



Mississippi

**MISSISSIPPI
COMMISSION ON THE
STATUS OF WOMEN**

2013 REPORT



ACKNOWLEDGEMENTS

This report could not have been possible without the assistance of the following state stakeholders:

Mississippi Attorney General's Office
Mississippi Department of Finance and Administration
Mississippi Department of Public Safety
Mississippi Board of Trustees of State Institutions of Higher Learning
Mississippi Community College Board
Mississippi Department of Corrections
Mississippi Development Authority
Mississippi Department of Education
Mississippi Department of Health
Mississippi Department of Human Services
Mississippi Department of Mental Health
Mississippi Department of Transportation
Office of the Mississippi Secretary of State

The Mississippi Commission on the Status of Women would like to thank these stakeholders for all of their hard work and contributions. The Commission would also like to extend its gratitude to the National Strategic Planning and Analysis Research Center (nSPARC) at Mississippi State University (MSU) for data analysis assistance.

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REMARKS BY THE CHAIR, MS. GLORIA WILLIAMSON

As Chair of the Commission on Status of Women, I take great pride in our Commission as do all the Commissioners. Year in and year out, we strive to improve the status of women in Mississippi.

It is a lifelong endeavor of mine to assist women in obtaining more visible, active, and productive roles in our society, government, and country. Through this Commission we are able to keep governmental officials aware of the progress of women in Mississippi. The publication of this report is just one of the pathways employed to achieve this mission.

We are grateful for the interest that our elected and appointed officials show in the Commission, along with their support. All of the Commissioners are appointed by leading government officials, and we appreciate the great nominees they have given us. There are so many great women in this State that need to be heard and should be serving on boards and commissions. We as a Commission encourage our officials to be mindful of the skill level that women in Mississippi have to offer and to appoint more women to boards and commissions in our State.

Although women represent 51.4% of the population, Mississippi continues to lag behind most other states in degree of female representation and influence in the most major areas (including the political arena). Mississippi is ranked 45th in elected officials, which brings me back to board appointments; if more women were in the elected bodies of our State, this may increase the likelihood of more board and commission appointments for women. The Commission has and will continue to help this endeavor by sponsoring “Ready to Run” seminars that help educate women in election processes. Through the election of more women, we will see the balance needed to ensure all segments of our society are heard, recognized, and engaged in the process of state governance.

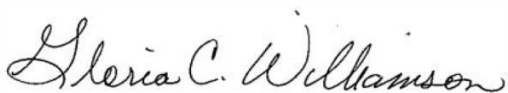
Gender gaps continue to exist in areas such as wages throughout the country. Mississippi is no exception. In our state, women’s median income is \$29,470 compared to \$39,709 for males, as reported by the 2010 Census. Women are working hard to change these statistics; according to the 2010 Census, we are now graduating more women from college than men in this state. Yet women continue to lag behind in fields such as medicine and engineering, which have traditionally been viewed as occupations for males.

Despite these disadvantages, progress is being made in these areas as well; we must all keep up the good work. Women contribute to society in many ways and must be recognized for their efforts, with more input through appointments and leading management positions.

The Commission will continue its vital roles of gathering and disseminating information about the status of women and working for women at every level. We will continue each year with our “Women of the Year” recognition so that we may highlight and feature the accomplishments of women. We hope to encourage women to strive to achieve their dreams and stretch their boundaries as high as the Mississippi sky will carry them.

We welcome your suggestion and encourage you to visit our website www.msstatusofwomen.org.

Sincerely,



Gloria Williamson, Chair

COMMISSION MEMBERS

Gloria Williamson,
Chair

Rosalind Sanders Rawls,
Executive Director

Martha Benjamin

Natalie Cole

Mandy Mitchell Davis

Laura Hipp

Wesla Sullivan Leech

Rebecca Mansell

Regina Quinn May

Heather Wagner

Rita Wray

HIGHLIGHTS

- Statewide numbers show that women make up less than one-third of state agency board members. The data also show that women are only equally represented on the board of the Mississippi Department of Corrections (see Figure 1).
- Almost two-thirds of state agency employees are women. Specifically, in nine out of the 13 state agencies, women make up more than 50 percent of the workforce (see Figure 2).
- Women are in 51 percent of top management jobs across state agencies. However, in some agencies, women remain underrepresented (see Figure 3).
- Slightly more women (53.6 percent) than men (46.4 percent) benefit from services or programs offered by state agencies (see Figure 4 and Table 2).
- All state agencies welcome additional funding aimed at advancing the well-being of women in Mississippi (see Table 3).
- Compared to 50 years ago, women are making significant progress in the areas of labor force participation, employment, and educational attainment. Women, however, continue to earn less than men and continue to be underrepresented on executive boards and in high-ranked positions.

MISSISSIPPI WOMEN IN NATIONAL CONTEXT

- Mississippi women are ranked:
 - **49th** in labor force participation (see Figure 5)
 - **39th** in employment of managerial or professional occupations (see Figure 6)
 - **41st** in earnings ratio to men for full-time, year-round employment (see Figure 7)
 - **43rd** in health insurance coverage (see Figure 8)
 - **48th** in attainment of four or more years of college education (see Figure 9)
 - **1st** in living in poverty (see Figure 10)
 - **30th** in women-owned firms (see Figure 11)
- As in Mississippi, women are underrepresented on corporate boards and executive committees in the United States and the world (Figures 12 and 13).

KEY RECOMMENDATIONS FOR 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 that:

- 1. State agencies keep statistics on how their work impacts women specifically and on the total number and percentage of women they employ in higher positions.** This information should be provided to the Commission annually.
- 2. Pay gaps between men and women be reduced.** To that end, the State Personnel Board should report regularly on the percentage of women filling the top positions in the different states agencies; the number of women relative to men by job category; and the average wage of women versus men in each category.
- 3. Current child support guidelines be reevaluated and revised as part of the goal of reducing the poverty rate among women.**
- 4. 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. The Secretary of State's offices regularly update their data on women holding elected offices across the state.**
- 6. Additional state agencies be invited and included in the next report.**

INTRODUCTION

This report covers the position of women across state agencies, their composition in managerial or other high-ranked jobs, the services or programs that target and benefit this segment of the population, and the impact of these services from increased federal funding. The report is designed to inform legislators and to help promote women in state government. The ultimate goal is to level the playing field in the development and delivery of government policy and services.

This report includes an overview of (1) women in Mississippi state agencies and (2) women in Mississippi, the United States, and the world.

The data on women's status in Mississippi came from 13 state agencies (see Table 1). Each agency has a representative on the Commission board. The collection of the data was guided by five questions (see side panel). The data were then analyzed to be displayed in tables and figures.

The data on women in Mississippi, the United States, and the World came from multiple secondary sources, including the U.S. Census Bureau (American Community Survey), the U.S. Bureau of Labor Statistics (Current Population Survey), EUROSTAT, UNESCO's Institute for Statistics, and others.

QUESTIONS TO INTERAGENCY COUNCIL MEMBERS

- **Question 1:** What percentage of your agency's board members are women?
- **Question 2:** What percentage of your agency's employees are women?
- **Question 3:** What percentage of those in top management positions are women?
- **Question 4:** What percentage of those benefiting from your services are women, in those cases for which you have information?
- **Question 5:** If your agency were to be given increased funding to expand services improving the lives of women, what services would be likely to be impacted?

Table 1: Participating Agencies

FULL AGENCY NAME	ACRONYM
1. Mississippi Attorney General's Office	AGO
2. Mississippi Department of Finance & Administration	DFA
3. Mississippi Department of Public Safety	DPS
4. Mississippi Board of Trustees of State Institutions of Higher Learning	IHL
5. Mississippi Community College Board	MCCB
6. Mississippi Department of Corrections	MDOC
7. Mississippi Development Authority	MDA
8. Mississippi Department of Education	MDE
9. Mississippi Department of Health	MDH
10. Mississippi Department of Human Services	MDHS
11. Mississippi Department of Mental Health	MDMH
12. Mississippi Department of Transportation	MDOT
13. Office of the Mississippi Secretary of State	SOS

PART I: OVERVIEW OF WOMEN IN MISSISSIPPI STATE AGENCIES

Figure 1. Percentage of Board Members Who Are Women by Agency¹

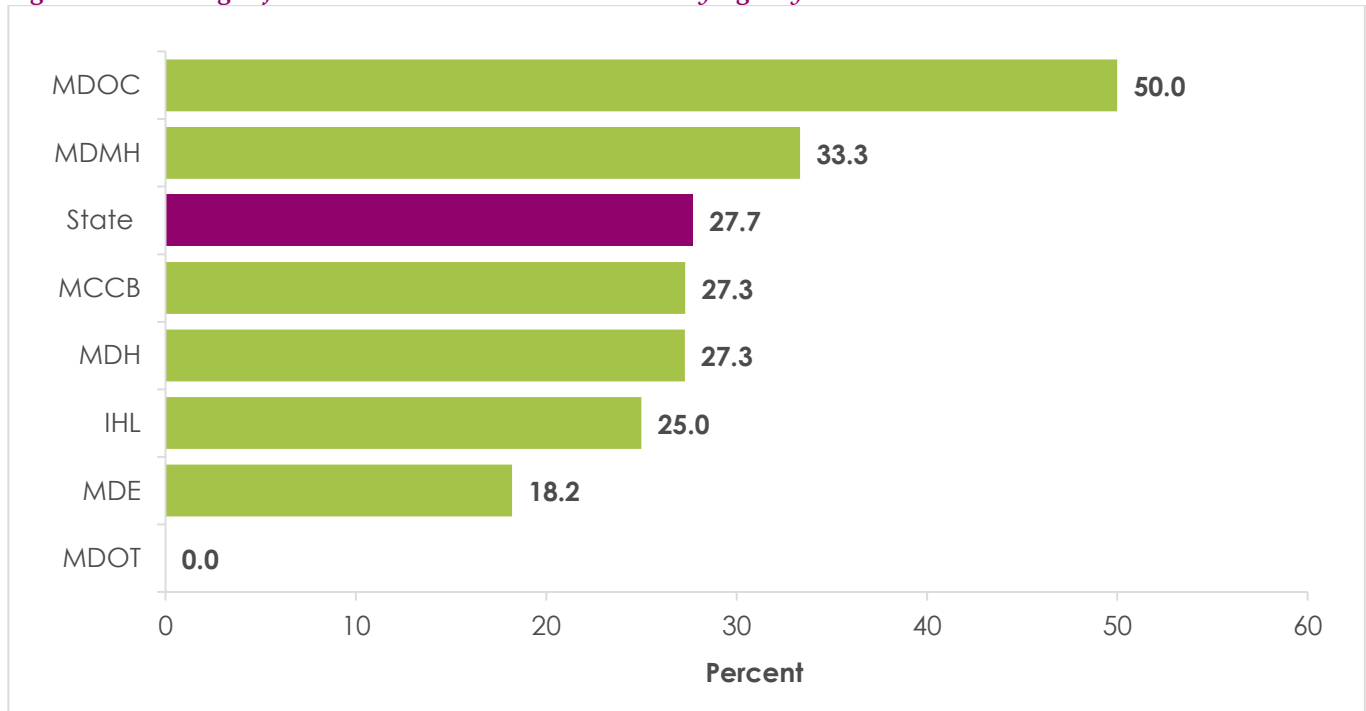
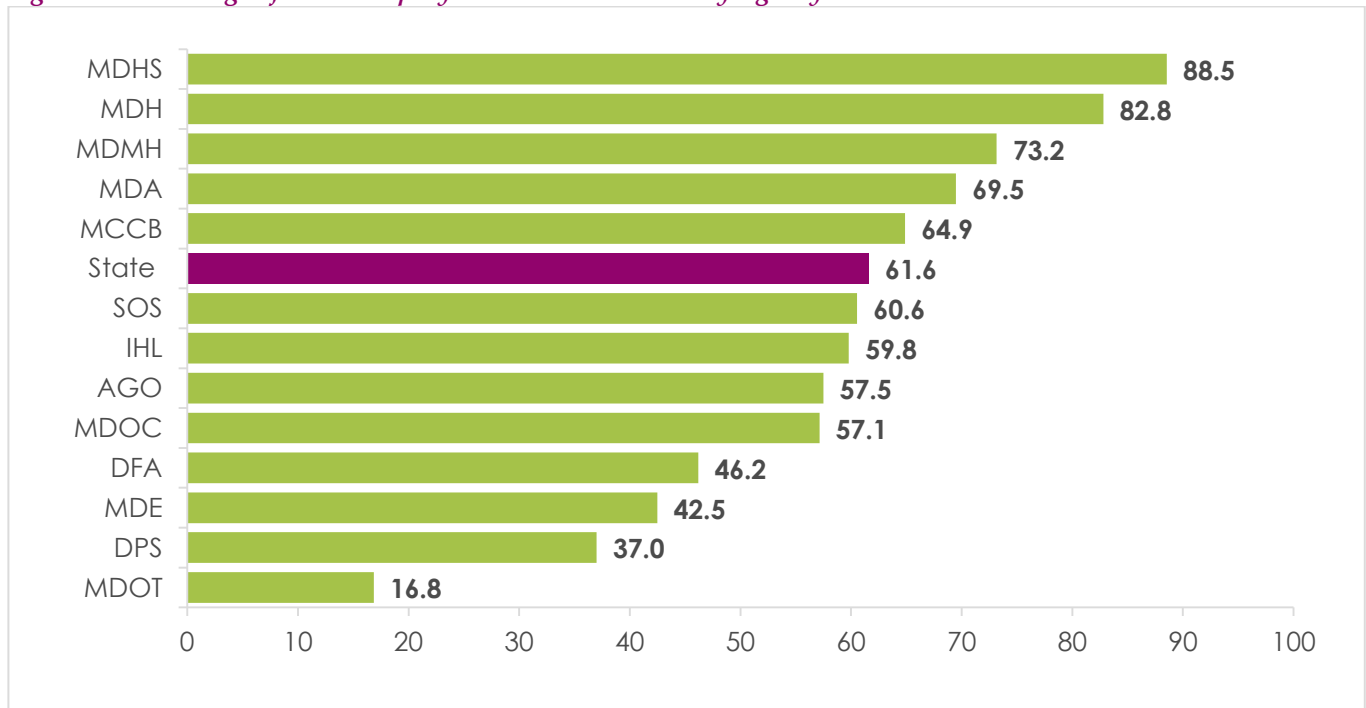


Figure 2. Percentage of Total Employees Who Are Women by Agency



¹ Participating Agencies with no board: Department of Human Services, Secretary of State, Department of Finance and Administration, Mississippi Development Authority, Office of Attorney General, and Department of Public Safety.

Figure 3. Share of Women in Top Management Positions by Agency

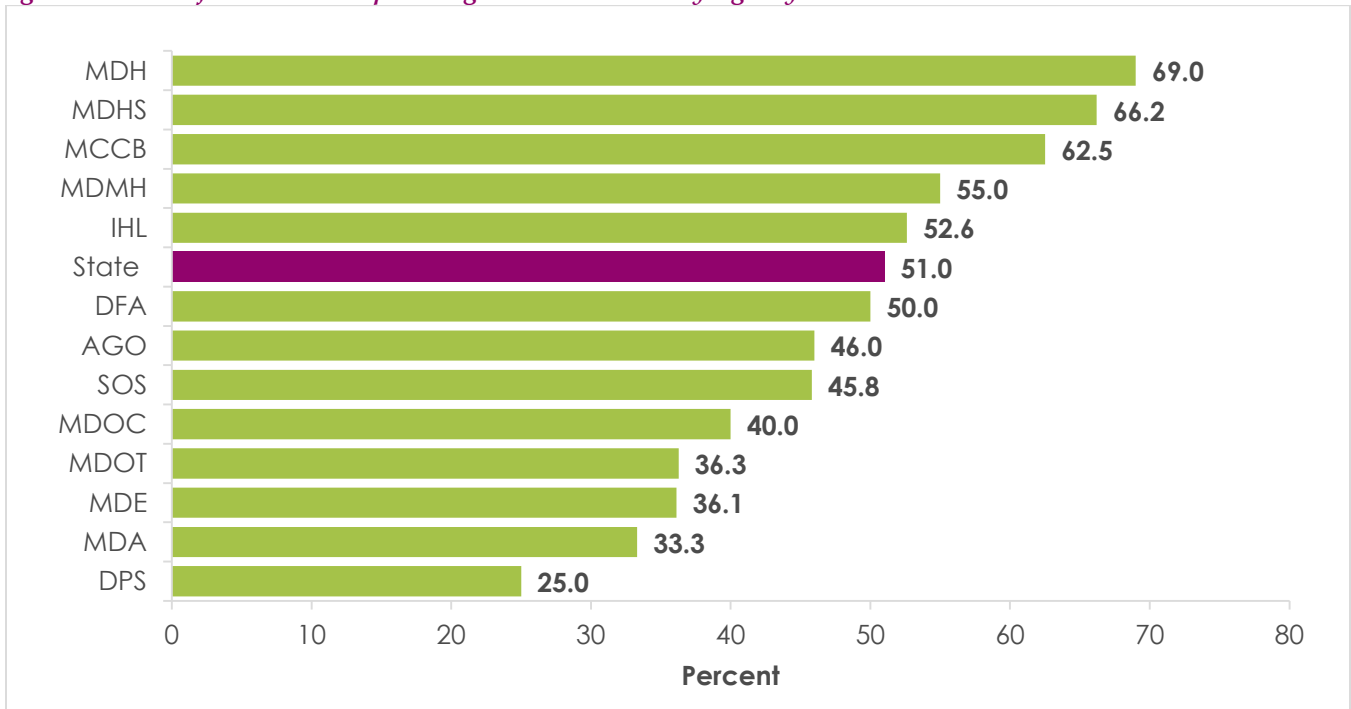
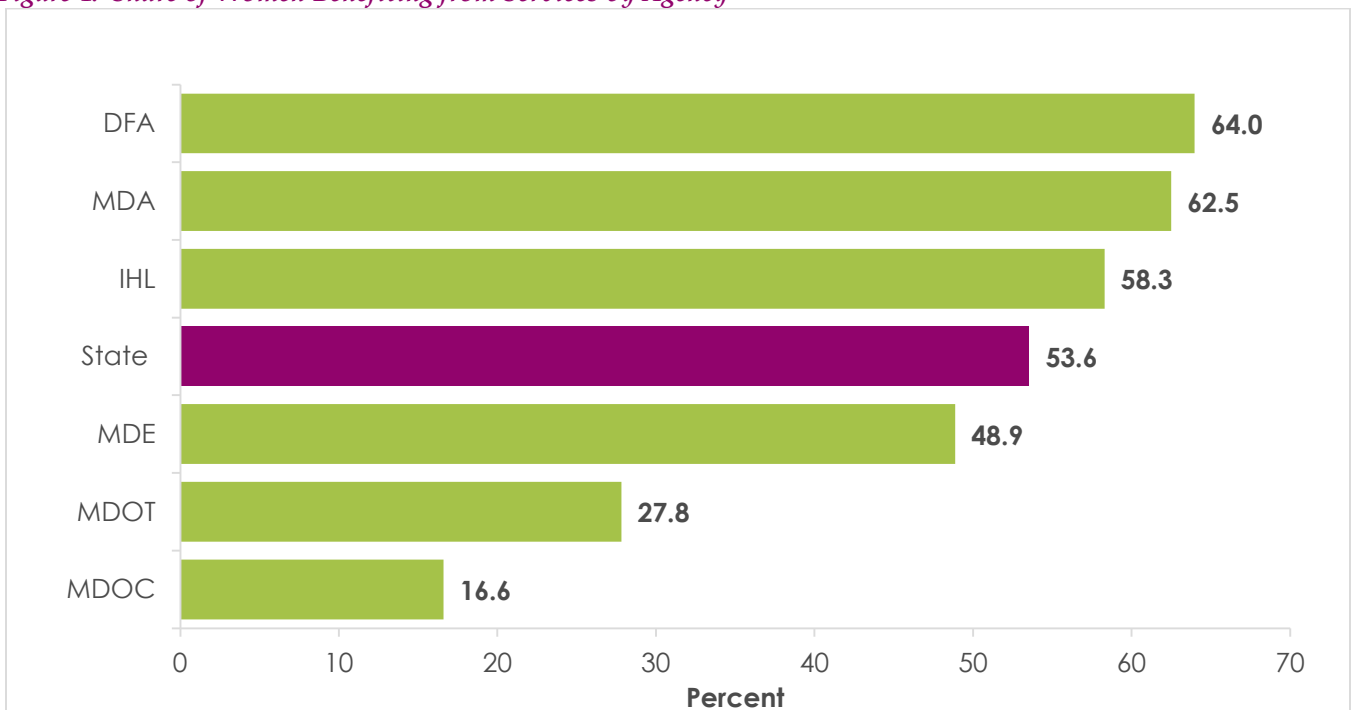


Figure 4. Share of Women Benefiting from Services by Agency²



² Chart includes only those agencies that provided actual figures for services targeting women.

Table 2: Services and Programs Benefiting Women³

DMH	DFA	MDA	MSDH	AGO
<p>1. Mental health</p> <p>2. Intellectual and development disabilities</p> <p>3. Alcohol and drug</p> <p>4. Alzheimer's disease</p> <p>5. Suicide prevention program "Shatter the Silence", which targets teenagers and parents</p> <p>In general, most parent requests for services are from mothers.</p>	<p>State & School Employees Health and Life Insurance Program</p>	<p>Minority and Women-owned businesses</p>	<p>1. Women, Infant and Children (WIC)</p> <p>2. Breastfeeding, maternity services</p> <p>3. Family planning services</p> <p>4. Oral Health</p> <p>5. Pap exam screening services</p> <p>6. Screening mammograms</p> <p>7. Domestic violence shelters</p> <p>8. High risk maternity case management program</p> <p>9. Office of Tobacco promoting use of referrals to Quitlines (pregnant women and all women in MS)</p> <p>10. Screening and treatment of STDs, as well as free and private HIV testing</p> <p>11. Office of preventive Health addressing diabetes of women</p> <p>12. Health services and Health Resources and Services Administration (HRSA) focusing on infant mortality</p> <p>13. March of Dimes and MSDH promoting "39 Weeks is worth the wait"</p> <p>14. Preconception / interconception health of women</p> <p>15. MSDH and Mississippi First supporting the Creating Healthy and Responsible Teens (CHART)</p> <p>16. Personal Responsibility Education program (PREP) for sexual health curriculums in high risk selected MS school districts</p> <p>17. MSDH and MDHS working on teen pregnancy</p>	<p>1. Domestic Violence Unit</p> <p>2. Training of Sexual Assault Nurse Examiners</p> <p>3. Providing help for victims of sexual assault</p> <p>4. Creating and maintaining the state-wide Protective Order Registry</p> <p>5. Protecting children and victims from cybercrime</p> <p>6. Maintaining the Victims Assistance Fund</p> <p>7. Going after dead-beat parents through our Child Support Enforcement Unit</p>

³ Participating Agencies with no demographic breakdown for services or programs: Department of Human Services, Secretary of State, and Department of Public Safety.

Table 2: Services and Programs Benefiting Women (continued)

MDOT	MDOC	IHL	MDE	MCCB
<p>1. Leadership / Enhancement / Assessment / Development (LEAD)</p> <p>2. The State Executive Development Institute (SEDI)</p> <p>3. The Certified Public Manager (CPM) Program</p> <p>4. The Basic Supervisory Course (BSC)</p> <p>5. National Transportation Management Conference</p> <p>6. National Transportation Leadership Institute</p>	<p>1. Offender population (includes inmates, probationers & paroles). Their breakdown in terms of female presence is: 16.6 percent</p> <p>2. Inmate population, only, constitutes of 9 percent females</p>	<p>Services and programs to students, 58.3 percent of whom are female</p>	<p>Services and programs to students, 48.9 percent of whom are female</p>	<p>1. University -track academic classes</p> <p>2. Career and technical skills</p> <p>3. Workforce education</p> <p>4. Adult basic education</p> <p>5. GED (General Education Development) preparation</p>

Table 3: Agency Wish List for More Funding

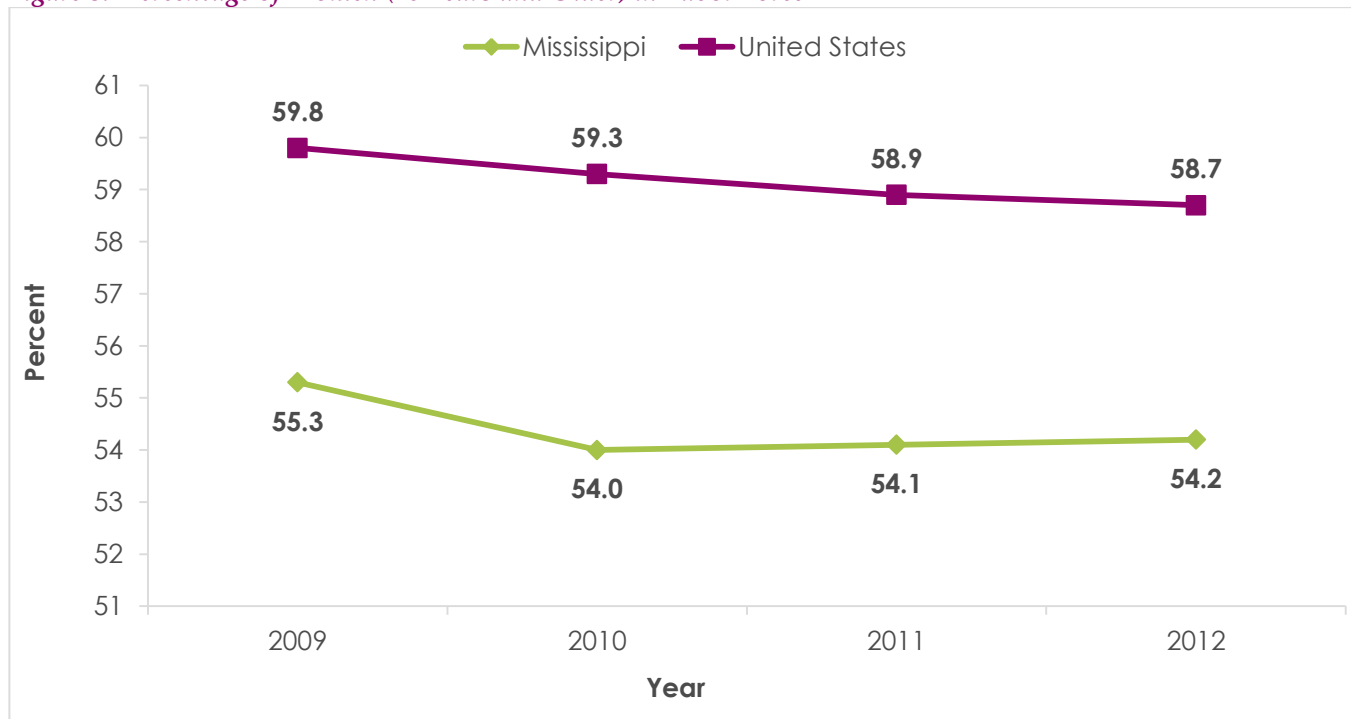
MDMH	MDHS	SOS	DFA	MDA	MDH	AGO
<p>1. Fetal Alcohol Spectrum Disorders (FASD)- moms & children</p> <p>2. Alcohol and Drug Treatment for women - pregnant women</p> <p>3. Respite for caregivers for IDD and Alzheimer's population – most caregivers are women</p> <p>4. Waiver expansion services to keep people in the community</p> <p>5. Prevention, education and early intervention</p> <p>6. Community integration</p> <p>7. Anti-stigma</p>	<p>1. Child Support Enforcement</p> <p>2. Child Care Certificates / awards</p>	<p>1. Increase voter registration</p> <p>2. Increase political process education</p> <p>3. Information on pre-need cemetery plans</p> <p>4. Wise investments on charities and securities</p> <p>5. Business services and other areas</p>	<p>Benefit changes for Calendar year 2013:</p> <p>1. 100 percent Coverage of additional ultrasounds for maternity cases</p> <p>2. Expansion of preventive services for women:</p> <p>a. Well-woman visits for preconception and prenatal care; 100 percent coverage</p> <p>b. Screening for gestational diabetes; 100 percent payment for one additional gestational diabetes screening</p> <p>c. Contraceptive methods and counseling; no co-payment or prescription drug deductible</p> <p>d. Breastfeeding support; 100 percent coverage of breastfeeding supplies</p> <p>e. Annual screening and counseling for interpersonal and domestic violence</p>	<p>Additional funding would increase the program's effectiveness (i.e. women-owned businesses)</p>	<p>Services related to infant mortality – ensuring that women are educated about making healthy decisions over the life course.</p> <p>1. Infant mortality initiative:</p> <p>a. Education of women regarding:</p> <p>i. Safe sleep</p> <p>ii. Early elective deliveries</p> <p>iii. Smoking / second hand smoking during pregnancy</p> <p>b. Education of providers regarding:</p> <p>i. Elective preterm deliveries</p> <p>ii. 17P (progesterone medicine against preterm births)</p>	<p>1. Passage of Human Trafficking Act of 2013</p>

Table 3: Agency Wish List for More Funding (continued)

MDOT	MDOC	DPS	IHL	MDE	MCCB
<p>1. Hire and promote females in the categories of: Officials / Administrative, Professionals, Technicians, Skilled Craft, Service/ Maintenance</p> <p>2. Hire and promote: African Americans and Women</p>	<p>Increased funding would affect the following areas and impact female employees:</p> <p>1. Planning, management, guidance of entry level positions, such as the Correctional Officer</p> <p>2. Salary increase for the MDOC Correctional Officer and all MDOC employees/positions</p> <p>Increased funding would affect the following area and impact female offenders:</p> <p>1. Expansion of agency's Pre-Release Programming</p>	<p>All increases projected to effect all citizens of the state</p>	<p>Additional funding provided to the Institutions of Higher Learning to expand services to improve the lives of women would be utilized to:</p> <p>1. Enhance and cultivate the skills sets and qualifications of females currently working on the campuses to ensure that they are prepared to assume administrative roles</p> <p>2. Create a doctoral pipeline for women to ensure there is increased representation, specifically in Science, Technology, Engineering and Math fields</p> <p>3. Provide institutional, regional and statewide venues for women to collaborate on issues that are vital to improving the health, welfare, employment and future for women</p>	<p>1. Workplace wellness initiatives.</p> <p>2. Weight Watchers at a reduced rate</p> <p>3. Continue Abstinence Programs to help reduce teen pregnancy</p> <p>4. Annual Health Screenings</p> <p>5. Continued Implementation of the MS Educator Code of Ethics</p>	<p>1. Expand program of study offering</p> <p>2. Increase funding for workforce training</p>

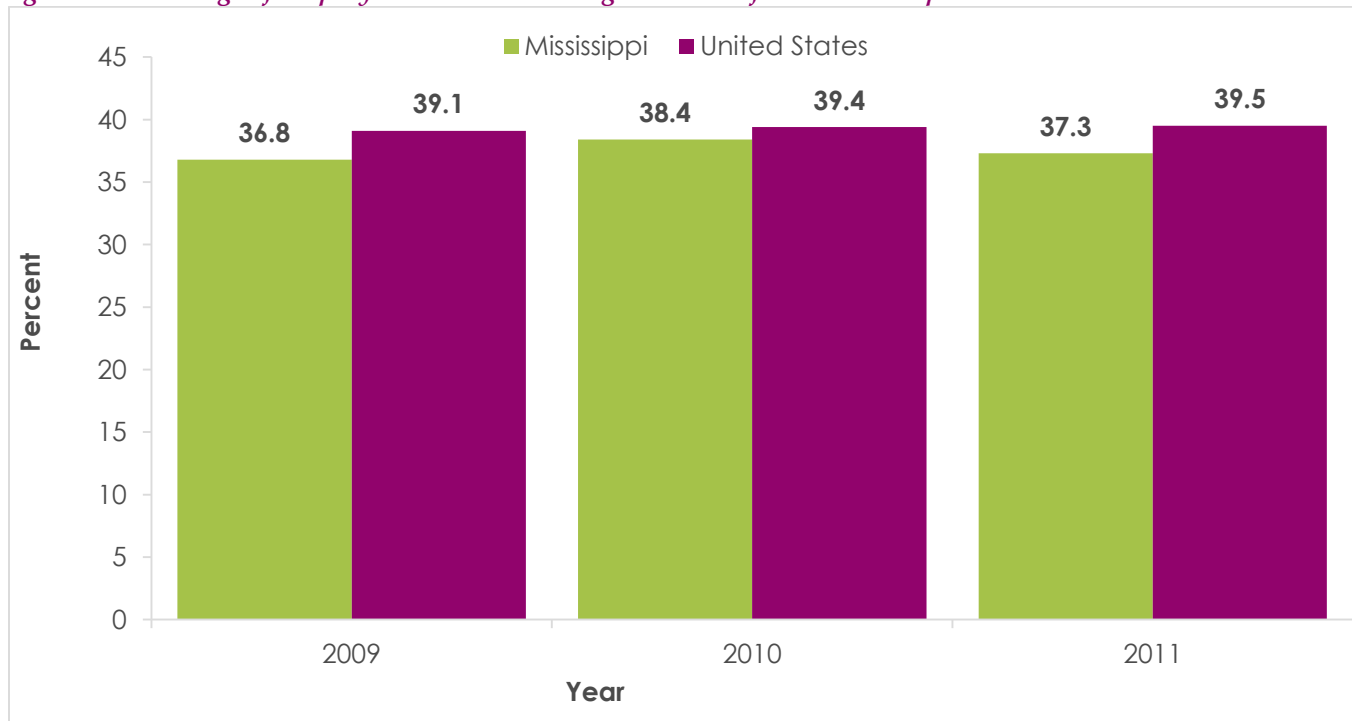
PART II: WOMEN IN MISSISSIPPI, THE U.S., & THE WORLD

Figure 5. Percentage of Women (16 Years and Older) in Labor Force



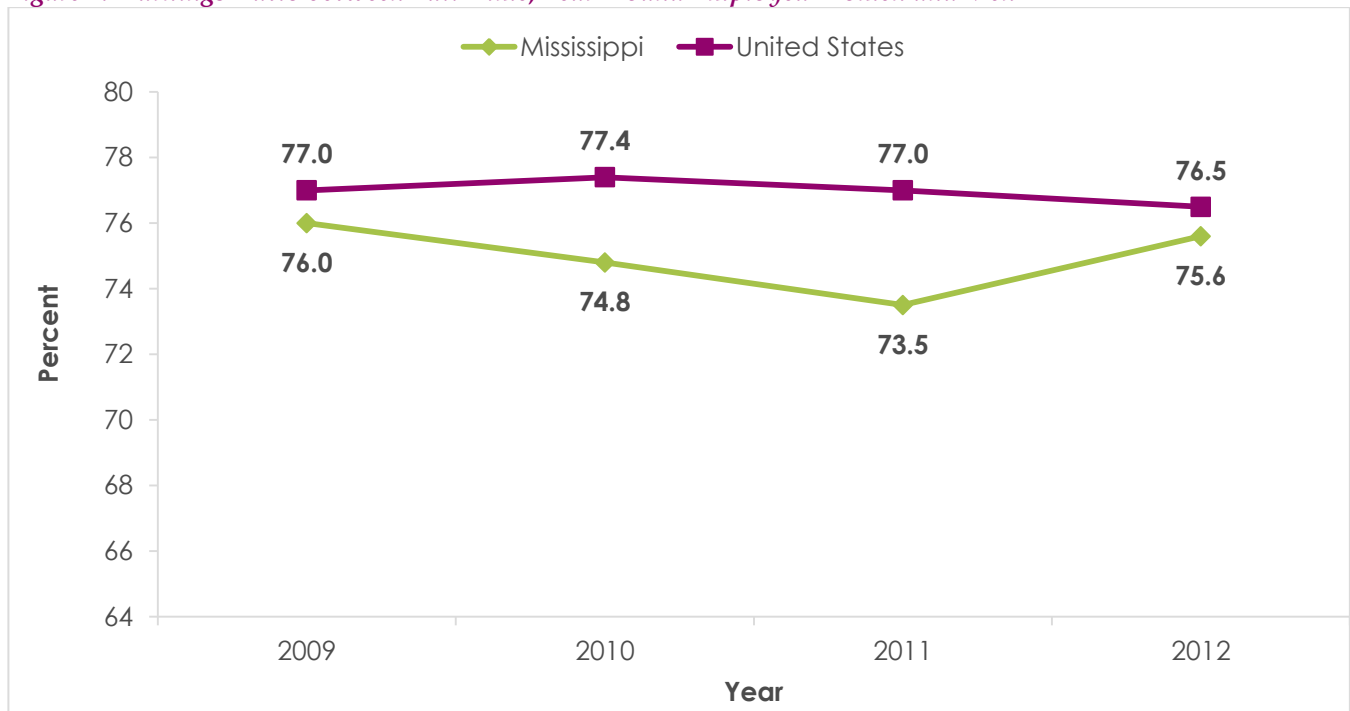
Source: U.S. Bureau of Labor of Statistics

Figure 6. Percentage of Employed Women in Managerial or Professional Occupations



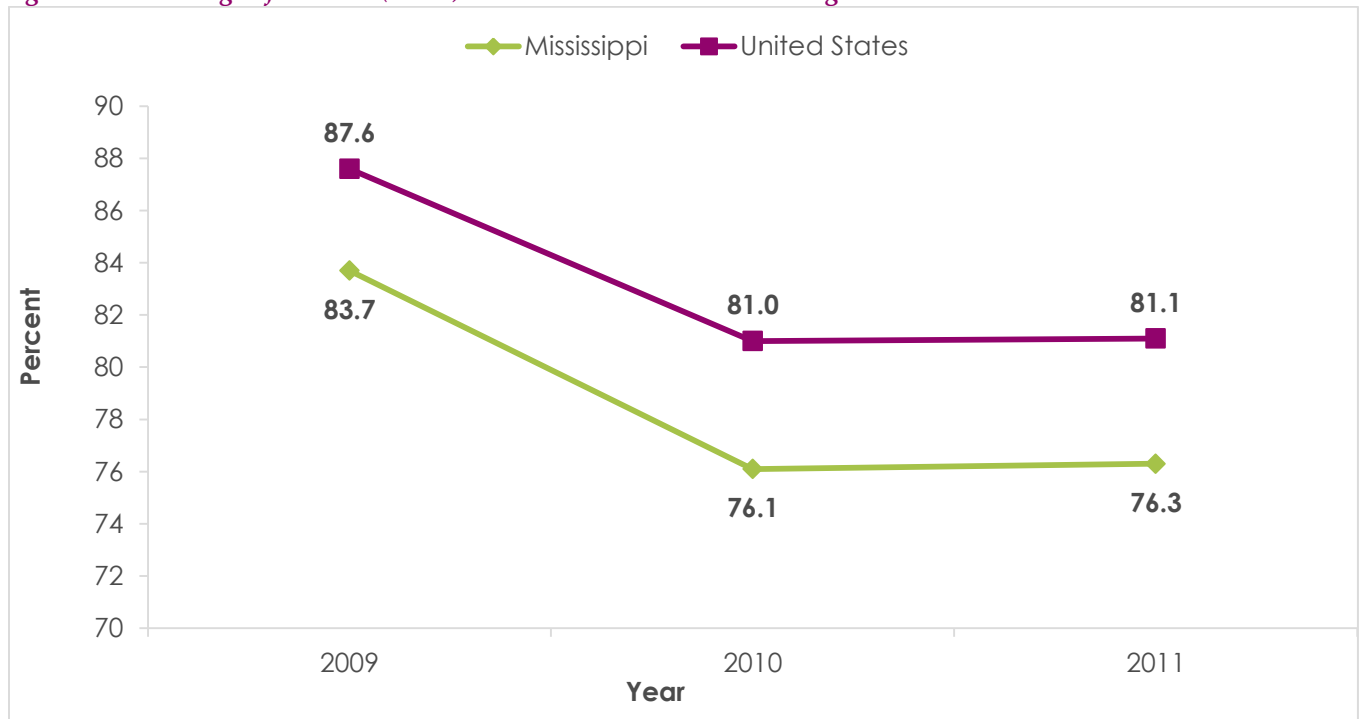
Source: U.S. Census Bureau; Institute of Women's Policy Research

Figure 7. Earnings Ratio between Full-Time, Year-Round Employed Women and Men



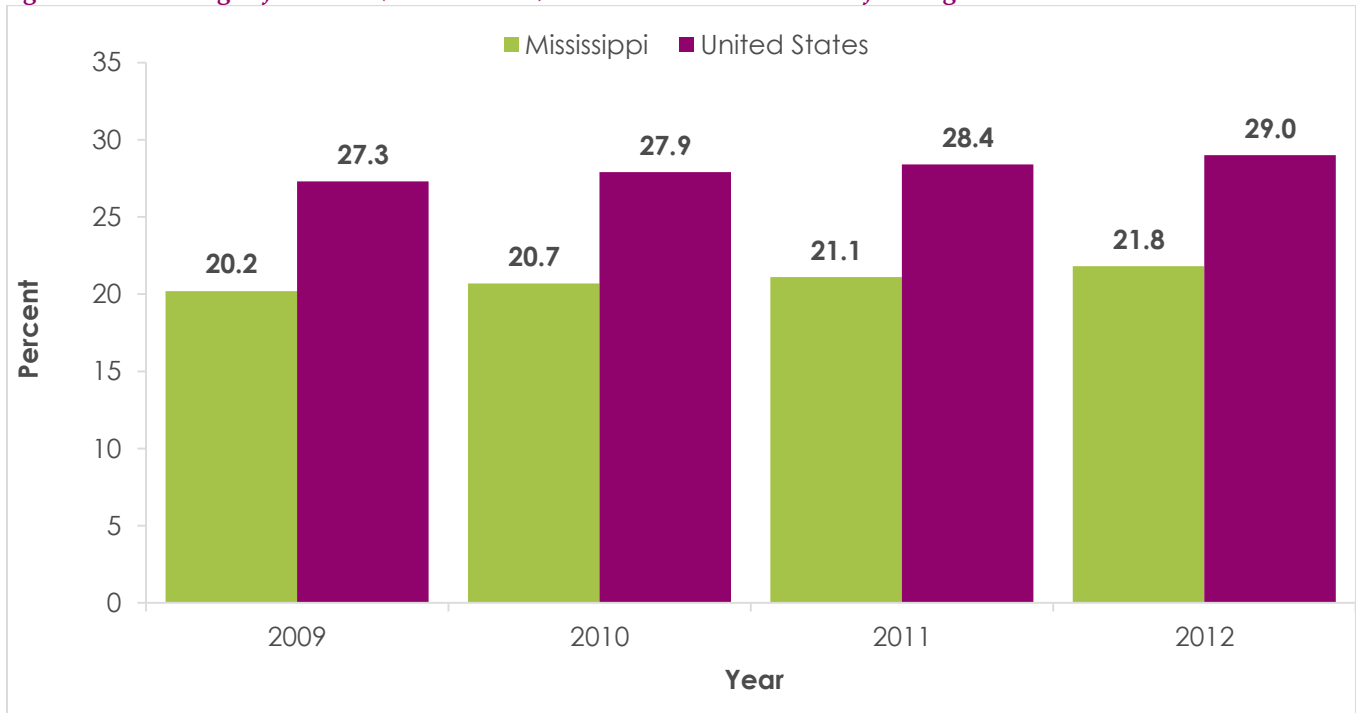
Source: U.S. Bureau of Labor Statistics

Figure 8. Percentage of Women (18-64) with Health Insurance Coverage



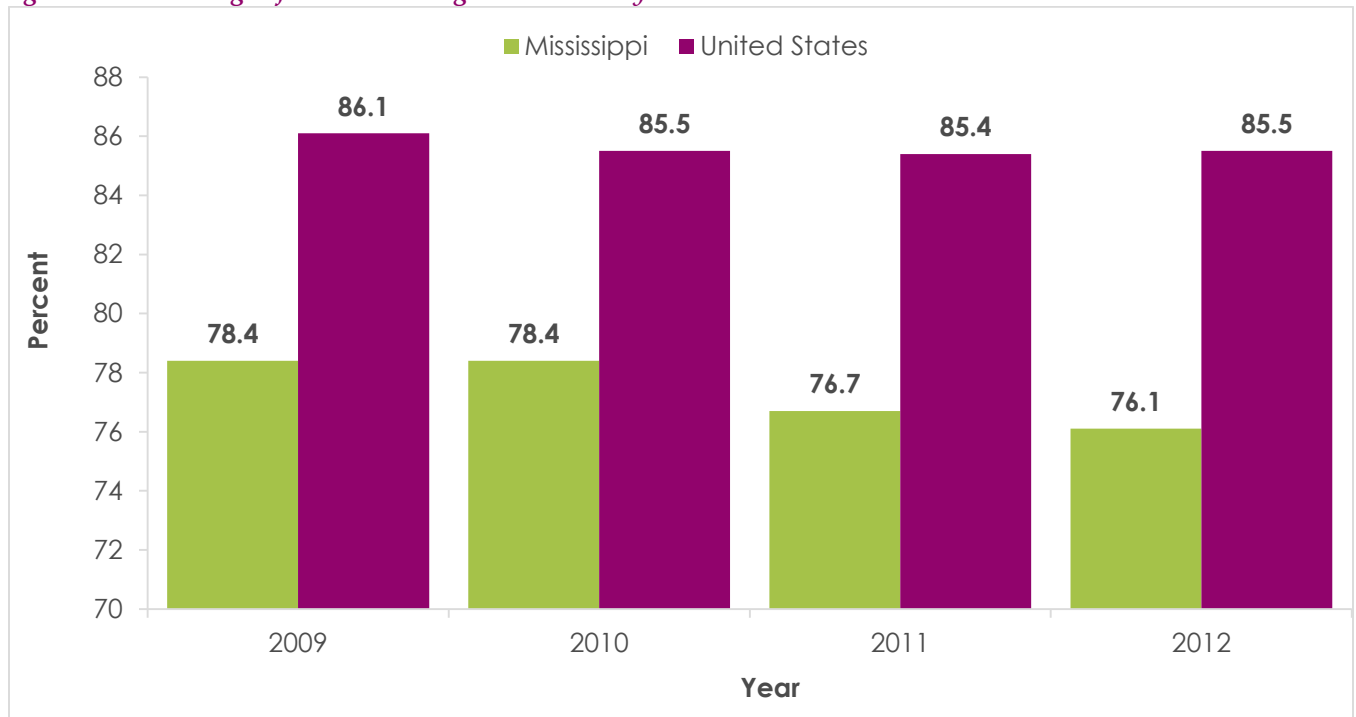
Source: U.S. Census Bureau; National Women's Law Center

Figure 9. Percentage of Women (25 and Older) with Four or More Years of College



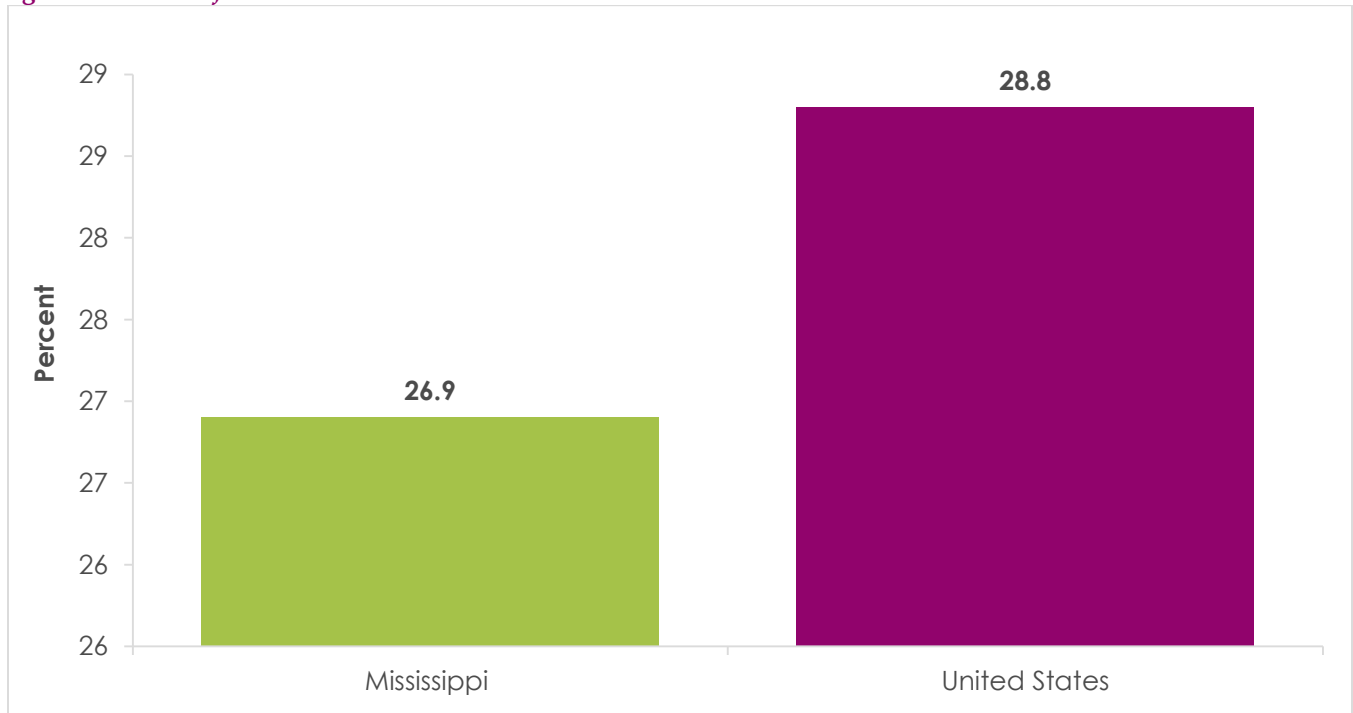
Source: U.S. Census Bureau; National Women's Law Center

Figure 10. Percentage of Women Living above Poverty



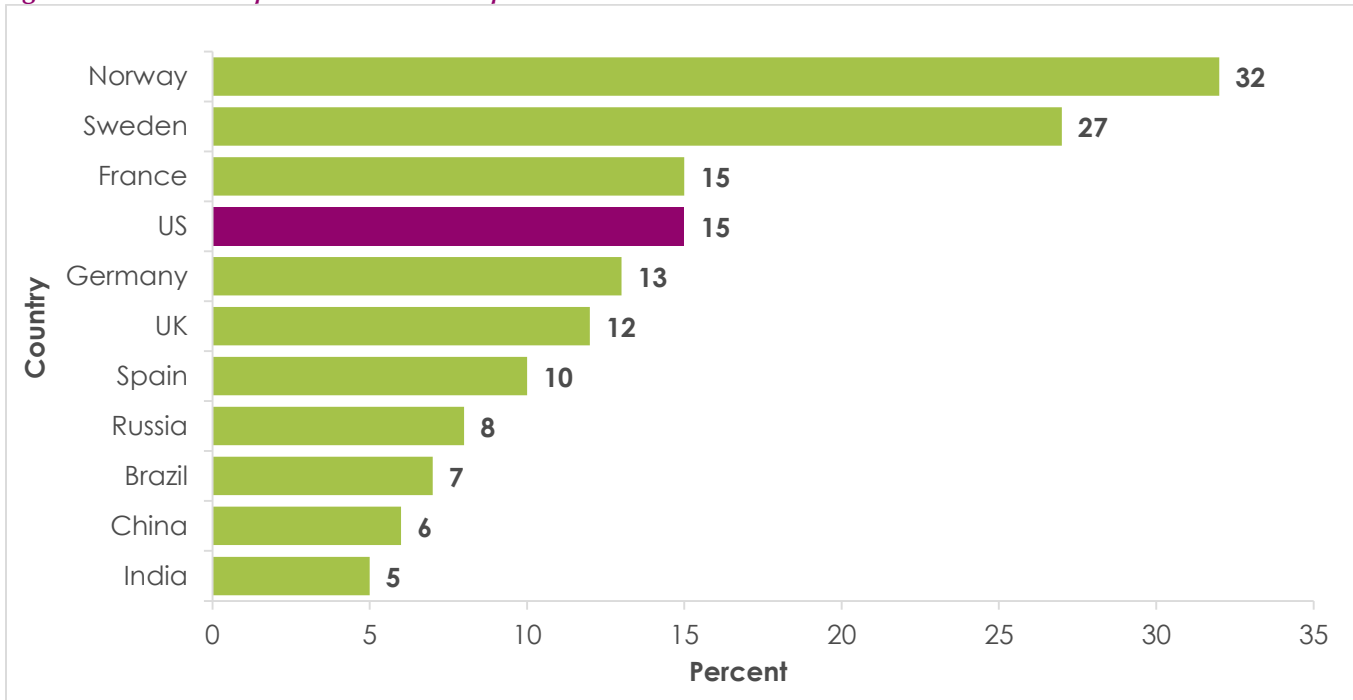
Source: U.S. Census Bureau; National Women's Law Center

Figure 11. Share of Women-Owned Firms



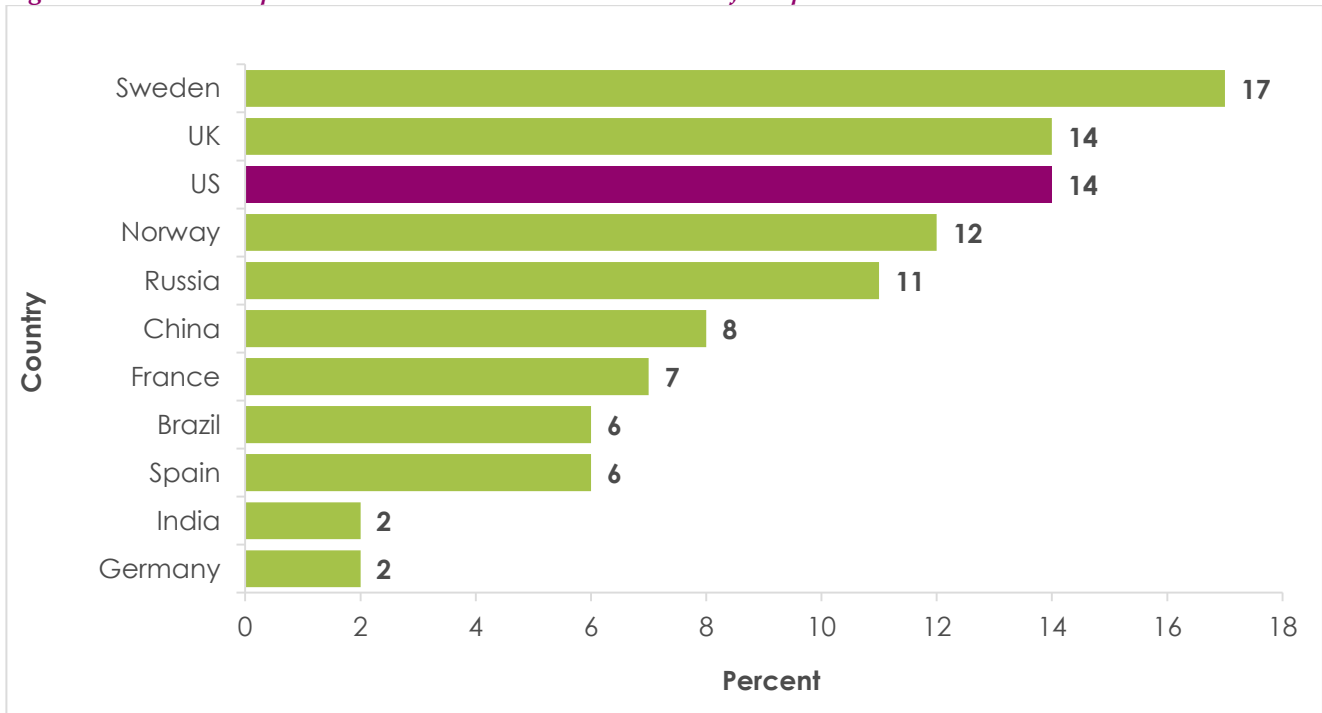
Source: U.S. Census Bureau

Figure 12. Women Representation on Corporate Boards



Source: EUROSTAT; UNESCO; McKinsey & Company Report: Women Matter 2010

Figure 13. Women Representation in Executive Committees of Corporations



Source: EUROSTAT; UNESCO; McKinsey & Company Report: Women Matter 2010

REFERENCES

1. U.S. Census Bureau, <http://www.census.gov/> – American Community Survey
2. U.S. Bureau of Labor Statistics, <http://www.bls.gov/> – Current Population Survey
3. European Commission EUROSTAT, <http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home> – EU Labor Force Study in persons aged 20 to 64 in employment
4. UNESCO Institute for Statistics, <http://www.uis.unesco.org/Pages/default.aspx>
5. McKinsey & Company report: Women Matter 2010 – Women at the top of corporations: Making it happen
6. National Equal Pay Task Force, June 2013 report - Fifty years after the Equal Pay Act: Assessing the Past, Taking Stock of the Future
7. Institute for Women's Policy Research, <http://www.iwpr.org/> - State-by-State Rankings and Data Indicators of Women's Social and Economic Status
8. Center for American Progress, <http://www.americanprogress.org/> - The State of Women in America, September 2013
9. National Women's Law Center, <http://www.nwlc.org/> - 50 years & counting: the unfinished business of achieving fair pay

APPENDICES

APPENDIX A – MISSISSIPPI COMMISSION ON THE STATUS OF WOMEN

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 exists 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.*

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

HISTORY OF MISSISSIPPI'S COMMISSION ON THE STATUS OF WOMEN

The State of Mississippi Commission on the Status of Women was created in 2001 by the Mississippi Legislature as a non-partisan body under House Bill 797 which provides for four commissioners to be appointed by the Governor - including a current or former SNAP recipient and a single mother, and three each to be appointed by the Lieutenant Governor - including a current or former college educator with expertise in women's issues, the Speaker of the House - including a health care professional knowledgeable in women's health issues, and the Attorney General - 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 are involved in issues of concern to women.

APPENDIX B – MISSISSIPPI CODE ANNOTATED REGARDING THE COMMISSION AND THE INTERAGENCY COUNCIL

MISSISSIPPI CODE of 1972

*** Current through the 2013 Regular Session and 1st and 2nd Extraordinary Sessions ***

TITLE 43. PUBLIC WELFARE
CHAPTER 59. MISSISSIPPI COMMISSION ON THE STATUS OF WOMEN

Miss. Code Ann. § 43-59-5 (2013)

§ 43-59-5. Commission powers and duties

The commission shall have the powers and authority necessary to carry out the duties imposed upon it by this chapter, including, but not limited to, the following:

(a) To conduct research and to study issues affecting the status of women in Mississippi;

(b) To advise and consult with the executive and legislative branches on policies affecting the status of women in Mississippi;

(c) To publish periodic reports documenting the legal, economic, social and political status, and other concerns of women in Mississippi;

(d) To assess programs and practices in all state agencies as those programs and practices affect women;

(e) To maintain an office and to acquire on a contractual or other basis any legal, technical and research expertise and support services as the commission may require for the discharge of its duties;

(f) To hold hearings, meetings, conferences and workshops, to make and sign any agreements, and to do or perform any acts that may be necessary, desirable or proper to carry out the purposes of this chapter;

(g) To appoint advisers or advisory committees if the commission determines that the experience or expertise of the advisors or advisory committees is needed for projects of the commission;

(h) To apply for and accept funds, grants, gifts and services from the state or federal government or any of their agencies, or any other public or private source, for the purpose of defraying clerical, administrative and other costs as may be necessary in carrying out the commission's duties under this chapter;

(i) To establish nonprofit entities for the purpose of defraying costs incurred in the performance of the commission's duties; and

(j) To utilize voluntary and uncompensated services of private individuals, agencies and organizations as may be offered and needed.

HISTORY: SOURCES: Laws, 2001, ch. 604, § 3, eff from and after July 1, 2001.

Miss. Code Ann. § 43-59-9 (2013)

§ 43-59-9. Interagency council; composition; function; meetings

There is established an interagency council comprised of representatives of state agencies including, but not limited to, the State Department of Health, State Department of Mental Health, Department of Human Services, State Department of Education, Department of Public Safety, Mississippi Development Authority, Board of Trustees of State Institutions of Higher Learning, State Board for Community and Junior Colleges, Attorney General's Office, Secretary of State's Office and Mississippi Department of Corrections. Each of these agencies shall report to the commission annually through its representative, addressing the current health, employment, educational and overall status of women and the agency's actions to improve women's status. The commission, in its discretion, may call a meeting of the full council; however, full council meetings may not be called more frequently than once during a fiscal year.

HISTORY: SOURCES: Laws, 2001, ch. 604, § 5, eff from and after July 1, 2001.

APPENDIX C – SUPPLEMENTARY TABLES AND INFORMATION

INFORMATION RELATED TO QUESTION 2:

- The Secretary of State's Office tracks appointments to approximately 124 of the state's 204 agencies, boards, and commissions. Discounting women who hold more than one appointive position, 364 women serve on the agencies, boards, and commissions that are tracked by the Secretary of State's Office.
- The Office of the Attorney General provides a flexible, encouraging work atmosphere. For women and men with young children or who are called upon to care for aging parents, the opportunity for flexible schedules is of paramount importance to job performance and satisfaction. Statistically, many women fall into these categories. The Attorney General believes that a person can hold a position of responsibility in government while still maintaining responsibilities toward family, and it is his determination to offer agency employees the opportunity to do so.
- Comprising more than 1,600 of the 2,800 plus employees, the Correctional Officer is a core position for the overall agency (Department of Corrections).

INFORMATION RELATED TO QUESTION 3:

- MDOT's Executive Director is Melinda McGrath, who was appointed to this position in January 2012. Mrs. McGrath has served in a number of positions within MDOT over the past 20 years, including Project Engineer, Chief Engineer and Interim Executive Director. Mrs. McGrath manages a \$1 billion dollar budget, 3,400 employees, and the state's transportation system, which includes highways, railroads, transits, ports, waterways, and airports. She is a Registered Professional Engineer and was recently recognized as a Distinguished Fellow by Mississippi State University's Bagley College of Engineering.

*Tables Related to Question 3:***Table 3a.****Allocation of Top Management Jobs per Gender****Dept. of Mental Health (MDMH)**

	TOTAL	Women	Men
Bureau Directors	6	3	3
Program Directors	12	6	6
Deputy Director	1	1	
Medical Director	1	1	

Table 3b.**Allocation of Top Management Jobs per Gender****Dept. of Human Services (MDHS)**

	TOTAL	Women	Men
Executive Director & Deputies	5	1	4
Executive Management	18	9	9
Division Director or Higher (incl. Regional Directors)	122	86	36

Table 3c.**Allocation of Top Management Jobs per Gender****Mississippi Development Authority (MDA)**

	TOTAL	Women	Men
Front-line Supervisory Jobs	69	43	26
Executive Team and Division Directors	18	6	12

Table 3d.**Allocation of Top Management Jobs per Gender****Dept. of Health (MDH)**

	TOTAL	Women	Men
State Health Officer and Head		1	

Table 3e.**Allocation of Top Management Jobs per Gender****Attorney General Office (AGO)**

	TOTAL	Women	Men
Deputy Attorney General		1	
Attorneys		50%	

Table 3f.**Allocation of Top Management Jobs per Gender****Dept. of Transportation (MDOT)**

	TOTAL	Women	Men
Executive Director		1	
Officials / Administration		69	

Table 3g.**Allocation of Top Management Jobs per Gender****Dept. of Corrections (MDOC)**

	TOTAL	Women	Men
Executive Level Staff	8	4	4

INFORMATION RELATED TO QUESTION 4:

- MDA's Minority and Small Business Development Division (MSBDD) specifically serves minority- and women-owned businesses. The division manages certification programs for both minority- and women-owned business enterprises (WBEs). WBEs are defined as economically disadvantaged businesses that are at least 51 percent "owned, operated, and controlled" by a woman or women.

Tables Related to Question 4:

Table 4a. Gender Distribution of Services / Programs	Dept. of Finance and Administration (DFA)		
	TOTAL	Women	Men
State & School Employees Health and Life Insurance Program	186,000	119,000	67,000

Table 4b. Gender Distribution of Services / Programs	Mississippi Development Authority (MDA)		
	TOTAL	Women	Men
Minority and Women-owned businesses		62.5%	

Table 4c. Gender Distribution of Services / Programs	Dept. of Transportation (MDOT)		
	TOTAL	Women	Men
Leadership / Enhancement / Assessment / Development (LEAD)	146	35	111
The State Executive Development Institute (SEDI)	35	11	24
The Certified Public Manager (CPM) Program	69	33	36
The Basic Supervisory Course (BSC)	202	50	152
National Transportation Management Conference	44	10	34
National Transportation Leadership Institute	7	1	6
Total Number of Beneficiaries	503	140	363

Table 4d. Gender Distribution of Services / Programs	Institutions of Higher Learning (IHL)		
	TOTAL	Women	Men
Total Students	81022	58.3%	41.7%

Table 4e. Gender Distribution of Services / Programs	Dept. of Education (MDE)		
	TOTAL	Women	Men
Total Students	492847	240903	251944

Table 4f.**Gender Distribution of Services / Programs****Dept. of Corrections (MDOC)**

	TOTAL	Women	Men
Offender Population		16.6%	83.4%
Inmate Population, only		9%	91%

Table 4g.**Gender Distribution of Services / Programs****Mississippi Community College
Board (MCCB)****Population Characteristics**

- Women earned 65% of all degrees conferred by junior and community colleges in academic year 2010
- Women are most likely to earn an associate of arts degree when graduating from a community or junior college
- Women accounted for 46% of those receiving workforce training in fiscal year 2011
- Women are most likely to receive workforce training in healthcare

Employment

- About 80% of women gain employment after completing a degree or career technical certificate or after exiting workforce training
- 84% of women remain employed over three quarters after exiting workforce training

Wages

- Women who have earned a degree or certificate make an average of \$29,790 during their first year of employment
- Women exiting workforce training earn an average of \$26,680 per year
- On average, women increase their annual earnings by \$3,850 after exiting a workforce training program

Table 4h. Gender Distribution of Services/ Programs		Dept. of Health (MDH)
<i>Preliminary report of services provided to women in FY 2013:</i>		
WIC – SPECIAL SUPPLEMENTAL NUTRITION PROGRAM FOR WOMEN, INFANTS, & CHILDREN (Average monthly participation)		
	Women	19,363
	Infants	25,852
	Children	49,800
WOMEN'S HEALTH		
	Pregnant women served	5,127
	High-risk mothers and infants served through Perinatal High Risk Management / Infants Services System (PHRM)	23,038
	Women screened for breast or cervical cancer (as of 6/30/13)	6,906
	Women and men screened for osteoporosis (FY 2012)	1,124
REPRODUCTIVE HEALTH (FAMILY PLANNING)		
	Adult patients served	39,045
	Teens	13,282

Table 4i. Gender Distribution of Services / Programs		Dept. of Mental Health (MDMH)		
		TOTAL	Women	Men
Mental Health			37,914	
Substance Abuse Treatment			6,979	
Intellectual and Development Disabilities			2,314	
*No gender data for Alzheimer's and Suicide Prevention programs				

INFORMATION RELATED TO QUESTION 5:

- One of the programs the Mississippi Department of Corrections offers is the Pre-Release Program, which is designed to focus on improving the offender's employability, social, and human relation skills in order to facilitate a success reintegration from the state's tax roll to an employer's payroll. Additional funding could be utilized to expand this program and improve the lives of female offenders.
- The Office of the Attorney General has addressed the issue of human trafficking, many victims of which are women. The office was at the forefront of the passage of the Human Trafficking Act of 2013. Additional appropriation would enhance the office's efforts in this area, and the office has applied for federal grants to help underwrite its program.

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FURTHER INFORMATION

For further information, contact:

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<http://www.msstatusofwomen.org/reports.aspx>