-Vasilinda 2008-present; and Marti Coley 2005-

²⁹⁶ Average calculated by mean.



present. The 2001 redistricting also divided Leon County's senate seats. In 2003, Nancy Argenziano became the first woman elected to the Florida Senate to represent Leon County. Senator Argenziano held this seat until 2007. Since 2007, there have been no women elected to the Florida State Senate representing Leon County.²⁹⁷

Leon County Commission

In 1978, Gayle Nelson was the first female elected to the Leon County Commission. 34 years later, only six women have served on the Leon County Commission. During this time period, there were 63 possible seats to be filled on the County Commission and only 14 possible seats were filled by six elected women.²⁹⁸ For the past 34 years, 22% of the Leon County Commission seats have been held by women.

Tallahassee City Commission

In February of 1972, Joan Heggen was the first woman elected to the City Commission. In 1973, she became the first woman Mayor of the City of Tallahassee. Since then, five women have served as the Mayor. To date, seven women²⁹⁹ have been elected to the Tallahassee City Commission.

Leon County Schools

The first woman to serve as a member of the Leon County School Board was Mary Lou Christie, who served from January 1965 to November 1969. Since 1965, there have been approximately 60 potential seats³⁰⁰ on the Leon County School Board; 14 women have filled 22 of them. This is approximately 37% of the Leon County School Board over the past 47 years. There has never been a woman elected or appointed as Leon County School Board Superintendent.

Status of Women's Leadership Representation in State Government Administration

Methodology

The Leadership Committee submitted a public records request to the Department of Management Services (DMS) to obtain a list of all of the state government employees by agency working in Leon County. Their feedback included each employee's gender, race code and description, length of service, annual salary, state hire dates, position number, class code, class title, SES criteria indicator, and exempt category code.³⁰¹

The State Personnel System is the employment system used by most state governmental employers to categorize each position. Every position in the system is authorized by a Florida Statute and categorized

²⁹⁷ Personal communication with Lorraine Ausley (May, 2012) and legislative websites.

²⁹⁸ The six women Commissioners are Kristin Dozier (2010-present), Jane Sauls(1996-present), Carol Kio-Green(1992-1996), Anita Davis (1990-1996), Marjorie Turnbull(1988-1994), Gayle Nelson (1978-1992).

²⁹⁹ The seven women City Commissioners are Nancy Miller(2010-present), Penny Shaw Herman (1992-1993; Mayor 1994), Deborah Lightsey (1989-2009), Betty Harley(1985-1987; Mayor 1987), Dot Inman Johnson (1986-1988; Mayor 1989), Carol Bellamy (1980-1986), Joan Heggen(1972; Mayor 1973).

³⁰⁰ The 60 potential seats are calculated by multiplying the five available seats on the Leon County School Board by the twelve election cycles that would have occurred during the forty-seven year time span.

³⁰¹ The DMS provided employee information to the Leadership Committee compiled from information state governmental employers submitted to DMS. **full citation including when and how data was supplied needs to be included. That citation can be referenced throughout.



as Career Service (CS)³⁰², Selected Exempt Service (SES), or Senior Management Service (SMS). All state governmental employers fully utilize the system except those in the State University System, the Florida Lottery, the Legislature, the Justice Administration System, and the State Courts System.³⁰³

DMS did not include the State University System and the Legislature in the results of the public records request, and consequently those two entities will not be addressed in this section of the report. Additionally, DMS only provided general employee data without distinguishing leadership positions from non-leadership positions for the State Courts System and the Justice Administrative System. Therefore, the State Courts System³⁰⁴ and the Justice Administrative System will not be included in any analysis of leadership within this report.

The DMS ranks each position in the State Personnel System based on the responsibilities and benefits associated with each position, and designates a pay plan for each position. The SMS pay plan has the highest salary and greatest benefits, the SES plan has lower salary and benefits, and the CS pay plan provides the lowest salary and least benefits of the three.³⁰⁵ DMS provided the Leadership Committee with employees' pay plan data. Each plan has a corresponding identification code by which each employee is categorized: pay plan code "01" with identifying CS pay plan descriptions; pay plan code "09" with identifying SMS pay plan descriptions; and pay plan code "08" with identifying SES pay plan descriptions.

All positions in the SMS pay plan (code 09) are considered to be leadership positions, as this group is comprised of positions with duties and responsibilities which are primarily and essentially policymaking and managerial in nature.³⁰⁶ The SES pay plan consists of both leadership and non-leadership positions.³⁰⁷ SES criteria indicators³⁰⁸ were used to separate SES leadership positions from SES non-leadership positions. If an SES employee had an SES criteria indicator and/or exempt category code, then the data was calculated as a position in the leadership category for the purposes of this report. The Florida Lottery data delineated pay plan code 33 as all the leadership positions within its agency.³⁰⁹

All data presented from DMS in this report reflects the status of state employees as of February, 2012 when the public records request for this data was completed.

³⁰²Section 110.205, Florida Statutes.

³⁰³ Florida Administrative Code Rule 60L-29.002(5).

³⁰⁴ Even though general data was not supplied regarding leadership positions for the State Courts System, the data provided did include the title of the highest leadership position for the States Court System, Chief Justice.

³⁰⁵ Section 110.603, Florida Statutes (2011).

³⁰⁶ Section 110.402(1), Florida Statutes (2011).

³⁰⁷ Section 110.602, Florida Statutes (2011).

³⁰⁸ According to the data supplied, employee positions in pay plan 08 that contained exempt category codes 2M, 2M1, 2M2, 2M3, 2M4, 2M5, 2Q, 2T, 2N1A, 2W with SES criteria indicators of M or S, 5, or 6 were used as criteria indicators to identify leadership positions.

³⁰⁹ Rule 53-20.001 delineates executive management at the Florida Lottery.



Findings

The Leadership Committee received the data of 20,943 Leon County employees from 31 state government employers³¹⁰ listed below. As shown in the table below, women constitute 62.8% of the state government workforce. In other words, there are about 1.7 women for each man in the state government workforce.

Table 26: State Government Employees by Employer and Gender³¹¹

State Government Employers	Number of Employees	Number of Males	Percent of Males in Workforce	Number of Females	Percent of Females in Workforce
AHCA - Agency for Health Care Admin.	825	253	30.7%	572	69.3%
APD – Agency for Persons with Disabilities	174	50	28.7%	124	71.3%
DACS - Agriculture & Consumer Services	1,025	458	44.7%	567	55.3%
DBPR – Business & Professional Regulation	756	263	34.8%	493	65.2%
DC - Corrections	673	281	41.8%	392	58.2%
DCF - Children and Families	1,037	355	34.2%	682	65.8%
DEO - Economic Opportunity	797	282	35.4%	515	64.6%
DEP - Environmental Protection	1,353	643	47.5%	710	52.5%
DFS - Financial Services	1,611	620	38.5%	991	61.5%
DJJ - Juvenile Justice	368	131	35.6%	237	64.4%
DLA - Legal Affairs	458	159	34.7%	299	65.3%
DMS - Management Services	728	365	50.1%	363	49.9%
DOAH - Administrative Hearings	86	32	37.2%	54	62.8%
DOE – Education	1,252	363	29.0%	889	71.0%
DOEA - Elder Affairs	170	37	21.8%	133	78.2%
DOH – Health	2,246	536	23.9%	1,710	76.1%
DOS – State	385	137	35.6%	248	64.4%
DOT – Transportation	849	459	54.1%	390	45.9%
DVA - Veterans Affairs	9	5	55.6%	4	44.4%
EOG - Office of the Governor	369	149	40.4%	220	59.6%
FDLE - Law Enforcement	882	389	44.1%	493	55.9%
FPC - Parole Commission	59	13	22.0%	46	78.0%
FWC - Fish & Wildlife Cons Commission	408	192	47.1%	216	52.9%
HSMV – Highway Safety & Motor Vehicles	1,104	396	35.9%	708	64.1%
JAC - Justice Administrative Commission	312	110	35.3%	202	64.7%
LOT – Lottery	231	83	35.9%	148	64.1%
NSRC – Northwood Shared Resource Center	83	55	66.3%	28	33.7%
PSC - Public Service Commission	249	105	42.2%	144	57.8%
REV – Revenue	1,892	654	34.6%	1,238	65.4%
SCS - State Courts System	443	150	33.9%	293	66.1%
SSRC – Southwood Shared Resource Center	109	69	63.3%	40	36.7%
TOTAL	20,943	7,794	37.2%	13,149	62.8%

³¹⁰ Twenty-nine state government employers are state agencies and the State Courts System and the Office of the Governor are branches of government.

³¹¹ Department of Managements Services, Florida (February, 2012).



The data establishes that there are a total of 4,569 leadership positions in the 29³¹² state governmental units being evaluated in this report. Out of those leadership positions, women hold 2,443 leadership positions and men hold 2,126 leadership positions. Based solely on this statistic, it would appear that women are on equal footing with, and even surpass men in terms of leadership positions. However, this statistic is quite misleading when taking into account the much larger number of women who work for state government. A more meaningful analysis would be to consider the percentage of women and men who hold leadership positions out of the total number of women and men in the workforce population being considered.

Table 27 reflects the rate at which women and men hold positions of leadership in state government. It shows that 27.3% of male workers are in leadership positions whereas only 18.6% of female workers are in leadership positions. In other words, men working for state government occupy leadership positions about 47 % more often than women.

Table 27: Those in Leadership Positions as Percentage of Total Workforce by Gender³¹³

	Total Employees	Total in Leadership Positions	Percentage in Leadership
Males	7,794	2,126	27.3%
Females	13,149	2,443	18.6%
Total	20,943	4,569	21.8

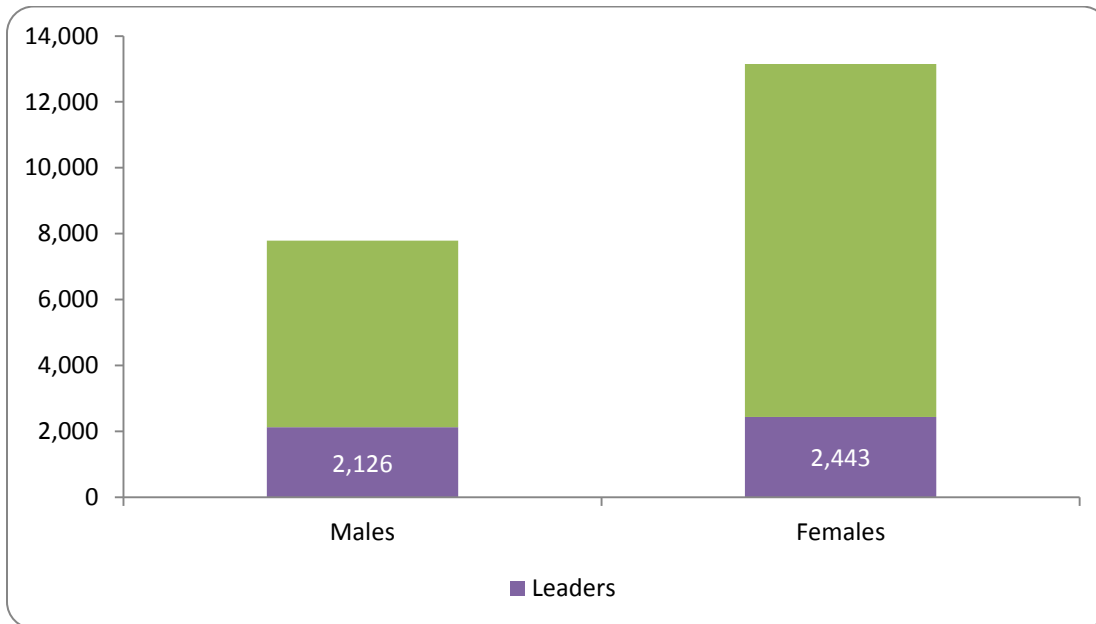
Even though there are more women in state government, the table below helps to characterize the male dominance of the leadership positions, despite the fact that men occupy fewer positions in the majority of state governmental employers overall.

³¹² The leadership data addressed in this report only addresses 29 state government employers instead of 31. This is because leadership data was not included in the information received from the public records request for the State Court System and the Justice Administrative Commission.

³¹³ Department of Managements Services, Florida (February, 2012).



Figure 39: Those in Leadership Positions as Portion of Total Workforce by Gender³¹⁴

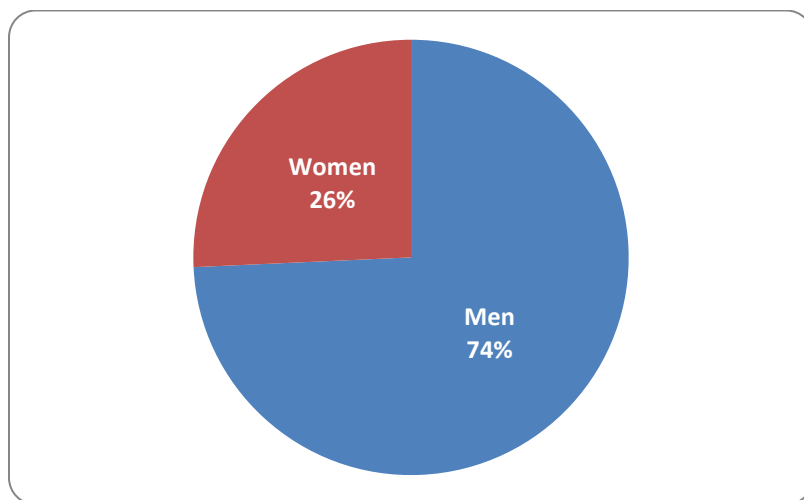


The title of the highest leadership position for each governmental employer varies among the 31 employers. The data characterizes top leaders in the following categories: Secretary of the Department, Commissioner, Governor, Executive Director, Chief Justice, State Surgeon General, and Chief Judge. The Public Service Commission is the only agency that has five individuals that share the most senior leadership position in the data supplied. Therefore, the data provided 35 individuals in the highest leadership positions. Of the 35 highest leadership positions, 26 are men and nine are women. This is articulated in percentages by the pie chart below.

³¹⁴ Department of Managements Services, Florida (February, 2012).



Figure 40: Highest Leadership Position by Gender³¹⁵



The data supplied also demonstrated that the average³¹⁶ state government employee's salary is \$45,778 for the 31 employers. The breakdown by gender showed women have an average salary of \$42,272 and men average \$51,693 annually. The average salary of leaders in state government is \$64,261. Women in state government leadership positions average \$59,759 with men averaging \$69,433 annually. Therefore, men in leadership positions make, on average, a 16% higher salary than women in leadership positions.³¹⁷

The tables below demonstrates that leaders who are men in state government across all races and ethnicities make more than women in leadership positions despite the fact that on average³¹⁸ women have a greater length of service time than men. It is also important to note that although black or African American women have the second longest average length of service of all groups (18.5 years) they have the lowest average annual salary (\$50,593).

³¹⁵ Department of Managements Services, Florida (February, 2012).

³¹⁶ Average calculated by mean

³¹⁷ Department of Managements Services, Florida (February, 2012).

³¹⁸ Average calculated by mean



Figure 41: Average Length of Service by Gender / Race / Ethnicity³¹⁹

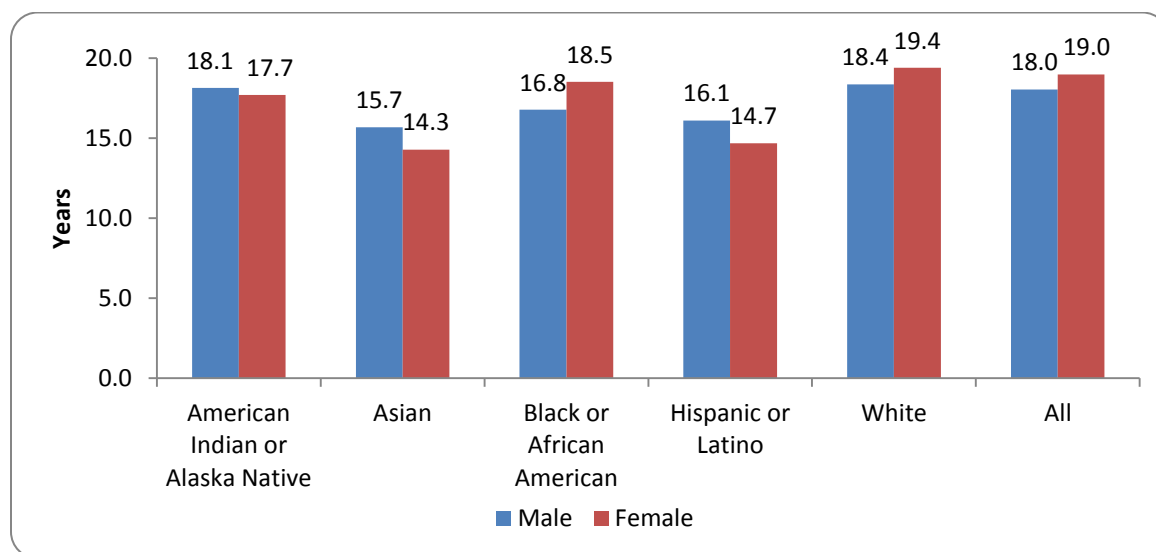
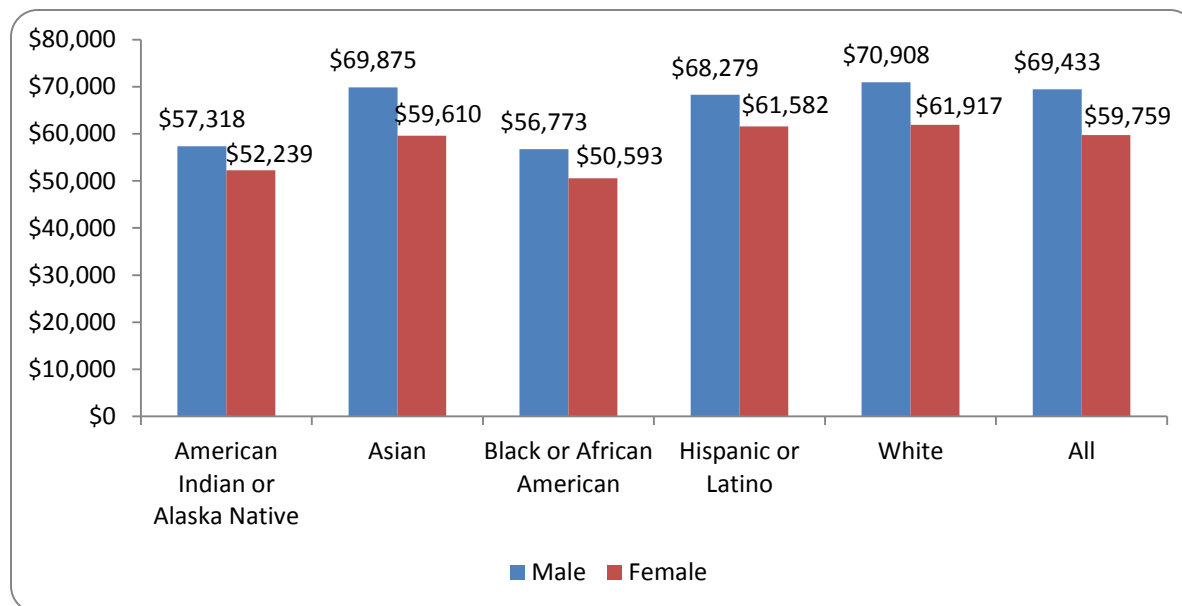


Figure 42: Average Salary by Gender / Race / Ethnicity³²⁰



Summary of Findings

By analyzing the data the Leadership Committee has determined that women make up 25.6% more of the state government employment population than men. However, men disproportionately occupy about 47% more leadership positions than women and make on average a 16% higher salary than women in state government.

³¹⁹ Department of Managements Services, Florida (February, 2012).

³²⁰ Ibid.



Status of Women's Leadership Representation Among Leon County Major Employers

Methodology

The Tallahassee Chamber of Commerce Economic Development Council (EDC) provided the Leadership Committee the list of Leon County 43 major employers below (GT Technologies, Inc. added by the Committee for a total of 44 major employers). Each employer was contacted either by email, face-to-face meetings, facsimiles, and/or telephone calls and asked to participate in the Leadership Committee's survey to help determine the status of women in Leon County's work force. The Leadership Committee developed the following questions for the survey:

1. How many employees are in your organization?
2. How many employees are women?
3. How many positions are "leadership" positions? (This includes your senior leadership, directors, and/or division heads, etc.)
4. Of those leadership positions listed in question 3 above, how many are held by women?
5. What is the title of the most senior leadership position in your agency?
6. Have you ever had a woman in this position? If yes, currently?
7. For demographic purposes, please provide age and race of females identified above.

The Survey Monkey program was used as the main instrument to generate and distribute the survey and collect data from the major employers on the EDC list. Those employers that responded to the survey are indicated on the next page by a *.



Table 28: Major Employer List provided by the Economic Development Council of Tallahassee/Leon County³²¹

*State of Florida (non-university)	*Florida State University
*Leon County Schools	Tallahassee Memorial Healthcare
*City of Tallahassee	Florida A&M University
Publix Supermarkets	Leon County
Wal-Mart	ACS 852
*Tallahassee Community College	*Capital Regional Medical Center
*Capital City Bank Group	*Capital Health Plan
St. Marks Powder	*Fringe Benefit Management Company
*Big Bend Hospice	*The Florida Bar
General Dynamics Land System	Comcast Cable Television of Tallahassee
CenturyLink	Tallahassee Democrat, Inc.
Westminster Oaks	Tallahassee Primary Care Associates
Aderant	First American Title Company
*HealthSouth	Infinity Southward Development
Danfoss Turbocor	Tandem FT Technologies
Tandem Health Care Inc.	Apalachee Center for Human Services
T-Formation	*The Zimmerman Agency
*Miracle Hill Nursing & Convalescent	*Akerman Senterfitt & Edison
*Champion Chevrolet	Proctor Dealership
Atkins	*Culpepper Construction
Teligent EMS	Maclay School
Radiology Associates of Tallahassee	*GT Technologies Inc. (171 employees, included in the survey but were not on the major employers list)

Survey Results

The following data and discussion represent a summary of the survey responses from the major employers in Tallahassee/Leon County, including state and local government, who responded to the survey. Not every respondent answered every question of the survey.

Table 29: Total Staff by Gender Survey Respondents, Leon County Major Employers

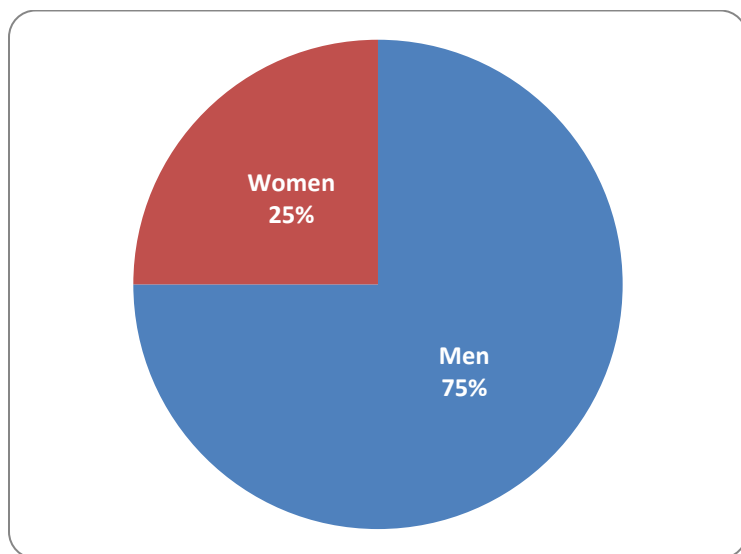
Females	4,058	38%
Males	6,534	62%
Total	10,592	100%

Of the 12 survey respondents who reported the gender of their highest paid employee, 75% (9) were men and 25% (3) were women.

³²¹ Economic Development Council, Major Employer List. For the most updated Major Employer List, visit <http://taledc.com/major-employers/>



Figure 43: Highest Paid Employees by Gender Survey Respondents, Leon County Major Employers



Women’s Representation in Leadership in Leon County Non-profit Human Service Organizations

Methodology

The Committee used data from the 2010/2011 grant applications to the Community Human Service Partnership (CHSP)³²² to gather information about 71 non-profit agencies in Leon County in order to determine the status of women’s leadership in this sector. Data were extracted from applications to the 2010/2011 grant cycle. It is important to note that only human service agencies participate in the CHSP process. Therefore, it cannot be assumed that these particular findings necessarily reflect the non-profit sector as a whole in Leon County. However, according to the U.S. Census Bureau as articulated in Figure 23 in the Economic Security section of this report, women are the majority (65.2%) of wage and salary workers in the private not-for-profit sector as a whole for a Leon County.

Findings

These data revealed that the status of women’s leadership in non-profit organizations is distinctly different from the status of women’s leadership in for-profit businesses and government employment. The majority of employees in non-profit organizations in Leon County are women. Women make up about 84% of the professional staff and 75% of the support staff of the agencies included in this study. About two-thirds of non-profits we reviewed identify women as the highest paid employees. Further, the average³²³ salaries for these highest paid positions are approximately equal for women and men, at about \$55,000.

³²² CHSP is a funding collaborative between the City of Tallahassee, Leon County and the United Way of the Big Bend.

³²³ Average calculated by mean.



Table 30: Total Staff by Gender, Non-Profit Organizations Which Applied for CHSP Funding in 2010/2011 Grant Cycle

Women	1143	81%
Men	268	19%
Total	1411	100%

Table 31: Professional Staff by Gender, Non-Profit Organizations Which Applied for CHSP Funding in 2010/2011 Grant Cycle

Women	808	84%
Men	157	16%
Total	965	100%

The human service non-profit organizations included in this study employ about 1,400 people in Leon County. This sector is one area in Leon County where women are well represented in leadership. Our findings indicate that women in the highest positions of leadership in human service non-profits are earning about the same as their male counterparts on average³²⁴. However, data from the U.S. Census Bureau indicates that overall (when taking into account all employment positions including professional and support positions), women who work for non-profits in Leon County are still earning less than men³²⁵ – a staggering phenomenon considering the rate of women’s leadership and representation of the total workforce in this sector.

Data about the race and ethnicity of employees in the non-profits included in this study was generally unavailable. Therefore, a race by gender analysis for leadership in this sector could not be included here. However, such an analysis could be informative about the experiences of the diverse women who make up our community.

³²⁴ Average calculated by mean.

³²⁵ U.S. Census Bureau. 2010 American Community Survey 1-Year Estimates.



NEXT STEPS



**Leon County Commission on
the Status of Women & Girls**



Next Steps

The goal of this project was to answer the question “what is the status of women and girls in Leon County?”. Though the report has limitations, the process has provided an interesting analysis of the current status of Leon County’s women and girls. The report clearly shows us that while women have made great strides, there is still much to be done to improve the circumstances and lives of women and girls in Leon County.

For over a year, more than 55 people have worked on this project. There have been more than 100 meetings and countless requests for information, phone calls and surveys. More than 100 people participated in two public hearings (for a transcript of these hearings, see Appendices A and B). The number of hours donated by the Commission members and our volunteers is well into the thousands. More than anything else, this effort shows that there is significant interest and support in the work of the Leon County Commission on the Status of Women and girls.

A number of findings in this report demand much needed future research. One area that will be especially important to address is racial disparities in this county. To improve the status of all women and girls we must not only look broadly at gender disparities, but look deeply into the racial disparities that pervade the experiences of women and girls.

Future research will also be needed to address things beyond the scope of this report. As noted in the “Limitations” section, local gender-specific data were difficult to locate in a number of key issue areas. By educating the public on the status and needs of women and girls, we hope more agencies and organizations will gather data based on race and gender and include them in their statistics. We believe Leon County would benefit from a service-gaps analysis to determine the degree to which the needs of women’s and girls’ are being met and how better to serve them using local resources.

We have exciting things to look forward to in the next year of the Commission’s work. Now that there is more information on the actual status of our women and girls, the Commission will focus on action items to improve that status in Leon County. Each Committee has put forth recommendations for future community action. There are a number of ways that community members can get involved! Share this report with friends, family, co-workers, students, elected officials and other community stakeholders. Join us in fostering community dialogue and action that will propel positive social change and improve the status of women and girls in our community. We welcome you to contact Oasis and to learn more about how to volunteer with the Commission.

Sincerely,

Kelly Otte, Chair

Leon County Commission on the Status of Women and Girls



**Leon County Commission on
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Appendices – Public Hearing Transcripts

Appendix A

Public Hearing: Leon County Commission on the Status of Women and Girls

January 31, 2012

Bethel A.M.E. Church

Commissioners Present: Kelly Otte, Pat Smith, Kelly Dozier, Barbara Maria Moro, Jeanne O’Kon, June McKinney, Elizabeth Goldsmith, Elsie Bradwell Crowell, Robin Hassler Thompson, Gail Dixon, Kris Knab, Patty Ball Thomas, Stephanie Land, Denise Manning, Juanita Powell-Williams, and Martha Olive Hall.

Kelly Otte introduced herself and announced that this was the Commission’s first Public Hearing. All Commissioners introduced themselves to the citizens in attendance. A handout was provided that provided some background on each Commissioner. The Resolution of the Leon County Commission that created the Commission was distributed (Res. No. 11-14), along with a handout describing the responsibilities of the Commission.

A report to the community on “*What is the Status of Women and Girls in Leon County?*” is being prepared by Commission members. There are five subcommittees working on sections of the report: Economic Security, Education, Health and Mental Health, Leadership, and Services and Resources.

Question 1: Linda Bond Edwards: Were there any funds allocated for this group at the time of your creation?

A \$10,000 allotment from the county was provided, which goes to the Oasis Center for staff support.

Question 2: Courtney Atkins: I am from Whole Child Leon. We are concerned about access to health care for women of childbearing age. Women who are Medicaid eligible are kicked off after six months and go into a family planning system. Women with a poor birth outcome are receiving no primary care. The infant mortality rates in our community are a problem, and some kind of Family Planning waiver would help these women so much. ACHA representatives were willing to talk to us, but that is as far as we have gotten. (Does the Affordable Care Act address this issue? No.)

Question 3: Margie Armstrong: I work professionally in the community at Magellan Health Services. Four out of ten people are affected by mental illness. We don’t address it, and it is an issue that affects more women than men. Many issues affecting women relate to mental health. Mental illness exists and is everywhere in young and older women, and there is a lack of mental health care in this community. There is hope, I do believe. There was an external stigma and there still is an internal stigma. It is getting worse, just like many of our other



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problems, especially within DJJ and prison systems. I don't have a solution, but if we at least begin to talk about it, without fear of being stigmatized, it would help. Mental illness is experienced by many people, and we need to communicate about mental health care and how to provide it. The biggest problem is that people are afraid to reach out to find out what services are available. Magellan Health Services provides a health care plan with mental health coverage. There are support groups, family groups, and peer-to-peer classes in the community, but people are often unaware of these resources.

Question 4: Sharlene Jones: I am a parent liaison with Leon County Schools (Apalachee Elementary). The majority of Title I schools in Leon County have parent liaisons. Our issue is that at Title I schools, the majority of parents are women who are single parents. Mothers who come to our PTO meetings do our fundraisers and related work---they are doing things for everybody but themselves. The parent liaisons cater to those single parents to help them stay emotionally, physically, and spiritually stable. If there is any way that we can get information to the schools, it would be helpful, just to make sure that the single parents feel uplifted and are encouraged to be successful. There is a lot of one-on-one communication, and we send e-mail messages and hold sessions for parents at the school, and provide dinner and childcare for participants.

Commissioner Kelly Dozier provided a summary of what the Economic Security Committee is working on—standard of living for women, employment differences, and housing.

Question 5: Courtney Atkins: There is a huge child care issue. Women who qualify for subsidies are limited in various ways, and they also need financial assistance. Many basic needs are not being met (as seen by Whole Child Leon).

County Commissioner Bill Proctor: In District One, 65% of the households are headed by single parents. When a mother goes out to a school, and she has a last name different from her child, how do you foster an environment where the mother does not feel “put out”? There ought to be some sensitivity that women are not made to feel depleted of something when they go out to a school. Secondly, affordable child care and placement of children are big issues. Our churches have ministries, but we have to keep inspiring children to move forward in a positive direction. When a woman contacts police about an issue, she should get the same level of respect when asking for assistance. I would encourage any activities or goals that would bring forward that sense of empowerment. Finally, women are underrepresented in all things political. I don't understand how the majority of the voters think—even at the college level, there have only been two female SGA presidents at FAMU. Our City Commission has only 20% female membership.



Commissioner Pat Smith: Our Leadership Committee is looking at this issue. We are surveying the top 20 companies in Tallahassee to look at the number of women in leadership positions. Our committee may eventually offer leadership workshops to assist women who do not know how to take the steps to run for office.

Commissioner Robin Hassler Thompson: Please feel free to give us written comments, even if you don't speak publicly tonight. We are gathering data from all over the county, and we need demographic data or data that illustrates a particular need. On the Economic Security Committee, we are looking at policies relating to family leave, sexual harassment, basic rights, and other issues.

Commissioner Denise Manning: I am chair of the Services and Resources Committee. We're looking at what is provided for women in our county. We're looking for your feedback, and welcome your comments and suggestions.

Question 6: Suzanne Caldwell: I work at PACE Center for Girls as a counselor there. My friend quit her job due to sexual harassment, and she developed a seizure disorder and died. She was heartbroken and depressed about having to quit a job that she loved. In our community, accessing services for women with mental health issues, substance abuse, homelessness is important—and figuring out how to prevent people who “fall through the cracks.”

Question 7: Dr. Ed Holifield: I think what is missing here is a sense of urgency! People are living very desperate lives. Between 2008 and 2010, three black women died in childbirth, and you don't even hear about it. The “Healthy Infant Coalition” existed and the county offered workshops, and then it got tossed into the political arena. The black infant mortality rate is high. There were grandiose plans (the “Blueprint for Dealing with Infant Mortality”) to address infant mortality—it is 18.3 per 1,000 black live births, six times higher than white infant mortality rate. We aren't being candid and truthful about what is happening in this county. Gov. Scott is talking about cutting billions of dollars out of Medicaid, and he will because there is no constituency. Black babies and poor babies who die aren't around to be educated....the true sense of urgency that needs to exist doesn't exist. I want to give you all a bit more to think about---the county and the city need to get serious. More money was spent on the St. Francis Animal Shelter than on the Bond Community Health Center. I would like for all of you to consider that fact that whatever we've been doing is not working, and we need some different approaches.

Commissioner Kelly Otte: In our second year, we will be establishing priorities and determining where the true urgency is.



Appendix B

Public Hearing: Leon County Commission on the Status of Women and Girls

February 3, 2012

Leon County Human Services Center

Commissioners Present: Kelly Otte, Barbara Maria Moro, Jeanne O’Kon, Robin Hassler Thompson, Kris Knab, Patty Ball Thomas, Stephanie Land, Elizabeth Goldsmith, Pam Ridley.

Kelly Otte introduced herself and announced that this was the Commission’s second Public Hearing. The Commissioners who were present introduced themselves to the citizens in attendance. A handout was provided that provided some background on each Commissioner. Robin Hassler Thompson spoke to those present and invited them to fill out a speaker’s card so they could come forward with questions and comments.

Question 1: Justice Peggy Quince: There are a lot of issues affecting women and girls in our community. I am grateful for this opportunity to speak to the Commission. I am one of TWO female members of the Florida Supreme Court. I want to talk about the status of women in the legal profession in Leon County. In Leon County, 52.4% of the population is female. Of lawyers here, 37% are women. Of local judges, 32% are women. There are no black female judges on the circuit court, or any black judges at all on the circuit court. One of the real issues is salaries. There is truly a disparity when it comes to salaries. In 2002, women’s salaries as lawyers were 69.4% of men’s salaries. In 2008, it was as high as 80.5% of men’s salaries. On average, women make 75% of what men make in the legal profession. That 25% makes a real difference in the quality of life for children in those households. This is also true of other professions. Women make up 39% of college professors here, but they earn 79% of the salaries of male professors.

In the Judiciary, we have the responsibility to resolve disputes for our citizens and interpret the law. Diversity on the bench is important. Some judges have no experience dealing with civil rights or nonprofits or employees, and it is reflected in their court decisions. We need a fair and impartial judiciary. Quite frankly, when there are not people who look like you in the room, and your life, liberty, and property are on the line, it is an uncomfortable feeling. If you lose, you will feel as if you didn’t get a fair shake. Gender, race, and ethnic diversity are needed in our court system. We need young women in the pipeline to make sure that it is guaranteed that they will be in the system. When you look at the U.S. Congress, with 435 members in the House, there are 73 women representatives, and 18 female Senators in the Senate. My final point is that we, as women and citizens, need to be ever vigilant about voting. Only 42% of eligible voters voted in the last election. We now sit back and don’t vote...voting should be on the top of our list. I want to thank you for this opportunity, and if I can be of assistance, I would be more than happy to do so.

Question 2: Arnell Bryant-Willis: I am the Diversity Manager for the Florida Bar. I am responsible for ensuring that women are a part of the process. We ask that women members go to our web site to fill



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out a card to indicate which committee they would like to serve on. The President-Elect is a female. The Florida Bar employs 345 people—234 are women. Only 29 hold leadership positions within the Bar. The ages range from 39 to 64. We need to start early in law schools, helping young people decide which area of law they want to go into. There are few women in the leadership areas of tax, environmental law, property—we need to introduce potential attorneys to those areas. The directors of the Florida Bar have always been white males—the current director has been there for 32 years! If you can, we would like you to encourage young women not to limit their opportunities but to be expansive in what they pursue.

Commissioner Robin Hassler Thompson: Do you have a domestic violence policy? Family leave policies?
Response: We work 4 ½ days a week, and the environment is family friendly. Employees can serve as community volunteers during the day, and there are insurance benefits and medical leave.

Question 3: Meg Baldwin: I am the Executive Director for Refuge House, providing services for victims of domestic violence and sexual assault. Last year, we served 5,723 women, children, and men in our region. Of these, 5,172 were women and girls, and 3,000 were Leon County residents. I am sure that gender-based violence will be addressed by the Commission: violence in the home, trafficking and abuse, prostitution, and other forms.

Economic Security: domestic violence and stalking are direct predictors of economic issues for women and girls—these are leading predictors of economic loss for women; they lose jobs and get into economic crises. There are scarce resources for them. Immigrant victims have also been affected adversely. Women go back to abusers out of economic need and severe debt, while coping with PTSD.

Education: Women and girls are pushed out of school due to sexual abuse and domestic violence. Over 50% of teen pregnancies involve fathers who are adult men. Girls are sexually bullied in school and pushed into sexual contact with boys at young ages. In universities, young women are “raped out of school.” The rape rate increases as graduation dates approach—many leave school and never go back. Women and girls are stripped of educational attainment. Girls and women become socially isolated, and they lose opportunities to use their intelligence and talent.

Health and Mental Health: The health impacts are dismembering for the victims. Many victims die by homicide, suicide, or slow toxic deaths from drug and alcohol abuse and eating disorders. The mortality rate can be 40 times the national average for women. PTSD and other anxiety disorders affect victims of violence at high levels. It causes intense levels of fear and social withdrawal. Self-harm and cutting behaviors increase. Chemical health and mental health issues are common, as well as basic wellness. Daily health routines are often disrupted or not maintained when affected by violence. They are often targeted for further predatory behavior. For each victim of sexual assault, \$159,000 is dedicated if a victim seeks help. Our community resources and support are essential to deliver equity to victims of violence. These women are enormously inspiring and learning about their cases makes our community more enriched.



Leadership: The Commission has in mind the participation in elected office by females in our community. All of the factors we've just described tend to topple women from the "leadership class" of citizens. Women are prevented from gathering the resources they need to move ahead professionally. In addition, sexual harassment of female candidates deters women who aspire for office. Another response women have to violence is to become high achievers. Most of our leaders are also victims of violence, but it is difficult to face this issue directly. How many women in office address violence against women as an important political issue? There is a relative silence—if we reach beyond our own defenses and fears, we can speak up and create a voice for women and girls, and I hope the Commission will be a part of this.

Question 4: Delreese Dykes: I'm a student at Florida State and hope to attend law school. I wanted to share my personal experience. A friend of mine formed an organization on campus called the Will Initiative, and we mentor students at Rickard High School, all the way through graduation. We started with five students and five mentors. My own student mentee shared that she had undergone years of violence from her father, and her mother had turned to prostitution. She now has a goal of going to college, even though the student's foster mother doesn't think she will go to college. We now have 20 mentees, and having someone to reach out to in their lives is so helpful. There needs to be more outreach in Leon County. We had to turn down mentees, and there are many in need just at this one high school. We need to let the girls know these resources are available.

Commissioner Kelly Otte: There are services for such girls provided by PACE Center for Girls and the Oasis Center for Women and Girls.

Commissioner Moro: A Mentoring Coalition for the Big Bend is forming now, and it is being led by Robin Johnston at TCC. Mentoring produces change when it is a community effort.

Jocelyn Hayes from the Girl Scout Council: There is a Girl Scout Program called "Get Real" for at-risk girls that takes place once a week. We provide compassionate love. We have another organization for females and males together, because we do live and work together. It was very encouraging to hear from the Delreese and what they are doing with their mentoring program.

Question 5: Kristie Teal: I'm with Big Brothers/Big Sisters of the Big Bend. We do one-on-one mentoring. Mentors make a minimum of a one-year commitment. A national study showed that the longer the relationship, the stronger the outcomes for the child. There is a waiting list for both the children and volunteers. In 2011, we served 379 children. And 171 were girls. Our Sister-to-Sister initiative serves girls 11-18, providing health education, communication skills, and relationship information. About 65% of our current mentors are ages 25 and under, and I would like to see that change to include more professional women to be there for the long term. We have 600 children on our waiting list. Some children have a parent who is incarcerated for life, and some children have had contact with the juvenile justice system already. We do track children and record changes in behavior. Positive growth has been seen in 100% in the children in at least one area, and 65% had growth and



change in two or more areas. Every child and volunteer is supported by case management and they are called once a month. There is a maximum of 80 cases on a case load.

Question 6: Rev. Robert Streater III and Malverna Streater: We are founders of a foundation here in Tallahassee. We serve as mentors to couples. We have been married for more than 20 years, with twins and a special needs child. Self-worth is such an important issue with women. Positive male mentors for girls and women to show how they should be treated are important. We have spoken twice at a Family Conference in Washington D.C. to talk about healthy relationships and what they should look like. We teach girls not to compromise for anyone. Young women and men today are in a totally different climate than that of years ago. We wanted to share what we do and what we offer, to partner with existing mentoring programs. We offer a “Manners Camp” for young women and focus on getting back to the basics. If training is not there for a child, where is it going to come from? My mother was a single parent raising six children, because my father left when I was about eight years old. She was a terrific role model and showed great strength. We want you to know that we are available to do whatever we can. We all have a common thread in this room.

Question 7: Minesha White: I’m the founder of “So Unique” enrichment program for girls. We have evolved into two summer programs, which is like a combination of the Boys/Girls Clubs and the Girl Scouts. We match strategically according to purpose and passion for the young girls. We have a unique assessment to help young girls identify what is truly in their hearts, and what their passion is. The two most important things are the day you were born, and the day you truly discover what you were meant to do. We have a leadership program and mentors work with them on trust issues and other issues. My parents enrolled me in a reading program when I was young, and we utilize a reading and visual arts program.

Question 8: Kimolyn Ferrell: I’m the president of the “Dare to Dream Young Girls” organization in Tallahassee. I just learned of the Commission. This is the 8th year of “Dare to Dream” and we make a difference in the lives of young girls. It is preventive and that makes it different from other programs. I was raised with community and was supported by family and community effort. I was raised to be a girl becoming a woman. I learned the important factors in life. I was repeatedly raped by family members when I was growing up. I had a daughter when I was 12 years old. Because of my experiences, I knew there had to be something for young girls to prevent them from having these experiences. Things happen to girls when parents are working and children are left alone or with relatives or others. When we started “Dare to Dream,” I saw how severe the need is. I collected data to see that something had to be done before a young girl becomes a teenager or a college student. We use educational programming—girls learn Spanish and French, can come before and after school, we partner with the YMCA, and created the “Youth in Government” program for teen girls. We monitor the grades of the girls and there are 40 girls in the program right now. We hope to open an all-girl school within 13 months. I had no funding, so I sold my home and use those proceeds to begin the program. But now I am reaching out for funding for the first time.



Question 9: Cassandra Jenkins: I'm a former commissioner with the Florida Parole Commission and worked with FDLE for missing and exploited children, as well as DJJ setting up intervention programs and youth and family services. As we look at this whole issue of girls and women, throughout my career I have looked at much data and seen many programs, and I've been at both ends of the system. The National Council on Crime and Delinquency focused on girls in Florida's criminal justice system. About 68% of girls in the system have been victims of sexual abuse, and many have attempted suicide. Many are there because they have been victimized over and over. When women are in prison, they get very few visitors to support them. We need to look at the families they come from, which caused them to end up in the system. The programs you are looking at will help us to assist young girls who need help. The programs need to meet certain standards, based on the research and follow other established programs that have truly had an impact. We need to figure out how to have sustainability for these programs.

Question 10: Samantha Springfield: I am representing State Rep. Alan Williams' office, the "Alan 4 Youth" program. We have a new initiative going into its second year. It is a "Girls Retreat" which starts with an "Empowerment Dinner" that incorporates women leaders who speak to the girls. The week-end takes place at a dorm on the FSU campus, and they hear speakers and learn about hygiene, careers, how to prepare a resume, finances, self-esteem, college preparation, job preparation—all designed to empower young at-risk girls, some with disabilities. They learn to appreciate disabilities and learn that we all have great potential. It will take place on May 11-12.

Question 11: Nancy Daniels, Public Defender: We still have a big need for specialized programs for girls coming into the juvenile justice system. One thing that could come out of the Commission is coordination of services, programs, and resources. Women in our adult court are so often victims of bad boyfriends, lifestyles, and domestic violence. Recently we lost our Leon County Mental Health Court, and only a small piece of that remains. We need to get that back. I also want to mention the Palmer-Munroe Teen Center, which holds good programs directed at girls (Girls Lock-In, and Boys Lock-in). I am a foster mother, and the dependency system does not provide enough services and support. My 14-year old foster son has attitudes toward girls which are not progressive and he doesn't see them as equal human beings—we have a lot of work to do educating young boys. I support the Commission wholeheartedly. In my office, we do a lot to educate young people about the system, and those services are open to you.

Commissioner Robin Hassler Thompson: Please forward reports and data that you feel would be helpful to the Commission, which will help us move toward solid recommendations.

County Commissioner Akinyemi: I truly want to thank you for all the good work you've done to get to this point and for holding these two Public Hearings. There was standing room only at the first public hearing. The County Commissioners need to step back and let you do your work. I am here to absorb and learn. I am grateful for the depth of your study and your schedule—the first year is primarily focused on fact-finding, and the second year on policy issues. We funded mental health for the past



**Leon County Commission on
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years, but we have to cut funding. This is a critical time in our budget process, so it is important to know where you think some of the funding should go. I want to thank you for the work you are doing.

Chair Kelly Otte: There is a lot of information that is coming out of these public hearings. We have kept detailed notes and will be addressing the issues.

Meeting adjourned by Chair Kelly Otte at 12:30 p.m.

