



MISSISSIPPI COMMISSION ON THE STATUS OF WOMEN



ANNUAL REPORT FY2012

Jackson, MS 39201
December 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.

Mississippi Commission on the Status of Women

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

Pursuant to legislative mandate, the Commission 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 Commissions activities during 2012 and includes the meeting of the Interagency Council of state agencies, a council which examines the impact of state programs on the lives of women.

The Members of the Mississippi Commission on the Status of Women extend our thanks to the State Legislature for its support. Legislative appropriations have provided funding to the Commission since 2007, making it possible to hire an Executive Director. We also thank the Attorney General and the Department of Finance and Administration for their help in providing office space for the Commission.

We also wish to recognize 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!

Gloria Williamson
Commission Chair

Available on-line at
www.msstatusofwomen.org

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Report prepared by
Rosalind S. Rawls

Commission Members and Executive Director

Commission Members

Commissioners serving 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. Hallie K. Duckworth, Madison
2. Wesla Sullivan Leech, Mendenhall
3. Mary Beth Wilkerson, Ridgeland
4. Rita Wray, Brandon

Appointed by the Lieutenant Governor

1. Margaret Faye Davidson, Hattiesburg
2. Martha Benjamin, Madison
3. VACANT

Appointed by the Speaker of the House

1. Marianne Hill, Madison
2. Rebecca Mansell, Jackson
3. Mandy Davis, Jackson

Appointed by the Attorney General

1. Heather Wagner, Jackson
2. Regina Quinn, Jackson
3. Gloria Williamson, Philadelphia

Executive Director

Rosalind Sanders Rawls

Executive Summary

On the Status of Women, 2012

The Commission moved forward on several fronts during 2012. Two major changes of the Commission were to move the monthly meeting to **quarterly meetings**. The Commission decided to make the meetings less frequent and more informative. It was decided that each meeting have a **guest speaker** address the Commission on issues that were of interest to women.

- The Commission hosted Public Hearings across the State during their first year. The five main issues of concern to the women attending these hearing are as follows: **Education, Economics, Health, Political Participation and Race Relations**. These five issues were covered at our quarterly meetings and our Annual Spring Luncheon.
- The first quarterly meeting was held in January and it was heavily attended. The topic for the January meeting was “Women in the Political Arena” The Guest Speaker Jere Nash, Political Strategist and author of “Mississippi Politics: The Struggle for Power”. Mr. Nash highlighted statistics on women voters and profiles on how they vote. **Political Participation** was the issue topic.
- The second quarterly meeting was the MCSW Annual Spring Luncheon, The theme for the luncheon was “Empowering Women: Lets Talk Money”, addressing the concerns women have related to **Economics**. The keynote speaker was newly elected State Treasurer; Lynn Fitch, and the presentation highlighted the effects of the state of the economy on women and children
- MCSW third quarterly meeting focused **Race Relations**; Ms. Vangela Wade, Esq. was guest speaker. The primary focus of this presentation was “Women, Race and Gender: A Duplicity of Consciousness”. Ms. Wade highlighted and emphasized the need for an increased awareness to the often unconscious and often overlooked race biasness amongst women.
- September 2012, MCSW hosted its annual Interagency Forum at the State Capitol. Twelve State Agencies attended the forum and presented reports for FY2012. The Commission asked participating agencies to base their reports principally on five main questions, but were not limited to them.
- MCSW fourth quarterly meeting focused on **Health**. Guest Speaker Kathy Burk, LCSW, CPM, Health Services Director for the Mississippi State Department of Health addressed, “*Teenage Pregnancy*.” Teen Pregnancy has been declining over the past decade, but Mississippi still ranks number 1 in the United States. Pregnant teens are at a higher risk of the baby having a birth defect, low birth weight, premature delivery and /or miscarriage. Unplanned/teen pregnancies put stress on the family unit and are a financial burden.
 - Ms. Burk addressed many problems relating to women’s health as follows:
 - 22% of all deaths in Mississippi in 2010 were due to cancer. Breast Cancer and Colorectal Cancer are on the rise in Mississippi.
 - Heart disease and stroke account for 33% of all female deaths in Mississippi--on average nearly 13 women die from heart disease (3,732) and stroke (842) in MS each day;
 - Nearly 65% of women in MS are obese and overweight;
 - In Mississippi, 19.7% of women smoke cigarettes; December 2011, of the 9,907 persons living with HIV, 3087 or 31.2% were women.

REMARKS BY THE CHAIR

As a woman growing up in Mississippi, I always felt a need to help make the lives of other Mississippi women a little better along my way. I feel that this Commission is the best way to accomplish that, to keep our government and our officials abreast of our status, will make them aware of the things that we have accomplished and things we hope to change by this information.

Though women are 51.4% of the population of Mississippi, we still lag behind most all states in influence in the political arena. Mississippi is ranked 45th in elected officials; Mississippi is one of the two states that has never elected a woman Governor or sent a woman to the U.S. States Congress. The Commission has in the past helped to educate women on running for office and hopes to do more of the “Ready To Run” seminars with Mississippi State and Rutgers University.

Women’s contribution to society is immeasurable, but their efforts are often not counted. It is vitally important for women to be healthy, financially stable, and educated as we play such a critical role in maintaining the health of our family, community and state. The rising illiteracy rates, economic poverty and unemployment are making health improvements for women extremely difficult.

A gender gap continues to exist with regard to wages: comparing the salary for men and women in Mississippi, women’s median income reported by the 2010 census for the same position is \$29,470 compared to the male being \$39,709. Women in Mississippi would benefit from stronger enforcement of *equal opportunity laws*, better political participation, health assurance, affordable child care and policies that would help improve their overall living condition. Although women care for everyone else, they often take care of ourselves last.

The Commission will continue its vital roles of gathering and disseminating information about the status of women, and 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. Please join us on our website with your suggestions and comments and sign up for our newsletter on our website at www.msstatusofwomen.org

Sincerely,

Gloria Williamson, Chair

Priority.....

Violence against Women

By Commissioner Heather Wagner

Through the MS Attorney General's Office Domestic Violence Division, a uniform reporting system has been developed to gather meaningful statistics regarding domestic violence. During calendar year 2012, the first full year of the program, there were a total of 10,562 domestic violence or stalking offense reports entered into the system. Of those, eight-thousand six hundred and fifty-seven (8,657), or 82%, involved assaults or alleged assaults against women. Five-thousand and seventy-four (5,074), or 48%, of those reports resulted in arrest of one or both of the parties. However, these numbers, as staggering as they may be, paint only part of the picture, as domestic violence continues to be an under-reported crime. Further, these numbers do not reflect other crimes which offenders may commit in furtherance of the pattern of abuse against their victims, such as sexual assault, kidnapping or malicious mischief, nor is this reporting mechanism used when a homicide has occurred.

Mississippi unfortunately continues to rank high among the states in terms of the number of women killed by men. The FBI's uniform crime statistics collect the number of murders, but not broken down by type of perpetrator or victim. Murder is reported as murder.

The MS Attorney General's Office Domestic Violence Division was able to identify 19 separate incidents of homicide during 2012 in the state of Mississippi involving persons in "domestic" relationships. However, the 19 separate incidents that were identified resulted in the deaths of 26 people.

A national study analyzing homicide statistics for the year 2010 was released in 2012, ranked Mississippi 13th in the nation for per capita murders of women by men, but this study did not break down these homicides by relationships of the parties to each other, nor did the report take into account when multiple people were killed. Accurate numbers are difficult to come by.

There have been a number of changes in law recently, attempts to strengthen provisions against offenders and to provide additional protections for victims. In addition to the requirement that all law enforcement officers utilize a standardized report when investigating domestic violence referenced above, for the first time in Mississippi, we have a centralized registry for all domestic abuse protection orders issued by our courts and modifications to the process for obtaining domestic abuse protection orders make the system easier to navigate, helping ensure victims who need these protections are not intimidated by the process. Changes to Mississippi's stalking statute make it easier to prosecute offenders and Mississippi's aggravated domestic violence statute was amended to specifically include the act of strangulation.

Until laws are fully implemented and offenders are held accountable, domestic violence will continue to occur. Every day citizens have a responsibility to their friends, neighbors, co-workers, or family members: to speak up and speak out when they see signs of abuse; to condemn those who commit this violence, rather than making excuses for them; and to encourage and support victims as they strive to break this cycle.



Report on the Women in Politics

In Mississippi the political landscape has improved for the number of women running for office, in part due to the “Ready to Run” seminars that were held to encourage women to run for office.. The Seminars addressed topics which included: fundraising, opportunities for elected public service, media/communications and key elements of a campaign. The Commission plans to participate in future seminars encouraging women’s participation in the political arena.

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

Statewide Elective Executives (Total Positions: 8)

Lynn Fitch (R) State Treasurer 2012-present

Cindy Hyde-Smith (R) Agriculture and Commerce Comm.2012-present

Amy Tuck (R) Lt. Governor 2000-2008

Evelyn E. Gandy (D) Lt. Governor 1976-1980

Evelyn E. Gandy (D) Comm. of Insurance 1972-1976

Evelyn E. Gandy (D) State Treasurer1960-1964; 1968-1972

In 2012FY the state ranked 45. The total number of women in the Senate were 7out of 52, total number of women in the House were 21 out of 122. The combined totals of women were 28 out of 174 members with a percentage of 16.1.

Legislative Day at the State Capitol is held at the State Capitol Annually to meet, greet and thank the Mississippi Legislator’s and Administration for their support.

At the Annual Spring Luncheon the women legislators were recognized for their service to the people of Mississippi.

2012 Interagency Council Reports

The act which established the Commission provides for an Interagency Council, including but not limited to representatives of the largest state agencies. The Commission includes in this annual report the data and information presented by the agencies which attended the Interagency Council meeting. The agencies were requested to provide information related to five points: the percentage of female board or commission members, if applicable; the percentage of female employees; the percentage of female employees in top management positions; the percentage of females benefiting from agency services; and what agency services, if increased funding were made available, could be expanded to improve the lives of women.

Each agency named in the legislation was contacted and invited to attend the September 2012 Commission meeting. Some of the agencies reporting to the Commission 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 is broken down by gender may be available periodically or not at all.



The 12 agencies attending the Interagency Council meeting, the agency representative (s) and legislative wish lists are listed below:

AGENCY WISH LIST

LEGISLATIVE

- | | |
|--|--|
| 1. MS Attorney General
Onetta S. Whitley, Esq. | Need overlapping services for women i.e., mental health services, etc. |
| 2. MS Department of Health
Danielle Seale | Expand Medicaid services from 60-Day postpartum 1 year. Infant Mortality Initiatives |
| 3. MS Secretary of State
Diane Hawks, Carla Thornhill | Enhance business climate for women within state |
| 4. MS Board of Community & Junior Colleges
Joan Davis-Haynes | Promote a business climate |
| 5. MS Department of Corrections
Sharon Pepper | Mentoring for women entering management/supervisory positions |
| 6. MS Institutions of Higher Learning
Marianne Hill | |
| 7. MS Department of Human Services
Martha Benjamin | External measure for tracking salaries |
| 8. MS Department of Mental Health
Wendy D. Bailey | Respite of caregivers |
| 9. MS Development Authority
Jan Sims | Incentivize government agencies to offer contract information |

10. MS Education Department

Raina Lee, Esq.

Satellite offices across the state to assist with county issues which would increase employment as well as save money on travel

11. MS Finance & Administration

Kym Wiggins

Decrease the variance in the certification process (one stop shop-certification, DOT, DFA, MDA)

12. MS Dept. of Public Safety

Dianne Chappell

Recruiting of more female patrol officers

Attorney General's Office

Onetta Whitley

The Office of the Attorney General is pleased to report once again that women enjoy positions of authority and responsibility among our 280 staff members and that women comprise a total of 57.5 percent of all agency employees. Women are represented in all levels of the agency from the support staff through executive management.

In fact, 50 percent of the top appointive leadership positions are female – of the two Deputy Attorneys General, one is a woman.

The agency employs a number of attorneys, of whom approximately 50 percent are women. Each of them carries the responsibility and authority of the office. Many of these individuals are assigned to other agencies. The lead attorneys for the Department of Finance and Administration, the Institutions of Higher Learning and the counsel for the Public Employees Retirement System are all women.

Within the office, female Assistant Attorneys General are in management and middle management positions. The directors of the Medicaid Fraud Division, the Domestic Violence Unit, Victims Assistance/Children's Programs, Prosecutors Training, the Deputy Director for Consumer Protection and the Deputy to the Chief Investigator for Public Integrity, as well as General Hood's executive counsel to the Attorney General are all female.

Of the 50 management employees, including division directors, 23 are female, or 46 percent of the force. A total of 86 percent of support staff is female.

Importantly, the office 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.

In addition to agency hiring and promotion practices, the AGO oversees many programs that may be of particular interest to women. The Domestic Violence Unit, the training of Sexual Assault Nurse Examiners, providing help for victims of sexual assault, creating and maintaining the state-wide Protective Order Registry, protecting children and victims from cybercrime through our cutting-edge investigative unit, maintaining the Victims Assistance Fund and going after dead-beat parents through our Child Support Enforcement Unit are all areas that hold special significance to women and their families.

Department of Health

Danielle Seale

What percentage of your agency's board members are women? The Mississippi State Department of Health (MSDH) has an eleven member board from across the state, of which 3 are women: Elayne H. Anthony, PhD of Madison; Sammie Ruth Rea, RN of Jackson; and Ellen P. Williams, PhD, RN of Senatobia.

What percentage of your agency's employees are women? MSDH employees 2,346 full time staff members, of whom 1,957 are female and 389 are males. This equals an 83% of women employees. Addressing salaries is difficult due to MSDH follows the guidelines of the Mississippi State Personnel Board and salaries are dependent on degrees, qualifications, job role, and length of time on the job. etc..

What percentage of those in top management positions are women? Dr. Mary Carrier is the State Health Officer and the head of the Mississippi State Department of Health. Under her service, there are approximately 48 top management positions, of which 23 are women (48%), and 25 are men.

What percentage of those benefiting from your services are women, in those cases for which you have information? The Mississippi State Department of Health offers a variety of services focusing on the needs of women. The Office of Health Services has a variety of programs for women, such as Women, Infant and Children (WIC), breastfeeding, maternity services, family planning services, and Oral Health. Within the Office of Women's Health, MSDH/BCCP offers Pap exam screening services at selected health department clinics. Women 40 to 49 are eligible for screening mammograms when special funding is available. In addition, the Office of Women's Health provides financial support to domestic violence shelters throughout the state. In addition, Office of Women's Health has a high risk maternity case management program composing of a nurse, nutritionist, and social worker, who will follow, monitor, and support the woman, who qualifies due to a health risk, for their entire pregnancy and 60 days postpartum. The Office of Tobacco is promoting the use of referrals to the Quitline to address the needs of pregnant women and all women in Mississippi.

In addition to screening and treatment of sexually transmitted diseases, the STD/HIV Office provides free and private HIV testing at any county health department. The Office of Preventive Health offers a grass root initiatives addressing diabetes of women with community based programs and congregational based programs.

Health Services has joined with Health Resources and Services Administration (HRSA) Regions 4&6 to focus on infant mortality for the state of Mississippi, which addresses the needs of women through promotion of the drug 17P (17alpha Hydroxyprogesterone Caproate); with the March of Dimes, MSDH is promoting "39 weeks is Worth the Wait" whereby physicians and hospitals are encouraged not to perform non medically indicated induction or C-Section prior to 39 weeks; and working with various organizations around the concept of preconception/interconception health of women.

The Mississippi State Department of Health (MSDH) is working with Mississippi First to support the Creating Healthy and Responsible Teens (CHART) Initiative to address teen pregnancy, improve sexual health, and address responsible decision making skills. The Personal Responsibility Education Program (PREP) funding from CDC, supports evidence based, age appropriate and medically appropriate sexual health curriculums in high risk selected Mississippi School Districts. The two curriculums include "Draw the Line/Respect the Line, and Reducing the Risk. Schools that qualify and use the CHART Initiative will receive assistance from the MSDH Bureau of Community Health and School Health.

MSDH is working with the Mississippi Department of Human Services (MDHS) around the issues of teen pregnancy. Dr. Currier and MSDH staff worked with MDHS to develop the State Plan to Prevent and Reduce Teen Pregnancy. MSDH staff attends the meetings and chair several of the subcommittees

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? If we could receive increase funding of \$1 million for our infant mortality initiative, this would be used predominantly for education of women regarding Safe Sleep, early elective deliveries and smoking/second hand smoke during pregnancy, and for education of providers re: elective preterm deliveries and 17 P.

Legislative “wish list”: We would like to ask for legislative support towards our Infant Mortality Initiatives regarding the collaborative efforts between HRSA Regions 4 and 6.

Secretary of State’s Office

Diane Hawks, Carla Thornhill

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 the following report:

Secretary of State’s Office

1. What percentage of your agency’s board members are women? Not Applicable for the Secretary of State’s Office.
2. What percentage of your agency’s employees are women? 62%
3. What percentage of those in top management positions are women? 42%
4. What percentage of those benefiting from your services are women, in those cases for which you have information?

The Secretary of State’s Office is dedicated to being both a service and information agency. There are seven divisions of the Secretary of State’s Office: Business Regulation and Enforcement, Business Services, Education and Publications, Elections, Policy and Research, Public Lands, and Securities and Charities. In addition, the agency employs executive and administrative staff which help oversee the various functions of the office

The *Regulation and Enforcement Division* is tasked with regulating pre-need/perpetual care providers, enforcing scrap metal laws in the State, and overseeing administrative procedures for State government.

The *Business Services Division* administers Mississippi’s Corporation, Limited Liability Company and Uniform Commercial Code laws and handles filings related to business formations and other business regulation. The Division also issues notary commissions, registers correspondence schools, and administers trademark, service mark, and non-profit laws and serves as a default agent for service of process.

The *Education and Publications Division* receives and issues documents and publications of the State, including the Official and Statistical Register, known as the “Blue Book,” Promote the Vote, and other educational outreach programs.

The *Elections Division* administers Election Code and enforces campaign finance and lobbying requirements, as well as acts as Chief Elections officer for the State of Mississippi.

The *Policy and Research Division* acts as a research and development arm for the agency, looking for new ways to streamline our services and develop potential legislation.

The *Public Lands Division* administers and supervises all state lands, including 16th Section School Trust Lands, the Tidelands Trust, lieu lands, and tax-forfeited property.

And the *Securities and Charities Division* administers Mississippi's Uniform Securities Laws and charities and nonprofits in the State, in addition to investigating securities and charities fraud.

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?

State Board for Community and Junior Colleges

Joan Davis-Haynes

1. What percentage of your agency's board members are women? 2 of the 10 Community college Board members are women (20%)
2. What percentage of your agency's employees are women? 65% of MCCB staff members are women (13/20) 22% of managers are women (2/9)
3. What percentage of those in top management positions are women? 33% of upper administration is women (3/9) 100% of Deputy Executive Directors are women (2/2)
4. What percentage of those benefiting from your services are women, in those cases for which you have information? Students Statewide

POPULATION CHARACTERISTICS

- Women earned 65 percent 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 percent of those receiving workforce training in fiscal year 2011
- Women are most likely to receive workforce training in healthcare

EMPLOYMENT

- About Eighty percent of women gain employment after completing a degree or career technical certificate or after exiting workforce training
- Eighty-Four percent 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

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?

Expand program of study offerings and increase funding for workforce training.

This report presents the results of a study conducted to assess workforce outcomes for women enrolled in credit and noncredit degree and workforce training programs in Mississippi junior and community colleges. The data for this study came from multiple sources, including administrative data from community and junior colleges and a longitudinal administrative data set from the Mississippi Department of Employment Security.

The goal of this study was to analyze workforce outcomes in terms of employment and earnings of female community and junior college graduates and workforce training recipients. Additionally, outcomes of female graduates and workforce trainees were evaluated in comparison to their male counterparts.

DATA

Data for this study include:

- Academic year 2010 Mississippi community and junior college administrative credit data for information on awarded degrees
- Fiscal year 2011 Mississippi community and junior college workforce training data for information on workforce training programs
- Fiscal year 2012 Mississippi Department of Employment Security unemployment insurance data for information on employment and wages

These data sets were used to measure and assess the following workforce outcomes:

- Graduate
 - Entered employment
 - Employment status one year after graduation
 - Annual wage
 - Total annual earnings after graduation
- Workforce Trainees
 - Entered employment
 - Employment status one quarter after exit from a training program
 - Employment retention
 - Employment status over three quarters after exiting training
 - Annual wages
 - Total annual wages after training
 - Annualized wage change
 - Difference in annual earnings before and after training

POPULATION CHARACTERISTICS

This project analyzed Mississippi community and junior college workforce trainees and degree receivers by gender. The results of the study are highlighted below.

- Academic Year 2010 degrees
 - 11,413 degrees were conferred
 - 7,386 were conferred to females (65%)
 - 4,027 were conferred to males (35%)
- Of the 7,386 women earning degrees
 - 3,287 (45%) received an Associate of Arts degree
 - 2,621 (35%) received an Associate of Applied Sciences degree
 - 1,478(20%) received a Career Technical Certificate
- Fiscal Year 2011 workforce training
 - 74,640 individuals received training
 - 34,184 were female (46%)
 - 40,456 were male (54%)

SUMMARY OF RESULTS

The results of this project are highlighted below. Detailed figures follow the conclusion.

- Entered Employment
 - Seventy-Seven percent of women are employed after receiving a degree or a career technical certificate
 - Eighty-three percent of women are employed after exiting workforce training
- Employment Retention
 - Eighty-Four percent of women remained employed over three quarters after exiting workforce training
 - Eighty-seven percent of men remained employed over three quarters after exiting workforce training

- Wages
 - The average annualized wage for women after receiving a degree or a career technical certificate is \$29,790
 - The average annualized wage for women after exiting workforce training is \$26,680
 - The average annual wage increase for women after exiting workforce training is \$3,850
- Workforce Training
 - Top five workforce training categories for women
 - Healthcare
 - Customer Services
 - Safety
 - Computer Application
 - Basic Skills
 - Top five workforce training categories for men
 - Safety
 - Welding/Soldering
 - Healthcare
 - Basic Skills
 - Industrial Production

CONCLUSIONS

This project focused on outcomes for female community and junior college students in Mississippi. On the academic side, women tend to have better employment and earnings outcomes than their male counterparts, especially for women earning associate of applied sciences degrees and career technical certificates. On the workforce training side, women had slightly better employment outcomes than males, even though their male counterparts continue to earn more in the marketplace.

In sum, the findings clearly show that education is the vehicle to success in the labor market for women, particularly in light of the increasing number of women entering the workforce and the rise of two-earner families.

NUMBER OF COMMUNITY COLLEGE DEGREE AWARDED: AY 2010

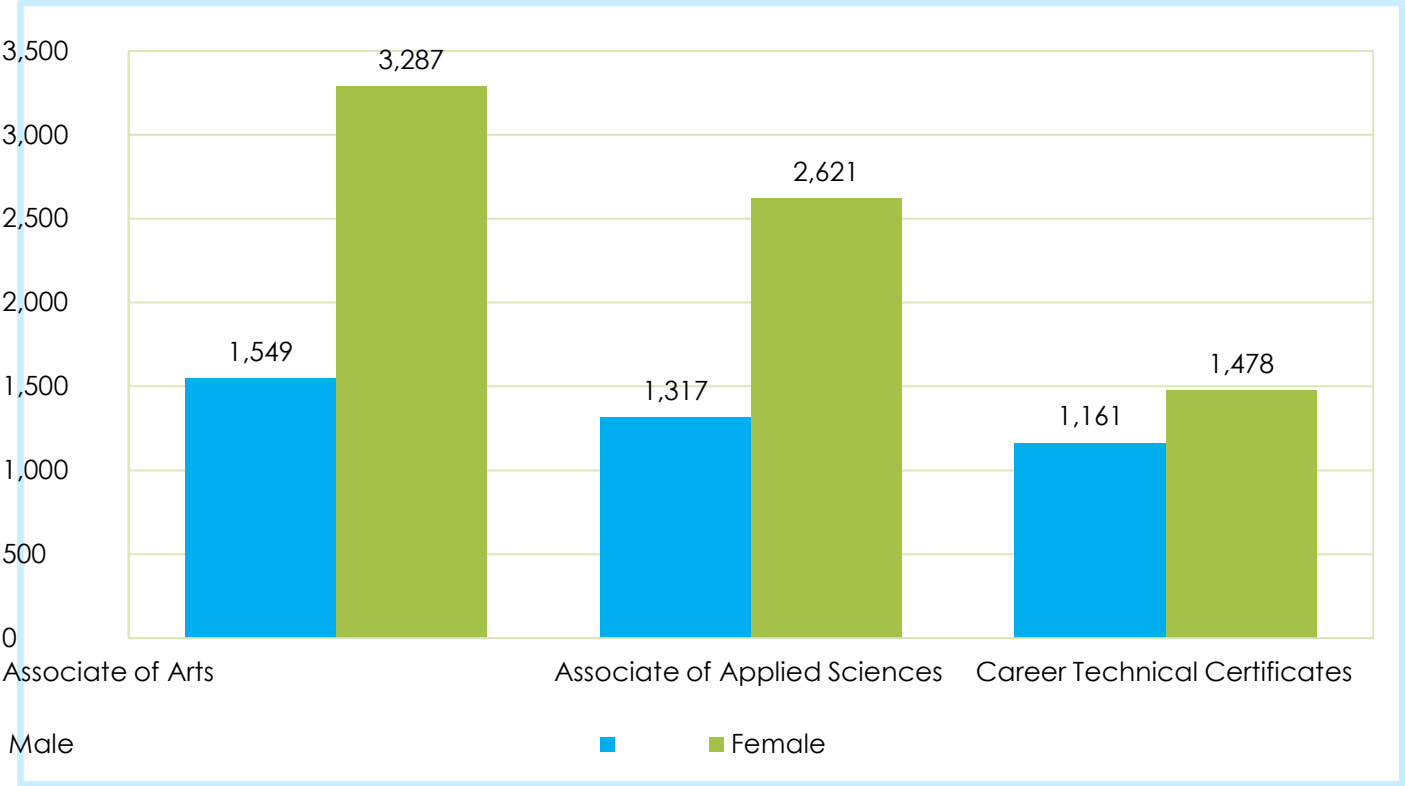


Figure 1

EMPLOYMENT IN MISSISSIPPI WITHIN ONE YEAR FOR AY 2010 GRADUATES

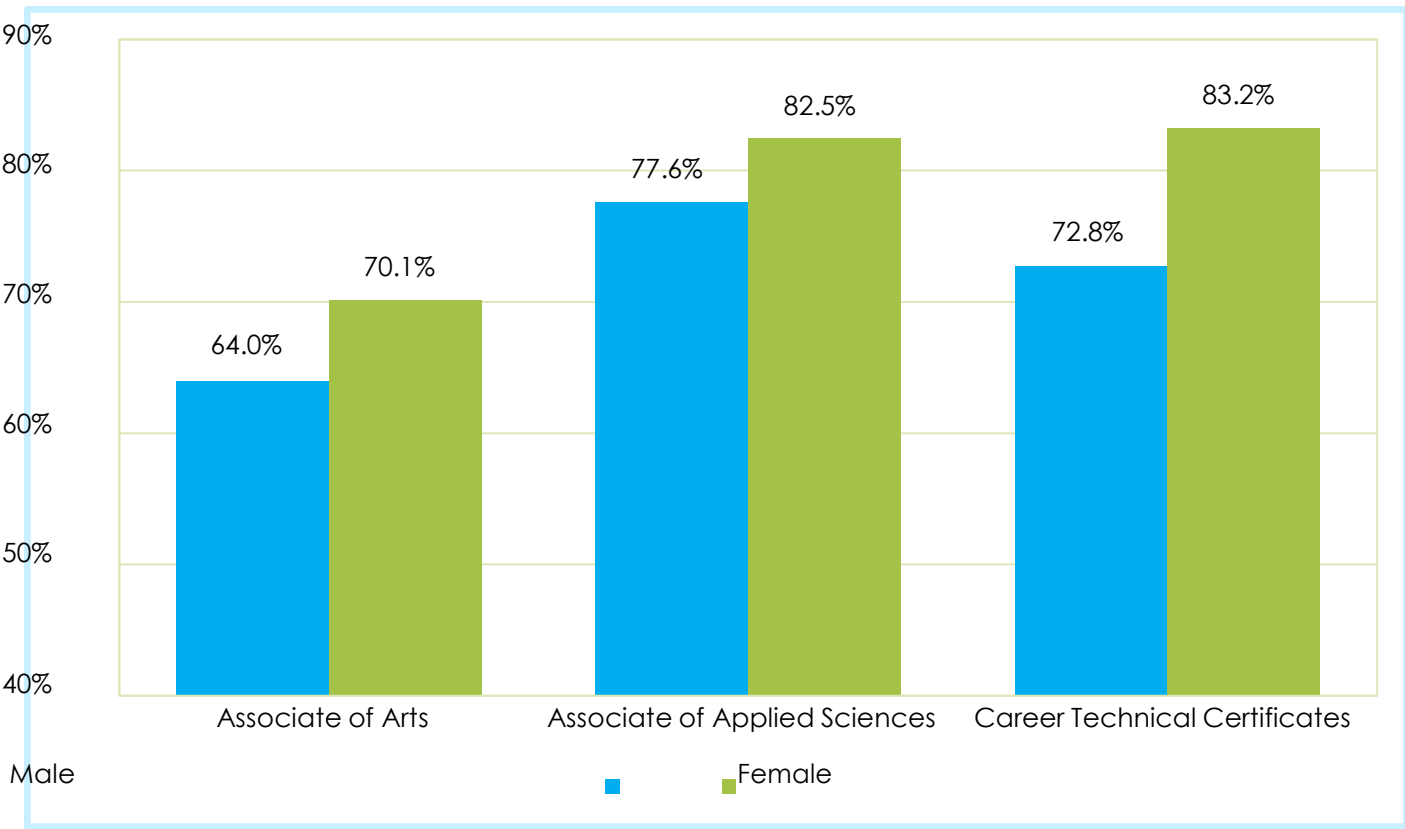


Figure 2

**ANNUAL WAGE AT FIRST-YEAR EMPLOYMENT
IN MISSISSIPPI FOR AY 2010 GRADUATES**

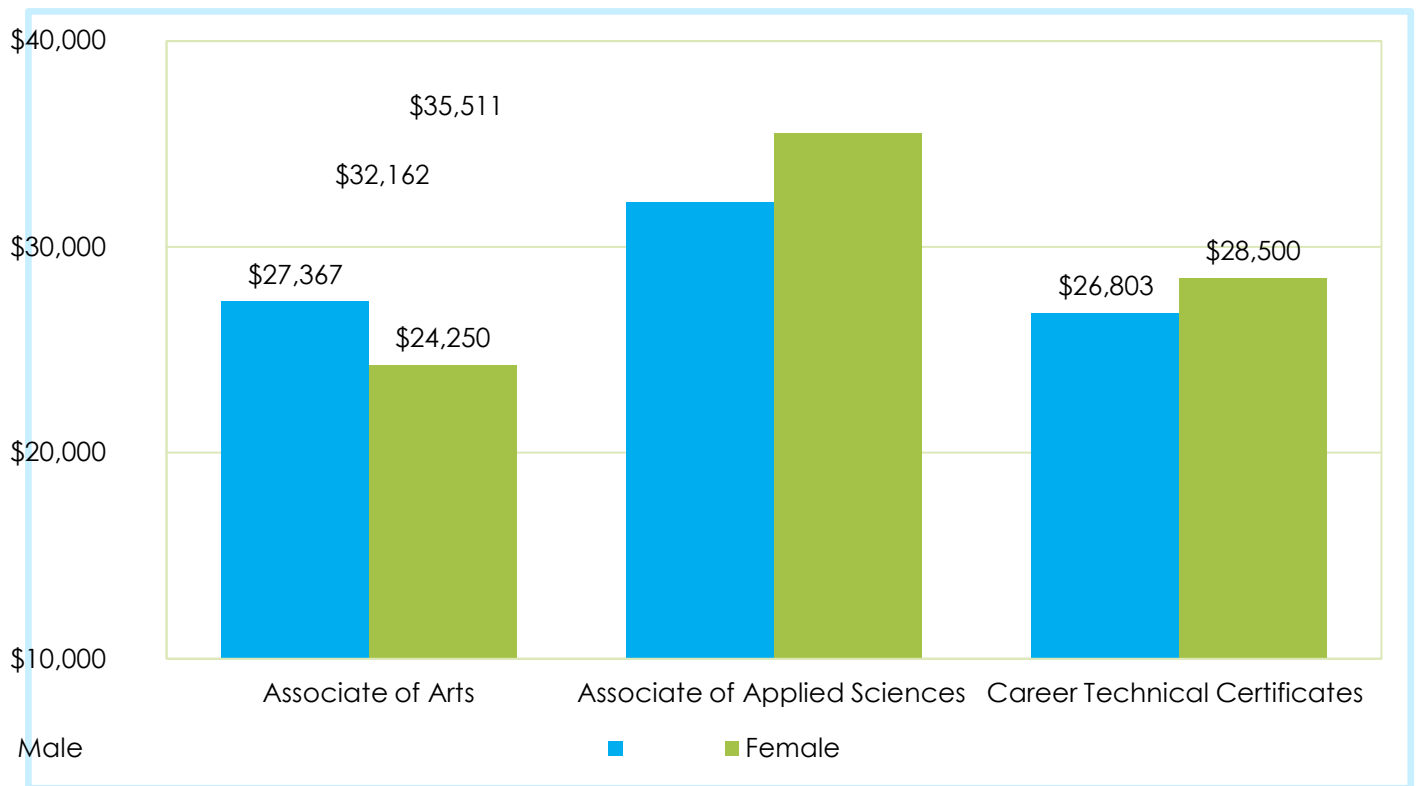


Figure 3

NUMBER OF COMMUNITY COLLEGE WORKFORCE TRAINEES: FY 2011

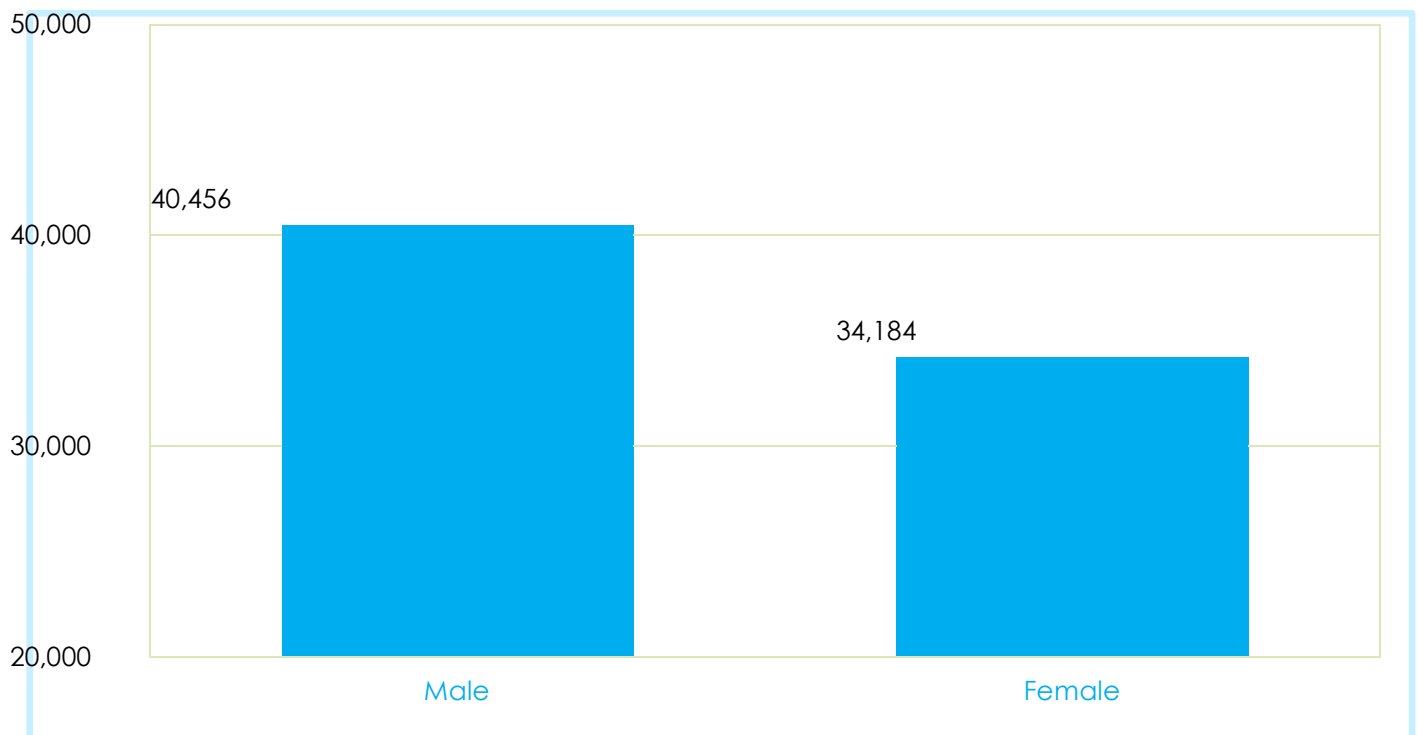


Figure 4

**EMPLOYMENT IN MISSISSIPPI WITHIN ONE QUARTER AFTER TRAINING
FOR FY 2011 TRAINEES**

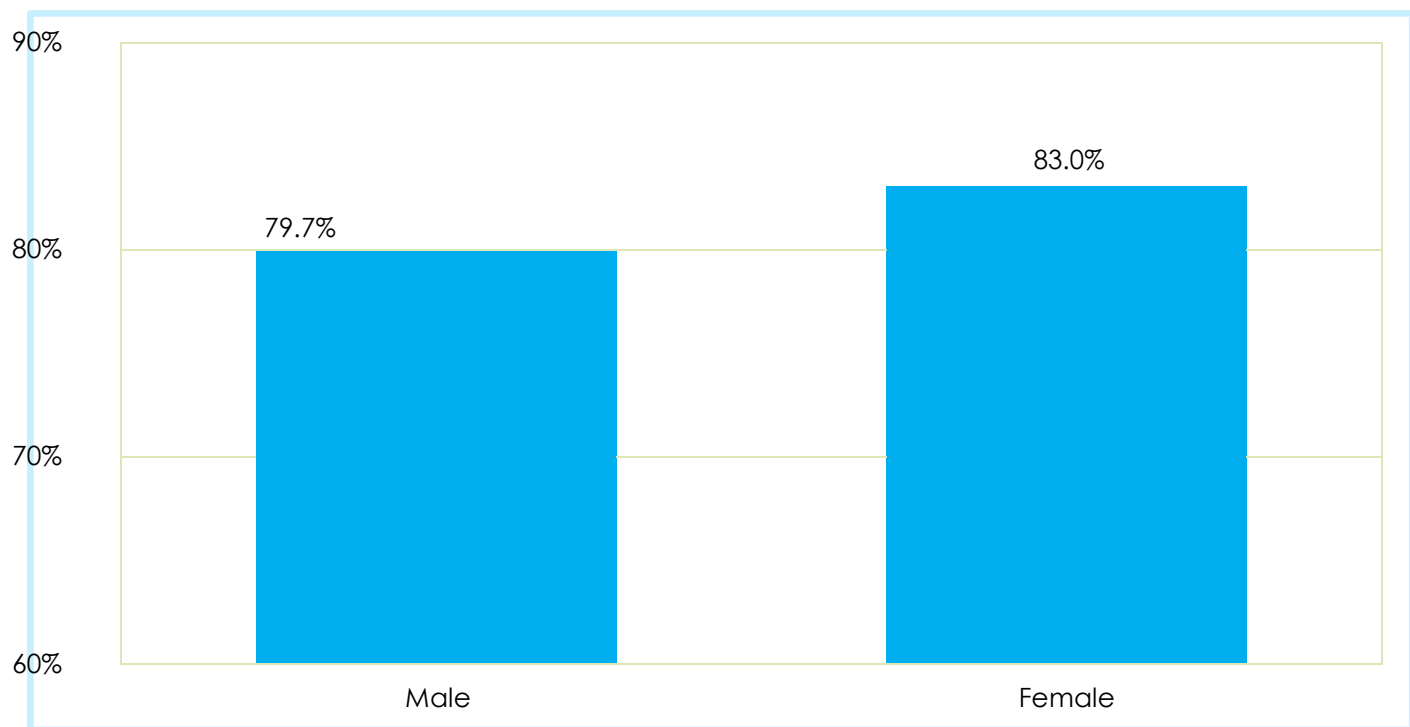


Figure 5

**EMPLOYMENT RETENTION WITHIN THREE QUARTERS AFTER TRAINING
FOR FY 2011 TRAINEES**

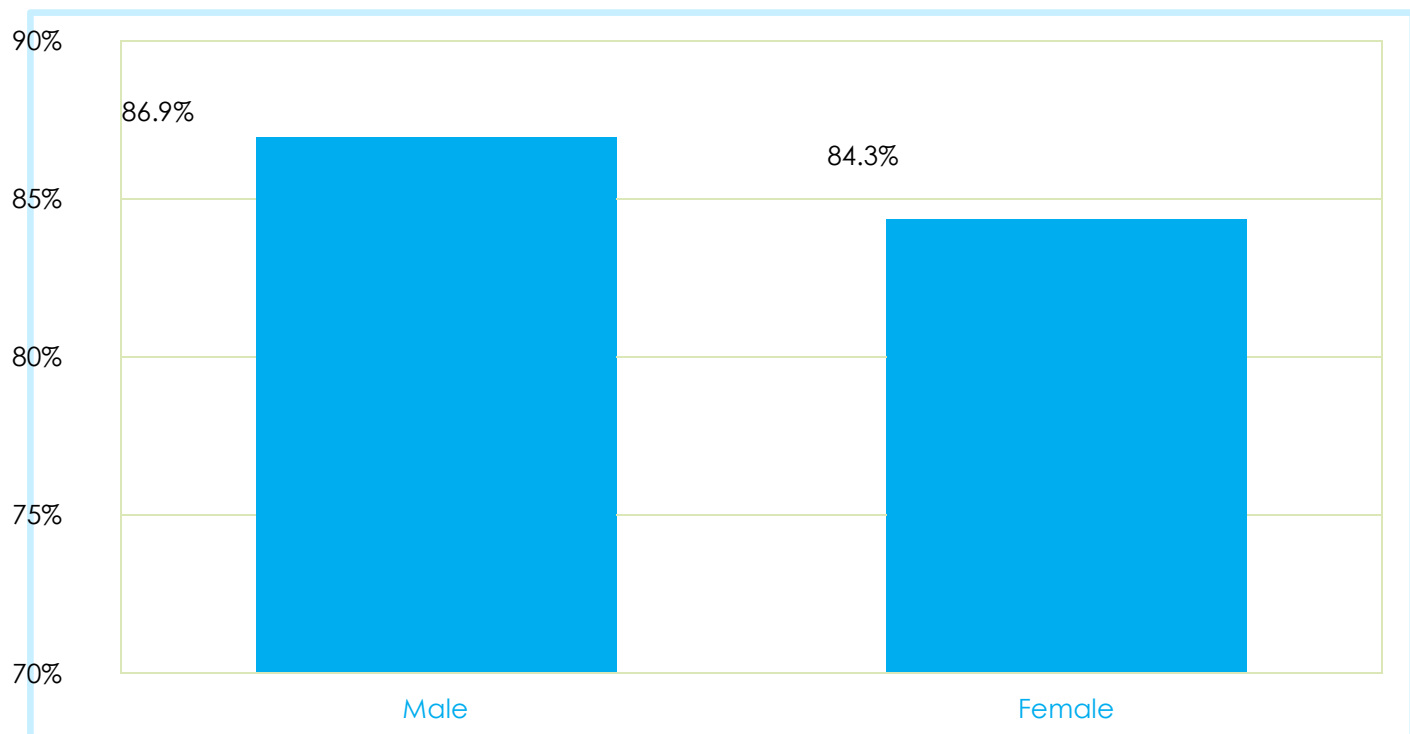


Figure 6

ANNUAL WAGE AFTER TRAINING FOR FY 2011 TRAINEES

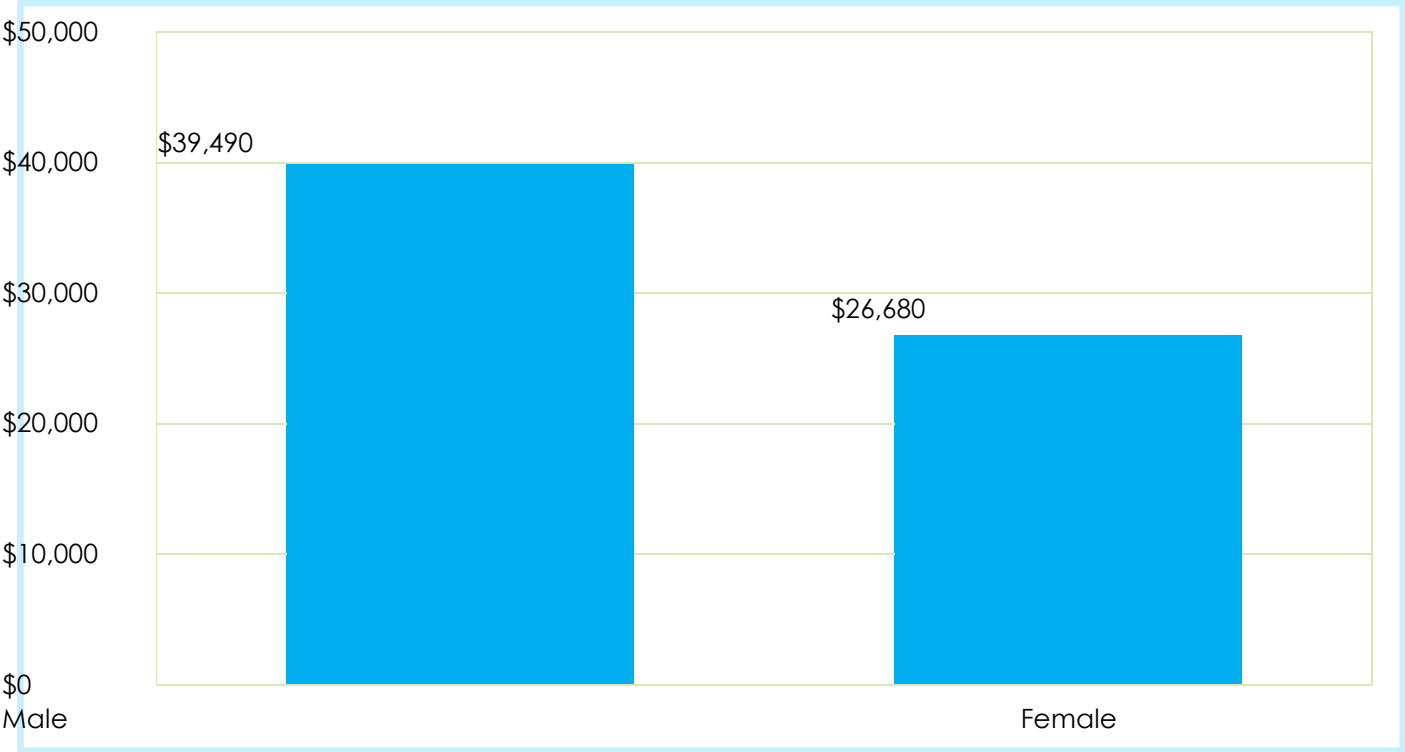


Figure 7

ANNUALIZED WAGE CHANGE FOR FY 2011 TRAINEES

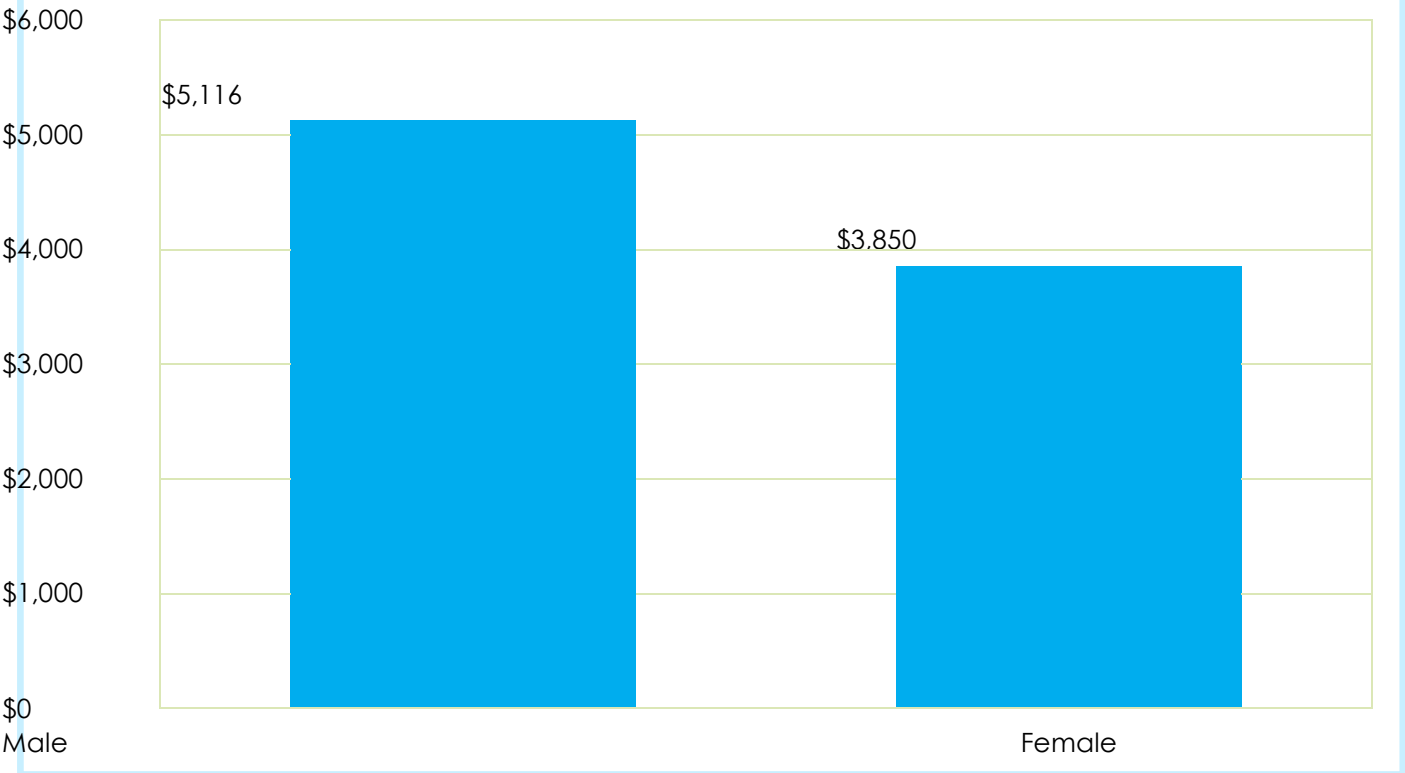


Figure 8

TOP 5 TRAINING CATEGORIES FOR FEMALE TRAINEES: FY 2011

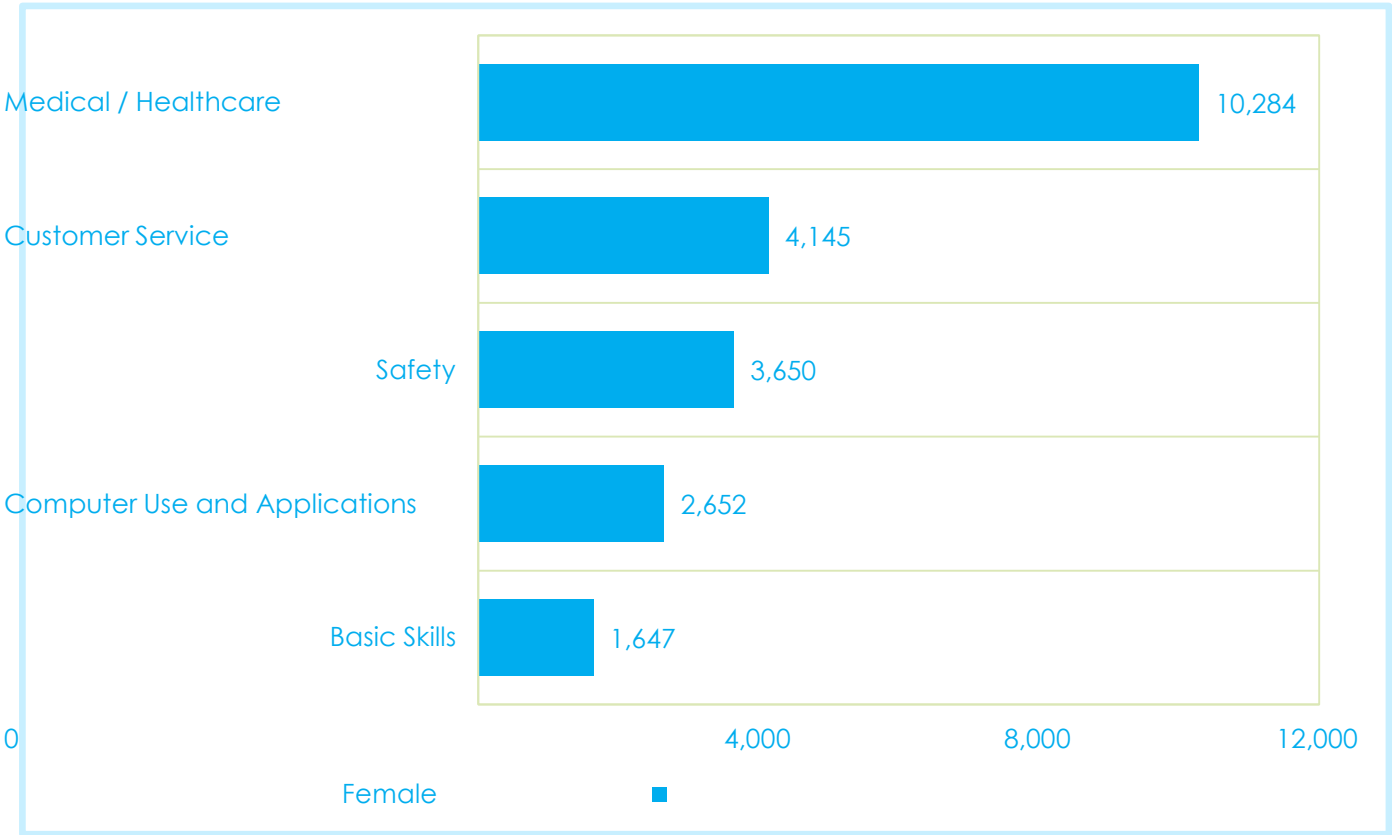


Figure 9

TOP 5 TRAINING CATEGORIES FOR MALE TRAINEES: FY 2011

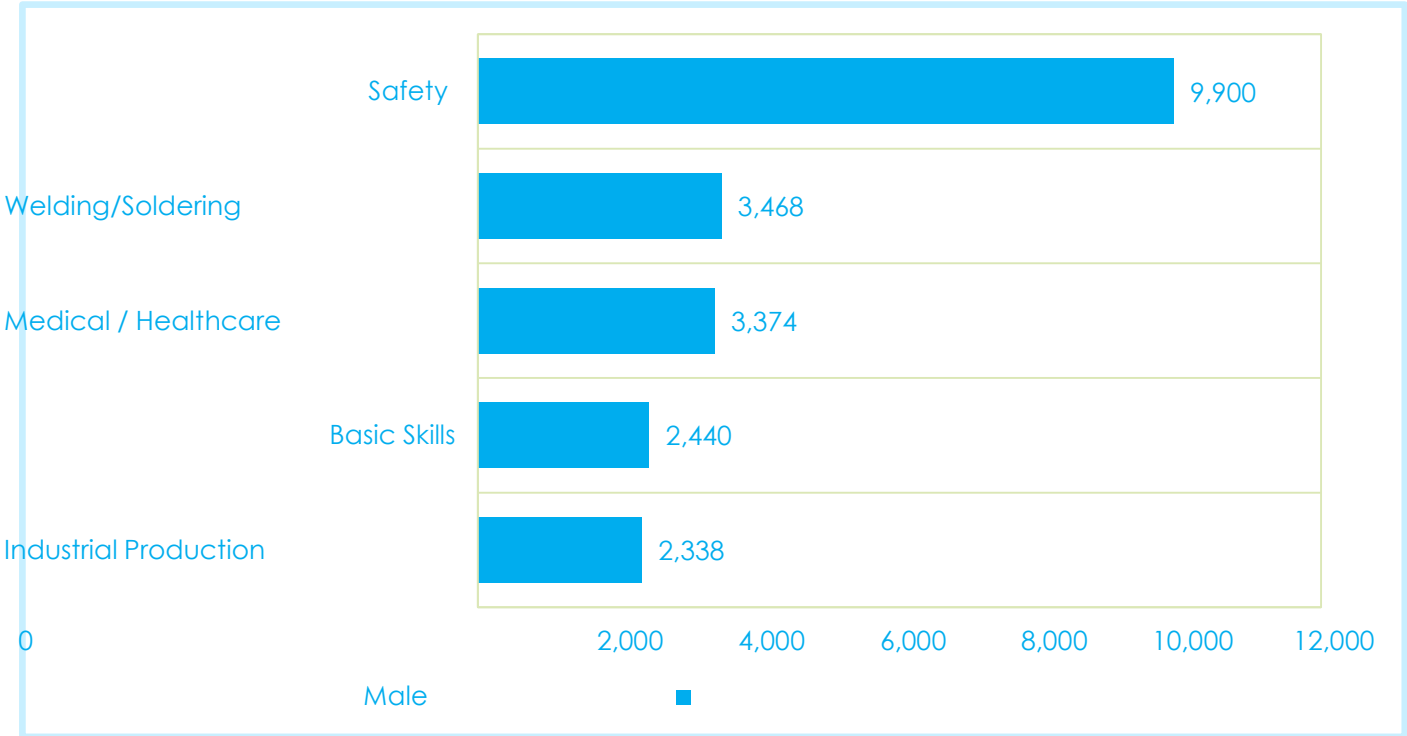


Figure 10

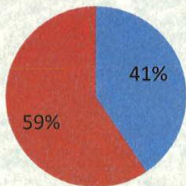
Mississippi Department of Corrections

Report to the Mississippi Commission on Status of Women

September 18, 2012

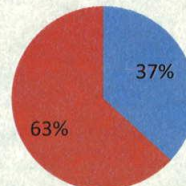
All Employees

■ Males ■ Females



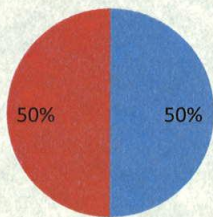
Correctional Officers

■ Males ■ Females



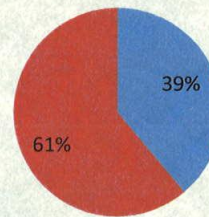
Parole Board Executive Staff

■ Males ■ Females



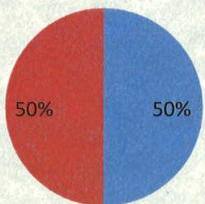
MDOC Top Management

■ Males ■ Females



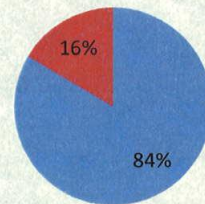
Commissioner's Executive Staff

■ Males ■ Females



Offender Population

■ Males ■ Females



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

Mitzi Gendron

This information is based on academic year 2012.

What percentage of your agency's employees are women?

Total Employees	Female Employees	%
26,134	15,598	59.68%

What percentage of those in top management positions are women?

Top Mgmt Employees	Top Mgmt Female Employees	%
831	433	52.11%

What percentage of those benefiting from your services are women?

Total Students	Female Students	%
93,280	54,574	58.51%

How does Mississippi compare with other states in terms of salaries paid women versus men?

See Table 5 at this website: <http://www.aaup.org/reports-publications/2011-12-list-tables>

Average Contract Amounts for Full-Time Employees by Academic Rank and Gender

	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of Employees										
AY2007	704	186	499	302	682	524	243	404	26	42
AY2008	680	184	498	323	723	545	258	435	25	39
AY2009	649	174	499	330	748	558	245	459	26	34
AY2010	652	184	537	362	752	574	254	501	41	51
AY2011	621	202	553	366	669	539	260	475	36	54
AY2012	615	220	567	377	626	530	278	497	44	60
Average Contract Amount										
AY2007	\$93,395	\$82,575	\$71,639	\$64,559	\$58,420	\$53,888	\$42,964	\$40,983	\$46,059	\$36,321
AY2008	\$97,904	\$88,509	\$75,802	\$70,520	\$61,337	\$55,805	\$45,058	\$43,644	\$46,168	\$34,951
AY2009	\$99,076	\$87,679	\$75,966	\$69,705	\$60,926	\$56,109	\$45,409	\$43,390	\$36,516	\$32,355
AY2010	\$100,894	\$87,440	\$74,662	\$69,071	\$61,374	\$56,299	\$46,309	\$43,273	\$40,648	\$38,935
AY2011	\$101,866	\$88,526	\$74,339	\$68,765	\$62,479	\$57,216	\$46,523	\$43,722	\$46,172	\$38,640
AY2012	\$105,331	\$90,948	\$75,443	\$70,761	\$64,645	\$59,683	\$47,815	\$45,089	\$46,587	\$40,854

Notes: Average Contract Amounts are budgeted by position and do not include additional monies for teaching overloads, stipends, etc.

Figures are limited to full-time employees paid from all funding sources (i.e. state, federal, private, etc.)

Department of Human Services

Martha Benjamin

Mississippi Commission on the Status of Women Interagency Council Meeting

September 18, 2012

Old Supreme Court Room, New Capitol Building

Report from:

Mississippi Department of Human Services, Richard Berry, Executive Director

The Mississippi Department of Human Services employs 87% women staff. At the Executive level 100% are males with one Deputy position vacant. At the Office Director/Division Director level 41% are women. Women rank high in mid management level and lower level/lower paying positions.

The Mississippi Department of Human Services does not have Board of Directors. The agency head is appointed by the Governor and all Deputies and Division Directors serve in will and pleasure positions.

The majority of MDHS services are provided to Families and children so it is difficult to arrive at the exact number or percentage of services that go specifically to women. One in every four Mississippians receives a service from MDHS and one in every five Mississippians receives benefits from the Supplemental Nutrition Assistance Program (known as SNAP or formerly food stamps). While the numbers of only women receiving services is not available, we do know that single women with children make up the largest population of the indigent nationally as well as in the state of Mississippi.

The Mississippi Department of Human Services does not have a Board of Directors. The agency Executive Director is appointed by the Governor and all Deputies and Division/Office Directors serve in will and pleasure positions.

1. What percentage of your agency's board members are women? MDHS does not have a board.
2. What percentage of your agency's employees are women? MDHS had 3,334 employees, 2,933 are female or 87%
3. What percentage of them in top management positions are women? 100% male at MDHS Executive level at this time. The Deputy Administrator for Family and Children Services, a female, recently retired and the position is currently vacant. 41% Females in MDHS Director of Division Positions
4. What percentage of those benefiting from your services are women, in those cases for which you have information? It is difficult to arrive at this number since we serve families and children and often deal with the male and female adults in the family as well as the male and female children in the family.
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? Child Support, Economic Assistance, Early Childhood Care and Development, Family and Children Services, Community Services

Department of Mental Health

Wendy D. Bailey

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.

Mississippi Development Authority (MDA)

Jan Sims

The Mississippi Development Authority (MDA) works to create jobs and economic opportunities for Mississippians. MDA creates opportunities for women as an employer and by assisting entrepreneurs, encouraging job creation and promoting Mississippi as a travel destination.

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), defined as economically disadvantaged businesses at least 51 percent "owned, operated and controlled" by a woman or women. MSBDD offers training, informative events, networking opportunities and technical assistance. The division markets a number of state-funded financing for minority businesses. In 2011, \$2.46 million in minority loans were provided to certified minority businesses, 62.5 percent of which were women-owned businesses. Women-owned businesses make up 63 percent of the certified minority businesses in MDA's Supplier Directory. Since the last report to the commission, MDA has worked tirelessly to increase awareness among government agencies and private companies of the many qualified minority- and women-owned companies that can meet their procurement needs.

Women considering starting a business can benefit from the services of MDA's Entrepreneur Center, which offers an Entrepreneur's Tool Kit, coaching and training courses such as its Entrepreneur Training Program. The pilot training program had 150 participants, 108 of whom were women. Women-owned businesses also benefit from programs like MDA's Mississippi Market Wholesale Show and the agency's industry recruitment and retention efforts. And though MDA does not deliver workforce training, the agency works closely with in-state partners to develop relevant training programs for Mississippi businesses. In FY2010, approximately 50 percent of Mississippi community college and WIN Job Center training classes were female.

MDA is the state's tourism promotion agency. The percentage of women who work in the tourism and hospitality industry in Mississippi is unknown, but the industry is predominantly female. Of Mississippi's 25 dedicated Convention and Visitors Bureaus (CVBs), 17 had female directors in 2010. Of the estimated total visitors to Mississippi, 56 percent were female.

MDA is dedicated to being an equal opportunity employer. Of MDA's 60 front-line supervisory jobs, 63 percent are held by women; five of MDA's 12 division directors are female.

Although no specific legislation is required to help MDA meet the needs of the women it serves, additional funding for the programs the agency administers would increase its effectiveness and is welcomed.

State Department of Education

Raina Lee, Esq

ATTACHMENT A

MDE Initiatives – Focal Areas

Student Achievement Literacy Efforts, Common Core State Standards, Health and Safety, High School Options, Educator Code of Ethics

Student Achievement

- Improvement of writing instruction
- Increase in remediation sessions for students
- Additional communication strategies with parents
- Additional training and resources for teachers to improve test scores
- Coordinated MDE resources to eliminate duplication of services and to ensure successful strategies

Common Core

- Provides means for states to work together on curriculum development
- Allows equal opportunity for students to access a strong curriculum
- Prepares students to compete globally
- Supports more focused professional development
- Allows use of a better assessment that is the same in each state

Health and Safety

- Integrated Physical Activity
- Bullying Prevention
- Training and Support for School Nurses
- Training and Support on Healthy Foods
- Overall Focus on the Connection between Healthy Students/Staff and Academic Achievement
- Facilitation of the School Bus Safety Task Force

High School Options: Developing more choices for students that offer greater flexibility and accessibility

Expected Outcomes

- Increase flexibility to meet student needs
- Increase high school graduation rates
- Reduce dropout rates
- Increase college-going rates
- Reduce college remediation rates
- Reduce suspension and expulsion rates
- Provide better transitions to the workplace and college

UPDATE:

Educator Code of Ethics

- Clearly established expectations regarding appropriate professional behavior including interactions with students
- Formed the basis for reporting of sexual misconduct
- MDE not fully aware of the magnitude of the problem
- 21 cases reported since April; aware of others that have not yet been submitted
- Need investigative support that specializes in this area – could be housed with Attorney General's Office or other state office

Lactation room for nursing mothers

The Lactation Room is up and running! As the CDC has reported, “mothers are the fastest-growing segment of the U.S. labor force. Approximately 70% of employed mothers with children younger than 3 years’ work full time. One-third of these mothers return to work within 3 months after giving birth and two-thirds return within 6 months.” MDE’s desire in providing a lactation room was to reduce barriers to breastfeeding employees by enabling them to transition back to work and continue breastfeeding their child.

SUMMARY

As a State Agency, most of MDE’s initiatives are governed by the Legislature, with certain duties and responsibilities given to the Mississippi State Personnel Board. The MDE, through the Mississippi State Personnel Board has adopted and maintains policies as it relates to Equal Pay- Equity Salary Adjustments through the Variable Compensation Plan. This mechanism can be used to make salary adjustments for any state employee based on job classification and applicant/employee qualifications. The agency has adopted and provides training on Workplace/Sexual Harassment on an annual basis.

1. Implemented a workplace wellness policy for all employees.
2. Holds a 15 week on-site Weight Watchers meeting at a drastically reduced rate.
3. Assists in the reduction of teen pregnancy through abstinence programs.
4. Health Screenings

Department of Finance and Administration

Kym Wiggins

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.

FY 13 Total Employees		396*	
	Female	Male	% Women
	180	216	45%
Management Staff		25	
	Female	Male	% Women
	12	13	48%

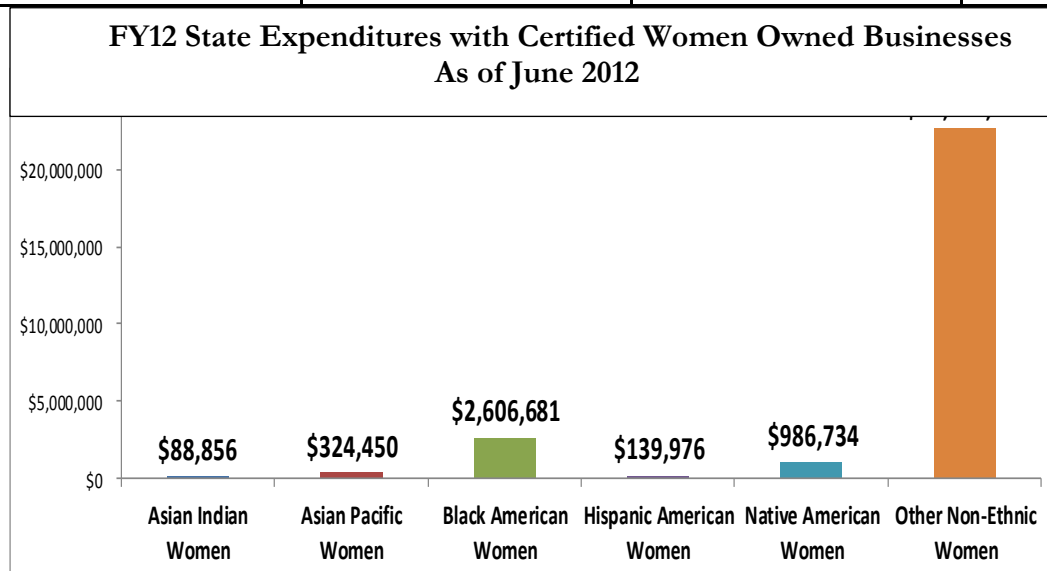
- DFA provides vendors the opportunity to certify with the State as a minority or woman-owned business.
 - Below are the classifications related to Women Business Enterprises
 - Asian Indian
 - Asian Pacific
 - Black American
 - Hispanic American
 - Native American
 - (Other) Non-Ethnic Women

Fiscal Year	Total Expenditures with Certified Women Owned Businesses	Total State Expenditures in Contractual Services	% Women
FY 2012 (As of June 30, 2012)	\$26,918,952	\$1,078,002,343	2.4%

* These expenditures do not include expenditures for IHL and CJC

** The total state expenditures do not include expenditures in the categories of salaries, travel, and subsidies, loans and grants

Fiscal Year	Total State Expenditures with Certified Women Vendors	DFA Expenditures	% Expenditures
FY 2012 (As of 6/30/12)	\$26,918,952	\$1,925,883	7%



State and School Employees' Health and Life Insurance Plan

- State Health Plan participants allowed two (2) physician visits per calendar; both covered under the Wellness Provision of the Plan
- Women are able to have annual wellness visits to their General Practitioner and OB/GYN
 - Allow coverage of additional ultrasounds for maternity cases at 100%
- Effective January 1, 2013, the Plan will begin providing benefits for up to **four** ultrasounds at 100% (90% for non-participating physician), not subject to the calendar year deductible.

State and School Employees' Health and Life Insurance

The Department of Health and Human Services released health plan coverage guidelines that require health insurance plans to cover the women's preventive services without charging a co-payment, coinsurance or a deductible effective in the first plan year that begins on or after August 1, 2012.

This expansion of preventive services for adult women is required by the *Patient Protection and Affordable Care Act (PPACA)*. Incompliance with PPACA, the Plan will make several benefit changes effective January 1, 2013.

State and School Employees' Health and Life Insurance Plan

- **PPACA Requirement:** Well-woman visits for preconception and prenatal care for all female participants.
- **Current Benefit:** Maternity benefits for covered enrollees or covered spouses. Other female dependents are not eligible for maternity benefits. The attending physician is reimbursed for covered routine prenatal care and delivery at 100% of the allowable charge (90% for non-participating physician), not subject to the calendar year deductible.

2013 Impact/Change: Provide all preconception and prenatal care visits at 100% including dependent female participants regardless of physician network status.

State and School Employees' Health and Life Insurance Plan

- **PPACA Requirement:** Screening for Gestational Diabetes in pregnant women between 24 and 28 weeks of gestation (and at the first prenatal visit for women at high risk for diabetes).
 - **Current Benefit:** One Diabetes Screening procedure at 100% of the allowable charge (90% for non-participating physician), not subject to the calendar year deductible. Additional diabetes screening procedures are paid at regular Plan benefits.

2013 Impact/Change: Pay 100% for one additional gestational diabetes screening for all female participants at high risk for diabetes regardless of physician network status not subject to the calendar year deductible.

- **State and School Employees' Health and Life Insurance Plan**
PPACA Requirement: Breastfeeding support, supplies and counseling in conjunction with each childbirth including comprehensive lactation support and counseling by a trained provider during pregnancy and/or postpartum, and coverage of the costs of renting breastfeeding equipment.
 - **Current Benefit:** Breastfeeding education and training for patient self-management.

2013 Impact/Change: Coverage of breastfeeding supplies at 100% ; not subject to the calendar year deductible.

- **State and School Employees' Health and Life Insurance Plan**
PPACA Requirement: Annual screening and counseling for interpersonal and domestic violence.
 - **Current Benefit:** Health and behavior assessment and intervention, and preventive counseling.

2013act/Change: None – Already covered

MS Tort Claims

- Legal Services: Women represent approximately 15% of women among attorneys approved to represent the State

Fiscal Management

- Utilize the services “women owned” businesses for Internal Control Review and SPAHRS (W2) reconciliation

Bureau of Building, Grounds, & Real Property Management

- Utilize the services of “women owned” businesses for Architectural, Appraisal, and Furnishings and Equipment Services

Department of Public Safety (DPS)

Dianne Chappell

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.

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.

Mississippi State Profile, 2009

Mississippi		
Overview of Women's Economic Status in Mississippi	State Figure	Rankings
Women's Median Annual Earnings, 2009	\$28,506	49
Earnings Ratio between Women and Men, 2009	76.0%	32
Percent of Women in the Labor Force, 2009	55.3%	49
Percent of Employed Women in Professional or Managerial Occupations, 2009	36.8%	37
Percent of Women with Health Insurance, 2009	83.7%	42
Percent of Women with Four or More Years of College, 2009	20.2%	49
Percent of Businesses that are Women-Owned, 2007	26.9%	30
Percent of Women Living Above Poverty, 2009	76.3%	51
Sources: Data on "Percent of Businesses that are Women-Owned" are from the U.S. Census Bureau 2007 Survey of Business Owners; data for other indicators are from the U.S. Census Bureau 2009 American Community Survey.		

Key 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.**

APPENDIX A

Miss. Code Ann. § 43-59-9 (Copy w/Cite)

Miss. Code Ann. § 43-59-9

MISSISSIPPI CODE OF 1972

Current through the 2012 Regular Session

TITLE 43 PUBLIC WELFARE

CHAPTER 59. MISSISSIPPI COMMISSION ON THE STATUS OF WOMEN

Miss. Code Ann. § 43-59-9 (2012)

§ 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.

Miss. Code Ann. § 43-59-5 (Copy w/Cite)

Miss. Code Ann. § 43-59-5

MISSISSIPPI CODE OF 1972

Current through the 2012 Regular Session

TITLE 43 PUBLIC WELFARE

CHAPTER 59. MISSISSIPPI COMMISSION ON THE STATUS OF WOMEN

Miss. Code Ann. § 43-59-5 (2012)

§ 43-59-5. Commission powers and duties

(Continue on next page)

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 offered and needed.

Mississippi Commission on the Status of Women

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BREAKING NEWS



CURRENT EVENTS



MCSW PHOTO GALLERY

Welcome to the Mississippi Commission on the Status of Women

Donec sed odio dui. Integer posuere erat a ante venenatis dapibus posuere velit aliquet. Morbi leo risus, porta ac consectetur ac, vestibulum at eros. Nulla vitae elit libero, a pharetra augue. Aenean eu leo quam. Pellentesque ornare sem lacinia quam venenatis vestibulum. Fusce dapibus, tellus ac cursus commodo, tortor mauris condimentum nibh, ut fermentum massa justo sit amet risus. Vivamus sagittis lacus vel augue laoreet rutrum faucibus dolor auctor.

FROM THE CHAIR GLORIA WILLIAMSON

Vivamus sagittis lacus vel augue laoreet rutrum faucibus dolor auctor. Aenean lacinia bibendum nulla sed consectetur. Duis mollis, est non commodo luctus, nisi erat porttitor ligula, eget lacinia odio sem nec elit. Etiam porta sem malesuada magna mollis euismod. Sed posuere consectetur est at lobortis. Donec id elit non mi porta gravida at eget metus. Nullam quis risus eget urna mollis ornare vel eu leo.

Duis mollis, est non commodo luctus, nisi erat porttitor ligula, eget lacinia odio sem nec elit. Integer posuere erat a ante venenatis dapibus posuere velit aliquet. Nulla vitae elit libero, a pharetra augue.

NEWS & EVENTS

Oct. 10

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accus.

Oct. 18

Aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt beatae explicabo.

Nov. 24

Nemo enim ipsam voluptatem quia voluptas sit aspernatur voluptatem aut odit.

GOALS & OBJECTIVES

Q: Will the agencies have access to their internal systems at the Regions Building?

A: Agencies should have some form of remote access to their internal systems; however, we will have to look at these on a case-by-case. The DFA offices will have Wi-Fi access.

Q: Based on the timeline, when will the agencies be required to gather data to be put in the new system?

A: The blueprinting process is scheduled to start in September with a January 2013 go-live date for finance, procurement, grants

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