



A Call to Action: Improving the Status of Women and Girls in Tallahassee/Leon County **2013-2014**



Tallahassee/Leon County
Commission on the Status
of Women and Girls

PUBLISHED: APRIL 2014

Table of Contents

TABLE OF FIGURES.....	6
TABLE OF TABLES	6
ACKNOWLEDGEMENTS	8
COMMISSIONERS	8
MEMBERS OF THE COMMUNITY WHO HELPED MAKE THIS REPORT POSSIBLE	10
THE OASIS CENTER FOR WOMEN AND GIRLS STAFF	10
LETTER FROM THE CHAIR.....	11
ABOUT THE TALLAHASSEE/LEON COUNTY COMMISSION ON THE STATUS OF WOMEN AND GIRLS AND OUR WORK.....	14
EXECUTIVE SUMMARY	17
SIGNIFICANT ACCOMPLISHMENTS:	17
RECOMMENDATIONS FOR ACTION	18
CHAPTER 1: COMMISSION ORGANIZATION AND OPERATIONS.....	18
CHAPTER 2: KEY DEMOGRAPHICS	18
CHAPTER 3: BUILDING A FOUNDATION FOR ECONOMIC SECURITY	19
AND CHAPTER 4: WOMEN AND THE WORKPLACE.....	19
<i>Recommendations for Action</i>	19
CHAPTER 5: VIOLENCE AGAINST WOMEN AND GIRLS	20
<i>Recommendations for Action</i>	20
CHAPTER 6: GIRLS.....	21
<i>Recommendations for Action</i>	21
CHAPTER 7: HEALTH	21
<i>Recommendations for Action</i>	22
INTRODUCTION.....	24
CHAPTER 1: COMMISSION ORGANIZATION AND OPERATIONS.....	28
ORGANIZATIONAL AND BYLAWS COMMITTEE.....	28
FUNDING AND BUDGET COMMITTEE	30
DATA COMMITTEE	31
CHAPTER 2: DEMOGRAPHIC SNAPSHOT OF LEON COUNTY	33
POPULATION DISTRIBUTION	33
RACE	33
AGE	33



STUDENT POVERTY	34
RACE AND POVERTY	35
GENDER AND POVERTY	36
<i>Recommendation</i>	37
CHAPTER 3: BUILDING A FOUNDATION FOR WOMEN’S ECONOMIC SECURITY	39
<i>Recommendations</i>	41
<i>Recommendations</i>	42
<i>Recommendations</i>	43
CHAPTER 4: WOMEN AND THE WORKPLACE	45
INTRODUCTION	45
<i>Recognition for Domestic Violence, Sexual Assault and Stalking and the Workplace Model Policies</i>	46
<i>Recommendation</i>	46
COMMITTEE FOCUS	46
VALUING DIVERSITY IN THE WORKPLACE	47
<i>Recommendations</i>	48
MAKING WORKPLACES MORE WOMEN- AND FAMILY-FRIENDLY	48
<i>Recommendations</i>	49
HEALTHY WOMEN, HEALTHY WORKPLACES	50
<i>Limitations</i>	52
<i>Recommendations</i>	52
PROMOTING WOMEN’S ENTREPRENEURSHIP LOCALLY	52
<i>Existing Programs for the Advancement of Women Entrepreneurs</i>	53
<i>Recommendations</i>	54
<i>Financial Literacy</i>	55
<i>Recommendations</i>	56
<i>Mentorship</i>	56
<i>Recommendations</i>	56
STEM EDUCATION: A FOUNDATION FOR WOMEN’S ECONOMIC SECURITY	57
<i>Recommendations</i>	58
POLICY AND FUNDING TO SUPPORT WOMEN’S ECONOMIC SECURITY: STEPS FOR GOVERNMENT .	59
<i>Recommendations</i>	62
<i>Recommendation</i>	63
CITY OF TALLAHASSEE AND LEON COUNTY FULL-TIME EMPLOYEES: A CASE STUDY	63
<i>Recommendation</i>	64

CHAPTER 5: VIOLENCE AGAINST WOMEN AND GIRLS	66
COMMITTEE AND SECTION FOCUS.....	66
<i>Recommendation</i>	66
DEFINITIONS.....	67
DESCRIPTION OF SIGNIFICANT COMMISSION ACTIVITIES RELATED TO THE TOPIC	68
<i>Public Hearing</i>	68
<i>Community Attitudes</i>	68
<i>Recommendations</i>	71
<i>Recommendation</i>	71
<i>Connection between Violence and Criminal Behavior</i>	71
<i>Laws Related to Violence against Women and Girls</i>	72
<i>Recommendations</i>	72
<i>Gaps in Services That Should Be Addressed</i>	73
<i>Recommendation</i>	73
<i>Recommendation</i>	74
<i>Need for Improved Data Collection</i>	74
<i>Recommendations</i>	75
WORKPLACE VIOLENCE POLICIES	75
<i>Recommendations</i>	77
HUMAN RIGHTS PROTECTIONS FOR VICTIMS OF DOMESTIC VIOLENCE AND SEXUAL ASSAULT	78
<i>Recommendation</i>	79
<i>Recommendation</i>	79
LIMITATIONS	79
<i>Recommendations</i>	80
UPDATES ON KEY DATA ELEMENTS	80
<i>Domestic Violence</i>	80
<i>Recommendation</i>	82
<i>Stalking</i>	82
<i>Sexual Violence</i>	83
<i>Pitch Black: A Story of Recovery</i>	84
NEW DATA AND RESEARCH	85
<i>Domestic Violence</i>	85
<i>Sexual Violence</i>	86
<i>Recommendation</i>	87
<i>Bullying</i>	87
<i>Recommendation</i>	90

CHAPTER 6: GIRLS	92
OUR HISTORY	92
THE ISSUES FACING OUR GIRLS	94
<i>Issue I: Bullying/Cyberbullying</i>	<i>94</i>
<i>Issue II: Low Self-Esteem/Body-Esteem.....</i>	<i>94</i>
<i>Issue III: Dating Violence</i>	<i>95</i>
<i>Issue IV: Lack of Negotiating Skills</i>	<i>95</i>
<i>Recommendations</i>	<i>95</i>
CHAPTER 7: HEALTH.....	99
OVERVIEW	99
DEFINITIONS.....	100
LIMITATIONS	103
<i>Recommendation</i>	<i>104</i>
<i>Recommendation</i>	<i>104</i>
ACCESS TO HEALTHCARE.....	105
<i>Recommendations</i>	<i>109</i>
INFANT MORTALITY	110
<i>Recommendation</i>	<i>114</i>
<i>Recommendations</i>	<i>115</i>
<i>Recommendation</i>	<i>116</i>
<i>Recommendation</i>	<i>120</i>
<i>Recommendations</i>	<i>121</i>
<i>Recommendations</i>	<i>122</i>
<i>Recommendations</i>	<i>123</i>
STIs AND HIV/AIDS.....	124
<i>Recommendations</i>	<i>133</i>
APPENDICES	135
LIST OF RECOMMENDATIONS.....	136
RECOMMENDATIONS BY ORGANIZATION	145
VAWG PUBLIC HEARING FLYER.....	150
CSWG COMMISSIONER AGREEMENT	151
SUMMIT PROGRAM	152
PUBLIC RELATIONS SUMMARY FOR THE SUMMIT	171
CAREGIVER POLICIES FOR THE WORKPLACE	173
LOCAL HIV TESTING SITES	182

Table of Figures

Figure 1. Race, Leon County, 2012	33
Figure 2. Undergraduate enrollment by institution, Leon County, 2013	34
Figure 3. Poverty rates (in percentages), Florida and Leon County, 2013	35
Figure 4. Single parent households in poverty, Leon County, 2012	36
Figure 5: CHSP Money Awarded.....	60
Figure 6: Fetal deaths per 1,000 live births, by race, three-year rolling rate, 2010-2012,.....	112
Figure 7. Infant deaths per 1,000 live births, by race, three-year rolling rate, 2010-2012	112
Figure 8: Food deserts in Leon County	117
Figure 9: Point density of low birth weight infants (<2,500 g), Tallahassee, 2008-2012	118
Figure 10: Point density of infant mortality, Tallahassee, 2003-2012	119
Figure 11. STIs, Leon County and Florida, three-year rolling rates	126
Figure 12. STIs, Leon County and Florida, single-year rates	127
Figure 13. Bacterial STIs, Leon County and Florida, Women ages 15-34, three-year rolling rates	127
Figure 14. Bacterial STIs, Women ages 15-34, single-year rates	128
Figure 15. Chlamydia rates for FSU students	128
Figure 16. New HIV Cases, Leon County and Florida, rolling rates, 2010-2012	131
Figure 17. New HIV Cases, Leon County and Florida, single year rates, 2012	131
Figure 18. Adult male HIV infection cases by race/ethnicity, 2003-2012 - Franklin, Gadsden, Jefferson, Leon, Liberty, Madison, Taylor, and Wakulla Counties	132
Figure 19. Adult female HIV infection cases by race/ethnicity, 2003-2012 - Franklin, Gadsden, Jefferson, Leon, Liberty, Madison, Taylor, and Wakulla Counties	132

Table of Tables

Table 1: Workers with benefits, Leon County, 2014	42
Table 2: Domestic Violence Incidents in Leon County by Offense Type 2010-2012	81
Table 3: Domestic Violence Arrests by County 2011 and 2012	82
Table 4: Refuge House Services 2011-2012.....	82
Table 5: Total Reported Forcible Sex Offenses in Leon County, Florida by Offense and Type 2011-2012.....	85
Table 6: Sexual Battery Complaints by Agency, 2010-2012	86
Table 7: 2014 federal poverty guidelines	109
Table 8. Bacterial STI rates for Leon County, 2010-2012.....	125
Table 9: FSU students testing positive for chlamydia.....	126

ACKNOWLEDGEMENTS

This report has been made possible due to the diligent work and contributions of many individuals, including each Commissioner serving the Tallahassee/Leon County Commission on the Status of Women and Girls (CSWG), community volunteers, and the staff and interns at The Oasis Center for Women & Girls, Inc. (Oasis).

Commissioners

Commissioner	Committee and Commission Service	Begin Term	End Term	Appointed By
Dr. Janelle Baker	Chair, Data Committee	5/1/13*	4/30/14	CSWG
Dr. Ada Puryear Burnette	Girls Committee; Health Committee; Organizational and Bylaws Committee; Violence against Women and Girls Committee	5/1/13*	4/30/14	County Commissioner Bill Proctor
Paige Carter-Smith	Chair, Funding and Budget Committee; Women and the Workplace Committee	5/1/13	4/30/15	City Commissioner Scott Maddox
Dr. Elsie B. Crowell	Chair, Women and the Workplace Committee	5/1/13*	4/30/14	CSWG
Gail D. Dixon	Chair, Violence against Women & Girls Committee; Organizational and Bylaws Committee	5/1/13*	4/30/15	CSWG
Mildred R. Hall	Girls Committee; Health Committee; Violence against Women and Girls Committee	5/1/13	4/30/15	Mayor Pro Tempore Nancy Miller
Robin Hassler Thompson	Chair of the Tallahassee/Leon County Commission on the Status of Women and Girls; Organizational and Bylaws Committee; Violence against Women and Girls Committee; Women and the Workplace Committee	5/1/13*	4/30/14	County Commissioner John Dailey
R. Jai Gillum	Health Committee; Organizational and Bylaws Committee	5/1/13	4/30/15	CSWG



Dr. Huberta Jackson-Lowman	Data Committee; Health Committee	5/1/13	4/30/14	CSWG
Jennifer Kilinski	Chair, Health Committee	5/1/13	4/30/14	City Commission at Large
Kristine E. Knab	Vice Chair of the Tallahassee/Leon County Commission on the Status of Women and Girls; Violence against Women and Girls Committee; Women and the Workplace Committee	5/1/13*	4/30/14	County Commission Chair Kristin Dozier
Stephanie Land	Girls Committee; Health Committee	5/1/13*	4/30/15	County Commissioner Jane Sauls
Jessica Lowe-Minor	Funding and Budget Committee; Health Committee	5/1/13	4/30/14	Mayor John Marks
Marion McGee	Data Committee; Funding and Budget Committee	6/19/13+	4/30/15	City Commission at Large
Julie Moreno	Data Committee	5/1/13	4/30/14	City Commissioner Andrew Gillum
Dr. Jeanne O'Kon	Data Committee; Violence against Women and Girls Committee	5/1/13*	4/30/15	County Commissioner Bryan Desloge
Martha Olive-Hall	Chair, Girls Committee	5/1/13*	4/30/14	CSWG
Kelly Otte	Chair, Organizational and Bylaws Committee	5/1/13*	4/30/15	County Commissioner Nick Maddox
Cecile Reynaud	Health Committee; Violence against Women and Girls Committee	5/1/13	4/30/15	CSWG

Gail Stansberry-Ziffer	Funding and Budget Committee; Girls Committee; Women and the Workplace Committee	5/1/13	4/30/15	City Commissioner Gil Ziffer
Veronica E. Vasquez	Data Committee; Organizational and Bylaws Committee; Violence against Women and Girls Committee	5/1/13	4/30/15	County Commissioner Mary Ann Lindley

*Second Term
+Filled Vacancy

Members of the Community Who Helped Make this Report Possible

Courtney Atkins	Anna Benbrook
Katie Flanagan	Kim Gabbard
Kristy Goldwire	Lashawn Gordon
Angela Hendrieth	Barby Moro
David Orozco	Pam Ridley
Jamie Royal	

The Tallahassee/Leon County Commission on the Status of Women and Girls is very grateful to Barbara Gershman for her work as the copy editor of this report.

Special thanks to Jill Gromer and Annelise Mennicke for their tireless contributions as research consultants on this project.

We extend our gratitude to Michelle Bono and Shington Lamy for their hard work in collaboration as liaisons from the City and County, respectively, to the Tallahassee/Leon County Commission on the Status of Women and Girls .

The Oasis Center for Women and Girls Staff

Haley Cutler	Lisa Langenderfer	Susan Trzaskos
Sarah Sturges	Emily Ayers	



Letter from the Chair

April 11, 2014

The Honorable Kristin Dozier, Chair

The Honorable Mayor John Marks

Leon County Board of County Commissioners

City of Tallahassee Commission

Dear Chair Dozier and Mayor Marks:

The Tallahassee/Leon County Commission on the Status of Women and Girls (CSWG) hereby submits this Report and recommendations for your consideration.

By creating this Commission, the County and City Commissions sent a clear message to the citizens and residents of our community: we need to better understand and act on ways to improve the status of women and girls.

Like the rest of the nation and indeed the world, women and girls in our community face cultural, societal, legal and systemic barriers that may prevent them from achieving their potential. This report contains 100 recommendations for action that highlight ways, both large and small, that all of us can work together to improve our status as a community, as we keenly focus the lens of change on gender. These recommendations come from a wide range of individuals, including community members who spoke at our public hearings, from over 200 attendees of our area's first "Summit on Women and the Workplace," and from CSWG committee members' research and expertise. They are intended to inform the community and to help guide the CSWG as it prioritizes recommendations needing the most attention.

Building greater economic security for women is at the heart of our ability to grow and thrive as a community and is a central theme in this Report. Whether we are considering how to improve women's health, help women advance in the workplace, fortify and strengthen girls' abilities to thrive and grow, or address violence against women and girls, economic security is key. It is the means by which we will witness success and growth or suffer their lack.

If we do not recognize a problem, we cannot address it. Therefore, we strongly encourage all of us, from the media and the private sector, to the health care community and government, to *see* the issues we face through a gender lens. That also means taking into account the intersection of gender and issues facing many different populations: older women as well as girls; women facing economic insecurity, those who are struggling in the ever-shrinking middle class as well as women in all socio-economic conditions; women and girls of all races and ethnicities; and women and girls regardless of sexual orientation and preference.

Many of our recommendations address the greatest challenges to building gender parity and fairness: awareness and the need to make information and resources more widely available. We also see the need to frame our policies and program responses based on the



needs of those we are serving, primarily, and not the convenience of systems or organizations. This means a greater focus on system responses that promote greater coordination and collaboration among service providers, educators, businesses, organizations, and the community-at-large.

The presence of great institutions of higher learning in our community is a huge benefit to us and we call on them to partner with the CSWG and those who are working to improve the status of women and girls in the public, private, and non-profit sectors. We also call on the Leon County School Board to study recommendations that they have the ability to implement to improve the lives and futures of girls in our community.

I would like to thank the members of the CSWG for their hard work and dedication. Hundreds of volunteer hours from this body and strong staff support from The Oasis Center for Women & Girls as well as support from City and County staff made our work possible and this report a reality. Thank you for this opportunity to serve our community.

Sincerely,



Robin Hassler Thompson, JD, MA
Chair



About the Tallahassee/Leon County Commission on the Status of Women and Girls and Our Work



About the Tallahassee/Leon County Commission on the Status of Women and Girls and Our Work

In April of 2011, the Leon County Board of County Commissioners established the Leon County Commission on the Status of Women and Girls as a citizens advisory committee. In March of 2013, the City of Tallahassee (hereafter, the City) joined Leon County (hereafter, the County) and created the new CSWG. By jointly establishing and supporting this Commission, the City and County took a strong stand in support of women and girls in our community.

The primary purposes of the CSWG are:

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

The joint City/County enabling resolution¹ creating the CSWG 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.” The resolution also acknowledges “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 CSWG consists of 21 members. All appointees to the CSWG serve on a volunteer basis and citizens must apply to be considered for appointment. Applications are accepted on a rolling basis and are available for download on the [City's website](#),² [County's website](#),³ and [Oasis website](#).⁴

The CSWG produced the *Report on the Status of Women and Girls in Leon County - 2012* over the course of its first 18 months. Publication of the 2012 Report was a milestone for our community because it was the first comprehensive report assessing the overall status of women and girls in our community. Specifically, the 2012 Report assessed the status of women and girls in Leon County in key aspects of their lives, including economic security, education, crime and justice, health and mental health, and representation in leadership. The full report and executive summary are available for download on the [Oasis Website](#).⁵

Informed by the key findings of this first report, the CSWG focused its work on taking new data gathered this year to make recommendations to stakeholders in our community about creating, enhancing or expanding initiatives to improve the status of women and action to improve the status of women and girls in Tallahassee and Leon County, producing a report with specific community-wide recommendations. We were also chiefly committed to using

¹ Board of County Commissioners, Leon County, Florida. (2013, March 12). *Adopting of an enabling resolution establishing the Tallahassee-Leon County Commission on the Status of Women and Girls*. Retrieved from <http://cms.leoncountyfl.gov/coadmin/agenda/attach/130312/A0301.pdf>

² Available at <http://talgov.com/treasurer/tlccswg.aspx>

³ Available at <http://cms.leoncountyfl.gov/committees/detail.asp?id=123>

⁴ Available at <http://www.theoasiscenter.net/2.html>

⁵ Available at <http://www.theoasiscenter.net/2.html>



the valuable data presented in last year's report as well as new data gathered this year make recommendations to stakeholders in our community about creating, enhancing or expanding initiatives to improve the status of women and girls. It continues to be our goal to serve as a catalyst for positive community change.

Between January 2013 and March 2014, the Commission formed four Committees to orient and focus our work on the following topics:

- Girls
- Health
- Violence Against Women and Girls
- Women and the Workplace

The Commission also created the following three committees to serve the overall our functioning of our Commission as an organization:

- Data
- Funding and Budget
- Organizational and Bylaws

A description of each committee, including objectives and accomplishments this year, can be found throughout subsequent sections of this report.

The City and County contract with Oasis to staff the CSWG. According to the Oasis staff, supporting the work of the CSWG aligns well with its mission of "improving the lives of women and girls through celebration and support." Oasis played a large part in encouraging the community of Tallahassee and Leon County to establish the CSWG. As support to the CSWG, Oasis schedules and notices meetings, maintains records on behalf of the CSWG, attends meetings of the CSWG 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 CSWG and the community.



Executive Summary



Executive Summary

Executive Summary⁶

A Call to Action:

Improving the Status of Women and Girls in Tallahassee/Leon County

April 2014

*The goal of this Report is to raise awareness of the status of women and girls in the Tallahassee/Leon County area and make recommendations as to how this status could be improved. This report marks **the first time** that local government and the community have specific and comprehensive recommendations, from a Commission, for action to address and improve the status of women and girls.*

The Commission's first [Report⁷](#) examined and described how women and girls fare in the areas of Crime and Justice, Economic Security, Education, Health, and Leadership.

*"A Call to Action" builds on the data and work of that first Report and offers 100 **Recommendations for Action** for the whole community in the areas of: the **workplace and economic security, violence, health** and specifically on what we all can do to help **girls**. This report and these initial recommendations mark the first steps toward addressing hundreds of years of discrimination against women and girls. There are many other areas that remain ripe for examination and action by future commissions and the community.*

Significant Accomplishments:

- **Created a Girls Coalition** – For the first time, the many groups and people who provide services to girls now have a place to network, coordinate services, leverage resources and work together to improve and better assist girls to grow and thrive.
- **Convened a Summit on Women and the Workplace** – In October 2013, a first of its kind Summit brought together over 220 participants and experts from our area and the nation to learn and strategize ways to improve how women can be more economically secure at work. 96% surveyed said they would apply what they learned to improve the status of women in their workplace.
- **Worked for the Adoption of County and City Policies on Domestic and Sexual Violence and Stalking** – Addressing issues brought to the fore by the CSWG and with over 100 hours of CSWG technical assistance, both the City and County have adopted the most comprehensive and supportive policies to address both victimization and perpetration of these crimes at the workplace. Over 3,500 employees will be educated and receive support so that both their workplaces and our community are safer.

⁶ All citations to data in this executive summary can be found in the full Report.

⁷ <http://www.theoasiscenter.net/12.html>



- **Listened and Learned: Public Hearings** – Citizens of the community offered their opinions and expertise broadly on issues facing women and girls and specifically on how we can better address the high rates of violence against women and girls locally in three community wide public hearings.
- **Produced a Report and Recommended Actions to Improve the Status of Women and Girls** – Detailed research and 100 comprehensive recommendations for action will help forge a path for the City, County and the community to work together to improve the lives of women and girls in the areas of: the workplace and economic security, violence, girls and health.

Recommendations for Action

Recommendations for Action in this executive summary detail key steps this community should undertake to improve the status of women and girls; many more are found in the body of the Report. They are directed toward multiple sectors and organizations including City and County governments, local businesses, chambers of commerce and non-profits, social services and the justice system, local schools and institutions of higher learning and many more. Some can be accomplished over the short term with minimal cost, others are longer term and represent the need for greater resources and focused efforts. Almost *all* of the 100 recommendations will require partnerships and collaboration across many different sectors, public and private alike.

Chapter 1: Commission Organization and Operations

The 21-member CSWG, staffed by the Oasis Center for Women and Girls, organized itself into three process-focused committees: Organization and Bylaws, Funding and Budget, and Data. These staff and committees help guide the other committees and the CSWG as a whole in their work. Since the CSWG is a relatively new entity, these committees worked to build a strong foundation for future work.

Chapter 2: Key Demographics

- Women and girls outnumber men and boys in our area: 52.3% of Leon County residents are women, 47.7% are men.
- In Leon County, 62.3% are White, 30.8% are Black/African-American, 6.9% comprise other races (including multiple races), and 6.2% are of Hispanic ethnicity.
- Leon County's poverty rate, at 22.8%, is much higher than Florida's, which is 15.6%. However, when college students who do not live with relatives are excluded, the Leon County poverty rate drops to 16.7% and the Florida poverty rate drops to 15.5%.
- Women and men experience poverty at comparable rates in Leon County (22.0% for women and 21.3% for men). However, there is a large wealth gap between single mothers and single fathers. In Leon County, there are approximately 6,435 households with children living below the poverty line, and single mothers head 87% of these.



Chapter 3: Building a Foundation for Economic Security and Chapter 4: Women and the Workplace

- Women are a driving force in our economy, worldwide and locally. Women control about 60% of household wealth and drive over 80% of household consumption worldwide.
- Nationally, women earn 77 cents for each dollar a man makes; in Florida, the ratio is slightly better at 83 cents to the dollar. In the Second Congressional District, which includes Leon County, the earnings ratio is slightly better still at 88 cents. Nationally, women's median annual earnings in 2012 were \$37,791 compared to \$49,398 for men.
- Women in Leon County are more likely than men to be single parent heads of household and, thus, primary caregivers of children; to earn lower wages; and to be victims of domestic violence or sexual assault. They also have greater need for time off for childbirth and for flexibility in attending to their children's needs.
- Women have a harder time making ends meet. According to Wider Opportunities for Women (WOW), 81% of households headed by single mothers lack economic security, meaning they cannot make ends meet on basic needs like housing, transportation, food, childcare, and insurance.
- The median household income for Leon County in 2013 was \$45,827. Yet, for a single mother with two children, one in preschool and one in school, it would cost \$56,064 for her to meet the most basic household expenses.
- A workplace that has gender diversity both at the top and in the lower ranks of the organization performs better, and makes, as a recent Gallup study says: "bottom line business sense."
- 21% of full-time, employed adults were victims of domestic violence and 64% of them indicated their work performance was significantly impacted.
- There are cultural and societal factors at work that negatively affect women's access to health care as women are more likely than men to work part time and be in lower wage jobs such as food service industry and other service sectors that are far less likely to provide sick days or health insurance than workers in higher paying jobs.
- The lower a woman's income, the greater the likelihood that she will experience chronic disease. Across income groups the risk of poor health rises steadily as income decreases.
- Promoting entrepreneurship among women is an important issue for women as well as the community at large. It affords women with personal opportunities and community job creation; however, women face significant barriers to entrepreneurship, including the lack of experience and managerial skills, training and education needed to become entrepreneurs.

Recommendations for Action

The CSWG, in partnership with the City, the County, and others as needed, should build awareness of women's economic security challenges, including localized data measures that verify the need for local reforms.



The CSWG and local Chambers of Commerce should collect and distribute information on promising practices and examples of workplaces successfully promoting work/life balance; also those that advance and promote women's leadership.

The CSWG should host and/or partner with the City, County, local chambers of commerce, local institutions of higher learning, women's organizations and all other community groups to host a Summit to focus on women's economic security issues, at least every two years.

The CSWG should partner with others in the community, act as a clearinghouse to collect, and promote model practices on gender diversity in the workplace, and distribute research on the benefits of diversity to employers in our area, particularly showing how diversity makes for a stronger organization and better "bottom line."

The City and County should increase funding for services for individuals who are economically insecure – particularly women and children.

The Economic Development Council of Tallahassee/Leon County and others in the community who promote economic development should make it a top priority to assist employers in creating jobs that pay living wages and where gender pay disparity is reduced and eliminated.

Chapter 5: Violence Against Women and Girls

- Women and girls experience violence within the social, cultural, political and economic contexts that prevail in the communities in which they live. These contexts are shaped by individual and collective attitudes that affect the behavior of perpetrators, victims, witnesses and the community-at-large.
- The National Crime Victimization Survey shows that sexual violence is the most under-reported serious crime in the United States. Studies show that more than half of women at some point in their lives will be the victims of some form of sexual violence, but only a quarter or less will ever report it.
- In Leon County, the number of total forcible sex offenses declined by 10.2% from 2011 to 2012. However, the incidents of rape by force increased by 9% in the same time period.
- Despite the best efforts of local service providers, there are gaps that still need to be addressed in order to have a truly comprehensive response that addresses the multiple needs of victims of violence, particularly women.
- According to a 2009 study of school bullying, boys were more involved in physical or verbal bullying, while girls were more involved in relational bullying. Boys were more likely to be cyber bullies, while girls were more likely to be cyber victims.

Recommendations for Action

Key community stakeholders, including coalitions and coordinating agencies, the City, the County, law enforcement agencies, judicial sector agencies, institutes of higher education, health professionals, social and economic service agencies, and victim service providers, should collaborate on a comprehensive public awareness campaign that emphasizes that every individual, organization, business and government entity has a role in reducing violence against women and girls.



Local non-profits should work to develop a shared protocol for services to victims of sexual and domestic violence. The protocol should include common data/information collection, appropriate releases, and confidentiality protections to help victims who report crimes and seek assistance so that they are not re-victimized by having to tell their stories repeatedly and so that they are not forced to go to multiple venues to obtain services.

Local institutions of higher learning should collaborate on a public awareness campaign regarding the incidence and prevalence of rape on campus with a focus on developing responses and a climate that promotes respectful relationships, and supports help for victims.

The City and County should continue to implement their newly adopted policies on domestic and sexual violence and stalking by providing ongoing information to all employees, contractors and vendors regarding the policy, and developing and instituting regular training on the topic.

The City and County, in collaboration with the local Chambers of Commerce, should develop public-private partnerships to educate employees and leadership/management about the importance of domestic violence, sexual assault, and stalking policies.

Chapter 6: Girls

- The newly established Girls Coalition provides ways that the community can increase its understanding of the best and innovative practices. The ultimate goal is to increase the knowledge of available services to the organizations that are focused on serving girls as well as to increase networking and collaborative opportunities.
- Bullying between and among girls has seen a sharp increase in the past few years with the advent of social media.
- Dating violence, including date rape and statutory rape, is a prevalent problem.
- Girls are de-valuing their bodies without an understanding of the short- or long-term consequences. From the clothes they wear to the pop icons they admire, girls are reflecting what they see in society, especially those with few, if any, counteracting influences in their lives.

Recommendations for Action

The CSWG, together with the Girls Services Coalition, should create capacity-building initiatives for girls' service providers in several areas (e.g., negotiation skills, anti-bullying/anti-cyber bullying, mentor selection and training, and collaboration among girls for usage with peers and adults).

The CSWG should continue funding and supporting the Girls Services Coalition, until it becomes self-sustaining.

Chapter 7: Health

- Physical and mental health are very important components of women's and girls' overall well being and are closely connected to women's poverty and education levels.
- The lack of health insurance creates major barriers for those seeking medical care; there are approximately 21,000 uninsured women and girls in Leon County.



- Uninsured women are less likely to receive preventive care and services for major health conditions and chronic diseases.
- Too many babies, especially African American babies, are dying in Leon County before their first birthdays. In 2012, 28 babies born in the County died compared to 18 in 2011. This increase brought the County's infant mortality rate to 9.3 per 1,000 live births, higher than the state average (6/1000 live births) and representing an approximate 60% increase from the previous year.
- The birth rate to teen mothers was more than three times greater for Black teens than their White counterparts; the rate for White teens for the three-rolling-year term was 9.6, with a 31.5 rate for Black teens.
- There is a growing body of research and literature that suggests racism may be the largest indicator of fetal and infant mortality in African-American women.
- Living in poverty is a foundational cause of stress, poor nutrition, poor access to quality health care, and other contributors to poor birth outcomes.
- At both the local and national levels, STIs continue to be a public health problem, particularly among women, who tend to face more long-term STI consequences. Untreated STIs cause infertility in 24,000 American women annually, while untreated syphilis among pregnant women causes infant death in nearly 40% of cases.
- Out of all 67 Florida counties, Leon County had the 12th highest rate of bacterial STIs for women between the ages of 15 and 34 in 2012.

Recommendations for Action

Because public misunderstanding about the ACA remains high, the City and County should support additional community events and public forums throughout the next year in order to help citizens adjust to the law and determine the best course of action for themselves and their families.

The CSWG should serve as a catalyst to encourage local stakeholders, including but not limited to the FSU College of Medicine, Capital Area Healthy Start Coalition, and Whole Child Leon, to endorse and provide resources for its Pre-Conception Health Conferences, one series for health care providers and another for women in our community, which should be held at least annually.

Stakeholders such as the City, the County, and the local institutions of higher learning should work together for a public service announcement ("PSA") to publicize educational HIV / AIDS and STI prevention and treatment material in various sources – newspaper, billboards, public service ads on television, experts on local talk shows.

Projects like 95210 Eating the Rainbow should continue, and the City and County should support expansion of, food, nutrition and physical fitness programs that deliver direct services in a holistic and practical way so that infant mortality and other health care-related harms plaguing our area, particularly in documented "food deserts," can be addressed and so reduced.



Introduction



Introduction

Recognizing that more needed to be done in the Tallahassee/Leon County area to address and improve the status of women and girls, the City and County Commissions created our area's first Commission on the Status of Women and Girls. Leon County established the Commission in April 2011 and then the City and County recreated it jointly in Spring 2013. As the 2013 Joint Resolution states in relevant part:⁸

WHEREAS, while there has been significant progress made, there is still work to be done before women and girls achieve economic, education, and employment parity; and

WHEREAS, we must understand the current challenges that face our female citizens in order to best equip women and girls with the knowledge, skills, and equal access to reach for the promise of tomorrow.

The Committee [CSWG] shall have as its goal the promotion of awareness on issues that affect women and girls in the community, including, but not limited to discrimination, disparate experiences of diverse women and girls, employment, education, services, health, economic security, access to justice, freedom from violence, and more.

The City and the County further charged the CSWG with the “responsibility of providing input and recommendations to the Board and the Commission, as needed, on approaches with which to address issues affection women and girls.” The Commission’s first [Report](#)⁹ examined and described how women and girls fare in the areas of Crime and Justice, Economic Security, Education, Health, and Leadership. This Report, entitled “A Call to Action,” builds on the data and work of that first Report and offers 100 Recommendations for Action for the whole community. This Report and these initial recommendations mark the first steps toward addressing hundreds of years of discrimination against women and girls and the disadvantages that they have faced on account of their gender.

The CSWG has a dual mission: to raise awareness and to provide advice to the City and County concerning women and girls. The all-volunteer, 21-member CSWG includes women with varied backgrounds and experiences. Their contributions include research, organizational expertise, and substantial knowledge and experience concerning economics,

⁸ City Resolution No. 13-R-20A Joint Resolution of the Board of County Commissioners of Leon County, Florida, and the City of Tallahassee Commission to establish an advisory committee which shall be named the Tallahassee-Leon County Commission on the Status of Women and Girls and which shall operate and function as a decision making committee.

⁹ Available at <http://www.theoasiscenter.net/12.html>



health, social welfare, law, education, policy, non-profit and for-profit organizations and business, specifically concerning women and girls of all ages.

To carry out its responsibilities, the CSWG held three public hearings and numerous duly noticed committee meetings. During calendar year 2013 and through April 2014 the full CSWG met eight times. Members of the public, though not official appointees to the CSWG, greatly assisted it in its committee work. Outside the official committee meetings, individual Commissioners met with staff and officials of the County and City, non-profits and business, university and college administration and faculty, service providers and a wide array of professionals and citizens who are knowledgeable and informed about how we can do more to improve the lives of women and girls. The Commission also gathered information from extensive literature searches, the U.S. Census, interviews and surveys.

Therefore, this Report is a combined effort, where information from all of these people, organizations and groups has come together to offer this informed and detailed “Call to Action.”

Regarding the 100 Recommendations for Action in this Report, it is important to note that these recommendations are the CSWG’s best efforts at proposing that specific entities take specific steps. When it is clear that an entity or organization is the sole or recognized body to take an action, it is named. However, in several recommendations, it might be that not all of those who could take action are identified. Rather they are described: for instance, not all who make up “local media” are listed, nor are “key community stakeholders” with expertise on violence against women named. It is our hope that those who fit the descriptions in the recommendation will be able to identify themselves and join with the CSWG and others to take action. Our failure to list them is a reflection of our lack of complete knowledge and our ability, not of these groups’ or individual’s importance.

While there is a great deal of information covered in this Report, it is not as exhaustive or as fully inclusive as CSWG members would have preferred. The many limits of time and other resources made it difficult to examine and report on certain issues fully. These issues include those facing elder women; the root causes and impacts of poverty on women and girls; mental health and other health matters; human trafficking; and community, City, and County workforce analyses. These are a few topics we acknowledge here as extremely important and that merit the attention of this body and the full community in the future. Chapters in this report detail further needs and issues in “Limitations” sections.



Each chapter details an issue that was the work of a CSWG committee. They are: Organization and Bylaws/Funding and Budget/Data; Building a Foundation for Women's Economic Security, Women and the Workplace, Violence Against Women and Girls, Girls and Health. Each chapter provides narrative and Recommendations for Action that follows and supports this narrative. A list of all Recommendations and who is responsible are found in [Appendices A](#) and [B](#), respectively.

Therefore, this Report is a combined effort of many, led by members of the CSWG, and directed to those leaders, individuals, organizations and community members who can collaborate and help to build a community where women and girls can have equal opportunities, be fully supported and can thrive.



Chapter 1:

Commission Organization and Operation



Chapter 1: Commission Organization and Operations

Organizational and Bylaws Committee

In practical terms, the Organizational and Bylaws Committee [OBC] was created to address organizational issues related to the CSWG as a whole and provide a way for Commissioners to discuss Commission business outside of full Commission meetings. Committee chairs are strongly encouraged to attend.

This year has been very busy and productive for the OBC.

Bylaws Revision

Prior to this year, the bylaws had not been revised since the inception of the Leon County Commission on the Status of Women and Girls in 2011. The most significant changes were in attendance and terms of the officers. After a thorough review and discussion with County and City staff, the new bylaws were approved by the full CSWG at our April 1, 2013 meeting.

Public Hearings

The OBC organized two public hearings this year. The intent of the hearings was to explore and expand upon the findings from the November 2012 report to the community in order to make recommendations to the City and the County Commissions regarding effective community responses to these critical issues.

The hearings were held February 21, 2013 at the Dorothy Cooper Spence Community Center and February 28, 2013 at Workforce Plus. The focus of the meetings was to share findings from our 2012 Annual Report and to solicit community input about the initiatives and priorities of the CSWG. The Violence Against Women and Girls Committee hosted a separate hearing to gather information from the public about local issues related to violence affecting women and girls [See the flyer for this event in [Appendix C](#)].

Joint Enabling Resolution

The OBC reviewed and made suggestions for the new Joint Enabling Resolution that created CSWG, which officially marked the City of Tallahassee joining as a co-funder and supporter of the CSWG (formerly the Leon County Commission on the Status of Women and Girls).

Commissioner Retreat

The CSWG organized the first commissioner retreat, which was held June 22, 2013 at the Council on Culture and Arts. Ninety-five % of the Commissioners attended as well as many Commissioners whose terms had ended. Dr. Sarah “Tippy” Amick facilitated the retreat. The focus was on giving Commissioners an opportunity to get to know each other better for increased collaboration and cooperation. They also reviewed the goals that we had established for the upcoming year. City Commissioner Andrew Gillum and County Commissioners Kristin Dozier and Nick Maddox presented plaques and appreciation to the



Commissioners who had served during the previous term. The retreat will become an annual event.

New Commissioner Orientation

The OBC organized two new Commissioner orientations. They were held on July 29, 2013 and August 6, 2013 and 73% of the new Commissioners participated. As a part of the orientation, staff and commissioners created a new CSWG binder which future Commissioners will receive during their orientation sessions. It is the OBC's intention to move the orientations to earlier in the Commission year prior, to both the first meetings attended by the Commissioners as well as the retreat.

Commissioner Agreement

The OBC took significant time to create a Commissioner Agreement. [See [Appendix D.](#)] The intention of this internal agreement was to assert the expectations and responsibilities of a Commissioner.

Report Administration

The OBC is the general organizing entity for the administrative/technical requirements for producing the CSWG's annual report. In that role, we work with the CSWG's Chair and Oasis staff to develop formatting guidelines and completion timelines for the numerous sections of the report.

General Support to the Chair

The OBC is the administrative/organizing support team for the chair of the CSWG, who often talked through ideas and asked for input.

Communication between Committees

The OBC operates as a venue for chairs of committees to come together and work cooperatively on issues requiring collaboration or to provide clarification.

2013/14: Operating Procedures

A significant goal of the OBC during 2013/14 was to write operating procedures for the Commission. These procedures are intended to formally communicate processes Commission members must follow in regard to talking with the media, relationships with City and County staff, public noticing, etc. In addition, there will be a focus on clarifying the role that Oasis brings to the Commission as the agency contracted to provide staffing.

Continuing Work

The OBC continues to work on the annual bylaws review, public hearings, retreat, and orientation.



Funding and Budget Committee

The Funding and Budget Committee was created in 2013 to raise and oversee the use of funds to support the Commission's work. Upon reviewing its charge, it became apparent that the Committee had multiple roles, including fundraising and solicitation of sponsorships as well as serving as the clearinghouse for all budget requests by commission committees.

The committee primarily oversees spending of discretionary funds in coordination with Oasis staff. The majority of funds received from the City and County to support the CSWG's work are earmarked for expenses related to Oasis carrying out its charge as the contracted administrative and staffing agency. A portion of the monies received from the City and County are designated by Oasis to support CSWG activities, such as community awareness events, public hearings, meetings of the Girls Services Coalition, and research. As a citizen's advisory committee to two government entities, we recognize that transparency and financial accountability are critical. We are actively engaged in working with Oasis to review general Commission spending and to provide oversight of the Commission's discretionary spending.

This year, the Funding and Budget Committee found itself actively engaged in fundraising coordination in general and for the Women and the Workplace Summit specifically. We are proud to report that in addition to the Summit being very successful programmatically, it also raised monies that the Commission will be able to use to benefit women and girls in our community.



Data Committee

The Data Committee is a new subcommittee of the CSWG this year. This subcommittee established the following goals for the year: (1) To heighten awareness and accessibility to gender-related information locally; (2) To comprise formulate recommendations to improve systems which limit access to such data; (3) To establish and evaluate systems, in collaboration with community partners, to access gender-specific data; and (4) To support other committees' data collection needs by providing recommendations and guidance.

In addition to these four goals, the committee set out to conduct substantive research on the status of women as employees of the City and County. Similar to the analysis done in the 2012 report of state government administration, the committee conducted a public records request in an attempt to analyze how women are doing in local government in terms of leadership, salary, tenure, etc. The goal was to depict a big-picture analysis, including how women are doing at the top and at the bottom of the pay scale, whether they have insurance, their length of tenure and salary in comparison to men.

The Data Committee obtained public records from both the City and County for data analysis on employment. Unfortunately, several variables of interest did not exist in a manageable format for analysis. Still, the committee did get some invaluable information about the status of women employed by both the City and County. The analysis of this data can be found in the Women and the Workplace section of this report.

As the Data Committee worked diligently over the course of the Commission year, the Commission revised some of the committee's goals based on both the needs of the Commission as well as the feasibility of data collection. One of the committee's original goals was to create a survey that could be implemented at the Women and the Workplace Summit. The committee spent a great deal of time working on a survey and, while it was ultimately not distributed at the Women and the Workplace Summit, it is still being developed so that it can be implemented community-wide. The committee based survey content on information provided by the Women and the Workplace Committee, the full Commission, and the Tallahassee Chamber of Commerce.



Chapter 2:

Demographic Snapshot of Leon County



Chapter 2: Demographic Snapshot of Leon County

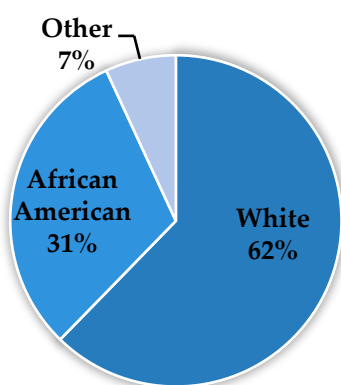
Population Distribution

Leon County covers approximately 702 square miles¹⁰ and is home to 283,769 people, 186,971 of whom live in Tallahassee,¹¹ its only incorporated city. The remainder of the population lives in the unincorporated municipalities that constitute the rest of Leon County.

Race

According to the 2012 American Community Survey, 52.3% of Leon County residents are women and 47.7% are men.¹² In terms of race and ethnicity, 62.3% are White, 30.8% are Black/African-American, 3.2% are Asian, and 3.4% comprise other races (including multiple races); 6.2% all races are of Hispanic or Latino ethnicity.¹³ Compared to the Florida population, Leon County has a higher percentage of Black/African-American residents (30.8% of the county vs. 16.1% of the State).¹⁴

Figure 1. Race, Leon County, 2012



Age

The age breakdown of Leon County also differs from that of the State, most likely due to the presence of two, large public universities: Florida State University and Florida Agricultural

¹⁰ Florida Smart Web Guide. Leon County, FL. Retrieved from <http://www.floridasmart.com/local/counties/leon/about.htm>

¹¹ U.S. Census Bureau. (2012). Dataset: 2012 ACS 1-year estimates. Total Population. Data ID: B01003

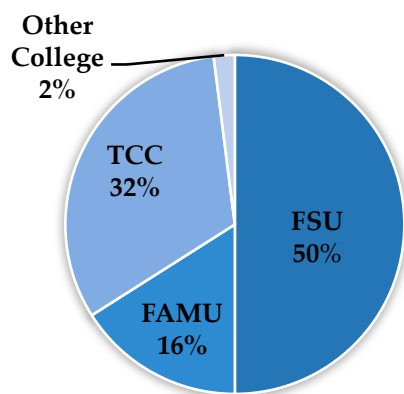
¹² U.S. Census Bureau. (2012). Dataset: 2012 ACS 1-year estimates. Demographic and Housing Estimates. Data ID: CP05

¹³ Ibid.

¹⁴ U.S. Census Bureau. (2012). Dataset: 2012 ACS 1-year estimates. Demographic and Housing Estimates. Data ID: CP05

and Mechanical University, as well as a large, two-year institution, Tallahassee Community College. Together, these colleges enroll 62,385 students.^{15,16,17}

Figure 2. Undergraduate enrollment by institution, Leon County, 2013



People ranging in age from 20 to 24 make up 17.1% of the population of Leon County, but this age group only accounts for 6.8% of the Florida population.¹⁸ The %age of people between the ages of 15 and 19 in Leon County (9.6%) is also slightly higher than the State %age (6.2%).¹⁹ Similar to age, this difference is also likely due to the presence of large institutions of higher learning. Another notable difference between the age breakdowns of the County and State is in the %age of people over age 65. In Leon County, only 10.4% of residents are over 65, compared to 18.2% of the State's residents.²⁰

Student Poverty

The large student population also impacts the poverty rate. Leon County's poverty rate, at 22.8%, is much higher than Florida's, which is 15.6%. However, when college students who do not live with relatives are excluded, the Leon County poverty rate drops to 16.7%

¹⁵ US News and World Report. (2013). *2014 Quick Stats*. Florida State University. Retrieved from <http://colleges.usnews.rankingsandreviews.com/best-colleges/florida-state-university-1489>

¹⁶ US News and World Report (2013). *2014 Quick Stats*. Florida A & M University. Retrieved from <http://colleges.usnews.rankingsandreviews.com/best-colleges/florida-am-university-1480>

¹⁷ Bradley, P. (2013). Top 100 Associate Degree producers. *Community College Week*, 25(3). Retrieved on December 16, 2013 from <http://www.ccweek.com/news/articlefiles/3581-CCW062413-AIPGs%28Top100%292.pdf>

¹⁸ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Demographic and Housing Estimates. Data ID: CP05

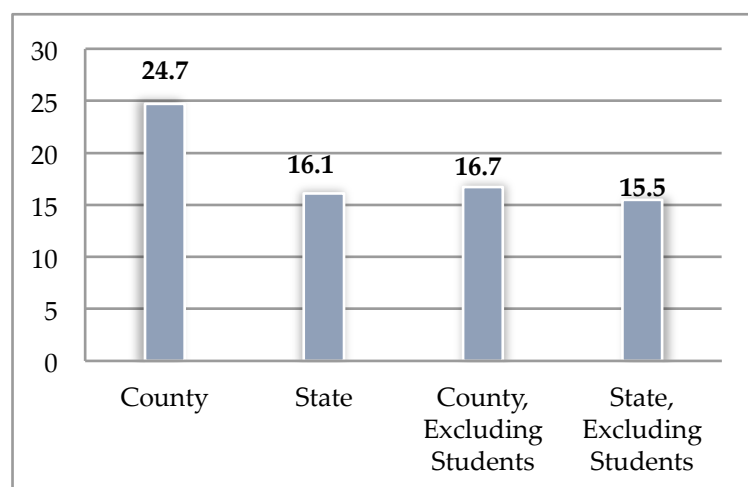
¹⁹ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Demographic and Housing Estimates. Data ID: CP05

²⁰ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Demographic and Housing Estimates. Data ID: CP05

and the Florida poverty rate drops to 15.5%.²¹ When excluding these students, the poverty rate in Leon County is similar to that of the State. See Figure 3, below, for an illustration.

Considering that over half (50.8%) of the 63,607 Leon County residents who are enrolled in college or graduate school live below the poverty line, it is easy to see how student poverty would affect County rates.²² Over half (53.9%) of college and graduate students in Leon County are women, so student poverty in Leon County is an issue that impacts women, especially college-age women.

Figure 3. Poverty rates (in percentages), Florida and Leon County, 2013



Race and Poverty

Mirroring national statistics, there is a large racial disparity in poverty for Leon County. Black/African-American residents' poverty rate is 31.2%, while White residents have a 21.7% poverty rate.²³ There are no gender disparities within these racial groups. Black/African-American men and women both have a 31.2% poverty rate.²⁴ The poverty rate for White men is 21.3% and 22% for White women.²⁵

²¹ Bishaw, A. (2013). Examining the effect of off-campus college students on poverty rates. *U.S. Census Bureau, Social, Economic, & Housing Statistics Division, Poverty Statistics Branch*. Retrieved from: <http://www.census.gov/hhes/www/poverty/publications/bishaw.pdf>

²² U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the past 12 Months by School Enrollment by Level of School for the Population 3 Years and Over. Data ID: C14006

²³ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the past 12 Months by Sex by Age. Data IDs: B17001, B17001A, B17001B

²⁴ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the past 12 Months by Sex by Age (Black or African American Alone). Data ID: B17001B

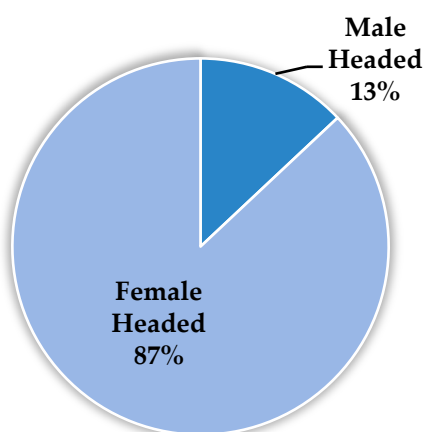
²⁵ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the past 12 Months by Sex by Age (White Alone). Data ID: B17001A.

Gender and Poverty

Nationwide, there is a gender gap in poverty, with adult women 32% more likely than men to live at or below the poverty line.²⁶ There are even bigger discrepancies among single parents and the elderly. Single mothers are 81% more likely to live in poverty than single fathers, and women 65 or older are 61% more likely to live in poverty than men in that age bracket.²⁷

In Florida, a small gender disparity exists, with 16% of men and 18.2% of women living below the poverty line.²⁸ Likewise, women and men experience poverty at comparable rates in Leon County (22.0% for women and 21.3% for men).²⁹ However, there is a large wealth gap between single mothers and single fathers. In Leon County, there are approximately 6,435 households with children living below the poverty line,³⁰ and single mothers head 87% of these.³¹ See Figure 4, below, for an illustration.

Figure 4. Single parent households in poverty, Leon County, 2012



There is a notable absence of data representing transgender individuals.

²⁶ Casey, T. (2012). Women's poverty in the United States, 2012: Poverty rate remains high, gender poverty gap persists. *Legal Momentum: The Women's Legal Defense and Education Fund*. Retrieved from: <http://www.legalmomentum.org/resources/womens-poverty-united-states-2012#sthash.GjENmOyi.dpuf>

²⁷ Casey, T. (2012). Women's poverty in the United States, 2012 : Poverty rate remains high, gender poverty gap persists. *Legal Momentum: The Women's Legal Defense and Education Fund*. Retrieved from: <http://www.legalmomentum.org/resources/womens-poverty-united-states-2012#sthash.GjENmOyi.dpuf>

²⁸ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the past 12 Months by Sex by Age. Data ID: B17001

²⁹ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the past 12 Months by Sex by Age. Data ID: B17001

³⁰ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Population and Housing Narrative Profile 2012. Data ID: NP01

³¹ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the past 12 months of families by household type by number of related children under 18 years. Data ID: B17012

Recommendation

1. The City, the County, and others as needed, should work to collect demographic data on transgender members of the community in an effort to have more comprehensive and inclusive discussions around issues that may be associated with gender identity.

Chapter 3:

Building a Foundation for Women's Economic Security

Chapter 3: Building a Foundation for Women's Economic Security

Economic security is necessary for women and girls to thrive and reach their potential. Therefore, this report begins with this brief overview of the importance of economic security because it overlaps as well as connects the sections that follow that cover health, women's place in the job market, safety and the ability of girls to have the support they need to learn and grow.

Women are a driving force in our economy, worldwide and locally. Women control about 60% of household wealth and drive over 80% of household consumption worldwide.³² Yet women's growth in the workforce continues to decline³³ and women in Florida continue to make less than men for the same work.³⁴

Throughout the world, in order to have a productive, efficient, and growing economy, women should have full participation and access to the economy, as workers and as consumers. Policies and practices that fail to fully promote or that restrict full participation of women in the economy harm women's economic wellbeing and family financial success. The wider impact is that the community fails to reach its full potential to grow and thrive.

Across the nation, wage disparity persists between men and women, gaps in income between rich and poor continue to widen, and statistics demonstrate decreasing social and economic mobility, or the ability of individuals to rise to higher levels of socioeconomic status.³⁵ While these negative and harmful trends affect women and men, girls and boys, women and girls suffer the brunt of these economic disparities.

Specifically, women still earn less than men for the same work.³⁶ According to research from the Institute for Women's Policy Research:

The ratio of women and men's median annual earnings was 76.5 % for full-time/year-round workers in 2012. This means the gender wage gap for full-time/year-round workers is 23.5 %. The gender wage gap has stayed essentially unchanged since 2001. In the previous decade, between 1991 and 2000, it closed by almost four %age points, and in the decade prior to that, 1981 and 1990, by over ten %age points. If the pace of change in the annual earnings ratio continues at the same

³² The Goldman Sachs Group, Inc. (2013). *Women's work: Driving the economy*. Retrieved from <http://www.goldmansachs.com/our-thinking/focus-on/investing-in-women/research-articles/womens-work.pdf>

³³ U.S. Bureau of Labor Statistics (2013). *Women in the labor force: A datebook* (1040). Retrieved from <http://www.bls.gov/cps/wlf-databook-2012.pdf>

³⁴ Hegewisch, A., & Williams, C. (2013). *The gender wage gap: 2012 — IWPR* (C350). Retrieved from <http://www.iwpr.org/publications/pubs/the-gender-wage-gap-2012-1>

³⁵ See [Chapter 4: Women and the Workplace, City of Tallahassee and Leon County Full-Time Employees: A Case Study](#) (page 63).

³⁶ Hegewisch, A., & Williams, C. (2013). *The gender wage gap: 2012 — IWPR* (C350). Retrieved from <http://www.iwpr.org/publications/pubs/the-gender-wage-gap-2012-1>

rate as it has since 1960, it will take another 45 years, until 2058, for men and women to reach parity.³⁷

Nationally, women earn 77 cents for each dollar a man makes; in Florida, the ratio is slightly better at 83 cents to the dollar.³⁸ In the Second Congressional District, which includes Leon County, the earnings ratio is slightly better still at 88%.³⁹ Nationally, women's median annual earnings in 2012 were \$37,791 compared to \$49,398 for men.⁴⁰

Residents of Leon County face challenges in their earnings covering their expenses, with women facing the highest hurdles. For example, women head most single-parent families.⁴¹ Wider Opportunities for Women (WOW) reports on those who lack economic security and found that 81% of households headed by single mothers lack economic security, meaning they cannot make ends meet on basic needs like housing, transportation, food, childcare, and insurance. Nationally, among families headed by Black mothers, the rate is 87%, and, for Hispanic mothers, economic insecurity is the highest at 90%.⁴²

Our local community should, therefore, do all it can to assist families with costs and programs related to economic support for women and families. For example, recently a number of local schools lost funding for after-school programs, funding that local government later restored. With funding and support for after-school programs, those mothers who could not afford costly childcare or who would have had to leave work early were saved those costs and that burden.

During the [Women and the Workplace Summit](#),⁴³ members of the local community offered other examples of challenges to women having a difficult time making ends meet and how our community resources need to focus or be redirected to help them. There were numerous examples at the Summit about women with advanced degrees not being able to work due to lack of affordable childcare. Additionally, the lack of convenient bus routes and other forms of public transportation hindered the ability of women to work, to obtain additional certifications or degrees, or to improve their education.

³⁷ Hegewisch, A., & Williams, C. (2013). *The gender wage gap: 2012 — IWPR* (C350). Retrieved from <http://www.iwpr.org/publications/pubs/the-gender-wage-gap-2012-1>

³⁸ The American Association of University Women (2013). *The gender pay gap: Florida*. Retrieved from <http://www.aauw.org/files/2013/03/Florida-Pay-Gap-2011-Data.pdf>

³⁹ Ibid.

⁴⁰ Hegewisch, A., & Williams, C. (2013). *The gender wage gap: 2012 — IWPR* (C350). Retrieved from <http://www.iwpr.org/publications/pubs/the-gender-wage-gap-2012-1>

⁴¹ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the Past 12 months of families by household type by number of related children under 18. Years. Data ID: B17012.

⁴² McMahon, S., & Horning, J. (2013). *Living below the line: Economic insecurity and America's families*. Retrieved from Wider Opportunities for Women's website: <http://www.wowonline.org/wp-content/uploads/2013/09/Living-Below-the-Line-Economic-Insecurity-and-Americas-Families-Fall-2013.pdf>

⁴³ See [Chapter 4: Women and the Workplace, Introduction](#) (page 45).



Summit attendees offered their ideas about what should be done locally to help build a stronger foundation for women and girls' economic well being; the CSWG considered these recommendations for action and offers their approval and endorsement here as well as elsewhere in this report.

Recommendations

2. The CSWG, in partnership with the City, the County, and others as needed, should build awareness of women's economic security challenges, including localized data measures that verify the need for local reforms.
3. The CSWG should partner with Florida A&M University (FAMU), Florida State University (FSU), and Tallahassee Community College (TCC) and others to examine ways high costs of childcare and lack of reliable transportation negatively affect the ability of women to enter and remain in the workforce and offer suggestions for ways this can be addressed.
4. The CSWG and local Chambers of Commerce⁴⁴ should collect and distribute information on promising practices and examples of workplaces successfully promoting work/life balance; also those that advance and promote women's leadership.
5. The CSWG should establish an awards program recognizing efforts within the community that advance and support women in the workplace and promote greater economic security for women.
6. The CSWG, local Chambers of Commerce, the City, and the County should share information widely in the community about challenges facing working parents, especially women.

The median household income for Leon County in 2013 was \$45,827. For a single mother with two children, one in preschool and one in school, it would cost \$56,064 for her to meet the most basic household expenses.⁴⁵ Table 1 shows what the actual cost of living breakdown for this single mother and what she would need to earn to meet those costs.

⁴⁴ Throughout the report, "local Chambers of Commerce" refers to the Greater Tallahassee Chamber of Commerce (<http://talchamber.com/>), the Capital City Chamber of Commerce (<http://www.capitalcitychamber.com>), and the Big Bend Minority Chamber of Commerce (<http://mybbmc.org>).

⁴⁵ Wider Opportunities for Women (2014). *Basic Economic Security Tables: Workers with benefits, Florida, Leon County*. Retrieved March 17, 2014 from <http://www.basiceconomicsecurity.org/best/families.aspx>



Table 1: Workers with benefits, Leon County, 2014

Expenses	Cost
Housing	\$761
Utilities	\$158
Food	\$611
Transportation	\$544
Child Care	\$901
Personal & Household Items	\$388
Health Care	\$573
Emergency Savings	\$165
Retirement Savings	\$69
Taxes	\$769
Tax Credits	-\$267
Monthly Total	\$4,672
Annual Total	\$56,064
Hourly Wage	\$26.55

This leaves a gap of over \$10,000 showing that Leon County, like many places in Florida and the nation, lacks a living wage for the majority of its residents.

Recommendations

7. The Economic Development Council of Tallahassee/Leon County and others in the community who promote economic development should make it a top priority to assist employers in creating jobs that pay living wages and where gender pay disparity is reduced and eliminated.

8. Non-profits, the business community and others in the community who care about economic security should campaign to advocate for a local living wage ordinance.

9. The CSWG should review data from the first CSWG report on wages of men and women to point out wage inequalities and provide a break them into pay ranges. This can include describing current wage information and compare profit and non-profit jobs.

“Economic Security”: The Importance of Language Use

During the Summit, participants highlighted the great need to address economic security and social mobility overall beginning with the messaging and the language we all use – whether in the public or private sector, or whether through social media and our local press. To effectively build awareness and make recommendations regarding ways to advance the economic status of women and girls, and to reach people who are on the economic margins of our community, it is more effective to use meaningful and non-



stigmatizing language to discuss economic security issues. For example, we should avoid calling people “poor” if at all possible. This limits the effectiveness of advocacy because most people who are suffering from the greatest economic insecurity do not identify themselves as “poor.” Use of the phrase “demonizing the poor” is common in the media and does not advance greater understanding of the many issues that women, in particular, face when trying to make ends meet.

Using “economic security/insecurity” is more effective as a general heading for these topics. Other more accurate language to use includes “investing in working families” as opposed to “spending on social programs.”

Recommendations

10. Local media, the City, the County, and anyone who works on issues relating to those who are at the lower ends of the economic spectrum should reexamine the message we send about poverty and homelessness to address how society blames and stigmatizes those of low wealth status.

11. The CSWG, City, County, and any others who address economic inequality, should create mainstream messaging to emphasize “quality of life” vs. “poverty.”

12. The 2014-2015 CSWG should have a poverty committee to specifically examine how poverty impacts women and girls.

Chapter 4:

Women and the Workplace

Chapter 4: Women and the Workplace

Introduction

The Women and the Workplace Committee built its work on the findings of the CSWG 2012 Report on the Status of Women and Girls in Leon County, regarding economic security, workplace policies, and the significant number of women in poverty who live in Leon County. The Committee determined that one of the best ways to gain insight into these concerns and propose concrete recommendations for action was for the CSWG to host a Women and the Workplace Summit. The purpose of the event was to bring together members of the community to learn and to provide input on what we all need to do to improve women's economic security. After a great deal of planning and organization, the first ever Women and the Workplace Summit took place on Thursday, October 17, 2013, at the Florida State University Turnbull Conference Center. [See [Appendix E](#) for Summit program] Over 200 persons attended the summit with over 30 community sponsors lending their support. Attendees were from the public and private sectors, men and women, students and professionals, employed and those seeking employment. There was extensive press coverage in advance of the event and members of the local and statewide press covered the actual event as well. [See [Appendix F](#) for a summary of community outreach and support.]

A goal of the Summit was to create an investment strategy for our community so that every workplace can promote greater economic security for women. The objectives were to (1) identify and increase awareness of key workplace issues relating to women; (2) develop an action agenda and set of recommendations for the CSWG and the community to improve women's economic security in the workplace and beyond; and (3) recognize leaders in the community who have advanced the goal of creating and sustaining women friendly workplaces.

Matt Unrath and Sarah Boscinski from Wider Opportunities for Women in Washington, DC gave the keynote address: "Our Path to a Stronger Economy: Building Women's Economic Security Across the Lifespan." This presentation set the tone for the Summit and gave the attendees extensive information about the challenges and the opportunities women face in the workplace, including the actual costs of living in Leon County and the structural barriers women face in trying to make ends meet. Summit attendees ranked this presentation extremely high.

The program agenda highlighted the many challenges women face on multiple fronts. A diverse array of community experts conducted eight workshops on the following topics: Gender Diversity and the Workplace; Women and Employment: Wages and Salaries, Rights and Benefits; Women's Health and Wellness (Parts I and II); Building Women's Economic Security in Florida: Challenges and Opportunities; Technology: Women and the Workplace; Women and Poverty; Women as Leaders and Entrepreneurs; and Domestic and Sexual Violence Workplace Policies. See [Appendix E](#) for a copy of the Women and the Workplace Summit Program.



The overall summit evaluations were extremely positive and encouraging. Ninety-six % of respondents either agreed or strongly agreed with the statement: “The Summit motivated me to take action to improve women’s status in the local workplaces.” Eighty-nine % of respondents agreed or strongly agreed with the statement, “I learned about issues affecting women in the workplace that I did not know before the Summit.” In terms of the eight workshops, all respondents reported that workshop presenters demonstrated comprehensive knowledge of the subject matter and that they would apply what they learned to improve their workplace setting.

The CSWG utilized the expertise not only of the presenters, but also of those attending by asking each workshop to offer at least three “recommendations for action” that would go back to the full CSWG. The majority of those community-based recommendations for action are contained in the Report, both in this section and elsewhere in this report.

Recognition for Domestic Violence, Sexual Assault and Stalking and the Workplace Model Policies

On behalf of the CSWG, the chair of the CSWG recognized two outstanding community leaders, City Manager Anita Favors Thompson, and County Administrator Vincent S. Long, for their work and leadership in supporting and promoting the adoption of comprehensive model policies on domestic violence, sexual assault, and stalking in the workplace. Thanks to the support of the City and County Commissions and the leadership of these two individuals and their teams, hundreds of workplace sites and thousands of City and County employees and their families are positively affected and, we hope, safer from the threat of domestic violence, sexual assault and stalking.

Clearly, the CSWG and the community who attended and participated achieved the objectives of the Summit. Not only were participants empowered with knowledge about how they can improve their own workplaces, they helped shape the future work of the CSWG and the community.

Recommendation

- | |
|---|
| 13. The CSWG should host and/or partner with the City, County, local Chambers of Commerce, local institutions of higher learning, women’s organizations and all other community groups to host a Summit to focus on women’s economic security issues, at least every two years. |
|---|

Committee Focus

The Commission’s *Women and the Workplace* committee focused on economic security issues for women and girls. This section of this report is guided by the work conducted by that Committee and the attendees and organizers of the Summit. This section covers the major points and topics of the Summit in the following order:

- Valuing Diversity in the Workplace



- Making Workplaces More Woman- and Family-Friendly
- Healthy Women, Healthy Workplaces
- Promoting Women's Entrepreneurship Locally
- Education: The Foundation for Women's Economic Security
- Policy and Funding to Support Women's Economic Security: Steps for Government

Valuing Diversity in the Workplace

A workplace that has gender diversity both at the top and in the lower ranks performs better, and makes, as a recent Gallup study says: "bottom line business sense."⁴⁶ For example, a recent study by Catalyst (2013) found that companies with women in board director and senior leadership roles are associated with better financial performance compared to companies with fewer women in these roles.^{47,48}

A diverse workplace helps those who work there to make better decisions, has a stronger bottom line, has an overall more satisfied workforce, and, therefore, benefits those who promote and value gender diversity.⁴⁹ Inclusion of individuals who have differing value systems, diverse thought processes, problem-solving strategies, experiences, and ideologies create better products, businesses, and stronger organizations.⁵⁰ Moreover, gender-based and other forms of diversity at all ranks of an organization help it to address and reach an increasingly diverse customer base.⁵¹

Why Diversity Matters

Studies confirm that promoting women to board and leadership positions delivers results. **Why Diversity Matters** confirms that organizations with a better gender balance at board level enjoy a 42 % higher return on sales, a 66 % higher return on invested capital, and a 53 % higher return on equity than their rivals. Can business leaders and governments continue to ignore this data?

A workforce that is diverse overall, even beyond gender, is also important to a strong economy.⁵² The Center for American Progress notes that, "Our nation's human capital

⁴⁶ Badal, S. (2014, January 20). The business benefits of gender diversity. *GALLUP Business Journal*. Retrieved from http://businessjournal.gallup.com/content/166220/business-benefits-gender-diversity.aspx?utm_source=WWW&utm_medium=csm&utm_campaign=syndication

⁴⁷ Catalyst Information Center. (2013). *Why Diversity Matters*. Retrieved from <http://www.catalyst.org/knowledge/why-diversity-matters>

⁴⁸ Bloch, S. (2014, February 27). Gender-driven growth: Are quotas in boardrooms a positive force for change? *The Huffington Post*. Retrieved from http://www.huffingtonpost.com/susan-bloch/genderdriven-growth-are-q_b_4868406.html

⁴⁹ Catalyst Information Center. (2013). *Why Diversity Matters*. Retrieved from <http://www.catalyst.org/knowledge/why-diversity-matters>

⁵⁰ Ibid.

⁵¹ Ibid.

⁵² Kirby, S., & Burns, C. (2012, January 12). *The top 10 economic facts of diversity in the workplace*. Center for American Progress. Retrieved from <http://www.americanprogress.org/issues/labor/news/2012/07/12/11900/the-top-10-economic-facts-of-diversity-in-the-workplace/>



substantially grows as more women, racial and ethnic minorities, gay and transgender individuals enter the workforce.”⁵³ Workplaces in our community, large and small, can take action to build and support their diversity. One *Wall Street Journal* article suggests, among other things, to “offer benefits such as onsite daycare, childcare subsidies, and flexible schedules, and let new hires know that you are willing to accommodate cultural and religious holidays and diversity-friendly (but office appropriate) apparel choices.”⁵⁴ Other steps include diversity training, policies that promote and value diversity, complementary communications strategies within the workplace, and working to retain new hires. By requiring diversity training in the workplace or providing examples of how diversity has led to success, as well as providing incentives for businesses or organizations to create diverse workforces, we can encourage programs that incentivize employers to look outside typical gender roles. Finally, we need to work with today’s youth to ensure that they will see that a diverse workplace is the norm when they begin their careers.

Recommendations

14. The CSWG should partner with others in the community to act as a clearinghouse to collect and promote model practices on gender diversity in the workplace and distribute research on the benefits of diversity to employers in our area, particularly showing how diversity makes for a stronger organization and better “bottom line.”

15. The CSWG should work with Leon County Schools and other organizations to educate young people on the benefits of a diverse workplace.

16. The CSWG should create a recognition program that honors diverse workplaces in the community.

Making Workplaces More Women- and Family-Friendly

As noted in the CSWG 2012 report on the Status of Women and Girls in Leon County⁵⁵, there are several factors that impact women’s success in the workplace, including their ability to earn a living wage and to balance various challenges they face. Women in Leon County are more likely than men to be single-parent heads of household⁵⁶and, thus,

⁵³ Kirby, S., & Burns, C. (2012, January 12). *The top 10 economic facts of diversity in the workplace*. Center for American Progress. Retrieved from <http://www.americanprogress.org/issues/labor/news/2012/07/12/11900/the-top-10-economic-facts-of-diversity-in-the-workplace/>

⁵⁴ The Wall Street Journal (n.d.). *How to increase workplace diversity*. Retrieved from <http://guides.wsj.com/management/building-a-workplace-culture/how-to-increase-workplace-diversity/>

⁵⁵ Leon County Commission on the Status of Women and Girls (2012). *Report on the Status of Women and Girls in Leon County*. Retrieved from <http://www.theoasiscenter.net/resources/CSWG+2012+Report+Final+12.10.12.pdf>

⁵⁶ U.S. Census Bureau (2012). Dataset: 2012 ACS 1-year estimates. Poverty Status in the Past 12 months of families by household type by number of related children under 18. Years. Data ID: B17012.



primary caregivers of children; to earn lower wages;⁵⁷ and to be victims of domestic violence or sexual assault.⁵⁸ They also have greater need for time off for childbirth and for flexibility in attending to their children's needs. The report identified a number of ways the workplace could be friendlier to women, including:

- paid leave,
- childcare and child-friendly workplaces,
- healthcare benefits,
- flexible work schedules,
- ways to advocate for better working conditions,
- comprehensive policies regarding domestic and sexual violence,
- employer supported educational opportunities, and
- support for nursing mothers.⁵⁹

At the Women and the Workplace Summit in 2013, one of the sessions explored workplace policies that promote friendlier workplaces, including those that are legally required and those that are optional. Legal requirements, such as the Family Medical Leave Act, which provides for unpaid, family-related health care leave, only apply if a workplace has more than 50 employees. However, legal protections are important for women's health and well-being, whether their workplace is large or small. Moreover, having policies that support women's health will improve worker performance and allow women to advance, benefitting both employers with a more stable and productive workforce and employees with more opportunities to grow and advance and retire more comfortably.

Recommendations

17. The CSWG, in collaboration with local Chambers of Commerce, should collect and publish ways employers can make workplaces more family-friendly.

18. In order to share existing resources and link people working on developing workplace policies and practices related to domestic violence, sexual assault, and stalking, the City and County, in conjunction with The Oasis Center for Women & Girls, should develop a depository of policies, practices and available technical assistance.

19. In recognition of the impact of violence and the workplace (such as statistics demonstrating victims' loss of work days due to domestic violence, voluntary and involuntary termination of employment, etc.), the City and County and local Chambers of Commerce should publicize statistics regarding that impact.

⁵⁷ Leon County Commission on the Status of Women and Girls (2012). *Report on the Status of Women and Girls in Leon County*. Retrieved from <http://www.theoasiscenter.net/resources/CSWG+2012+Report+Final+12.10.12.pdf>

⁵⁸ Testimony of Jennifer Gagen, FSU Victim Advocate Program. Public Hearing of CSWG. June 17, 2013. Indicated about 90% of victims they see are women. Statistics provided by Refuge House for the 2012-2013 fiscal year demonstrated that the vast majority of Leon County victims served were female.

⁵⁹ Ibid.



20. The City and County, in collaboration with Refuge House and the local Chambers of Commerce, should develop public-private partnerships to educate employees and leadership/ management about the importance of domestic violence, sexual assault, and stalking policies. Trainings should address economic costs of dealing with victims in the workplace, address opportunities in working with victims and perpetrators in the workplace, and engage men in the dialogue about these issues.

21. The CSWG should explore available federal and state government-sponsored tax incentives for small businesses providing employee benefits and distribute that information through media outlets and local Chambers of Commerce to encourage and promote the provision of benefits to employees.

A “Family-Friendly” Workplace

There are many ways to cultivate a family-friendly workplace. Policies could include:

- Employer paid healthcare and retirement benefits (which have a greater impact on women, especially those who are single heads of household and in lower paying jobs)
- Role employers should play in the overall health of employees and how health and wellness positively affect productivity
- Suggested ways to incorporate flex time to allow caregivers time to drop off and pick up children from school
- Analyses of the benefits of onsite daycare and cost of providing that service.
- Analyses of expanded policies for caregivers or people facing defined extraordinary life events (See [Appendix G](#));
- Solicitation of involvement of employees in workplace policy development and implementation
- Ways workplaces that are family friendly can be rewarded.

Healthy Women, Healthy Workplaces

Generally, women in the workplace face different health and safety challenges than men do.⁶⁰ [While there are issues that overlap, such as the importance of health screening and exercise, women hold different kinds of jobs and have different roles in the family and society.](#)⁶¹ For instance, working women have more instances of carpal tunnel syndrome, tendonitis, respiratory diseases, infections and parasitic diseases, and anxiety and stress

⁶⁰ Centers for Disease Control and Prevention. (2013, November 19). *Women's safety and health issues at work*. Retrieved February 27, 2014, from <http://www.cdc.gov/niosh/topics/women/#resch>,

⁶¹ See [Chapter 4: Women and the Workplace, City of Tallahassee and Leon County Full-Time Employees: A Case Study](#) (page 63).



disorders.⁶² There are often other cultural and societal factors at work that also affect women's access to health care as women are more likely than men to work part time⁶³ and be in lower wage jobs, such as food service industry and other service sectors that are far less likely to provide sick days⁶⁴ or health insurance than workers in higher paying jobs.⁶⁵

If a woman has a good paying job, has access to health care, and is economically secure, she will most likely be healthier; conversely, there is a negative relationship between health status and income. For example, the lower a woman's income is, the greater the likelihood she will experience chronic disease.⁶⁶ Across income groups, the risk of poor health rises steadily as income decreases.⁶⁷

Furthermore, women's health, income, and status in the workplace are also affected by her culture, race, ability status, and sexual orientation. People of color and low-income individuals are at a disproportionate risk of being uninsured, lacking access to care and experiencing worse health outcomes. These disparities are worse for women than for men.⁶⁸ A 2012 report prepared for the Leon County Health Department by Mobilizing for Action through Planning and Partnerships (MAPP) showed that the lower the income, the less likely adults will have any type of health insurance coverage.⁶⁹ However, this report did not analyze insurance coverage by gender; its focus was on race/ethnicity, education, and annual income.⁷⁰

It is also important to break down data when examining the differences between access to health care through the workplace or otherwise among women according to race. According to a 2013 New York Times Report, the cancer divide between Black and White

⁶² Centers for Disease Control and Prevention. (2013, November 19). *Women's safety and health issues at work*. Retrieved February 27, 2014, from <http://www.cdc.gov/niosh/topics/women/#resch>,

⁶³ Centers for Disease Control and Prevention. (2013, November 19). *Women's safety and health issues at work*. Retrieved February 27, 2014, from <http://www.cdc.gov/niosh/topics/women/#resch>,

⁶⁴ U.S. Congress Joint Economic Committee (2010). *Expanding access to paid sick leave: The impact of the Healthy Families Act on America's workers*. Retrieved from http://www.jec.senate.gov/public/index.cfm?a=Files.Serve&File_id=abf8aca7-6b94-4152-b720-2d8d04b81ed6

⁶⁵ Kim, M. (2000). *Women paid low wages: Who they are and where they work*. United States Department of Labor: Bureau of Labor Statistics. Retrieved from <http://www.bls.gov/opub/mlr/2000/09/art3full.pdf>

⁶⁶ Schoen, C., Duchon, L., & Simantov, E. (1999). *The link between health and economic security for working-age women*. The Commonwealth Fund. Retrieved from http://www.commonwealthfund.org/~media/Files/Publications/Issue%20Brief/1999/May/The%20Link%20Between%20Health%20and%20Economic%20Security%20for%20Working%20Age%20Women/healthconomic_brief%20pdf.pdf

⁶⁷ Ibid.

⁶⁸ The Henry J. Kaiser Family Foundation. (2012). *Focus on health care disparities: Key facts*. Retrieved from <http://kaiserfamilyfoundation.files.wordpress.com/2013/01/8396.pdf>

⁶⁹ Holland, V., Emerick, D., & Howard, A. (2012). *Leon County MAPP: Final report 2012*. Retrieved from Health Planning Council of Northeast Florida and Big Bend Health Council website: http://www.co.leon.fl.us/lchd/MAPP/Leon_Final_Report_final.pdf

⁷⁰ Ibid.



women is entrenched and startling.⁷¹ In the 1980s, the survival rates were nearly identical; however since 1991, the gap has widened. Black women are more likely to die of the disease and will die about three years earlier than their White counterparts. Several reasons are offered for these differences: greater risk for a more aggressive form of cancer, known as triple negative; lack of health insurance among low-income, self-employed women; and obstacles to timely -- and delay in beginning -- treatment after diagnosis compared with White women.⁷²

Women in lower-income categories consistently show higher levels of hypertension, diabetes, heart disease, and mental health symptoms. These stressors are evidenced by women's, particularly single parents', ability to pay rent, utilities, food and other basic living expenses.

Limitations

A significant portion of the literature on health and the workplace does not address gender, but is more focused on bottom line healthcare cost and evaluation of the benefits of wellness programs for employees across all demographics. The compilation of available research cites this as a limitation when evaluating the success of wellness programs and whether workplace wellness programs translate into healthy women.

Recommendations

22. Employers, the Leon County Health Department, the City, the County, the Leon County Workplace Wellness Coordinator, and local Chambers of Commerce should collect and analyze data to better evaluate the success of workplace wellness programs in helping improve women's health.

23. The City and County should collect and analyze data regarding gender, race/ethnicity, income, and other key variables impacting employees' health to better evaluate and address health-related needs of people in workplace settings.

Promoting Women's Entrepreneurship Locally

According to the 2007 Survey of Business Owners (SBO), administered as part of the U.S. Census Bureau's 2007 Economic Survey, women owned 7.8 million businesses⁷³⁷⁴ (29% of total businesses) across the country.⁷⁵ Moreover, these businesses employed 7.6 million workers.⁷⁶ In Florida, between years 2002 and 2007, the number of women-owned

⁷¹ Parker-Pope, T. (2013, December 20). The cancer divide: Tackling a racial gap in breast cancer survival. *The New York Times* [New York]. Retrieved from http://www.nytimes.com/2013/12/20/health/tackling-a-racial-gap-in-breast-cancer-survival.html?pagewanted=all&_r=0

⁷² Ibid.

⁷³ Excluding farm businesses

⁷⁴ It is plausible that men put businesses in women's names to qualify as a minority-owned business (e.g., a husband lists his wife as the owner of his business). Thus, the rate of women owned businesses may be lower than cited.

⁷⁵ United States Census Bureau. (2010). *Survey of Business Owners (SBO): 2007 Survey of Business Owners summaries of findings*. Retrieved from <http://www.census.gov/econ/sbo/getsof.html?07women>

⁷⁶ Ibid.



businesses grew from 437,355 to 581,045, an increase of 32.9%,⁷⁷ higher than the U.S average increase of 20.1% during the same time period.⁷⁸ In Leon County, of gender-classified businesses (i.e., businesses in which the owner's gender is known), there were 7,145 female-owned businesses in 2007, which constitute 31.3% of all businesses; comparatively, over half (52.4%) of all business were male-owned, totaling 11,952.⁷⁹ The remainder (16.2%) of businesses is classified as equally male-/female-owned.⁸⁰ Of the female-owned businesses, nearly 17% had paid employees.^{81,82}

Promoting entrepreneurship among women is an important issue for women as well as the community-at-large. It provides women with personal opportunities and the community with job creation.⁸³ Nevertheless, women face significant barriers to entrepreneurship. For example, some females report lower entrepreneurial self-efficacy (i.e., a person's self belief in his or her ability to manage a particular situation)⁸⁴ than males,⁸⁵ while others lack the education and managerial skills necessary to run businesses.⁸⁶ Given these issues, the Women and the Workplace Committee examined the programs ~~are~~ currently in existence that address women's entrepreneurship in Tallahassee and Leon County; ways efforts to promote women's entrepreneurship can be enhanced; and ways financial literacy and mentorship can enhance these efforts.

Existing Programs for the Advancement of Women Entrepreneurs

Established in 1979, the U.S. Small Business Administration's Office of Women's Business Ownership oversees Women's Business Centers (WBCs) throughout the country and its territories.⁸⁷ These WBCs provide assistance to entrepreneurs, particularly women of

⁷⁷ United States Census Bureau. (2010). *Survey of Business Owners (SBO): 2007 Survey of Business Owners summaries of findings*. Retrieved from <http://www.census.gov/econ/sbo/getsof.html?07women>

⁷⁸ United States Census Bureau. (2010). *Women owned firms*. Retrieved from http://www2.census.gov/econ/sbo/07/final/maps/women_map2.pdf

⁷⁹ United States Census Bureau. (n.d.). *Statistics for all U.S. firms by industry, veteran status, and gender for the U.S., states, metro areas, counties, and places: 2007*. Retrieved March 14, 2014, from http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=SBO_2007_00CSA02&prodType=table

⁸⁰ Ibid.

⁸¹ Ibid.

⁸² The Census Bureau re-administered the SBO in 2012 and anticipates releasing more women-specific data in June 2015.

⁸³ United States Census Bureau. (n.d.). *Statistics for all U.S. firms by industry, veteran status, and gender for the U.S., states, metro areas, counties, and places: 2007*. Retrieved March 14, 2014, from http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=SBO_2007_00CSA02&prodType=table

⁸⁴ Bandura, A. (Ed.). (1995). *Self-efficacy in changing societies*. Cambridge, United Kingdom: Cambridge University Press.

⁸⁵ Chen, C.C., Greene, P.G., & Crick, A. (1998). Does entrepreneurial self-efficacy distinguish entrepreneurs from managers? *Journal of Business Venturing*, 13(4), 295-316.

⁸⁶ Huarng, K., Mas-Tur, A., & Yu, T.H. (2012). Factors affecting the success of women entrepreneurs. *International Entrepreneurship and Management Journal*, 8(4), 487-497.

⁸⁷ U.S. Small Business Administration. (n.d.). *Office of Women's Business Ownership*. Retrieved March 14, 2014, from <http://www.sba.gov/about-offices-content/1/2895>

lower socioeconomic status, to help begin and cultivate a thriving business. In Florida, WBCs exist in Jacksonville, Melbourne, and Delray Beach, each of which serves their surrounding counties.⁸⁸

Though none of Florida's WBCs serve Tallahassee or Leon County, local community entities are putting forth efforts to bring entrepreneurship training and education to our local women. For example, Leon County's Office of Economic Development and Business Partnerships includes the Minority, Women, & Small Business Enterprise Division, the purpose of which is to "effectively communicate Leon County procurement and contracting opportunities, to enhance business relationships, to end disparity, and to increase participation opportunities for certified minority, women and small business enterprises in a competitive environment."⁸⁹ Additionally, since June 2006, Business and Professional Women/Tallahassee has advocated for educating our community on issues that are important to women in the workforce, while connecting its members to mentors who can assist mentees in career advancement.⁹⁰ The Greater Tallahassee Chamber of Commerce hosts the "Professional Women's Forum," a periodic luncheons that provide networking opportunities for women and highlight women-owned businesses. The Big Bend Minority Chamber of Commerce boasts a Women's Business Council⁹¹ and hosts a "Lean In" group, based on the work of Sheryl Sandberg and her book of the same name.⁹² Finally, in November 2013, the Beta Alpha Chapter of Alpha Kappa Alpha Sorority Inc., held an event, "Sitting Pretty Wealthy: Minority Women & Business Ownership," which educated more than 50 women on entrepreneurship.⁹³

While these and similar entities and events certainly work toward the goal of educating local women on entrepreneurship, there remains room for growth with the addition of new stakeholders.

Recommendations

24. The CSWG, in partnership with the local Chambers of Commerce and the Economic Development Council of Tallahassee/Leon County, should promote, advertise, and host opportunities for women to grow professionally and personally. Specifically, these entities should collaborate to create a women's curriculum to learn important aspects of business that lend to the success of entrepreneurship.

⁸⁸ U.S. Small Business Administration. (n.d.). *Local Assistance*. Retrieved from <http://www.sba.gov/tools/local-assistance/FL/local-resources/64>

⁸⁹ Leon County. (2011). *Minority, Women & Small Business Enterprise Division*. Retrieved March 14, 2014 from <http://cms.leoncountyfl.gov/Home/Departments/OfficeofEconomicDevelopment/MWSBE>

⁹⁰ Business and Professional Women/Tallahassee. (n.d.). *History*. Retrieved March 14, 2014 from <http://www.bpwtallahassee.com/history.php>

⁹¹ Big Bend Minority Chamber of Commerce. (2012). *Women's Business Council*. Retrieved on March 14, 2014 from <http://mybbmc.org/programs/womens-council/>

⁹² Lean In. (2014). *Lean in*. Retrieved March 14, 2014 from <http://www.leanin.org>.

⁹³ Mitchell, L. (2013, November 21). AKAs host entrepreneurship seminar for young women. *The FAMUAN* [Tallahassee]. Retrieved from <http://www.thefamuanonline.com/akas-host-entrepreneurship-seminar-for-young-women-1.2848536?pagereq=1#.Uukc5LQ8g0s>



25. The CSWG, in partnership with local Chambers of Commerce, Economic Development Council of Tallahassee/Leon County, the City, and the County should support women being informed and empowered by taking advantage of training, resources, and technology, including reaching out to part-time workers to help them grow and advance. One potential strategy is to hold workshops that reach diverse residents from all walks of life (with childcare provided) and training about basic business practices, then practicing what is learned, including negotiation skills.

26. The CSWG, in partnership with local Chambers of Commerce, should examine potential collaborations between businesses and organizations to promote entrepreneurial women.

Financial Literacy

Ensuring that potential entrepreneurs are equipped with necessary financial knowledge is essential to the foundation and growth of a business or organization. Financial literacy interventions have been shown to be effective. Low-income individuals who received twelve hours of basic financial management training showed significant gains in knowledge in all five substantive areas covered, i.e., predatory lending practices, public- and work-related benefits, savings and investing, banking practices, credit use and interest rates.⁹⁴ Several financial institutions offer online financial literacy-related programming for both adults and youth, including US Bank,⁹⁵ Capital One,⁹⁶ and TCF Bank.⁹⁷

Women in particular are in need of financial education. According to the 2012-2013 Prudential Research Study, 53% of women were primary earners, yet only 23 % felt “well-prepared” to make financial decisions.⁹⁸ The same study found that, compared to the national average, women in Florida unlike their Florida male counterparts, are less often breadwinners (11% vs. 22%) and less likely to have begun retirement planning (16% vs. 30%).⁹⁹ Not only can financial education improve the personal finances of women, but it may also promote women’s confidence in their entrepreneurship abilities. Additionally, having a credit history in her own name can be important to a woman’s economic security. As one national organization states:

The NFCC encourages women to protect themselves by obtaining credit in their own name. Treated responsibly, credit can become a safety net for all women whether

⁹⁴ Zhan, M., Anderson, S.G., & Scott, J. (2006). Financial knowledge of the low-income population: Effects of a financial education program. *Journal of Sociology and Social Welfare*, 33(1), 53-74.

⁹⁵ US Bank (n.d.). *Financial genius*. Retrieved March 14, 2014, from <https://www.usbank.com/community/financial-education.html>

⁹⁶ Capital One. (n.d.). *Financial literacy programs*. Retrieved on March 14, 2014 from <http://www.capitalone.com/financial-education/financial-literacy-programs/>

⁹⁷ TCF Bank. (2014). *Financial education*. Retrieved on March 14, 2014 from https://www.tcfbank.com/about-tcf_community-relations_financial-education.aspx

⁹⁸ Prudential. (2012). *Financial experience & behaviors among women*. Retrieved from http://www.prudential.com/media/managed/wm/WM-Women_are_Taking_on_Greater_Financial_Challenges.html

⁹⁹ Ibid.



they are single, divorced, widowed or put into other situations where they have to depend upon their existing lines of credit that are in place.¹⁰⁰

Recommendations

27. The CSWG, in partnership with local organizations, such as United Way of the Big Bend, the Oasis Center for Women & Girls, local Chambers of Commerce, and Leon County Schools, should promote programs that provide financial literacy training and credit counseling for lower-wage employees.

28. The City, the County, local Chambers of Commerce, and Leon County Schools should help expand ways for women and girls to become financially literate and to build credit independent of their spouses, parents, and /or significant others.

29. Local Chambers of Commerce, in collaboration with local banks, should provide resources and training on business planning that include retirement and ways women can best plan for the future.

Mentorship

Scholars have found evidence of mentorship's and sponsorship's¹⁰¹ positive impact on career advancement in fields such as academia¹⁰² and law.¹⁰³ However, there is little research specific to the mentorship/sponsorship needs of and outcomes for women entrepreneurs. Results from a large-scale study of female Fortune 1000 CEOs showed that 91% of participants reported having a mentor at some time in their career; yet, due to the lack of high-ranking females, many of these mentors were males.¹⁰⁴ In entrepreneurship, specifically, a study comparing male and female high-tech business owners revealed that the availability of mentorship and professional networks might be particularly helpful for women, as they tend to view these as important to the success of their ventures.¹⁰⁵

Recommendations

30. The Girls Services Coalition should develop and host a speaker's bureau made up of women who are willing to make presentations and mentor and sponsor young girls; the list should be available to groups that serve girls via the Internet or a website.

¹⁰⁰ National Foundation for Credit Counseling. (n.d.). *NFCC examines history of women and credit: Women are encouraged to obtain credit in their own name*. Retrieved on March 14, 2014 from http://www.nfcc.org/consumer_tools/consumertips/womencredit.cfm

¹⁰¹ Sponsorship refers to active advocacy within an organization for someone as well as the advice giving that often characterizes mentoring relationships.

¹⁰² Blau, F.D., Currie, J.M., Croson, R.T.A., & Ginther, D.K. (2010). Can mentoring help female assistant professors? Interim results from a randomized trial. *The American Economic Review*, 100(2), 348-353.

¹⁰³ Ramaswami, A., Dreher, G.F., Bretz, R., & Wiethoff, C. (2010). The interactive effects of gender and mentoring on career attainment: Making the case for female lawyers. *Journal of Career Development*, 37(4), 692-716.

¹⁰⁴ Ragins, B.R., Townsend, B., & Mattis, M. (1998). Gender gap in the executive suite: CEOs and female executives report on breaking the glass ceiling. *The Academy of Management Executive*, 12(1), 28-42.

¹⁰⁵ Cohoon, J. M., Wadhwa, V., & Mitchell, L. (2010). Are Successful Women Entrepreneurs Different From Men?. Available at SSRN 1604653.



31. The CSWG, in collaboration with the Girls Services Coalition, should share opportunities in our community to give back, share stories, and mentor girls and young women.

STEM Education: A Foundation for Women's Economic Security

Providing girls with the ability to be successful as they move into their adult lives must be a priority and an integral focus in girls' education and training. Some steps have already been taken by the CSWG and many others in the community to provide girls with the information and support they need to succeed, but much remains to be done. Young girls must be prepared for the realities of their futures in the work force. Specifically, society has become highly technological, so that one important way for girls to succeed is to be better represented in, and have greater access to, careers within the fields of science, technology, engineering, and math (STEM).

While women make up nearly half of the U.S. labor force, the Census Bureau continues to report that they hold only 26% of the available jobs in STEM fields.¹⁰⁶ Employment figures show that women's participation in careers in computer science has decreased in recent years, after making some initial gains. Access to an appropriate education with strong emphasis on the important STEM fields of study will serve girls well in the long run.

Nationwide data shows that women students enroll in college and graduate school at higher rates than do men. However, they continue to lag behind male students in the numbers of STEM-specific college degrees earned. This has significant implications for women's career opportunities and their lifetime earnings.¹⁰⁷ Many school districts across the nation have developed courses and curriculum that focus on the STEM-related areas for students in both middle and high school. It is never too early to start: female students will benefit from greater mentoring and encouragement toward courses in STEM-related areas as early as elementary school.

High school curriculum and local high school influences strongly affect the development of STEM orientation in girls and young women and their movement toward science and math courses and careers.¹⁰⁸

Girls attending either local public or private school have some opportunities to develop their talents within STEM-related academic fields. However, Leon County Schools does not collect district-wide data on student enrollment in STEM courses nor do they identify which courses are considered STEM courses.

¹⁰⁶ The Editorial Board. (2013, December 10). Missing from science class: Too few girls and minorities study tech subjects. *The New York Times* [New York]. Retrieved from <http://www.nytimes.com/2013/12/11/opinion/too-few-girls-and-minorities-study-tech-subjects.html?pagewanted=all>

¹⁰⁷ Legewie, J., & DiPrete, T. A. (2012). High school environments, STEM orientations, and the gender gap in science and engineering degrees. *STEM Orientations, and the Gender Gap in Science and Engineering Degrees* (February 21, 2012).

¹⁰⁸ Legewie, J., & DiPrete, T. A. (2012). High school environments, STEM orientations, and the gender gap in science and engineering degrees. *STEM Orientations, and the Gender Gap in Science and Engineering Degrees* (February 21, 2012).

The Florida Department of Education (FLDOE) provides a comprehensive statewide listing of secondary STEM career and technical education programs and curriculum frameworks, which are based on STEM occupations.¹⁰⁹

The FLDOE provides a specific definition of STEM programs:

STEM programs of study are typically classified based upon four occupational clusters: computer technology; mathematical sciences; engineering and surveying; and natural, physical and life sciences. STEM programs in Florida's Public Schools must embrace the integration of technology and engineering in science and mathematics.¹¹⁰

The FLDOE also provides extensive information on the available Mathematics and Science Partnership (MSP) Grants, the Sunshine State Scholars program, the FloridaLearns STEM Scholars (FLSS) program, and other initiatives designed to increase participation in STEM courses and programs.

Recommendations

32. The CSWG and local Chambers of Commerce should encourage private businesses to develop and fund internships for girls in science and technology and develop a program to expose girls to women who are active in these fields to envision what is possible for them to achieve.

33. The Girls Services Coalition should explore and improve the role of schools in shaping messages to girls – (1) those that help regarding expectations, and (2) those that provide successful, female role models.

34. Leon County Schools, TCC, FSU, and FAMU should partner, seek funding and create programs focused on girls in technology, so that girls can have greater opportunities to learn about and become involved in STEM-related areas, including summer technology programs, such as SciGirls summer camp.¹¹¹

35. The CSWG should study and recommend a location for a clearinghouse or repository of information on resources and options to involve girls in science and technology.

36. Middle schools and high schools in the County should be encouraged to provide alternative educational tracks and programs that encourage female students toward higher-paying, STEM-related occupations.

¹⁰⁹ Florida Department of Education (n.d.). *2012-2013 science, technology, engineering & math (STEM) curriculum frameworks*. Retrieved March 14, 2014, from http://www.fldoe.org/workforce/dwdframe/stem_cluster_frame12.as

¹¹⁰ Florida Department of Education. (n.d.). *Science, technology, engineering, and mathematics (STEM) education*. Retrieved March 14, 2014 from <https://www.fldoe.org/bii/oms.asp>

¹¹¹ Magnet Lab: National High Magnetic Field Laboratory. (2014). *SciGirls summer camp*. Retrieved March 14, 2014, from <http://www.magnet.fsu.edu/education/students/programs/scigirls.html>

37. The CSWG should collect gender-specific data on STEM-related educational programs across all public schools, as well as course completion rates and college enrollment.

38. Businesses and organizations should be encouraged to partner with educational institutions to provide more internship opportunities for a broad range of female students, to allow them to gain valuable experience and shape future career choices.

39. Public and private schools and appropriate community-based organizations should be encouraged to educate youth about wage realities, using social media, schools, and community outreach, including educating girls about how their choices affect their future economic success and security.

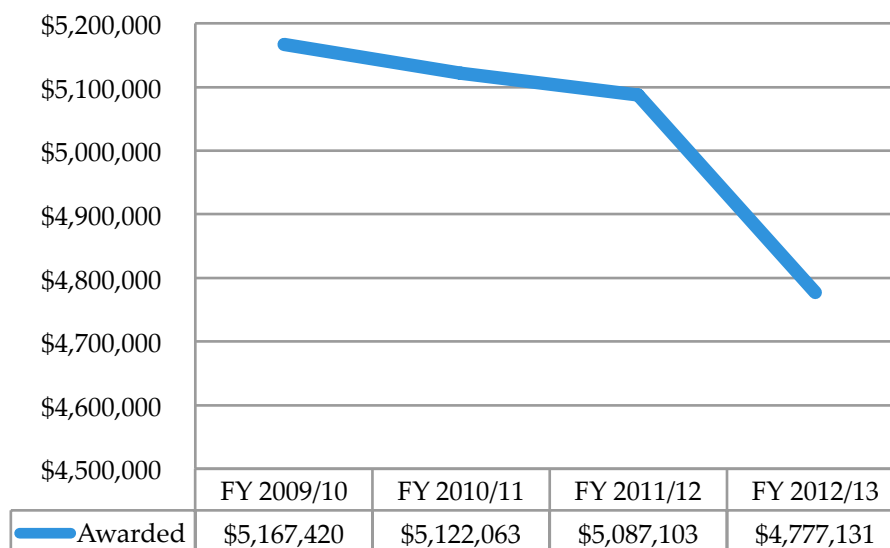
Policy and Funding to Support Women's Economic Security: Steps for Government

Leon County and the City of Tallahassee, in creating the CSWG, set forth a dual mission: to raise awareness regarding what needs to be done in our community to advance the status of women and girls, and to give advice on recommendations for action. The main goals of this report and the work of the Summit directly addressed these dual mandates. The recommendations for action in this section are directed towards many in the community, from the business sector and Chambers of Commerce, to the schools, to the health care community and to our non-profit sector. Also appropriate, then, are recommendations for what the local governments that created the CSWG can and should consider in this arena of building and promoting the economic success and wellbeing for women, girls and all people in our community.

Social mobility and women's and girls' ability to become more economically secure are important if the local economy is going to continue to grow. Funding for social services has decreased in our area over the past five years, despite ever-increasing needs, the recession and increasing cost of living.¹¹² Moreover, women and girls are disproportionately impacted by this decrease in funding because they are more likely to be poor.

¹¹² City of Tallahassee. (2014). "The CHSP Joint Planning Board (JPB) Recommendations & Implementation Plan." Internal document.

Figure 5: CHSP Money Awarded



Much more needs to be done in our community now to promote economic mobility, particularly for women. Government can and must bolster activity that both promotes greater economic and social mobility and funds needed for community programming. There are some places where this is happening now, including Goodwill Industries' "Prosperity Center" and the Renaissance Community Center, but we need more. In addition, public-private partnerships are central to these kinds of programs being successful over the long-term. Since women and children make up the majority of those who are in low-wage jobs or head single-parent families, and who are struggling financially,¹¹³ these initiatives must take care to be inclusive and tailor their programs to women in need of services.

Women facing economic insecurity, especially single mothers, face extremely high burdens and often the greatest hurdles.¹¹⁴ For instance, when confronted with the cost of childcare (averaging \$901 per month according to a national study),¹¹⁵ women may see that the wiser decision economically might be to *not* work because the childcare costs are so high.

Many in our community are one event away from economic crisis, whether caused by the death of a family breadwinner, a health care emergency, a pricey car repair bill, a layoff, or some other economic catastrophe that can spiral into homelessness or some other severe

¹¹³ McMahon, S., & Horning, J. (2013). *Living below the line: Economic insecurity and America's families*. Retrieved from Wider Opportunities for Women's website: <http://www.wowonline.org/wp-content/uploads/2013/09/Living-Below-the-Line-Economic-Insecurity-and-Americas-Families-Fall-2013.pdf>

¹¹⁴ See [Demographics](#) (page 36) and [Building a Foundation for Women's Economic Security](#) (page 39).

¹¹⁵ Wider Opportunities for Women (2014). *Basic Economic Security Tables: Workers with benefits, Florida, Leon County*. Retrieved March 17, 2014 from <http://www.basiceconomicsecurity.org/best/families.aspx>

financial situation.¹¹⁶ Concerns for those who are the lowest wage earners in our community should be inclusive of the issues faced by women who are struggling in the middle class and fearful they are one step away from poverty.

Women on the lowest rungs of the economic ladder face burdens that those with more financial means do not. These include the lack of social or family support networks, access to transportation or to the Internet to be able to look for jobs or become aware of educational opportunities. Summit attendees and presenters who have survived poverty discussed how difficult it is to find out about programs and support. They did not have easy access to technology, had disabilities or had limited English proficiency. Inability to use or understand how to use computers prevented them from learning about available programs to help them. During public hearings and the Summit, attendees spoke of the great need for organizations to coordinate services. It was explained that if programs were working together, individuals in need of services would not have to go to multiple places, retelling their stories multiple times to many different people. More needs to be done to focus on the real life experiences of those in need – and ensure that services are tailored to their lives – rather than on the funding or service administration of programs.

In terms of effective outreach strategies, those who have survived economic deprivation have specialized and have important expertise in sharing strategies and reaching others. Employing and including these survivors in the development and implementation of outreach programs can be pivotal in outreach program success.

Economic security is necessary to undergird women’s and girls’ ability to obtain housing and health care, secure employment, have transportation, and meet the other basic costs of living. Yet, too often systems and programs are fragmented and do not have unified or complementary strategies and messages regarding economic stability and support. CHSP¹¹⁷ funding currently does not require coordination among providers nor do its “Overriding Principles” include guidelines so that every program coordinates services for low wealth residents, made up disproportionately by women. These “Overriding Principles” would help to coordinate services across funding categories and support women’s efforts to become economically secure.

There are some key actions that the City and County should take to improve economic security for women and girls. These recommendations came from the Summit and relate

¹¹⁶ For the second year in a row, the *Assets & Opportunity Scorecard*, finds that nearly half (43.9%) of households—equivalent to 132.1 million people—do not have a basic personal safety net to prepare for emergencies or future needs, such as a child’s college education or homeownership. These families are considered “[liquid asset poor](#),” meaning they lack the savings to cover basic expenses for three months if unemployment, a medical emergency, or other crisis leads to a loss of stable income.
http://assetsandopportunity.org/scorecard/about/main_findings/ accessed January 6, 2014.

¹¹⁷ Leon County. (2014). *Community Human Service Partnership*. Retrieved April 10, 2014 from <http://cms.leoncountyfl.gov/Home/Departments/OfficeofHumanServicesandCommunityPartnership/CHSP>



directly to the role of government in enacting laws, funding initiatives, and convening key members of the community to take action.

Recommendations

40. The City and County should increase funding for services for individuals who are economically insecure – particularly women and children.

41. The Oasis Center for Women & Girls, in collaboration with the City and County, should create and maintain a community-interactive calendar of women- and girls-related events.

42. The City and County should promote Women’s History Month every March on their respective websites.

How can the City and County increase funding for services for individuals who are economically insecure?

- Implement greater and more effective strategies to provide funding and support for a more extensive array of needed resources and assistance including: more transitional housing, mental health clinics, funds to help the homeless, free health clinics, transportation assistance, legal services, and transportation (in general, as well as to help people who are trying to get their GEDs).
- Focus on the high costs of child care and providing alternatives for City and County employees as well as spearheading initiatives to create more family-friendly workplaces that assist working families with key family support initiatives, including affordable child care and access to elder day care services as these responsibilities more often fall on women’s shoulders.
- Work to spur greater access to the job market, such as more extensive technology outreach (for those without access to technology), the utilization of multiple modes and methods of sharing information regarding jobs, education, and economic advancement for those who are least financially secure.
- Coordinate the provision of social services funding that guide and promote greater economic security for women and girls through the development and implementation of “Overriding Principles” within the CHSP funding process.
- Promote the employment of women who have overcome and survived economic challenges to work with others who are struggling economically.
- Do more to make the community aware of resources available to assist women, through greater marketing, promotion, outreach, and advertisements.

Women and girls who are survivors of violent crimes such as domestic and dating violence, stalking, sexual assault, and human trafficking face an even wider array of negative economic impacts as a result of these crimes. Violence against women fuels women’s economic insecurity, along with the wage gap, occupational segregation, and workplace



benefits/family leave policies.¹¹⁸ Developing a focus on helping these survivors to become economically secure requires coordination across the public and private sectors and sensitive and concerted work within the justice system. One idea from the Summit was to build on current initiatives that provide scholarship funding for survivors to obtain advanced degrees and certifications. At least one local group, Capital Women's Network, currently provides scholarship support to women who are returning students, many of whom are single mothers.¹¹⁹ This program can serve as a model for other scholarship support programs.

Recommendation

43. The City and County should spearhead programs and initiatives to promote and provide financial assistance for survivors of domestic violence, sexual assault, dating violence, stalking, and trafficking to allow for a transition to greater economic independence and security.

City of Tallahassee and Leon County Full-Time Employees: A Case Study

According to the United States Department of Labor Women's Bureau, the number of women in the workforce has grown by 44.2 % over the last 25 years, from 46 million in 1984 to 66 million in 2009.¹²⁰ Yet the number of women working full time versus part time has remained remarkably constant: about one-quarter work part time, while the remaining three-quarters work full time.

Progress toward gender parity by industry has varied over the last 25 years. In 1984, women made up 50% or more of the workforce in three industries: government, education and health services, and financial activities.¹²¹ By 2009, women made up 50% or more of the workforce in five industries: government, leisure and hospitality, education and health services, financial activities, and other services.¹²² In other words, in some industries, little progress has been made. For instance, women accounted for just over 13% of those employed in construction in 2009, compared to 12% in 1984.¹²³ In some industries, women have lost ground. For instance, women accounted for 49% of those employed in the information industry in 1984; they made up just 42% of the industry in 2009.¹²⁴ Similarly,

¹¹⁸ Wider Opportunities for Women. (2013, October). *Building women's and families' economic security in Florida* [PowerPoint Slides]. PowerPoint presented at the Women and the Workplace Summit, Tallahassee, Florida.

¹¹⁹ Capital Women's Network. (n.d.). *Capital Women's Network*. Retrieved March 26, 2014 from <http://capitalwomensnetwork.org/>

¹²⁰ U.S. Congress Joint Economic Committee (2010). *Women and the economy 2010: 25 years of progress but challenges remain*. Retrieved from http://www.dol.gov/wb/media/Women_and_the_Economy_2010_-_25_Years_of_Progress_But_Challenges_Remain%5B1%5D.pdf

¹²¹ Ibid.

¹²² Ibid.

¹²³ Ibid.

¹²⁴ Ibid.



in 1984, women accounted for 32% of those employed in the manufacturing industry. In 2009, women were just 29% of the manufacturing workforce.¹²⁵

It is well documented throughout the literature that gender inequity in the workplace is deeply ingrained, fueled by social orientation (e.g., men dominating in leadership roles), and societal expectations.^{126, 127,128,129} One notable fact is that women's educational attainment has edged out men's in the last twenty-five years. Moreover women still earn only 77% as much as men in the U.S. and are equal or primary breadwinners in forty % of families, making every cent count.¹³⁰

Given this national data, the CSWG Commissioners have begun to conduct in-depth analyses at the local level of the City and County workforces in collaboration with City and County staff and others.

Recommendation

44. The 2014-2015 CSWG should be encouraged to continue analyzing City and County workplace data.

¹²⁵ Ibid.

¹²⁶ Ibid.

¹²⁷ Autor, D. H., Katz, L. F., & Kearney, M. S. (2008). Trends in US wage inequality: Revising the revisionists. *The Review of Economics and Statistics*, 90(2), 300-323.

¹²⁸ Acker, J. (2006). Inequality regimes gender, class, and race in organizations. *Gender & Society*, 20(4), 441-464.

¹²⁹ Seguino, S. (2000). Gender inequality and economic growth: A cross-country analysis. *World Development*, 28(7), 1211-1230.

¹³⁰ Institute for Women's Policy Research (n.d.). *Pay equity & discrimination*. Retrieved March 16, 2014, from <http://www.iwpr.org/initiatives/pay-equity-and-discrimination>

Chapter 5:

Violence against Women and Girls

Chapter 5: Violence against Women and Girls

Committee and Section Focus

The Violence against Women and Girls Committee (VAWAG) approached its charge in 2012-2013 with a review of the Commission's recommendations from the first year,¹³¹ an analysis of existing organizations providing services and sources of information, and an examination of previous efforts to address these issues. One of the committee's goals was to serve as a catalyst to enhance collaboration and develop a new community plan to reduce the incidence and impact of violence against women and girls. In working toward that goal, the Committee studied the 1998 Report of the Domestic Violence Study Group formed in 1996 under the auspices of the City of Tallahassee and Leon County Commissions¹³² and the more recent report of the Leon County Domestic Violence Fatality Review Team issued in December 2012.¹³³ The committee's review resulted in an identification of issues to be explored through a public hearing with targeted invitations to individuals and organizations working to serve victims of violence in our community. As the committee continued its discussions throughout this year, the importance of having culturally appropriate responses to the issue of violence against women and girls became apparent.

Recommendation

45. In all community actions and activities related to violence against women and girls, sensitivity to the unique needs of marginalized populations, such as women and girls of color; low-income individuals; and lesbian, gay, bi-sexual, transgender, queer and/or questioning (LGBTQ) women and girls should be considered. In order to minimize stigma, local education efforts should emphasize that violence affects women and girls of all races and socio-economic conditions.

The review of previous studies, input received at the public hearing on June 17, 2013, and analysis by the committee identified the following needs:

- development and implementation of comprehensive model workplace violence policies (that were adapted by the City and County and, around which, work was begun at TCC);

¹³¹ Leon County Commission on the Status of Women and Girls. (2012). *Report on the Status of Women and Girls in Leon County*. Retrieved from <http://www.theoasiscenter.net/resources/CSWG+2012+Report+Final+12.10.12.pdf>

¹³² Tallahassee/Leon County Domestic Violence Study Group. (1998). The first step: "Asking the right questions." Internal Document.

¹³³ Institute for Family Violence Studies. (2012). *Report of the Leon County Domestic Violence Fatality Review Team*. Retrieved from <http://familyvio.csw.fsu.edu/wp-content/uploads/2012/12/2012LeonTeamAnnualReport.pdf>



- enhanced data collection, particularly on enforcement of new laws against stalking (which had not existed at the time of the 1998 report);
- evaluation of current actions being undertaken and those needing to be addressed in our community response to human trafficking;
- collection of additional data on educational programs available in public schools and efforts to reduce violence at local institutions of higher learning; and,
- improved information sharing (with the consent of the victims) by law enforcement, human services and healthcare-related agencies in order to ensure efficient and effective services are provided with the least amount of intrusive, duplicative efforts that re-victimize people seeking help.

In developing its recommendations to address these needs, the committee focused on two questions:

- “What can we do, as a community, to reduce the incidence of violence against women and girls?” and,
- “What can we do, as a community, to reduce the impact of violence that is experienced by women and girls in Tallahassee/Leon County?”

Definitions

For the purposes of this report, the following definitions apply:

Violence- acts of physical or emotional aggression directed at females including domestic violence, sexual violence, bullying, stalking, and human trafficking.

Domestic Violence – As defined by Florida law, a range of violent crimes perpetrated by a current or former household member against another¹³⁴

Sexual violence - a broad term that categorizes actions that are sexual in nature that cause harm to another. Examples include rape, incest, child sexual abuse, sexual exploitation, human trafficking, unwanted sexual contact, sexual harassment, exposure, and voyeurism.¹³⁵

¹³⁴ 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.” The definition of “family or household member” 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).

¹³⁵ National Sexual Violence Resource Center (2014). *Understanding sexual violence: Tips for parents and caregivers*. Retrieved from http://nsvrc.org/sites/default/files/saam_2014_understanding-sexual-violence-tips-for-parents-and-caregivers.pdf



Bullying - systematically and chronically inflicting physical hurt or psychological distress, including any threatening, insulting, or dehumanizing gesture that is severe or pervasive enough to create an intimidating, hostile, or offensive environment; cause discomfort or humiliation; or unreasonably interfere with the individual's participation in social environments.¹³⁶

Stalking – willfully, maliciously, and repeatedly following, harassing, or cyber-stalking another person.¹³⁷

Human Trafficking - transporting, soliciting, recruiting, harboring, providing, enticing, maintaining, or obtaining another person for the purpose of exploitation of that person.¹³⁸

Description of Significant Commission Activities Related to the Topic

Since the publication of its first report in November 2012, the CSWG has undertaken two significant activities related to the issue of violence against women and girls. The first activity was a public hearing held on Monday, June 17, 2013, and the second was to promote the adoption of policies on domestic violence, sexual assault, and stalking by employers throughout Tallahassee and Leon County.

Public Hearing

The public hearing had 27 members of the public and 13 Commissioners in attendance. Ten individual speakers provided input about the issue of violence against women and girls in Leon County and offered recommendations for Commission action. The speakers included representatives from law enforcement, victim service organizations, and advocacy groups. (See the flyer for the Public Hearing in C.) Speakers focused on issues related to the following topics:

- community attitudes related to violence against women;
- the connection between violence against women and crime committed by women;
- laws related to violence against women, particularly new laws related to stalking and human trafficking; the impact of violence including poverty, homelessness, substance abuse, and mental illness;
- gaps in services that need to be addressed, including improved coordination and data sharing; and,
- need for improved data collection on the impact of violence

Community Attitudes

Several of the participants in the public hearing indicated a need for more community awareness about the realities of violence against women and girls. Increased community

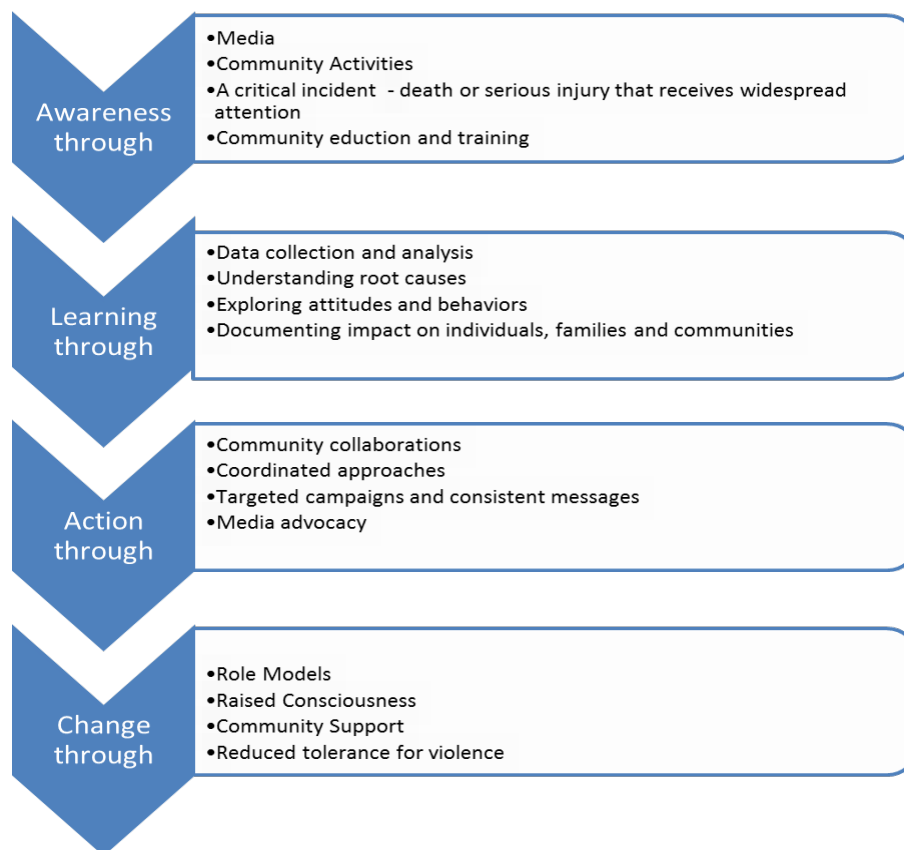
¹³⁶ Leon County Schools (2013). *School board policy 7.13 – Bullying and harassment*. Retrieved from www.leonschools.net/newLCShomeFiles/Safety_Security/bullying_cyberbullying.html

¹³⁷ S. 784.048 (2), Florida Statutes.

¹³⁸ S. 787.06(2)(d), Florida Statutes.



awareness can ultimately lead to a reduction in violent behavior as demonstrated in the change map that appears below.¹³⁹



Women and girls experience violence within the social, cultural, political and economic contexts that prevail in the communities in which they live. These contexts are shaped by individual and collective attitudes that affect the behavior of perpetrators, victims, witnesses and the community-at-large.

Tolerance of violence or aggression in particular circumstances may create a community climate that is not conducive to an effective response to violence against women and girls. Tallahassee and Leon County must work to overcome what is sometimes known as a “rape culture” that can exist in college communities and in our society-at-large. According to experts, “[r]ape culture is a set of values and beliefs that provide an environment conducive to rape...The term applies to a generic culture surrounding and promoting rape, not the specific setting in which rape is likely to occur.”¹⁴⁰

¹³⁹ Adapted from: Family and Community Services. (2007). *Community action toolkit to prevent family violence*. Retrieved February 1, 2014 from <https://www.familyservices.govt.nz/documents/working-with-us/programmes-services/preventing-family-violence/prevent-family-violence-toolkit.pdf>

¹⁴⁰ Boswell, A.A., & Spade, J.Z. (1996). Fraternities and collegiate rape culture: Why are some fraternities more dangerous places for women? *Gender & Society*, 10 (2), 133-147.

Why Can't We Do Better?

That was the question asked by “Jane Doe” at the Public Hearing on Violence against Women and Girls on June 17, 2013. Recounting her experience at the hands of the man who abused her was almost as painful as the initial experience, according to Doe. “They all wanted the same information, but nobody would accept information from anybody else...it was like they had to do it their way or didn’t trust the accuracy of information from other agencies.”

While crisis services are readily available, Doe indicated that there is less support for coping with the long-term consequences: medical complications, job loss, homelessness, recurrent nightmares, court appearances where the trauma is repeated, and the stigma that comes from being a victim.

We can do better...we must do better.

In a 2013 study, published by the Avon Foundation for Women,¹⁴¹ a number of attitudes related to the topic of violence against women and girls were examined. The study revealed that there is disconnect between perceptions of domestic violence in society and the presence of domestic violence in their lives. For example, the study reported that while most Americans (80%) believe domestic violence is a problem in our society, only 15% think it is a problem among their friends. There is also considerable reluctance to openly discuss the topic of violence. According to the Avon study, 60% of respondents indicated that they know a victim of sexual assault or domestic violence, but 57% have never actually discussed either issue with their friends. Parents are also reluctant to educate their children about these issues. Seventy-three % of survey respondents said they had never had a conversation about domestic violence or sexual assault with their children under the age of 18.¹⁴² This report underscores the need for increased public awareness regarding violence against women and girls as recommended by participants in the public hearing.

Similar to other problems such as substance abuse and mental illness, there is an aura of shame and stigma that surrounds violence against women and girls. The National Crime Victimization Survey shows that sexual violence is the most under-reported serious crime in the United States. Studies show that more than half of women at some point in their lives will be the victim of some form of sexual violence, but only a quarter or less will ever report it. In 2012, the survey found only 28% of more than 345,000 instances of rape and sexual assaults were reported to police.¹⁴³ Many of the victims who do choose to report end up facing additional trauma as they

¹⁴¹ ¹⁴¹ Avon Foundation for Women. (2013). *Avon Foundation for Women-funded NO MORE Survey uncovers staggering silence and inaction around domestic violence and sexual assault*. Retrieved from <http://www.avonfoundation.org/press-room/avon-foundation-for-women-funded-no-more-survey-uncovers-staggering-silence-and-inaction-around-domestic-violence-and-sexual-assault.html>

¹⁴² Ibid.

¹⁴³ Truman, J., Langton, L., & Planty, M. (2013). *Criminal victimization, 2012*. Washington, DC: U.S. Department of Justice. Retrieved January 10, 2014 from <http://www.bjs.gov/content/pub/pdf/cv12.pdf>



attempt to navigate the criminal justice system. “The low reporting rate is not just a number,” said Meg Baldwin, executive director of Refuge House, in a *Tallahassee Democrat* article on December 22, 2013. “It’s a reflection on the public health, on the effectiveness of our criminal-justice system and on public safety — particularly the basic safety of women.”¹⁴⁴

Recommendations

46. Key community stakeholders, including coalitions and coordinating agencies, the City, the County, law enforcement agencies, judicial sector agencies, institutes of higher education, health professionals, social and economic service agencies, and victim service providers, should collaborate on a comprehensive public awareness campaign that emphasizes that every individual, organization, business and government entity has a role in reducing violence against women and girls.

47. Local law enforcement agencies, Leon County Schools, the City, the County, Tallahassee Memorial Hospital, Capital Regional Medical Center, the FSU College of Medicine, Refuge House, and other organizations to identify appropriate resources for professional and staff education that reflect the most up-to-date information about factors that contribute to violence against women and girls, effective prevention strategies and appropriate service responses for individuals who have experienced violence.

On January 22, 2014, President Barak Obama issued a Memorandum to the heads of federal Executive Departments and Agencies. The Memorandum announced the creation of a White House Task Force to Protect Students from Sexual Assault.¹⁴⁵ In issuing the Memorandum, the President highlighted the significant concern about the prevalence of rape on the campuses of the nation’s institutions of higher learning.

Recommendation

48. Local institutions of higher learning should collaborate on a public awareness campaign regarding the incidence and prevalence of rape on campus with a focus on developing responses and a climate that promotes respectful relationships, and supports help for victims.

Connection between Violence and Criminal Behavior

Many women who have previously been victims of sexual or domestic violence end up in jail or prison at some point in their lives. According to the United States Department of Justice, nearly six in ten women in state prisons had experienced physical or sexual abuse in the past. Slightly more than one-third of imprisoned women had been abused by an

¹⁴⁴ Burlew, J., & Portman, J. (2013, December 22). Few report, fewer are prosecuted for sexual battery. *The Tallahassee Democrat* [Tallahassee]. Retrieved from <http://www.tallahassee.com/article/20131222/POLITICSPOLICY/312220010/Few-report-fewer-prosecuted-sexual-battery>

¹⁴⁵ The White House Office of the Press Secretary. (2014, January 22). *Memorandum: Establishing a White House task force to protect students from sexual assault*. Retrieved January 23, 2014, from <http://www.whitehouse.gov/the-press-office/2014/01/22/memorandum-establishing-white-house-task-force-protect-students-sexual-a>



intimate partner in the past, and just under a quarter reported prior abuse by a family member.¹⁴⁶ At the public hearing, it was reported that 90% or more of the female inmates at the Leon County Jail were victims of sexual or domestic violence.

Laws Related to Violence against Women and Girls

Despite implementation of Florida's new laws on stalking in 2012, input at the public hearing revealed that it is difficult to prosecute for this crime, either in the context of a domestic violence situation or otherwise. Furthermore, the incidence of stalking reports in Leon County is extremely low and does not reflect the reality of how often this crime occurs.¹⁴⁷ Some changes were also made to the laws regarding injunctions related to stalking: specifically, a statute for stalking injunctions was created.¹⁴⁸ One of the main changes to the law was to make changes in how the crime of stalking was defined to expressly include verbal and non-verbal threats, including those by electronic communication, as "credible threats."¹⁴⁹

An aspect of the law revision that some find problematic is the elimination of the requirement that there must be an intent to cause harm in order to meet the definition of "credible threat." The statute still includes a requirement that the fear be reasonable. This change means that threat must be based on the victim's perception, such that the behavior:

...places the person who is the target of the threat in reasonable fear for his or her safety or the safety of his or her family members or individuals closely associated with the person, and which is made with the apparent ability to carry out the threat to cause such harm.¹⁵⁰

Stalking laws have long depended on how the victim interprets the behavior as key to whether the act is threatening or harassing and this law will continue to require that the perpetrator had a general intent to commit stalking in order to convict. While prior interpretations may have made law enforcement officers reluctant to file a charge under the former statute, with a clearer standard in place, law enforcement should be more able to investigate this crime and prosecutors should be better able to obtain convictions.

Recommendations

49. The CSWG should work collaboratively with the Office of the State Attorney, the Tallahassee Police Department, the Leon County Sheriff's Office, victim advocates, service providers, and employers to enhance training related to the issue of stalking, including the provisions of the law and the available resources in the community to respond to the issue.

50. The CSWG should closely monitor the incidence of stalking reported to the Florida

¹⁴⁶ Greenfeld, L.A. & Snell, T.L. (2000). *Women offenders*. Washington, DC: U.S. Department of Justice. Retrieved on January 6, 2014 from <http://www.bjs.gov/content/pub/pdf/wo.pdf>

¹⁴⁷ Florida Department of Law Enforcement (2013). *Crime in Leon County*. Retrieved on December 1, 2013 from <http://www.fdle.state.fl.us/Content/FSAC/County-Profiles/Leon.aspx>

¹⁴⁸ S. 784.085, F.S.

¹⁴⁹ S. 784.048(1)(c), F.S.

¹⁵⁰ Ibid.



Department of Law Enforcement by the Tallahassee Police Department and the Leon County Sheriff's Office to assess whether this crime is being properly investigated and reported.

Gaps in Services That Should Be Addressed

One of the most compelling speakers at the public hearing was "Jane Doe," who emphasized that, despite the best efforts of local service providers, there are gaps that still need to be addressed in order to have a truly comprehensive response that addresses the multiple needs of victims of violence. Other speakers affirmed this perspective, saying that the victim has to provide information over and over again as she moves from one agency to another. There are two local organizations that facilitate collaboration between agencies serving victims of sexual and domestic violence.

Leon County's Sexual Assault Response Team (SART) 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.

The Domestic Violence Coordinating Council (DVCC) is made up of 14 member agencies including social services organizations, local universities, and representatives from the State Attorney's and Attorney General's Offices, the Department of Health, the local batterer's intervention program, and the Tallahassee Police Department. The DVCC meets monthly to discuss service coordination issues and work towards resolution of 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.

Both of these organizations carry out important work. Neither of them, nor any other organization in our community, is responsible for assisting or monitoring whether there is community-wide coordination of services regarding the community's response to violence against women and girls. Reporting requirements from funders and confidentiality restrictions can be barriers to this kind of coordination, but these barriers can be overcome.

Recommendation

51. Local service providers should work to develop a shared protocol for services to victims of sexual and domestic violence. The protocol should include common data/information collection, appropriate releases, and confidentiality protections to help victims who report crimes and seek assistance so that they are not re-victimized by having to tell their stories repeatedly and that they are not forced to go to multiple venues to obtain services.

The “Family Justice Center”¹⁵¹ is a model for co-location of services and assistance to those affected by family violence. It is a “one-stop shop” for these services and the FJC model is designed to minimize the costs and difficulties faced by many who seek assistance. There can be a variety of professionals present. Basic partners include law enforcement, legal services, and community-based advocates. The Family Justice Center is defined under federal law and was begun as a federal initiative. There are over 80 FJCs, or similar models, around the world. The San Diego Family Justice Center began as an initiative of the City of San Diego and provides a range of services, including advocacy, a children’s hospital, crime victim assistance, legal assistance, elder series, a forensic medical unit, military advocates, counseling, immigration assistance, and domestic violence services.¹⁵²

Recommendation

52. The CSWG, in coordination with local victim service providers, law enforcement agencies, medical care providers, institutions of higher learning, legal assistance organizations, the City, the County, and concerned community members, should convene a working group to explore whether this area should work toward the establishment of a local Family Justice Center or other coordinating entity.

Need for Improved Data Collection

Several of the speakers at the public hearing indicated that data collection efforts need to be enhanced in order to gain a complete understanding of the needs of victims, and to craft appropriate strategies for reducing the incidence of violence in our community. This is particularly true when it comes to the issues of stalking and human trafficking, but also clearly includes sexual assault and domestic violence.

There are several primary data sources for information about the prevalence and incidence of domestic and sexual violence against women and girls in Leon County:

- Refuge House, the local, certified domestic violence center for all 8 counties it serves, including Leon;
- Florida Department of Children and Families, which collects data from every domestic violence center in Florida (8 counties, including Leon);
- Florida Department of Law Enforcement, which collects data regarding the reports of domestic violence incidents and arrests (Leon County);
- Florida State Courts, Summary Reporting System (Leon County); and,
- 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.

¹⁵¹ National Family Justice Center Alliance. (n.d.). *What we do*. Retrieved on January 26, 2014 from <http://www.familyjusticecenter.org/index.php/home.html>

¹⁵² The City of San Diego. (n.d.) *San Diego Family Justice Center Services*. Retrieved on January 26, 2014 from <http://www.sandiego.gov/sandiegofamilyjusticecenter/services>

Each of these entities collects different data and may also reflect data collected over time periods that vary from one source to the next. There is no common data repository that collects and cross-references such data in order to provide a comprehensive picture of the impact of violence against women and girls and allows for meaningful tracking of changes in incidence of such crimes.

Recommendations

53. The CSWG should continue efforts to collect data on violence against women and girls and advocate for the development of a central data repository that cross-references data from key sources.

54. The CSWG, in consultation with key stakeholders, should construct a profile of needed data, conduct a survey of providers to determine what is currently collected, and advocate for needed changes in data collection practices.

55. The CSWG should work collaboratively with those individuals at local institutions of higher learning who are conducting research regarding violence against women and girls to obtain additional data that may be useful in shaping public policy and improving services.

Workplace Violence Policies

The Committee consulted with and provided technical assistance to the City, the County, and TCC relating to the development of personnel policies to protect victims of domestic violence, sexual assault, dating violence, and stalking in the workplace. The intent was to work initially and directly with the governmental entities that created the CSWG and expressed support for its work, and also to build on the personnel policies of the City and County, which addressed some key workplace violence issues, particularly regarding domestic violence. In addition, the President of TCC and key leaders on campus also expressed interest and support to the CSWG in developing a policy.

This initiative was a follow-up to the first CSWG report where the Commission's research showed that, while many local employers had basic sexual harassment policies in place, very few local employers had comprehensive, workplace policies that address protections for employees who were impacted by domestic violence or sexual assault.¹⁵³ Our community is not unique in lacking workplace protection.

According to the most recent national CSWG study conducted by the United States Department of Labor, over 70% of United States workplaces had no formal program or policy to address workplace violence.¹⁵⁴ A 2005 survey, conducted by the Corporate Alliance to End Partner Violence (CAEPV), provides a compelling picture as to why

¹⁵³ Leon County Commission on the Status of Women and Girls .(2012). *Report on the Status of Women and Girls in Leon County*. Retrieved from <http://www.theoasiscenter.net/resources/CSWG+2012+Report+Final+12.10.12.pdf>

¹⁵⁴ U.S. Department of Labor. (2006). *Survey of workplace violence prevention*. Washington, DC: U.S. Department of Labor. Retrieved on November 20, 2013 from www.bls.gov/iif/oshwc/wpvform.pdf



employers should adopt policies that specifically address domestic violence, sexual assault, and stalking:

- 21% of full-time, employed adults were victims of domestic violence and 64% of them indicated their work performance was significantly impacted.
- Among key causes for their decline in productivity, victims noted "distraction" (57%); "fear of discovery" (45%); "harassment by intimate partner at work (either by phone or in person)" (40%); fear of intimate partner's unexpected visits" (34%); "inability to complete assignments on time" (24%); and "job loss" (21%).¹⁵⁵

The Violence against Women and Girls Committee provided over 100 hours of ongoing technical assistance consultation and advice to the City, the County, and TCC focused on developing comprehensive policies on violence in the workplace. The Committee met with key leadership and staff throughout the year and provided extensive technical assistance to them. This assistance included sharing national research, tools and other resources regarding policy development and implementation; providing expert advice regarding employment laws and policy, violence against women policies and their intersection at the workplace; attending meetings with key staff; reviewing drafts of policies; providing suggested edits; and advocating for policies that would best provide victim protections and perpetrator accountability. As a result of this work, Leon County and the City of Tallahassee have adopted and begun implementation on workplace policies that protect employee-victims of domestic violence, sexual violence, and stalking and address how to handle employees who are perpetrators of these crimes.

The comprehensive policies also facilitate the City and the County holding perpetrators of these crimes accountable if they are employees who use workplace resources to perpetrate the crimes or if there is a connection between the violence and the workplace. These policies are the most extensive and comprehensive local government policies in the nation, as they cover all major areas of importance and address domestic violence, sexual violence, and stalking, while most workplace policies only address domestic violence.¹⁵⁶ Their adoption and implementation also means that over 800 Leon County and over 3,000 City of Tallahassee employees now are covered; are learning about how domestic violence, sexual violence, and stalking affect them in the workplace; and have tools to be safer and more productive at work.

The Leon County Commission recognized and thanked the CSWG for its work and assistance on September 10, 2013 when it unanimously adopted the new "Domestic

¹⁵⁵ Corporate Alliance to End Partner Violence. (n.d.). *Workplace Statistics*. Retrieved on December 6, 2013 from http://www.caepv.org/getinfo/facts_stats.php?factsec=3

¹⁵⁶ Workplaces Respond to Domestic and Sexual Violence. (2013). *State and local workplace policies*. Retrieved on November 30, 2013 from <http://www.workplacesrespond.org/sites/default/files/imce/State%20Local%20Workplace%20Policies%2011.13.pdf>



Violence, Sexual Violence and Stalking in the Workplace Policy.”¹⁵⁷ The VAWG Committee is also consulting with Leon County regarding its development of an employee handbook on the Domestic Violence, Sexual Violence and Stalking Policy issues and led a training program for all County leadership staff on the policy and its implementation. The County also held meetings with Refuge House, the local domestic violence center and rape crisis program, and victim advocates from the Leon County Sheriff’s Office and Tallahassee Police Department to gain insights and help finalize the employee handbook, to coordinate referrals, and to discuss employee training programming.

The City of Tallahassee also adopted a comprehensive policy.¹⁵⁸ Starting in 2014, the City will be developing awareness materials and guidance that they will post on their website. Training of City employees is also in the planning stages and the City of Tallahassee Safety Office is creating a response procedure that will provide guidance for supervisors and assistance for victims.

In addition to providing technical assistance in the form of meetings, policy drafts, reviews, comments, and information sharing for TCC, the Committee held one of its regularly scheduled meetings on campus, where it discussed the importance of these policies with the Chief of Police and the Director of Human Resources and Equity Officer. On behalf of TCC, these officials expressed strong support for the development and implementation of a workplace policy that would address and protect faculty, students, and staff on campus. Since Spring 2013, TCC has held numerous meetings on policy development, brought together key leaders and staff on campus, and circulated draft policies. As of this writing, TCC officials are reviewing the policy for implementation. TCC has also begun an awareness effort on the topic. The formal inclusion of this policy into TCC’s personnel handbook and throughout the College remains a priority and leadership is hopeful that it will be adopted in 2014.

The Committee met with the Tallahassee Chamber of Commerce and others to share the policies that have been developed and adopted at the governmental level with the private sector and to encourage local private sector employers of all sizes to develop and implement these important policies.

Recommendations

56. The City and County should continue to implement their newly adopted policies by providing ongoing information to all employees, contractors, and vendors regarding the policy, and developing and instituting regular training on the topic.

57. Using the policy adopted by Leon County as a model, other governmental agencies of Leon County government, including but not limited to Leon County Courts (2nd Judicial Circuit), Office of the Clerk of Courts, Property Appraiser, Leon County Schools, Office of the Sheriff, Health Department, Public Defender, State Attorney, Supervisor of Elections, and

¹⁵⁷ Board of County Commissioners: Leon County, Florida. (2013). *Domestic violence, sexual violence and stalking in the workplace*. Retrieved from <http://www.leoncountyfl.gov/bcc/policy/pdf/11-06.pdf>

¹⁵⁸ The City’s policy has been shared with City leadership and through them with employees. In addition, it is easily accessible to all employees through the City’s intranet site.



Tax Collector should review their personnel policies related to domestic violence, sexual assault, and stalking and adopt similar measures.

58. The City and County should meet regularly to review how the policy implementation and training is proceeding.

59. TCC should complete the development of its comprehensive workplace violence policy and begin implementation in 2014.

60. The CSWG should encourage and offer assistance to FSU, FAMU, and other institutions of higher learning to help them develop and implement policies on domestic violence, sexual assault and stalking.

Human Rights Protections for Victims of Domestic Violence and Sexual Assault

Survivors of domestic violence experience physical injuries, long-term psychological damage, financial instability, and trouble finding safe housing. These issues are not typically addressed within the traditional array of social service responses that focus primarily on the crisis and immediate aftermath of a domestic violence incident. Recently, world leaders and leaders within the United States have begun to recognize that domestic violence is a human rights concern that should be addressed in a manner similar to other human rights protections. The United Nations Declaration on the Elimination of Violence against Women, adopted in 1993,¹⁵⁹ recognizes the urgent need for the universal application to women of the rights and principles with regard to equality, security, liberty, integrity, and dignity of all human beings. The United Nations Special Rapporteur on Violence against Women has urged the United States government to reassess existing mechanisms for protecting domestic violence survivors and for punishing abusers, stating that “violence against women is the most pervasive human rights violation which continues to challenge every country in the world, and the U.S. is no exception.”

The case of Jessica Lenahan (Gonzales) serves as an international landmark case in establishing the concept of human rights protections for victims of domestic violence. In 1999, Lenahan's daughters were abducted by her estranged husband and killed. The Castle Rock, Colorado police had repeatedly refused to enforce the existing domestic violence restraining order against him. Lenahan sued the town of Castle Rock, claiming violation of her Fourteenth Amendment due process rights. The case went as far as the United States Supreme Court, which found in favor of the town, stating that the police had no constitutional duty to enforce her restraining order.¹⁶⁰

¹⁵⁹ United Nations Department of Public Information (1996). *Women and violence*. Retrieved from <http://www.un.org/rights/dpi1772e.htm>

¹⁶⁰ University of Miami School of Law. (n.d.) *Jessica Lenahan (Gonzales) v. United States of America*. Retrieved on February 2, 2014 from <http://www.law.miami.edu/human-rights-clinic/hrc-gonzalez-usa.php?op=6>



Lenahan subsequently filed a complaint against the United States before the Inter-American Commission. In the complaint, she claims that her basic human rights were violated; specifically, Lenahan claimed human rights violations by the local police when they failed to protect her and her children, and by the U.S. courts when they failed to provide her with a remedy for the violations committed by the local police. On August 17, 2011, the Inter-American Commission on Human Rights found the United States in violation of Articles I, II, VII, and XVII of the American Declaration for reaching its duty to protect Jessica Lenahan (Gonzales) and her children from domestic violence, and also determined that the U.S.'s failure to protect women from gender-based violence constitutes discrimination and denies women their right to equality.¹⁶¹

Numerous communities in the United States, including Miami-Dade County in Florida, have passed local ordinances that declare domestic violence to be a human rights concern and assert that freedom from domestic violence is a fundamental right that should be protected. These resolutions do not include mention of sexual violence, which is also a human rights concern, a crime where women are victimized and which is also a fundamental right that should be protected.

Recommendation

61. The CSWG should advocate for passage of both City and County ordinances declaring domestic and sexual violence to be a human rights concern and asserting that freedom from domestic and sexual violence are fundamental rights that should be protected.

Human Trafficking

The United States Attorney for the Northern District of Florida, Pamela Marsh, convened our area's first comprehensive anti-trafficking coalition. Members include local state and federal law enforcement and prosecutors, local victim advocacy organizations and service groups, State of Florida agencies, and interested residents. This coalition has an extensive participation from all of these key representatives and, as of this writing, has organized committees, drafted its mission and has already begun to coordinate around specific human trafficking cases.

Recommendation

62. The CSWG should work with the newly formed anti-human trafficking coalition, where relevant to establish a common understanding on how the number of local human trafficking cases will be defined and tracked and how human trafficking awareness and prevention efforts will be taking place in our area.

Limitations

Some data reports that we used in our 2012 report had not been republished for 2013 so we were unable to compare data. As indicated by comments from the public hearing, there are still gaps in data collection and analysis that must be addressed in order to improve

¹⁶¹ Cornell University Law School. (n.d.). *Inter-American Commission on Human Rights*. Retrieved on January 16, 2014 from <http://www.lawschool.cornell.edu/womenandjustice/Legal-and-Other-Resources/Inter-American-Commission-on-Human-Rights.cfm>

community response to the issues of violence against women and girls. Specifically, information about stalking and human trafficking is not yet collected in a consistent way that can be utilized to inform local decision-making. In addition, data on bullying from the Leon County Schools is not gender-specific.

Recommendations

63. The CSWG should work with law enforcement agencies, the Office of the State Attorney, and local service providers to establish a common understanding on how the number of local cases of stalking and human trafficking will be defined and tracked.

64. The CSWG should work with Leon County Schools and local organizations serving girls to collect gender-specific information on bullying and to develop appropriate community responses to prevent bullying and reduce its negative impact on girls.

The issue of stigma and under-reporting of domestic violence and sexual violence continues to affect the completeness and accuracy of data. Increased public awareness and advocacy can be helpful in reducing the impact of stigma and increasing the rate of reporting of domestic and sexual violence.

Updates on Key Data Elements

Domestic Violence

Florida defines domestic violence not as a single offense, but as a wide range of harmful acts committed by a current or former household member against another.¹⁶² The Florida Department of Law Enforcement provides an annual report of domestic violence offenses for each county categorized by type and severity of offense. Despite increases in many types of offenses between 2011 and 2012, Leon County saw a reduction in every category of domestic violence offense. There were no reported murders related to domestic violence in 2012, a reduction from the five domestic violence-related murders reported in 2011. The table below displays the changes for all domestic violence offenses.

¹⁶² Florida Statutes S.741.28 (2) and (3).

Table 2: Domestic Violence Incidents in Leon County by Offense Type 2010-2012¹⁶³

Primary Offense	2010	2011	% Change 2010 to 2011	2012	% Change 2011 to 2012
Murder	0	5	+500%	0	-100%
Manslaughter	1	0	-100%	0	0
Forcible Rape	19	21	+10.5%	13	-38.1
Forcible Sodomy	2	11	+22.2%	0	-100%
Forcible Fondling	14	21	+50%	11	-47.6
Aggravated Assault	318	300	-5.6%	255	-15.0
Aggravated Stalking	0	1	+100%	1	0
Simple Assault	1059	1,114	+5.19%	955	-14.3%
Threat/Intimidation	8	8	NC	1	-87.5
Simple Stalking	1	2	+100%	0	-100%
Total	1,390	1,483	+6.6%	1,236	-16.7%

It should be noted that the rise in domestic-violence murders between 2010 and 2011 mirrors the changes between 2006-2007 and 2002-2003. In each of those intervals, in the first year there were no domestic-violence related murders and the following year saw an increase in offenses in this category.¹⁶⁴ It is important to identify the factors contributing to this trend so that appropriate prevention strategies can be employed to keep Leon County from repeating this pattern. To date, no study or analysis has been performed to suggest an explanation for this phenomenon.

It is interesting to note that the decrease in domestic violence arrests in Leon County between 2011-2012 does not mirror the statewide data or the data from Alachua County (Gainesville), with which Leon County is frequently compared. While Leon County had a decrease in both total arrests and rate of arrest per 100,000 population between 2011 and 2012, Alachua County had an increase in both of these indicators during the same period. Although both total arrests and arrest rate for the entire state decreased during the same period, Leon County's change %ages were markedly greater than those reflected in statewide data.

¹⁶³ Florida Department of Law Enforcement (2013). *Crime in Leon County*. Retrieved on December 1, 2013 from <http://www.fdle.state.fl.us/Content/FSAC/County-Profiles/Leon.aspx>

¹⁶⁴ Florida Department of Law Enforcement (2013). *Crime in Leon County*. Retrieved on December 1, 2013 from <http://www.fdle.state.fl.us/Content/FSAC/County-Profiles/Leon.aspx>

Table 3: Domestic Violence Arrests by County 2011 and 2012¹⁶⁵

County	2012 Population	Total DV Arrests 2011	Total DV Arrests 2012	% Change 11/12	Rate Per 100,000 Population	Rate Change 11/12
Alachua	246,770	1,449	1,602	+ 6.9	649.2	+7.1
Leon	277,670	1,483	1,236	-16.7	445.1	-17.1
Florida	19,074,434	111,681	108,046	-3.3	566.4	-4.1

For 2011- 2012, Refuge House, the leading provider of domestic and sexual violence services in Tallahassee/Leon County, reported delivering the domestic violence-related services listed in Table 4 for its eight-county service area.

Table 4: Refuge House Services 2011-2012¹⁶⁶

Service	Total Number Served	Notes
Residential Shelter	489	216 children; 271 women, 2 men
Non-residential Services	520	24 children; 493 women; 2 men
Adult Counseling and Advocacy	1,135	766 individual; 369 group sessions
Child Counseling and Advocacy	361	233 individual; 128 group sessions

Recommendation

65. The CSWG should examine the significance of the changes in domestic violence fatalities and recommend appropriate strategies to retain a “zero” status for fatalities related to domestic violence.

Stalking

Although there were no arrests for simple stalking in 2012, speakers at the public hearing suggested that this statistic is misleading. The close correlation between domestic violence and stalking suggests that this number should be considerably higher. According to the 2010 National Intimate Partner and Sexual Violence Study, two-thirds of female victims of stalking were stalked by intimate partners. More than half of female victims were stalked before the age of 25. ¹⁶⁷ Historically, possible explanations for the lack of stalking arrests is that the stalking is part of a larger pattern of violence where an arrest is not made until a

¹⁶⁵ Florida Department of Law Enforcement. (2013). *UCR Domestic Violence Data*. Retrieved on December 2, 2013 from [http://www.fdle.state.fl.us/Content/FSAC/Data---Statistics-\(1\)/UCR-Domestic-Violence-Data/UCR-Domestic-Violence-Data.aspx](http://www.fdle.state.fl.us/Content/FSAC/Data---Statistics-(1)/UCR-Domestic-Violence-Data/UCR-Domestic-Violence-Data.aspx)

¹⁶⁶ Florida Coalition Against Domestic Violence, personal communication, December 16, 2013.

¹⁶⁷ Black, M.C., et al. (2011). *The National Intimate Partner and Sexual Violence Survey: 2010 Summary Report*. Atlanta, GA: National Center for Injury Prevention and Control. Retrieved from http://www.cdc.gov/ViolencePrevention/pdf/NISVS_Report2010-a.pdf

more serious offense is committed or that stalking is a difficult crime to prosecute, since it is hard to establish proof of the requisite intent. These concerns should be alleviated by the adoption of the recent reforms to the stalking laws in Florida. Further study on this issue should be undertaken so that an accurate picture of the extent of stalking in our community can be developed.

Sexual Violence

The Florida Department of Law Enforcement tracks forcible sex offenses in a similar fashion to domestic violence. For the purposes of this reporting, FDLE uses the Federal Bureau of Investigation's definitions of such offenses. Various categories of offenses are included in the composite reporting of total forcible sex offenses. Crimes included in this reporting are described below.

Forcible Rape: The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will, where the victim is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity (or because of his or her youth).

Forcible sodomy. Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.

Forcible fondling. The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.¹⁶⁸

In Leon County, the number of total forcible sex offenses declined by 10.2% from 2011 to 2012. However, the incidents of rape by force increased by 9% in the same time period. Table 12 presents the changes in sexual offenses between 2011 and 2012.

Pitch Black: A Story of Recovery

This local sexual assault survivor's story is an account of the trauma she experienced during the assault and the difficult choices she had to make afterwards which regularly reminded her of what had happened. She refers to this time in her life as "pitch black" because it represents her darkest and most difficult days. Here is her story in her own words:

"Sometimes I wish I could pretend it never happened. Faced with two options, seek justice from my accuser or avoid acknowledging what had happened to me, I was left scared, numb and confused. My mind wanted justice but my heart wanted to forget. The person who gave me my first professional massage raped me. Days after days of burying what was done to me, I was beginning to feel depressed and anxious. I could not trust anyone. I felt alone and broken, but I knew I had to do something. I knew I had to move forward and with the help of a therapist, that is what I focused on accomplishing. The day I decided to press charges was the day I knew my life would never be the same. I had become a different version of myself.

The once bubbly, happy, peppy girl was gone. I looked in the mirror and could not figure out who was staring back at me. I began to hate who I saw looking back at me. I began to hate men. I hated my appearance. I wondered what made him do this to me. I asked everyday, why me? I knew the path I decided to take would only cause me to re-live my nightmare over and over again but I had to do it, for myself. My accuser was sentenced on three counts of sexual battery and received at least 20 years in prison. Despite the emptiness I still felt, I knew behind bars he could not hurt anyone else. That day, I had to accept what happened to me. I acknowledged the old me was long gone and I realized what was stolen from me. I made the decision to not allow him to steal anything else from me. I wanted to have happiness. I wanted to have joy. I wanted to be alive and not a shadow of my former self but a better version of me. In that moment I chose to become STRONG."

While she still may suffer from anxiety today, she is stronger than ever before. She holds three degrees from Florida State University, is engaged and successful in her career, and serves as an advocate for women's issues as a volunteer. Giving back to her community through service has been a form of recovery over the last two years in which she lived in "pitch black."



Table 5: Total Reported Forcible Sex Offenses in Leon County, Florida by Offense and Type 2011-2012¹⁶⁹

Total Reported Forcible Sex Offenses, Leon County, Florida, by Offense and Year							
Year	Population	Rape by Force	Attempted Rape	Forcible Sodomy	Forcible Fondling	Total Forcible Sex Offenses	Forcible Sex Offense Rate per 100,000 Population
2011	276,278	122	7	23	63	215	77.8
2012	277,670	133	4	11	46	194	69.9
Change		+9%	-42.8%	-52.1%	-26.9%	-10.2%	

New Data and Research

Domestic Violence

The Leon County Domestic Violence Fatality Review Team is a citizen panel that reviews deaths associated with domestic violence in order to improve coordination and delivery of services to prevent incidents of domestic violence and deaths resulting from domestic violence. Members of this group include local law enforcement officers, victim advocates, lawyers, business leaders, physicians, and other citizens committed to ending deaths resulting from domestic violence. The team's first report was published in December 2012 based on 2011 data. The publication is noted here because it was not published in time to be included in the Commission's previous report. Statistics of note reported by the Team were:

- Five of 14 murders reported in the county (35.7%) were domestic violence-related
- 21 of 129 rapes (16.3%) were domestic violence-related
- 300 of 1,313 aggravated assaults (22.8%) were domestic violence-related

Particularly notable changes include the increase in domestic-violence murders (from zero in 2010 to five in 2011), forcible fondling (14 in 2010 to 21 in 2011), as well as reported forcible sodomy (from two in 2010 to 11 in 2011).¹⁷⁰ It should be noted that these numbers declined in 2012. See Recommendation #75, below, for suggestions on addressing this issue.

¹⁶⁹ Florida Department of Law Enforcement. (2013). *Crime in Florida – Leon County*. Retrieved on December 1, 2013 from <http://www.fdle.state.fl.us/content/getdoc/6c5a464c-ee5e-4d23-bb24-c386dc3687e1/Leon.aspx>

¹⁷⁰ Institute for Family Violence Studies. (2012). *Report of the Leon County Domestic Violence Fatality Review Team*. Tallahassee, FL: College of Social Work, Florida State University. Retrieved from <http://familyvio.csw.fsu.edu/wp-content/uploads/2012/12/2012LeonTeamAnnualReport.pdf>

Sexual Violence

In December 2013, the *Tallahassee Democrat* conducted an extensive analysis of sexual battery arrests and prosecutions in Leon County that revealed that only about 20% of sexual battery complaints made to local law enforcement agencies end up in court. Of those that do reach the courtroom, not all result in prison time for defendants.¹⁷¹ The analysis tracked a total of 572 cases reported to local law enforcement agencies between 2010 and 2012. The table below shows the number of reports received by each reporting agency.

Table 6: Sexual Battery Complaints by Agency, 2010-2012¹⁷²

Agency	2010	2011	2012	Total
Tallahassee Police Department	87	90	102	279
Leon County Sheriff's Office	91	76	94	261
FSU Police Department	9	9	10	28
FAMU Police Department	0	1	3	4
Florida Highway Patrol	0	0	0	0
Florida Department of Law Enforcement	0	0	0	0
Total	187	176	209	572

It should be noted that data in the Table 13 refers to complaints received by the respective law enforcement agencies, rather than to the number of arrests as reflected in other data sets. These numbers do not exactly correspond to one another, since not all complaints result in an arrest. In addition, complaints received by one agency may have actually occurred in another jurisdiction, which ultimately makes the arrest.

During the same period (2010-2012), the State Attorney's Office opened nearly 100 sexual-battery cases for prosecution, with nearly 100 cases dispensed through jury trials, plea agreements, or dropped charges. The analysis did not include sexual crimes against children, such as lewd-and-lascivious battery or child pornography.¹⁷³ About two-thirds of the cases that were disposed of resulted in a guilty verdict at trial or a guilty or no-contest

¹⁷¹ Burlew, J., & Portman, J. (2013, December 22). Few report, fewer are prosecuted for sexual battery. *The Tallahassee Democrat* [Tallahassee]. Retrieved from <http://www.tallahassee.com/article/20131222/POLITICSPOLICY/312220010/Few-report-fewer-prosecuted-sexual-battery>

¹⁷² Ibid.

¹⁷³ Burlew, J., & Portman, J. (2013, December 22). Few report, fewer are prosecuted for sexual battery. *The Tallahassee Democrat* [Tallahassee]. Retrieved from <http://www.tallahassee.com/article/20131222/POLITICSPOLICY/312220010/Few-report-fewer-prosecuted-sexual-battery>

plea from the defendants; about 13 % resulted in a not-guilty verdict at trial. Charges were dropped in fewer than 10 % of the cases.¹⁷⁴

Assistant State Attorney Jack Campbell, who regularly prosecutes such cases, told the *Tallahassee Democrat* that roughly half of the complaints that never result in prosecution are dropped at the investigative stage by law enforcement and the other half by prosecutors. In some cases, investigators or prosecutors may not have the proof needed to proceed. In other cases, the victim may be unsure of whether the incident was consensual or not, especially if either the victim or the alleged perpetrator was using drugs or alcohol.¹⁷⁵

Low rates of reporting sexual crimes can be attributed to a variety of causes. The stigma associated with sexual victimization, particularly in the context of intimate or dating relationships, can deter many victims from reporting their experience, even if they seek assistance through victim service organizations. For others, the possible trauma of court testimony may be a significant deterrent. Low rates of prosecution can be attributed to both evidentiary challenges and reluctance of victims to participate in the process. “We have to file in good faith that we have a reasonable likelihood of conviction, and these are often difficult cases,” Campbell said. “So I’m not surprised there’s a significant drop off. But we’re constantly working them. They are always in the pipeline. They are always coming. They’ve always been here. They will always be here, sadly enough.”¹⁷⁶

Recommendation

66. The CSWG should focus on the gap between the number of sexual battery cases reported to law enforcement and the successful prosecution of these cases, including hosting public hearings and interviewing key informants on this topic in order to develop strategies to close this gap.

Bullying

Bullying is another type of violence against women and girls that must be addressed by the community. Bullying differs from harassment and domestic or sexual violence in that the latter can result from a single or small number of fairly serious incidents, whereas bullying tends to be an accumulation of many small incidents over a long period of time. Each incident tends to be trivial, and on its own and out of context does not constitute an offense or grounds for disciplinary or legal action. The term bullying is most frequently associated with adolescents, and this report focuses on this context. Nationally, almost one-third of students (27.8%) report being bullied during the school year.¹⁷⁷ The focus of bullying cited most frequently by students in a 2010 report was physical appearance, with slightly more than half (55%) of students who had been bullied reporting that they were taunted for

¹⁷⁴ Ibid.

¹⁷⁵ Ibid.

¹⁷⁶ Ibid.

¹⁷⁷ U.S. Department of Education. (2013). *Student reports of bullying and cyber-bullying: Results from the 2011 school crime supplement to the national crime victimization survey*. Washington, DC: U.S. Department of Education. Retrieved on January 8, 2014 from <http://nces.ed.gov/pubs2013/2013329.pdf>

their looks.¹⁷⁸ Bullying is similar to sexual violence in the low rate of incident reporting. According to one study, 64% of children who were bullied did not report it.¹⁷⁹

Gender and Bullying

It is important to note some gender differences related to bullying. According to a 2009 study of school bullying, boys were more involved in physical or verbal bullying, while girls were more involved in relational bullying.¹⁸⁰ In a 2007 study, although boys were significantly more likely than girls to be victims in school and to be bullies in and away from school, there were no significant differences between boys and girls in the frequency of being victims away from school. Community-based prevention strategies focused on girls must address after-school activities and environments in addition to focusing on school policies.¹⁸¹

Gender also plays a role in the impact that bullying has on both perpetrators and victims. The same 2007 study suggests that the association between bullying, depression, and suicidality differs between girls and boys. Girls who bullied others were at risk for depression, suicidal ideation, and suicide attempts even when the bullying was infrequent. Among boys, however, only frequent bullying was associated with depression, ideation, and attempts.¹⁸²

Not surprisingly, youth with disabilities; students of color; and lesbian, gay, bi-sexual, transgender, and queer/questioning youth are especially vulnerable to bullying. In an analysis of ten studies focused on the link between personal characteristics and bullying, children with disabilities were found to be two to three times more likely to be bullied than their peers who were not disabled.¹⁸³ According to a 2012 study, more than one-third of adolescents who reported bullying indicated that racial bias was an associated factor.¹⁸⁴

¹⁷⁸ Davis, S., & Nixon, C. (2010). *The youth voice research project: Victimization and strategies*. Champaign, IL: Research Press Publishers.

¹⁷⁹ Petrosino, A., Guckenbug, S., DeVoe, J. and Hanson, T. (2010). *What characteristics of bullying, bullying victims, and schools are associated with increased reporting of bullying to school officials?* Washington, DC: U.S. Department of Education. Retrieved February 17, 2014 from <http://ies.ed.gov/ncee/edlabs>

¹⁸⁰ Wang, J., Inonatti, R.J., & Nansel, T.R. (2009). School bullying among U.S. adolescents: Physical, verbal, relational and cyber. *Journal of Adolescent Health*, 45(4), 367-375.

¹⁸¹ Klomek, A.B., Marrocco, F., Kleinman, M., Schonfeld, I.S., & Gould, M.S. (2007). Bullying, depression and suicidality in adolescents. *Journal of the American Academy of Child and Adolescent Psychiatry*, 46(1), 40-49.

¹⁸² Ibid.

¹⁸³ C. Marshall, C., Kendall, E., Banks, M., & Gover, R. (Eds.). (2009). *Disabilities: Insights from across fields and around the world* (Vol. 1-3). Westport, CT: Praeger Perspectives.

¹⁸⁴ Russell, S. T., Sinclair, K., Poteat, P., & Koenig, B. (2012). Adolescent health and harassment based on discriminatory bias. *American Journal of Public Health*, 102(3), 493-495.



The 2011 National School Climate Survey reported that an astonishing 81.9% of students who identified as LGBTQ were bullied in the last year, based on their sexual orientation.¹⁸⁵

Impact of Bullying

Bullying has a variety of adverse impacts on both those who are victimized and those doing the bullying. According to the Centers for Disease Control and Prevention, students who experience bullying are at increased risk for depression, anxiety, sleep difficulties, and poor school adjustment, while students who bully others are at increased risk for substance use, academic problems, and violence later in adolescence and adulthood. Students who bully others and are also themselves bullied experience the most serious consequences and are at greater risk for both mental health and behavior problems. The most significant impact of bullying is its connection to suicide. A recent study reported that youth victimized by their peers were more than twice as likely to report suicidal ideation and three times more likely to report a suicide attempt than youth who reported not being bullied.¹⁸⁶

Community Responses to Bullying

Florida's anti-bullying law (HB669), passed in 2008, protects kindergarten through 12th grade (K-12) students and employees from bullying and harassment during all public K-12 programs, sponsored activities, transportation, and technological communications. The bill is referred to as the "Jeffrey Johnston Stand Up for All Students Act" in memory of a Florida teen bullied chronically at school and online until he was driven to suicide.

According to the Florida Department of Education, bullying is, "systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees that is severe or pervasive enough to create an intimidating, hostile, or offensive environment; or unreasonably interfere with the individual's school performance or participation."¹⁸⁷ The Leon County School Board has a policy on bullying and harassment that meets the requirements set by the Florida Department of Education.¹⁸⁸

State Representative Michelle Rehwinkel Vasilinda and Dr. Rachel Sutz Pienta co-founded the Big Bend Anti-Bullying Task force as an ad hoc response to community tragedies that occurred in 2010. The Task Force held its first public awareness event in January 2011. Since then, the Task Force has organized panel discussions and events, created a speakers' bureau, and continued to focus public awareness on this critical issue.

¹⁸⁵ Gay, Lesbian and Straight Education Network. (2012). *The 2011 National School Climate Survey: The experience of lesbian, gay, bi-sexual and transgender youth in our nation's schools*. New York, NY: Gay, Lesbian and Straight Education Network. Retrieved January 4, 2014 from <http://glsen.org/sites/default/files/2011%20National%20School%20Climate%20Survey%20Full%20Report.pdf>

¹⁸⁶ Espelage, D. L., & Holt, M. K. (2013). Suicidal ideation and school bullying experiences after controlling for depression and delinquency. *Journal of Adolescent Health, 53*(1), S27-S31.

¹⁸⁷ Florida Department of Education. (n.d.). *Bullying prevention*. Retrieved January 2, 2014 from <http://www.fldoe.org/safeschools/bullying.asp>

¹⁸⁸ Leon County Schools. (n.d.). *Bullying and cyberbullying information*. Retrieved January 10, 2014 from http://www.leon.k12.fl.us/newlcs/homefiles/Safety_Security/bullying_cyberbullying.html



Data on bullying in Leon County Schools was not included in the Commission's 2012 report. According to the *2011-2012 Leon County Schools Data Book*, there were 88 incidents of bullying reported to the district in 2010-2011. The County's eight (8) middle schools accounted for 27 incidents, followed closely by the eight (8) district-wide schools, which reported a total of 24 bullying incidents.¹⁸⁹ The data reported by Leon County Schools is not gender-specific.

Recommendation

67. The Big Bend Anti-Bullying Task Force and the CSWG should work collaboratively to identify gender-specific data related to bullying that should be collected by the Leon County School Board and urge the School Board to include that data in its annual reporting process.

¹⁸⁹ Leon County Schools. (2011). *Databook: An information resource for school improvement planning and needs assessment*. Retrieved December 6, 2013 from http://www.tandl.leon.k12.fl.us/programme/databook/2011_2012/2011-2012_LCS_Databook.pdf

Chapter 6:

Girls

Chapter 6: Girls

Our History

In December of 2012, the CSWG voted to establish a Girls Services Committee and outlined its responsibilities as follows:

The Girls Services Committee will organize a coalition of organizations who serve girls in our community. The coalition will provide a vehicle whereby the community can increase its understanding of the best and innovative practices. The ultimate goal is to increase the knowledge of available services to the organizations that are focused on serving girls as well as to increase networking and collaborative opportunities. During the research for this report and during the public hearings hosted by the CSWG in early 2012, it became clear that there is little to no coordination between organizations that provide services to girls or even a shared knowledge of each other. Therefore, we conclude that it would be beneficial to the girls of Leon County if there was some kind of coordinated effort to understand their needs, reduce duplication of services and highlight where gaps in services occur.¹⁹⁰

On January 22, 2013, the Girls Services Committee met for the first time to establish a strategy for its goal of bringing the various organizations focused on serving girls together for networking and collaborative efforts.¹⁹¹ The primary challenge this committee faced was identifying the organizations that should be brought to the table. Since there is no comprehensive list of individuals or groups providing such services in Leon County,¹⁹² the committee decided to start with an internal list of service providers to create an attendance list, with the expectation that more individuals and groups would be identified and included in the future.

Later in 2013, the Girls Services Committee changed its name to the “Girls Committee,” recognizing that the scope of its work extended beyond “services” and encompassed many other issues facing girls. Throughout its work in 2013, the Girls Committee focused its efforts on helping to create a “Girls Services Coalition,” an entity that is assisted and guided by the committee, but which is separate from it.

On March 26, 2013, the Girls Services Coalition held its inaugural meeting, an outstanding success, with service providers expressing their enthusiasm for the opportunity to come together, to share resources, and to bring attention to the issues facing girls in our

¹⁹⁰ Tallahassee/Leon County Commission on the Status of Women and Girls. (2013). “Committee Descriptions,” internal document.

¹⁹¹ Tallahassee/Leon County Commission on the Status of Women and Girls: Girls Services Coalition. (2013, January 22). *Agenda and meeting minutes*. Retrieved from the Tallahassee/Leon County Commission on the Status of Women and Girls.

¹⁹² Leon County Commission on the Status of Women and Girls (2012). *Report on the Status of Women and Girls in Leon County*. Retrieved from <http://www.theoasiscenter.net/resources/CSWG+2012+Report+Final+12.10.12.pdf>



community.¹⁹³ For example, a representative from the Big Bend Homeless Coalition expressed her desire for the girls they are housing for months at a time to have the opportunity to join a Girl Scout troop or the Girls Choir and felt she could make the necessary connections through the Girls Services Coalition. A second meeting of the Girls Services Coalition was held on April 16, 2013.¹⁹⁴ The attendees discussed, among other issues, the creation of a directory and other best practices for communication between the various providers.¹⁹⁵

At this time, the Leon County Commission on the Status of Women and Girls went through a period of realignment due to the City of Tallahassee becoming a joint partner with Leon County in sponsoring and funding the work of what now is known as the Tallahassee/Leon County CSWG. Despite some temporary gaps, due to the transition, the Girls Committee continued to meet and strategize. It was recognized that it would be beneficial to consult with the First Coast Girls Initiative (“First Coast”), a successful coalition of girls services providers in Jacksonville, Florida. On August 14, 2011, an eight-member delegation from First Coast attended the third meeting of the Girls Coalition and made an enlightening presentation that outlined their history, challenges, funding, and successful programs.¹⁹⁶

In summary, First Coast was started by Pat Remmer in 2000, at the urging of the Pace Center for Girls in Jacksonville, and has been continuously funded by her family foundation since that time. Initially, they wanted the coalition to be composed of direct service providers; however, due to the high rate of turnover in the field it is now composed of the executive directors and CEOs of the service organizations in the area. Their mission is to build the capacity of individuals and organizations to serve girls more efficiently through gender responsive education and advocacy.¹⁹⁷ Their primary work is advocacy and sharing best practices with and among service providers, who pay a minimal membership fee.

On September 26, 2013, the Girls Services Coalition held a fourth, productive meeting during which attendees were advised of this report and asked for their insights into the most crucial and urgent issues facing girls in our community today. The passion and hard work of these women is commended and their recommendations are contained in the final portion of this section. It was clear from the dialogue that took place, that the CSWG was

¹⁹³ Tallahassee/Leon County Commission on the Status of Women and Girls: Girls Services Coalition. (2013, March 26). *Meeting minutes*. Retrieved from the Tallahassee/Leon County Commission on the Status of Women and Girls.

¹⁹⁴ The Girls Committee acknowledged the support of Kim Gabbard of the Northwood Center, who provided meeting space free-of-charge for the Girls Services Coalition membership meetings.

¹⁹⁵ Tallahassee/Leon County Commission on the Status of Women and Girls: Girls Services Coalition. (2013, April 16). *Meeting minutes*. Retrieved from the Tallahassee/Leon County Commission on the Status of Women and Girls.

¹⁹⁶ Tallahassee/Leon County Commission on the Status of Women and Girls: Girls Services Coalition. (2013, August 14). *Meeting minutes*. Retrieved from the Tallahassee/Leon County Commission on the Status of Women and Girls.

¹⁹⁷ First Coast Girls Initiative. (2014). *History*. Retrieved March 17, 2014 from <http://fcgijax.org/content.php?page=History>



correct in acknowledging the needs of girls service providers and in creating a platform to support them and their work.¹⁹⁸ Similarly, on November 14, 2013, the Girls Services Coalition held a fifth, well-attended meeting during which a lively and thoughtful discussion was held on the subject of girls' issues and what measures we could collectively take to improve the lives of young girls in our community.

On July 8, 2013, the Organizational and Bylaws Committee of the Commission supported the Chair's decision change the name of this committee from the Girls Services Coalition Committee to the "Girls Committee" and to expand the mission of the group beyond creating a coalition of service providers to identifying issues facing girls in our community.

The Issues Facing Our Girls

Members of the Girls Services Coalition, subsequently, Girls Committee have initially identified the following issues as the most pressing ones facing girls in our community:

Issue I: Bullying/Cyberbullying²⁰⁰

According to local girls services providers, bullying between and among girls has seen a sharp increase in the past few years with the advent of social media. Leon County Schools' website provides video materials for parents and students, under the Department of Intervention Services, and facts about [anti-bullying policies](#).²⁰¹ However, local girls services providers are concerned that girls are more vulnerable than ever, as advances in technology can lead to invasive and inescapable cyber bullying and its many ramifications.

Issue II: Low Self-Esteem/Body-Esteem

Another major concern of Girls Coalition members and service providers is that our highly sexualized society and the increased prominence of sexual images and content in social media, music, and entertainment has spurred a vast change in attitude in girls concerning sexual activity so that it is now viewed very casually. Members see that as society has sexually objectified women, it appears our girls have internalized that sexism and are now self-objectifying. There is a consensus among girls service providers that girls are de-valuing their bodies without an understanding of the short- or long-term consequences. From the clothes they wear to the pop icons they admire, girls are not surprising these providers since they are reflecting what they see in society, especially those with few, if any, counteracting influences in their lives.

¹⁹⁸ Tallahassee/Leon County Commission on the Status of Women and Girls: Girls Services Coalition. (2013, September 26). *Meeting minutes*. Retrieved from the Tallahassee/Leon County Commission on the Status of Women and Girls.

¹⁹⁹ Tallahassee/Leon County Commission on the Status of Women and Girls: Organizational and Bylaws Committee. (2013, July 8). *Agenda and meeting minutes*. Retrieved from the Tallahassee/Leon County Commission on the Status of Women and Girls.

²⁰⁰ See [Chapter 5: Violence against Women and Girls, Bullying](#) (page 87).

²⁰¹ Available at http://www.leon.k12.fl.us/newLCShomeFiles/Safety_Security/bullying_cyberbullying.html



Issue III: Dating Violence

Notwithstanding the fact there appears to be no Leon County record of dating violence against girls under 18, service providers view dating violence, including date rape and statutory rape, as a prevalent problem. Moreover, among local, girls service providers, there is great concern that girls do not even recognize dating violence when it occurs. This is particularly the case for girls who have been exposed to violence in the home, regardless of the family's socioeconomic status. Indeed, these providers stressed that girls in all sections of our community are being subjected to verbal abuse, stalking, and physical violence at an unacceptable rate. This problem is so pervasive in Florida that, in 2010, the Legislature created a statute requiring every Florida school board to implement policies prohibiting -- and response procedures for -- dating violence.^{202,203}

Issue IV: Lack of Negotiating Skills

It should be noted that lack of negotiating skills was first identified at the [Women and the Workplace Summit](#) by David Orozco, Assistant Professor of Legal Studies in the College of Business, Florida State University. Specifically, lack of negotiating skills among women and girls can place them at a disadvantage compared to men and boys, not just economically, but in their personal relationships as well. The lifelong benefit is apparent for girls trained in negotiation techniques at an early age.

The Girls Committee recognizes that this is not an exhaustive list of issues women and girls face in our community. Issues such as intergenerational transfer of poverty and violence; lack of parenting skills or education for underage mothers; and lack of trained mentors for girls are among other important issues that need to be addressed. For example, a good mentor in the life of a girl could mitigate many of the problems outlined herein (e.g., raising self-esteem, counteracting generational traps, lessening the vulnerability to dating violence or early pregnancy, increasing the skills necessary to negotiate in life; and seeking help when needed from mentors and others). However, for the purposes of this report, the Committee felt it was most important to focus on the impactful issues, above, as identified by Girls Services Coalition meeting attendees.

Recommendations

The issues outlined above are complex and cannot be remedied by simple solutions. However, the Girls Committee would like to make the following recommendations at this time to assist girls in our community:

68. The CSWG should continue funding and supporting the Girls Services Coalition, until it becomes self-sustaining, for the purposes originally outlined herein.

69. The CSWG should initiate community-wide discussion about the importance of mentoring for girls of all ages and the necessity of providing adequate, gender-specific training for

²⁰² S. 1006.148, Florida Statutes

²⁰³ Florida Coalition Against Domestic Violence (n.d.). *Educators*. Retrieved March 17, 2014, from <http://www.fcadv.org/educators>



those mentors.

70. The Girls Services Coalition should begin working with the Big Bend Anti-bullying Task Force to assist in developing a community plan to counteract this difficult problem and to work together to create a more caring and supportive attitude among girls.

71. The CSWG, together with the Girls Services Coalition, should create capacity-building initiatives for girls services providers in several areas (e.g., negotiation skills, antibullying/ anticyberbullying, mentor selection and training, and collaboration among girls for use with peers and adults).

The CSWG would like to acknowledge to following individuals and organizations who have been present at the Girls Services Coalition and contributed their expertise to this report:

Linda Alexionok, The Children's Campaign
Margaret "Peggy" Allen, Zonta
Junie Arisme, Dare to Dream Young Girls Network
Genesia Booker, Dare to Dream Young Girls Network
Mikaela Canta, Dare to Dream Young Girls Network
Cynthia Coaxum, Florida Department of Health
Janice Cohley, Palmer Munroe Teen Center
Kymberly Cook, First Coast Girls Initiative
Julienne Erwin, Communities in Schools of Leon County
Kimolyn Ferrell, Dare to Dream Young Girls Network
Erin Fraser, Refuge House
Gina Giacomo, Zonta
Brenda Gibbs, Girl Scouts Council of the Florida Panhandle
Brittney Gibbs, Girl Scouts Council of the Florida Panhandle
Denee Glenn, Capital Area Healthy Start Program
Lashawn Gordon, PACE Center for Girls
Cynthia Hanifin, The Oasis Center for Women & Girls
Dionne Hairston, Leon County Health Department
Rose Hill, Tallahassee Girls Choir
Beth Hughes Clark, First Coast Girls Initiative
Jessica Jackson, Keep Empowering YourSELF (KEYS)
Julia Kamm-Cohen, Refuge House
Ericka McKibbon, Girls on the Run
Annelise Mennicke, The Oasis Center for Women & Girls
Kendra Moore, Palmer Munroe Teen Center
Barby Moro, Southern Scholarship Foundation

Debbie Moroney, PACE Center for Girls
Marci Mullen, The Oasis Center for Women & Girls
David Orozco, Florida State University
Kelly O'Sullivan, The Oasis Center for Women & Girls
Jessica Pinto, Refuge House
Colleen Rodriguez, First Coast Girls Initiative
Susan (Rzyewic) Remmer, First Coast Girls Initiative
Tomica Smith, Palmer Munroe Teen Center
Sarah Sturges, PACE Center for Girls
Kristie Teal, Big Brothers Big Sisters of the Big Bend
Sharena Thomas, America Second Harvest of the Big Bend
Shirley Webb, First Coast Girls Initiative
Stephanie Webb, Communities in Schools of Leon County
Lesley Wells, First Coast Girls Initiative

Chapter 7:

Health



Chapter 7: Health

Overview

Physical and mental health are incredibly important components of women's and girls' overall wellbeing and are closely connected to women's poverty and education levels. The CSWG approved formation of the Health Committee in July of 2013 as a result of the CSWG's 2012 report including data showing the significant impacts, and startling statistics, that women and girls in Leon County face on health-related topics, including the profound impact that whole-body health and wellness have on women's and girls' quality of life.

Because of the limited timeframe for additional research and evaluation of existing policies, it was impossible to provide information on every area of physical and mental health for inclusion in this report. The committee instead focused on three, more narrowly defined, substantive areas. The criteria for that decision were: (1) readily available data and statistics, (2) issues associated with the statistically largest economic and racial/ethnic disparities, and (3) the opportunity to make tangible, research-based, policy recommendations and to do so within a six-month research window. Based on those criteria, the committee selected the following three subjects as the focal points of its work this year:

- **Access to Health Care** – With the commencement of the Affordable Care Act (ACA), and starting with the hypothesis that increasing access to affordable health care will have a positive overall impact on the health of women and girls, the committee believed it important to understand what resources are, or will be, available to women and girls through the ACA. The committee also researched how best to disseminate and communicate, to women who need it most. Another part of the initiative was determining what services were available and what health care providers can do to educate their patients on the ACA and improve delivery of their services.
- **Infant Mortality** – Too many babies, especially African-American babies, are dying in Tallahassee before their first birthday.²⁰⁴ Leon County's infant mortality rate is higher than the Florida state average, which is higher than the average in the United States, which is higher than nearly all of the industrialized nations in the world.²⁰⁵ Additionally, the rate of infant deaths per 1,000 live births for the most recent data years, 2010-2012, for African-American babies in Leon County is more than three times the rate of their White and Hispanic counterparts.²⁰⁶ This data has been

²⁰⁴ Portman, J. (2013). *Infant deaths spike in Leon County; racial disparity in mortality persists*. Retrieved from <http://www.capitalareahealthystart.org/infantdeaths.html>

²⁰⁵ Ibid.

²⁰⁶ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (2014). *Infant deaths*. Retrieved from <http://www.floridacharts.com/charts/DataViewer/InfantDeathViewer/InfantDeathViewer.aspx?indNumber=0053>



consistent for some time, despite efforts made at every level of government to address the disparity. The committee believed it important to focus on this issue to try and understand the reason for the persistent high rate and what resources or policies may aid in altering the statistics.

- **Human Immunodeficiency Virus (HIV) and Sexually Transmitted Infections (STIs)** – Rates of HIV, which can be a precursor to acquired immunodeficiency syndrome (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. It is estimated that one person in five who is infected is unaware of their HIV status, bringing the importance of continued HIV testing to the forefront. Perhaps the most alarming statistics are those that compare HIV infection rates with factors of race and poverty. HIV case rates are 15 times higher in Black women than in White women. Similarly, the rate of bacterial STIs 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 STIs for women between the ages of 15 and 34. In 2012, women ages 15-34 in Leon County had a bacterial STI infection rate that was 37% higher than the statewide rate.²⁰⁷

The Health Committee believes the CSWG and the City and County Commissions together can be a powerful catalyst for better health, but given the widespread, multifaceted nature of these health issues, these organizations cannot solve community health issues alone. It will require a whole-community commitment.

Definitions

Access to Health Care – is a function of both a) the availability of medical personnel and supplies within a community, and b) an individual's ability to pay for the medical services that they need.

Affordable Care Act (ACA)²⁰⁸ - A federal statute signed into law in March 2010 as a part of the healthcare reform agenda of the Obama administration. Signed under the title, “The Patient Protection and Affordable Care Act,” the law includes multiple provisions that would take effect over a number of years, including expanding Medicaid eligibility, using health insurance exchanges and prohibiting health insurers from denying coverage due to pre-existing conditions.

Capital Area Healthy Start Coalition²⁰⁹ - Florida's Healthy Start program was established by the Florida Legislature in 1991. According to section 383.216, Florida Statutes, there are

²⁰⁷ Florida Charts. (n.d.). *Bacterial STDs (women 15-34): Single year rates*. Retrieved March 21, 2014, from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0142>

²⁰⁸ Investopedia. (n.d.). *Affordable Care Act*. Retrieved from <http://www.investopedia.com/terms/a/affordable-care-act.asp>

²⁰⁹ F.S. § 383.216



32 Healthy Start Coalitions in Florida responsible for the system of maternal and health care in their catchment area. Capital Area Healthy Start Coalition's catchment area for basic Healthy Start services is Leon and Wakulla counties. This Coalition is also the lead agency for one of the twelve FIMR Projects (defined below), which covers Leon, Wakulla, Jefferson, Madison and Taylor counties.

Fetal Death²¹⁰ - Fetal death means death prior to the complete expulsion or extraction of a product of human conception from its mother if the 20th week of gestation has been reached. Also, the death is indicated by the fact that, after such expulsion or extraction, the fetus does not breathe or show any other evidence of life, such as beating of the heart, pulsation of the umbilical cord, or definite movement of voluntary muscles.

Fetal and Infant Mortality Review (FIMR)²¹¹ - The Florida Legislature established 12 FIMR Projects in 1992 to systematically review cases of infants who die before their first birthday. The Capital Area Healthy Start Coalition is the lead agency for one of the twelve FIMR Projects, and the lead agency in the Leon County area. The goal of FIMR is to enhance the health of women, infants, and families by improving the community resources and service delivery systems available to them. Through FIMR, key members of the community come together to review information from individual fetal and infant deaths. The purpose of these reviews is to identify the factors associated with these deaths, determine if they represent system problems that require change, develop recommendations for change, and assist in the implementation of change. The FIMR process is based on a model developed by the American College of Obstetricians and Gynecologists. The process includes:

- **Data Gathering** from sources including birth and death certificates and records from hospitals; physicians; Healthy Start; Women, Infants, and Children (WIC); social service and law enforcement agencies; and interviews with the mother and other family members. (Note: All information is de-identified and access to records is given to Healthy Start Coalitions through public health research statutes.)
- **Case Review** involving an interdisciplinary team of professionals who review the medical record abstractions and family interviews to answer the question, "Where did the system fail this family?" After determining the issues, the case review team makes recommendations for community interventions to prevent future deaths.
- **Continuous Quality Improvement** provides a warning system that describes changes in and monitors the effectiveness of the health care delivery systems. This is a feedback mechanism to learn whether or not the recommended interventions work successfully.

²¹⁰ F.S. § 382.002 (7)

²¹¹ Capital Area Healthy Start Coalition. (2013). *Briefing paper prepared for Leon Commission on the Status of Women and Girls: September 23, 2013*. Internal document. Tallahassee, Florida.



HIV/AIDS²¹² – “AIDS is a chronic, potentially life-threatening condition caused by the human immunodeficiency virus. By damaging the immune system, HIV interferes with the body's ability to fight the organisms that cause disease. HIV is a sexually transmitted infection. It can also be spread by contact with infected blood, or passed from mother to child during pregnancy, childbirth or breast-feeding. It can take years before HIV weakens the immune system to the point that a person has AIDS. There's no cure for HIV/AIDS, but there are medications that can dramatically slow the progression of the disease.”

Infant Death/Mortality²¹³ - death of a child during the first year of life; it is important to note that it is not death at birth, but rather during the child's first year of life.

Infant Mortality Rate - the number of infant deaths divided by the number of live births during a given year.

Interconceptional²¹⁴ - between pregnancies

Preconceptional²¹⁵ - prior to pregnancy

Prenatal²¹⁶ - before delivery of a baby

Racism - the discrimination against and devaluing of people based on their perceived racial differences rather than their individual merits

Sexism - the discrimination against and devaluing of people based on their sex rather than their individual merits

Sexually transmitted diseases (STDs), or sexually transmitted infections (STIs)²¹⁷ - Often used interchangeably, these are generally acquired by sexual contact. The organisms

²¹² Mayo Clinic. (n.d.). *Diseases and Conditions: HIV/AIDS Definition*. Retrieved from <http://www.mayoclinic.com/health/hiv-aids/DS00005>.

²¹³ Centers for Disease Control and Prevention (2012, October 1). *Infant mortality*. Retrieved from <http://www.cdc.gov/reproductivehealth/MaternalInfantHealth/InfantMortality.htm>

²¹⁴ Florida Department of Health. (2009). Chapter 21: Healthy Start services - Interconception education and counseling. In *Healthy Start Standards & Guidelines 2009* (pp. 315-324). Retrieved from <http://www.floridahealth.gov/healthy-people-and-families/childrens-health/healthy-start/healthy-start-docs/>

²¹⁵ Florida Department of Health. (n.d.). *Preconception health*. Retrieved from <http://www.floridahealth.gov/prevention-safety-and-wellness/substance-abuse/preconception-health/index.html>

²¹⁶ March of Dimes. (2014). *Prenatal care*. Retrieved from <http://www.marchofdimes.com/pregnancy/prenatal-care.aspx>

²¹⁷ Mayo Clinic. (2013, February 23). *Diseases and conditions: Sexually transmitted diseases (STDs) - Definition*. Retrieved from <http://www.mayoclinic.org/diseases-conditions/sexually-transmitted-diseases->

that cause sexually transmitted infections may pass from person to person in blood, semen, or vaginal and other bodily fluids. Some such infections can also be transmitted non-sexually, such as from mother to infant during pregnancy or childbirth, or through blood transfusions or shared needles. It's possible to contract sexually transmitted infections from people who seem perfectly healthy — people who, in fact, are not even aware of being infected. Many STIs cause no symptoms in some people, which is one of the reasons experts prefer the term "sexually transmitted infections" to "sexually transmitted diseases."

SUIDS²¹⁸ – Sudden Unexpected Infant Deaths, which includes deaths due to the following: accidental suffocation and strangulation in bed, other accidental suffocation and strangulation, sudden infant death syndrome (SIDS), and unknown

Limitations

This section includes data, indicators, or issue areas related to the topic that are not addressed in this year's report.

As noted above, there are several areas of health and mental health that play a significant role for women and girls in our community that are not addressed in this report but that were highlighted as significant health challenges facing women and girls in the CSWG 2012 report. The CSWG 2012 report²¹⁹ included data highlighting the following health-related areas that need to be addressed in future reports, but that were not included in this report edition for a variety of reasons:

- **Chronic Diseases** – The CSWG 2012 report included data showing the high rates of hypertension and diabetes in Leon County. Due to the scope of this report, there are no findings or recommendations made for this issue; however, to the extent obesity plays a role in chronic disease, there are nutritional and physical fitness related recommendations in this report that may also have a positive impact on chronic disease rates too.
- **Cancers** – The CSWG 2012 report included statistics on cancer rates in Leon County and included the following information: a) area initiatives aimed at reducing those rates, b) programs that focused on decreasing obesity and chronic disease rates as a means of decreasing cancer rates, c) health disparities in cancer rates, and d) improving access to health care as an additional means of decreasing cancer rates, through preventative health services and routine screening.

stds/basics/definition/con-20034128

²¹⁸ Florida Department of Health. (n.d.) *Sudden unexplained infant death*. Retrieved from <http://www.floridahealth.gov/healthy-people-and-families/childrens-health/sudden-unexplained-infant-deaths/index.html>

²¹⁹ Leon County Commission on the Status of Women and Girls (2012). *Report on the Status of Women and Girls in Leon County*. Retrieved from <http://www.theoasiscenter.net/resources/CSWG+2012+Report+Final+12.10.12.pdf>



Recommendation

72. The CSWG should consider establishing the Health Committee as a standing Committee of the CSWG. Assuming the Health Committee is established as a standing Committee of the CSWG, next year, the Health Committee should consider focusing a portion of its efforts on partnering to track the impacts on women's and girls' health that the ACA may have and evaluating the link between utilization of the ACA available services and reducing cancer rates among women and girls in Leon County.

- **Substance Abuse and Its Effect on the Health of Women and Girls** – the CSWG 2012 report contained data that demonstrated substance abuse and mental health services are significantly lacking in and around Leon County. Some of the recommendations in that report included establishing a residential substance abuse treatment facility for women, their children and adolescent girls. The Committee recognized that there is a need in the community to consider what gaps may exist in existing residential substance abuse treatment facilities and programs but did not undertake research or evaluation of those programs for the purposes of this report.
- **Mental Health** – The CSWG 2012 report concluded that mental health was a significant issue impacting women and girls in Leon County and that limited local data exists on the incidence rates of depression, anxiety, and posttraumatic stress disorder among women in the area. We have not addressed mental health in this year's report because an extensive community-wide analysis is still necessary.

Recommendation

73. Assuming the Health Committee is established as a standing Committee of the CSWG, next year the CSWG should collaborate with local mental health service providers to conduct an in-depth analysis, spanning at least two years, to meaningfully assess the ways in which mental health issues are affecting women and girls in Leon County. Such collaboration may include undertaking an evaluation of existing programs and policies to enable the CSWG to make advisory recommendations.

- **Access to Health Care** - In 2012, the CSWG reported that access to quality 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. The barriers to health care services, outlined in the CSWG 2012 report, include the lack of available, low-cost services and general access to insurance coverage. As of the date of this report, very little new information is available. As the Patient Protection and Affordable Care Act goes into effect in Florida, we expect the data to change somewhat, although it may take several years before the law's full effects are observed. Due to time and staffing constraints, neither community-wide structural limitations, such as the number and availability of family care practitioners, nor the distribution of emergency care facilities and their staffing were investigated. As noted in recommendation 71, there is a recommendation from the Commissioners on the CSWG at the time of this report that the Health Committee be established as a standing committee and the



Health Committee serve as a catalyst for a community evaluation of the ACA's local impacts on the provision, access and quality of care for women and girls.

- **Sexually Transmitted Infections/HIV section limitations** – The issues around STI's and HIV are multifaceted. The Committee hypothesized that as a college town, the comparatively high rates of STI's in Leon County may have been a result of the high number of college students in and around Leon County and so the focus was on the college programs. This CSWG recognizes that there are additional areas of concern that are not addressed herein, which include, but are not limited to, the intersectionalities between prostitution, human trafficking, sexual assault, sexual exploitation and domestic violence, both in terms of increased risk of exposure as well as availability of services.
- **Aging Adults** – another identified limitation in the report as a whole, including the Health Committee section, is the lack of information specific to women of advancing age. There are specific health concerns (e.g., availability and access to services, additional nuances to women of advancing age) that are not discussed in this report and is thus a limitation.

Access to Healthcare

The Access to Health Care Working Group (ACA Group) of the Health Committee identified the approximate number of uninsured women and girls in Leon County as 22,316.²²⁰ Recognizing that a lack of health insurance created major barriers for those seeking medical care, the ACA Group sought out leaders in the local health community to brainstorm ideas for increasing the likelihood that uninsured residents would be able to enroll in a health care plan through the ACA marketplace. After much discussion with community health groups such as the Bond Community Health Center, the FSU College of Medicine, the Leon County Department of Health, the Florida Department of Health, the Capital Area Healthy Start Coalition, and the Panhandle Area Educational Consortium (which is implementing the federal government's Navigator program in North Florida), the ACA Group determined that one major obstacle to enrollment is public confusion about where and how to enroll.

On December 5, 2013, the Bond Community Health Center co-hosted a public forum on the ACA, in partnership with the *Tallahassee Democrat*. Approximately 125 members of the community were present, and the program provided an opportunity for participants to ask questions about the law, including how to enroll via the online marketplace or "exchange." Attendees could discuss unique family scenarios (e.g., variations in income, household size, income taxes) with experts in order to determine their personal eligibility for tax credits and other ACA benefits. Because public misunderstanding about the ACA remains high, more community events like this should be strongly encouraged throughout the next year

²²⁰ United States Census Bureau. (2012). *Leon County 2012 estimates* [Data File]. Washington, MD: United States Census Bureau [Producer]. Washington, D.C.: Enroll America [Distributor].



in order to help citizens adjust to the law and determine the best course of action for themselves and their families.

Additionally, the ACA Group updated information contained in the CSWG 2012 Report in order to ensure the CSWG was reporting the most recent data and statistical information.

Access to Quality Medical Care

Poor birth outcomes result from lack of good health care and good nutrition earlier in life. Accessing a quality health care system, including prenatal care, is largely dependent on insurance coverage. Greater access to affordable health care, including routine preventative health services and screenings, may serve to address the disparate infant mortality rate of the United States as compared to other industrialized nations. Through the ACA, all Marketplace health plans and many other plans must cover the following list of preventive services for women without charging a copayment or coinsurance. This is true even if the patient has not met her yearly deductible:^{221,222}

- Anemia screening on a routine basis for pregnant women.
- Breastfeeding comprehensive support and counseling from trained providers, and access to breastfeeding supplies, for pregnant and nursing women.
- Cervical cancer screening for sexually active women
- Chlamydia infection screening for younger women and other women at higher risk.
- Contraception: Food and Drug Administration-approved contraceptive methods, sterilization procedures, and patient education and counseling, as prescribed by a health care provider for women with reproductive capacity (not including abortifacient drugs). This does not apply to health plans sponsored by certain exempt “religious employers.”
- Universal domestic and interpersonal violence screening and counseling for women.
- Folic acid supplements for women who may become pregnant.
- Gestational diabetes screening for women 24 to 28 weeks pregnant and earlier in the pregnancy for those at risk of developing gestational diabetes.
- Gonorrhea screening for all high-risk women.
- Hepatitis B screening for pregnant women at their first prenatal visit.
- HIV screening and counseling for sexually active women.
- Human papillomavirus (HPV) DNA test every three years for women with normal cytology results who are 30 or older.
- Rh incompatibility screening for all pregnant women and follow-up testing for women at higher risk.
- STI counseling for sexually active women.
- Syphilis screening for all pregnant women or other women at increased risk.

²²¹This applies only when an in-network provider delivers these services.

²²² Healthcare.gov. (n.d.). *What are my preventative care benefits?* Retrieved on March 16, 2014 from <https://www.healthcare.gov/what-are-my-preventive-care-benefits/>



- Tobacco use screening and interventions for all women, and expanded counseling for pregnant tobacco users.
- Urinary tract or other infection screening for pregnant women.
- Well-woman visits to get recommended services for women under 65.

Overall, when women can access vital and comprehensive health care, including through enrollment under the ACA, become more educated on their rights and health care insurance benefits, and regularly access health care services, their health and the health and well-being of their families can only improve.

Updates on Key Data Elements

The ACA was signed March 23, 2010. It is deemed to be one of the most significant health care legislative acts since the passage of Medicare in 1965. Major portions of the law are being implemented in phases over several years. Its primary purposes are to expand insurance coverage to include uninsured citizens, control health care costs and improve the health care delivery system.

Several provisions of the legislation are significant for women. Two major changes include eliminating both the long standing tradition of charging women higher premiums than men, known as gender rating, as well as charging higher rates for pre-existing conditions. Studies show repeatedly that uninsured women are less likely to receive preventive care and services for major health conditions and chronic diseases.²²³ Uninsured older adults (50-64) are less likely to have been screened for cancers and other diseases.²²⁴ Reports about the uninsured indicate higher rates of postponing care and/or buying prescription drugs due to cost compared to insured women.²²⁵ According to the MAPP Report to the Leon County Health Department, “uninsured persons experience reduced access to health care and are less likely to have a regular source of care or use preventive services. As a result, uninsured persons are more likely to require hospitalizations and emergency hospital care” (p. 62)²²⁶

In 2012, the CSWG reported that poverty and lack of health insurance are major factors in the quality of health care that women and girls in Leon County receive. These major factors continue to have a direct impact on the ability of women and girls in the community to access the services that they need in order to maintain optimal health and well being. Because the Affordable Care Act is in its infancy stages, there are not yet new key data elements. The CSWG recommends that the impacts of the ACA on women and girls in Leon County be evaluated.

²²³ The Henry J. Kaiser Family Foundation. (2013, September 26). *Key facts about the uninsured population*. Retrieved March 11, 2014, from <http://kff.org/uninsured/fact-sheet/key-facts-about-the-uninsured-population/>

²²⁴ Ibid.

²²⁵ Ibid.

²²⁶ Florida Department of Health. (n.d.). *Capitol Coalition for Health*. Retrieved from <http://www.co.leon.fl.us/lcphu/mapp/mappproject.asp>



New Data/Research

Through the use of U.S. Census data, the ACA Group was able to determine that, in 2012, approximately 16.6% (47,191) of Leon County residents were uninsured.²²⁷ Of this number, approximately 47% (22,316) are women and girls.²²⁸

One major provision of the ACA includes incentives to states to expand Medicaid eligibility to all citizens whose incomes are at or below 138% of the federal poverty limit (FPL).²²⁹ In Leon County, 59.8% (28,220) of the uninsured population could qualify for Medicaid coverage if the State of Florida opted to expand the program.²³⁰ During the 2013 session, the Florida House of Representatives rejected a proposal to expand Medicaid eligibility to all citizens at or below 138% of the FPL. The issue is expected to return during the 2014 session. Expansion of Medicaid is important to the health of women and girls in Leon County for several reasons. First, women account for 57% of all Medicaid recipients in the state of Florida, largely because women bear, on average, a disproportionate share of child rearing.²³¹ (Note: In Florida, women up to 196% of the FPL are eligible for Medicaid coverage during pregnancy²³² and for up to 60 days after childbirth.²³³ Parents of dependent children whose incomes are at or below 35% of the FPL are eligible for Medicaid coverage.²³⁴ Other, non-disabled adults are ineligible for Medicaid coverage, regardless of their income.²³⁵) Women are also more likely to live in poverty and work in industries that do not offer coverage, such as service industry jobs. Without expansion, women in the coverage gap will not have full access to preconception care, which is essential to ensuring good pregnancy outcomes. Finally, absent expansion, women up to 138% of the FPL will not have expanded access to preventive care, which includes well-woman checkups, an important component of whole body health. See Table 1 below for the 2014 Federal Poverty Guidelines, used to determine eligibility for Medicaid and CHIP (as of

²²⁷ United States Census Bureau. (2012). *Leon County 2012 estimates* [Data File]. Washington, MD: United States Census Bureau [Producer]. Washington, D.C.: Enroll America [Distributor].

²²⁸ Ibid.

²²⁹ Healthcare.gov (n.d.). *Is my state expanding Medicaid coverage?* Retrieved March 11, 2014, from <https://www.healthcare.gov/what-if-my-state-is-not-expanding-medicaid/>

²³⁰ United States Census Bureau. (2012). *CMS uninsured summary by state and county* [Data File]. Washington, MD: United States Census Bureau [Producer]. Washington, D.C.: Enroll America [Distributor].

²³¹ The Henry J. Kaiser Family Foundation (2014). *Medicaid enrollment by gender: Florida*. Retrieved April 8, 2014, from <http://kff.org/medicaid/state-indicator/medicaid-enrollment-by-gender/?state=FL>

²³² The Henry J. Kaiser Family Foundation (2014). *Medicaid and CHIP income eligibility limits for pregnant women at application, effective January 1, 2014*. Retrieved April 8, 2014, from <http://kff.org/medicaid/state-indicator/medicaid-and-chip-income-eligibility-limits-for-pregnant-women-at-application-effective-january-1-2014/?state=FL>

²³³ Medicaid.gov (n.d.). *Pregnant women*. Retrieved April 8, 2014, from <http://www.medicaid.gov/Medicaid-CHIP-Program-Information/By-Population/Pregnant-Women/Pregnant-Women.html>

²³⁴ The Henry J. Kaiser Family Foundation (2014). *Medicaid income eligibility limits for adults at application, effective January 1, 2014*. Retrieved April 8, 2014, from <http://kff.org/medicaid/state-indicator/medicaid-income-eligibility-limits-for-adults-at-application-effective-january-1-2014/?state=FL>

²³⁵ Ibid.



February 10, 2014).²³⁶

Table 7: 2014 federal poverty guidelines²³⁷

Household Size	100%	133%	150%
1	\$11,670	\$15,521	\$17,505
2	\$15,730	\$20,921	\$23,595
3	\$19,790	\$26,321	\$29,685
4	\$23,850	\$31,721	\$35,775
5	\$27,910	\$37,120	\$41,865
6	\$31,970	\$42,520	\$47,955
7	\$36,030	\$47,920	\$54,045
8	\$40,090	\$53,320	\$60,135

Note: 100% is the poverty line. Thus, 133% and 150% are 33% and 50% above the poverty line, respectively.

The U.S. Department of Health and Human Services asserts that, “3,232,485 (92%) of Florida’s uninsured and eligible population may qualify for either tax credits to purchase coverage in the Marketplace or for Medicaid if Florida takes advantage of the new opportunity to expand Medicaid coverage under the Affordable Care Act”.²³⁸ To have a significant and positive impact on women and girls health, Medicaid expansion in Florida should be considered.

Recommendations

74. In order to bring nearly 60% of Leon County’s uninsured population into coverage, the State of Florida should accept the federal funding available to expand its Medicaid program under the ACA.

75. The City should consider passing resolutions in support of Medicaid expansion in Florida.²³⁹

76. The Florida Department of Health should reconsider its decision to prohibit federal Navigators from operating within County Departments of Health.

77. The City and County should include information regarding ACA enrollment on their respective websites, along with contact information.

78. The CSWG should encourage local stakeholders to develop data questions for local health care/medical providers with the intent of tracking the impacts of the ACA on women and girls locally, including whether the ACA leads to increased utilization of preventive medical services, decreases in any of the major health indicators; as well as what health care providers and the community can do to ensure target populations are receiving the

²³⁶ Families USA. (2014). Federal poverty guidelines. Retrieved April 8, 2014 from <http://familiesusa.org/product/federal-poverty-guidelines>.

²³⁷ Ibid.

²³⁸ U.S. Department of Health and Human Services. (2014). *How the health care law is making a difference for the people of Florida*. Retrieved from <http://www.hhs.gov/healthcare/facts/bystate/fl.html>.

²³⁹ The County Commission, on February 11, 2014, passed a resolution in support of Medicaid expansion in Florida.

information and care needed.

79. Because public misunderstanding about the ACA remains high, the City and County should support additional community events and public forums throughout the next year in order to help citizens adjust to the law and determine the best course of action for themselves and their families.

Infant Mortality

The Infant Mortality Working Group undertook a series of meetings with local organizations and stakeholders with expertise and practice in this substantive topic area. This included meetings with the Capital Area Healthy Start Coalition, the FSU College of Medicine, Whole Child Leon, Florida Department of Health, Leon County Schools, FAMU, the Leon County Department of Health, and others. The Working Group attended national conference calls led by the United States Department of Health and Human Services on infant mortality efforts, access to health care opportunities, and other topics as well as attended local events on the subject matter. The Working Group also reviewed and updated the CSWG 2012 report statistics, including review of FIMR case studies and data, Florida Department of Health data, and data acquired through FSU and FAMU.

Updates on Key Data Elements

In Leon County, the number of babies that died before their first birthday sharply increased in 2012/2013.²⁴⁰ Recently, the Florida Department of Health released 2012 data indicating 28 babies born in the County died compared to 18 in 2011.²⁴¹ This increase brought the County's infant mortality rate to 9.3 per 1,000 live births, higher than the state average (6/1000 live births) and representing an approximate 60% increase from the previous year.²⁴²

In examining yearly data, racial disparities in Leon County infant mortality are apparent. In 2012, the infant mortality rate was 15.7 per 1,000 live births for Black infants, compared to 5.6 per 1,000 live births for White infants.²⁴³ According to an article from the Tallahassee Democrat, "the 2012 numbers reflected an increase in deaths for Black and White infants compared to 2011, when each saw record lows," and:

The increase in deaths was driven by a sharp rise in the number of tiny, preterm babies, although the root cause of the preterm nature of these deliveries is not

²⁴⁰ Portman, J. (2013). *Infant deaths spike in Leon County; racial disparity in mortality persists*. Retrieved from <http://www.capitalareahealthystart.org/infantdeaths.html>

²⁴¹ Ibid.

²⁴² Ibid.

²⁴³ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.). *Infant deaths per 1000 live births: Single year rates*. Retrieved March 11, 2014 from <http://www.floridacharts.com/charts/DataViewer/InfantDeathViewer/InfantDeathViewer.aspx?indNumber=0053>

presently known. In 2011, five babies were born weighing less than 500 grams — about a pound or less — and ultimately died.²⁴⁴

Moreover, the births of micro-preemies, who are born between 22 and 29 weeks and often weigh less than 1500 grams at birth,²⁴⁵ more than doubled to 12 in 2012, only one of whom survived.²⁴⁶

In Leon County, the birth rate to teen mothers is much lower than the state and national average and, while teenage births persist as an issue worthy of attention and are certainly part of the broader picture, there does not appear to be a major link to the cause of the high infant mortality rate in Leon County. A racial disparity exists, however – from 2010-2012, the birth rate to teen (ages 13-19) mothers was more than three times greater for Black teens than their White counterparts; the rate for White teens for the three-rolling-year term was 6.8 (per 1,000 population), with a rate of 21.6 for Black teens (per 1,000 population).²⁴⁷ Inter-pregnancy intervals are comparatively high in Leon County to the state average. Women with short inter-pregnancy intervals, or time between births, are at a much higher risk for complication and are more likely to experience adverse birth outcomes such as low birth weight.²⁴⁸ Over forty percent of births in Leon County are to women with an inter-pregnancy interval of less than 18 months.²⁴⁹ The following charts demonstrate the most recent fetal infant death data in Leon County.

²⁴⁴ Portman, J. (2013). *Infant deaths spike in Leon County; racial disparity in mortality persists*. Retrieved from <http://www.capitalareahealthystart.org/infantdeaths.html>

²⁴⁵ Children's Hospitals and Clinics of Minnesota. (2014). *Micro preemies*. Retrieved from <http://www.childrensmn.org/services/neonatal-services/micro-preemies>

²⁴⁶ Portman, J. (2013). *Infant deaths spike in Leon County; racial disparity in mortality persists*. Retrieved from <http://www.capitalareahealthystart.org/infantdeaths.html>

²⁴⁷ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management (n.d.). *Birth by mother's age*. Retrieved from <http://www.floridacharts.com/charts/DataViewer/BirthViewer/BirthViewer.aspx?cid=1>

²⁴⁸ See, for example, the CDC's Pediatric & Pregnancy Nutrition Surveillance System, available at http://www.cdc.gov/pednss/what_is/pnss_health_indicators.htm (interpregnancy intervals).

²⁴⁹ Florida Department of Health in Leon County (2013). *Health disparities*. Retrieved from <http://www.co.leon.fl.us/lchd/MAPP/HealthDisparities.pdf>.



Figure 6: Fetal deaths per 1,000 live births, by race, three-year rolling rate, 2010-2012^{250, 251}

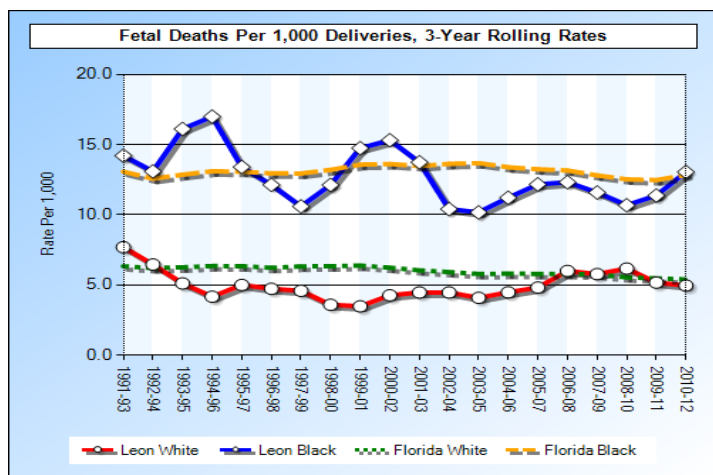
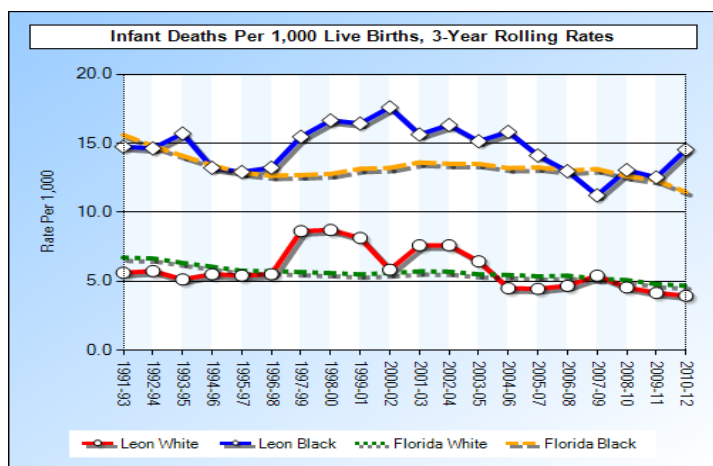


Figure 7. Infant deaths per 1,000 live births, by race, three-year rolling rate, 2010-2012²⁵²



²⁵⁰ Three-year rolling rates are not an average, but rather are a multi-year count.

²⁵¹ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.). *Florida fetal death query system*. Retrieved from <http://www.floridacharts.com/FLQUERY/FetalDeath/FetalDeathRpt.aspx>

²⁵² Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.). *Infant Mortality Query System*. Retrieved from <http://www.floridacharts.com/FLQUERY/InfantMortality/InfantMortalityRateRpt.aspx>

New Data/Research

The Bureau of Community Health released a January 2014 community health assessment showing point density of infant mortality and low birth weight infants in Leon County.²⁵³ The committee met with professionals from Capital Area Healthy Start Coalition. Those professionals provided information regarding Capital Area Healthy Start Coalition's review of fetal and infant deaths using the FIMR process. Program highlights include the impact of a mother's health prior to and during pregnancy for women with poor birth outcomes. Thirty cases were selected for review during this period, based on specific criteria such as type of death (fetal vs. infant), residence (target area vs. other areas), and race (Black vs. others). Capital Area Healthy Start Coalition believes that the knowledge gained through the case reviews empower the community to enhance services, influence policy, and direct targeted planning efforts. Based on the case review team's recommendations, prenatal provider packets were developed and disseminated to local providers' offices, educating the service providers about Healthy Start. Also, as a result of this case review, the case review team identified several issues and gaps and generated recommendations. Based on the most recent data and research, the strategies to fill the identified gaps include the following, with strategies currently under review and in development:

- SUIDS/SIDS/Safe Sleep Education Lacking:
 - Community Education Outreach and Focus – This includes presentations and information disseminated to the targeted community and centers, Leon County Schools, universities, public health centers, medical providers, and churches.
 - Education of girls and women – not just pregnant women or mothers with infants, but start early and educate often.
 - Safe sleep education -- continuous, culturally relevant, and including cribs.
- The FIMR Group noted a lack of preconception and interconception health education and services for moms and moms-to-be, with the following goals noted:
 - Unplanned Pregnancies – stop unplanned pregnancies and provide greater education on family planning and spacing
 - Take care of mom's whole health, from birth to baby and not just once pregnant; address post-baby health and education for family planning
 - Address obesity and overweight issues (e.g., nutrition, exercise)
 - Address diabetes and associated health challenges
 - Provide nutritional information/counseling
 - Increase access to health care, health care providers, and routine preventive care
- Educate, motivate, and incentivize women to use current services, develop programs, and strategies to bridge the service gap – i.e., help women learn about

²⁵³ Program in the South City Neighborhood in Tallahassee is provided herein. The program is designed in large part to combat the high infant mortality and low birth weights concentrated in this particularly neighborhood. Reference Bureau Census data



available programs through Medicaid, WIC, Healthy Start, and ACA services now available

- Service provider education - The FIMR group found that there is a need to get medical providers to provide follow-ups for women referred to Healthy Start. Ask questions such as did they use those services? Why or why not? Can we bring those services to moms?

This FIMR data, and the resulting recommendations, are important because key members of the community, with specialized expertise in the area of fetal and infant deaths, base the recommendations on actual review of real-time, local birth outcomes. This process can lead to immediate action items, rather than years of study and evaluation, with numerous stakeholders involved in the FIMR review that have an existing, long term interest in improving local birth outcomes.

Recommendation

80. The City and County should consider providing continuing support to Capital Area Healthy Start for its FIMR Program.

In studying infant mortality, it quickly became apparent that the issue was larger and more complex than the narrowly defined scope of infant deaths and the causes deeper than poor or no health care coverage during pregnancy. A number of those factors are discussed in this report, but certainly not all of them. Some of those concerns are generally discussed below, which shed some light on the wide-reaching impacts societal structures have on infant mortality.

Racism

There is a growing body of research and literature that suggests racism may be the largest indicator of fetal and infant mortality in African-American women.^{254,255} Despite medical advances, study, and public policies aimed at African-American infant mortality rates in particular, there continues to be a national and local rise in poor birth outcomes. Although a larger issue to tackle than the scope of this report, it is important to note that the stress experienced by African-American women in relation to both their race and sex causes a great deal of stress and stress has a negative effect on an individual's body. Over time, this stress response can result in chronic diseases and illnesses that put an individual at higher risk for poor birth outcomes.^{256,257,258} Programs that provide mental health services to help women cope with stress should be considered and evaluated in future reports.

²⁵⁴ Abdullah, H. (2007, September 29). *Racism may affect infant mortality rates*. Retrieved March 2, 2014, from <http://www.commondreams.org/archive/2007/09/29/4203>

²⁵⁵ Lu, M. C., & Lu, J. S. (2007). *Maternal nutrition and infant mortality in the context of relationally*. Retrieved from Joint Center for Political and Economic Studies Health Policy Institute website: <http://www.jointcenter.org/hpi/files/manual/IM-MaternalNutrition.LU.pdf>

²⁵⁶ Rowley, D. L. (2001). Closing the gap, opening the process: Why study social contributors to preterm delivery among black woman. *Maternal and Child Health Journal*, 5(2), 71 – 74.



Poverty

Living in poverty is a foundational cause of stress, poor nutrition, poor access to quality health care, and other contributors to poor birth outcomes. For a woman without economic security, every day is a stressful one. To be effective long-term in the battle against fetal and infant mortality, common sense tells us that there must be a commitment to care for those in poverty. Like racism, this issue is larger than can be addressed in the scope of this year's report, but the impacts of poverty on maternal and infant health must be mentioned in the discussion of this subject. Based on the research reviewed, it appears the focus has been to look at pregnant White women and Black women to explain disparities in outcomes. Instead, as many professionals with which the Committee spoke said, there is a need to look at the many years of women's lives leading up to pregnancy, a life span perspective, to understand the full picture and to find successful long-term improvements.

Recommendations

81. The City, the County, health care providers, researchers and any agency that is a contact point for women and girls in the area of health should take into account the impact that race and poverty has on the ability of women and girls, over their lifespans, to obtain health care and live healthy lives.
82. The CSWG should consider holding public hearings aimed at understanding the best way to reach, communicate with and persuade various men's groups to promote and educate men's role and responsibility for family planning and for caring for and supporting pregnant women in their lives.

Obesity/Maternal Nutrition

Poor maternal nutrition is linked to leading causes of fetal and infant mortality, including preterm birth, fetal growth restrictions and maternal pregnancy complications.²⁵⁹ The 2013 Florida Department of Health data for Florida and Leon County demonstrate that low-income, African-American women in particular are at greatest risk for nutrition-related poor pregnancy outcomes due to obesity, anemia, and deficiency of the following vitamins: calcium, magnesium, zinc, vitamin E, and folate, among other factors. Poor maternal nutrition usually follows from a lifelong pattern of poor nutrition. By the time a woman starts prenatal care, giving her vitamin or iron supplements may be too little too late. This nutritional component alone demonstrates the far-reaching, deep-rooted causes related to infant mortality, women's and girls' health, and the much needed community

²⁵⁷ Berg, C. J., Wilcox, L.S., & d'Almada, P. J. (2001). The prevalence of socioeconomic and behavioral characteristics and their impact on very low birth weight in black and white infants in Georgia. *Maternal and Child Health Journal*, 5(2), 75 – 84.

²⁵⁸ Mask Jackson, F. (2007). *Race, stress and social support: Addressing the crisis in black infant mortality*. Washington, DC: Joint Center for Political and Economic Studies. Retrieved from <http://www.jointcenter.org/hpi/sites/all/files/IM-Race%20and%20Stress.pdf>

²⁵⁹ Florida Department of Health (2010). *Florida Maternal and Child Health 2010 Needs Assessment*. Retrieved from <http://health.usf.edu/publichealth/chilescenter/pdf/2010%20Need%20Assessment%20Florida%20Final%20to%20HRSA.pdf>

response. Further, the committee was struck by the need to take a lifespan approach to maternal and infant health. In other words, a focus on timely and appropriate care during pregnancy and delivery are important, but they do not sufficiently address the maternal health problems that often underlie infant mortality.

Recommendation

83. Health care providers, organizations serving women and girls, and outreach organizations such as Whole Child Leon and Capital Area Healthy Start, should deploy effective prevention efforts and nutritional interventions to women and girls well before conception, especially for those women at greatest risk for poor pregnancy outcomes, as well as to assist women with needed nutritional and holistic care between pregnancies.

Having access to healthy food can be a challenge for many residents, particularly those living in areas termed “food deserts.” The United States Department of Agriculture defines “food deserts” as low-income census tracts where a substantial number or share of residents has low access to a larger grocery store or supermarket.²⁶⁰ Without grocery access, often times food choices are limited to fast food or convenience stores, options that rarely offer healthy, fresh, and affordable food, exacerbating obesity and related health issues that also have an effect on infant mortality. Notably, the USDA food desert locator indicates that southern and western areas of Tallahassee are food deserts (Figure 8),²⁶¹ which coincides with some of the census tract data that demonstrates the highest concentration of low birth weight and infant mortality are in the same neighborhoods (Figures 9 and 10).^{262,263}

²⁶⁰ United States Department of Agriculture: Agricultural Marketing Service. (n.d.). *Food Deserts*. Retrieved March 17, 2014 from <http://apps.ams.usda.gov/fooddeserts/foodDeserts.aspx>

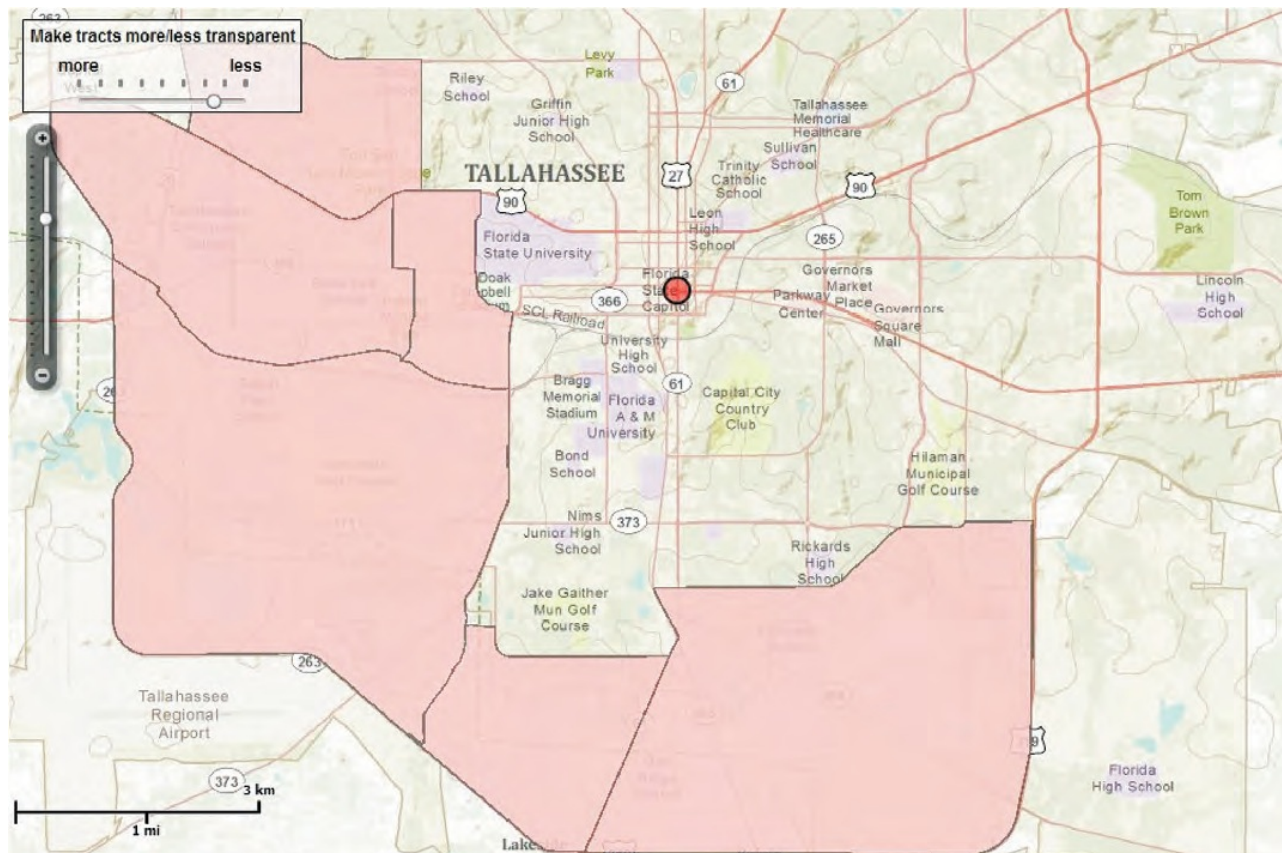
²⁶¹ Leon County Health Department. (2012). *Leon County: Mobilizing for Action through Planning and Partnerships*. Retrieved from http://www.co.leon.fl.us/lchd/MAPP/Leon_Final_Report_final.pdf

²⁶² Florida Department of Health Bureau of Vital Statistics. (2014). *Point density of low birth weight infants (<2,500 g), Tallahassee, Florida, 2008-2012*. Internal document, Whole Child Leon.

²⁶³ Florida Department of Health Bureau of Vital Statistics. (2014). *Point density of infant mortality, Tallahassee, Florida, 2003-2012*. Internal document, Whole Child Leon.

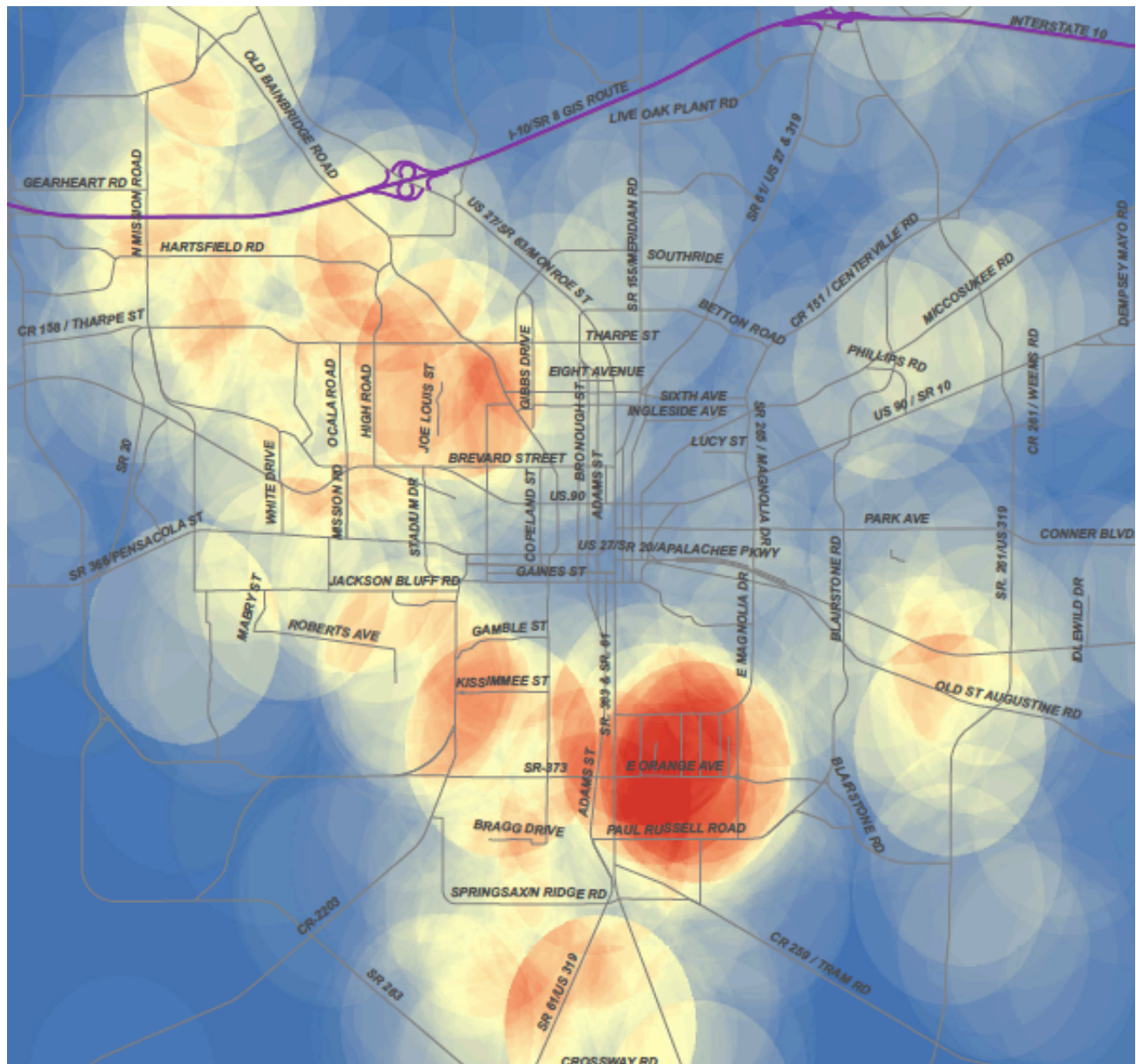


Figure 8: Food deserts in Leon County²⁶⁴



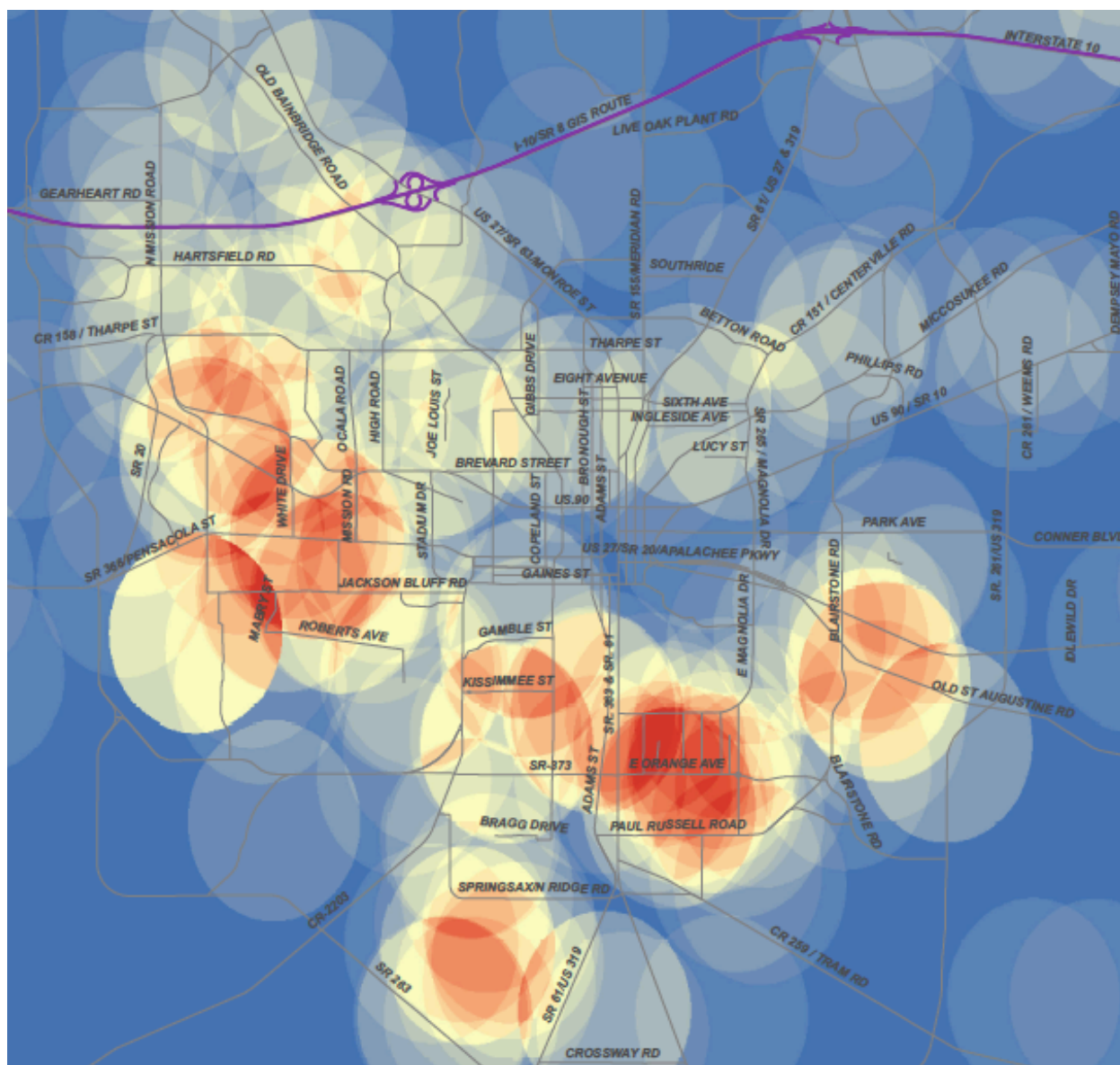
²⁶⁴ Leon County Health Department. (2012). *Leon County: Mobilizing for Action through Planning and Partnerships*. Retrieved from http://www.co.leon.fl.us/lchd/MAPP/Leon_Final_Report_final.pdf

Figure 9: Point density of low birth weight infants (<2,500 g), Tallahassee, 2008-2012²⁶⁵



²⁶⁵ Florida Department of Health Bureau of Vital Statistics. (2014). *Point density of low birth weight infants (<2,500 g), Tallahassee, Florida, 2008-2012*. Internal document, Whole Child Leon.

Figure 10: Point density of infant mortality, Tallahassee, 2003-2012²⁶⁶



Recognizing the high concentration of infant mortality and other social ills plaguing certain areas of Tallahassee, as demonstrated in the figures above, Whole Child Leon created 95210: Eating the Rainbow. This is a project designed to carry forward Tallahassee's comprehensive efforts to change neighborhood food environments, and to improve nutrition and increase physical activity among low-income children and their families in order to prevent obesity. Specifically, though, this program sprang forth from census tract data demonstrating the highest concentration of infant mortality and low birth weight

²⁶⁶ Florida Department of Health Bureau of Vital Statistics. (2014). *Point density of infant mortality, Tallahassee, Florida, 2003-2012*. Internal document, Whole Child Leon.

babies were born in two small pockets in Tallahassee. The project is being conducted in South City Neighborhood because of the significant health disparities comparatively plaguing this particular community. Incidence of infant mortality and low birth weight are higher in South City than any other Leon County neighborhood. Low birth-weight is related to the mother's nutritional health, prenatal care, and access to health care, education, and income. About 30% of low birth weight babies are born to mothers who live alone and another 30% are born to families with three or more siblings. Statistically, low birth weight babies are more likely to die during their early years and are also more likely to develop physical and mental disabilities. Other risk factors for low birth weight babies are the mother's age, and contact with cigarette smoke, alcohol, and lead during pregnancy. There is growing evidence that the adverse consequences of low birth weight continue throughout the life cycle. The program, initiated in September of 2013, is a collaborative effort of Whole Child Leon, FSU College of Food Science, and Friendship Primitive Baptist Church. Participants engage in cooking classes, nutrition, and healthy recipe education, and low-budget menu planning. The curriculum was designed by Courtney Atkins, Executive Director Whole Child Leon; Dr. Crystal Clark Douglas, PhD, RD/LDN, Florida State University Instructor & Laboratory Manager of Nutrition, Food and Exercise Sciences; and Dr. Clark's students.

Recommendation

84. Projects like 95210 Eating the Rainbow should continue, and the City and County Commissions should support expansion of food, nutrition and physical fitness programs that deliver direct services in a holistic and practical way so that infant mortality and other health care-related harms plaguing our area, particularly in documented "food deserts," can be addressed and so reduced, as well as business incentives that bring grocers to areas of Leon County that are without.

It is the opinion of the Health Committee that these kinds of programs, that deliver direct services in a holistic and practical way, will be most successful at decreasing the infant mortality rate long term.

Health Care Provider Education/Resources

Health care providers of women should offer family planning counseling, Healthy Start referrals and follow-up, social service referral resources when a mother has little resources available to her, safe sleep education, and infant CPR training, as well as develop and provide culturally relevant and sensitive education and information for women in their care.

The objectives for health care providers are based on conversations and interviews undertaken by the committee with local organizations and experts in the field. Based on those conversations, these best practices programs should include a protocol that providers:

- a. Conduct provision of risk-assessment education and health promotion counseling to all women of childbearing age as a component of primary care visits, to reduce reproductive risks and improve pregnancy outcomes.



- b. Offer a pre-pregnancy visit for individuals planning pregnancy, as a component of obstetric care.
- c. Focus attention most on at-risk girl populations early in the girls' lives by providing well-child visits as a component of pediatric care (which includes education and counseling for healthy living and family planning).
- d. Increase the proportion of women who receive interventions as follow-up to preconception risk screening, focusing on those interventions with evidence of effectiveness and greatest potential impact.
- e. Encourage women of childbearing age, men, and couples to have a reproductive life plan.
- f. Address mental health issues for every mother, as appropriate.

Recommendations

85. Health care providers throughout Leon County who see women and girls should ensure that their standards of care include best practices noted in the health care section. Institutions of higher learning in Tallahassee should aid local health care providers of women and girls in developing culturally relevant and sensitive information to include in the provision of care.

86. The Leon County Health Department should coordinate and collaborate with local organizations providing similar services to potential mothers, pregnant women and mothers with babies; pool resources; share information; and coordinate programs so that every woman in Leon County has the full range of services available to her, the support needed and has a personal medical home.^{267,268}

87. The CSWG should serve as a catalyst to bring great minds from the wide range of local academic institutions, including the FSU medical school, to collaborate on development of effective culturally competent approaches that should be utilized in education and patient care across the life span

What could provider collaboration address?

A collaboration among local organizations, such as the one referenced in Recommendation 87 could include a think tank workshop style format and/or a community wide forum. This could include coverage of such issues as douching; nutrition (“need to make it easy”); exercise/general wellness; smoking cessation; dental health; encouraging engagement by both parents in early and frequent pre-natal care; educating providers follow up to those referred to health start services to ensure they are utilizing those services; and breastfeeding information and support.

²⁶⁷ A personal medical home, or *patient-centered medical home*, is defined by the American Academy of Family Physicians as comprehensive primary care in “a healthcare setting that facilitates partnerships between patients and their personal physicians, and when appropriate, the patient’s family.”

²⁶⁸ American Academy of Family Physicians. (2014). *PCMH overview: The patient-centered medical home*. Retrieved from <http://www.aafp.org/practice-management/pcmh/overview.html>

88. The CSWG should serve as a catalyst to encourage local stakeholders, including but not limited to the FSU College of Medicine, Capital Area Healthy Start Coalition, and Whole Child Leon, to endorse and provide resources for its Pre-Conception Health Conferences, one series for health care providers and another for women in our community, which should be held at least annually.

Education of Women and Girls

During discussions with local providers, it was clear that too many women and men fail to understand the importance of pregnancy and family planning until it is too late. The low rate of contraceptive use and high rate of STI's, as provided in this report, indicate that appropriately tailored sexual education programs for both genders should start early and occur frequently.

The current sexual education program in Leon County begins in fourth grade.²⁶⁹ Students may benefit from receiving timely, evidence-based, age and gender appropriate health and wellness education starting in kindergarten, and information should be updated and repeated annually through 12th grade. In some family situations, this is the only whole body health education the child will receive.

The impact of parents, schools and communities failing to provide education and resulting teen pregnancy and parenting has both short and long-term economic implications to teen moms and their children. Teen pregnancy significantly contributes to high school dropout rates among teen girls of 30%. Hispanic and African American teens drop out at higher levels, 36 and 38 percent, respectively. Long-term implications are severe: less than two percent of teen mothers finish college by age 30.²⁷⁰

There is also an intergenerational impact of teen pregnancy on the children of mothers who often perform poorly as compared to children of older mothers in school readiness measures, such as communication, cognition and social skills.²⁷¹

Recommendations

89. Leon County Schools and the Superintendent should evaluate school curriculum and programming to determine how effectively current curriculum addresses the areas of age-appropriate sex and health education, family and consumer science (formerly known as home economics), and physical education for all students, from Kindergarten through 12th grade. The Leon County schools should consider curriculums at all grade levels to include healthy living education, stress the role of physical fitness, of healthy eating habits, of tools for mental health and stress reduction and other whole body health measures.

90. Leon County Schools and the Superintendent should make physical health and nutrition a focus in the public schools and enhance programs, community partnerships and incentives

²⁶⁹ Leon County Divisional Director, personal communication, November 2013.

²⁷⁰ National Conference of State Legislatures (2014, April 1). *Teen pregnancy prevention*. Retrieved April 8, 2014 from <http://www.ncsl.org/research/health/teen-pregnancy-prevention.aspx>

²⁷¹ Ibid.



for participation in such programs. The programs should include students and their parents as poor exercise and diet negatively impacts the ability to learn, including test scores and other educational indicators and should include a whole family approach.

Education regarding best practices for maternal care at the time of pregnancy is critical for reducing infant deaths and helping both mothers and children to thrive. The onset of a pregnancy can give women a good opportunity to learn about best practices in the areas of personal health, nutrition, family planning, and contraception, but also about newborn care. Information on co-sleeping, coping with a newborn baby, mental health services, drug use, smoking and breastfeeding support,²⁷² among other topics, are important for a successful first year after birth. It will “take a village” and a whole woman approach to succeed at combating the infant mortality rates.

One way to “take a village approach” would be to consider forming a Children's Services Council (CSC). An informal survey of the issues identified in the CSWG 2012 report and the data contained in this 2013 report demonstrates a need for additional support for Leon County women and children, including the infant mortality rate that is higher than the state average, a long waiting list for affordable child care, and a high number of uninsured women and girls. CSCs provide a dedicated source of funding (a portion of property tax revenues approved by the voters) to enhance support in areas such as pre-natal care, quality early education, after school activities and screening and treatment for physical and developmental delays. Communities with Children's Services Councils report significantly better outcomes for children by focusing resources in a targeted way, while demanding accountability for these resources. Florida Statutes outline the process for creating a CSC which includes a county-wide voter referendum.

Recommendations

91. The City and County should evaluate the formation of a children's services council (CSC) as a means of long-term investment in human capital that could be modeled after efforts in other Florida counties such as Palm Beach, Pinellas, St. Lucie, and Martin.

92. The CSWG should explore ways to provide the support necessary to create a women and girls health education website, which could be accessed through the CSWG website, which could serve as a one stop shop for all the services, information, contacts and other related information necessary to help women and girls obtain much needed health related support services in our community.

Lack of good health care and good nutrition in early life leads to poor birth outcomes later. Maintaining a quality health care system, including prenatal care, is largely dependent on insurance coverage. While there were many arguments in favor of the ACA, one of those is the hope to relieve the country of its disparate infant mortality rate as compared to other industrialized nations through affordable, quality, and routine preventative health services and screenings. Through the ACA, all Marketplace health plans and many other plans must

²⁷² CDC data showed that breastfeeding reduces post neonatal African American infant mortality by 21% and that African American women breastfeed at a lower rate than White women.

cover the following list of preventive services for women without charging a copayment or coinsurance. This is true even if the patient has not met her yearly deductible.^{273,274}

STIs and HIV/AIDS

The STIs and HIV/AIDS working group had numerous meetings and phone calls with individuals and organizations in the community that work and specialize in this field. The individuals and organizations include, but are not limited to, the Sexual Health Coordinator at FSU and the Health Coordinator at FAMU.²⁷⁵ The Working Group looked at data collected by the Florida Department of Health, the Leon County Department of Health, and the Health Center at FSU. FAMU did not collect data from their students, but the Working Group understands FAMU hopes to do so in future years.

STIs and HIV/AIDS are difficult, if not impossible, to cover in a vacuum. The very nature of STIs and HIV/AIDS requires a careful consideration of not just how to prevent them in women and girls, but also in men and boys. Policies aimed only at women cannot, by the nature of this topic, be as successful as a holistic approach to educating all individuals about preventing STIs and HIV/AIDS. Similarly, these diseases do not stop and start at the Leon County border. Successful programs must consider the surrounding areas and the broader cultural context in which we live occur.

STIs

At both the local and national levels, STIs continue to be a public health problem, particularly among women, who tend to face more long-term STI consequences.²⁷⁶ Untreated STIs cause infertility in 24,000 American women annually, while untreated syphilis among pregnant women causes infant death in nearly 40% of cases.²⁷⁷ One way to reduce the serious consequences of undiagnosed STIs is through testing and treatment, especially for women, who experience STIs differently than men.²⁷⁸ The Centers for Disease Control report several reasons for this, including, but not limited to the nature of a woman's anatomy (e.g., delicate vaginal lining, moist environment for bacteria); women's decreased frequency of STI symptoms compared to men; women's increased likelihood to confuse symptoms of STIs for something else (e.g., yeast infection) compared to men; and women's decreased ability to see physical symptoms (e.g., genital ulcers inside the vagina) compared to men (e.g., visible sores on the penis).²⁷⁹

When examining the Leon County STI data, one can readily see the dramatically high rates in our area:

²⁷³ This applies only when an in-network provider delivers these services.

²⁷⁴ Healthcare.gov. (n.d.). *What are my preventative care benefits?* Retrieved on March 16, 2014 from <https://www.healthcare.gov/what-are-my-preventive-care-benefits/>

²⁷⁵ We were unable to identify a contact person at TCC that had any expertise in these areas.

²⁷⁶ Centers for Disease Control and Prevention (2011, April). *10 ways STDs impact women differently from men.* Retrieved March 15, 2014 from <http://www.cdc.gov/nchhstp/newsroom/docs/STDs-Women-042011.pdf>

²⁷⁷ Ibid.

²⁷⁸ Ibid.

²⁷⁹ Ibid.



Table 8. Bacterial STI rates for Leon County, 2010-2012^{280,281}

Indicator	Year(s)	Rate ¹ (Ratio)	Rank in State of Florida
All sexes, all ages	2012	1124.6 (1 in 89 people)	1 st
All sexes, all ages	2010-2012	1284.7 (1 in 78 people)	2 nd
Females, aged 15-34	2012	3582.8 (1 in 28)	12 th
Females, aged 15-34	2010-2012	4003.5 (1 in 25 people)	8 th

One of the major assumptions is that a high number of college and university students move back and forth between Leon County and their hometown during school, helping to raise the STI rate. When looking at the annual National College Health Assessment Survey given to FSU students (approximately 50% of Leon County's major college and university student population), the percent of students testing positive for chlamydia (one of the most common bacterial STIs) is comparable to, if not less than, the overall Leon County rates. Accordingly, at least the FSU student population does not appear to be the major factor contributing to the high STI rates in Leon County.^{282,283,284,285}

²⁸⁰ Florida Department of Health: FloridaCharts. (n.d.). *Total Gonorrhea, Chlamydia, & Infectious Syphilis*. Retrieved from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0203>

²⁸¹ Florida Department of Health: FloridaCharts. (n.d.). *Bacterial STDs (women 15-34)*. Retrieved from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0142>

²⁸² American College Health Association. (2010). Florida State University executive summary, Spring 2010, American College Health Association: National College Health Assessment II. Internal Document.

²⁸³ American College Health Association. (2011). Florida State University executive summary, Spring 2011, American College Health Association: National College Health Assessment II. Internal Document.

²⁸⁴ American College Health Association. (2012). National College Health Assessment II: Reference group executive summary. Florida State University. Internal Document.

²⁸⁵ American College Health Association. (2013). Florida State University executive summary, Spring 2013. American College Health Association: National College Health Assessment II. Retrieved from <http://uhs.fsu.edu/hp/docs/NCHA-2012.pdf>

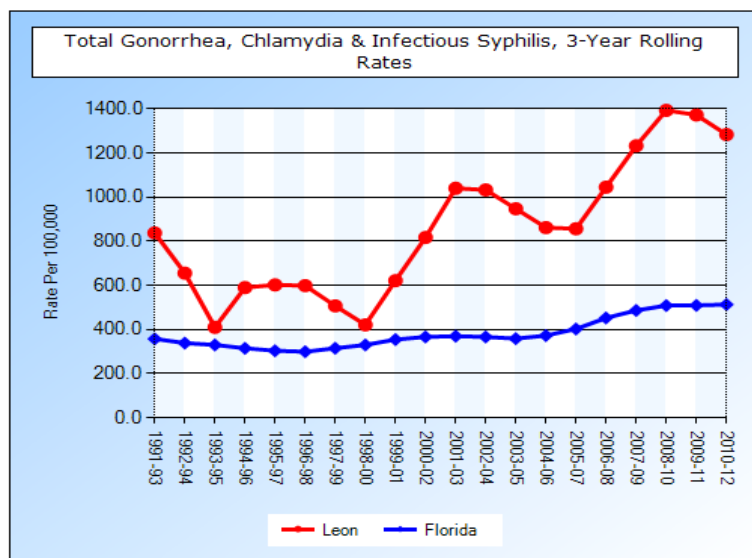
Table 9: FSU students testing positive for chlamydia

Gender	Year			
	2010 (N=854)	2011 (N=838)	2012 (N=751)	2013 (N=825)
Males	1%	0%	0%	1%
Females	2%	2%	1%	2%

In 2012, Leon County was ranked first in the State of Florida for rates of bacterial STIs.²⁸⁶ For 2010-2012 (three year rolling rate), Leon County was ranked second in the State of Florida for rates of chlamydia, gonorrhea, and syphilis. Table 2 demonstrates these rates:²⁸⁷

The following figures from the Florida Department of Health show the data described above in more detail.

Figure 11. STIs, Leon County and Florida, three-year rolling rates^{288,289}



²⁸⁶ Includes chancroid, chlamydia, gonorrhea, granuloma inguinale, LGV, and syphilis

²⁸⁷ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.). *Total Gonorrhea, Chlamydia, & Infectious Syphilis*. Retrieved from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0203>.

²⁸⁸ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.). *Total gonorrhea, chlamydia & infectious syphilis, 3-year rolling rates*. Retrieved March 17, 2014 from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0203>

²⁸⁹ Rates are for all ages, both male and female. The Florida rate is 513.7/100,000.

Figure 12. STIs, Leon County and Florida, single-year rates^{290,291}

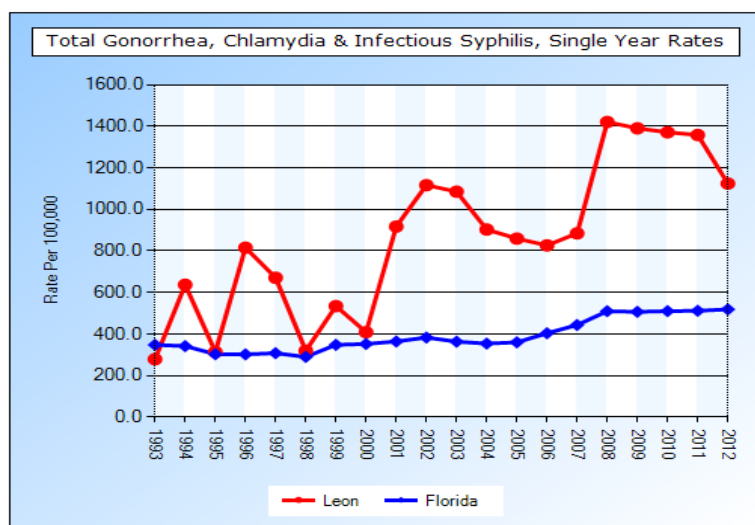
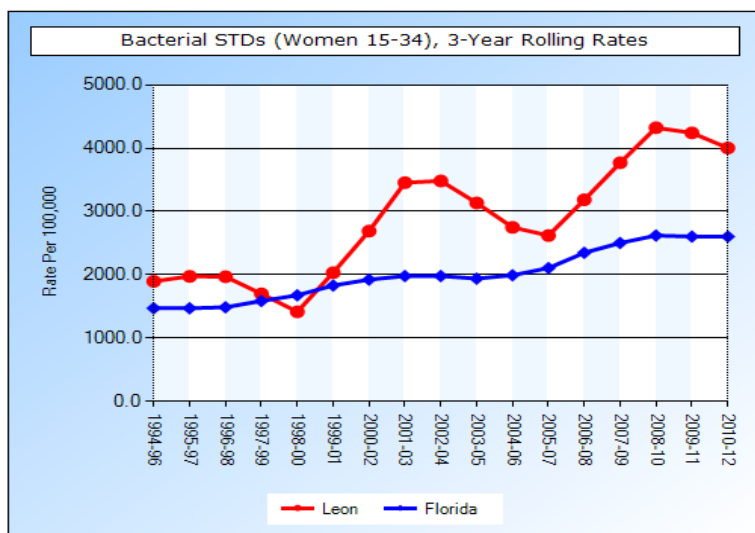


Figure 13. Bacterial STIs, Leon County and Florida, Women ages 15-34, three-year rolling rates^{292,293}



²⁹⁰ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management (n.d.). *Total gonorrhea, chlamydia & infectious syphilis, single year rates*. Retrieved March 17, 2014 from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0203>

²⁹¹ Rates are for all ages, both male and female. The Florida rate is 518.7/100,000.

²⁹² Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management (n.d.). *Bacterial STDs (Women 15-34), 3-year rolling rate*. Retrieved March 17, 2014 from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0142>

²⁹³ Rates are for women only, ages 15-34. The Florida rate is 2603.0/100,000.

Figure 14. Bacterial STIs, Women ages 15-34, single-year rates^{294,295}

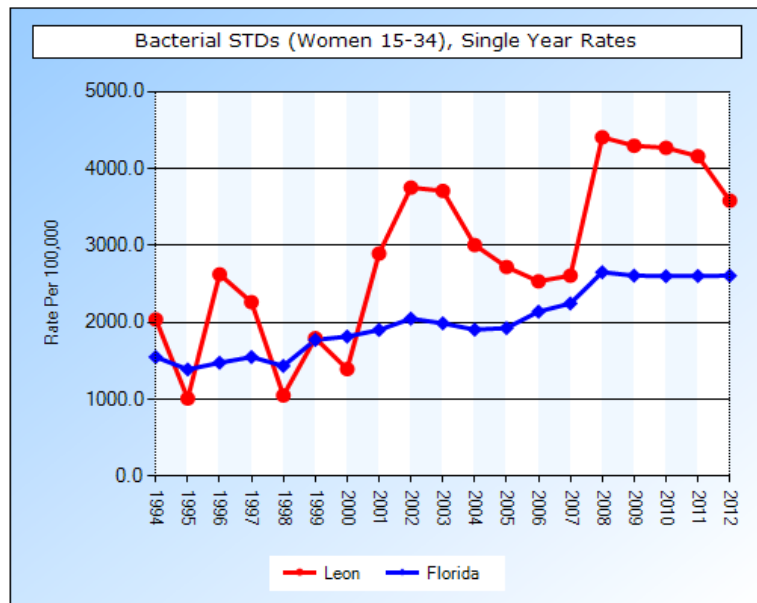
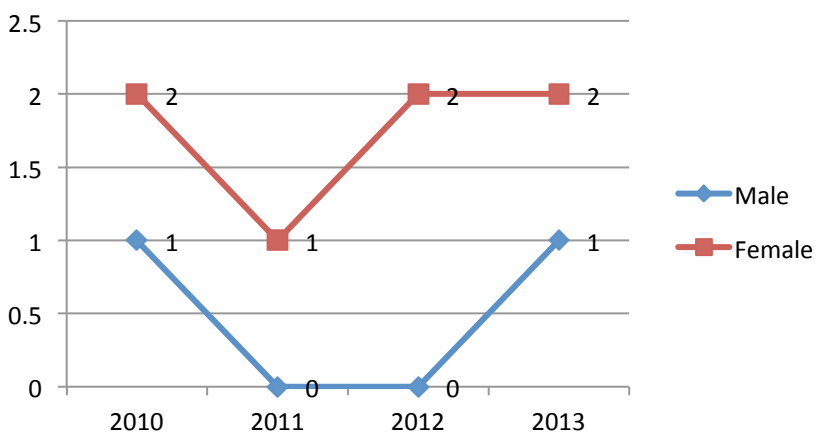


Figure 15. Chlamydia rates for FSU students^{296,297}



²⁹⁴ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management (n.d.). *Bacterial STDs (Women 15-34), single year rate*. Retrieved March 17, 2014 from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0142>

²⁹⁵ Rates are for women only, ages 15-34. The Florida rate is 2606.1/100,000.

²⁹⁶ American College Health Association. (2013). Florida State University executive summary, Spring 2013. American College Health Association: National College Health Assessment II. Retrieved from <http://uhs.fsu.edu/hp/docs/NCHA-2012.pdf>

²⁹⁷ Within the last 12 months, % of FSU student reporting being diagnosed or treated by a professional for Chlamydia.

Florida State University has a campus-wide committee addressing sexual health and sexual violence issues on campus, known as the Campus Action Team for the Improvement of Sexual Health at FSU (CATFISH @ FSU), a part of the Healthy Campus 2020 initiative. The goals of this team are:²⁹⁸

1. To increase knowledge and awareness of sexual health and sexual violence issues across FSU's campus, especially among at-risk populations;
2. To increase healthy behaviors related to sexual health across FSU's campus, especially among at-risk populations; and
3. To influence social norms in support of gender equality, respect, and safety using targeted media directed at FSU students.

Another local program in the area is the STI Prevention Program. This is a regional program serving 14 counties in Florida, including Leon County. Their mission is to intervene in the spread of STIs throughout the region. Through educational presentations, screenings, health fairs, and outreach programs, they are able to raise awareness among local citizens. They provide confidential counseling, testing, and treatment for persons either exposed to or diagnosed with an STI. Their proactive approach helps protect infected individuals, their partners, and unborn children from serious complications that may result from untreated STIs. Clients receiving their services, who are diagnosed with an STI, are also offered partner referral services that allow notification and treatment of their partners. This service is provided on a voluntary basis and is strictly confidential.²⁹⁹

Services provided by STI Prevention Program:

- Clinical services (confidential counseling, testing and treatment)
- Educational presentations and community outreach
- Field Services (includes partner counseling and referral services)
- Information for teens
- Infection surveillance

HIV/STI Testing Locations:

- Big Bend Cares
- Healthcare provider (personal doctor)
- Tallahassee Memorial Hospital
- Capital Regional Medical Center
- Florida Department of Health/County Health Department
- Planned Parenthood (charge a flat fee)
- FSU and FAMU Health centers for their students (not available at TCC)
- www.hivtest.cdc.gov

²⁹⁸Florida State University. (2013). *Healthy campus 2020: Executive summary*. Retrieved from <http://healthpromotion.fsu.edu/healthycampus2020.html>

²⁹⁹Leon County (2012). *Department of Health in Leon County: STD service*. Retrieved from <http://www.co.leon.fl.us/lchd/STI.asp>



- Text your zip code to KNOWIT

Please refer to [Appendix H](#) for a more comprehensive list of HIV counseling, testing, and referral sites.

HIV/STI Information Resources:

- www.cdc.gov
- www.nih.gov
- www.goaskalice.columbia.edu
- www.floridahealth.gov

HIV/AIDS

While HIV and AIDS are not curable, they are treatable. These infections are less prevalent in Leon County compared to STIs, but the statistics among certain racial and ethnic groups is startling. In 2012, Leon County was ranked seventh in the State of Florida for rates of new HIV cases at 32.8/100,000 persons.³⁰⁰

For 2010-2012 (three year rolling rate), Leon County was also ranked seventh in the State of Florida for rates of new HIV cases – 30.1/100,000 persons.³⁰¹ The State of Florida's rate for this same time frame is 27.2/100,000.³⁰² However, within those numbers there is another story - the incidence rate for African-Americans was more than seven times that of non-Hispanic Whites. The racial/ethnic breakdown in Leon County for new HIV cases (2012) was as follows:

Non-Hispanic White: 11.7/100,000,
 Non-Hispanic Black: 81.2/100,000
 Non-Hispanic Black and Other: 70.6/100,000³⁰³

³⁰⁰ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.) *HIV cases, single year rates*. Retrieved from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalHIVAIDSViewer.aspx?cid=0471>

³⁰¹ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.) *HIV cases, 3-year rolling rates*. Retrieved from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalHIVAIDSViewer.aspx?cid=0471>

³⁰² Ibid.

³⁰³ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.). *HIV cases, single year rates*. Retrieved from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalHIVAIDSViewer.aspx?cid=0471>



Figure 16. New HIV Cases, Leon County and Florida, rolling rates, 2010-2012^{304,305}

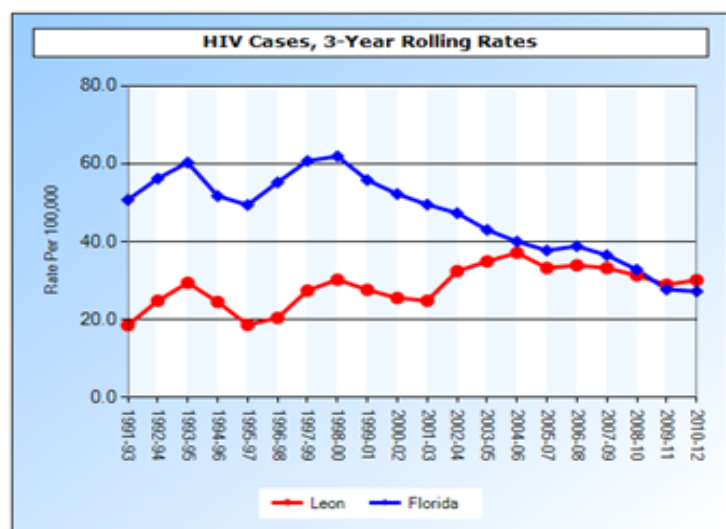
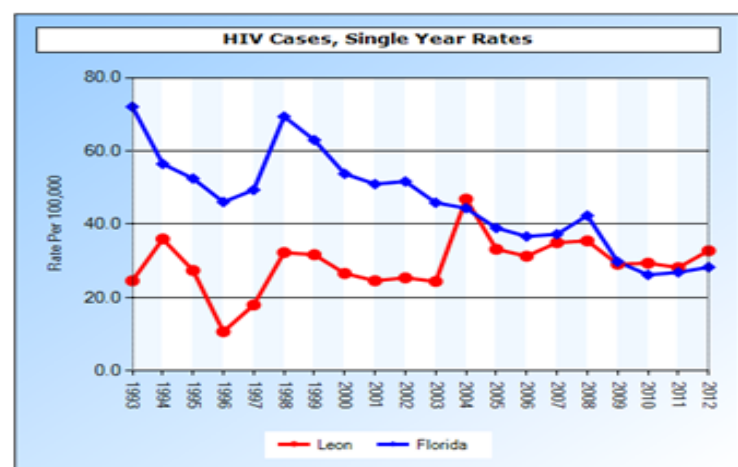


Figure 17. New HIV Cases, Leon County and Florida, single year rates, 2012^{306,307}



³⁰⁴ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.). *HIV cases, 3-year rolling rates*. Retrieved from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalHIVAIDSViewer.aspx?cid=0471>

³⁰⁵ Rates are for all ages, both male and female.

³⁰⁶ Florida CHARTS: Florida Department of Health, Division of Public Health Statistics & Performance Management. (n.d.). *HIV cases, single year rates*. Retrieved from <http://www.floridacharts.com/charts/OtherIndicators/NonVitalHIVAIDSViewer.aspx?cid=0471>

³⁰⁷ Rates are for all ages, both male and female.

Figure 18. Adult male HIV infection cases by race/ethnicity, 2003-2012 - Franklin, Gadsden, Jefferson, Leon, Liberty, Madison, Taylor, and Wakulla Counties³⁰⁸

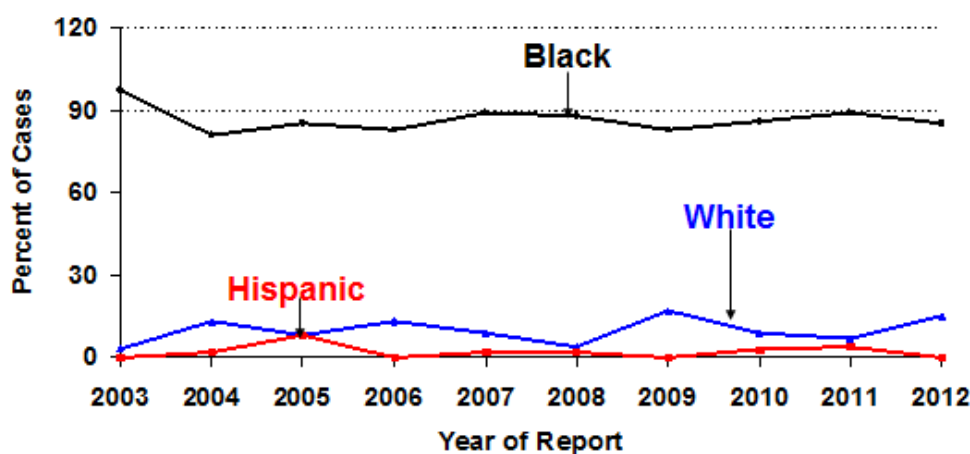
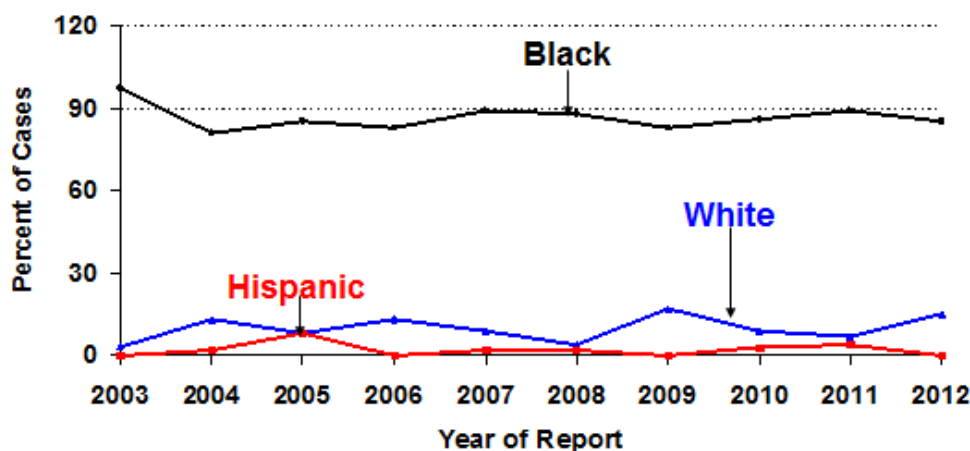


Figure 19. Adult female HIV infection cases by race/ethnicity, 2003-2012 - Franklin, Gadsden, Jefferson, Leon, Liberty, Madison, Taylor, and Wakulla Counties³⁰⁹



According to the Florida Department of Health, in 2012, African American adults within area 2b (Franklin, Gadsden, Jefferson, Leon, Liberty, Madison, Taylor, and Wakulla Counties) constituted approximately 76% of new HIV infections among adults, despite the

³⁰⁸ Florida Department of Health (2013). *HIV/AIDS epidemiology partnership 2b: Franklin, Gadsden, Jefferson, Leon, Liberty, Madison, Taylor, and Wakulla Counties (excluding Dept. of Corrections)*. Retrieved from http://www.floridahealth.gov/diseases-and-conditions/aids/surveillance/_documents/partnership-slide-sets/Part2b_12.pdf

³⁰⁹ Ibid.

fact that African American adults make up only 30% of the area's population.³¹⁰ In regard to women, the disparity is even more evident; in area 2b, African American adult females have represented approximately 80% of all cases since 2003, including 85% of cases in 2012.^{311,312} Among all females living in area 2b, new HIV infection in 2012 was most prevalent among those aged 30-39, representing 41% of all cases.³¹³ Among males living in the same area, new HIV infection in 2012 was most prevalent among those aged 20-29, representing 53% of all cases.³¹⁴ Given this disparity by gender and age, more research is needed to determine why this gap exists.

FAMU-Offered Services

The FAMU Health Center oversees multiple peer education groups addressing HIV/AIDS and STIs as well as other topics. September is their "Sexexpectations Campaign" where they address various sex education topics and are active with the 1st year experiences classes. Additionally, they offer free HIV testing via OraSure (results in 2 weeks) daily during normal clinic hours and hold evening hours Tuesday and Thursday. This organization is active with social media campaigns. The FAMU wellness website is <http://www.rattlerwellness.com/>

FSU Offered Services

FSU's Health Promotion at University Health Services has a strong focus on HIV/AIDS and STI prevention. With a professional staff whose sole function is sexual health and wellness, FSU offers presentations on various sexual health topics; free HIV testing daily; free male condoms, lube, female condoms, and dental dams; campus outreach via programs and events; community outreach; and one-on-one consultations in an accepting and non-judgmental environment. Health promotion also houses a dedicated peer education group known as Healthy Noles, who do peer-to-peer-outreach. The FSU Health Promotion website is <http://healthpromotion.fsu.edu>.

Recommendations

93. The CSWG should work with the *Tallahassee Democrat* to develop a newspaper supplement, and with local institutions of higher education for social media campaigns, which together support the goal of getting the community involved in sexual health education program planning for women and girls. The focus of such campaigns should be on high-risk populations. Programming must address the knowledge, attitudes, and beliefs of the community.

³¹⁰ Florida Department of Health (2013). *HIV/AIDS epidemiology partnership 2b: Franklin, Gadsden, Jefferson, Leon, Liberty, Madison, Taylor, and Wakulla Counties (excluding Dept. of Corrections)*. Retrieved from http://www.floridahealth.gov/diseases-and-conditions/aids/surveillance/_documents/partnership-slide-sets/Part2b_12.pdf

³¹¹ Ibid.

³¹² All of these cases were attributed to heterosexual sexual contact.

³¹³ Florida Department of Health (2013). *HIV/AIDS epidemiology partnership 2b: Franklin, Gadsden, Jefferson, Leon, Liberty, Madison, Taylor, and Wakulla Counties (excluding Dept. of Corrections)*. Retrieved from http://www.floridahealth.gov/diseases-and-conditions/aids/surveillance/_documents/partnership-slide-sets/Part2b_12.pdf

³¹⁴ Ibid.



94. TCC & FAMU should obtain more data from the Department of Health for their students so they may implement/develop a data analysis program related to student health.

95. Stakeholders such as the City, the County, and the local institutions of higher learning should work together for a public service announcement (PSA) to publicize educational HIV/ AIDS and STI prevention and treatment material in various sources – newspaper, billboards, public service ads on television, experts on local talk shows.

96. Stakeholders such as the City, the County, and the local institutions of higher learning should work together to create a public service announcement (PSA) aimed at citizens to raise awareness of local HIV testing sites and available resources on HIV prevention. This could include referring citizens to CDC prevention programs – looking on the website for a list for initiatives, utilizing condom distribution programs, and ongoing educational behavioral programs

97. The Leon County Health Department should distribute material for HIV Evidence based programs via the CDC.³¹⁵

98. The Leon County Health Department should increase free condom accessibility (barber shops, night clubs, homeless shelters, social service providers, etc.)

99. Local institutions of higher learning and the Leon County Health Department should routinely utilize social marketing and education campaigns to facilitate knowledge of available services, prevention measures, etc.

100. The CSWG, as part of the ACA information disseminated, should include information regarding free and discounted services available for HIV and STI tests, prevention, treatments, etc.

³¹⁵ <http://www.cdc.gov/hiv/prevention/programs/index.html>

Appendices



Appendix A: List of Recommendations

List of Recommendations

No.	Recommendation
1	The City, the County, and others as needed, should work to collect demographic data on transgender members of the community in an effort to have more comprehensive and inclusive discussions around issues that may be associated with gender identity.
2	The CSWG, in partnership with the City, the County, and others as needed, should build awareness of women's economic security challenges, including localized data measures that verify the need for local reforms.
3	The CSWG should partner with Florida A&M University (FAMU), Florida State University (FSU), and Tallahassee Community College (TCC) and others to examine ways high costs of childcare and lack of reliable transportation negatively affect the ability of women to enter and remain in the workforce and offer suggestions for ways this can be addressed.
4	The CSWG and local Chambers of Commerce ³¹⁶ should collect and distribute information on promising practices and examples of workplaces successfully promoting work/life balance; also those that advance and promote women's leadership.
5	The CSWG should establish an awards program recognizing efforts within the community that advance and support women in the workplace and promote greater economic security for women.
6	The CSWG, local Chambers of Commerce, the City, and the County should share information widely in the community about challenges facing working parents, especially women.
7	The Economic Development Council of Tallahassee/Leon County and others in the community who promote economic development should make it a top priority to assist employers in creating jobs that pay living wages and where gender pay disparity is reduced and eliminated.
8	Non-profits, the business community and others in the community who care about economic security should campaign to advocate for a local living wage ordinance.
9	The CSWG should review data from the first CSWG report on wages of men and women to point out wage inequalities and provide a break them into pay ranges. This can include describing current wage information and compare profit and non-profit jobs.
10	Local media, the City, the County, and anyone who works on issues relating to those who are at the lower ends of the economic spectrum should reexamine the message we send about poverty and homelessness to address how society blames and stigmatizes those of low wealth status.
11	The CSWG, City, County, and any others who address economic inequality, should create mainstream messaging to emphasize "quality of life" vs. "poverty."
12	The 2014-2015 CSWG should have a poverty committee to specifically examine how poverty impacts women and girls.
13	The CSWG should host and/or partner with the City, County, local Chambers of Commerce, local institutions of higher learning, women's organizations and all other community groups to host a Summit to focus on women's economic security issues, at least every two years.

³¹⁶ Throughout the report, "local Chambers of Commerce" refers to the Greater Tallahassee Chamber of Commerce (<http://talchamber.com/>), the Capital City Chamber of Commerce (<http://www.capitalcitychamber.com>), and the Big Bend Minority Chamber of Commerce (<http://mybbmc.org>).



Appendix A: List of Recommendations

14	The CSWG should partner with others in the community to act as a clearinghouse to collect and promote model practices on gender diversity in the workplace and distribute research on the benefits of diversity to employers in our area, particularly showing how diversity makes for a stronger organization and better “bottom line.”
15	The CSWG should work with Leon County Schools and other organizations to educate young people on the benefits of a diverse workplace.
16	The CSWG should create a recognition program that honors diverse workplaces in the community.
17	The CSWG, in collaboration with local Chambers of Commerce, should collect and publish ways employers can make workplaces more family-friendly.
18	In order to share existing resources and link people working on developing workplace policies and practices related to domestic violence, sexual assault, and stalking, the City and County, in conjunction with The Oasis Center for Women & Girls, should develop a depository of policies, practices and available technical assistance.
19	In recognition of the impact of violence and the workplace (such as statistics demonstrating victims’ loss of work days due to domestic violence, voluntary and involuntary termination of employment, etc.), the City and County and local Chambers of Commerce should publicize statistics regarding that impact.
20	The City and County, in collaboration with Refuge House and the local Chambers of Commerce, should develop public-private partnerships to educate employees and leadership/management about the importance of domestic violence, sexual assault, and stalking policies. Trainings should address economic costs of dealing with victims in the workplace, address opportunities in working with victims and perpetrators in the workplace, and engage men in the dialogue about these issues.
21	The CSWG should explore available federal and state government-sponsored tax incentives for small businesses providing employee benefits and distribute that information through media outlets and local Chambers of Commerce to encourage and promote the provision of benefits to employees.
22	Employers, the Leon County Health Department, the City, the County, the Leon County Workplace Wellness Coordinator, and local Chambers of Commerce should collect and analyze data to better evaluate the success of workplace wellness programs in helping-improve women’s health.
23	The City and County should collect and analyze data regarding gender, race/ethnicity, income, and other key variables impacting employees’ health to better evaluate and address health-related needs of people in workplace settings.
24	The CSWG, in partnership with the local Chambers of Commerce and the Economic Development Council of Tallahassee/Leon County, should promote, advertise, and host opportunities for women to grow professionally and personally. Specifically, these entities should collaborate to create a women’s curriculum to learn important aspects of business that lend to the success of entrepreneurship.
25	The CSWG, in partnership with local Chambers of Commerce, Economic Development Council of Tallahassee/Leon County, the City, and the County should support women being informed and empowered by taking advantage of training, resources, and technology, including reaching out to part-time workers to help them grow and advance. One potential strategy is to hold workshops that reach diverse residents from all walks of life (with childcare provided) and training about basic business practices, then practicing what is learned, including negotiation skills.
26	The CSWG, in partnership with local Chambers of Commerce, should examine potential collaborations between businesses and organizations to promote entrepreneurial women.

Appendix A: List of Recommendations

27	The CSWG, in partnership with local organizations, such as United Way of the Big Bend, the Oasis Center for Women & Girls, local Chambers of Commerce, and Leon County Schools, should promote programs that provide financial literacy training and credit counseling for lower-wage employees.
28	The City, the County, local Chambers of Commerce, and Leon County Schools should help expand ways for women and girls to become financially literate and to build credit independent of their spouses, parents, and / or significant others.
29	Local Chambers of Commerce, in collaboration with local banks, should provide resources and training on business planning that include retirement and ways women can best plan for the future.
30	The Girls Services Coalition should develop and host a speaker's bureau made up of women who are willing to make presentations and mentor and sponsor young girls; the list should be available to groups that serve girls via the Internet or a website.
31	The CSWG, in collaboration with the Girls Services Coalition, should share opportunities in our community to give back, share stories, and mentor girls and young women.
32	The CSWG and local Chambers of Commerce should encourage private businesses to develop and fund internships for girls in science and technology and develop a program to expose girls to women who are active in these fields to envision what is possible for them to achieve.
33	The Girls Services Coalition should explore and improve the role of schools in shaping messages to girls – (1) those that help regarding expectations, and (2) those that provide successful, female role models.
34	Leon County Schools, TCC, FSU, and FAMU should partner, seek funding and create programs focused on girls in technology, so that girls can have greater opportunities to learn about and become involved in STEM-related areas, including summer technology programs, such as SciGirls summer camp. ³¹⁷
35	The CSWG should study and recommend a location for a clearinghouse or repository of information on resources and options to involve girls in science and technology.
36	Middle schools and high schools in the County should be encouraged to provide alternative educational tracks and programs that encourage female students toward higher-paying, STEM-related occupations.
37	The CSWG should collect gender-specific data on STEM-related educational programs across all public schools, as well as course completion rates and college enrollment.
38	Businesses and organizations should be encouraged to partner with educational institutions to provide more internship opportunities for a broad range of female students, to allow them to gain valuable experience and shape future career choices.
39	Public and private schools and appropriate community-based organizations should be encouraged to educate youth about wage realities, using social media, schools, and community outreach, including educating girls about how their choices affect their future economic success and security.
40	The City and County should increase funding for services for individuals who are economically insecure – particularly women and children.
41	The Oasis Center for Women & Girls, in collaboration with the City and County, should create and maintain a community-interactive calendar of women- and girls-

³¹⁷ Magnet Lab: National High Magnetic Field Laboratory. (2014). *SciGirls summer camp*. Retrieved March 14, 2014, from <http://www.magnet.fsu.edu/education/students/programs/scigirls.html>

Appendix A: List of Recommendations

	related events.
42	The City and County should promote Women's History Month every March on their respective websites.
43	The City and County should spearhead programs and initiatives to promote and provide financial assistance for survivors of domestic violence, sexual assault, dating violence, stalking, and trafficking to allow for a transition to greater economic independence and security.
44	The 2014-2015 CSWG should be encouraged to continue analyzing City and County workplace data.
45	In all community actions and activities related to violence against women and girls, sensitivity to the unique needs of marginalized populations, such as women and girls of color; low-income individuals; and lesbian, gay, bi-sexual, transgender, queer and / or questioning (LGBTQ) women and girls should be considered. In order to minimize stigma, local education efforts should emphasize that violence affects women and girls of all races and socio-economic conditions.
46	Key community stakeholders, including coalitions and coordinating agencies, the City, the County, law enforcement agencies, judicial sector agencies, institutes of higher learning, health professionals, social and economic service agencies, and victim service providers, should collaborate on a comprehensive public awareness campaign that emphasizes that every individual, organization, business and government entity has a role in reducing violence against women and girls.
47	Local law enforcement agencies, Leon County Schools, the City, the County, Tallahassee Memorial Hospital, Capital Regional Medical Center, the FSU College of Medicine, Refuge House, and other organizations to identify appropriate resources for professional and staff education that reflect the most up-to-date information about factors that contribute to violence against women and girls, effective prevention strategies and appropriate service responses for individuals who have experienced violence.
48	Local institutions of higher learning should collaborate on a public awareness campaign regarding the incidence and prevalence of rape on campus with a focus on developing responses and a climate that promotes respectful relationships, and supports help for victims.
49	The CSWG should work collaboratively with the Office of the State Attorney, the Tallahassee Police Department, the Leon County Sheriff's Office, victim advocates, service providers, and employers to enhance training related to the issue of stalking, including the provisions of the law and the available resources in the community to respond to the issue.
50	The CSWG should closely monitor the incidence of stalking reported to the Florida Department of Law Enforcement by the Tallahassee Police Department and the Leon County Sheriff's Office to assess whether this crime is being properly investigated and reported.
51	Local service providers should work to develop a shared protocol for services to victims of sexual and domestic violence. The protocol should include common data / information collection, appropriate releases, and confidentiality protections to help victims who report crimes and seek assistance so that they are not re-victimized by having to tell their stories repeatedly and that they are not forced to go to multiple venues to obtain services.

Appendix A: List of Recommendations

52	The CSWG, in coordination with local victim service providers, law enforcement agencies, medical care providers, institutions of higher learning, legal assistance organizations, the City, the County, and concerned community members, should convene a working group to explore whether this area should work toward the establishment of a local Family Justice Center or other coordinating entity.
53	The CSWG should continue efforts to collect data on violence against women and girls and advocate for the development of a central data repository that cross-references data from key sources.
54	The CSWG, in consultation with key stakeholders, should construct a profile of needed data, conduct a survey of providers to determine what is currently collected, and advocate for needed changes in data collection practices.
55	The CSWG should work collaboratively with those individuals at local institutions of higher learning who are conducting research regarding violence against women and girls to obtain additional data that may be useful in shaping public policy and improving services.
56	The City and County should continue to implement their newly adopted policies by providing ongoing information to all employees, contractors, and vendors regarding the policy, and developing and instituting regular training on the topic.
57	Using the policy adopted by Leon County as a model, other governmental agencies of Leon County government, including but not limited to Leon County Courts (2 nd Judicial Circuit), Office of the Clerk of Courts, Property Appraiser, Leon County Schools, Office of the Sheriff, Health Department, Public Defender, State Attorney, Supervisor of Elections, and Tax Collector should review their personnel policies related to domestic violence, sexual assault, and stalking and adopt similar measures.
58	The City and County should meet regularly to review how the policy implementation and training is proceeding.
59	TCC should complete the development of its comprehensive workplace violence policy and begin implementation in 2014.
60	The CSWG should encourage and offer assistance to FSU, FAMU, and other institutions of higher learning to help them develop and implement policies on domestic violence, sexual assault, and stalking.
61	The CSWG should advocate for passage of both City and County ordinances declaring domestic and sexual violence to be a human rights concern and asserting that freedom from domestic and sexual violence are fundamental rights that should be protected.
62	The CSWG should work with the newly formed anti-human trafficking coalition, where relevant to establish a common understanding on how the number of local human trafficking cases will be defined and tracked and how human trafficking awareness and prevention efforts will be taking place in our area.
63	The CSWG should work with law enforcement agencies, the Office of the State Attorney, and local service providers to establish a common understanding on how the number of local cases of stalking and human trafficking will be defined and tracked.
64	The CSWG should work with Leon County Schools and local organizations serving girls to collect gender-specific information on bullying and to develop appropriate community responses to prevent bullying and reduce its negative impact on girls.
65	The CSWG should examine the significance of the changes in domestic violence fatalities and recommend appropriate strategies to retain a “zero” status for fatalities related to domestic violence.
66	The CSWG should focus on the gap between the number of sexual battery cases reported to law enforcement and the successful prosecution of these cases, including

Appendix A: List of Recommendations

	hosting public hearings and interviewing key informants on this topic in order to develop strategies to close this gap.
67	The Big Bend Anti-Bullying Task Force and the CSWG should work collaboratively to identify gender-specific data related to bullying that should be collected by the Leon County School Board and urge the School Board to include that data in its annual reporting process.
68	The CSWG should continue funding and supporting the Girls Services Coalition, until it becomes self-sustaining, for the purposes originally outlined herein.
69	The CSWG should initiate community-wide discussion about the importance of mentoring for girls of all ages and the necessity of providing adequate, gender-specific training for those mentors.
70	The Girls Services Coalition should begin working with the Big Bend Anti-bullying Task Force to assist in developing a community plan to counteract this difficult problem and to work together to create a more caring and supportive attitude among girls.
71	The CSWG, together with the Girls Services Coalition, should create capacity-building initiatives for girls services providers in several areas (e.g., negotiation skills, antibullying/anticyberbullying, mentor selection and training, and collaboration among girls for use with peers and adults).
72	The CSWG should consider establishing the Health Committee as a standing Committee of the CSWG. Assuming the Health Committee is established as a standing Committee of the CSWG, next year, the Health Committee should consider focusing a portion of its efforts on partnering to track the impacts on women's and girls' health that the ACA may have and evaluating the link between utilization of the ACA available services and reducing cancer rates among women and girls in Leon County.
73	Assuming the Health Committee is established as a standing Committee of the CSWG, next year the CSWG should collaborate with local mental health service providers to conduct an in-depth analysis, spanning at least two years, to meaningfully assess the ways in which mental health issues are affecting women and girls in Leon County. Such collaboration may include undertaking an evaluation of existing programs and policies to enable the CSWG to make advisory recommendations.
74	In order to bring nearly 60% of Leon County's uninsured population into coverage, the State of Florida should accept the federal funding available to expand its Medicaid program under the ACA.
75	The City should consider passing resolutions in support of Medicaid expansion in Florida. ³¹⁸
76	The Florida Department of Health should reconsider its decision to prohibit federal Navigators from operating within County Departments of Health.
77	The City and County should include information regarding ACA enrollment on their respective websites, along with contact information.
78	The CSWG should encourage local stakeholders to develop data questions for local health care/medical providers with the intent of tracking the impacts of the ACA on women and girls locally, including whether the ACA leads to increased utilization of preventive medical services, decreases in any of the major health indicators; as well as what health care providers and the community can do to ensure target populations are receiving the information and care needed.

³¹⁸ The County Commission, on February 11, 2014, passed a resolution in support of Medicaid expansion in Florida.

Appendix A: List of Recommendations

79	Because public misunderstanding about the ACA remains high, the City and County should support additional community events and public forms throughout the next year in order to help citizens adjust to the law and determine the best course of action for themselves and their families.
80	The City and County should consider providing continuing support to Capital Area Healthy Start for its FIMR Program.
81	The City, the County, health care providers, researchers and any agency that is a contact point for women and girls in the area of health should take into account the impact that race and poverty has on the ability of women and girls, over their lifespans, to obtain health care and live healthy lives.
82	The CSWG should consider holding public hearings aimed at understanding the best way to reach, communicate with and persuade various men's groups to promote and educate men's role and responsibility for family planning and for caring for and supporting pregnant women in their lives.
83	Health care providers, organizations serving women and girls, and outreach organizations such as Whole Child Leon and Capital Area Healthy Start, should deploy effective prevention efforts and nutritional interventions to women and girls well before conception, especially for those women at greatest risk for poor pregnancy outcomes, as well as to assist women with needed nutritional and holistic care between pregnancies.
84	Projects like 95210 Eating the Rainbow should continue, and the City and County Commissions should support expansion of food, nutrition and physical fitness programs that deliver direct services in a holistic and practical way so that infant mortality and other health care-related harms plaguing our area, particularly in documented "food deserts," can be addressed and so reduced, as well as business incentives that bring grocers to areas of Leon County that are without.
85	Health care providers throughout Leon County who see women and girls should ensure that their standards of care include best practices noted in the health care section. Institutions of higher learning in Tallahassee should aid local health care providers of women and girls in developing culturally relevant and sensitive information to include in the provision of care.
86	The Leon County Health Department should coordinate and collaborate with local organizations providing similar services to potential mothers, pregnant women and mothers with babies; pool resources; share information; and coordinate programs so that every woman in Leon County has the full range of services available to her, the support needed and has a personal medical home. ^{319,320}
87	The CSWG should serve as a catalyst to bring great minds from the wide range of local academic institutions, including the FSU medical school, to collaborate on development of effective culturally competent approaches that should be utilized in education and patient care across the life span
88	The CSWG should serve as a catalyst to encourage local stakeholders, including but not limited to the FSU College of Medicine, Capital Area Healthy Start Coalition and Whole Child Leon, to endorse and provide resources for its Pre-Conception Health Conferences, one series for health care providers and another for women in our

³¹⁹ A personal medical home, or *patient-centered medical home*, is defined by the American Academy of Family Physicians as comprehensive primary care in "a healthcare setting that facilitates partnerships between patients and their personal physicians, and when appropriate, the patient's family."

³²⁰ American Academy of Family Physicians. (2014). *PCMH overview: The patient-centered medical home*. Retrieved from <http://www.aafp.org/practice-management/pcmh/overview.html>

Appendix A: List of Recommendations

	community, which should be held at least annually.
89	Leon County Schools and the Superintendent should evaluate school curriculum and programming to determine how effectively current curriculum addresses the areas of age-appropriate sex and health education, family and consumer science (formerly known as home economics), and physical education for all students, from Kindergarten through 12 th grade. The Leon County schools should consider curriculums at all grade levels to include healthy living education, stress the role of physical fitness, of healthy eating habits, of tools for mental health and stress reduction and other whole body health measures.
90	Leon County Schools and the Superintendent should make physical health and nutrition a focus in the public schools and enhance programs, community partnerships and incentives for participation in such programs. The programs should include students and their parents as poor exercise and diet negatively impacts the ability to learn, including test scores and other educational indicators and should include a whole family approach.
91	The City and County should evaluate the formation of a children's services council (CSC) as a means of long-term investment in human capital that could be modeled after efforts in other Florida counties such as Palm Beach, Pinellas, St. Lucie, and Martin.
92	The CSWG should explore ways to provide the support necessary to create a women and girls health education website, which could be accessed through the CSWG website, which could serve as a one stop shop for all the services, information, contacts and other related information necessary to help women and girls obtain much needed health related support services in our community.
93	The CSWG should work with the <i>Tallahassee Democrat</i> to develop a newspaper supplement, and with local institutions of higher education for social media campaigns, which together support the goal of getting the community involved in sexual health education program planning for women and girls. The focus of such campaigns should be on high-risk populations. Programming must address the knowledge, attitudes, and beliefs of the community.
94	TCC & FAMU should obtain more data from the Leon County Health Department for their students so they may implement/develop a data analysis program related to student health.
95	Stakeholders such as the City, the County, and the local institutions of higher learning should work together for a public service announcement ("PSA") to publicize educational HIV / AIDS and STI prevention and treatment material in various sources – newspaper, billboards, public service ads on television, experts on local talk shows.
96	Stakeholders such as the City, the County, and the local institutions of higher learning should work together to create a public service announcement (PSA) aimed at citizens to raise awareness of local HIV testing sites and available resources on HIV prevention. This could include referring citizens to CDC prevention programs – looking on the website for a list for initiatives, utilizing condom distribution programs, and noticing ongoing educational behavioral programs.
97	The Leon County Health Department should distribute material for HIV Evidence based programs via the CDC. ³²¹
98	The Leon County Health Department should increase free condom accessibility (barber shops, night clubs, homeless shelters, social service providers, etc.)
99	Local institutions of higher learning and the Leon County Health Department should

³²¹ <http://www.cdc.gov/hiv/prevention/programs/index.html>

Appendix A: List of Recommendations

	routinely utilize social marketing and education campaigns to facilitate knowledge of available services, prevention measures, etc.
100	The CSWG, as part of the ACA information disseminated, should include information regarding free and discounted services available for HIV and STI tests, prevention, treatments, etc.

Appendix B: Recommendations by Organization

Recommendations by Organization

Rec. No	CSWG	Girls Service Coalition	City	County	Local Law Enforcement	Leon County Schools	Florida Department of Law Enforcement	Office of State Attorney	Florida Department of Health	State of Florida	Local Chambers of Commerce	EDC	Capital Area Healthy Start Coalition	Leon County Workplace wellness Coordinator	Leon County Health Department	Fatality Review Team	Big Bend Anti-Bullying Task Force	Institutions of Higher Learning	United Way of the Big Bend	The Oasis Center for Women & Girls, Inc.	Women's Organizations	Refuge House	Local Non-profits	Local Businesses	Local Media	Local Banks	Local Hospitals/Healthcare Providers	Victim Advocates	Legal Assistance Organizations	Mental Health Service Providers	Employers	Tallahassee Democrat
1			X	X																												
2	X		X	X																												
3	X																	X														
4	X										X																					
5	X																															
6	X		X	X							X																					
7												X																				
8																							X	X								
9	X																															
10			X	X																					X							
11	X		X	X																												
12	X																															
13	X		X	X							X							X			X											
14	X																															
15	X				X																											
16	X																															
17	X										X																					
18			X	X																X												
19			X	X							X																					
20			X	X							X											X										
21	X																															

Appendix B: Recommendations by Organization

Rec. No	CSWG	Girls Service Coalition	City	County	Local Law Enforcement	Leon County Schools	Florida Department of Law Enforcement	Office of State Attorney	Florida Department of Health	State of Florida	Local Chambers of Commerce	EDC	Capital Area Healthy Start Coalition	Leon County Workplace wellness Coordinator	Leon County Health Department	Fatality Review Team	Big Bend Anti-Bullying Task Force	Institutions of Higher Learning	United Way of the Big Bend	The Oasis Center for Women & Girls, Inc.	Women's Organizations	Refuge House	Local Non-profits	Local Businesses	Local Media	Local Banks	Local Hospitals/Healthcare Providers	Victim Advocates	Legal Assistance Organizations	Mental Health Service Providers	Employers	Tallahassee Democrat
22			X	X							X			X	X																X	
23			X	X																												
24	X										X	X																				
25	X		X	X							X	X																				
26	X										X																					
27	X					X					X								X	X												
28			X	X		X					X																					
29											X														X							
30		X																														
31	X	X																														
32	X										X																					
33		X																														
34						X												X														
35	X																															
36						X																										
37	X																															
38																								X								
39						X																										
40			X	X																												
41			X	X																X												
42			X	X																												
43			X	X																												

Appendix B: Recommendations by Organization

Rec. No	CSWG	Girls Service Coalition	City	County	Local Law Enforcement	Leon County Schools	Florida Department of Law Enforcement	Office of State Attorney	Florida Department of Health	State of Florida	Local Chambers of Commerce	EDC	Capital Area Healthy Start Coalition	Leon County Workplace wellness Coordinator	Leon County Health Department	Fatality Review Team	Big Bend Anti-Bullying Task Force	Institutions of Higher Learning	United Way of the Big Bend	The Oasis Center for Women & Girls, Inc.	Women's Organizations	Refuge House	Local Non-profits	Local Businesses	Local Media	Local Banks	Local Hospitals/Healthcare Providers	Victim Advocates	Legal Assistance Organizations	Mental Health Service Providers	Employers	Tallahassee Democrat	
44	X																																
45 ³²²																																	
46			X	X	X		X	X	X						X			X									X	X	X	X			
47			X	X	X	X												X				X					X						
48																		X															
49	X				X			X																					X		X	X	
50	X																												X		X		
51																													X		X		
52	X		X	X	X													X									X	X	X				
53	X																																
54	X																																
55	X																	X															
56			X	X																													
57				X	X			X							X																		
58			X	X																													
59																		X															
60	X																																
61	X																																
62	X																																
63	X				X			X																					X				
64	X					X																											

³²² General recommendations



Appendix B: Recommendations by Organization

Rec. No	CSWG	Girls Service Coalition	City	County	Local Law Enforcement	Leon County Schools	Florida Department of Law Enforcement	Office of State Attorney	Florida Department of Health	State of Florida	Local Chambers of Commerce	EDC	Capital Area Healthy Start Coalition	Leon County Workplace wellness Coordinator	Leon County Health Department	Fatality Review Team	Big Bend Anti-Bullying Task Force	Institutions of Higher Learning	United Way of the Big Bend	The Oasis Center for Women & Girls, Inc.	Women's Organizations	Refuge House	Local Non-profits	Local Businesses	Local Media	Local Banks	Local Hospitals/Healthcare Providers	Victim Advocates	Legal Assistance Organizations	Mental Health Service Providers	Employers	Tallahassee Democrat
65	X																															
66	X																															
67	X																X															
68	X																															
69	X																															
70		X															X															
71	X	X																														
72	X																															
73	X																												X			
74										X																						
75			X																													
76								X																								
77			X	X																												
78	X																															
79			X	X																												
80			X	X																												
81			X	X																X	X						X					
82	X																															
83												X									X						X					
84			X	X																												
85																	X										X					
86															X			X														

Appendix B: Recommendations by Organization

Rec. No	CSWG	Girls Service Coalition	City	County	Local Law Enforcement	Leon County Schools	Florida Department of Law Enforcement	Office of State Attorney	Florida Department of Health	State of Florida	Local Chambers of Commerce	EDC	Capital Area Healthy Start Coalition	Leon County Workplace wellness Coordinator	Leon County Health Department	Fatality Review Team	Big Bend Anti-Bullying Task Force	Institutions of Higher Learning	United Way of the Big Bend	The Oasis Center for Women & Girls, Inc.	Women's Organizations	Refuge House	Local Non-profits	Local Businesses	Local Media	Local Banks	Local Hospitals/Healthcare Providers	Victim Advocates	Legal Assistance Organizations	Mental Health Service Providers	Employers	Tallahassee Democrat
87	X																															
88	X																															
89						X																										
90						X																										
91			X	X																												
92	X																															
93	X																														X	
94															X			X														
95			X	X														X														
96 ³²³			X	X														X														
97															X																	
98															X																	
99															X			X														
100	X																															

³²³ General recommendation

**The Tallahassee Leon County Commission on the
Status of Women & Girls
Is holding a
Public Hearing on Violence Against Women &
Girls**



The Tallahassee/Leon County Commission on the Status of Women and Girls intends to explore and expand upon the findings from the November 2012 report to the community in order to make recommendations to the City of Tallahassee and the Leon County Board of County Commissioners regarding effective community responses to this critical issue.

The Tallahassee/Leon County Commission on the Status of Women and Girls has identified the issue of violence as a priority to be addressed this year. The Commission has drafted a Five Point Plan to address this issue:

1. Define violence against women and girls.
2. Assess prevalence—use concept mapping to review the criminal and civil justice system, social services, health care, and the schools.
3. Show individual cases to illustrate exactly where this kind of violence occurs.
4. Do a qualitative assessment of the community's response.
5. Conclude with recommendations for the community.

We welcome you to participate in the upcoming public hearing to share your input about the findings of the report and the initiatives of the Commission for the coming year.

Monday, June 17th, 2013 at 1:00 PM

Leon County Human Services Center, 1000 Tharpe St, Tallahassee, Florida 32303
(corner of Old Bainbridge and Tharpe St.)

We suggest that you review the section on Violence Against Women & Girls in the *Report on the Status of Women & Girls in Leon County—2012* prior to attending the public hearing. The report can be downloaded at <http://www.theoasiscenter.net/12.html>. If you do not have internet access, please call The Oasis Center for Women & Girls at 850-222-2747 to access a copy of the report.

Appendix D: CSWG Commissioner Agreement

CSWG Commissioner Agreement

Commissioner Agreement Introduction

A Commissioner agreement is the promise a Commissioner makes when accepting an appointment for service on the Tallahassee/Leon County Commission on the Status of Women & Girls (hereinafter “CSWG”). It is not a legal document but an internal agreement, asserting the Commissioner’s commitment to the CSWG and an understanding of the general commission responsibilities.

RESPONSIBILITIES OF A COMMISSIONER

1. Know and effectively articulate the purpose, history and priorities of the CSWG.
2. Know and understand the Commission Bylaws.
3. Attend and participate in CSWG meetings. Regular meetings are held six (6) times per year and special meetings may be held occasionally.
 - A. Understand three (3) consecutive unexcused absences or absences constituting 50 % or more of the CSWG’s meetings within any twelve-month period shall cause immediate termination of appointment.
4. Attend and participate in at least one (1) Committee and attend committee meetings, which are held at least six (6) times per year.
 - A. Understand three (3) consecutive unexcused absences or absences constituting 50 % or more of the committee meetings within any twelve month period shall cause appointment to that committee to become void.
5. Attend and participate in one (1) Annual Retreat held in June each year.
6. Attend Public Hearings whenever possible.
7. Attend City and County Commission meetings when requested.
8. Accept responsibility for assigned work.
9. Read meeting materials in advance.
10. Participate actively on the Commission.
11. Talk with designated staff member prior to representing the Commission in any form of media..
 - A. When appropriate, represent CSWG collective decisions to the community in a manner that is respectful and positive.
12. Abide by the Florida Sunshine Laws.
13. Avoid conflicts of interest. If unavoidable conflicts arise, follow the conflict of interest policy, according to Florida Statutes.
14. Utilize collegial and respectful efforts in communicating and participating in CSWG work.

Agreed:

Name of Commissioner: _____
Signature: _____



Appendix E: Summit Program

Summit Program



The cover features a teal background with a white architectural grid pattern. At the top left is the Leon County logo, a blue circle with a yellow outline of Florida and the word "LEON" in yellow. To its right is the City of Tallahassee logo, which includes a stylized star and the text "CITY OF TALLAHASSEE". Below these logos is a photograph of three women wearing yellow hard hats and smiling. The text "WOMEN AND THE WORKPLACE SUMMIT" is centered below the photo in a bold, dark teal font. Below this, the location "FSU Turnbull Conference Center" and "Tallahassee, Florida" are listed in a smaller, italicized teal font. The date "October 17, 2013" is centered below the location. At the bottom, the text "PRESENTED BY THE TALLAHASSEE / LEON COUNTY COMMISSION ON THE STATUS OF WOMEN & GIRLS" is centered in a small, dark teal font. A horizontal wooden-textured bar is at the very bottom.



WOMEN AND THE WORKPLACE SUMMIT

*FSU Turnbull Conference Center
Tallahassee, Florida*

October 17, 2013

PRESENTED BY THE
TALLAHASSEE / LEON COUNTY COMMISSION
ON THE STATUS OF WOMEN & GIRLS

Appendix E: Summit Program

3

SUMMIT AT A GLANCE

8:00 AM: Registration, Continental Breakfast

9:00 AM: Opening Remarks – Welcome and Setting the Stage

9:15 AM: Plenary Keynote Address – *Investing in our Future: Women's Economic Security Across the Life Span*

10:00 AM: Break (coffee, tea)

10:15 AM: Concurrent Breakout Sessions

- Gender Diversity and the Workplace
- Women and Employment: Wages and Salaries, Rights and Benefits
- Women's Health and Wellness (Part 1)
- Women's Economic Security Across the Lifespan
- Technology, Women and the Workplace
- Women and Poverty

11:45 AM: Luncheon Remarks & Recognitions

1:00 PM: Concurrent Breakout Sessions

- Gender Diversity and the Workplace (repeat)
- Women and Employment: Wages and Salaries, Rights and Benefits (repeat)
- Women as Leaders and Entrepreneurs
- Domestic and Sexual Violence Workplace Policies
- Women's Health and Wellness (Part 2) Implementing the Affordable Care Act

2:30 PM: Strategies for ACTION, Closing Remarks

3:00 PM: Summit Adjourns

CHAIRS' MESSAGE

Greetings,

Thank you for attending the first Tallahassee/Leon County Summit on Women and the Workplace. We hope that you will find this to be an informative and inspiring event and that you will leave with ideas and energy to advance the economic well-being of women – and so everyone – in our community.

The Tallahassee/Leon County Commission on the Status of Women and Girls (CSWG) was formed by Leon County in April 2011 and joined by the City of Tallahassee in March 2013. The CSWG is an advisory body to the County and the City and is charged with bringing awareness to the community about ways that we can all work together to improve the well-being of women and girls. Our first report, issued in November 2012, detailed how women and girls fared throughout the community in the areas of health, education, leadership, economic security and crime and justice. The findings in that report laid the foundation for this Summit.


There are many people who worked very hard to make this event happen. The members of the CSWG, first of all, deserve special acknowledgement and recognition. This 21-member, all volunteer body, does an extraordinary amount of work and, thanks to the wide-ranging expertise of its members, this Summit has come to be. We also must acknowledge and thank Haley Cutler and the staff of the Oasis Center for Women and Girls. Thank you so much for your boundless energy and all you have done to make this event a success.


To our sponsors who are listed in this program – we are very grateful because, truly, we would not be here without you.

We all need to do more to have a community and a world where all of us have equal and fair opportunities to live, grow and thrive. We know that if 52.4% of our population – the number of women and girls – are not treated equally and are not represented fairly in our workplaces, we all pay the price. Conversely, when we create a community of diverse opportunity, we can ALL thrive and prosper.

Your presence here today signals your interest in issues relating to women and girls and we encourage you to become active partners in creating a diverse community where all of us have equal and fair opportunity to live, grow, and thrive. Thanks to all of you for coming and we hope this Summit brings you to a new place of understanding and action for change.

Sincerely,


Robin Hassler Thompson, Chair
Tallahassee/Leon County Commission
on the Status of Women & Girls


Elsie Bradwell Crowell, Chair
Women and the Workplace
Committee

MESSAGE FROM THE CHAIRMAN AND MAYOR



Leon County
Board of County Commissioners



We are excited to welcome you to the Women and the Workplace Summit being presented by the Tallahassee/Leon County Commission on the Status of Women and Girls. Never before has a summit such as this one taken place in our community.

We are incredibly proud of the work being done by the Tallahassee/Leon County Commission on the Status of Women and Girls, a citizens' advisory committee of the Leon County Board of County Commissioners and the City of Tallahassee Commission, to raise awareness about issues affecting women and girls in Tallahassee and Leon County. We are grateful for their expertise, energy and enthusiasm as we work in partnership to make our community one in which diverse women and girls and all residents are safe, economically secure, healthy, educated and thriving.

The City of Tallahassee and Leon County serve as major employers in this community and we understand that workplaces which embrace diversity and support employees are the most dynamic, efficient and successful. It is our pleasure to join you here today!

Thank you to the 21 volunteer members of the Tallahassee/Leon County Commission on the Status of Women and Girls, the staff at The Oasis Center for Women & Girls and the countless community partners and supporters who worked in collaboration to make this Summit possible. And of course, thank you to each and every one of you for participating!

Sincerely,

Nick Maddox,
Chairman
Leon County

John Marks,
Mayor
City of Tallahassee

ABOUT THE TALLHASSEE/LEON COUNTY COMMISSION ON THE STATUS OF WOMEN AND GIRLS

The Tallahassee/Leon County Commission on the Status of Women and Girls is a citizens advisory committee to the Leon County Board of County Commissioners and the City of Tallahassee Commission. The primary purposes of the Tallahassee/Leon County Commission on the Status of Women and Girls are to: (1) promote awareness of issues pertaining to women and girls in Tallahassee and Leon County, and (2) serve in an advisory role, providing input to the City and County Commissions as needed. By establishing and supporting this Commission, the City of Tallahassee and Leon County have taken a strong stand in support of women and girls in our community. The Oasis Center for Women and Girls proudly serves as the staffing agency to the Commission, which consists of 21 volunteer members.



SUMMIT OBJECTIVES

- Identify and increase awareness of key workplace issues relating to women.
- Develop an action agenda and set of recommendations for the Tallahassee/Leon County Commission on the Status of Women and Girls and the community to improve women's economic security in the workplace and beyond.
- Recognize leaders in the community who have advanced the goal of creating and sustaining women friendly workplaces.

DID YOU KNOW?

- The Gender Wage Gap – the difference between the median earnings of full-time employed men and women in the U.S. – has remained stubborn at 77%. Racial disparities compound this gap nationally, statewide and locally.
- In Leon County, a comparison between women's wages and men's wages reveals that across the board virtually all women earn less for comparable work than men, and African American, Hispanic and Asian women earn less than their white counterparts. Men are disproportionately employed in higher wage-earning industries and professions than are women.
- Forty percent of single women with children under the age of 18 and 58% of single women with children under the age of five live in poverty in Leon County.
- In order to meet the most basic cost of living, a single woman without children in Leon County would have to earn \$9.42 an hour, significantly more than Florida's minimum wage. 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.
- Regarding local women friendly workplace policies, it is rare that workplaces offer childcare and few employers understand or provide comprehensive workplace policy protections for victims of domestic and sexual violence.

For more information on the status of women and girls in our community, please consult the *Report on the Status of Women and Girls in Leon County - 2012*, produced by the Tallahassee/Leon County Commission on the Status of Women and Girls. The full report and executive summary can be downloaded from www.TheOasisCenter.net/12.html.

STATEMENT OF PURPOSE

The purpose of this summit is to create an investment strategy for our community so that every workplace promotes greater economic security for women.

ADDITIONAL INFORMATION

Additional Summit materials can be found at www.TheOasisCenter.net including workshop materials and speaker information.



OPENING REMARKS

9:00 – 9:15 AM

Room 208



Mayor John Marks (speaker), of the City of Tallahassee, practices law with his son at Marks and Marks, LLC. The firm focuses its practice on utility regulation, telecommunications and Internet law. Mr. Marks was elected in 2003 to a four year term as Mayor of the City of Tallahassee and re-elected in 2006 and 2010. His board affiliations include Fringe Benefits Management Company, a privately held financial services company, the Florida League of Cities Municipal Investment Trust, the Tallahassee Economic Development Council, the Tallahassee/Leon County Civic Center Authority, the Sunshine State Governmental Financing Commission and the Economic Club of Florida. He serves on the Board of Advisors for the U.S. Conference of Mayors and is Vice Chairman for Communications of the U.S.C.M. Transportation and Communications Committee. In addition, Mayor Marks served as the President of the Florida League of Mayors 2005-2007 and served as President of the Florida League of Cities for the 2009-2010 term.



Commissioner Nicholas J. Maddox (speaker) is one of two At-Large Commissioners for Leon County. He was elected to the Board of County Commissioners in 2010. Commissioner Maddox first moved to Tallahassee to play for the Florida State Seminoles football team. After fulfilling his role with the Seminoles, which included capturing the 1999 National Championship, Maddox furthered his football career as a running back in the National Football League, spending time in Cleveland, San Diego and finishing his NFL career with the Carolina Panthers. Commissioner Maddox returned home to Leon County to finish his dual degrees in Business and Real Estate. Following graduation, he took a position as Director of Planned Giving with the Seminole Boosters. Maddox moved from the Boosters to once again join a team with his former head coach as the Vice President of Development for the Bowden Foundation. As Commissioner, Maddox has committed himself to providing long-term solutions to sustain growth in business and the economy, as well as continued preservation efforts for the environment in our community.

KEYNOTE ADDRESS: Our Path to a Stronger Economy: Building Women's Economic Security Across the Lifespan

9:15 – 10:00 AM

Room 208

Matt Unrath & Sarah Gonzales Bocinski, Wider Opportunities for Women (WOW)

WOW works nationally and in its home community of the Washington, DC metropolitan area to build pathways to economic security and equality of opportunity for women, families and elders. WOW envisions a society where women and men of all ages can participate equally and fully in all aspects of their communities so they are assured economic security throughout their lives.

Appendix E: Summit Program

7

GENDER DIVERSITY AND THE WORKPLACE

10:15 – 11:45 AM; 1:00 – 2:30 PM (repeat)
Room 205

Angela Canady Hendrieth (panelist) has been employed by the City of Tallahassee since 2004. In her role as manager of Equity and Workforce Development, Angela is responsible for administering, enforcing, and implementing the City's EEO program, which includes monitoring and ensuring compliance with all state and federal laws and regulations governing equal employment opportunity. Before becoming the manager of EWD, Angela served as the workforce development coordinator where she was responsible for the City's Freshen Your Intellect (FYI) training and development program. A graduate of Florida A&M University, Angela is member of the Florida Diversity Council and the National Forum of Black Public Administrators.

Yolanda Fairell (panelist) is a professional speaker and trainer specializing in the topics: Valuing Diversity, Stress Management, and Emotional Intelligence. She is also an adjunct professor of sociology at Tallahassee Community College. Yolanda has earned a Bachelor's degree in Psychology and a Master's degree in Sociology. She is a member of Leadership Tallahassee Class 25, a partner of one, foster parent to two little boys and two adult children. Yolanda has dedicated her life to addressing issues that negatively impact the lives of women and families.

David Orozco (panelist) is an Assistant Professor of Legal Studies and the MBA Program Director at the Florida State University College of Business. Orozco's research area is intellectual property and innovation, and his work has been published in the Journal of Business Ethics, The Wall Street Journal, American Business Law Journal, Indiana Law Journal, Penn State Law Review and The Journal of Marketing. His research has been funded by the National Science Foundation, the Marketing Science Institute and a Da Vinci Research Fellowship awarded by George Mason University School of Law. Professor Orozco earned his law degree at Northwestern University School of Law and his bachelor's degree in Economics from New York University's Leonard N. Stern School of Business.

Dr. Maria Pouncey (panelist) is the Administrator of Instructional Services for the Panhandle Area Educational Consortium (PAEC). Dr. Pouncey graduated from St. Mary's University with a Bachelor of Business Administration, a Masters in Special Education from Nova University, and an Educational Doctorate in Educational Leadership from the University of Phoenix. Dr. Pouncey has been awarded district, state, national, and international awards for her work with migrant students and families. A firm believer in being involved in her community and supporting programs that "give a hand up rather than a hand out," she strongly supports organizations such as The Oasis Center for Women and Girls and Refuge House. Dr. Pouncey is an active board member of numerous community-based nonprofits in the Big Bend area.

Paige Carter-Smith (moderator) graduated from Agnes Scott College with a B.A. in Political Science. She has represented clients before the Florida Legislature, Cabinet, and US Congress. She lobbied for Larry J. Overton & Associates, was a consultant for Cobb Cole & Bell and in 2007 opened Governance Services, LLC. Paige was Chief of Staff to the Mayor of Tallahassee as well as Executive Director of the Florida Democratic Party. As a mother of two, she has been active in the Leon High PTO, Tiger Bay, was a founding member of the Capital Area New Democrats and Women of the Hill, former member of the Jr. League, Girl Scout board member, and church youth leader.

WORKSHOP DESCRIPTION

A more diverse workplace means a more effective and productive workforce. In this session, panelists will discuss the value of having a diverse workplace, with a focus on gender and women's participation. They will explore what we mean by "diversity" and how successful outcomes require diverse participation. Finally, they will offer concrete strategies on how to build and support workplaces where women – at all levels of the organization - are full partners and participants.



Zonta Club of
Tallahassee

Member of Zonta International®

SPONSORED BY ZONTA CLUB OF TALLAHASSEE

WOMEN AND EMPLOYMENT: WAGES & SALARIES, RIGHTS & BENEFITS

10:15 – 11:45 AM; 1:00 – 2:30 PM (repeat)

Room 115

Thomas W. Brooks (panelist) specializes in labor and employment law primarily representing employees and labor organizations in a broad spectrum of state and federal trial and appellate cases arising under the state and federal civil rights and employment discrimination laws, the National Labor Relations Act, the Florida Public Employees Relations Act, the Fair Labor Standards Act, the Americans with Disabilities Act, the Equal Pay Act and the state and federal constitutions. He has special expertise in Florida public sector labor law, beginning his legal career working for the Public Employees Relations Commission from its inception in 1975, where he served as Staff Attorney, Assistant General Counsel, General Counsel and Commissioner until 1983 when he left to join Meyer and Brooks, P.A.

Linda Bond Edwards (panelist) is a Partner at Rumberger, Kirk & Caldwell who devotes her litigation practice to the representation of employers in the private and public sectors in matters involving employment and labor issues. As a county and circuit mediator certified by the Florida Supreme Court, she also assists parties in resolving their disputes through use of the mediation process. She also arbitrates employment and commercial disputes through the American Arbitration Association. As a former corporate director of human resources, Linda brings pragmatic and real world experiences arising from the employer-employee relationship to her legal practice. With more than ten years of experience, she represents public and private employers in the diverse issues attendant to employment. Linda consults with and advises clients on employment matters including hiring, retention and termination practices. Additionally, she currently serves as the President of Tallahassee Women Lawyers (TWL).

Kristine E. Knab (moderator) is the Executive Director of Legal Services of North Florida. She has served as a board member of the Big Bend Fair Housing Center, Vice-Chair of the Florida Bar's 2nd Judicial Circuit Grievance Committee, board member of the United Partners for Human Services, and member of the Florida Supreme Court Steering Committee on Families and Children in the Court. In 2001 she was honored by Tallahassee Community College during Women's History Month, in 2008 by the Girl Scout Council of the Big Bend as a Woman of Distinction.

WORKSHOP DESCRIPTION

The legal landscape for labor and employers is shifting daily. What does that landscape look like for women and how can it be improved to support women's full participation and rights in the labor force? Panelists will describe the most common legal issues women face including matters around wage fairness, benefits, health insurance, unions, discrimination, sexual harassment, and advancement and promotion. This interactive session also will offer strategies for promoting equality and fairness.



**SPONSORED BY
BERGER SINGERMANN LLP**

WOMEN'S HEALTH AND WELLNESS: PART ONE

10:15 – 11:45 AM

Room 201

Mary Barley (panelist) serves as Leon County's Health and Well-Being Coordinator. Prior to her work with the County, she acted as the Director of Corporate Wellness at Gold's Gym / Women's World from 2005-2012, and she also worked as a personal trainer at Premier Health and Fitness from 2000-2005. Mary is an alumnus of Florida State University.

Dr. Nancy Van Vesseem (panelist) is the Chief Medical Officer at Capital Health Plan. She is board certified in internal medicine, and has developed innovative disease management and quality improvement programs promoting the use of best evidence medicine, propelling Capital Health Plan to national recognition for quality of care.

Dr. Janelle R. Baker, Data Committee Chair (moderator) is an Assistant Professor at The Florida State University College of Nursing. She is committed to educating future nurses and nurse practitioners in order to address the nation's nursing shortage and increase the number of primary care providers for our aging society. She received her Bachelors and Masters in Nursing from Florida A& M University and her Ph.D. in Nursing Research from Southern University in Baton Rouge, Louisiana.

WORKSHOP DESCRIPTION

The workplace offers both opportunities and barriers that can build or thwart women's ability to be well. From health care benefits, to workplace wellness programming to flexible work schedules, what keeps us healthy helps make us productive and happy employees? Panelists will examine innovative wellness programs that engage varying demographics within the women's population and identify the policy options and other opportunities to invest in the health of young women. Topics such as the importance of whole body approach, including nutrition, wellness, mental health, healthy pregnancies, an aging population, disparities and interventions within the local community, and current programs and opportunities for women in the area to obtain information and support in achieving whole body wellness will also be covered.

SPONSORED BY
CAPITAL HEALTH PLAN



BUILDING WOMEN'S ECONOMIC SECURITY IN FLORIDA: CHALLENGES AND OPPORTUNITIES

10:15 – 11:45 AM
Room 214

Sarah Gonzalez Bocinski (panelist) oversees the Economic Security for Survivors (ESS) project at WOW (Wider Opportunities for Women), which provides education, training and technical assistance to transitional housing programs, Services Training Officers and Prosecutors (STOP) Grant Program administrators, and STOP sub-grantees. WOW training enhances existing programming and policies to improve the economic security and safety of survivors of domestic violence, dating violence, sexual assault and stalking. Sarah guides the development of tools and curricula, and provides on-site technical assistance to partners interested in addressing issues of economic security. Before working at WOW, Sarah worked in higher education fundraising and philanthropic program management. Sarah received her B.A. from Colgate University and Master of Public Policy from Georgetown Public Policy Institute, concentrating on family, social and education policy.

Matt Unrath (panelist) serves as WOW's Director of National Projects—The Family Economic Security Project, the Basic Economic Security Tables Standard™ Index (BEST), the Women and Work project and the Economic Security for Survivors project. He serves as the principal contact for WOW's state and local partners across the country and represents WOW in national advocacy efforts. Before joining WOW, Matt served as policy and program liaison for Asset Building at Heartland Alliance in Chicago, where he worked on initiatives which help low-income families build wealth, including financial literacy and matched savings programs. He also advocated for consumer protection policies in Illinois. Matt earned his B.A. in International Studies at Boston College.

R. Jai Gillum (moderator) is the Executive Director of The BEST Project at United Way of the Big Bend. Originally from Montgomery, Alabama, R. Jai attended Florida A&M University and received a Bachelor of Science in Biology and a Master of Public Health (MPH). R. Jai is very involved in the Tallahassee community and currently serves and has served as a board member for numerous community organizations. She is a member of both Leadership Tallahassee and Delta Sigma Theta Sorority, Inc. In 2010, R. Jai was named one of the "25 Women You Need to Know" by the Tallahassee Democrat.

WORKSHOP DESCRIPTION

Today's economy is challenging for many people: men and women of all ages, races, ethnicities and social and economic backgrounds. Where we are and where we need to go in terms of building a community that is more supportive of women's economic security is crucial if our community is to stay vibrant and strong. Wider Opportunities for Women (WOW) works nationally to build pathways to economic security and equality of opportunity for women, families and elders and has just launched its "Economic Security Institute." Presenters from WOW will discuss the real cost of living in our state and community and offer ideas on how to advocate for greater job opportunity and investments that will build a stronger middle class and move women and families into greater economic well-being.

TECHNOLOGY, WOMEN AND THE WORKPLACE

10:15 – 11:45 AM

Room 101

Pat Curtis (panelist) holds a Bachelor's Degree in Computer Science and a Master's Degree in Public Administration. Ms. Curtis has been with the County for nearly 20 years, serving as the MIS Director for Leon County for nearly 14 years. Previously, Ms. Curtis served as the Tallahassee-Leon County GIS Coordinator for 6 years. Her previous computer work experiences spanned 20 years in the banking/finance world, the civil engineering industry, Dow Chemical manufacturing, 8 years with the Mississippi State government's GIS program, and one year with Miami-Dade County's IT Department serving the 9-1-1 System. As MIS Director for the County, Ms. Curtis has promoted the strategic move of consolidating servers in the Data Center using virtualization technology to save power, space, and system management resources. The project has virtualized 85% of the nearly 300 servers in the County's Data Center and has seen a drop of 10% power usage in the County's Data Center.

Robin M. Kinsey (panelist) is a Bureau Chief of Programming Design for the Florida Department of Financial Services (DFS). She manages the Information & Technology (IT) developers supporting the State of Florida's checkbook, and all state agency accounting records and budget. Robin has 23 years of leadership and management experience in IT. Her prior positions include Enterprise Solutions Architect for DFS, Change Manager for DFS, Enterprise Integration Manager for the DFS/Aspire Project, Assistant Director of e-Government Services for the DMS State Technology Office, and Assistant Data Center Director of Applications Development for the Department of Labor and Employment Security. Robin holds a Bachelor's Degree from Florida A&M University in Computer Information Systems.

Heidi Otway (panelist) is experienced in all aspects of media strategy, planning and social media. As Director of Public Relations & Social Media for Salter>Mitchell her responsibilities include strategy formation on client accounts, new media, and community relations. Heidi's experience includes research, strategy, and implementation of statewide media and public relations campaigns using a full range of tactics, including paid media, earned media, social/digital media and grassroots mobilization. Heidi earned her Bachelor of Science degree in Broadcast Journalism from Florida A&M University. She is accredited in public relations by the Universal Accreditation Board.

Dr. Jeanne O'Kon (moderator) is a psychologist and college professor at Flagler College-TCC. She has instructed Women's Studies, Psychology, and Teacher Education courses at TCC, FSU, and Flagler College for many years. She serves on the Foundation Board of the Florida Commission on the Status of Women. She was selected as a Girl Scout "Woman of Distinction" and was elected to the Girl Scout Hall of Fame. She was honored as one of the Tallahassee Democrat's "25 Women You Need to Know."

WORKSHOP DESCRIPTION

With the changing landscape of technology in the workplace, rules and regulations are evolving to address the growing use of social media and how employers respond to the use of technology in the workplace particularly as it impacts, affects and is used by women. According to Pew Research Center, women have been significantly more likely to use social media sites than men since 2009. In December 2012, 71% of women were users of social networking sites compared with 62% of men. Beyond social media, presenters in this workshop also will share their expertise in technology as it relates to private and public workplace settings. Three main topics will be discussed: (1) branding – using technology and social networks to grow your personal and professional brand; (2) privacy – protecting your career and knowing your rights when using technology and social networks; and (3) management – tools and tips to manage technology and social networks.

SPONSORED BY
TARGET COPY



WOMEN AND POVERTY

10:15 – 11:45 AM

Room 114

This facilitated conversation will include four local women – Deidre, Luraine, Jessica and Mahasin – who will share their personal experiences surviving poverty and homelessness in Leon County.

Susan Pourciau (discussion leader) is the Executive Director of the Big Bend Homeless Coalition in Tallahassee. The mission of the Big Bend Homeless Coalition is to end homelessness in the Big Bend through leadership, education, advocacy, and the provision of quality services. Prior to acting on her vision to help end homelessness, Susan was an Accounting Professor at Florida State University. Susan earned a Ph.D. in accounting from Arizona State University and a J.D. from Duke Law School.

Dr. Huberta Jackson-Lowman (co-moderator) is an Associate Professor of Psychology in the Department of Psychology at Florida A&M University. She is the recent past chair of the department. Currently, she also serves as the Southern Regional Representative for the Association of Black Psychologists. She is the editor of a newly published anthology focusing on Black women entitled, *Afrikan American Women: Living at the Crossroads of Race, Gender, Class, and Culture*.

WORKSHOP DESCRIPTION

One of the most jarring statistics to come out of the 2012 Commission report was that 58% of women in Leon County with children under the age of 5 live in poverty. We have to do better to examine – and reverse – the forces that drive too many women – and children – into these dire economic conditions. What can we do to make a living wage a reality for these women and support their climb up the economic ladder? How is it different for women from men and what particular needs do they face? Experts on this panel: women who have survived, and are surviving poverty, will take part in a “fish bowl” discussion about their lives and the challenges they face. Attendees will observe a guided and important discussion.

SPONSORED BY
ROBIN HASSLER THOMPSON & DAN THOMPSON



LUNCHEON REMARKS & RECOGNITIONS

11:45 AM – 1:00 PM

Room 208



Anita Favors Thompson (speaker) has served as the City Manager for the City of Tallahassee since April of 1997. As such, she is responsible for administration of all city services, encompassing 2,982 City employees, an operating budget of \$730.4 million dollars and a five-year capital improvement plan of \$1.0 billion. Under City Manager Favors Thompson's leadership, in June of 1999, the City of Tallahassee was named an "All America" City, its Parks and Recreation Department was named the Best in America in 2004, and Tallahassee was named a Green City in 2008 for actions to preserve and protect its natural resources. Within City government, she has focused staff on excellent customer service and ethical behavior, and Tallahassee residents have repeatedly expressed strong support for quality City services with an 80 percent approval rating in citizen surveys.



Vincent S. Long (speaker) is a proven leader, dedicated public servant and accomplished professional public manager. Since becoming the Leon County Administrator in 2011, Long has received national, state and local recognition for leadership, transparency in government and fiscal stewardship. Long has worked for Leon County since 1995 and, as the County Administrator, he is appointed by and serves at the pleasure of the Leon County Board of County Commissioners. Long is a graduate of Leadership Tallahassee and Leadership Florida. He is a member many statewide and community organizations, including currently serving on the Board of Directors of Leadership Florida and the United Way of the Big Bend. In 2013, he was named Leader of the Year by Leadership Tallahassee.

The Tallahassee/Leon County Commission on the Status of Women and Girls
is proud to recognize

Leon County & the City of Tallahassee

for their leadership in promoting safety and economic security for women, all employees and our community
by establishing model policies on domestic violence, sexual assault and stalking in the workplace.



WOMEN AS LEADERS AND ENTREPRENEURS

1:00 – 2:30 PM

Room 103

Dr. Shawnta Friday-Stroud (panelist) is the Dean of the School and Business Industry at Florida A&M University. She has consulting experience in the areas of strategic planning, leadership training, diversity course development and training, employee attitudinal assessments, workload analysis, strategic market assessment, team building, computer training, conflict resolution and management, and employee-management relations liaison to name a few. Friday-Stroud is a former McKnight Doctoral Fellow and a former McKnight Junior Faculty Development Fellow.

Melanie Lee (panelist) is the Vice President and General Manager of Kia AutoSport of Tallahassee. Recognized by many as a servant leader in Tallahassee, Lee delivers Meals on Wheels for Elder Care Services, supports the Salvation Army and serves on its advisory board, and is a volunteer for the Junior League's Operation Prom Dress project. Additionally, she is a graduate of Leadership Tallahassee Class 30 and was recently honored as a leadership "Pacesetter" at this year's Distinguished Leadership Awards.

Andrea V. Nelson (panelist) is an attorney with the Nelson Law Firm, PLC. With over 20-plus years of legal experience, she brings a wealth of knowledge to her legal practice which focuses primarily on the areas of general business law, wills and probate, bankruptcy, governmental law, real estate, and commercial litigation. Ms. Nelson is a Board Member of the Big Bend Minority Chamber. She has served as Chairman of the Tallahassee Regional Airport Advisory Board for the City of Tallahassee and was a former Wakulla County Planning and Zoning Commissioner.

Jennifer L. Kilinski (moderator) is an attorney at Hopping, Green & Sams and an alumnus of Florida State University and the University of Texas. Representing special taxing districts throughout the State of Florida, her practice includes assisting special districts in the areas of public finance, public procurement, open government and ethics, rulemaking procedures, construction matters, navigating various licensing requirements and real property transactions. She also has experience representing clients on business and governmental regulation matters, including procuring liquor and other licenses, and land use approvals. An avid triathlete, she was recently selected as one of the Tallahassee Democrat's "25 Women You Need to Know" in 2013.

WORKSHOP DESCRIPTION

The ability of women to build and sustain successful businesses – whether on their own or in partnership – is key to a vibrant and growing economy. What can be done to advance and promote women in business? What needs to be done to promote parity in leadership in both the public and private sectors? What unique needs and opportunities do women have when they embark on new business ventures or try to climb the ladder of leadership? What challenges face minority women in particular? What can our community do to build and sustain more vibrant climate for women entrepreneurs, both large and small? Panelists will explore these questions and more.

SPONSORED BY
ZIFFER STANSBERRY
ADVERTISING
PUBLIC RELATIONS



DOMESTIC AND SEXUAL VIOLENCE WORKPLACE POLICIES

1:00 – 2:30 PM

Room 214

Stacey Dougan (panelist) is a lawyer who has served as a tireless advocate and activist in the areas of domestic violence and sexual assault. After graduating from Florida State University College of Law in 1991, she began her legal career as an Assistant Public Defender in Broward County, Florida. She went on to earn an LL.M. in feminist theory and jurisprudence from Columbia University Law School in 1995. Stacey then spent the remainder of her legal career with the law firm of Greenberg Traurig, LLP, where she served as a Shareholder and the Assistant General Counsel. She now serves as the Board Chair of Men Stopping Violence (MSV), an Atlanta-based organization that provides leadership, programming, and training to engage men in ending violence against women and girls.

Chansidy Daniels (panelist) is the Employee Engagement and Performance Manager in the Leon County Human Resources Department. Chansidy has worked for Leon County in various capacities since 2005. She earned her Masters in Business Administration from Thomas University and her Bachelors degree from Valdosta State University. Chansidy sees herself as a people strategist and problem-solver and she believes that the employer-employee relationship is essential to the success of any organization. Chansidy was actively involved on the team that developed the recent Leon County personnel policy addressing domestic violence, sexual assault and stalking.

Annette Pearce (panelist) has been in the Human Resources Office with the City of Tallahassee since 2001. During this time some of her responsibility areas have included policy management, HR training, the performance management process, and the Reward & Recognition Program, among others. Prior to this time, Annette was employed for 18 years by the State of FL in several departments, but primarily with the Dept. of Environmental Protection. With the State, Annette served in multiple roles, including Training Director, and management and program auditor. She received her Ph.D. from the University of Florida and her undergraduate degree from Dickinson College in PA.

Renaë Tolson (panelist) is the Director of Human Resources and Equity Officer for Tallahassee Community College. She has served in this capacity since January 2008. As the HR Director, she has been instrumental in moving the College's HR Office into the 21st Century through her innovative approaches to shared governance as well as utilizing technology. Renaë has over 20 years of HR experience and has previously served as the HR Director for Big Bend Hospice as well as Mainline Information Systems. She is a graduate of Barry University and Tallahassee Community College.

Robin Hassler Thompson (moderator) consults with many clients including universities, state and national public policy and human rights advocacy groups, and law firms. Her work includes domestic and sexual violence law, Violence Against Women Act implementation, domestic violence fatality reviews, workplace violence policy, health care issues and human trafficking. She served as the Executive Director for the Florida Governor's Task Force on Domestic and Sexual Violence. Robin served on the National Advisory Council on Violence Against Women.

WORKSHOP DESCRIPTION

Domestic and sexual violence are common occurrences in our society that affect people from all walks of life. In addition to causing physical and psychological harm to the victim, domestic and sexual violence often spill over into the workplace, compromising the safety of both victims and co-workers. Domestic and sexual violence also impact the workplace through lost productivity, increased health care costs, increased absenteeism, and increased employee turnover. By being proactive in this area, employers can play a critical role in reducing domestic and sexual violence generally and in avoiding or minimizing both the occurrence and effects of domestic and sexual assault in the workplace. This session will provide concrete "nuts and bolts" advice on how to develop and implement an effective workplace policy for both public and private employers.

**SPONSORED BY
ROBIN HASSLER THOMPSON & DAN THOMPSON**



WOMEN'S HEALTH AND WELLNESS: PART TWO

*The Affordable Care Act (ACA), Health Insurance Marketplace, and Medicaid Expansion:
Addressing the Needs of Women and Families*

1:00 – 2:30 PM

Room 201

Anne L. Swerlick (panelist) is the Deputy Director of Florida Legal Services, Inc., a state support center for legal aid providers in Florida. She specializes in legislative and administrative advocacy and litigation on health and elder law issues affecting the poor. Ms. Swerlick was formerly employed as Managing Attorney with the Advocacy Center for Persons With Disabilities, Inc. (1987- 1991) and as staff attorney and Deputy Director with Jacksonville Area Legal Aid, Inc. (1977-1987). Ms. Swerlick received her B.A. from the University of Virginia and her J.D. from the University of Virginia School of Law.

Dr. Elsie B. Crowell (panelist) is President of EB Crowell & Associates, a consulting business with expertise in health policy, women's issues, insurance, HR management and organizational development. During her 35 years of service with the State of Florida, she served in a number of top level positions including Florida's Insurance Consumer Advocate. Crowell served on the Florida Commission on the Status of Women as Chair and member for eight years. She taught critical health issues and American public service at Florida A&M and Florida State Universities. She is a Board Member of Florida CHAIN, working to increase access to affordable quality health care. She is the recipient of numerous awards and honors for her professional work and community service.

Jessica Lowe-Minor (moderator) is the Executive Director of the League of Women Voters of Florida. Prior to that, she lobbied at the state Capitol for a number of women's organizations, including the Business and Professional Women of Florida and the Florida National Organization for Women. Additionally, Lowe-Minor is a doctoral candidate in women's and gender studies via the Program in Interdisciplinary Humanities at Florida State University, and she has taught classes at both FSU and TCC. She was recently recognized as one of the Tallahassee Democrat's "25 Women to Know" in 2013.

WORKSHOP DESCRIPTION

The Affordable Care Act (ACA) contains numerous provisions to promote women's health such as preventive services and regular check-ups at no additional cost. The panelists will give an overview of the law and how they benefit women and families. Medicaid expansion is a crucial part of the ACA. However, since the U.S. Supreme Court decision, Medicaid expansion is optional for states. To date, Florida has rejected this option. The panel will explore how Medicaid expansion is vital to the health and economic well-being of women with limited incomes.

**SPONSORED BY
ALPHA KAPPA ALPHA CHI UPSILON OMEGA**

STRATEGIES FOR ACTION / CLOSING REMARKS

2:30 – 3:00 PM

Room 208

Kelly Otte is the Executive Director of the PACE Center for Girls. She is the Founder and former Executive Director of The Oasis Center for Women and Girls, the first Executive Director of United Partners for Human Services, and a former Executive Director of Refuge House. Kelly has worked with domestic violence centers, sexual violence organizations and women's centers in Carson City, Nevada; Norfolk, Virginia; and Jacksonville, Florida. She co-writes a weekly column on nonprofits for the *Tallahassee Democrat* and is an Instructor at the Askew School of Public Administration & Policy at Florida State.

EXPLANATION OF ACTION ITEM PROCESS

Taking ACTION to Improve Economic Security for Women in the Workplace

This Summit is designed to be an action-oriented event. As part of this mission, we will be asking that each plenary speaker, each panel and all of those in attendance make recommendations for action that we, as a community, should take to improve women's economic security and status regarding the workplace. Speakers have been thinking about ideas in advance of the Summit and are ready to share ideas.

We also know that good ideas will come from the session itself – through the synergy of the presentations and from all participants. Moderators will allow about 20 minutes in each session to have questions and answers and to come up with at least three Recommendations for Action. Please contribute! We welcome your ideas.

We are hopeful that in addition to being an informative and an exciting learning and networking event, this Summit will be like a town forum or a focus group. In short, we hope this will be a place where the community can think, speak out on and contribute ideas about what should be done to improve women's economic security and our workplaces.

In turn, The Tallahassee/Leon County Commission on the Status of Women and Girls will consider and promote these recommendations for action in our next report that we will present to the City of Tallahassee and Leon County in January 2014. Our goal is to build grassroots momentum for change and improvement in our community. YOUR VOICE is essential to making this happen.

2013-14 Tallahassee/Leon County Commission on the Status of Women and Girls

Chair, Robin Hassler Thompson

Vice-Chair, Kristine Knab

Dr. Janelle Baker
Dr. Elsie Bradwell Crowell
Paige Carter-Smith
Gail Dixon
R. Jai Gillum
Mildred R. Hall
Dr. Huberta Jackson-Lowman

Jennifer Kilinski
Stephanie Land
Jessica Lowe-Minor
Marion McGee
Julie Moreno
Dr. Jeanne O'Kon

Martha Olive-Hall
Kelly Otte
Dr. Ada Puryear Burnette
Dr. Cecile Reynaud
Gail Stansberry Ziffer
Veronica Vasquez

THANK YOU TO OUR SPONSORS!

Luncheon Sponsors



Florida State University
Women's Studies Program

TALLAHASSEE DEMOCRAT
Tallahassee.com

A GANNETT COMPANY

Breakfast Sponsor



Workshop Sponsors



Robin Hassler Thompson & Dan Thompson

Alpha Kappa Alpha
Chi Upsilon Omega

Refreshment Break Sponsors



EB Crowell & Associates

Gail Dixon

Dr. Cecile Reynaud

Wendy Grey

Summit Supporters

Capital Women's Network
R. Jai Gillum

Marie Cowart
Kris Knab

Pamela Ridley
Jeanne O'Kon

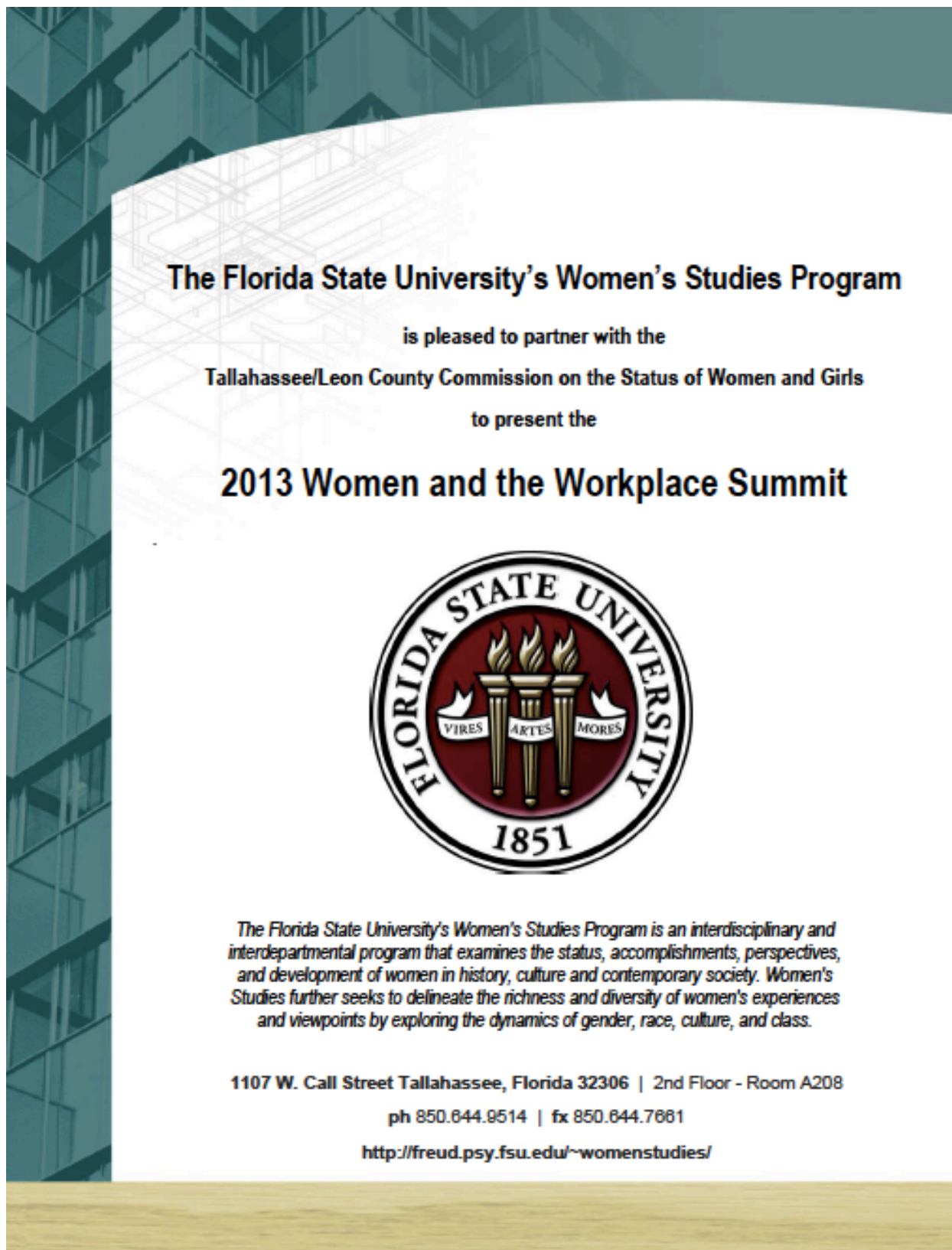


**The Delta Sigma Theta Sorority, Inc.
Tallahassee Alumnae Chapter**

*is pleased to sponsor the
Tallahassee/Leon County Commission
on the Status of Women and Girls'*

**2013 Women and the Workplace
Summit!**






The Florida State University's Women's Studies Program

is pleased to partner with the

Tallahassee/Leon County Commission on the Status of Women and Girls

to present the

2013 Women and the Workplace Summit



The Florida State University's Women's Studies Program is an interdisciplinary and interdepartmental program that examines the status, accomplishments, perspectives, and development of women in history, culture and contemporary society. Women's Studies further seeks to delineate the richness and diversity of women's experiences and viewpoints by exploring the dynamics of gender, race, culture, and class.

1107 W. Call Street Tallahassee, Florida 32306 | 2nd Floor - Room A208

ph 850.644.9514 | fx 850.644.7661

<http://freud.psy.fsu.edu/~womenstudies/>

Appendix F: Public Relations Summary for the Summit

Public Relations Summary for the Summit

PR/Media Coverage of Women and the Workplace Summit October 17, 2013

November 18, 2013

Hosted by Tallahassee/Leon County Commission on the Status of Women and Girls

PR/Media Coordinator, Commissioner Gail Stansberry-Ziffer

Date	Coverage
September 12	City Talk (WCOT-TV 13) – Commissioners Thompson and Crowell interviewed by Michelle Bono; program runs continuously throughout the month
September 12	Tallahassee Democrat- Commissioners Stansberry-Ziffer and Thompson met with Bob Gabordi, Rebecca Lutz and (Commissioner) Julie Moreno to propose sponsorship via in-kind advertising, blogging opportunities; Democrat committed to \$2,500. Color ads began running Oct. 9. Democrat also provided news coverage, print and electronically.
September 20	Digital artwork (same as billboard designed and donated by Ziffer Stansberry Advertising Public Relations) distributed to Commissioner Thompson and Haley Cutler to be shared with all Commissioners for distribution via emails and social media posts
September 23	WFSU-TV Dimensions, air date Sept. 25- Commissioner Thompson interviewed by Julz Graham (5-6 minutes)
September 24 and October 8	Summit info posted electronically at County Commission meetings
October 2	Summit article in Leon County LINKS- Print runs in Democrat; Digital on County website
October 3	WTAL- FAMU Radio and FAMU-TV School of Journalism- Commissioners Crowell and Thompson interviewed by Anita Davis for both radio and TV
October 8	WCTV Good Morning Show- Commissioner R. Jai Gillum appeared on the Celebrity Chef portion to provide easy meal for working women and promote Summit (3-1/2- 4 minutes)
October 8	Leon County Commission - Commissioners Thompson and Stansberry-Ziffer. Thompson presented update and info on Summit
October 9	City of Tallahassee Commission/ WCOT-TV 13 – Commissioners Thompson and Stansberry-Ziffer. Thompson presented, and answered questions; meeting is broadcast for approximately two weeks and remains posted on Talgov.com under commission meetings
October 9-17	Digital Billboard on Capital Circle and Centerville Rd.- Billboard designed and underwritten by Ziffer Stansberry Advertising Public Relations
October 16	Tallahassee Democrat – My View editorial by Stacey Dougan of



Appendix F: Public Relations Summary for the Summit

	WOW
October 16	News Services of Florida - Stacey Dougan of WOW (Wider Opportunities for Women) and Commissioner Thompson interviewed by Margie Menzel; electronic distribution to reporters, lobbyists, government agencies, law firms, political groups and trade associations
October 17	Coverage on Tallahassee.com , Nolesports.com , WCTV-CBS, FOX49, WTXL-ABC and WFSU-FM and their respective websites
October 18	Tallahassee Democrat; stories re-run on morning news of WCTV-CBS, FOX49, WTXL-ABC and WFSU-FM
October 18	JaxBizJournal.com , Sun-Sentinel.com and FlaglerLive.com and other news outlets ran Margie Menzel's piece about the domestic violence workshop at the WIW Summit

In addition, advance coverage was also provided by numerous commissioners and organizations via websites, email and social media posts including Facebook and Twitter. Coverage included Talgov.com, Leoncountyfl.gov, Zonta-Tallahassee.org, Talchamber.com, TCC.com, and others.

Report presented November 18, 2013 to full Tallahassee/Leon County Commission on the Status of Women and Girls by Commissioner Gail Stansberry-Ziffer, WIW Summit PR Chair.



Appendix G: Caregiver Policies for the Workplace

Caregiver Policies for the Workplace

FACT SHEET

FAMILY RESPONSIBILITIES DISCRIMINATION

Family Responsibilities Discrimination (FRD) is discrimination against workers who have family caregiving responsibilities, such as pregnant women, mothers and fathers of young children, parents of disabled children, and workers who care for their aging parents or sick spouses/partners. Examples of FRD:

- firing pregnant employees because they are pregnant or will take maternity leave;
- giving promotions to women without children or fathers rather than to more qualified mothers;
- giving parents work schedules that they cannot meet for childcare reasons while giving nonparents flexible schedules;
- harassing and penalizing workers who take time off to care for their aging parents or sick spouses or partners; and
- fabricating work infractions or performance deficiencies to justify dismissal of employees with family responsibilities.

FRD Is Against The Law

Federal and state anti-discrimination laws, such as Title VII of the federal Civil Rights Act and California's Fair Employment and Housing Act, prohibit discrimination based on sex, pregnancy, and association with disabled individuals. These statutes make it illegal, for example, for employers to treat pregnant workers differently from other workers with short-term medical conditions, deny parenting leave to fathers, refuse to train or promote women based on stereotypical assumptions about their availability or performance once they become mothers, and refuse to hire mothers who have disabled children.

Federal and state family leave laws, such as the federal Family Medical Leave Act and the California Family Rights Act, guarantee leave under certain circumstances, prohibit interference with leave, and prohibit discrimination against employees who take leave. These statutes make it illegal, for example, for covered employers to deny a qualified employee's request for time off to take care of an ill or dying parent, require an employee to come back early from leave, or penalize employees who have taken leave by demoting or harassing them, or making them quit.

Other statutes can also be used to protect employees with family caregiving responsibilities.

What Employees Can Do

If you think you have been discriminated against because of your family responsibilities, make sure your understanding of the circumstances is accurate. Keep notes about statements and actions that you believe are discriminatory. How other people like you have been treated is usually very important, so ask around. Talk with your supervisor, if appropriate, and tell him or her that it appears that you have been discriminated against. If your company has a grievance procedure, use it. The law does not allow your supervisor to retaliate against you for making a complaint. If the situation is not resolved, contact a local attorney or WorkLife Law (hotline@worldifelaw.org / 415-703-8276) to get an objective view on whether you have been discriminated against. If you decide to pursue legal action, you must file a complaint with an EEOC office or a local EEO office, and you may have as few as 180 days within which to file. To get more information about filing a complaint, visit www.eeoc.gov or call the EEOC at 1-800-669-EEOC.

What Employers Can Do

FRD can arise as a result of personnel policies and practices, or through day-to-day interactions between workers and employees. A prevention program is essential. A good place to start is reviewing your hiring, attendance, promotion, incentive pay, benefits, and leave policies to ensure that they do not negatively impact employees with family caregiving responsibilities. Adding "family responsibilities" as a category to your nondiscrimination policy is also a good idea; a free model policy is available from WorkLife Law. Training supervisors and HR personnel about what constitutes FRD and how to handle complaints is essential. They need to understand the common stereotyped assumptions about family caregivers as employees, and the common fact patterns that give rise to liability. Finally, treat all complaints of FRD seriously and ensure that all supervisors know not to retaliate against employees who have made complaints.

WorkLife Law • UC Hastings College of the Law • www.worldifelaw.org • (415) 686-4840 • Hotline: (415) 703-8276

Appendix G: Caregiver Policies for the Workplace



Sample Policies on Family Responsibilities Discrimination for Management Policy Manuals

EEO POLICY: EMPLOYEES WITH FAMILY CAREGIVING RESPONSIBILITIES

Policy Option 1:

Equal employment opportunity for all employees regardless of race, color, national origin, religion, sex, pregnancy, age, disability, and any other characteristic protected by law is a fundamental principle at [Insert Name of the Company] (the Company). Included within the protected categories of sex and disability are employees and applicants with family caregiving responsibilities. Accordingly, the Company prohibits discrimination against applicants and employees based on such responsibilities. This means that personnel decisions relating to hiring, terms and conditions of employment (including leave), promotion, and termination will not be affected by an employee's status as a parent or family caregiver. Additionally, the Company will not tolerate harassment of or retaliation against employees based on their family responsibilities. This policy applies to mothers and fathers of young, ill or disabled children; pregnant women; and employees with aging, ill or disabled parents, spouses or partners.

Nothing in this policy affects the obligations of employees to perform their job duties in accordance with the performance objectives for their positions and the policies and procedures of this company. All employees, regardless, of their family obligations, are expected to comply with the policies and procedures, including attendance and leave policies, as set forth in the employee handbook.

Policy Option 2:

A growing segment of the workforce consists of employees with family caregiving responsibilities. In order for [Insert Name of the Company] (the Company) to remain competitive, we must be able to attract and retain talented and productive employees, including those employees who care for young children or ill and disabled family members. Such employees are more likely to join and stay with the Company and be highly productive if they are able to continue to meet their family obligations. The Company's flexible work policies (see section ____ of the MANAGERS' POLICY MANUAL) are a critical component of our efforts to attract and retain these working caregivers.

Flexibility, however, is not enough. We must create a workplace that is welcoming of employees with caregiving responsibilities. Accordingly, the Company prohibits discrimination against applicants and employees based on their caregiving responsibilities. This means that personnel decisions relating to hiring, terms and conditions of employment, promotion and termination will not be affected by an employee's status as a parent or family caregiver. Additionally, the Company will not tolerate harassment of or retaliation against employees based on their family responsibilities. This policy applies to mothers and fathers of young, ill or disabled children; pregnant women; and employees with aging, ill or disabled parents, spouses or partners.

WorkLife Law • UC Hastings College of the Law • www.worklifelaw.org • (415) 565-4640



Appendix G: Caregiver Policies for the Workplace



Nothing in this policy affects the obligations of employees to perform their job duties in accordance with the performance objectives for their positions and the policies and procedures of this company. All employees, regardless of their family obligations, are expected to comply with the policies and procedures, including attendance and leave policies, as set forth in the employee handbook.

Additional Information that can be Included in Managers' Policy Manual:

Basic Steps for Preventing Discrimination against Caregivers and Retaining Talented Employees

- The first step in preventing discrimination of all types is being mindful of the assumptions that people may have about genders and caregiving.
- Before taking an adverse employment action, ask yourself: Is this decision based on the employee's actual performance? Is there a legitimate job related reason for this decision? If the answer to either question is no, consult HR before taking action.
- When denying an employee's request for leave or a flexible work arrangement for caregiving reasons, consider how you treated other employees with similar requests. Be consistent in your decision making or have a legitimate business reason for taking a different course of action.
- When in doubt, consult HR.

Avoiding Common Biases: Stereotyping of Caregivers

Common biases against caregivers include assumptions that:

- caregivers, including pregnant women, are unreliable;
- mothers are less committed to their jobs;
- mothers should be home with their children;
- mothers are not willing to travel or work long hours;
- mothers are not as competent as non-mothers or fathers;
- men should focus on work and let their wives handle the responsibilities of the family; and
- caregivers that work part-time or flexible schedules are less committed to their jobs.

Often, managers' personnel decisions are influenced by these assumptions, even if they are not aware of it. The influence can be evident through comments made by managers, the timing of decisions, and patterns of decision-making (including how caregiver employees and employees without caregiving responsibilities are treated).

WorkLife Law • UC Hastings College of the Law • www.worklifelaw.org • (415) 565-4640



Appendix G: Caregiver Policies for the Workplace



Avoiding Discriminatory Actions: Some Common Examples of Prohibited Employment Decisions

Common workplace interactions can lead to discrimination against employees and applicants with caregiving responsibilities. In each of the following examples, the employment decision was based on the manager's biases or assumptions about how caregivers will or should act in the workplace.

- Denying a mother of young children training opportunities for which she is qualified, while offering these opportunities to men with young children as well as men and women without children.
- Refusing to hire a mother, who is qualified for the position, because you think she should be home with her children or that she will not be able to handle the demands of the job because of her childcare responsibilities.
- Denying family leave to fathers while granting mothers' requests.
- Providing accommodations or light duty for temporary medical conditions other than pregnancy.
- Scrutinizing the performance of an employee who works a flexible schedule so that he/she can balance his/her work and caregiving responsibilities, while similarly situated employees of the opposite gender are held to a lower standard.
- Refusing to promote an employee who is a mother because you assume she isn't willing to relocate, or you think she should have a less demanding job so that she can spend more time with her children.

WorkLife Law • UC Hastings College of the Law • www.worklifelaw.org • (415) 565-4840



Appendix G: Caregiver Policies for the Workplace

WorkLife Law
www.worklifelaw.org

PREVENTING DISCRIMINATION AGAINST EMPLOYEES WITH FAMILY RESPONSIBILITIES

A Model Policy For Employers

Introduction

Family responsibilities discrimination, which is discrimination against employees based on their responsibilities to care for family members such as children or aging parents, is a growing area of liability for employers. Employees and applicants are successfully suing because they have been rejected for employment, passed over for promotion, subjected to hostile work environments, and terminated based solely on employers' negative assumptions about the value and performance of employees who have care obligations outside of work. For example:

A woman won a \$3 million verdict against her employer after proving that she was passed over for promotions because she was a mother. She had been warned that she would have to choose between the career track and the mommy track, and she was asked, "Do you want to have babies or do you want a career here?"

A man won an \$11.65 million verdict against his employer after his supervisors retaliated against him for taking leave to care for his aging and ill parents.

A woman won a \$656,526 verdict because she had been subjected to a hostile work environment by a supervisor because she was a new mother. The supervisor made negative comments about the worker and her child, treated the worker less favorably than other workers, and even threw a phone book at her.

A male state trooper won \$665,000 in damages after he was told "God made women to have babies" and "his wife would have to be dead or in a coma" before he would be allowed time off for care giving responsibilities.

A woman who worked in sales was fired after she became a mother because her supervisor believed she would not be able to cover her sales territory now that she had a baby – despite the fact that she was consistently one of the company's top performers. The supervisor told her, "Look at this as your opportunity to stay home with your new baby."

Stereotyping is a key feature in most family responsibilities cases. Employers in these cases have made outdated and incorrect assumptions about how a parent or other caregiver will act or should act and then made personnel decisions based on those stereotypes (e.g., a man should not care for his infant, or a woman who is a mother won't be able to concentrate on her job). Even in cases where employees have had superior records, supervisors have wrongly assumed that employees will have productivity or attendance problems because of their family responsibilities. Supervisors have also downgraded or harassed employees who have become parents or taken family related leave, sometimes in an effort to make them quit.

Employees have successfully used at least five federal statutes in lawsuits against employers in this growing area of discrimination law: Title VII of the Civil Rights Act of 1964, Pregnancy Discrimination Act, Family Medical Leave Act, Americans with Disabilities Act, and the Equal Pay Act. Although no one federal statute expressly forbids family responsibilities

Appendix G: Caregiver Policies for the Workplace

WorkLife Law
www.worklifelaw.org

discrimination, some state and local laws do expressly include discrimination based on "parental status" or "family responsibilities" among other prohibited forms of discrimination. In addition, employees have sued and won on claims of wrongful discharge, breach of contract, infliction of emotional distress, and tortious interference with business relations.

Employers can reduce their likelihood of being sued for family responsibilities discrimination by taking a look at their personnel policies and practices to ensure that this type of discrimination does not occur. Supervisors should be trained to spot and prevent family responsibilities discrimination, and employers should be proactive when problems or complaints of family responsibilities discrimination occur.

Employers who want to stay on top of this developing area of liability can adopt and implement a policy that prohibits discrimination based on family responsibilities. Two approaches toward an effective policy are presented here:

Approach No. 1: Add to an existing anti-discrimination policy

Employers who have existing anti-discrimination policies can amend the policies to add family responsibilities discrimination to the other types of unlawful discrimination prohibited by those policies. Anti-discrimination policies, such as harassment, anti-retaliation, reporting and investigation, and training may also have to be amended. Employers who are in states or localities that prohibit family responsibilities discrimination* should use the language directly from the applicable statute or ordinance in amending their policies.

Example:

(existing policy) It is the Company's policy not to discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin or ancestry, marital status, veteran's status, or disability in accordance with applicable federal, state, and local law. If an employee believes that he or she has been involved in any incident that was discriminatory, he or she should report the incident immediately to management.

(revised policy) It is the Company's policy not to discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin or ancestry, marital status **or family responsibilities**, veteran's status, or disability in accordance with applicable federal, state, and local law. If an employee believes that he or she has been involved in any incident that was discriminatory, he or she should report the incident immediately to management.

Employers who add family responsibilities discrimination to existing policies should be sure to notify employees of the amendment as they would any change to existing policies. When employers hold anti-discrimination and anti-harassment training sessions for workers and supervisors, family responsibilities discrimination should be included in the training.

* A partial listing of these states and localities is included at the end of these materials.

Appendix G: Caregiver Policies for the Workplace

WorkLife Law
www.worklifelaw.org

Approach No. 2: Create as a stand-alone policy

Employers may wish to have a stand-alone policy prohibiting discrimination based on family responsibilities. A stand-alone policy emphasizes a company's commitment to eliminating discrimination and also provides an opportunity to explain family responsibilities discrimination to employees and supervisors. Two examples follow:

Example A:

The Company does not discriminate against employees and applicants for employment based on their family responsibilities. This means that personnel decisions relating to hiring, terms and conditions of employment, advancement, and termination will not be affected by parental or other family care giving obligations. Anyone who believes he or she has been the subject of a discriminatory action because of his or her family responsibilities should immediately report the matter to Human Resources. The matter will be investigated and corrective action will be taken if appropriate. There will be no retaliation for reporting discrimination or cooperating with an investigation of a report of discrimination.

Example B:

An essential business objective of the Company is to recruit and retain talented, experienced, and productive employees. Employees who are able to meet their family responsibilities obligations are more productive and satisfied with their work, and as a result they are less likely to leave the company. Accordingly, the Company prohibits discrimination against employees and applicants for employment based on their family responsibilities.

An employee has "family responsibilities" when he or she is obligated to take care of a family member. "Family member" includes an employee's spouse or partner, children under the age of majority, children who have reached the age of majority who have physical or mental conditions that impair their ability to care for themselves, siblings, parents, and grandparents.

The Company will not consider family responsibilities in making any personnel decision. This means that personnel decisions relating to hiring, terms and conditions of employment, advancement, and termination will not be affected by parental or other family responsibilities. This also means that the Company will not tolerate harassment or retaliation of any type against employees based on their family responsibilities.

Nothing in this policy changes the obligations of employees to perform their job duties in accordance with the performance objectives of their positions. All employees, regardless of their family responsibilities, are expected to comply with the Company's attendance policy and other related procedures.

Appendix G: Caregiver Policies for the Workplace

Questions and Answers about EEOC's Enforcement Guidance on Unl...

http://www.eeoc.gov/policy/docs/qanda_caregiving.html

The U.S. Equal Employment Opportunity Commission

Questions and Answers about EEOC's Enforcement Guidance on *Unlawful Disparate Treatment of Workers with Caregiving Responsibilities*

The U.S. Equal Employment Opportunity Commission (EEOC) has issued a new [Enforcement Guidance](#) on Unlawful Disparate Treatment of Workers with Caregiving Responsibilities. This document illustrates circumstances under which discrimination against a working parent or other caregiver constitutes unlawful disparate treatment under the federal EEO statutes.

Q: Why is the EEOC issuing this document?

A: Changing workplace demographics, including women's increased participation in the labor force, have created the potential for greater discrimination against working parents and others with caregiving responsibilities. The new guidance is intended to assist employers, employees, and Commission staff in determining whether discrimination against persons with caregiving responsibilities constitutes unlawful disparate treatment under federal EEO law.

Q: Are caregivers a protected group under the federal EEO statutes?

A: No. The federal EEO statutes do not prohibit discrimination based solely on parental or other caregiver status. Under the federal EEO laws, discrimination must be based on a protected characteristic such as sex or race. However, some state or local laws may provide broader protections for caregivers. A particular caregiver also may have certain rights under other federal laws, including the Family and Medical Leave Act.

Q: When does discrimination against a worker with caregiving responsibilities constitute unlawful disparate treatment?

A: Unlawful disparate treatment arises where a worker with caregiving responsibilities is subjected to discrimination based on a protected characteristic under federal EEO law. Generally, this means that, under Title VII of the Civil Rights Act of 1964, unlawful disparate treatment arises where a caregiver is subjected to discrimination based on sex and/or race.

Unlawful disparate treatment of a caregiver also can arise under the Americans with Disabilities Act of 1990 where an employer discriminates against a worker based on his or her association with an individual with a disability.

Q: What are some common circumstances under which discrimination against a worker with caregiving responsibilities might constitute unlawful disparate treatment under federal EEO law?

Notice Concerning The Americans With Disabilities Act Amendments Act Of 2008

The Americans with Disabilities Act (ADA) Amendments Act of 2008 was signed into law on September 25, 2008 and becomes effective January 1, 2009. Because this law makes several significant changes, including changes to the definition of the term "disability," the EEOC will be evaluating the impact of these changes on this document and other publications. See the [list of specific changes to the ADA](#) made by the ADA Amendments Act.



Appendix G: Caregiver Policies for the Workplace

Questions and Answers about EEOC's Enforcement Guidance on Unl...

http://www.eeoc.gov/policy/docs/qanda_caregiving.htm

A: The new enforcement guidance illustrates various circumstances under which discrimination against a caregiver might violate federal EEO law. Examples include:

- Treating male caregivers more favorably than female caregivers: Denying women with young children an employment opportunity that is available to men with young children.
- Sex-based stereotyping of working women:
 - Reassigning a woman to less desirable projects based on the assumption that, as a new mother, she will be less committed to her job.
 - Reducing a female employee's workload after she assumes full-time care of her niece and nephew based on the assumption that, as a female caregiver, she will not want to work overtime.
- Subjective decisionmaking: Lowering subjective evaluations of a female employee's work performance after she becomes the primary caregiver of her grandchildren, despite the absence of an actual decline in work performance.
- Assumptions about pregnant workers: Limiting a pregnant worker's job duties based on pregnancy-related stereotypes.
- Discrimination against working fathers: Denying a male caregiver leave to care for an infant under circumstances where such leave would be granted to a female caregiver.
- Discrimination against women of color: Reassigning a Latina worker to a lower-paying position after she becomes pregnant.
- Stereotyping based on association with an individual with a disability: Refusing to hire a worker who is a single parent of a child with a disability based on the assumption that caregiving responsibilities will make the worker unreliable.
- Hostile work environment affecting caregivers:
 - Subjecting a female worker to severe or pervasive harassment because she is a mother with young children.
 - Subjecting a female worker to severe or pervasive harassment because she is pregnant or has taken maternity leave.
 - Subjecting a worker to severe or pervasive harassment because his wife has a disability.

This page was last modified on May 23, 2007.



[Return to Home Page](#)

Appendix H: Local HIV Testing Sites

Local HIV Testing Sites

Site	Address	Phone	Type
Adult Services, Disc Village, Inc.	3333 W. Pensacola St., Suite 120	850-561-0717	A, R
Anderson Chapel A.M.E.	1307 Harlem St.	850-224-2003	C
Big Bend Cares	2201 S. Monroe St.	850-656-2437	C, R
Fountain of Hope Counseling Center, Inc.	2295 Pasco St.	850-284-7932	C
Healing Hands Outreach Center	3925 Crawfordville Rd.	850-345-2756	C
Leon County Health Department; Leon County Public Health Unit/STD	1515 Old Bainbridge Road (Gadsden Outreach)	850-606-8090	C, A, R
Leon County Health Department	872 W. Orange Ave.	850-606-8025	C, A
Living Stones International	604 Eugenia St.	850-765-0320	C
MAACA/Orange Ave. United Tenant Association	1720 S. Gadsden St., #223	850-942-6222	C
Neighborhood Health Services, Inc.	438 W. Brevard St.	859-224-2469	C
Planned Parenthood of North Florida	2121 W. Pensacola St., Suite B-2	850-574-7455	A, R
Shisa, Inc.	418 W. Virginia St.	850-222-4859	C
Wellness Center Rx	1820 Riggins Rd.	850-222-1963	C, R

Note: A=anonymous (site does not collect any patient identifiers); C=confidential (site collects patient identifiers); R=rapid test is available