

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



## 2017-2018 ANNUAL REPORT

*A citizens' advisory board to the City of Tallahassee and Leon County Commissions, formed by joint resolution in 2013, unique in the State of Florida for service to two municipal governments with a focus on policy supporting the well-being of both women and girls.*

*Presented by the 21 volunteer commissioners, with thanks to the staff of the Oasis Center for Women & Girls, the City of Tallahassee, Leon County and its residents.*



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

## 2017/18 Commissioners

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Andrea Jones, V. Chair

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Immediate Past-Chair

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Darby Kerrigan-Scott, Esq.

Amber Tynan

Marcia Warfel

Dear City of Tallahassee Commissioners and Leon County Board of County Commissioners,

Within this annual report, the 2017-2018 CSWG is pleased to share the research and work conducted over the past year related to various issues affecting women and girls, with the goal of understanding local impacts within our community.

In particular, the international conversation related to sexual assault and violence against women has revealed the urgent need for strong advocates on behalf of women and girls in our community. In 2015, the CSWG published the *Report on Sexual Violence Response in Tallahassee-Leon County*, which included key recommendations for improving local data collection and tracking, and strengthening law enforcement's capacity to respond to sexual assault.

In response to this international conversation and as a follow-up to the recommendations and findings of the 2015 report, the CSWG Commissioners held the #MeToo Community Conversation, where the community was invited to a roundtable discussion to share experiences and learn more about resources available to support women and girls in Tallahassee-Leon County. Findings from this community conversation are detailed in this report.

The work of the CSWG this past year, and every year, continues to build on the mission first identified in the enabling resolution by Leon County and the City of Tallahassee that formed the CSWG, which 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."

On behalf of the 2017-2018 Commission on the Status of Women and Girls, we thank you for the opportunity to serve Leon County and the City of Tallahassee as part of our collective desire to effect real change for women and girls in our community.

*Staffed by*

The Oasis Center  
for Women & Girls

(850) 222-2747

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Trey Foerster, Staff Liaison

Sincerely,

Megan Doherty, Chair

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

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2017/18 CSWG Chair Megan Doherty (left) is honored for her service to women and girls in Tallahassee-Leon County, pictured here with incoming chair Gina Giacomo who presented the gifts on behalf of the CSWG.

# Executive Summary

## Introduction

The 2017/18 Commission on the Status of Women and Girls, led by Chair Megan Doherty and Vice Chair Andrea Jones, embarked on a new iteration of the advisory board. Building off work from last year, the commission put new policies and structure in place to improve its stability and usefulness by focusing committee attention on key policy areas that impact women and girls in Tallahassee-Leon County. The new structure allows the CSWG to make better use of the voluminous research done by previous commissions to produce actionable recommendations, respond to emerging issues, and proactively contribute to dynamic, inclusive policies by lawmakers.

The committees—Health and Development, STEM and Economic Security, Violence and Safety—have carried out the mission of the commission through community outreach, partnership and resource development, as well as data collection and analysis. The work of this year’s commission addressed timely issues on both the local and national stage, including sexual violence and economic opportunity for women. Additionally, the Organization and Bylaws is developing a strategic plan to guide future efforts of the CSWG, designed to establish continuity and improve impact.

The annual report details work of the committees in the critical policy areas as well as work by the commission as a whole toward the longevity and value of the advisory board in addressing pressing needs of the community through support of its elected officials. The CSWG seeks to celebrate the best practices that exist in our local government, education, and business sectors; facilitate collaboration among key partners; and draw attention to potential solutions for the extant issues in Tallahassee-Leon County that are exhibiting success in other communities. By doing so, the CSWG expects enhance the efforts of local officials that improve quality of life for the women and girls who live here.

## Strategic Plan Update

Extending from the Strategic Review begun in 2016/17, the commission has begun the development of a multi-year strategic plan to guide the work of the CSWG, improving continuity between commission

years, enabling the measurement of impact, and supporting responsiveness and usefulness to the City and County Commissions.

The original strategic review team included CSWG leadership, a City of Tallahassee commissioner and a Leon County commissioner, and a representative of the Oasis Center for Women & Girls. Taking the steps outlined by the review team, the CSWG has assessed staffing needs, formalized communication processes, and restructured the commission to focus attention more effectively on multiple policy areas. The incoming CSWG leadership has been a part of the process in 2017/18 and will continue the work to finalize the strategic plan.

## Committee Structure Update

New for the 2017/18 commission year is a reorganization of the standing committee structure to reflect the critical policy areas identified through the work of previous commissions. The change was made to better organize and focus the work of the commission on these key areas. The three issue-oriented standing committees are: Health and Development, STEM and Economic Security, and Violence and Safety. A fourth standing committee, Organization and Bylaws, is formed of the committee chairs and headed by the vice chair of the commission. Each committee meets a minimum of monthly, with the full commission meeting on a monthly basis as well.



CSWG Vice Chair Andrea Jones speaking at the opening retreat held in October 2017 at the FSU Center for Leadership and Social Change.

## Committee Activities

CSWG committees set action plans at the start of the commission year to address the assigned policy areas, and pursued these goals through various activities.

### Health and Development

The Health and Development committee initiated work on a health report card specific to women and girls to create a baseline for future assessment of progress and need. The committee found that, in many instances, data reporting that is generalized to the whole of Leon County serves to hide critical issues in some of our communities. The committee also noted that the County's award-winning GIS department might be a valuable resource in creating useful mapping tools to allow for more in-depth examination of stress factors, which is needed to reveal actionable solutions for these smaller areas. These include rates of sexually-transmitted infections, maternal and infant health, nutrition, and mental health indicators. The mental health of women in Tallahassee-Leon County is in decline. The committee will focus further efforts on this topic next year.

### STEM and Economic Security

The STEM and Economic Security committee produced a collection tool to populate a database of women speakers. The online speaker's bureau will raise awareness of the broad expertise that exists

among women locally and provide a way to access them as a resource. The tool is live on the CSWG website. The committee also hosted a public hearing on women's economic security to gather data from the public in advance of the 2019 summit they are planning to highlight critical partnerships and opportunities for advancing women's economic security in Tallahassee-Leon County. More than half of the women surveyed by the committee are not in a financial position to prepare for retirement, and the cost of housing and childcare are significant factors in monthly expenses that exceed suggested levels.

### Violence and Safety

The Violence and Safety committee convened a public conversation on sexual violence in concert with the international #MeToo movement. "#MeToo: A Community Conversation with the CSWG" brought together community members and service providers to discuss needs and services related to sexual violence prevention and response. Speakers representing services for veterans, students, and survivors of domestic violence attended. In conjunction with the community conversation, the committee created a survey that collected data on experiences of sexual violence in the past year. Over 100 surveys were collected, and will continue. So far, the data shows experiences of sexual violence across the socio-economic spectrum with multiple instances of victimization and most frequently in parks or public spaces.

## CSWG Recommendations

- ◆ Disaggregate and map data layers as a standard practice to identify stress factors in neighborhoods. More localized data will help to show specific areas of need and potential for collaborative solutions.
- ◆ Increase public awareness of and youth education for sexually-transmitted infections, including how transmission occurs, with risk and prevention factors. This represents an urgent need.
- ◆ Extend financial education to girls starting in middle school to establish healthy financial habits early, and for women age 35-50 regarding retirement savings and investment options.
- ◆ Examine potential strategies for employers to assist the workforce with childcare and educational opportunities to improve women's economic security.
- ◆ Initiate collaboration between the CSWG and the group conducting the CSC needs assessment.
- ◆ Establish partnerships to collect representative sample data on sexual violence to determine actionable prevention options.
- ◆ Train municipal employees (utilities, parks) to recognize and report signs of human trafficking.

## Mission, Members, and Leadership

The Tallahassee/Leon County Commission on the Status of Women and Girls (CSWG) serves as an advisory board to elected officials of the City of Tallahassee and Leon County. The CSWG collaborates with the community, raises awareness, and makes public policy recommendations regarding issues that impact women and girls in our local community. The driving force behind the CSWG's mission is to serve as the leading advocate for improving the lives of women and girls in the Tallahassee/Leon County community.



Megan Doherty, Chair



Andrea Jones, Vice Chair

Beginning in 2011, local elected leaders recognized a need in our community and called together 21 women of various backgrounds, expertise, and experiences, asking them to help improve our community for 52.5% of our residents – the women and girls who call Tallahassee-Leon County home. Since that time, the research and community engagement undertaken by the CSWG has led to a greater understanding of issues facing women and girls in our community, and created within the CSWG a strong foundation of subject-area expertise regarding these local challenges.

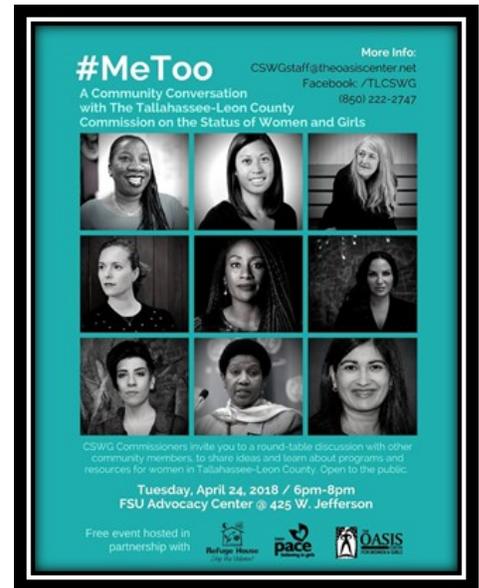
In partnership with the Board of County Commissioners and the City Commission, the CSWG completed a two-year strategic review in fall 2017 – many thanks to Commissioners Kristin Dozier and Curtis Richardson for their guidance and input during this process. The Strategic Review (included herein with progress updates) provides the foundation and direction for the CSWG to better support the Board of County Commissioners and City Commission as issues affecting women and girls are considered. The direction received through the Strategic Review has guided the work of the CSWG over the past year as the CSWG strives to accomplish the goals and initiatives collectively identified by the Board of County Commissioners, City Commission, and CSWG.

In 2017-18, the 21 women who served on the commission represented fields of law, K-12 and higher education, social work, emergency management, urban planning, marketing, and executive management across human service agencies and nonprofit organizations, state and local government, and private enterprise. They have collectively volunteered approximately **1,500 hours** toward achieving commission goals. Their valuable service make the work of the CSWG possible.

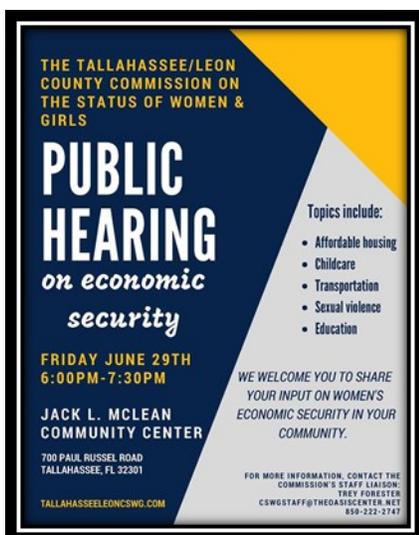
The commissioners extend special thanks to LaShawn Gordon of PACE Center for Girls, Robin Hassler Thompson of Survive and Thrive Advocacy Center, Meg Baldwin of Refuge House, Dr. Paul Knoll of the Tallahassee Recovery Center, and the many service providers, experts, and community stakeholders who informed the commission's work this year.

# 2017-2018 CSWG Public Outreach

April 2018: During April, Domestic Violence Awareness Month, CSWG hosted a **#MeToo Community Conversation** to discuss sexual violence against women and girls in our community. The CSWG also created a **#MeToo survey** to gather local data on sexual violence, with nearly 100 respondents surveyed to date.



May 2018: The CSWG supported and spoke at the launch event for a **free financial workshop** for women arranged by the Tallahassee Leon Federal Credit Union and the Oasis Center for Women & Girls. Commissioners presented and collected data related to the financial well-being of women.



June 2018: The CSWG hosted a **public hearing on economic security** to better understand the economic barriers facing local women and girls. Community members offered testimony related to health care access, childcare costs, and job availability.

# Strategic Review: 2017/18 Update

In 2016, the CSWG determined there was a need to engage in strategic planning to define ways the commission could better support the City and County governments in meeting the needs of women and girls in the Tallahassee/Leon County community, and ultimately convened a CSWG Strategic Planning Working Group, which consisted of the following members:

- Leon County Commissioner Kristin Dozier;
- City of Tallahassee Commissioner Curtis Richardson;
- 2015/16 CSWG Chair Sha’Ron James;
- 2016/17 CSWG Chair Paula DeBoles-Johnson; and
- Haley Cutler, then-executive director of The Oasis Center for Women & Girls.

The Working Group met four times between July 2016 and May 2017, and meetings were facilitated by business consultant Dr. Elaine Bryant. Through member discussions and a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis of both the CSWG and the status of women and girls in Tallahassee-Leon County, the Working Group developed a strategic review to support the development of a strategic plan for the CSWG. The strategic review was finalized in fall 2017.

Throughout the 2017/18 commission year, the CSWG worked to accomplish the goals and initiatives established by the strategic review. Significant progress has been made on all goals and initiatives. Using the components set forth in the strategic review, the development of a multi-year strategic plan is underway. Progress on the elements of the strategic review is detailed in the following pages.

| <b>Initiative 1:</b> Improve the CSWG’s ability to respond to ongoing and immediate issues, emerging and existing City and County policy, and broader issues affecting women and girls.                                |                   |                |   |
|--|-------------------|----------------|---|
|  | Responsible Party | Date           | <b>Current Status:</b> Sept. 2018   |
| <b>Goal 1:</b> Develop a plan to create a collaborative effort to respond to established issues identified by City and County Commissioners and identify emerging policy issues to include actionable recommendations. | CSWG              | Sept. 30, 2017 | <b>Complete:</b> CSWG approved new policies (Policy #018 “Policy Procedures” and Policy #019 “Policy Topics”) at the August 2017 meeting to define strategies for identifying and responding to emerging policy issues. |
| <b>Goal 2:</b> Conduct a comprehensive review of and make recommendations regarding all existing recommendations presented by the CSWG.  | CSWG              | Sept. 30, 2017 | <b>Complete:</b> CSWG Policy Committee completed review and provided recommendations September 2017.  |
| <b>Goal 3:</b> Assess partnership opportunities with other governmental and nongovernmental entities.  | CSWG/LCC/COT      | Dec. 31, 2017  | <b>Ongoing:</b> Partnership opportunities are assessed and pursued as committees evaluate and develop recommendations.  |

## Strategic Review: 2017/18 Update

|   |                        |                   |  |
|---|------------------------|-------------------|--|
| <b>Initiative 2:</b> Create a Commission structure that ensures the accomplishment of goals, and cultivate an environment in which CSWG Commissioners are valued for their contributions and strengths. |                        |                   |  |
|   | Responsible Party      | Date              | <b>Current Status:</b> Sept. 2018  |
| <b>Goal 1:</b> Review and make recommendations regarding the CSWG board appointment process and structure.  | CSWG/<br>LCC/COT/Oasis | April 30,<br>2018 | <b>In progress:</b> CSWG appointment process is being evaluated as a component of the strategic plan.  |
| <b>Goal 2:</b> Review and make recommendations regarding the standing committee structure, CSWG bylaws, policies, and procedures  | CSWG                   | Dec 31,<br>2017   | <b>Complete:</b> Review completed August 2017; recommendations for aligning committee structure with policy areas implemented beginning with the 2017-2018 CSWG Commission year. |
| <b>Goal 3:</b> Develop a strategic communications plan that is aligned with the CSWG mission  | CSWG                   | Dec. 31,<br>2017  | <b>In progress:</b> A strategic communications plan is being developed in conjunction with the strategic plan.   |
| <b>Goal 4:</b> Review and make recommendations to Oasis, City, and County regarding staffing needs  | CSWG                   | April 30,<br>2018 | <b>In progress:</b> Survey data is being analyzed as a component of the strategic plan.  |

|   |                    |                 |   |
|---|--------------------|-----------------|---|
| <b>Initiative 3:</b> Create and adopt a multi-year Strategic Plan which incorporates the initiatives and goals established during the 2016-17 strategic review. |                    |                 |   |
|   | Responsible Party  | Date            | <b>Current Status:</b> Sept. 2018   |
| <b>Goal 1:</b> Strategic Plan will be developed based on this Strategic Review  | CSWG/LCC/COT/Oasis | Dec 31,<br>2018 | <b>In progress:</b> An update on the development of a strategic plan, based on approved Strategic Review, will be presented as part of the CSWG Annual Report to the City and County Commissions in October 2018. |

## Health and Development Committee

The Health and Development Committee of the CSWG is dedicated to increasing the awareness of health related needs of women and girls in Tallahassee and Leon County. The committee's goals include: A) supporting the integration of health services and other social supports through the implementation of wrap-around approaches in local schools and B) increasing awareness of the impact of social and emotional health and wellbeing on outcomes of women and girls.



**Dr. Michelle Mitcham,**  
Committee Chair



**Dr. Cicely Brantley**



**Jane Johnson**



**Ericka McKibbin**



**Amber Tynan**

### Analysis of Existing Health Data: The Understory

There is a wealth of data available that can be used to assess the overall health and well-being of women and girls in Tallahassee and Leon County. Across many indicators, the data would suggest that the health status of women and girls in Tallahassee and Leon County is in fact quite good, and in many areas, better on average than in other parts of the state. However, when those same data points and outcome measures are disaggregated and examined by race, zip code or smaller geographic tracts, a different story unfolds.

It is a story of wide variations in well-being measures such as poverty, food insecurity, quality of public education and access to health care. Research conducted by the U.S. Centers for Disease Control and Prevention on the determinants of social and economic inequities has shown that there are multiple factors driving the stubborn disparities that define the social, emotional, educational, and health opportunities in many communities. Some of those factors include high quality pre-K – 12<sup>th</sup> grade education and evaluation of curriculum, access to appropriate, affordable and timely primary and specialty health care, availability of healthy and affordable nutrition options, access to gainful employment, safe neighborhoods and community and family supports.

We may appear better off than many parts of the state, but in many places we are still lagging behind. This data has implications for improvement. We are only as strong as our most vulnerable areas and individuals in our community. The CSWG Health and Development committee recommends disaggregating the available data to examine hyper-local environments and better determine behavioral influences, barriers, and strengths.

## Questions to be answered include:

- What are the barriers to access? Equity is the issue. Access is the problem. How can we improve the system and remove some of the barriers those facing this inequity encounter?
- What are some strategies or ideas to reconcile the differences? Should we coordinate care by for-profit and non-profit providers? Can a community school model provide solutions?

## Direct Implications for Women and Girls in Tallahassee/Leon County

The analysis of this information is important because in looking at data sets that exist, there are pockets in our community with high rates of free or reduced lunch (Title I schools), specific to the areas in the urban core of Leon County, including the Southside, or zip code areas 32301, 32304, and 32305, with significantly less access to educational resources and health resources which impedes women and girls' ability to be successful. Mental, physical, educational, and nutritional health are critical for proper physical, mental, psychological and emotional development.

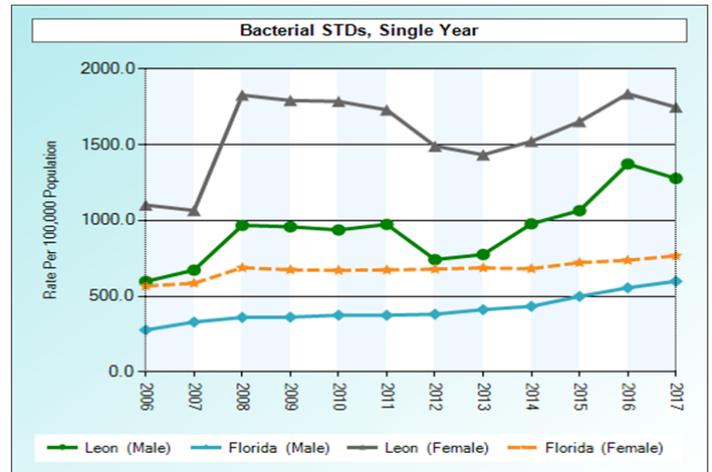
While the ability to disaggregate data and compare data points by zip code, or even more localized subsets, would be ideal, the county-level data provides important context and insight on how women and girls are faring compared with other counties in Florida, revealing opportunities for local improvement. The data included in this year's annual report is an introduction to areas of concern for the commission that will be further analyzed over the course of the next year, with the goal of developing a more targeted and specific action plan for our community.

In advance of an action plan, we present the following health and well-being measures to serve as benchmarks against which we can measure future progress. This health and well-being "report card" is designed to shine a light on particular issues of concern that merit more in-depth analysis than the aggregated data allows.

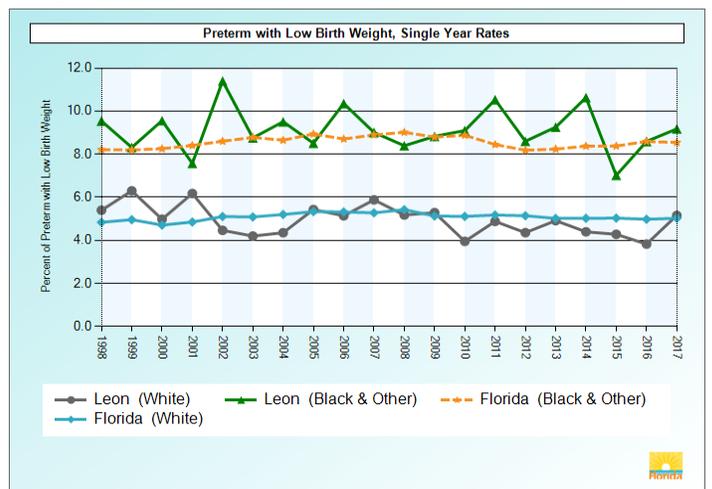
### Physical Health

The rate of women in Leon County with Bacterial STDs (Graph 1.1) is more than double the rate of the rest of the state. According to the Florida Department of Health website, "some young people, including those who have abstinence education, consider oral and anal sex to be abstinent behaviors and do not realize these behaviors present risks to STD transmission." There is an urgent need for improved public awareness and education about STDs for Leon County's youth.

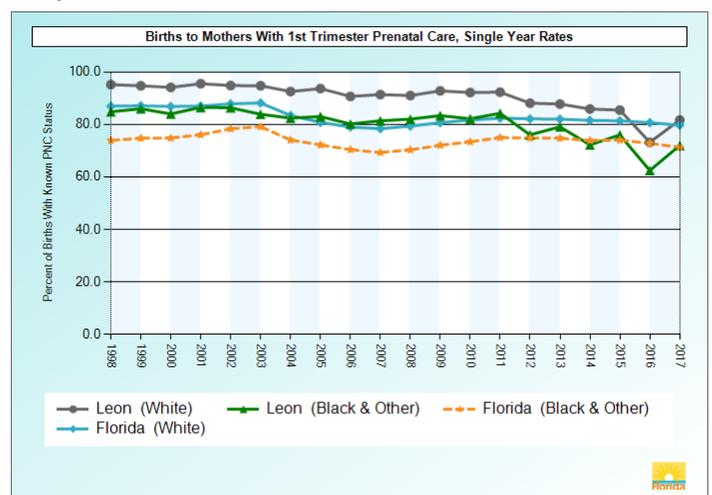
Graph 1.1



Graph 1.2



Graph 1.3



## Physical Health (cont.)

Babies of mothers who do not get prenatal care (Graph 1.2) are three times more likely to have a low birth weight and five times more likely to die than those born to mothers who do get care. In Leon County, the rate of preterm and low-weight births is significantly higher among non-white mothers than among white mothers, mirroring the statewide pattern for this indicator.

Non-white women are less likely to receive first trimester prenatal care than white women (Graph 1.3). The Leon County Health Department's Social Services Program provides Healthy Start services to assist mothers, children and families in obtaining their optimal health status, through care coordination that emphasizes a strong case management component.

More than 60 percent of births to non-white mothers in Leon County are covered by Medicaid, compared with just over 20 percent of births to white mothers (Graph 1.4), indicating that many non-white mothers were uninsured or low-income or both when they became pregnant.

## Mental Health

The rate of women in Leon County reporting poor mental health has been on a startling upward trajectory since 2013, exceeding the statewide average in 2016 (Graph 2.1). The rising trend for suicide in women in Leon County (Graph 2.2) confirms the imperative. Exacerbating and mitigating factors need to be investigated.

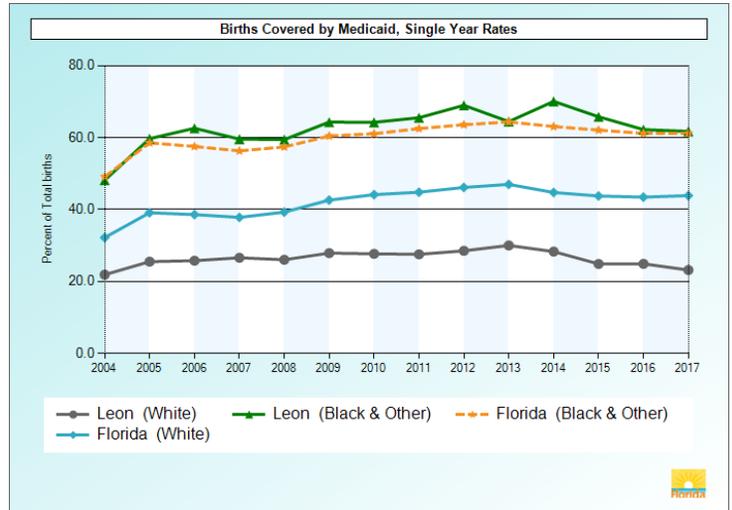
The rate of non-fatal hospitalizations for eating disorders is increasing at an alarming rate, compared with the rest of the state (Graph 2.3). This is an indicator of serious mental health issues in the county and merits further study and analysis.

## Education

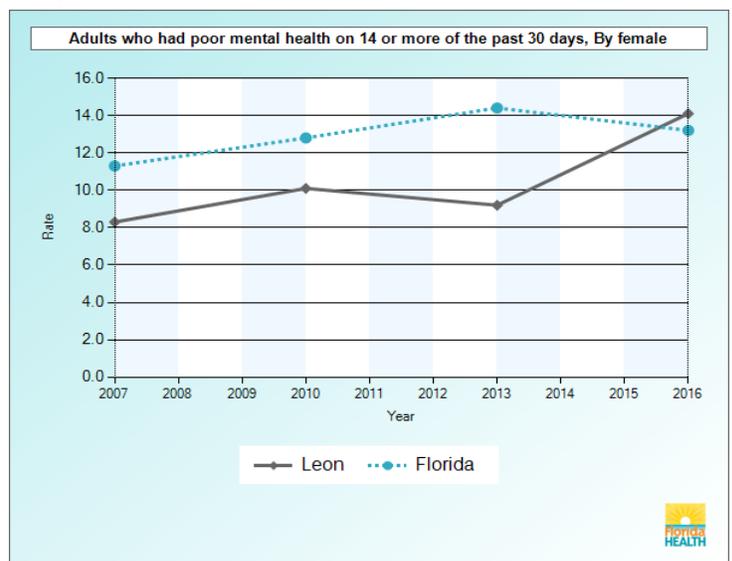
The 2017 report by the LeRoy Collins Institute found that Leon County schools have become highly segregated. Title I schools in the district have, on average, 84% minority students, with up to 96.4% students identifying as non-white. Many of these schools have 100% of their students coming from economically disadvantaged households.

In order to examine this disparity the committee intends to analyze the variety of indicators using Graphic Information Systems (GIS) software to

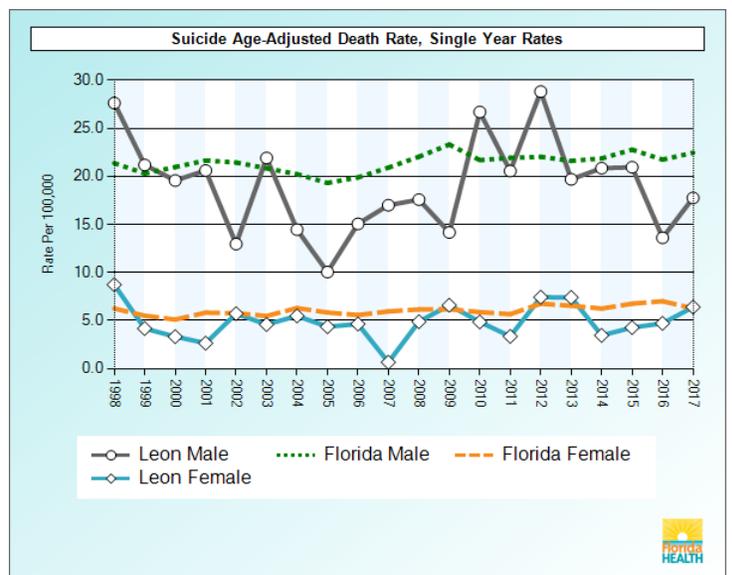
Graph 1.4



Graph 2.1



Graph 2.2



## Education (cont.)

attempt to better understand the most critical influencers in these patterns. Leon County has an award-winning MIS/GIS department. The committee recommends exploring the potential of focusing the County's mapping resource on the data gap detailed in this report to create a layered map that allows further examination by the CSWG of the factors impacting educational outcomes as they relate to the mental and physical health of women and girls. This project could and should happen in concert with the needs assessments underway for both CHSP and the Children's Services Council.

## Food Insecurity

Food insecurity is defined by the USDA as the disruption of food intake or eating patterns because of lack of money and/or mobility. As is the case with many other indicators highlighted in this report, food insecurity in Leon County is significantly more pronounced across certain zip codes.

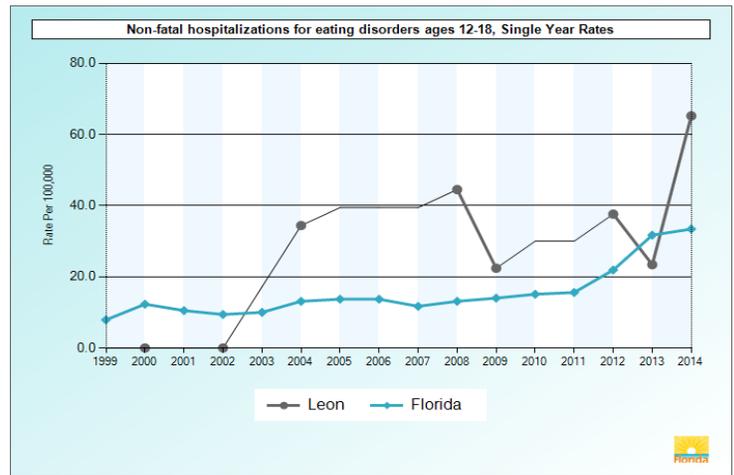
Districts one, two, and three of Leon County represent the lowest income communities in the county. They also represent the communities receiving the largest financial amount of SNAP (Supplemental Nutrition Assistance Program) aid in the district (Graph 3.1). The volume represents more than five times that of the more affluent districts in the region. This data is mirrored by the volume of WIC (Women, Infants, and Children) nutritional assistance (Graph 3.2). The ability to disaggregate the data will provide opportunities to examine the factors that contribute to poor nutritional outcomes in these areas.

## Community Support and Funding

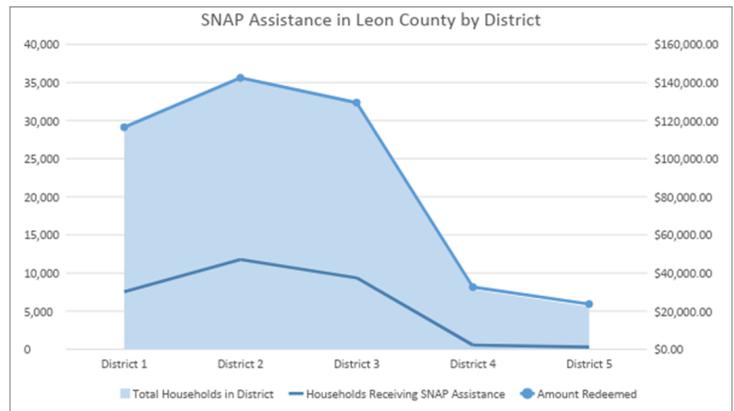
The Community Human Services Partnership (CHSP), during the 2017/18 commission year, represented a joint funding process among City of Tallahassee, Leon County, and United Way resources totaling \$3,437,695 with an additional \$391,054 contributed by the City of Tallahassee for human services in the Promise Zone. Basic Needs was the highest funded category at nearly \$1 million, with Children's Services next at \$710,291 (Graph 4.1).

United Way left the partnership for the 2018/19 funding cycle, while changing their funding priorities and processes. Agencies serving women and girls could be significantly affected. A community-wide needs assessment for CHSP is underway. The CSWG can be a resource for this process.

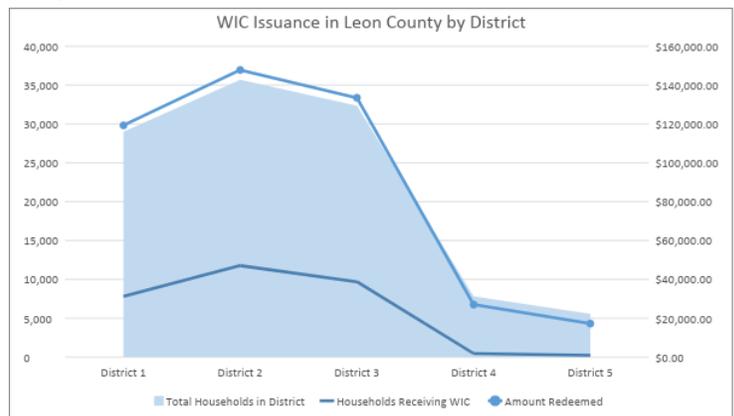
Graph 2.3



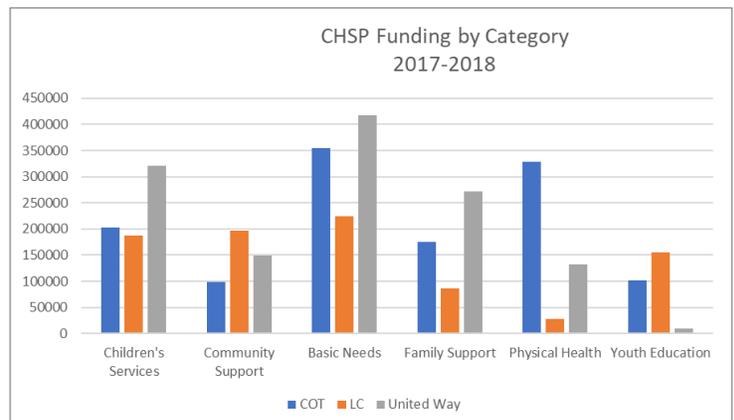
Graph 3.1



Graph 3.2



Graph 4.1



## In Support of a Children's Services Council

With significant changes to CHSP, many unknowns in historical funding targets, and troubling trends in local health data for women and girls, the CSWG voted to issue a statement in support a ballot referendum for a Children's Services Council when the topic came before the Board of Leon County Commissioners. The Board of County Commissioners voted to place the issue on the 2020 ballot and initiate a needs assessment in the interim. The CSWG recommends that the process leverage the valuable expertise housed on the commission, and stands ready to assist. The official statement by the CSWG in support of an affirmative vote for a ballot referendum follows.

The Tallahassee-Leon County Commission on the Status of Women and Girls (CSWG) has been working to increase the awareness of issues pertaining to women and girls since its inception in 2011.

In its advisory role, the CSWG proudly supports the inclusion of a local Children's Services Council onto the ballot for consideration by Leon County voters. This support is based on research and data analyses that resulted in the publication of four comprehensive reports highlighting issues that affect women and girls in our community, in addition to empirical evidence of the connection between the health and wellness of women and that of the children in their lives. With one of the major areas of focus for the Children's Services Council being Maternal and Childhood Health, the CSWG feels strongly that further review of the value of a Children's Services Council is warranted.

Studies also show that attention to the specific needs of the most vulnerable among us is crucial to the on-going progress and success of our families and communities. It is our children – a majority of which are girls – who are among those most vulnerable. The CSWG believes that long-term, community investment in our children is essential.

### **Health and Development Committee: Looking Ahead 2018/19**

During its 2017/18 term, the Health and Development Committee of the Tallahassee/Leon County Commission on the Status of Women and Girls examined numerous health, economic, educational and social indicators for women and girls in Leon County and concluded that the publicly available data presents a generalized snapshot of health and well-being, but does not provide a complete picture that can explain the disparities of income, employment opportunity, education and emotional support that are, in fact, quite pronounced in our community.

Several agency interviews were conducted with agencies such as PACE Center for Girls, and the Survive and Thrive Advocacy Center. Summaries of the interviews capture qualitative data to illuminate some of the services provided in the areas of social, mental and emotional supports to women and girls. Read the summaries at: [www.tallahassee-leoncswg.com](http://www.tallahassee-leoncswg.com).

The committee intends to focus their attention in the 2018-2019 commission year on a more in-depth analysis of the data to better understand the causes of disparities in opportunity across different neighborhoods and communities to inform future recommendations by the Tallahassee-Leon Commission on the Status of Women and Girls.

## STEM and Economic Security Committee

The STEM and Economic Security Committee is focusing on policy and issues related to these areas. Recommendations identified in previous annual reports include public hearings to determine barriers to opportunity and service gaps, as well as a biannual summit to invite and elevate collaborations in support of women's economic security. The committee held a public hearing in 2018 to gather information on economic empowerment issues for a 2019 community-wide summit.



**Dr. Elizabeth Jakubowski,**  
Committee Chair



**Gina Giacomo**



**Jacqueline Porter**



**Kelly Otte**



**Paula DeBoles-Johnson,**  
Immediate Past Chair



**Michelle Personette**



**Marcia Warfel**

### Major Actions of the Committee

Guided by the Strategic Review, the STEM and Economic Security Committee responded to Goal 2 of Initiative 1, which charged the committee with reviewing the recommendations found in Policy #19: Policy Topics for the areas of “Financial and Economic Security” and “Science, Technology, Engineering, and Mathematics (STEM).” The full list items under the committee’s purview and related progress is included in the Policy Tables section of this report. It is recognized that for a majority of the objectives, the committee is not responsible for doing the activity but rather our role is to work towards identifying appropriate information and/or recommendations to be made to the Tallahassee City Commission and/or Board of Leon County Commissioners for actions.

The committee identified three priorities for focus during the 2017-18 commission year. These were a) develop a database to create a speaker’s bureau; b) conduct public hearings, and c) establish a planning committee to work on a 2019 event. As the year progressed, a fourth priority emerged. A survey developed during the 2014-15 commission year (Economic Security Survey) was revised and used to collect data at the hearings and other events. Survey results are included later in the committee section.

## Speaker's Bureau Database

In order to improve the ability of the CSWG to respond to issues affecting women and girls, as well as opportunity for economic advancement for women, the STEM and Economic Security Committee initiated the development of an online resource for accessing expert speakers in a variety of topics. The searchable database is designed to assist organizations, student groups, classrooms, and community members in securing speakers for events or trainings. Individuals who have expertise in the areas of STEM, Empowerment, Multi-cultural Barriers, Whole Self, Crises and Challenges, and Female Focused Organizations will be invited to submit information to the database. The data collection form is ready for use, and available by visiting the CSWG website, [www.tallahassee-leoncswg.com](http://www.tallahassee-leoncswg.com).

## Public Hearing on Economic Security

In order to update the commission's understanding of the existing economic and educational status of women and girls from recommendations made in prior years, the committee hosted a public hearing in summer 2018 at the Jack McLean Community Center. Community members were invited to speak on housing, childcare, transportation, sexual violence, and education. Participants shared their perspectives and identified areas they felt were of importance in addressing economic security for women and girls.

Areas of concern consistently mentioned by speakers included the need for affordable and accessible healthcare, childcare, housing and employment opportunities. The specific needs in each of these areas varies across the life span and situational experiences of women and girls in our community. An additional area mentioned by numerous speakers was the need to have a comprehensive approach for financial education that would begin with girls as young as middle school through post-high school to ensure women are equipped with the knowledge to make informed life decisions, especially those impacting financial security and independence. The STEM and Economic Security Committee recommends the CSWG address these in the 2018-19 commission year.

The information obtained from the speakers is being summarized and will be used by the planning committee for the Community Summit on Women's Economic Security (see 2019 Economic Security Summit on pg 18). Comments provided at the hearing continue to highlight key findings identified in earlier CSWG reports from 2012 and 2013. These represent ongoing areas of concern.

Financial security for women who are moving from a status of dependency on another adult to independency involves many resources and agency networks. Financial control and isolation by an abusive partner can contribute to women staying in harmful or dangerous relationships in order to maintain shelter and food for their children. Financial solutions should consider the myriad factors in achieving self-sufficiency for women.

## FINDINGS

Lack of financial education in K-12. Managing finances is neglected subject for women and girls. Education related to financial security should be a priority.

Seniors are facing uncertain financial future with insufficient retirement funds, longer lifespans, and rising health care costs. They face age discrimination when attempting to re-enter the workforce.

Cost of housing is out of reach for many. New construction is adapted for student needs or high-income residents, but is inaccessible by single-parent families.

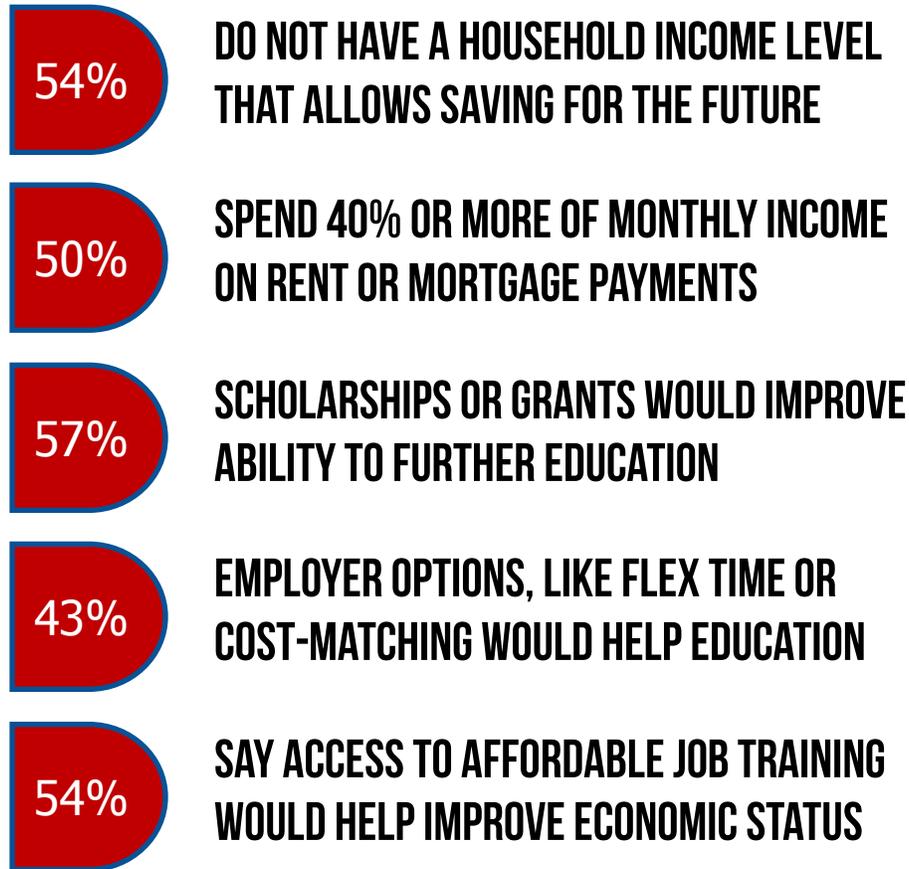
High-paying jobs may be vocational in nature. Encouraging these educational and job training opportunities among women and girls, though the field may not have traditionally reflected women workers, could improve economic status.

Access to adequate insurance and affordable healthcare is, or lack of, impacts the community's ability to represent a consistent and productive workforce.

Affordable childcare is out of reach for many parents. An examination of contributing factors is warranted. Public events should include childcare options.

## Economic Security Survey & Financial Education Events

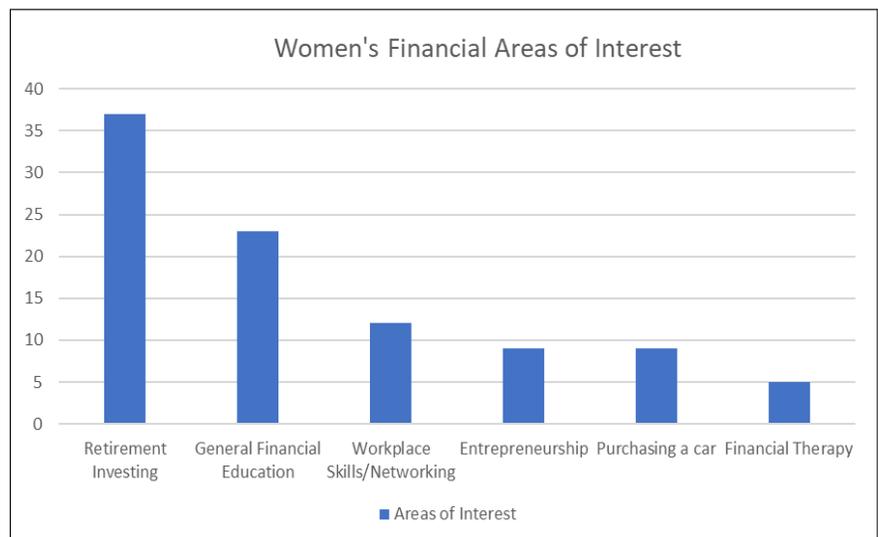
The committee revised an instrument first introduced during the 2014/15 commission year. The revised survey collected data on income, educational access, employment, housing costs, and retirement plans. The survey was distributed at various events throughout the year, and 28 completed surveys were collected. The data from those surveys is included below. The committee will continue collecting data to inform the 2019 summit.



The CSWG partnered with Tallahassee-Leon Federal Credit Union and Oasis Center for Women & Girls to offer a free monthly financial workshop for women called, *Women...Money Strong*. At the opening session of the workshop, participants were asked which topics they were most interesting in learning about.

Retirement and how to pay for it was overwhelmingly the most pressing area of interest. Women at the workshop were concerned with having enough resources when reaching retirement age. General financial education, and confidence in making financial decisions, was also raised as an area of concern indicating the value of free financial workshops.

**Graph 5.1**



Source: Women surveyed at *Women...Money Strong* event (5/21/18)

## Women Want to Know

- Investing with confidence
- Saving for retirement
- Starting/running a business
- Getting out of debt
- Managing bankruptcy
- Avoiding financial fraud
- Buying a home or car
- Negotiating Salary

## 2019 Economic Security Summit

Topics of interest identified using the survey instrument will inform the planning process for the 2019 Women's Economic Security Summit. Hosting a biannual summit on women's economic security is a recommendation from prior commission years now included in guiding policies of the CSWG. The event is supported by a \$10,000 grant from Bank of America.

The goal for the 2017/18 commission year regarding this activity has been to convene a steering committee to initiate the planning process for a large-scale event focused on issues impacting the economic status and opportunity of women in Tallahassee-Leon County. The steering committee represents a diverse group of financial industry professionals, private enterprise, government, social services, advocacy groups, higher education, chambers of commerce, health care providers, and other stakeholders.

### Economic Security Summit Vision Board

- ◇ Bank of America
- ◇ Big Bend Minority Chamber of Commerce
- ◇ Capital Area Community Action Agency
- ◇ Capital City Bank Group
- ◇ Care Point Health & Wellness
- ◇ Career Source Capital Region
- ◇ City of Tallahassee
- ◇ Elder Care Services
- ◇ FAMU Small Business Development Center
- ◇ Florida Chamber Foundation
- ◇ Florida Commission on the Status of Women
- ◇ Farmers and Merchants Bank
- ◇ FSU Jim Moran School of Entrepreneurship
- ◇ Greater Tallahassee Chamber of Commerce
- ◇ Legal Services of North Florida
- ◇ Leon County Government
- ◇ Leon County Schools
- ◇ Oasis Center for Women & Girls
- ◇ Office of Economic Vitality
- ◇ Survive and Thrive Advocacy Center (STAC)
- ◇ Tallahassee Community College
- ◇ Tallahassee Housing Authority
- ◇ United Partners for Human Services
- ◇ University Center Club

## STEM & Economic Security Committee: Looking Ahead 2018/19

The summit steering committee, or vision board, will meet once per quarter leading up to the 2019 event. As the event focus is central to all CSWG committee areas, all commissioners are invited to participate and lead a subcommittee in their area of interest. Detailed planning will take place in this fashion, with subcommittees chaired by CSWG commissioners and staffed by community volunteers. The event will provide a mechanism to address additional objectives in the committee's purview, including items related to supporting financial security, issue awareness, and promotion of best practices. In addition to the summit, the committee will examine the opportunities for financial education for middle and high school girls offered both in school and non-school settings, promoting existing programs and identifying actionable gaps.

# Violence and Safety Committee

The mission of the Violence and Safety Committee is to educate, inform, and influence policymakers on issues of violence and safety impacting women and girls in our community. This year, the committee worked to empower local women and girls to speak out on issues they are facing, with a particular focus on sexual violence. We partnered with local human service agencies and local government in these efforts.



**Patricia McCray,  
Chair**



**Wendi Cannon**



**Dr. Rebekah Dorn**



**Cecka Rose Green**



**Antoneia Roe, Esq.**



**Darby Kerrigan  
Scott, Esq.**

## #MeToo: National Attention and Local Relevance

Due to the significant attention being given to the #MeToo national movement, the members of the Violence and Safety committee, as well as the full commission, agreed that there was a need to locally acknowledge the impact of this movement and engage in dialogue about how this issue could manifest itself in Tallahassee-Leon County.

The committee hosted “#MeToo, A Community Conversation” on April 24, 2018. The event was attended by survivors of sexual violence and community members passionate about the issue, as well as service providers who address and respond to sexual violence. Guest speakers helped to establish a definition of sexual violence and provided information about existing resources. Participants shared their experiences, building common ground and enhancing knowledge through small group discussion.

Discussion prompts and stationed table facilitators were provided to facilitate small group discussion. The first of what the committee intends to be many com-

munity conversations on the subjects of sexual violence, relationship violence, and sexually-motivated workplace discrimination, the event successfully raised the level of awareness among participants, exposed the need for education campaigns, and began to illuminate the volume of the problem and associated gaps in service, prevention, and response.

The committee created a survey to collect data on the prevalence of sexual violence and perceptions of viable response. The survey was administered at the #MeToo community conversation. It was also made available electronically through the CSWG website and Facebook page, and it was offered in hard copy at the Oasis Center for Women & Girls.

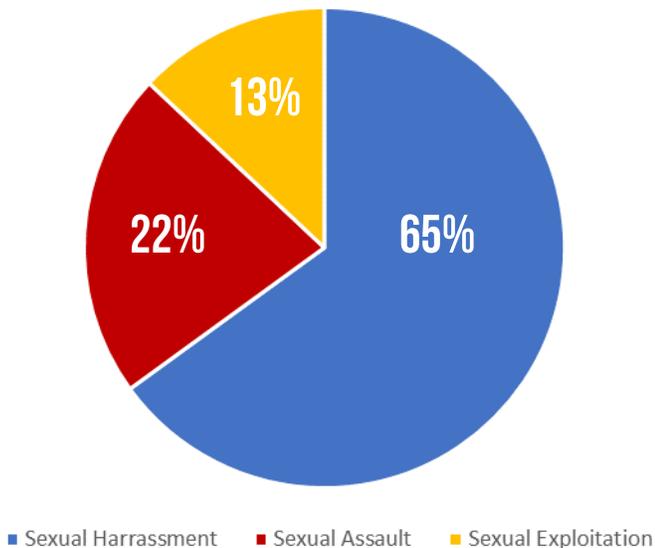
More than 90 surveys have been submitted to date, with the collection period remaining open. The instrument asked only about incidents of sexual violence in the past year. Half of respondents confirmed they had been victimized within the year, and 44% said they had experienced sexual violence two or more times.

## #MeToo Survey: Local Data

The #MeToo conversation began with definitions of terms in an effort to de-normalize sexual violence and raise awareness of the concept of consent. The survey classified all types of unwanted sexual behavior, from leering and catcalling to assault, as sexual violence and asked respondents about the type experienced, location, frequency, reporting, and response. The survey also asked demographic information, with the results indicating this small sample was diverse in terms of race, economic status, educational attainment, and age.

Graph 6.1

Types of Sexual Violence Experienced



Terms Defined

**\*\*All of the following are sexual violence\*\***

**Assault:** Molestation or rape

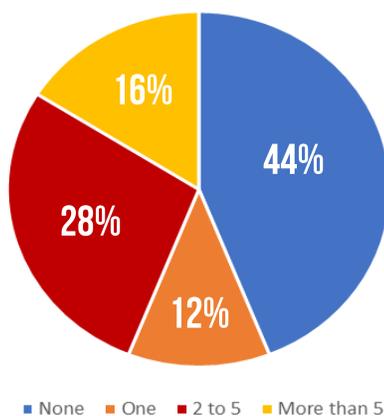
**Exploitation:** Propositioned for sex in exchange for favors (money, food, transportation, access)

**Harassment:** Unwanted sexual advances; can be verbal (cat-calling, lewd comments), visual (leering, flashing), psychological (stalking, implied or explicit threats), or involve the sharing of personal information and/or images without consent

Respondents were able to select more than one type of experience. As 50% said they had not experienced any of the choices, it can be inferred that 50% had experienced one or more instances of sexual violence in the past year. Anecdotally, some respondents expressed that they would have answered affirmatively had the survey not limited experiences of sexual violence to the past year. Of the experiences indicated (64), two-thirds were sexual harassment and nearly one-quarter were sexual assault (Graph 6.1). Respondents noted experiencing multiple instances (Graph 6.2). Parks and public spaces were identified most often as the location of the experience of sexual violence, though home, work, and school were also mentioned (Graph 6.3).

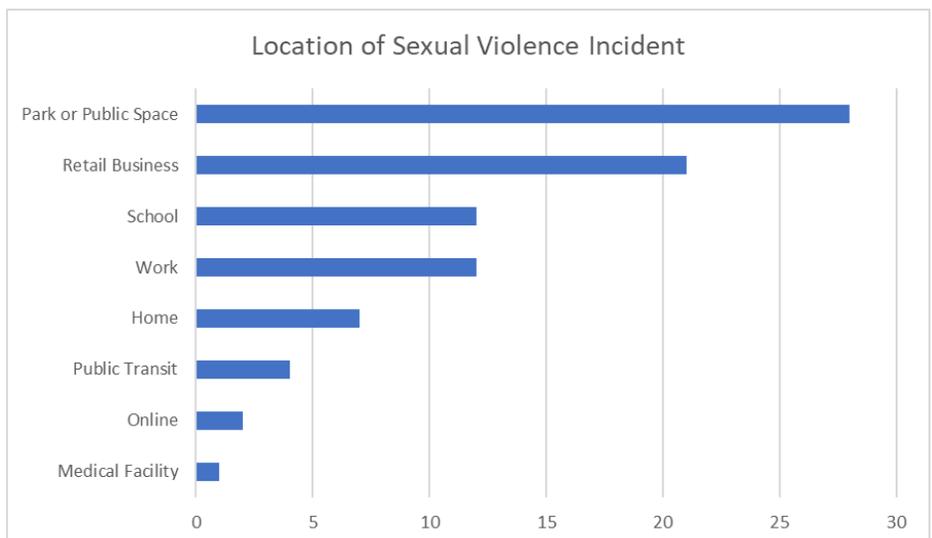
Graph 6.2

Number of Experiences of Sexual Violence in the Past Year



Graph 6.3

Location of Sexual Violence Incident



### Reporting and Response

Most respondents who experienced sexual violence did not report the incident (36%), and most often because they didn't consider the incident(s) to be serious enough (31%). Of those who did report, only 2% indicated a positive outcome, whereas 21% indicated a negative outcome such as being blamed, lack of response from authorities, and/or trivialization of the experience.

Those who did not report incidents they faced in the past year expressed fear of retaliation from employers, police, and family (21.5%). Some were afraid of being blamed (10%) and afraid to tell the police (5%). Others indicated lack of knowledge of support resources (4%) and enough discomfort from the reporting process to avoid it (10%).

While the sample size is currently too small to draw conclusions on which to base recommendations for Tallahassee-Leon County, the respondent data does indicate that incidents of sexual violence occur with regularity in locations that the City and County governments have the authority to address.

The stark contrast between the number of positive and negative reporting outcomes indicates another area of concern. The committee does recommend the CSWG form partnerships to facilitate further data collection and analysis on which to base actionable recommendations for protection of women and girls in Tallahassee-Leon County.

### Survey Demographics

Respondents were surprisingly diverse in terms of age, income, and education level. While 29% are under 18, nearly one-third are 18-34, and 28% are 35-54 years old (Graph 7.1). The sample is highly educated and employed, with more than half (58%) indicating they have bachelor's or advanced degrees (Graph 7.2) and nearly half (47%) are employed full time (Graph 7.3).

While one-quarter of respondents reported an annual household income of less than \$50,000, half show more than \$50,000 in annual income. Nearly 20% show more than \$100,000 in annual household income. The broad range of survey demographics indicates that sexual violence occurs across the socio-economic spectrum, a factor that mirrors national

research. Most local respondents (94%) were female.

Reported race of respondents was also diverse, with four races other than White (47%) and Black (45%) represented. Some identified as multiracial (5%) and Hispanic ethnicity (2%) as well. While most did not report their home zip code, those that did answer were well distributed across East, West, South, and North parts of Tallahassee-Leon County.

### Incidents in the past year: What did you do?

|                               |     |
|-------------------------------|-----|
| NOTHING                       | 36% |
| CONFRONTED PERPETRATOR        | 18% |
| ASKED FAMILY/FRIENDS FOR HELP | 12% |
| SOUGHT COUNSELING             | 4%  |
| REPORTED TO SUPERVISOR        | 2%  |
| ASKED BYSTANDERS FOR HELP     | 1%  |
| STILL DECIDING WHAT TO DO     | 1%  |
| DOES NOT APPLY/NO INCIDENT    | 46% |

### Reported incidents: What was the outcome?

|                              |     |
|------------------------------|-----|
| DID NOT REPORT IT            | 32% |
| NOTHING WAS DONE             | 11% |
| I WAS BLAMED                 | 5%  |
| IT WAS TRIVIALIZED           | 4%  |
| CHANGED CONTACT INFO/ROUTINE | 2%  |
| INCIDENT WAS RECORDED        | 1%  |
| PERPETRATOR WAS CAUGHT       | 1%  |
| DOES NOT APPLY/NO ANSWER     | 57% |

## Analysis of Existing/External Data

### Domestic Violence

According to the National Coalition Against Domestic Violence (NCADV), one in three women in the U.S. are victimized by domestic violence every year, and women age 18-34 are most commonly abused by an intimate partner. As a city with multiple institutions of higher education and thus more women in that vulnerable age group, elevating community conversation and public awareness of domestic violence is paramount. The NCADV also reports that intimate partner violence accounts for 15% of all violent crime. With the violent crime rate a concern in Tallahassee-Leon County, addressing public knowledge of this issue—including stalking, an experience of 1 in 7 women and on the rise in Florida—such a campaign could have far reaching affects, impacting other goals of municipal entities.

### Incarceration of Women & Girls

The United States incarceration rate is the highest in the world (International Centre for Prison Studies). Although men outnumber women in U.S. prisons, the number of women incarcerated has been rising steadily for 30 years. The rate of increase now exceeds that of men by 50%. When analyzed beside violence data and economic victimization, the statistic may indicate rising pressure among women with few options or resources. Re-entry services that address the specific needs of women, including counseling, housing, and employment, are necessary to reverse this trend. Incarcerated women often have children, making the issue one of rippling impact.

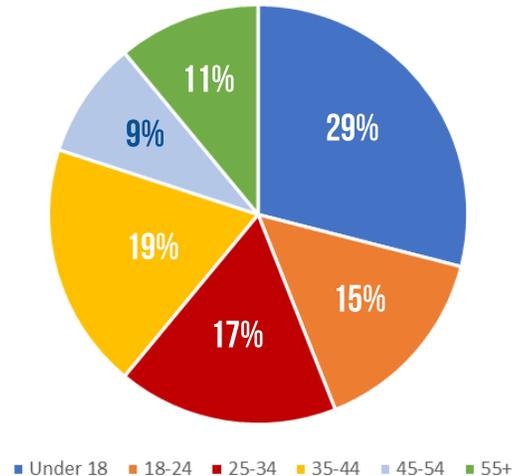
Additionally, 60% of women in prison have children under 18 (The Sentencing Project, 2017). An incarcerated parent constitutes an Adverse Childhood Experience (ACE), the name for toxic stress that negatively impacts brain development in children and significantly increases the risk of disease and death whether or not the children engage in risky behaviors.

### Human Trafficking

Florida has been ranked third in leading destinations for victims of human trafficking, which can involve labor or sex trafficking, according to the Florida Department of Health (2018). Women and children, especially those with few economic resources, are highly vulnerable to this type of crime. The Survive and Thrive Advocacy Center (STAC) is headed by former CSWG Chair, Robin Hassler Thompson. The STAC website reports that more than 300 people in the Big Bend region are suspected victims of human trafficking. The Florida Department of Juvenile Justice reported 16 cases of child trafficking from October 2014 to February 2017, all were female. Specific training for municipal employees who have a publicly-facing job to recognize trafficking signs is recommended.

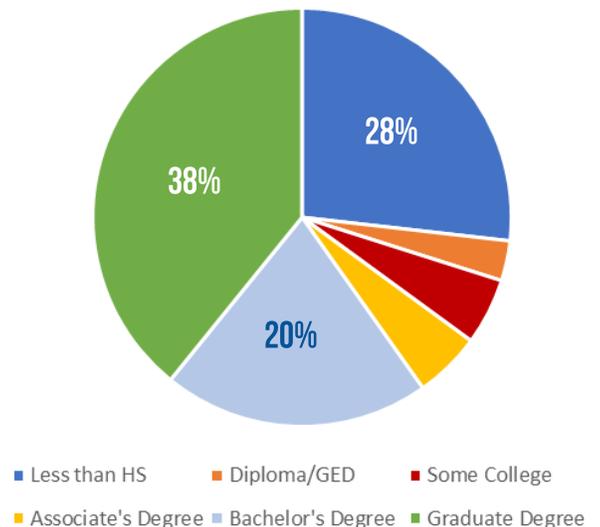
Graph 7.1

Age of Respondents



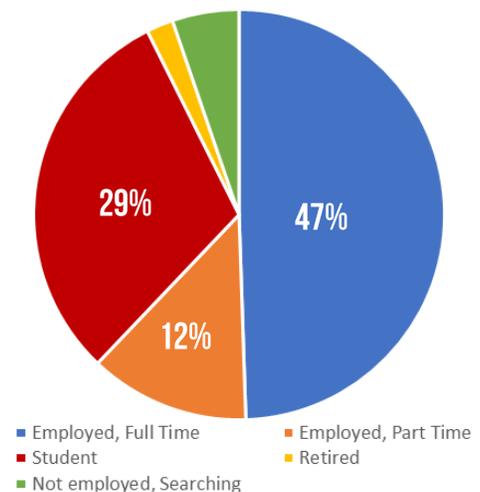
Graph 7.2

Highest Level of School Completed



Graph 7.3

Employment Status



## Violence & Safety Committee: Looking Ahead 2018/19

The Violence and Safety Committee has determined that a number of organizations and programs work to build awareness of violence against women in the Tallahassee-Leon County area and address appropriate community response. Some of these are the Green Dot Initiative and other Refuge House services, and the Sexual Violence Response Task Force, formed at least in part as response to data in previous reports and recommendations made by the CSWG. The programs address awareness, prevention, and data collection. The CSWG acknowledges the volume of the issue and the likelihood that these groups cannot reach all who need services or initiate collaborative efforts that could improve coverage. The CSWG may be able to help fill this gap in coordinating capacity and will focus the coming year's efforts on partnership and coordination to amplify impact of the existing programs.

Because of the national movement empowering women to speak out against sexual violence, the Violence and Safety Committee believes the local climate potentially more receptive to an array of community-focused initiatives to raise awareness and thwart or reduce instances of violence against women and girls. The national effort may also provide a roadmap for a successful local program of awareness and prevention. During the 2018/19 commission year, the Violence and Safety committee proposes to conduct a community awareness and advocacy campaign to inform women and girls about available resources, as well as encourage and facilitate a community-level response to save lives, support mental and physical health, and reduce crime in Tallahassee-Leon County.



Meg Baldwin, executive director of Refuge House, speaks to members of the STEM and Economic Security committee at a CSWG public hearing on women's economic security regarding the cost of domestic violence to the government and community, and the particular economic threats and stressors of women experiencing relationship violence. (CSWG, June 2018)

## CSWG Committees Shift Focus to Three Policy Areas

One of the major activities undertaken by the commission in 2017/18 is a shift in organization to focus committee activities on topics of community need as identified by previous commissions and address future policy recommendations through this structure. The guiding document is known to the commission as “Policy 19,” which arranges the topics of interest and associated activities into “policy areas.” Each of the three committees is assigned policy areas relevant to their focus. The committees reported on the status of these policy areas in the following tables.

### Health and Development Committee

| Objective  | Current Status: Sept. 2018  |
|--|---|
| 2) Physical and Mental Health  | Planning public forum, focus groups, town hall meetings to increase understanding and raise awareness.  |
| <i>a) Awareness</i>  | Reach out to local churches, schools, community agencies and stakeholders to provide a platform to raise awareness in the form of programs, guest speakers and public forums  |
| i) Hold public hearings to promote men's role in family planning and pre-conception.   |   |
| ii) Develop an effective STD education program focused on prevention, increased testing and available resources awareness.                           | Data indicates that Leon County has one of the highest levels of STD's in the state. See letter (i.)  |
| iii) Make federal healthcare information readily accessible.   | A report card of local health issues was produced in the annual report.   |
| <i>b) Prevention</i>   |   |
| i) Conduct a multimedia campaign to promote STD and HIV awareness/prevention, increased testing, knowledge of available resources and sexual health. |   |
| <i>c) Data</i>   |   |
| i) Collect data on health as it is affected by income, gender, race/ethnicity and other key variables.   | Committee collected data from federal, state, and local sources on status of Leon County.   |
| ii) Evaluate K-12 curricula for instruction in the areas of health, sex, and physical education and/or opportunities.                                | The committee is working to determine some of the issues affecting K-12 students in the areas of health care, healthy and affordable nutrition, familial employment, safe neighborhoods, and community and family supports. |
| iii) Collect and analyze data to better evaluate the success of workplace wellness programs in helping improve women's health.                       | The committee is working to collect data on how women in Leon County compare to other Florida counties as well as within the disaggregated portions of Leon County.   |

## Health and Development Committee (cont.)

| Objective  | Current Status: Sept. 2018  |
|--|---|
| iv) Understand local employee demographics to inform policy development.   |   |
| d) Best Practices / Policy Recommendations   |   |
| i) Continue to support the Healthy Start Coalition.  |   |
| ii) Analyze wellness programs and support those that are successful in healthy practices in women and girls.                           | Committee interviewed programs and reviewed data to identify strengths and areas for improvement.   |
| iii) Collect, analyze and disseminate data on health care issues for women as the basis for policy recommendations.                    |   |
| iv) Continue and expand support for healthy eating and physical fitness programs.  |   |
| v) Explore the feasibility of a Children's Services Council.   | The committee determined the potential value of the Children's Services Counsel and spoke to the County in favor of the ballot initiative. See summary within narrative.  |
| 5) Social and Emotional Development  |   |
| a) Awareness   |   |
| i) Promote curriculum at all grade levels to include healthy living education, including tools for mental health and stress reduction. | Task: It is critical to evaluate the current mental health/school counselor to student ratio and service delivery models in all schools (K-20) to ascertain access, strengths and areas for improvement. Strategic plan will include initiatives. |
| ii) Maintain a community-interactive calendar of women- and girls-related events.  |   |
| iii) Promote Women's History Month every March on websites.  |   |
| b) Data  |   |
| i) Collect data to better understand issues facing transgender community in Tallahassee.   | Planning the collection of qualitative data in the form of interviews, surveys, public forum and small focus groups   |



Current and former CSWG commissioners honored at the TCC Women's History Month awards. The 2018 theme was *Nevertheless, She Persisted: Honoring Women Who Fight All Forms of Discrimination*.

Pictured from left: Gina Giacomo, Jeanne O'Kon, Marcia Warfel, Andrea Jones, Paula DeBoles-Johnson, Sha'Ron James

## STEM & Economic Security Committee

| Objective  | Current Status: Sept. 2018  |
|--|---|
| <b>A. Awareness</b>  |   |
| i. 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 an event to focus on women’s economic security issues, at least every two years. | 2019 event planning   |
| ii. Strengthen their (data guided) awareness of the economic challenges faced by women and girls in Leon County with a focus on achieving economic independence for those who are economically insecure.   | Defer to next commission year   |
| iii. Promote financial literacy and credit counseling.   | Conducted public hearing<br>Performed economic Security Survey  |
| iv. Educate young people on the benefits of a diverse work place.  | Include in 2019 event   |
| v. Educate girls on choices affecting their future economic success and security.  | Include in 2019 event   |
| vi. Raise awareness about challenges facing working parents, especially women.   | Conducted public hearing<br>Performed economic Security Survey  |
| vii. Develop non-stigmatizing message for local discussions about poverty and homelessness.  | Defer to next commission year   |
| <b>B. Prevention</b>   |   |
| i. Develop programs that increase financial literacy and provide financial assistance for survivors of domestic violence, sexual assault, stalking and trafficking.  | Change “develop” to “Identify”; expand to more than survivors<br>Conducted public hearing<br>Performed economic Security Survey |

## STEM & Economic Security Committee (cont.)

|  |  |
|--|--|
| <b>C. Data</b>   |  |
| Partner with FAMU, FSU, 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. | Conducted public hearing<br>Performed economic Security Survey |
| Identify economic challenges faced by women and girls in Leon County with a focus on achieving economic independence for those who are economically insecure.  | Conducted public hearing<br>Performed economic Security Survey |
| Gather data to support local reforms regarding women's economic security.  | Conducted public hearing<br>Performed economic Security Survey |
| <b>D. Best Practices/Policy Development</b>  |  |
| Share existing resources and link people working on developing workplace policies and practices related to family-friendly work places, domestic violence, sexual assault, and stalking.   | 2019 event   |
| Develop a repository of policies, practices and available technical assistance.  | Identify best practices<br>Showcase at 2019 event              |
| Offer financial literacy trainings for the community.  | Defer to next commission year                                  |
| Increase focus on employment opportunities for women.  | 2019 event   |
| Increase funding for services for individuals who are economically insecure – particularly women and children - including public transit and programs funded through CHSP.   | Conducted public hearing<br>Performed economic Security Survey |
| <b>Science, Technology, Engineering and Mathematics</b>  |  |
| <b>Objective</b>   | <b>Action Steps</b>  |
| <b>A. Awareness</b>  |  |
| 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.                     | Created speakers bureau database                               |
| Promote programs directed at STEM areas.   | Created speakers bureau database                               |
| <b>B. Data</b>   |  |
| Collect gender-specific data on STEM-related educational programs (by school), course completion rates, and college enrollment.  | Defer to next commission year                                  |
| <b>C. Best Practices / Policy Development</b>  |  |
| Create and implement programs focused on girls in technology.  | Defer to next commission year                                  |

## Violence and Safety Committee

| OBJECTIVE  | TASK  |
|--|---|
| <b>a) Awareness</b>  |   |
| i) Identify resources for educators and schools.   | #MeToo Community Conversation met with community members and service providers to highlight the issues and resources available.   |
| ii) Publicize statistics on domestic violence and impact on workplace.   | CSWG annual report.   |
| iii) Develop and collaborate on a community wide awareness campaign focused on reducing violence against women and girls that identifies the problem through inclusive numbers, experiences, and provides ways that all people can be part of the solution (ex. encouraging more businesses to adopt the DV workplace policy). | #MeToo Community Conversation met with community members and service providers to highlight the issues and resources available.<br><br>Continued efforts into the 2018-2019 CSWG commission year.<br><br>Community organizations already exist to combat these issues. In the coming year the committee will focus on improving coordination and awareness of these groups. |
| <b>b) Prevention</b>   |   |
| i) Identify effective prevention strategies.   | Results of the #MeToo event show the need for more community education on prevention and resources available.   |
| ii) Educate and provide training for employees and local employers regarding domestic violence prevention.   | Community organizations already exist to combat these issues. In the coming year the committee will focus on improving coordination and awareness of these groups.  |
| iii) Develop an appropriate community response to prevent bullying/cyber bullying and reduce its negative impacts on girls.  | Community organizations already exist to combat these issues. In the coming year the committee will focus on improving coordination and awareness of these groups.  |
| <b>c) Data</b>   |   |
| i) Identify and monitor the factors that contribute to violence towards and stalking of women and girls.   | Results of the #MeToo event show the need for more community education on prevention and resources available.   |
| ii) Identify and support successful methods for eliminating violence towards and stalking of women and girls.  | Future focus of the committee.  |
| iii) Collect gender specific information on bullying in schools.   | #MeToo survey conducted at one local school.  |
| iv) Develop an appropriate community response to prevent bullying/cyber bullying and reduce its negative impacts on girls.   | Community organizations already exist to combat these issues. In the coming year the committee will focus on improving coordination and awareness of these groups.  |

## Violence and Safety Committee (cont.)

| OBJECTIVE  | TASK                           |
|--|--------------------------------|
| <p><b>d) Best Practices / Policy Recommendations</b></p> <p><b>i)</b> Develop a repository of policies, practices, and available technical assistance for domestic violence and sexual violence.</p>   | Future focus of the committee. |
| <p><b>ii)</b> Collaborate to establish a best practice protocol for responding to victims (ex. Increasing the capacity of local law enforcement and other emergency response agencies to respond to the unique needs of SV victims and conduct thorough and consistent investigations.</p> | Future focus of the committee. |

## References

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Tallahassee-Leon County Commission on the Status of Women & Girls, City of Tallahassee, and Leon County representation at the 2018 Women's History Luncheon and Trailblazer Award Ceremony presented by the Oasis Center for Women & Girls. From left: CSWG Commissioner Marcia Warfel, CSWG Commissioner Paula DeBoles-Johnson, City Commissioner Nancy Miller, County Commissioner Kristin Dozier.

## **Publications of the CSWG**

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

A Call to Action: Improving the Status of Women and Girls in Tallahassee-Leon County (2013)

Report on Sexual Violence Response in Tallahassee-Leon County (2014)

Building Bridges to Economic Security for Women and Girls (2015)

#Year of the Girl Annual Report (2016)

Status of Girls in Tallahassee-Leon County (2017)

