



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

***Women's
Advisory Board***

**2012 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.

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 of the impact on women in Mecklenburg County. Each topic is briefly presented with recommendations for action by the Board of County Commissioners.

The report also includes information on the 2012 Women's Equality Day celebration. This is a significant women-focused event that is hosted by the WAB.

WOMEN'S EQUALITY DAY CELEBRATION

The third annual Women's Equality Day hosted by the Women's Advisory Board was entitled "Women's Equality Day Celebration: Inspire, Lead, Celebrate: Uniting and Strengthening Women in Mecklenburg County." The event was held on August 20, 2012 at the Levine Museum of the New South. This was a celebration of the Women's Rights Movement from its inception in Seneca Falls, New York in 1848 to modern day Mecklenburg County.

Mecklenburg County citizens, community members and leaders gathered to network and learn more about the Women's Rights Movements. Harold Cogdell, Jr. brought greetings from the Commissioners to the event and Erica Bryant, WSOC-TV anchor, moderated a panel discussion featuring:

- Lisa Yarrow: Director of the Charlotte-Mecklenburg Women's Summit at UNCC
- Ann Clark: Deputy Superintendent, Charlotte-Mecklenburg Schools
- Amy Chiou: Engage Charlotte and DNC Liaison at Lincoln Harris
- Aisha Alexander: City of Charlotte Resource Manager

The majority of the costs for this event were met through generous sponsorships and the remaining costs were funded by the county budget:

EXPENSES:

Rental Fee Levine Museum of the New South	\$250.00
FDY Catering	\$891.90
Server Fee for Levine Museum of the New South	\$20.00
Printing Costs, ID Badges, Pens, Cards	\$325.24
Tablecloths and Linens	\$61.50
Flowers	Donation
Photography	Donation
Musical Performance	Donation
Total Expenses	\$1548.64

REVENUE:

Mecklenburg County Board of Commissioners	\$1500.00
League of Women Voters Donation	\$250.00
Charlotte Chapter of LINKS Donation	\$100.00
Junior League for Charlotte	\$250.00
Total Revenue	\$2100.00

A key role of the Mecklenburg County Women’s Advisory Board is to provide community leadership opportunities by initiating and promoting programs designed to meet the needs of women in our community. Events such as the Women’s Equality Day event play an important role in our community. It facilitates a community dialog platform that would otherwise not exist.

A survey was conducted after the event. The survey asked participants what topics that they felt were of great cause to women in Mecklenburg. The results of this survey led the WAB to select the top 5 categories for this year’s annual report: Gender Based Violence; Women in the Workplace/Discrimination; Women’s Health; Wage Gap; and Women & Financial Planning.

Recommendation:

- The continuous financial and public support of the annual Women’s Equality Day event by the Mecklenburg Board of County Commissioners is critical.

GENDER BASED VIOLENCE

Summary of the problem or issue:

Gender based violence continues to be a major contributor to family unrest and crime in Mecklenburg County this year. The number of calls to police and the requests for shelter and services has not diminished, although service agencies struggle with limited financial resources and increasing challenges to serve the growing number of victims and children requesting assistance.

Data (all information was obtained from the reporting agency listed):

CMPD Crime Data (January 1, 2012 through November 6, 2012)

- 34,335 CMPD DV-related calls for service
- 3303 CMPD DV arrests (Men=2539; Women=764)
- 6 DV Homicides

Safe Alliance (formerly known as United Family Services) (fiscal year July 1, 2011 through June 30, 2012)

- 3537 Hotline Calls (Victim Assistance and Victim Services)
- 4945 Accompaniments to criminal & civil court
- 285 Women sheltered at battered women shelter
- 150 Children sheltered at battered women shelter
- 50 Women sheltered in hotel rooms
- 147 Children in hotel rooms
- 386 Women and children turned away for lack of shelter

Women's Commission

- 1167 Adult victims served in individual and group in-person counseling related to DV
- 444 Children & teens served in counseling or support groups related to DV (HERO, Teen Dating Violence and REACH Programs)

DV Initiatives in Mecklenburg County

- The Domestic Violence Fatality Prevention and Protection Review Team finished its second report entitled "Don't Mind your Own Business". The complete report can be found at <http://charmeck.org/mecklenburg/county/CommunitySupportServices/WomensCommission/AboutUs/Outreach/Documents/DVFRT-2012Report.pdf>
- Mecklenburg County received a 3 year grant from the Office of Violence Against Women for a supervised visitation and safe exchange center which is expected to help families dealing with domestic violence. This initiative has been supported by and been a recommendation by WAB for the Commissioners for many years.
- The new Clyde and Ethel Dickson Domestic Violence Shelter is scheduled to open Winter 2012. This initiative has been supported by and been a recommendation by WAB for the Commissioners for many years.

- DVAC (Domestic Violence Advocacy Council) continued its DV homicide marches, quarterly Lunch & Learn events and the annual tree lighting ceremony event.

Can this issue be addressed by the Mecklenburg Board of County Commissioners? If so, how?

Yes, the Board can continue county funding, time and logistic support of the new Battered Women Shelter and the new Supervised Visitation Exchange Center.

Priority:

Given the evaluations the WAB received from the Mecklenburg County constituents at the annual Women's Equality Day event, based on the 2012 DV Fatality Review Team Report, and based on the continued domestic violence fatalities in Mecklenburg County, gender based violence should be a top priority for the Mecklenburg County Board of Commissioners.

References:

- Charlotte-Mecklenburg Police Department
- Safe Alliance (formerly known as United Family Services)
- Women's Commission
- Mecklenburg County website
- Domestic Violence Advocacy Council (DVAC)

WOMEN IN THE WORKPLACE/DISCRIMINATION

Summary of the problem or issue:

According to Shriver (2009), as half the US workforce is now female, this “female nation” is expected to bring about changes among men, women, families, organizations, and society as a whole. Women in the US now earn over \$11 trillion per annum (Silverstein & Sayre, 2009). Yet, when compared to men, there remains a need to increase women’s earnings, as well as increase their numbers as senior executives or key decision-makers (Tarr-Whelan, 2009). According to Tarr-Whelan, the benefits of having more women in senior jobs are:

- Higher profits, more risk awareness, less hyper-competitiveness, and a greater ability to survive financial downturns.
- Policies that contribute to individual and societal health – education, families, entrepreneurship.
- Stronger integration of work and family leading to higher productivity and quality of life
- Increased commitment to both personal and corporate responsibility and broader and more long-term planning.
- Management that reflects the twenty-first century - teamwork, participative decision-making.

Women’s prosperity is community prosperity. In view of the challenges facing the United States and its federal and local governments, tapping the resources and values that are inherent in women leaders is vital for the endurance and progress of the nation’s communities.

Charlotte, North Carolina

Deliberately and uncompromisingly advancing women’s progress in the work place is an important strategic policy that can give North Carolina a competitive edge in the national and global economy. Charlotte is increasingly recognized as an important business center and a family-friendly city with small-town charm. The policy environment and growth opportunities that the city presents to women can help increase its appeal, and also help retain and develop its economic and political assets in powerful, influential and productive women.

The Institute for Women’s Policy Research (IWPR) reports that women in the Charlotte area are still less likely than men to work in management positions (9 percent compared with 13 percent), and women and men tend to work in different professional fields. The Charlotte area generally has higher levels of employment in management, business, and financial occupations than the state as a whole, and women in this area are more likely to work in these occupations than in North Carolina overall (15 percent compared with 13 percent). However, the report states that women in the Charlotte area are less likely than men to work in these fields (18 percent of employed men work in management, business, and financial occupations). Women in the Charlotte area are also less likely than men to work in computing, architecture, and engineering professions (2 percent compared with 7 percent), but more likely to work in education and health care practitioner and technical occupations (17 percent compared with 4 percent). Women in the Charlotte area are also much more likely than men to work in office and administrative jobs (21 percent compared with 7 percent), while men are considerably more likely than women to work in construction and installation and repair occupations (17 percent compared with 0.5 percent) (Hess, Gunn-Wright & Yi, 2012)

Hess and Hegewisch (2012) state that owning a business can bring women increased control over their working lives and create important financial and social opportunities for them. In their IWPR study in

North Carolina, 28 percent of all businesses are owned by women, a proportion that is quite similar to the proportion of women-owned businesses in the United States as a whole (29 percent). In 2007, North Carolina ranked 17th in the nation for the proportion of businesses owned by women.

Nevertheless, the U.S. Census Bureau's Quarterly Workforce Indicators reveals that disparities between men and women continue in Mecklenburg County in areas of employment and earnings. On average, women earned \$2,113 less in monthly earnings than men in the third quarter of 2011 (Charlotte-Mecklenburg Women's Summit 2012). In addition, The CMWS also reports that wages for women in female-dominated occupations lag significantly behind wages for women in male-dominated occupations.

The role women play in the work place therefore remains unsatisfactory. In 2011 Will Boye of the Charlotte Business Journal reports that in Charlotte, the number of women lawyers and partners dropped last year, a report by the Mecklenburg County Bar states. According to a survey of 17 firms with local offices, the number of female partners dropped to 15.2% in 2009 from 21.8% in 2008. The report noted that female attorneys are leaving those firms at the same rate they are joining them. Carol Hitzelberger, a partner with law firm Mayer Brown in Charlotte, said women lawyers are often asked to take on administrative roles such as event planning or recruiting that don't lead to leadership positions. Those responsibilities should be parceled out to male lawyers as well, she said. That just does not translate to positions of leadership," she said. That just translates to more administrative roles.

Elsewhere, the Women's Inter-Cultural Exchange (WIE) in Charlotte (2012) observes that while more women are enrolled in colleges and universities than ever before, they often have a difficult time transitioning from college to the workplace. The WIE also states that at a women's conference held in Charlotte last year, more than 80 percent of the participants said they wanted a mentor. This may be an indicator of the shortage of women in senior executive and/or influential positions.

Research shows that the affordability, availability, and reliability of child care affect women's employment options especially for mothers of younger children. In the long run, this negatively affects the rate of career advancement and wage increases for working mothers (Meyers & Jordan, 2006). The burden of childcare often keeps women out of the workplace or discourages women from opportunities of advancement in the workplace. Data from the Institute for Women's Policy Research show that in Mecklenburg County only 23% of the 30,508 children eligible for subsidized childcare actually receive it. Investigation into the reasons why mothers are not using childcare subsidies should be undertaken by the county. In many cases, the subsidized childcare may not be useful to women due to its reliability or availability. For example, women who work on weekends or non-traditional working shifts may not have access to affordable childcare.

Can this issue be addressed by the Mecklenburg Board of County Commissioners? If so, how?

The Institute for Women's Policy Research recommends the following to improve conditions for women in the workplace:

- Promoting equality in the workplace with regard to recruitment, training, promotion, and wages
- Flexibility in the workplace to enable women to work and be care givers

- Providing childcare especially to women of low income and low education (and investigation into the reasons why more low-income mothers do not take advantage of childcare subsidies)

Priority:

According to our constituents, the issue of women in the workplace is a top priority for Charlotte and Mecklenburg County (this is also supported by a poll taken by the Women’s Advisory Board). It is directly linked to the gender wage gap, and only by focusing on the obstacles women face in the workplace can the closing of the wage gap be achieved.

References:

- Boye, W. (2011, May 14). Women lawyers in Charlotte discuss workplace obstacles and solutions. *Charlotte Business Journal*.
- Charlotte-Mecklenburg Women’s Summit. (2012). New data show disparities continue between women and men. Retrieved from the CMWS website: <http://ri.uncc.edu/new-data-show-disparities-continue-between-women-and-men>.
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- Hess, C. & Hegewisch, A. (2012). Key findings on the economic status of women in North Carolina. Briefing paper #R356. Retrieved from the Institute for Women’s Policy Research website: http://www.iwpr.org/publications/pub_search?portal_type=IWPR+File&SearchableText=charlotte%2C+nc&Title=&getYear%3Alist%3Adate=1970%2F02%2F01&getYear_usage=range%3Amin&getAuthors=&submit=Search
- Meyers, M. K. and L. P. Jordan (2006). “Choice and Accommodation in Parental Child Care Decisions,” *Community Development*. 37(2): 53-70.
- Shriver, M. (2009). *The Shriver report: A women’s nation changes everything*. Washington, D.C.: The Center for American Progress.
- Silverstein, M. J. & Sayre, T. K. (2009a). The female economy. *Harvard Business Review* 87, 46-53.
- Silverstein, M. J. & Sayre, T. K. (2009b). *Women want more: How to capture your share of the world’s largest market*. New York, NY: HarperCollins.
- Tarr-Whelan, L. 2009. *Women lead the way: your guide to stepping up to leadership and changing the world*. San Francisco, CA: Berrett-Koehler.
- Women’s Inter-Cultural Exchange. (2012). Powerful local women’s advocacy groups join forces to provide mentoring across difference program. Retrieved from the Charlotte Area News website: <http://www.charlotteareanews.com/wp/2012/10/12/powerful-local-womens-advocacy-groups-join-forces-to-provide-mentoring-across-difference-program/>

WOMEN'S HEALTH

Summary of the problem or issue:

One of the goals of the WAB is to promote the well-being of women in Mecklenburg County by supporting interventions and improvement of the health, safety, and quality of life for women. A woman's health encompasses all functions related to her mental and physical wellness from puberty through old age, the factors that affect wellness and the activities and behaviors that promote it. WAB supports a wide range of programs that address the health needs of women at various stages of life and from various racial, cultural, ethnic, and socioeconomic backgrounds.

According to the 2010 Census, 919,628 people reside in Mecklenburg County, of which 52 percent or 474,747 are women. The female population of Mecklenburg is relatively young, with a median age of 35 years and approximately 24 percent of women under the age of 18 years.

The major health issues facing women in Mecklenburg County.

- Approximately 6 out of 10 births were from white women in 2009, and approximately 1 out of 10 births were from teenagers. In 2009, there were 14,453 births for an annual birth rate of 16.2 per 1000 residents. This rate is higher than both state and national averages. Cancer and heart disease were leading causes of death among women in 2010 and breast cancer deaths occurred in a higher number of black women compared to white women. Approximately 4 out of 5 women received appropriate screening for colorectal, breast and cervical cancers in 2010.
- Chronic diseases such as heart disease, stroke and diabetes placed a heavy toll on the health of Mecklenburg women. Heart attack, stroke and diabetes are major chronic disease concerns in women but prevalence is slightly less than men. Approximately 1 out of 13 women reported current asthma in 2010.
- Women had a higher Alzheimer's disease death rate compared to men in 2010.
- Reporting of no exercise outside of their regular job was similar for women and men in 2010. Researchers suggest that nearly half of all deaths are caused by chronic diseases are avoidable and can be prevented simply by making healthy choices. Avoiding tobacco use, eating a healthy diet and being active are just a few things that make a positive impact on health.
- Consistent with national data, women tend to have poorer mental health, more depression and lower life satisfaction when compared to men. During their lifetime, women are more likely than men to have an increased prevalence of certain mental illness due to negative health behaviors such as smoking, abuse, unsafe sex, tec.), chronic disease and death.
- Approximately 1 out of 6 women did not have health insurance from 2008 through 2010.

According to the 2012 State of The County Health Report, the top five leading causes of death in females, all ages, in Mecklenburg County and the State of North Carolina are as follows.

1) Cancer	24.5
2) Heart Disease	21.7
3) Alzheimer's Disease	6.5
4) Stroke	5.9

5) Chronic obstructive pulmonary disease (COPD)	4.6
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While cancer and heart disease are the top two leading causes of death among all racial groups accounting for a total of 46.2 percent of death, stroke, COPD of other races often die at higher rates and younger ages than whites.

Can this issue be addressed by the Mecklenburg Board of County Commissioners? If so, how?

- Continue to fund programs to promote healthy lifestyles throughout the county.
- Increase accessibility to county health department clinics and other services.
- Promote healthy eating and living habits and encourage everyone to get more exercise.

Priority:

Access to care refers to an individual’s ability to access and respond appropriately to health care services. While health insurance coverage is not necessarily equivalent to access to care, coverage strongly affects ability to access care. Lack of health insurance, inadequate transportation and rising healthcare costs are major barriers to receiving care for many women in Mecklenburg. An estimated 17.1 percent of Mecklenburg women are without health insurance according to the 2008- 2010 American Community Survey.

References:

1. US Bureau of the Census. American Community Survey: 2010 Mecklenburg County, NC Detailed tables. Available at: www.census.gov. Accessed July 2012.
2. North Carolina Department of Health and Human Services, State Center for Health Statistics. Vital Statistics Data, Mecklenburg County, NC.
3. North Carolina Department of Health and Human Services, State Center for Health Statistics. 2010 Leading Causes of Death, Mecklenburg County, NC.
4. North Carolina Department of Health and Human Services, State Center for Health Statistics. 2012 County Health Data Book: 2006 - 2010 Age-Adjusted Death Rates, Mecklenburg County, NC.
5. North Carolina Department of Health and Human Services, State Center for Health Statistics. 2010 Behavioral Risk Factor Surveillance System.
6. Department of Health and Human Services, Centers for Disease Control and Prevention. Leading Causes of Death in Females in the United States. Available at: <http://www.cdc.gov/Women/lcod/2008/index.htm>. Accessed October, 2012.
7. National Institute of Mental Health. Mental Health Disorders in Adults. Available at: <http://>

www.nimh.nih.gov/statistics/1ANYDIS_ADULT.shtml. Accessed October, 2012.

8. Harvard School of Medicine, National Comorbidity Replication Survey: Lifetime Prevalence of Mental Disorders.

9. U.S. Census Bureau. American Community Survey. Available at: <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>. Accessed July, 2012.

WAGE GAP

Summary of the problem or issue:

Despite great strides in education, women in Charlotte-Mecklenburg continue to earn less than men even when working in the same jobs requiring the same level of skill, education and expertise. Data obtained from the Charlotte-Mecklenburg Women's Summit indicates that, on average, women in the Charlotte-Mecklenburg region earned \$0.76 for every \$1.00 earned by men in 2011.

Evaluating the wage gap on the basis of race and gender we find that the wage gap is smallest for white women who earn \$0.76 for every \$1.00 earned by white men. The wage gap is significantly higher for women of color: African American women earn \$0.56; Asian women earn \$0.50, and Hispanic/Latino women earn \$0.38 for every dollar earned by a white male.

The gender wage gap exists in all sectors at all levels of employment and has a significant economic impact on our community.

On an annual basis, the wage gap represents an average lost income of \$12,000 per year, slightly less than the average cost of having one pre-school- aged child and one school-aged child in day care (\$15,089)¹ and slightly higher than the average annual rent (\$8,856)² charged for an apartment in Mecklenburg County.

What factors contribute to the continuing existence of the wage gap? Over the past 10 years, studies have been conducted by many organizations including The Institute for Women's Policy Research, The Charlotte-Mecklenburg Women's Summit at UNC Charlotte and the American Association of University Women (AAUW). A recent report by the AAUW concludes that when controlling for multiple factors a wage gap of five percent difference in the earnings of men and women exists one year after graduation³. Those factors include educational attainment, GPA, institution attended, occupation, employment sectors and industries, region, number of years on the job, workplace flexibility, age, race and ethnicity, marital status and number of children, If none of these factors explains away the gender wage gap, what does and what can be done to help close the gender wage gap?

A number of factors likely to contribute to the gender wage gap include discrimination in pay, hiring and promotions, occupational segregation and the lack of Federal legislation that would prohibit wage discrimination and provide funding for education, regulation, enforcement and restitution.

¹ 2010 Average Annual Fees for Children in Child Care Centers. Charlotte-Mecklenburg Women's Summit Data Portal. www.womenssummit.uncc.edu

² Charlotte Chamber of Commerce. <http://charlottechamber.com/quality-of-life/livability-homes-for-any-lifestyle>

³ "The Simple Truth About the Gender Pay Gap, 2012 Edition" American Association of University Women. <http://www.aauw.org/learn/research/upload/simpletruthaboutpaygap1.pdf>

Can this issue be addressed by the Mecklenburg Board of County Commissioners? If so, how?

- Conduct a pay equity audit at the County level and eliminate pay disparity between male-dominated and female-dominated jobs requiring comparable levels of education and expertise.
- Improve transparency in salaries of County Employees
- Support Equal Pay Legislation at all levels
- Support initiatives aimed at educating women in negotiation skills
- Identify and support women’s education in non-traditional, male- dominated fields.
- Support initiatives, organizations and businesses that educate about the impact of the gender wage gap

Priority:

The gender wage gap has tremendous economic and social consequences for our community. In taking a leadership role in efforts to close the wage gap for women in the Charlotte Mecklenburg Region, the Mecklenburg Board of County Commissioners can join the ranks of the local, state and federal decision makers who support initiatives at the forefront of ensuring “Equal Pay for Equal Work.”

References:

www.womenssummit.uncc.edu

<http://www.iwpr.org/initiatives/pay-equity-and-discrimination>

<http://www.aauw.org/learn/research/upload/simpletruthaboutpaygap1.pdf>

WOMEN AND FINANCIAL PLANNING

Summary of the problem or issue:

Provided that women tend to have longer life expectancies, and a potentially reduced ability to depend on Social Security for retirement income in the future, it is pertinent that women begin to plan effectively for goals as early as possible. Women control over half of the wealth in North America and are 95% likely to be their family's primary financial decision maker at some point in their lives. Women have unique financial needs that should be addressed accordingly. There is no one size fits all when it comes to connecting with a woman and her money. What should be understood is that women are vocal about their lives and the roadmap to financial stability is a journey. Journeys are time consuming. Recent market conditions and the economy have left Constituents of Mecklenburg County sidetracked and unaware where their maps lead. This downturn in the economy has made people reduce many of their spending habits to implement some type of savings. Nonetheless, women report (as they traditionally weigh in) they are less confident than men when it comes to making financial planning decisions. This translates into having enough money to maintain their lifestyles today and continue to maintain them into the future.

Women are the nurturing body of their families and oftentimes the primary person affected when 'life happens'. These events translate into the following:

- Interrupting their careers to take care of family members (children and parents)
- Working part-time positions which do not qualify for retirement plans and employer contributions

These interruptions reduce the ability to grow the savings and retirement accounts of many women compared to their male counterparts. Men tend to enter the workforce and remain there with the ability to advance their careers and opportunity to make contributions (with company matches). Understanding that there could be potentially limited time in the workforce it is extremely important to comprehend how this affects life today and tomorrow. Planning is key when travelling the road to financial stability. Yes, there are unplanned events but being able to bounce back is important.

As other components of our report highlight the economic affect the wage gap has on women today it will have a significant effect on future generations. Without efforts to implement strategies that empower women to understand the power of their dollars and how to budget them efficiently we will have more families relying on government assistance. The habits of families today become the legacy of future generations. The Women of Mecklenburg County have indicated that they would like more information about financial planning. There are various opportunities that fall under this umbrella but what can best describe what content can be delivered is financial literacy that helps people understand cash flow and how to better manage their current cash. Spending plans are implemented to help constituents achieve their financial goals.

Can this issue be addressed by the Mecklenburg Board of County Commissioners? If so, how?

The Board of County Commissioners can play a role in assisting bringing financial literacy to programs that have been approved in the 2013 Fiscal Year Budget. Community Service grants that fall into this category are aligned with the County’s Critical Success Factors. The Request for Proposals (RFPs) received February 1, 2012 came from nonprofit services that promote the following:

- Promote financial self-sufficiency
- Prevent health risks and diseases
- Train and place unemployed workers
- Improve the graduation rate

FY13 Recommended Community Service Grants by Target Area	
Community Service Grantee	FY13 Recommended Budget
Improve the High School Graduation Rate	
100 Black Men of Greater Charlotte, Inc. – Mentoring	\$15,500
Arts and Science Council - National Center for Arts and Technology	350,000
Communities in Schools of Charlotte-Mecklenburg, Inc.	813,000
Y-Readers	148,000
Target Area Subtotal	1,326,500
Train and Place Unemployed Workers	
Center for Community Transitions - LifeWorks!	50,000
Charlotte-Mecklenburg Senior Centers, Inc. - Job Training	15,616
Latin American Coalition	50,000
Urban League of Central Carolinas	50,000
Target Area Subtotal	165,616
Prevent Health Risks and Diseases	
C.W. Williams Community Health Center, Inc.	390,000
Care Ring - Physicians Reach Out	150,000
Charlotte Community Health Clinic	200,000
Charlotte-Mecklenburg Senior Centers, Inc. – Health	244,000
Council on Aging	30,000
MedAssist of Mecklenburg	350,000
Shelter Health Services, Inc.	60,000
Target Area Subtotal	1,424,000
Promote Financial Self-Sufficiency	
Legal Services of Southern Piedmont – Civil Assistance	78,000
Legal Services of Southern Piedmont – Disabilities	78,000
Target Area Subtotal	156,000
Community Service Grant Funding Total:	\$3,072,116

Community Service Grant Funding for FY2013 is \$3,072,116. The BOCC can address the concerns of the Women of Mecklenburg County by requiring a component of these programs include curriculum

designed to address budgeting, money management, goals and the importance of credit. Financial literacy programs help individuals and families understand the discipline required to efficiently manage their money. People who are informed financially usually make decisions that are beneficially in the long run.

Women who achieve financial stability are better prepared in retirement. Being prepared financially in retirement reduces the chance that one becomes an applicant for Medicaid. If there are fewer Medicaid recipients in Mecklenburg County there may be resources allocated to use for other services. There are 1,876,395 North Carolina residents who received Medicaid payments in 2010. The average payment per recipient was \$5,111. While there may be reasons one qualifies for this benefit, planning ahead may significantly reduce chances that a person ends up needing the benefit.

The Board of County Commissioners has the ability to recommend that budgeting and financial planning becomes a part of programs that receive funding. Many surveys provide information about various components but there is nothing at the local level that identifies:

- How people spend their money
- What is the comfort level of people with managing their money
- What percent of constituents have a plan

Priority:

With the BOCC requiring that financial literacy become part of the curriculum from children to adults with programs that receive funding, there could be a measurement of what impact the programs have. In addition, data collected can measure various items from what the clients need to what next steps they would like to see in order to increase their financial awareness.

SUMMARY AND RECOMMENDATIONS

In summary, we find that progress has been made on several of the recommendations provided by the WAB from former Annual Reports; however, this year's report indicates continued challenges. We recognize the significant efforts of the Mecklenburg BOCC 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:

- Continue County funding, time and logistic support of the new Battered Women Shelter.
- Continue County funding, time and logistic support of the new Supervised Visitation Exchange Center.
- Promote equality in the workplace with regard to recruitment, training, promotion, and wages
- Promote flexibility in the workplace to enable women to work and be care givers
- Providing childcare especially to women of low income and low education (and investigation/study into the reasons why more low-income mothers do not take advantage of childcare subsidies)
- Continue to fund programs to promote healthy lifestyles throughout the county.
- Increase accessibility to county health department clinics and other services.
- Promote healthy eating and living habits and encourage everyone to get more exercise.
- Conduct a pay equity audit at the County level and eliminate pay disparity between male-dominated and female-dominated jobs requiring comparable levels of education and expertise.
- Improve transparency in salaries of County Employees.
- Support Equal Pay Legislation at all levels.
- Support initiatives aimed at educating women in negotiation skills.
- Identify and support women's education in non-traditional, male- dominated fields.
- Support initiatives, organizations and businesses that educate about the impact of the gender wage gap.
- Require a component of the Community Service Grant Programs to include curriculum designed to address budgeting, money management, goals and the importance of credit
- Recommend that budgeting and financial planning becomes a part of programs that receive County funding

- Establish a Community Support Fund in the BOCC budget
- Continue funding the WAB Annual Women's Equality Day Celebration at \$1,500.00.

THE WOMEN'S ADVISORY BOARD MEMBERSHIP 2012

1. Jaime Daniell: Chairperson
2. Faith Fickling: Vice Chairperson
3. Najeedah Stover (former): Secretary
4. Donna Hughes: Parliamentarian
5. Shanita Britton
6. Melissa Duscha
7. Beverly Hunt
8. Sandra Johnson
9. Yvonne McJeters
10. Li Mia Bowens
11. Nancy Plummer
12. Lisa Yarrow
13. Karen Okhoya
14. Amanda Prothero
15. Mariana de Jesús Núñez
16. Peter Safir: Community Support Services Staff