



***Mecklenburg County
Board of County Commissioners***

***Women's
Advisory Board***

**2009 Annual Report to the Board
of County Commissioners**

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MISSION STATEMENT OF THE WOMEN'S ADVISORY BOARD

The mission of the Women's Advisory Board (WAB) is to identify periodically the status of women in Mecklenburg County; to recommend ways to work toward the betterment of the status of women in education, employment, family, community, health, law, finance and social services; to work collaboratively with other organizations, and to provide community leadership opportunities by initiating and promoting programs designed to serve the needs of women.

2009 ACCOMPLISHMENTS OF THE WOMEN'S ADVISORY BOARD

- Mecklenburg County Board of County Commissioners (BOCC) restructured the Women's Commission Advisory Board in Jan. 2009.
- After an ongoing loss of membership and a one year period of inactivity for the previous Women's Commission Advisory Board and a Board of County Commissioners restructuring plan for several advisory boards, the Women's Advisory Board was reborn in the spring of 2009. One of the first tasks the board completed was to redefine its mission and come to consensus with a new mission statement and vision aligned with the focus of the new board.
- The Commissioners had a large field of highly qualified applicants to consider and initially appointed six new members with six others continuing in their current term or being reappointed. During 2009, there has been some additional turnover in membership resulting in a committed, energized, and enthusiastic WAB.
- The BOCC increased overall membership from 12 to 15 members partly due to the large number of qualified citizens applying to serve on this board.
- The new WAB elected its officers who then scheduled a series of presentations and briefings by community experts on critical women's issues. Guest speakers such as the Director of Community Support Services, Director of Crisis Assistance Ministry, the Director of the Salvation Army Shelter, the Director of the Urban Ministry Center, and the President of the Adult Day Care Association provided much of the baseline information presented in this Annual Report.
- A subcommittee of the WAB agreed to update the Advocates Directory (Blueprint Directory of Women's organizations) and with the help of County staff, place this on the County's website and commit the WAB to keeping information current.
- The new WAB began working in earnest this summer to develop the 2009 Annual Report to the Board of County Commissioners, the first since 2005.

INTRODUCTION

The Women's Advisory Board is an appointed board under the Community Support Services Department. In keeping with the mission of the WAB, we bring this report on the impact on women in Mecklenburg County due to the economic downturn. The issues include: economic status; homelessness; domestic violence; elder care, childcare; health care and gender representation on board/commission. Each topic is briefly presented with recommendations for action by the Board of County Commissioners.

ECONOMIC STATUS OF WOMEN

Women made 77 cents on average for every dollar earned by men (based on Census figures of median wages of full-time, year-round workers). Over a working lifetime, this wage disparity costs the average American woman and her family \$700,000 to \$2 million in lost wages, impacting Social Security benefits, pensions and retirement.

The wage gap is generally worse for most women of color. Latinas earn approximately 59 cents and African American women earn approximately 72 cents for every dollar men earn.

The National Committee on Pay Equity (NCPE) tells us that this reduction in the wage gap is in part due to a fall in men's earnings rather than an increase in women's earnings. The wage gap results from differences in education, experience or time in the workforce. A significant portion cannot be explained by any of those factors. The General Accounting Office's report "Women's Earnings," which examined 18 years of data, found a 20 percent earnings gap between women and men that could not be explained, even when accounting for demographic and work-related factors such as occupation, industry, race, marital status and job tenure. This gap is attributable to discrimination; certain jobs pay less simply because they are held by women and people of color.

A vast majority of households depend on wages of a working mother. Many working families are often just one paycheck away from hardship.

Recommendations:

- Continue and increase the financial support for the Displaced Homemakers Program, New Beginnings.
- Assure pay equity and jobs for women in Mecklenburg County.
- Ensure that women have equal representation on appointed committees that impact the economic growth of Mecklenburg County.

STATUS OF HOMELESS WOMEN

The population of homeless people in Mecklenburg County exceeds 6,000, a conservative estimate. The fastest growing population of homeless people in the United States is composed of single women with two or three children. According to Peter Safir, Mecklenburg County Community Support Services staff, the HUD count does not include children, therefore without counting children, in the Winter of 2008, there were approximately 2,277 homeless men and 1,108 homeless women. In contrast, the HUD count for the Summer of 2009 shows 2,265 homeless men and 1,166 homeless women. The ratio of men to women is approximately 2 to 1.

The primary reaction to homeless women is, for most of mainstream society, a combination of guilt and confusion: guilt that an economically privileged society even in a downturn would allow our grandmothers, mothers, sisters, and daughters to live in abject poverty without the minimum basic human requirement of shelter. Compounded by confusion with an inability to grasp and fully understand how and why this phenomenon could occur in our country.

On any given night in Charlotte, some 5,000 people are on the streets or in emergency shelters. Many of these are women and children. The reasons women give for being homeless are family break-up, job loss, unemployment and underemployment, eviction and domestic violence. (The Women's Summit Action Book, 2008). Other reasons cited are foster care, childhood sexual abuse, lack of affordable housing, no health insurance and high health care costs, mental illness, disabilities, substance abuse, and unexpected emergencies (Means, 2001).

Many homeless women in Charlotte have been forced to move out of the Salvation Army's temporary shelter in order to make room for the Emergency Winter Shelter for men. One hundred women had been housed at the shelter since June.

Many of these women are being provided shelter by local churches, the YWCA, and Hope Haven for a week at a time. This is the third year that women have had to be turned out of the overflow shelter (Price, Charlotte Observer, 2009). A physical count at the Urban Ministry in January 2009 showed that they were providing services for 354 women with children and 754 with no children according to Dale Mullenix, Urban Ministries Executive Director (personal communication, September 28, 2009).

Recommendations:

- Take a leadership role and collaborative efforts to provide transitional housing with intensive supportive services.
- Increase funding for more shelter beds and medical services.
- Provide homeless women with life skills training, job training and childcare opportunities.

DOMESTIC/INTIMATE PARTNER VIOLENCE

The Mecklenburg County Sheriff's office served approximately 30% more protective orders in 2009 than were served in 2008 (2,743 vs. 2,142).

- 617 women and children were sheltered and counseled at United Family Services 29-bed shelter.
- 257 women and children were sheltered in hotel room shelter through UFS/CSS collaboration.
- 560 women at the Center of Hope shelter reported primary reason for homelessness as domestic violence.

Victim Assistance Provided

- 192 victims were assisted in applying for domestic violence protective orders.
- 3,423 victims were accompanied to court, perpetrator charged.

Legal Assistance Provided

With a grant awarded in 2009, United Family Services hired a part time attorney to provide legal services to victims of domestic violence. In 2009, the attorney represented 119 women/children on domestic issues, custody, financial child support, divorce, restraining order hearings, etc.

Charlotte Housing Authority implemented a new policy and will not evict domestic violence victims for their partner's behavior. They may; however, evict the abusive partner for his or her behavior. On June 1, 2009 the North Carolina General Assembly ratified Session Law 2009-52, an Act establishing a Domestic Violence Fatality Prevention and Protection Review Team. This legislation, modeled after the law enabling Child Fatality Prevention and Review Teams, allows Mecklenburg to establish a multidisciplinary team to identify and review domestic violence-related deaths, and facilitate communication among the various organizations involved in DV cases to prevent fatalities. Mecklenburg is the first county in N.C. to develop a DV Review Team and harness its potential for increasing safety in our communities. A Planning Task Force is now meeting to develop the policies and procedures that will guide the work of the Review Team. By March 2010 it is anticipated that a Review Team will be in place, ready to begin its first case review.

There are insufficient beds in the only battered women's shelter in Mecklenburg County. Transitional housing is nonexistent in Mecklenburg County for the victims to begin rebuilding their lives after leaving the domestic violence emergency shelter.

United Family Services has a strategic plan to build an expanded shelter with 80 beds on land already obtained. The groundbreaking for the new domestic violence facility is scheduled to occur in late spring of 2010 with a completion date scheduled no later than spring of 2011. There are also long term plans for a 20 bed shelter in North Mecklenburg County. All of these plans are supported as a high priority by DVAB recognizing the need for expanded access and dispersed geographic access.

Name of Measure	Measure Description	FY09 Results
DV Adult Services		
Number of victim cases	Total # of clients served	1,560
Number of Information & Referral & Client Contacts	Total # of client contacts	16,400
Nova		
Number of clients served	Total # of clients served	911
DV Children Services		
Number of child/adolescent victim cases	Total # of clients served	792
Number of Information & Referral and Client Contacts	Total # of client contacts	6961

Creation of the Domestic Violence Index - The Domestic Violence Index, an indicator designed to measure progress and track trends related to the prevalence of domestic violence in the community, was approved by the County Manager’s Executive Team for inclusion in the Mecklenburg County Community and Corporate Scorecard. The Index will provide the public and elected officials with the additional information needed to make informed policy and resource allocation decisions. It is composed of four equally weighted measures that track:

- Domestic violence reports filed by law enforcement jurisdictions in the County
- Judicial District 26 requests for restraining orders
- Percentage of middle and high school students responding “yes” on a survey asking about intimate partner physical or sexual abuse
- Percentage of domestic violence perpetrators who complete a 26 week intervention program.

Domestic Violence Fatality Prevention and Protection Review Team Legislation – On June 1st the North Carolina General Assembly ratified Session Law 2009-52, enabling the creation of a Domestic Violence Fatality Prevention and Protection Review Team in Mecklenburg. During FY10, Community Support Services, as the lead agency, will coordinate the Domestic Violence Fatality Prevention and Protection Review in accordance with the legislation as well as begin to perform the duties outlined in the legislation, such as developing a system for multidisciplinary review of domestic violence-related deaths; examining the laws, rules, and policies relating to confidentiality as well as determining in any of these that impede the exchange of information necessary to protect victims of domestic violence and recommend necessary changes.

Recommendations:

- Continue to support county Domestic Violence services as a high priority.
- Continue collaboration and delineation of responsibilities between the community support services and United Family Services to meet the needs of the county.

ELDER CARE

The Issue

Available resources do not meet the needs of adults and the elderly in the county.

State of the issue in Mecklenburg County

The county supports the adult and elderly population by providing funds to assist with services such as Adult Daycare, In Home Aid, Elderly Transportation, and Adult Protective Services.

Findings

Women are disproportionately the care giver for their husbands and parents. There are 13 Adult Daycare Centers in Mecklenburg County. Over 150 people are on the waiting list for adult care and 50 are on the waiting list for In Home Aid.

The Elderly General Purpose Transportation Program is supported with a 1/2 cent sales tax. Because of the economy more people are using the Elderly Transportation. As a result, the program has been limited due to overuse. There is also an increase of people looking for assistance for Adult Protective Services. Due to the downturn in the economy, adults are self neglecting. Many have to decide whether to spend money on food or medicine. They are not taking their medicine as prescribed or not taking it at all.

Recommendations:

- Provide additional adult daycare sites.
- Increase funding to help with programs for the elderly.

CHILD CARE

Because women are primary caregivers in American Society, both of the young and the elderly, they are affected disproportionately during a downturn in the economy.

The average annual costs of child care in Mecklenburg County range from: \$9724 for an infant to \$8632 for a four year old, and \$7599 for a school age child. Child care costs for the average family of four can easily be the second largest budget item coming after shelter. The costs of child care for a single-parent earning minimum wage are prohibitive. There are government subsidies that can assist a working parent or a parent in training leading to employment; however the income threshold for a family to qualify for childcare subsidy in North Carolina is below the living income standard for a family living in Mecklenburg County. That means that large numbers of families are just over the eligibility criteria for help with child care subsidy but still are below a living income in our county. The number of children currently being served with the total allocation of Federal and State (\$50,400,952) child care subsidy is 7639; however there are 6350 eligible children on the waiting list.

“With school-aged children, in North Carolina, nearly a quarter (22%) have no after-school adult supervision in the afternoons, leaving them at great risk according to figures from Partners in Out Of School Time (POST). For the first time, more than half (51%) of the students in CMS qualify for free or reduced price lunch. These children are more likely to get involved in violence, crime, and sexual activity if left by themselves.

Research done over the last 40 years has proven conclusively that high quality childcare can prepare a child for success in school and in life. Among low-income children – two to three years of high quality child care can prevent children from needing to repeat grades, prevent high-school drop-outs; teen pregnancies; and juvenile delinquency. It increases the likelihood of that child going to college and becoming gainfully employed after college. Long-term research done over 35 years also has demonstrated that these children grow up to become successful tax-paying citizens, contributing to our economy.

There is more need for child care financial assistance for the working poor. At the same time funding for financial assistance with child care costs at Federal, State, and County levels have not kept pace with demand and the increased cost of high quality child care. High quality early and school-age child care is critically important for the success of children from working families and even more so, for children from low-income families. Thousands of children ages birth to twelve that languish for years on the waiting list for child care subsidy in Mecklenburg County due to insufficient funding levels.

Recommendations:

- Advocate at state and federal levels for increased funds for pre-school and school-age childcare subsidies and out-of-school time programs.
- Allocate county funds to supplement funding received from the state and federal government for childcare subsidies.
- Encourage County Government to work collaboratively with Child Care Resources Inc. to promote public and private sector awareness of the essential importance of high quality child care on the economic well-being of the region and of the need for increased funding levels for child care and out-of-school-time services.

WOMEN'S HEALTH ISSUES

Physical and mental health for women has broad ramifications, for it is almost impossible to isolate health problems and their solutions from what women confront in their daily lives. The greatest issue in women's health is "income disparity": high rates of disease and poor health correlate with low income households, often headed by single women of color. They struggle to find decent jobs, affordable health insurance, transportation, and decent food for their families. By eating food high in fat because it is cheaper than healthful alternatives, they unconsciously undermine their health. They get less exercise than what higher-income women enjoy. Obesity is a problem in the county and can lead to cardiovascular disease, diabetes, and obesity-related cancers.

The people hit hardest in finding decent health care are those who earn enough money to put them beyond Medicaid coverage but who cannot afford insurance. Among women under the age of 65 in Mecklenburg County, 16.4 percent have no health insurance, and 17.5 percent of all women reported not seeing a doctor because of cost. One area that is growing in our county is women's limited access to prenatal care. That said, Community Health Services in Charlotte helps some 25,000 children and adults who are underinsured or uninsured. The County Health Department offers women breast screening and pap smears, physical exams, and mammograms. It holds clinics on prenatal and postnatal care, gives flu shots, offers nutrition classes and pregnancy counseling, sexually transmitted diseases (STD) clinics, and pediatric dental services. It provides counseling for child abuse and neglect, family planning, sexuality education to pre-teens, and STD prevention. Its WIC (Women, Infants, and Children) issues monthly food packages for babies and children, vouchers for food, nutritional education, and coordination with public clinics and private health providers. Yet too many women lack transportation to get to the clinics.

Some county health issues for women require state or federal action. Women pay more for insurance and face greater hurdles when buying insurance than do men. County Commissioners must urge the state to force health insurance providers to end gender discrimination.

Mortality figures of women show that heart disease, cancer, stroke, and Alzheimer's are the top killers. Diabetes is highest among women of color, especially the poor, because the disease is related to inadequate exercise and poor nutrition.

Alzheimer's is most common in elderly white women due to their longevity. Obesity is a concern, though in Mecklenburg County, obesity is a bit lower than the national average due to a slightly higher mean income. In 2008, 44.8 percent of all women stated that they get no exercise outside of their regular job. Statistics from CMS show that only slightly more than a third of all high school girls enjoy sixty minutes or more of exercise daily. At all ages, females tend to get less exercise than males. Another problem is STDs. Statistics from 2009 show that Mecklenburg County has the second highest increase in reported cases of syphilis in the state.

In all cases regarding health, even healthy women are affected because they typically serve as principal caretakers of parents, spouses, and children. Over 20 percent of all women in the county reported caregiving an older adult with a long-term disability or illness. More must be done to offer those caring for infirm family members some relief and assistance.

Epidemiologist Dr. Susan Long-Marin and the County Health Department urge Mecklenburg County Commissioners to promote a major campaign to designate ours a "Healthy County." The Health

Department's message is that all people be "physically, mentally, and emotionally happy," but this should have wider repercussions, with inspiration coming from elected representatives. They can promote the idea of healthy living for all residents by creating more parks and bike paths, encouraging more exercise through self-motivational campaigns, holding more public events to encourage exercise, making everyone aware of county-wide public health options, outlawing phoning and text messaging while driving, and urging that food served in all Charlotte-Mecklenburg Schools (CMS) schools be healthful and that all school children get more exercise.

Recommendations:

- Increase accessibility to county health department clinics and other essential services.
- Promote a campaign to designate Mecklenburg County a "healthy county" by creating more parks, bike paths, and encouraging everyone to get more exercise.
- Promote healthy eating and living habits.

GENDER REPRESENTATION ON BOARDS/COMMISSIONS

The Charlotte-Mecklenburg Women's Summit conducted a review of the City and County Boards and Commissions in early December, 2009. The purpose of the review was to identify how many government-related boards and commissions there are in the Charlotte-Mecklenburg region and to identify the ratio of women to men appointments.

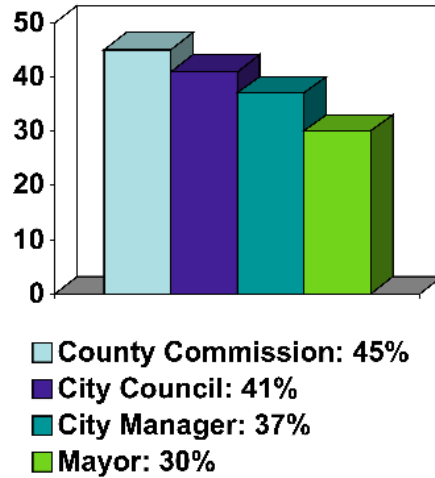
Data for this report were provided by the County Manager's Office and from the Boards and Commissions Clerk, and Office of the City Clerk in early December 2009. The data were compiled and analyzed by the Charlotte-Mecklenburg Women's Summit.

There are currently sixty-seven (67) boards and commissions associated with local government in Charlotte-Mecklenburg. Board appointments are made by Charlotte City Council, the Mecklenburg Board of County Commissioners, the Mayor and the Charlotte City Manager. Appointments are also made by other parties, including, but not limited to, Charlotte Mecklenburg School Board; the towns of Matthews, Davidson and Mint Hill; the Arts and Science Council; museums' foundations and the like. Data on non-government appointments are not included in this report.

As of this report date, there were 577 members of the Boards and Commissions appointed by City Council, County Commission, the Mayor, or the City Manager. Of the current appointments, 41% are women.

The Mecklenburg Board of County Commissioners is responsible for nearly fifty percent of the appointments to the boards and commissions, and our research finds that they are closest to closing the gender gap with women comprising 45% of County Commission appointments. Less than one-third of mayoral appointments are women.

Percent of Women Appointed to Boards and Commissions



Appointments as of December 3, 2009

	Mecklenburg Board of County Commissioners	Charlotte City Council	Curt Walton, City Manager	Mayor Pat McCrory
Female Appointments	127	84	3	25
Male Appointments	<u>156</u>	<u>118</u>	<u>5</u>	<u>59</u>
Total Appointments	283	201	8	84

Women are not only present on boards in fewer number, they comprise the majority of appointments in fewer than thirty percent of the boards.

In January 2008, the Charlotte-Mecklenburg Women's Summit reviewed data on 39 Boards and Commissions.¹ At that time, only nine of the thirty-nine boards had fifty percent or greater female representation. Reviewing the same boards in 2009, we note that while the number of boards has decreased by two, the number of boards with women comprising 50% or more of the appointees has remained the same at nine.

Understanding the numbers and percentages of women's appointment to boards and commissions is interesting. Further enlightening is to look at which Boards are more heavily populated with women and

¹ Charlotte-Mecklenburg Women's Summit 2008 Action Book

those that have no women appointees. In 2009, the Women’s Summit assessed 67 Boards and Commissions. Of the sixty-seven reviewed, nineteen have equal or greater female membership.

Adult Care Home Advisory Committee	100%	Library Board Of Trustees	50%
Bechtler Arts	67%	Mint Museum	50%
Central Piedmont Community College Board Of Trustees	50%	Neighborhood Matching Grants	80%
Charlotte International Cabinet	50%	Nursing Home Community Advisory Committee	77%
Community Relations	76%	Personnel Commission	73%
Domestic Violence	78%	Public Art Commission	50%
Housing Trust Fund	57%	Regional Aging Advisory Committee	100%
Jury Commission	100%	Shelter For Battered Women Advisory Committee	100%
Juvenile Crime Prevention Council	75%	Women's Advisory Board	100%
Keep Charlotte Beautiful	50%	Library Board Of Trustees	50%

Thirteen of the 67 boards and commissions have no women members.

Board Of Motor Vehicle Review	Firemen’s Relief
Business Expansion Funding Corporation	Lake Norman Marine Commission
Charmack Development Corporation	Lake Wylie Marine Commission
Citizens Transit Advisory	NASCAR Hall Of Fame
Citizen's Transit Advisory Group	Small Business Enterprise Loan
Engineers And Surveyors Selection Committee	Veteran Services Committee
Fire Commission	

What is the impact of gender inequity on our boards and commissions? According to research conducted by the North Carolina Center for Women in Public Service, women have different approaches to problem solving, provide more responsive constituent service than men and often bring different concerns to the table than do men².

What can be done?

Raising awareness of gender disparity on our Boards and Commissions is the first step to creating change. It is the recommendation of the Women’s Advisory Board that the details of this report shall be shared with the Charlotte City Council, Mayor Anthony Foxx and City Manager Curt Walton as well as the Mecklenburg Board of County Commissioners.

Secondly, it is important to understand whether qualified women are applying for boards and commissions in Charlotte-Mecklenburg. If there are insufficient numbers of women applying for certain boards and commissions, recruiting strategies can be developed to encourage women to apply.

Once it is known whether qualified women are applying Charlotte-Mecklenburg’s boards and commissions, appropriate recruiting strategies and appointment processes can be developed and implemented.

² North Carolina Center for Women in Public Service, www.nccwps.org/research/index.htm.

Recommendations:

- Evaluate the number of women applying to boards and commissions.
- Undertake reviews of application and appointment processes.
- Revise application and appointment processes to ensure gender parity is built into the systems.
- Develop a mentoring program for women who are currently serving on boards and commissions to encourage other women to become more actively involved.

SUMMARY AND RECOMMENDATIONS

In summary, we find that women continue to earn less than men for the same work, manage the majority of child and elder care needs, are elected or appointed to government positions in fewer numbers and continue to experience increased rates of domestic violence and homelessness in Charlotte-Mecklenburg.

We recognize the significant efforts of the Mecklenburg Board of County Commissioners and appreciate the challenges faced in ensuring that the ever-expanding needs of our community are met. Based on our review of the status of women in our community, we respectfully make the following recommendations:

ECONOMIC STATUS OF WOMEN

- Continue and increase the financial support for the Displaced Homemakers Program, New Beginnings.
- Assure pay equity and jobs for women in Mecklenburg County.
- Ensure that women have equal representation on appointed committees that impact the economic growth of Mecklenburg County.

STATUS OF HOMELESS WOMEN

- Take a leadership role and collaborative efforts to provide transitional housing with intensive supportive services.
- Increase funding for more shelter beds and medical services.
- Provide homeless women with life skills training, job training and childcare opportunities.

DOMESTIC/INTIMATE PARTNER VIOLENCE

- Continue to support county Domestic Violence services as a high priority.
- Continue collaboration and delineation of responsibilities between the community support services and United Family Services to meet the needs of the county.

ELDER CARE

- Provide additional adult daycare sites.
- Increase funding to help with programs for the elderly.

CHILD CARE

- Advocate at state and federal levels for increased funds for pre-school and school-age childcare subsidies and out-of-school time programs.
- Allocate county funds to supplement funding received from the state and federal government for childcare subsidies.
- Encourage County Government to work collaboratively with Child Care Resources Inc. to promote public and private sector awareness of the essential importance of high quality child care on the economic well-being of the region and of the need for increased funding levels for child care and out-of-school-time services.

WOMEN'S HEALTH ISSUES

- Increase accessibility to county health department clinics and other essential services.
- Promote a campaign to designate Mecklenburg County a "healthy county" by creating more parks, bike paths, and encouraging everyone to get more exercise.

- Promote healthy eating and living habits.

GENDER REPRESENTATION ON BOARDS/COMMISSIONS

- Evaluate the number of women applying to boards and commissions.
- Undertake reviews of application and appointment processes.
- Revise application and appointment processes to ensure gender parity is built into the systems.
- Develop a mentoring program for women who are currently serving on boards and commissions to encourage other women to become more actively involved.

It has been said that a society should be judged by the ways in which it treats its weakest and most vulnerable citizens. We ask that our county faces the increasing challenges of the poor and homeless in our midst. We ask that in your budget deliberations for the coming year that you develop a long term plan to meet the needs of women and children living in poverty, many of whom are homeless. Charity alone cannot solve our growing problems. We have included recommendations for action in a number of areas. The costs of solutions for these problems will pale in comparison with the costs of remedial and emergency services if these issues are not addressed.

The Women's Advisory Board Membership 2009

1. Dr. Angelia Fryer: Chairperson
2. Marjorie Tate: Vice Chairperson
3. Nancy Plummer: Secretary
4. Donna Hughes: Parliamentarian
5. Brenda Adams
6. (Chia-Li (Jolly) Chien
7. Pamela Hemphill
8. Beverly Hunt
9. Natheley McElrath
10. Sally McMillen
11. Julie Owens
12. Najeedah Stover
13. Lisa Yarrow
14. Vacant pending appointment
15. Vacant pending appointment

Peter Safir, Community Support Services staff