



Mississippi Commission on The Status of Women

ANNUAL REPORT FY2011



Women: Key to Mississippi's Future

Jackson, MS
December 2011

EXECUTIVE SUMMARY

FY2011 did not bring major advances for Mississippi women. High unemployment rates increased the percentage of women living in poverty and the percentage of female-headed households with children living in poverty climbed to 59% in 2010. Political and other indicators showed only minor change.

The Mississippi Commission on the Status of Women moved forward on several fronts, however. Two major initiatives were the **Women and Applied Politics Seminar**, aimed at women considering a run for public office, and the annual meeting of the **Interagency Council**.

Commission **recommendations** following from Interagency Council meetings are included in this report.

The Commission held several networking meetings with women's organizations as it planned for a **statewide event**, now scheduled for April 2012.

The Commission established a **non-profit organization, WOMEN, Inc.**, in order to pursue grants to fund its work, as provided for in the legislation establishing the Commission.

Several Commissioners and the Executive Director gave **presentations** relating to women in Mississippi in response to requests from organizations across the state.

The **Commission website** was updated and improved, and now includes links enabling women to access information and assistance from agencies and organizations across the state.

Mississippi Commission on the Status of Women

The Mississippi Commission on the Status of Women is comprised of 13 appointed volunteer members, assisted by a paid Executive Director. We are assigned the duty of encouraging and promoting the success and well-being of Mississippi's women and their families.

According to a legislative mandate, the Mississippi Commission on the Status of Women prepares an annual report to the Governor and Legislature on the issues and challenges facing women and their families in Mississippi. This report also covers Commission activities in FY2011, including the meeting of the Interagency Council of state agencies, a council which examines the impact of state programs on the lives of women.

The Commission wishes to thank the State Legislature for its support. Legislative appropriations have provided funding to the Commission since 2007, making it possible to hire an Executive Director. This past year, the Attorney General generously provided the Commission with office space in the Sillers Building, which has enhanced our ability to serve the public. We also wish to thank the women of the state, who have been enthusiastic in their support of our initiatives to advance the well-being of women and their families.

We hope that this Annual Report will be useful to the Governor, the Legislature, State Agencies, and other entities making decisions and providing services that impact the lives of Mississippi women. While progress has been made in Mississippi, many challenges remain!

Marianne Hill, Ph.D.
Commission Chair
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Available on-line at
www.msstatusofwomen.org

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Report prepared by
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STATUS OF WOMEN IN MISSISSIPPI FY2011

Introductory Remarks by the Chair

The influence of women in Mississippi continues to grow. **Women make up 48% of the workforce**, and account for the majority of college graduates today. They constitute the majority of workers in several sectors from health care (81%) and education (73%) to finance/insurance and real estate (63%), leisure and hospitality (61%) and retail trade (53%). Working mothers with children at home are the sole earner in the household 42% of the time in the state.

In the political arena, barriers facing women are lessening. Two women candidates for statewide office, Lynn Fitch and Cindy Hyde-Smith, won the posts of State Treasurer and Commissioner of Agriculture, respectively, in the November 2011 elections. During the same election cycle, women at the grassroots level mobilized against, as well as for, the controversial Personhood Amendment to the state constitution that was defeated.

Yet despite the expanding roles of women at the workplace and in the community, formidable obstacles must be overcome if women are to achieve greater equality at the workplace and in communities. The **wage gap** between men and women at all skill levels is sizeable, with fulltime women workers earning 74% of what a man earns on average in the state. This makes it more likely that women will be poor and that their standard of living will be lower, both while they are working and after retirement. This is a key concern that must be addressed.

Lower wages combine with high cost of **child care** to set back working mothers in both two-parent and single-parent families. About 39% of working families with children are eligible for childcare subsidies, yet 80,000 children under 13 years of age receive no such assistance. The high cost of child care is particularly hard on lone mothers with small children. If the mother cannot afford childcare, she may be unable to hold a steady job and so be forced to move in with a relative or friend.

Apart from food stamps and family, there are few other sources of support available to unemployed lone mothers. **Child support payments** in Mississippi currently average less than \$60 per child per month, less than the cost of a week of childcare. Welfare payments (Temporary Assistance to Needy Families) are a maximum of \$170 per month for three persons and most single, poor parents do not receive these benefits.

Violence against women is also a widespread problem. Mississippi ranks high among the states in terms of the number of women killed by men. Sexual harassment is pervasive, and is especially prevalent for women in higher-paying, non-traditional occupations, according to the National Women's Law Center.

Overall, Mississippi ranks at the bottom of the states in terms of the **status of women**, according to an index developed by the Institute for Women's Policy Research. This index reproduced in the appendix, takes into account extensive data available by gender in the areas of political participation, employment and earnings, economic autonomy, health and reproductive rights.

FY2011 did not bring major advances for women. **The recession** has increased the number of persons living in poverty, and the percentage of female-headed households with children living in poverty climbed to 59% in 2010. Inroads continue to be made in addressing violence against women, however, and in 2011 the percentage of women in the state legislature increased from 14% to 15%, as reported in the appendix.

Women are key to Mississippi's future and much remains to be done. The Commission will continue its vital roles of gathering and disseminating information about the status of women, and of working for women at every level. Your suggestions and your participation with us in these efforts can advance the well-being of women and their families.

Sincerely,

Marianne Hill

Commission Chair, FY2011

Commission Members and Executive Directors, FY2011

Commission Members

Commissioners serving during FY2011 are listed below. In some cases, appointments were made mid-term to fill open positions. Commissioners are appointed to four-year terms.

Appointed by the Governor

1. Kay B. Cobb, Oxford
2. Hallie K. Duckworth, Madison
3. Wesla Sullivan Leech, Mendenhall
4. Mary Beth Wilkerson, Ridgeland

Appointed by the Lieutenant Governor

1. La'Wana Hailey, Biloxi
2. Mazie Smith, Jackson
3. Margaret Faye Davidson, Hattiesburg

Appointed by the Speaker of the House

1. Joey Albritton, Jackson
2. Marianne Hill, Madison
3. Beverly Hogan, Jackson

Appointed by the Attorney General

1. Patti Marshall, Jackson
2. Regina Quinn, Jackson
3. Gloria Williamson, Philadelphia

Executive Directors

Pam Johnson (FY 2011)

Stephanie Coleman, Interim (FY 2012)

Commission History and Purpose

It is declared to be the public policy of this state to encourage, promote and foster the success and well-being of its citizens and to offer unobstructed access to such opportunities as exist in order that all Mississippians may realize the quality of life for their families to which they aspire. It is a higher public purpose of state government to ensure that no individual is denied the opportunity to succeed and make positive contributions to Mississippi's quality of life because of gender...

*--From the Preamble of House Bill No. 797 (Reg. Sess. 2001)
establishing the Mississippi Commission on the Status of Women.*

The Mississippi Legislature created the Mississippi Commission on the Status of Women in 2001 as a nonpartisan body composed of thirteen appointed members. The Governor appoints four Commissioners, including a current or former food stamps recipient and a single mother. The Lieutenant Governor appoints three Commissioners, including a current or former college educator with expertise in women's issues. The Speaker of the House appoints three Commissioners including a health care professional knowledgeable in women's health issues. The Attorney General appoints three Commissioners including a law professor or lawyer with expertise in women's issues. All Commissioners serve in a voluntary capacity and are active in other groups that address issues of concern to women.

Vision Statement

The vision of the Mississippi Commission on the Status of Women is the improvement of the overall quality of life of women, specifically in the areas of education, health, economics, political participation, and race relations.

Mission Statement

The mission of the Mississippi Commission on the Status of Women is to assess and influence policies and practices that affect women through an inclusive, collaborative process. This mission is undergirded by the beliefs that:

*All people regardless of gender should have unobstructed access to opportunities to realize the quality of life to which they and their families aspire, and

*No person should be denied the opportunity to succeed and make positive contributions to society.

Duties

- Research and publish periodic reports documenting the status and concerns of women
- Advise and consult with the executive and legislative branches of state government
- Serve as a liaison between government, private interest groups, and the general public concerned with services for women
- Educate the state regarding the status of women
- Make recommendations to public and private groups and persons concerned with any issue related to improving the status of women
- Promote consideration of qualified women in positions at all levels of government
- Report annually to the governor and the legislature on the Commission's activities and findings.

Activities of the Mississippi Commission On the Status of Women, FY2011

The Commission moved forward on several fronts during FY2011. Two major initiatives of the Commission were the Women and Applied Politics Ready to Run Seminar and a meeting of the Interagency Council.

The Commission planned and held a Women and Applied Politics Ready to Run Seminar in April in Jackson at the State Capitol. The seminar consisted of a full day of training for women candidates, those who are contemplating running for office, and those who just want to learn more about the ins and outs of Mississippi's political arena.

The Commission held a meeting of the Interagency Council in April, at which representatives of 12 state agencies reported on how their programs have impacted women in the state. They also reported on the employment of women within their agencies, and made recommendations regarding issues that need to be addressed to further improve the status of women.

- The Commission was assigned an office space in the Attorney General's office on the 14th floor of the Sillers Building.
- Legislative Day at the State Capitol was held in February to acquaint legislators with the work of the Commission and thank them for their work in support of women (2/15).
- The process of planning for a 2011 statewide women's conference was begun as a result of a networking luncheon that was held in 2010.
- Commission's website was updated and improved; the Commission's FY2010 Annual Report was posted.
- The Commission completed preparation of materials for establishing a non-profit in order to pursue grants



to support its work; this non-profit is now completing the necessary forms to achieve 501(c) (3) status.

- The Commission researched and submitted requests for funds from various foundations and other funding sources.
- The Executive Director and Commissioners attended several meetings and conferences representing the Commission and building networks within the state.
- In April, the Executive Director was a presenter at the AAUW State Convention at Blue Mountain College on the Women in Mississippi.
- Five new Commissioners were sworn in during the month of July.
- The Commission continues to work with the Secretary of State's office on updating information on women elected to public office in the state.



Report on the Women in Politics Ready to Run Seminar

The Commission hosted a seminar for women interested in running for political office in the state of Mississippi. The seminar was organized under the leadership of Lydia Quarles, a Senior Analyst for the Stennis Institute, and Pam Johnson, Executive Director of the Women's Commission. It took place January 15, 2011, in at the State Capitol in Jackson.

The Seminar addressed topics including fundraising, opportunities for elected public service, media/communications and the key elements of a campaign.

Entitled "Ready to Run Mississippi," the event drew 60 participants from across the state. The seminar was presented with the support of the Center for American Women and Politics of Rutgers University, the John C. Stennis Institute of Government at Mississippi State University, the Stennis Center for Public Policy (D.C.), the Foundation for the MidSouth and Friends of The W.

Program participants included Judge Betty Sanders, Judge Virginia Carlton, Judge Mary Libby Payne, Justice Kay Cobb, Rita Wray, Kesha Perry, Sen. Debbie Dawkins, Gloria Williamson, Vangela Wade, Jennifer Wilkerson, Jimmie Moomaw, Amanda Green Alexander, Vicki Slater, Stacey Ferreri, Shirleen Watkins, Gale Walker, Ms. Quarles and Ms. Johnson. Stephanie Coleman assisted.

The Commission plans to participate in future seminars encouraging women's participation in the political arena.

Report on Meeting of the Interagency Council

The act which established the Commission provides for an Interagency Council, including but not limited to representatives of eleven of the largest state agencies. The Commission includes in this annual report the data and information provided by these agencies on how their programs affect women in the state. The presence or absence of women in the leadership of these agencies is also considered.

Each agency named in the legislation was contacted and invited to attend the April 2011 Commission meeting. Additionally, the Department of Finance and Administration, also attended. Some of the agencies reporting to the Commission, including the Department of Health, have programs geared specifically to women. Some provide detailed data on women in the state and/or within their own agencies. In other cases, information broken down by gender may be available periodically or not at all.



The Commission wishes to thank all the departments participating in the Interagency Council and recognizes the hard work they do on behalf of women and their families. This work, often unrecognized, vastly enriches the lives of Mississippians across the state. (*Information reported here is current as of June 30, 2011.*)

The 12 agencies attending the Interagency Council meeting and their presenters were:

Mississippi Attorney General's
Office - Jim Hood

Mississippi Board of Trustees of
State Institutions of Higher Learning
- Janette McCrory

Mississippi Department of
Corrections - Lora Cole

Mississippi Department of Education
Raina Lee

Mississippi Department of Finance
and Administration - Rita Wray

Mississippi Department of Health
Joy Sennett

Mississippi Department of Human
Services - Martha Benjamin

Mississippi Department of Mental
Health - Cary Walt

Mississippi Department of Public
Safety - Chantel Fox

Mississippi Development Authority
Jan Sims

Mississippi Secretary of State's
Office - Lee Anne Brandon

Mississippi State Board for
Community and Junior Colleges
Joan Davis-Haynes

Attorney General's Office

The Mississippi Attorney General's Office oversees divisions having significant impact on women. The Cyber Crime and Domestic Violence Units, as well as the Crime Prevention and Victim's Services Division which encompasses Youth Services, Victim Compensation and Victim Services, all have had positive impact on the lives of women and their families.

The Commission is also under the purview of the Attorney General's Office. One of the Commissioners, Patti Marshall is director of the Crime Prevention and Victims' Services Division.

The Office is taking on a growing leadership role in combating domestic violence in Mississippi. It conducts specialized training for court personnel, private attorneys, sexual assault nurse examiners and staff for batterers intervention groups across the state. Additionally, the Office provides training for domestic violence shelter service providers.

Of the agency's 262 employees, 56.5% are women, and 23 of its 47 top managers are women (49%). The Attorney General's Office represents nearly every state agency and the majority of the attorneys filling leadership attorney posts in those agencies are female.

Jim Hood is the Attorney General and one of his two Deputies Attorney General is a woman.

Acknowledgement and Recommendation: The Commission thanks the Attorney General and his staff for providing support and office accommodations for the Commission. It recommends that the office provide data broken down by gender on programs that provide services impacting women and their families.

Board of Trustees of State Institutions of Higher Learning (IHL)

The Board of Trustees of State Institutions of Higher Learning (IHL) oversees the state university system.

Among the members of the Interagency Council, IHL provides perhaps the most comprehensive overview of statistics by gender in all areas of its purview including faculty and staff employment, student enrollment and degrees granted, and contracts at the eight state universities.

In response to the questions posed by the Commission for the April 12 meeting, IHL reported that 33 % of its board members are women, 58% of the agency's employees are women, and 28% of the agency's women employees are in top management positions. IHL further proposed to provide wellness initiatives as a means to improve the quality of work life for women employees should the funds become available.

Hank Bounds is Commissioner, and the Deputy Commissioner for Finance and Administration is a woman. During the most recent term, both the president and vice president of the board were women. Commission Chair Marianne Hill is IHL Senior Economist.

Acknowledgement: The Commission acknowledges the work IHL has done to provide comprehensive data by gender for its service areas.

Department of Corrections

The Department of Corrections provides data on the number of inmates by gender, age, race and offense.

In April 2011, the number of female inmates were 2,156 persons (with 41.74% black and

58.26% not black) At the same time, 1,165 women were on parole and 6, 623 were on probation. 83% of incarcerated Mississippi women are mothers with children at home.

Corrections provided the Commission with data on employees by gender. In April 2011, female employees numbered 1,659 or 58.77%, compared with 1,761 or 59.7% in 2010. Executive staff, excluding the Commissioner, is 50% female out of a total of 10 positions, the same as last year. Women comprise 60.37% of supervisory positions and 17.39% of administrative staff positions. Line staff employees comprise 59.35% of that classification. The Department's Office of Communications and Medical Division are led by women.

When responding to the question of how the department would utilize more funding to improve the lives of women, the organization stated it would provide more services for women offenders, particularly those who are addicted to methamphetamines.

Christopher Epps is the Commissioner; one of his three deputy commissioners is a woman.

Recommendation: The Commission notes the Department has published information on its website concerning inmate data broken down by gender. We recommend that data concerning services provided to women also be reported regularly.

State Department of Education

The State Department of Education provided data concerning the number of female employees within the agency as being 72%, or 522 out of 727. Also, the Department reported that 55%, or 28 out of the 51 top management positions are held by women.

The Department provided information concerning



programs it has implemented over the past year which it believes favorably impact the lives of women and girls. For employees, the agency has provided a lactation room for nursing mothers and implemented a workplace wellness policy for all employees. Further, the Department implemented a comprehensive Mississippi Educator Code of Ethics for employees.

For students, the Department continues its abstinence program in an effort to lower the rate of teenage pregnancy; it should be noted that an optional comprehensive sex education bill was passed during the 2011 legislative session offering districts the opportunity to provide information to students to inform them how to prevent pregnancy by other means. The Department instituted a No-Bullying Policy to reduce the instances of bullying which adversely affects all students, including females.



Tom Burnham is the State Superintendent. He has four deputies. Of these four, two are women.

Recommendation and Commendation: The Commission recommends that the Department of Education compile data on students and employees by gender and make that data available on its website. It also supports programs aimed at providing girls with the knowledge they need to face the problems they will confront, and commends the Department for its anti-bullying and code of conduct policy implementations.

Department of Finance and Administration

The Mississippi Department of Finance and Administration (DFA) is the executive branch agency responsible for the state's

fiscal management and a wide range of other vital functions necessary to the operation of state government.

The department's report stated that of the \$1.6 billion expended by the state for contractual services, only \$11 million was spent with certified women-owned businesses, or .7% of the total (excluding IHL and CJC contracts).

Of the 415 total agency employees, 211 (50.84%) are women, up from 49% in the previous year. Of a total management staff of 25 individuals, 13 are women (52%), down from 53% in the previous year.

As part of its management of the state employee insurance program, DFA secured annual wellness visits for women to their General Practitioners as well as OB/GYN's. Its Bond Commission uses the services of one of the country's largest "female-owned" investment banking firms.

Women comprise nearly 15% of the attorneys approved to represent the State in tort claims actions. Further, the Department uses women-owned businesses in the areas of internal control review and W2 reconciliation, architectural, appraisal, furnishings and equipment services.

The agency plans to increase awareness of contractual opportunities for women-owned businesses.

Kevin Upchurch is the Director; of five Deputy Directors, two are women, including Commissioner-elect Rita Wray.

Recommendation: The Commission recommends that data concerning women's opportunities to do business with the state be posted to the department website.

Department of Health

The Mississippi State Department of Health, under the leadership of Dr. Mary Currier,

State Health Officer, is the only member agency of the Interagency Council led by a woman.

The department provides many services specifically for women. For example, the department provides maternity services to women through county health departments and oversees the WIC program for the state, which provides special supplemental food for women and their children under age 5.

The department also provides funding to domestic violence shelters and rape crisis centers across the state and, through its Office of Women's Health, focuses on ensuring that the health needs of women at or below 185% of the poverty level are met.

In response to the Commission's specific questions, the Department reported that 3 of the agency's 11 board members are women (27%). Of the 2,378 employees of the Department, 1,988 are female (84%). In areas of top management, 102 of the 154 positions are filled by women (66%).

Should the Department receive more funding, it would increase services for family planning and follow-up services for high risk babies, noting that Mississippi is first in the nation for teen pregnancy and also first in the nation for the number of low birth-weight babies.

Acknowledgement and Recommendation: The Commission recommends that the Department make the data it compiles by gender available on its website and thanks the Department for providing employment data broken down according to gender.

Department of Human Services

In comparison with other state agencies, individuals served by the Department of Human Services (DHS) are disproportionately women and their children.

Most adults receiving Temporary Assistance

to Needy Families and child support payments are women. Other DHS service areas of particular concern to women are child care and meals for the aging.

The DHS annual report for 2010 shows that 57,271 children were served through the Child Care and Development Fund (CCDF) as compared to 56,342 in FY2009. However, data on the number of hours or days of care provided is not available. Child collections totaled \$291,569,900.45 in FY2010, as compared to \$286,696,080 in FY2009. Paternity establishment percentages equaled 88% of cases where children were born out of wedlock during FY 2010.

DHS Child Support Enforcement Division was recognized nationally as the most improved program by the Administration for Children and Families, Office of Child Support Enforcement. The number of staff workers per case, however, is the second lowest in the nation.

The number of families receiving Temporary Assistance for Needy Families was again reduced, despite the recession.

At the Director level, 5 out of 12 are female. Out of the top 15 men and women in leadership positions, there is only one woman who makes over \$75,000 in annual income. In middle management 74 out of 100 positions are filled by women. Don Thompson is Executive Director of DHS. One out of the top five positions is filled by a female.

Acknowledgement and recommendations: The Commission thanks DHS for providing data relative to its employment of women in top management positions. It recommends that DHS compile service data by gender and make it available on its web site. Follow-up data on those

leaving the TANF program is needed to reveal whether these families have fallen further into poverty. We also request the total number and percentage of female employees.

Department of Mental Health

The Department of Mental Health (DMH) provided data by gender to the Commission via an e-mail report which answered the specific questions posed by the Commission to council agencies.

The department reported that 30% or 3 of 9 of its board members are women, up from 2 of 9 last year, and that 70% of its total workforce is women. DMH reported 11 of 19 individuals, or 60%, of facility directors and bureau directors are women.

If provided more funding to expand services improving the lives of women, the department reported it would give more focus on the campaign to reduce the stigma of those with mental illnesses as well as researching and addressing the effect that mental illness has on women and families.

Edwin LeGrand is the Executive Director of the Department.

Recommendation: The Commission continues to recommend that the Department of Mental Health compile comprehensive data of its services broken down by gender and make the data available on its website.

Department of Public Safety (DPS)

The Department of Public Safety (DPS) has several divisions including the Highway Patrol, the Mississippi Bureau of Investigation, the Bureau of Narcotics, Mississippi Homeland Security, the Crime Lab, Crime Stoppers, the State Medical Examiner's Office, the Law Enforcement Officer's

Training Academy, Public Safety Planning Motor Carrier Safety Division and the Office of Administrative Operations.

Division annual reports are not available through the division websites.

DPS provided the Commission with statistics on total employees and on supervisory/management employees by gender. Of a total of 1,263 employees (1,311 last year), 454 (36%) are women compared to 463 (35%) last year.

Only two divisions have no women in supervisory or management roles: Driver Services and Administrative (249 female employees) and the Training Academy (6 female employees, one more than last year).

The Highway Patrol employs **nine female officers out of 507**, with three in supervisory capacity.

Crime Stoppers was not a part of the Department's 2011 report to the Commission.

The Commissioner of Public Safety is Albert Santa Cruz. DPS executive staff consists of 8 men and one woman (13%) who is head of Support Services.

Recommendation: The Commission recommends that all collected data broken down by gender be made public via DPS websites.

Mississippi Development Authority (MDA)

Within its three divisions, the Mississippi Development Authority (MDA) offers a special program for minority and women-owned businesses, helping to facilitate networking with key industry partners from public and private sectors.

Through MDA, \$2.2 million in minority loans were provided in FY 2010, 61.1% of those to women-owned businesses. Of the approximately 800 certified minority busi-

nesses listed in the MDA Supplier Directory, 44.5% are women-owned. In the new Entrepreneur Training Program, 68% of participants are women (of 157 individuals). During fiscal year 2010, approximately 50% of participants in classes offered through the WIN Job Centers and community college workforce classes were female.

59% of the estimated total visitors to Mississippi were female, an increase of 1% from 2009. The MDA recognizes that the tourism and hospitality industry is predominantly female. Of the 25 Convention and Visitors Bureaus in Mississippi, 17 have female directors.

The MDA workforce is 70% female (60% last year), with 65% of the agency's front-line supervisory positions being held by females (64% last year). Eight of 14 division directors are female (6 last year). If provided more funds, MDA would use the money to provide additional funding for programs that ultimately benefit everyone.

Gray Swoope was the Executive Director during FY2010; 3 of 6 executive team members are women.

Commissioner Mary Beth Wilkerson is Director of the Division of Tourism.

Recommendation: The Commission recommends that MDA report its various data according broken down by gender where possible and post this information to its website.

Secretary of State's Office

The Secretary of State's Office (SOS) oversees the state's electoral processes and has responsibilities in the regulation of businesses, charities and more.

It publishes several reports that document persons serving the public through elected office, boards, commissions and other bodies, including a comprehensive report of state government every four years — the Mississippi Official & Statistical Register.

The Office provided the Commission with an overview of the number of women who are currently appointed to serve in the state's agencies, boards and commissions (ABC's). Of the 1,541 appointments to the 161 ABC's, only 302 are women (less than 20%). The Commission is the only appointed body wholly comprised of women appointees. There are 15 ABC's with equal male/female representation or a majority of female appointments and **there are 61 ABC's with no women.** The SOS provides an online service which shows appointment vacancies throughout the 161 ABC's.

In response to specific questions posed by the Commission, the Secretary reported that 68% of the agency's permanent, full-time employees are women; 15 (45%) women hold management positions.

If provided additional funding to serve women's priority needs, the Secretary reported his agency would work to strengthen educational efforts and services to benefit women including in the areas of voting, pre-need cemetery plans, investments in charities and securities, business services and other areas.

Delbert Hosemann is Secretary of State, his Deputy Chief of Staff, Assistant Secretary of State for Securities and Charities, Assistant Secretary of State for Education and Publications, Director of Human Resources and Director of Communications are all women.

Recommendation: The Commission recommends that this office regularly publish data on women in elected office, and publish online the gender report on ABC's.

State Board for Community and Junior Colleges

The State Board for Community and Junior Colleges (CJC) oversees Mississippi's 15 community and junior colleges and tracks data for enrollment and degrees granted as well as staff and faculty according to gender.

While nationally 58% of credit enrollees at this college level are women, in Mississippi that number is 63.3%. (64% last year). Workforce program enrollees are 45% female and of the students enrolled in ABE/GED programs, 51.4% are women (55% last year).

Mississippi's CJC women faculty members comprise 64% (1,770) of the 2,746 individuals so employed. Administratively, 61% of staff members across the system are women, and 49% of administrators are women. Beginning in July 2011, two of the 15 CJC presidents will be women (13.3%).

Within the Board administrative structure, 65% of staff are women (13/20), 22% of managers are women (2/9), 33% of upper administration are women (3/9) and 20% (2/10) of the Board members are women.

Eric Clark is Executive Director; both deputy directors are women.

Acknowledgement: The Commission thanks the Board for providing faculty and employee data broken down by gender as recommended in the Commission's FY2010 report and suggests that the Board for Community and Junior Colleges post this information to its website.

On-Going Recommendations of the Commission

The Mississippi Commission on the Status of Women urges that the following steps be taken to advance the interests and well-being of women in the state. The Commission recommends:

- 1. That state agencies keep statistics on how their work impacts women specifically, and also on the number of women they employ: total and percentage in higher positions. That this information be provided to the Commission annually.**
- 2. That pay gaps between men and women be reduced.** To that end, have the State Personnel Board report regularly on the percentage of women filling the top positions in the different states agencies and also provide an overview of the number of women relative to men by job category and the average wage of women versus men in each category.
- 3. That current child support guidelines be re-evaluated and revised as part of the goal of reducing the poverty rate among women.**
- 4. That women's representation on boards and commissions be improved.** To increase the number of women who are considered for appointment, officials making such appointments should solicit and keep on file resumes of women qualified to serve on their boards or Commissions.
- 5. That the Secretary of State's offices regularly update its data on women holding elected office across the state.**

Chart 1. WOMEN IN ELECTIVE OFFICE - MISSISSIPPI AS OF JANUARY 2011

Congress

US Senate	Women: 0	Men: 2
US House	Women: 0	Men: 4

Other Statewide Elected Positions - Total Women: 0

State Legislature - Percentage Women: 14.9%

State Senate Total Senators: 52	Total Women: 5
State House of Representative Total Members: 122	Total Women: 21

Ranking among state legislatures for the proportion of women: 45

Mississippi is one of the four states that has never sent a women to either the Senate or the House. The others are: Delaware, Iowa, and Vermont.

Women in Statewide Elective Offices, 1960-2010 (Total Positions: 8)

Amy Tuck (Republican)	Lt. Governor	2000-2008
Evelyn E. Gandy (Democrat)	Lt. Governor	1976-1980
Evelyn E. Gandy (Democrat)	Comm. Of Insurance	1972-1976
Evelyn E. Gandy (Democrat)	State Treasurer	1960-1964; 1968-1972

Chart 2. **HOW MISSISSIPPI RANKS ON KEY INDICATORS**

	National Rank*	Regional Rank
Composite Political Participation Index	44	3
Women's Voter Registration, 1998-2000 (74.8% registered)	7	2
Women's Voter Turnout, 1998-2000. 52.5%	23	2
Women in Elected Office Composite Index, 2004. 0.78	49	4
Women's Institutional Resources, 2004, 1.25	22	2
Composite Employment and Earnings Index	47	3
Women's Median Annual Earnings, 2002. \$25,600	42	4
Ratio of Women's to Men's Earnings, 2002. 77.1%	16	1
Women's Labor Force Participation, 2002, 54.0%	49	4
Women in Managerial & Professional Occupations, 2001. 29.2%	48	4
Composite Economic Autonomy Index	51	4
Nonelderly Women with Health Insurance, 2001-02. 79.5%	43	4
Women with 4 or more years of college, 2000. 16.6%	48	3
Women's Business Ownership, 1997. 22.8%	47	4
Women above the Poverty Level, 2001-02. 79.8%	51	4
Composite Health and Well-Being Index (1.49)	49	3
Composite Reproductive Rights Index (0.27)	51	4

*See Appendix II in The Status of Women in the States for a detailed description of the methodology and sources used for the indices presented here.

25.1% of businesses were women-owned in 2002, ranking MS 41st, up from 22.8% in 1997 when MS ranked 47th.

The national rankings are of a possible 51, referring to the 50 states and the District of Columbia except for the Political Participation indicators, which do not include the District of Columbia.

Calculated by the Institute for Women's Policy Research, the website is: <http://www.iwpr.org>

The regional rankings are a maximum of four and refer to the states in the East South Central Region (AL, KY, MS, and TN).