



MISSISSIPPI COMMISSION ON THE STATUS OF WOMEN



Ellen Langford

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nsporc
NATIONAL STRATEGIC PLANNING & ANALYSIS RESEARCH CENTER

ACKNOWLEDGEMENTS

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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
Mississippi Department of Wildlife, Fisheries & Parks
Mississippi State Personnel Board
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. The Commission gratefully acknowledges the support of Dr. Rachel Allison, Assistant Professor of Sociology at MSU and Mrs. Katerina Sergi, Research Associate at nsparc, in the generation of this report.



CONTENTS

Acknowledgements	1
List of Table and Figures	3
Remarks by the Chair, Ms. Gloria Williamson	4
Report Highlights	5
Report Summary.....	6
Introduction	
Part I: Women and Career Development in Mississippi State Agencies.....	8
Serving Mississippi Women	8
Advancing Mississippi Women: Career Development Initiatives	9
The Future of Mississippi Women: What Can Be Done to Improve The Status of Women in Mississippi?	14
Part II: Mississippi Women in the National Context	15
A. Education	15
B. Labor Force.....	19
C. Earnings	22
Key Recommendations for the Commission.....	24
References	25
Appendix A: Mississippi Commission on the Status of Women	26
Mississippi Code Annotated Regarding the Commission and the Interagency Council.....	27
Appendix B: Supplementary graphs and Information.....	29
Notes.....	32
Notes.....	33
Further Information.....	34

LIST OF TABLE AND FIGURES

Table 1: Participating Agencies.....	7
Figure 1. Clusters of Programs	8
Figure 2. Types of Career Development Initiatives	9
Figure 3. Outcomes of Career Development Initiatives.....	11
Figure 4. Number of Women Participating in MS Agency Career Development, 2014.....	12
Figure 5. Share of Female Presence in Top 10 Highest Paid Positions, 2009* and 2014	13
Figure 6. Programs helping women and Mississippians	14
Figure 7. Women (25+) with a High School Diploma, 2013.....	15
Figure 8. College Enrollment Following High School by Gender, 2010-2012	16
Figure 9. Post-Secondary Enrollment by Gender, 2010-2012.....	16
Figure 10. Women (25+) with a Bachelor's Degree, 2013.....	17
Figure 11. Educational Attainment in Mississippi by Gender, 2010-2014.....	18
Figure 12. Educational Attainment in the United States by Gender, 2010-2014.....	18
Figure 13. Labor Force Participation by Gender, 2010-2013	19
Figure 14. Employment by Occupation, 2014	19
Figure 15. Employment by Occupation, 2014 – Rankings out of the 50 States.....	20
Figure 16. Work Hours by Gender, 2010-2014.....	21
Figure 17. Unemployment Rate by Gender, 2010-2013	21
Figure 18. Median Annual Earnings for Women, 2014.....	22
Figure 19. Median Wage by Gender, 2010-2014	23
Figure 20. Income by Gender, 2010-2014	23
Figure 21. Female Student Enrollment and Graduation Rates.....	29
Figure 22. Gender Distribution of MDE Employees.....	29
Figure 23. Gender Distribution of MDOC Offenders and Employees.....	29
Figure 24. Gender Distribution of SOS Employees	30
Figure 25. Gender Distribution of MSPB Employees	30
Figure 26. Gender Distribution of MDOT Employees	30
Figure 27. Gender Distribution of MDHS Employees.....	30
Figure 28. Gender Distribution of MDMH Board and Employees	31
Figure 29. Gender Distribution of DFA Programs Participants.....	31
Figure 30. Gender Distribution of MDA Employees	31
Figure 31. Gender Distribution of MDH Employees	31

REMARKS BY THE CHAIR, MS. GLORIA WILLIAMSON

As Chair of the Mississippi Commission on Status of Women (MCSW), I acknowledge the work the Commission has implemented this entire year to improve the status of women in Mississippi. Through this Commission we are able to keep governmental officials informed on the progress of women in Mississippi. The publication of this report is just one of the pathways employed to achieve this mission.

There are so many great women in this State who 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 appoint more women to boards and commissions in our State.

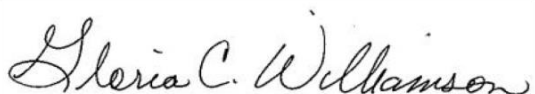
Although women represent 50.3% of the state workforce, Mississippi continues to lag behind most other states in degree of female representation and influence in the most major areas (including the political arena). Mississippi is ranked 45th in elected officials, which brings me back to board appointments: if more women were in the elected bodies of our State, it 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 begin to 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: in Mississippi, women's median income is \$25,000 compared to \$36,500 for males. 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.

It has been a pleasure serving as chair for the last four years, and MCSW welcomes your suggestion and encourages you to visit our website www.msstatusofwomen.org.

Sincerely,



Gloria Williamson, Chair

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REPORT HIGHLIGHTS

- Statewide, programs addressing women focus on health, training, and social welfare issues. Additional initiatives targeting women, and in extension all citizens of Mississippi, relate to employee benefits and women-owned business management (Figure 1).
- Across state agencies, women comprise nearly 40 percent of those in high-paid positions. Furthermore, compared to 2009, data show a growth of 2 percent of women in these positions (Figure 5).
- Taking into consideration the current landscape, future programs and services for Mississippi women signify continuous implementation of outreach, educational, health, social integration, and upward mobility efforts (Figure 6).
- Mississippi women have taken great strides in high school graduation and college enrollment, where they rank higher than the nation's average (Figure 7). On the other hand, women's tertiary education attainment in Mississippi still lags by almost 20% compared to the national average (Figures 8-9).
- Labor force participation rates have been reduced by five percent since 2010 (Figure 13). However, Mississippi women work, on average, two hours more than their national counterparts (Figure 16).
- Women in Mississippi excel in occupations in the information, transportation/utilities, and leisure/hospitality sectors (Figure 15).
- Median annual earnings for Mississippi women are almost 17 percent less than the national average and continue to fall compared to 2010 levels (Figures 18-20).

REPORT SUMMARY

The annual Mississippi Commission on the Status of Women Report provides information on the socioeconomic status of women in the state of Mississippi. The goal of the report is to provide current statistics to inform the work of the Mississippi Commission on the Status of Women to improve the lives of women in the state.

The 2014 Report has two primary areas of focus. First, the report analyzes the position of women as leaders, employees, and constituents of Mississippi state agencies. Data collected in 2014 from 15 state agencies show that initiatives benefitting women center primarily on health and career training. Existing career development programs improve workplace diversity, increase women's skills and knowledge, and position women for future promotion.

Opportunities exist to increase the number of women participating in agency programs, document the number and proportion of women participating, and evaluate the impact of these programs on women.

Additionally, women comprise 38.5% of those in the top 10 highest-paid position across 15 state agencies. While 5 agencies have at least 50% female representation in this top echelon of leadership, 10 agencies are under this percentage, with 5 agencies reporting that women hold fewer than 30% of top positions.

The second half of the report focuses on Mississippi women's educational attainment, occupational status, and income.

Mississippi ranks at the national average in the percentage of women with a high school diploma, but below the national average in the percentage of women with a bachelor's degree. Mississippi women are at the national average in the percentage enrolling in public community colleges after high school but below the national average in the percentage enrolling in public universities.

Compared to the national average, the percentage of Mississippi women in the labor force is lower. A higher percentage of Mississippi women are unemployed, and women's median yearly income is lower in Mississippi.

Despite these gaps, Mississippi is ranked among the top 10 states in the representation of women in the information, transportation and utilities, and leisure and hospitality industries.

INTRODUCTION

This report covers career development initiatives geared towards women across state agencies, the gender composition in managerial or other high-ranked jobs in these state agencies, and the programs or services that target and benefit this segment of the population. 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 two parts. Part 1 discusses career development initiatives and other programs for women across Mississippi state agencies, while Part 2 provides an overview of women in Mississippi in a national context.

The data on women's status in Mississippi come from 15 state agencies (see Table 1). The national and state data on women are mainly derived from the U.S. Census Bureau (Current Population Survey), the U.S. Department of Education - National Center for Education Statistics, and Mississippi LifeTracks.

QUESTIONS TO INTERAGENCY COUNCIL MEMBERS

- **Question 1:** What initiative has your organization undertaken to facilitate career development?
- **Question 2:** How long has your organization engaged in this initiative?
- **Question 3:** How many women have participated?
- **Question 4:** How successful do you think this initiative has been in advancing the status of women in your organization?
- **Question 5:** What are the top 10 highest paid positions in your agency/ organization?
- **Question 6:** What was the composition (male/female) of those top 10 positions in 2009?
- **Question 7:** What are the actions, initiatives, or policies that are specifically framed or developed for meeting the needs of women in your agency/organization?
- **Question 8:** Please provide any information on your agency's direct involvement with women as employees and constituents. MCSW also wants to hear your ideas on what you believe can be done to improve the status of women in Mississippi.
- **Question 9:** What programs have you implemented (or plan to implement) that are helping women and, by extension, all Mississippians?

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. Mississippi Department of Wildlife, Fisheries & Parks	MDWFP
14. Mississippi State Personnel Board	MSPB
15. Office of the Mississippi Secretary of State	SOS

PART I: WOMEN AND CAREER DEVELOPMENT IN MISSISSIPPI STATE AGENCIES

Serving Mississippi Women

- What existing programs, initiatives, or policies help MS women across state agencies?

The following six major clusters of programs assist women and, by extension, all people in Mississippi (Figure 1): 1) **health-related** initiatives that aim to improve the physical and mental well-being of citizens in the state; 2) **career training** initiatives that encourage participation in seminars or classes that empower women in the workforce arena; 3) **social integration** programs, which mostly target domestic violence victims, homeless, or people with urgent needs; 4) **legal or fiscal counseling** initiatives for successful entrepreneurial business management and retention; 5) **school performance and school safety** programs; and 6) **employee benefit programs** that improve work performance and flexibility.

Figure 1. Clusters of Programs

Career Path & Training

MDOT

- Encouraging Future Transportation Leaders - programs that benefit from a diverse workforce
 - RIDES (Roadways into Developing Elementary Students)
 - TRAC (Transportation and Civil Engineering)
 - TRAC Bridge Competition
- Mississippi Summer Transportation Institute - residential program designed to introduce high school students to careers in transportation
- Southeastern Association of State and Highway Transportation Officials (SASHTO) Scholarships to MS Comm. Colleges toward career paths in math, science, engineering, information systems, urban or community planning, or other transportation-related technology fields

AGO

- Law Enforcement Training
- CLE (Continuing Legal Education) presentations and other activities that directly involve women

MCCB

- University-track academic degrees/classes
- Career and technical degrees/classes
- Workforce education training
- Adult basic education instruction
- GED (General Education Development) preparation

Social Integration & Well-Being

MDMH

- Grant funding to the Gulf Coast Women's Center for Nonviolence
 - Intervention services to women and children who are victims of domestic violence
 - Crisis line
 - Residents of the shelter provided with food, clothing, childcare, some transportation, and personal hygiene items
 - Crisis intervention, individual and group counseling, and case management services
 - Access to community resources such as legal, medical, housing, education, training programs, and employment

AGO

- Victim services

School Safety & Performance

MDE

- Anti-bullying programs
- Dropout prevention programs

Legal, Fiscal & Business Retention

DFA

- Mississippi Tort Claims - Legal Services (attorneys)
- Fiscal management for women-owned businesses
- Bureau of Building, Grounds, & Real Property Management

MDOT

- Disadvantaged Business Enterprise Program for minority-, women-, or other disadvantaged socially and economically-owned businesses

Employee Benefits

AGO

- Personal leave, paid leave, paid holidays, flexible work hours, limited options for leave without pay, reduced hours
- Other benefits accruing to both women and men who have family obligations that demand a more flexible work schedule
- Benefits accrue to women and men who are seeking higher education and/or training to enhance their job performance

Health Initiatives

DFA

- State and School Employees Health and Life Insurance Management Program

MDE

- Lactation room
- Fringe benefits to pregnant women
- Statewide wellness programs
 - CPR training
 - AED training
 - Annual health fair
- Added insurance benefits and health quotients
- Sponsoring of twelve Weight Watchers sessions
- Reproductive education - abstinence programs

MDH

- Services related to infant mortality
- Lactation room for breastfeeding women
- Eligibility of female staff at WIC income benchmark to participate in the Women, Infants, and Children (WIC) Nutrition program

MDMH

- Fetal Alcohol Spectrum Disorders (FASD) services for moms and children
- Training staff at the domestic violence shelters across the state in Mental Health First Aid (starting Jan. 2015)
- Respite for caregivers for the mental health, IDD, and Alzheimer's population
- Services in the areas of mental health, intellectual and developmental disabilities, alcohol and drug, and Alzheimer's disease
 - Bureau of Alcohol and Drug Services
 - Individual, family and group services, trauma specific care, parenting classes, life skills, relapse prevention, transitional care, attending to prenatal care needs, and alternative housing

Advancing Mississippi Women: Career Development Initiatives

- What initiatives exist?

Career initiatives in Mississippi encourage employee **diversity**, occupational **development**, and opportunities for **promotion** (Figure 2).

Figure 2. Types of Career Development Initiatives

DIVERSITY	MDE	IHL	MSPB
	<ul style="list-style-type: none"> Database of Educ-Bureau Director level positions and higher, by gender, as well as race, in order to start dialogue and lift up the gender/race demographics within the Department All interview teams are diverse and a representative from the Office of Human Resources is present during management level position interviews 	<ul style="list-style-type: none"> Promoting diversity in the institutions of higher learning by increasing or enhancing: <ul style="list-style-type: none"> Enrollment and graduation rate of underrepresented students Employment of underrepresented individuals in administrative, faculty and staff positions Overall educational experience through infusion of curricular content and co-curricular programming that enhances multicultural awareness and understanding Use of underrepresented professionals, contractors, and other vendors 	<ul style="list-style-type: none"> Creating and revising policy and procedures governing recruitment, selection, classification, compensation, and termination of employees Hearing grievances through the Employee Appeals Board Developing pre-approved vendor lists
	MDOC	MDA	AGO
DEVELOPMENT	<ul style="list-style-type: none"> Career planning, management and guidance information and programs Training program to corrections in a 40-hr orientation Advanced security training in the Correctional Officer Training Academy Required annual training hours for Staff 	<ul style="list-style-type: none"> Assisting entrepreneurs Encouraging job creation Promoting Mississippi as a travel destination Certification programs for both minority and women-owned business Counseling services by the Entrepreneur Center 	<ul style="list-style-type: none"> Continuing Legal Education to attorneys employed by AGO
			DFA
PROMOTION			<ul style="list-style-type: none"> Training opportunities offered by MS State Personnel Board
		MDOT	MDMH
	<ul style="list-style-type: none"> Pilot leadership program – REACH: <ul style="list-style-type: none"> Identify DFA employees who exhibited leadership qualities and to provide them with leadership training opportunities to enhance their contribution to the agency and the State 	<ul style="list-style-type: none"> The State Executive Development Institute (SEDI) - annual educational workshop designed to prepare midlevel through upper-level state and local government executives to be more effective leaders. The Certified Public Manager (CPM) Program - training program about the study of management The Basic Supervisory Course (BSC) - training course designed to provide information and skill development to supervisors on the fundamentals of supervising people and programs in government National Transportation Management Conference - provides skills to mid-level managers to make the transition from technical to management responsibilities. National Transportation Leadership Institute - designed to supplement essential engineering capabilities with extensive training in leadership and management techniques oriented toward highway and transportation department operations Engineers-In-Training (EITs) - upward mobility opportunities where EITs remain in those positions until they pass the Professional Engineer test and receive their license Internship program - engineering students 	<ul style="list-style-type: none"> Focus program - to offer employees an opportunity to hone their skills to greater and higher personal performance and self-awareness. The program is designed to develop leaders from within
			DPS
			<ul style="list-style-type: none"> Promotional opportunities available to all eligible employees

MDWFP

- Diversity/Outreach program to increase the representation of minorities and women in natural resources conservation
- Fishing Rodeos target and encourage participation from racially diverse groups, as well as individuals with physical challenges
- Law Enforcement with the presence of two sworn female law enforcement officers in the agency; in the process of recruiting other minority and female cadets
- Advisory Boards, the present Director of State Parks currently serves on the Metro Jackson Attractions Board and the Mississippi Tourism Association

SOS

- Training initiatives
- Career development certifications by other associations / organizations
- Females in leadership roles

DPS

- Professional/employee development training opportunities
- Individual employee development plan associated with the performance development assessment

MSPB

- Attending jobs fairs promoting job opportunities

AGO

- Work flexibility to employees enrolled in academic classes
- Opportunities to attend seminars and other programs that will enhance employees' capability of performing their jobs, particularly in the investigative arena

MSPB

- Providing career counseling services for State government jobs
- Managing the classification and compensation system
- Workforce development courses

MDH

- Upon completion of the above programs, a Benchmark increase can be awarded

MDWFP

- Internship Program - paid internship specifically designed with minorities and women in mind. Opportunities to gain firsthand experience while learning valuable outdoor skills
- Education Programs and exhibits in the museum; many classes designed for women

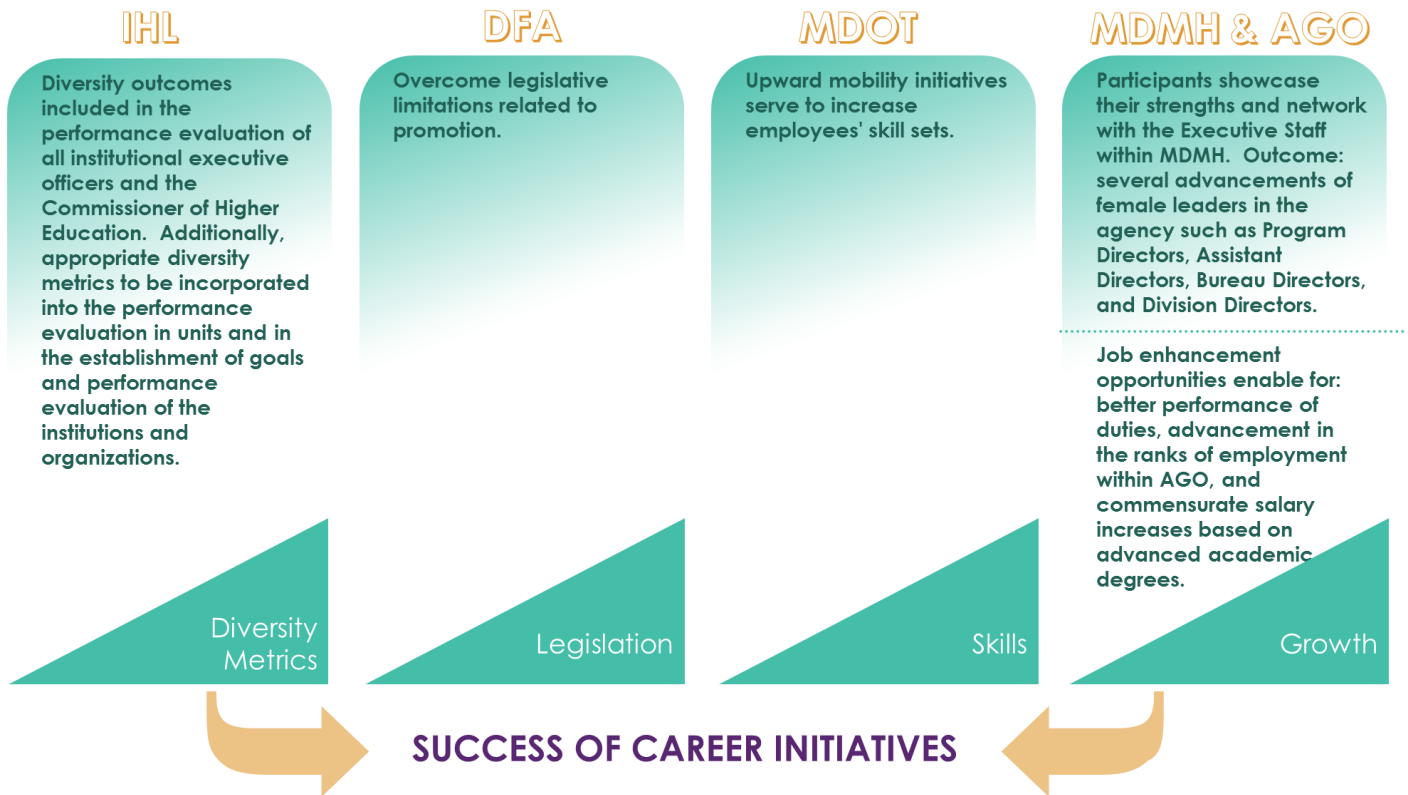
MDH

- Open to Supervisors, Mid-level and Senior Management Staff are these programs, offered by MSPB:
 - Basic Supervisory Trainings
 - Certified Public Supervisors
 - Certified Public Managers
- Open to Clerical Staff is the Administrative Services Certification Program (ASCP)

○ How successful do you think these initiatives have been in advancing the status of women?

As Figure 3 shows, the results of the aforementioned career development initiatives are evident in using **metrics** that measure employee performance (Institutions of Higher Learning), overcoming **legislative obstacles** regarding promotion (Department of Finance and Administration), improving employee **skills** (Department of Transportation), and achieving employee **advancement and growth** (Department of Mental Health and Attorney General's Office).

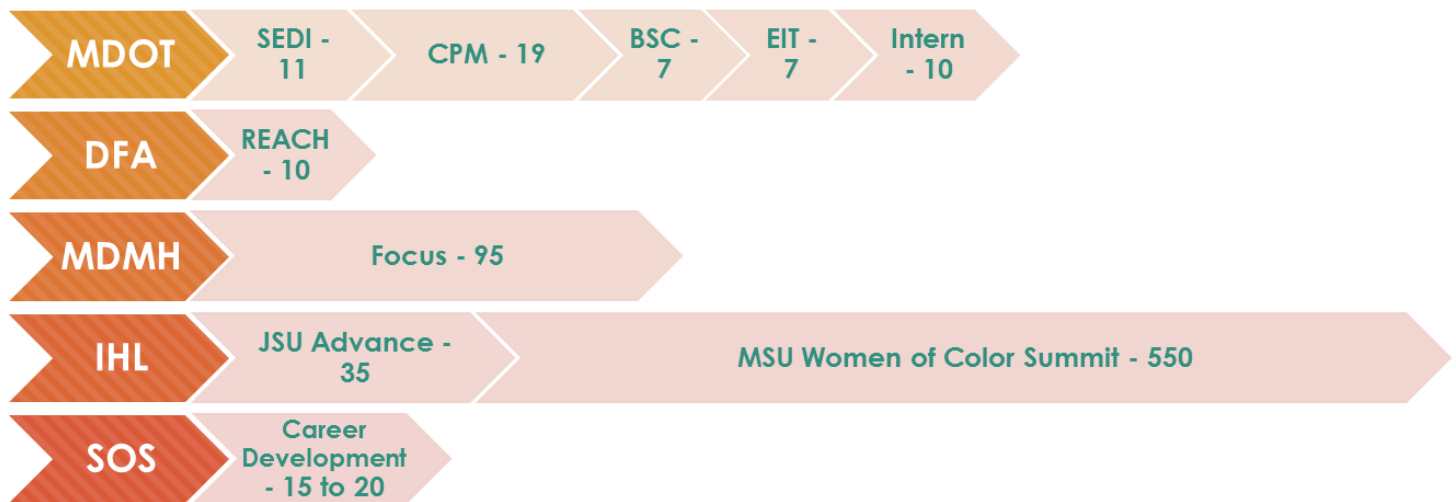
Figure 3. Outcomes of Career Development Initiatives



● How many women have participated in career development initiatives?

Most agencies do not keep track of the number of women participating in career development opportunities. Of the few agencies that report numbers (Figure 4), IHL attracts the most women employees in its two main programs. On the other hand, the Mississippi Department of Transportation engages women in five different career development initiatives. At any rate, it is crucial for **all agencies to maintain records of participation and effectiveness** of such programs.

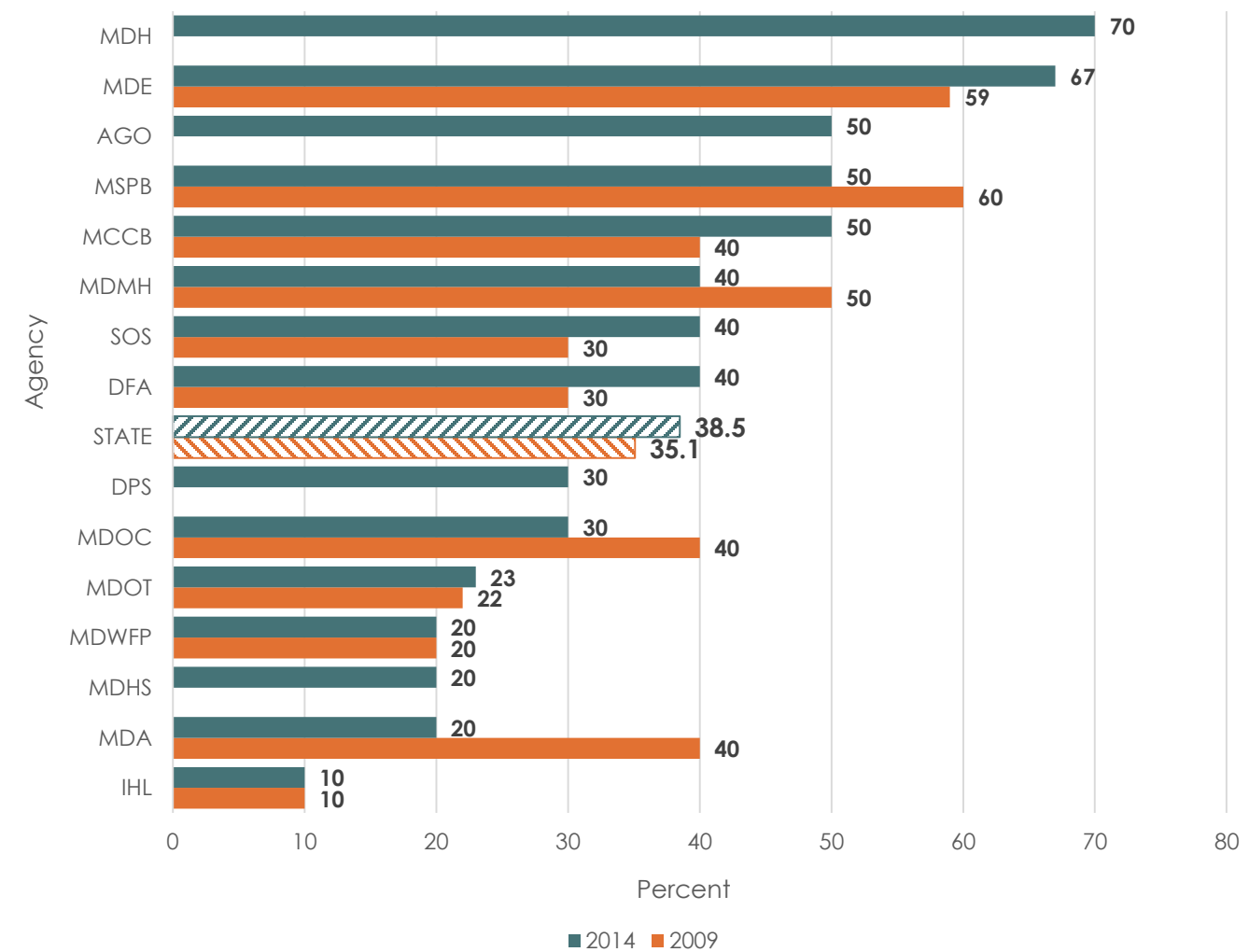
Figure 4. Number of Women Participating in MS Agency Career Development, 2014



- What are the top 10 highest paid positions in your agency/organization, and how many are occupied by male/female? What was the composition (male/female) of those top 10 positions in 2009?

Across 15 state agencies, **women** comprise **38.5%** of **those in the 10 highest-paid positions**. While four agencies have seen the number of women in top positions rise, most agencies have seen no increase since 2009.

Figure 5. Share of Female Presence in Top 10 Highest Paid Positions, 2009* and 2014



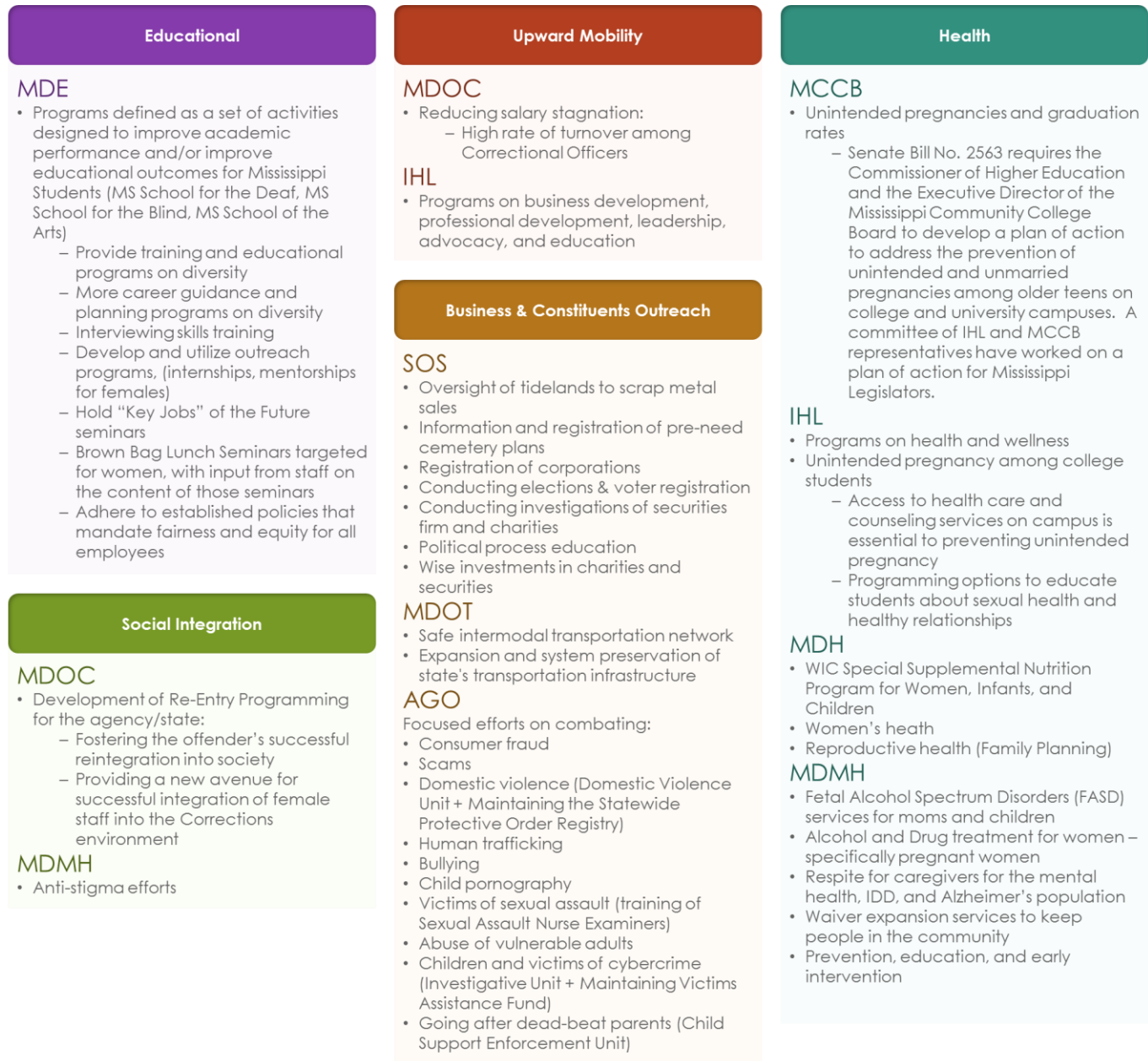
*Striped bars indicate state average based on reporting from 15 agencies

*Note: Data reported if available.

The Future of Mississippi Women: What Can Be Done to Improve The Status of Women in Mississippi?

The future status of women in Mississippi lies in the implementation of programs similar to existing ones that address **health, business, education, social integration, and upward mobility** needs (Figure 6).

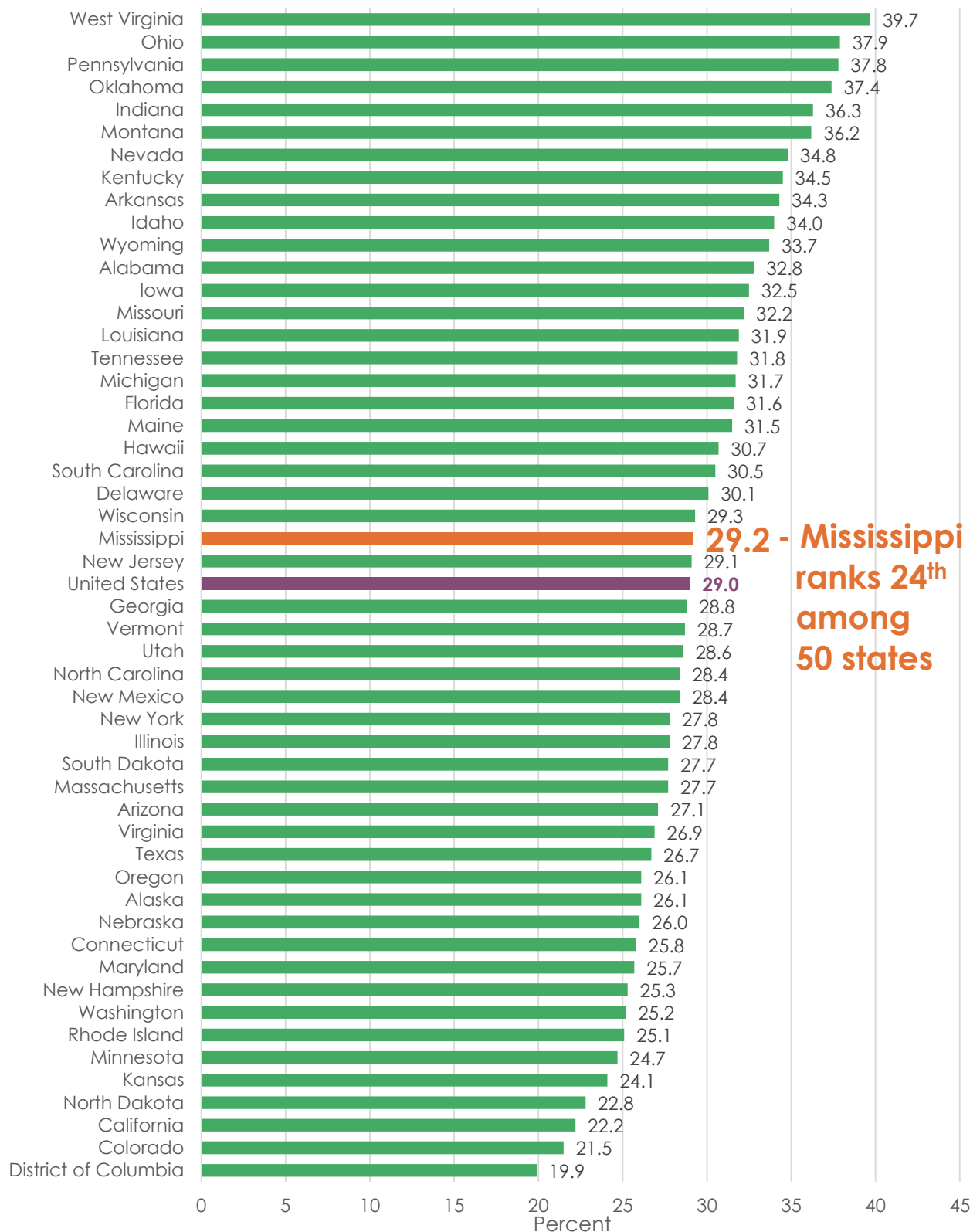
Figure 6. Programs helping women and Mississippians



PART II: MISSISSIPPI WOMEN IN THE NATIONAL CONTEXT

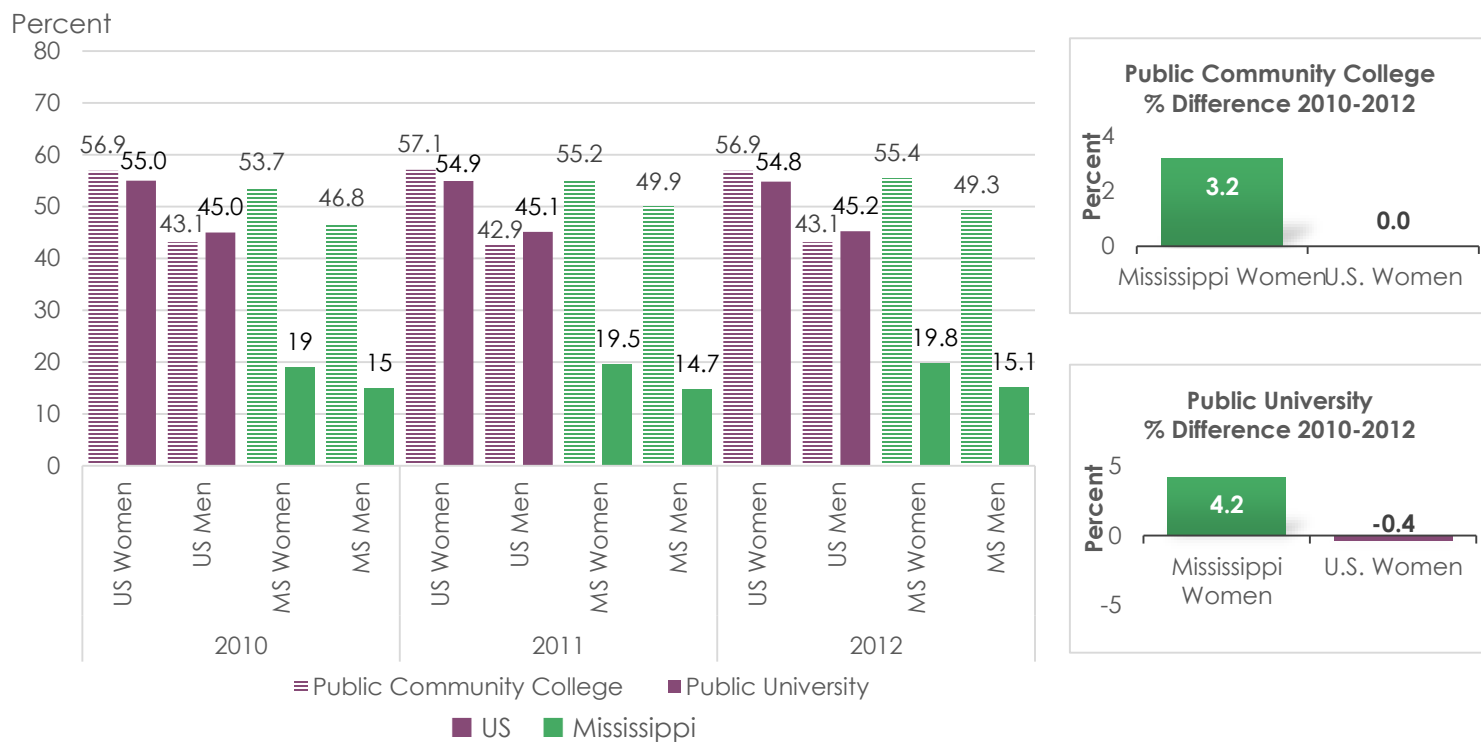
A. Education

Figure 7. Women (25+) with a High School Diploma, 2013



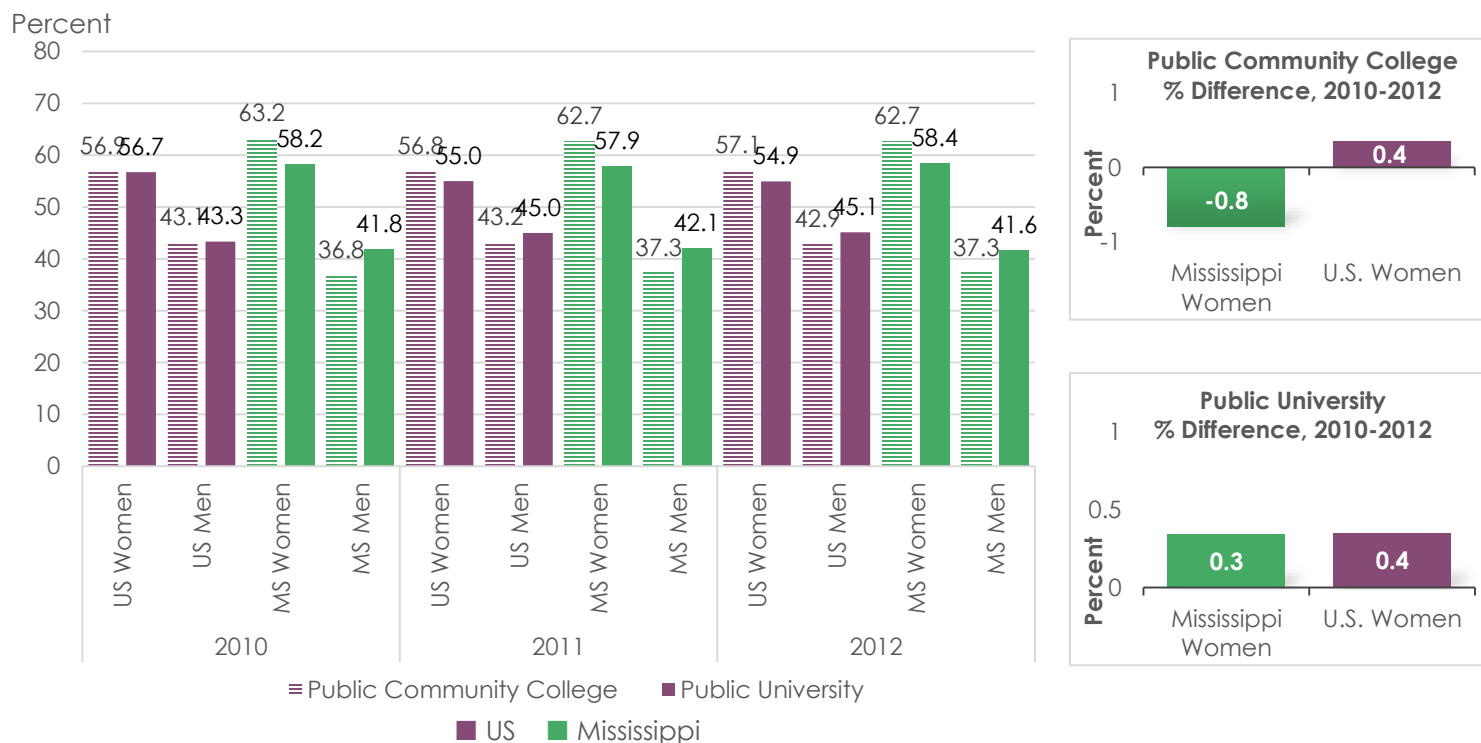
Source: U.S. Census, Current Population Survey

Figure 8. College Enrollment Following High School by Gender, 2010-2012



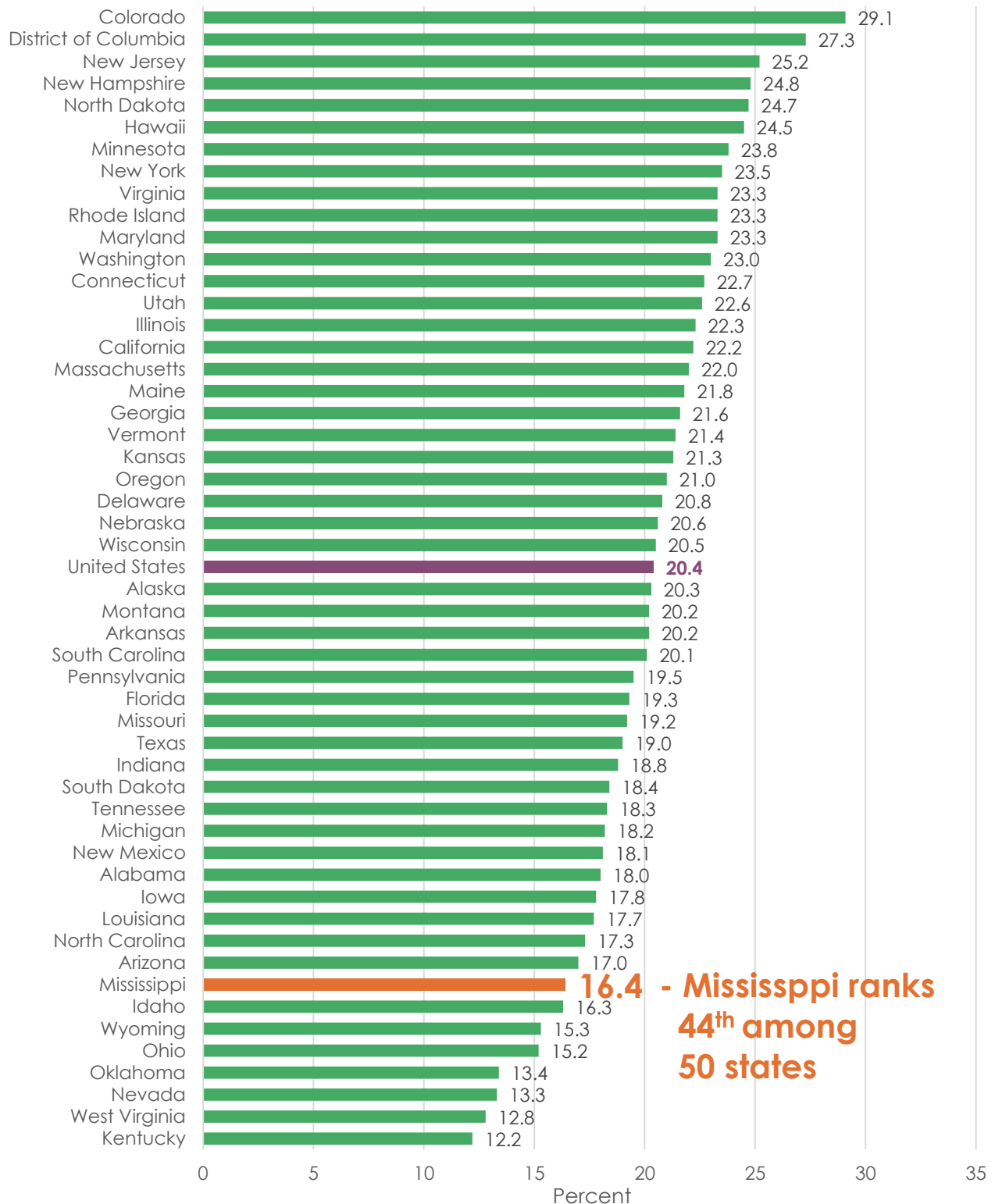
Source: U.S. Department of Education, National Center for Education Statistics and Mississippi LifeTracks

Figure 9. Post-Secondary Enrollment by Gender, 2010-2012



Source: U.S. Department of Education, National Center for Education Statistics and Mississippi LifeTracks

Figure 10. Women (25+) with a Bachelor's Degree, 2013



Source: U.S. Census, Current Population Survey

Figure 11. Educational Attainment in Mississippi by Gender, 2010-2014

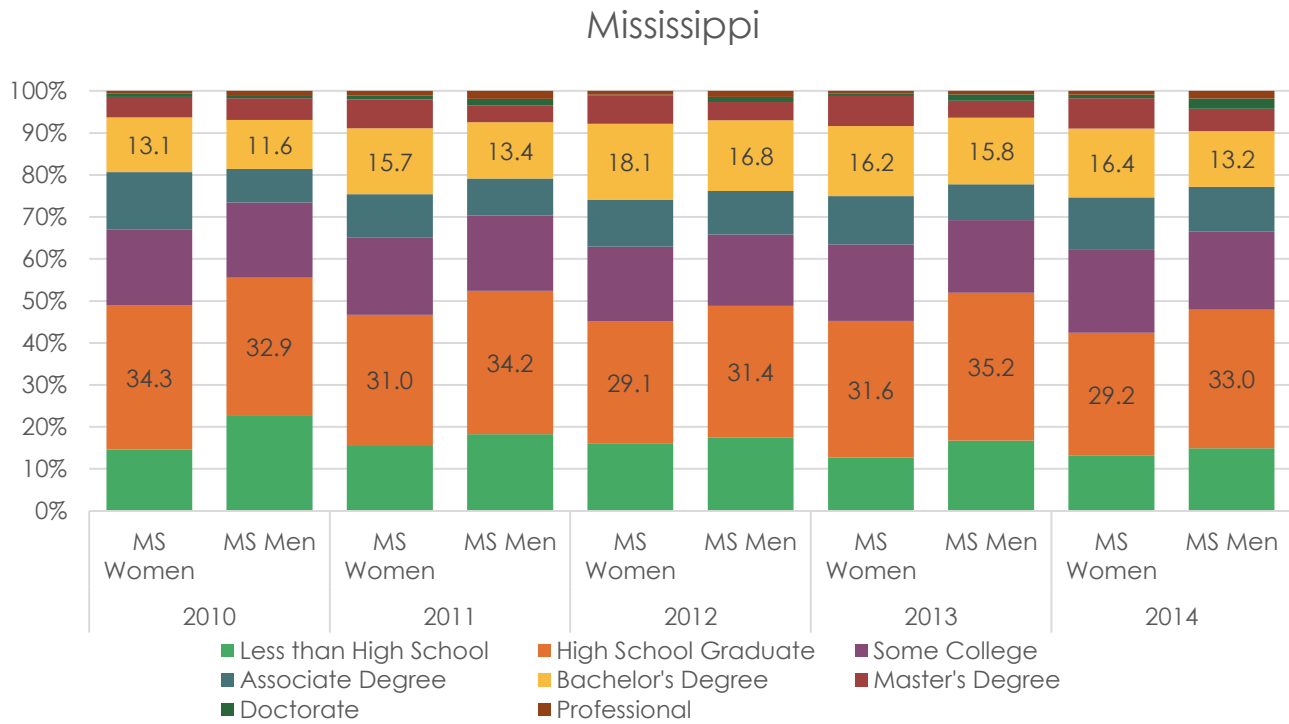
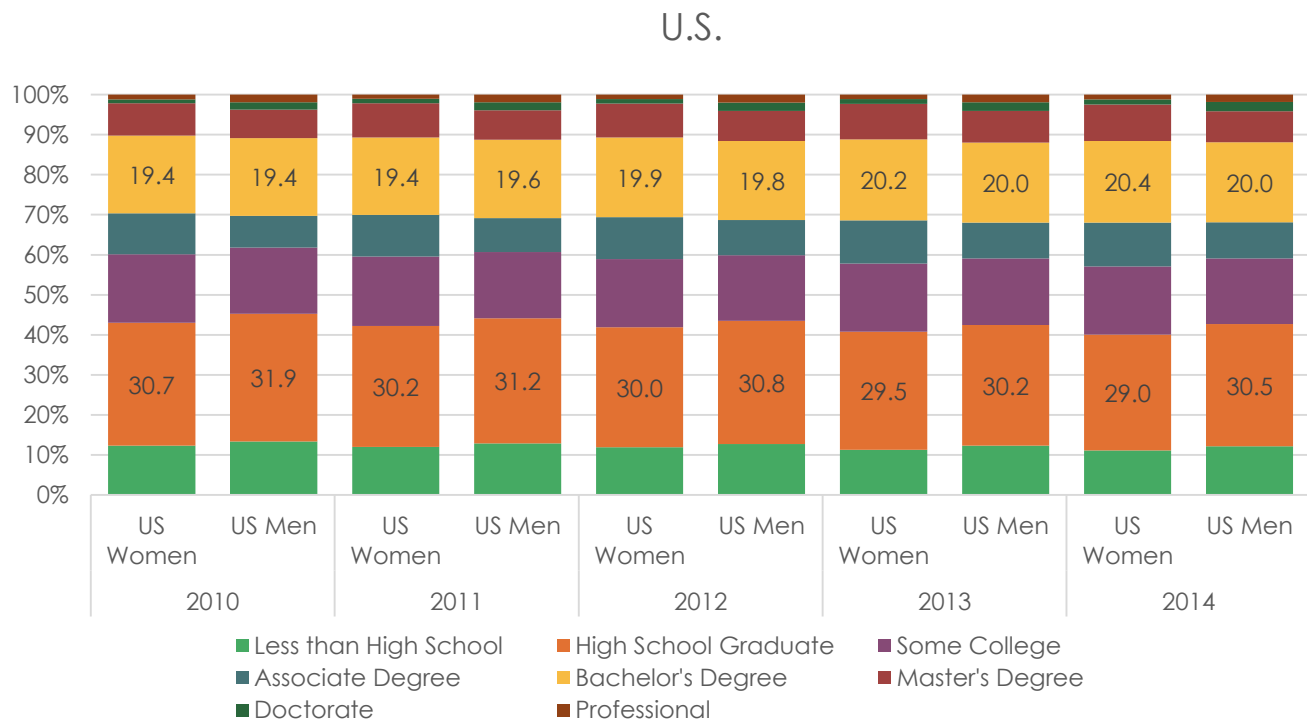
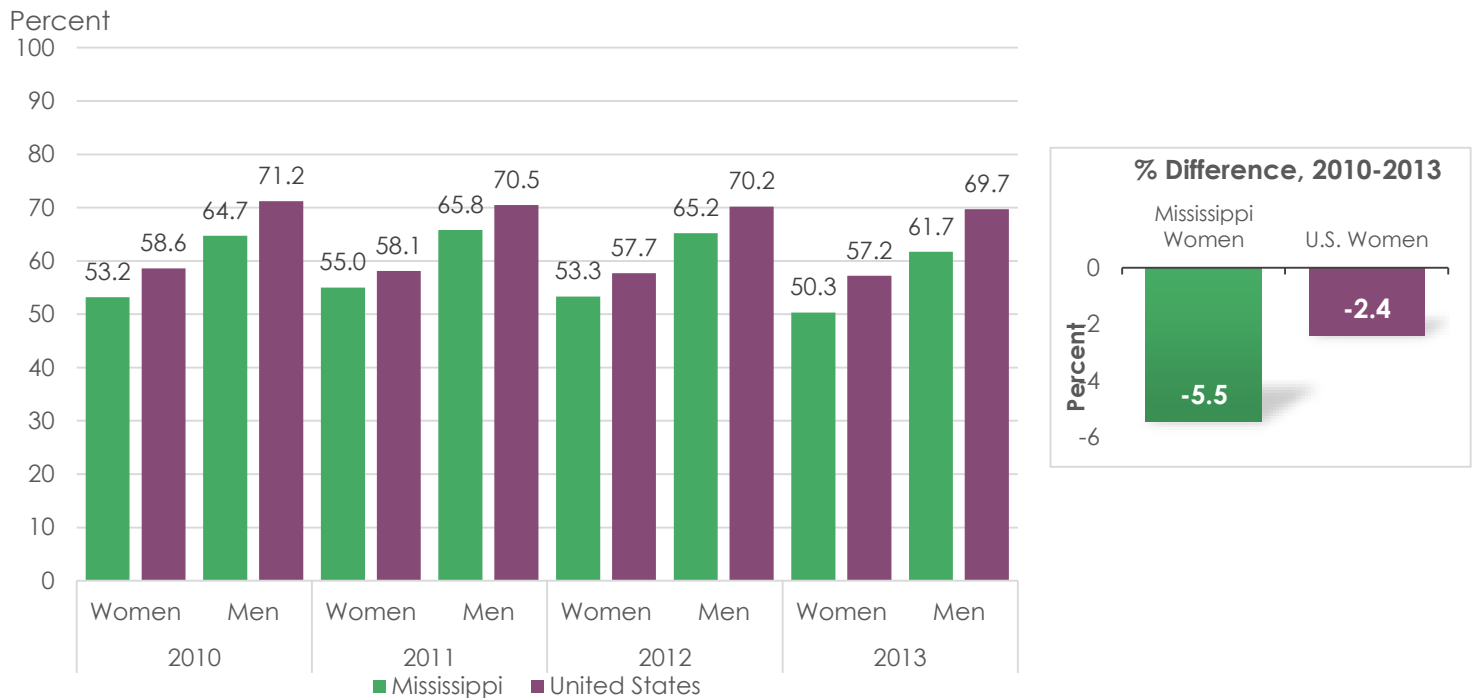


Figure 12. Educational Attainment in the United States by Gender, 2010-2014



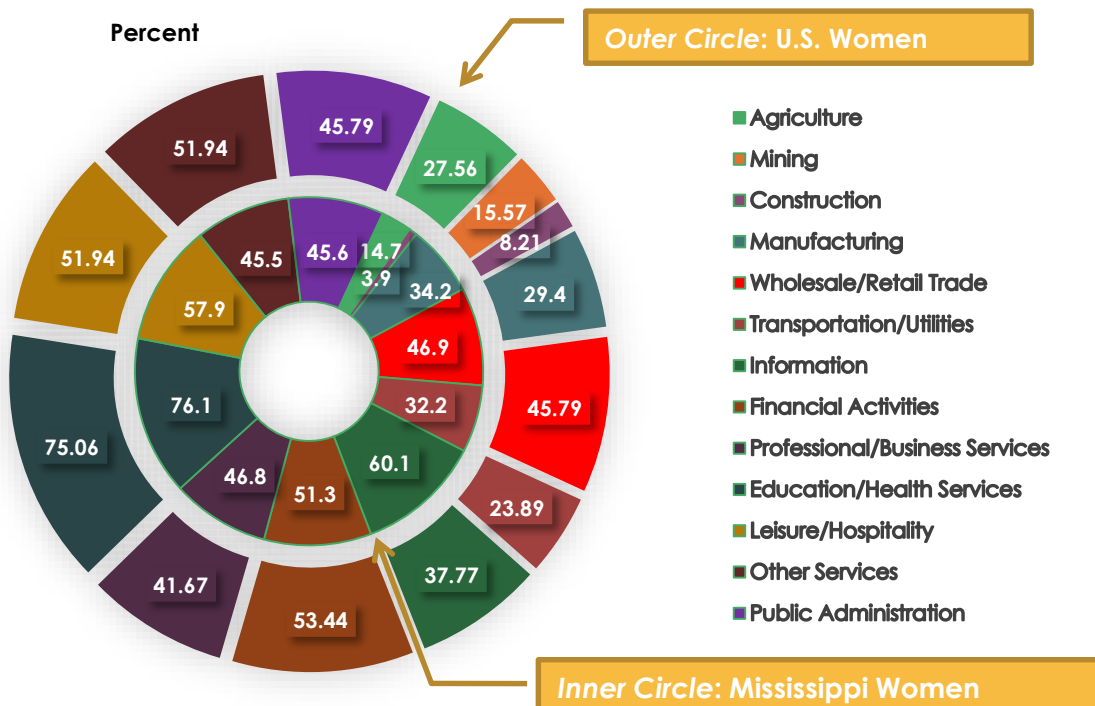
B. Labor Force

Figure 13. Labor Force Participation by Gender, 2010-2013



Source: U.S. Census, Current Population Survey

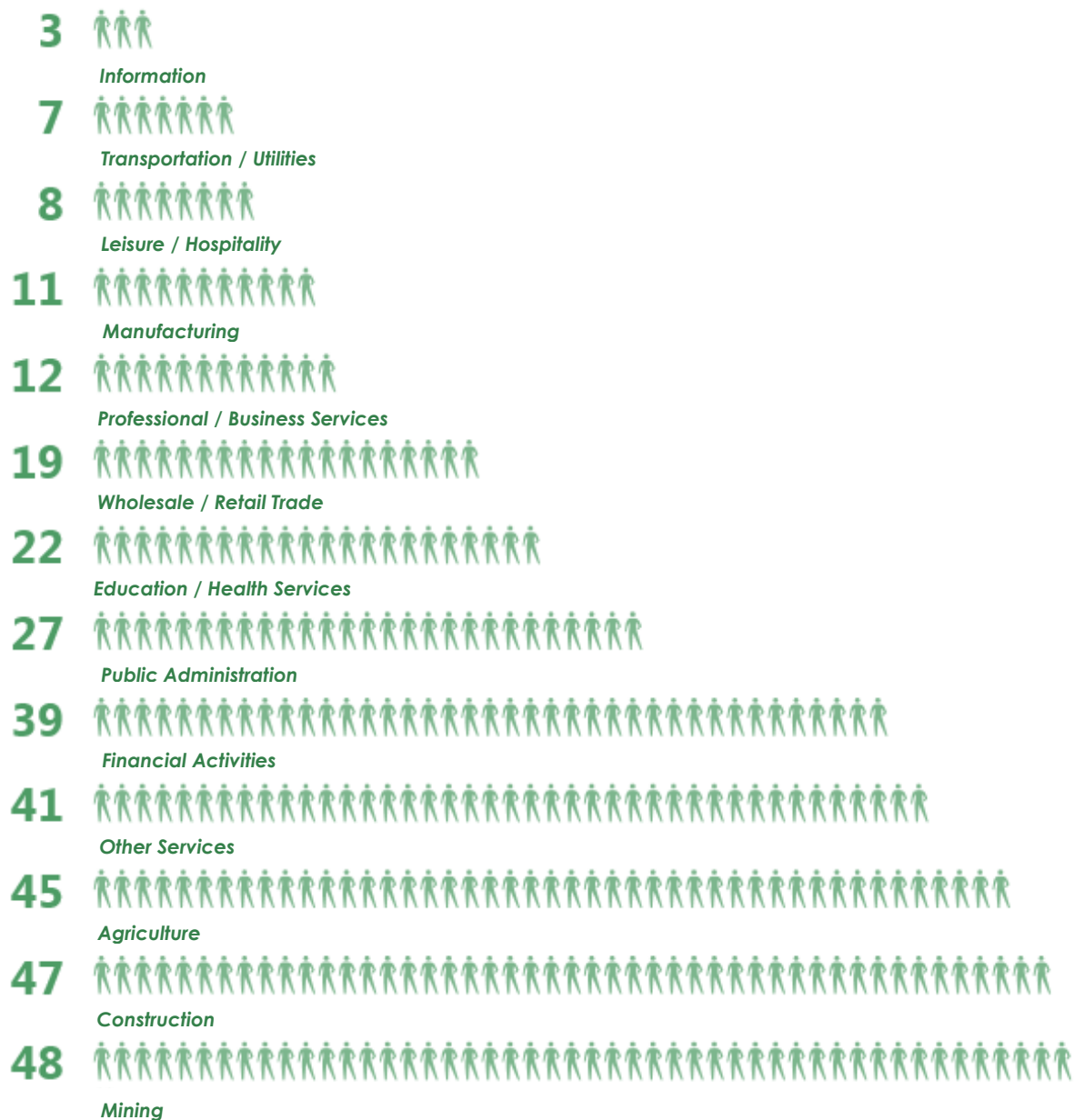
Figure 14. Employment by Occupation, 2014



Source: U.S. Census, Current Population Survey

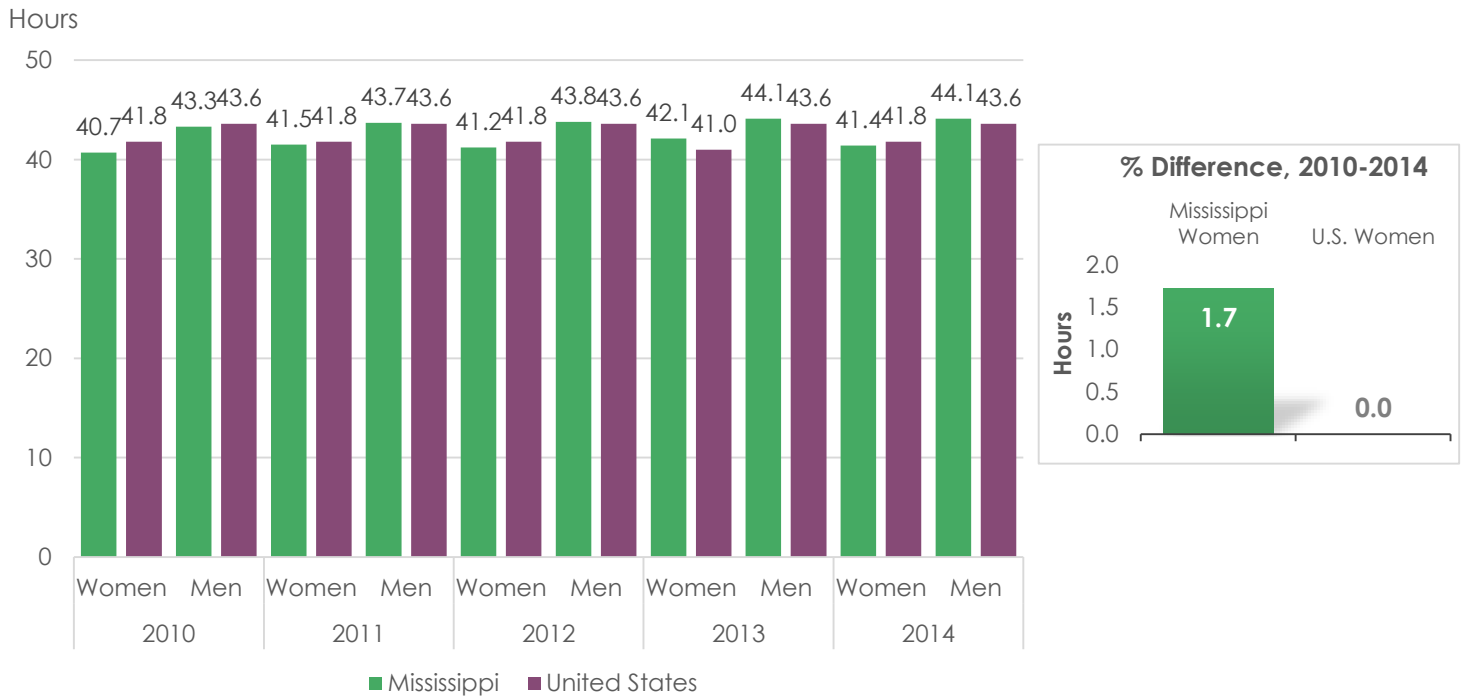
Figure 15. Employment by Occupation, 2014 – Rankings out of the 50 States

RANKINGS FOR MISSISSIPPI WOMEN



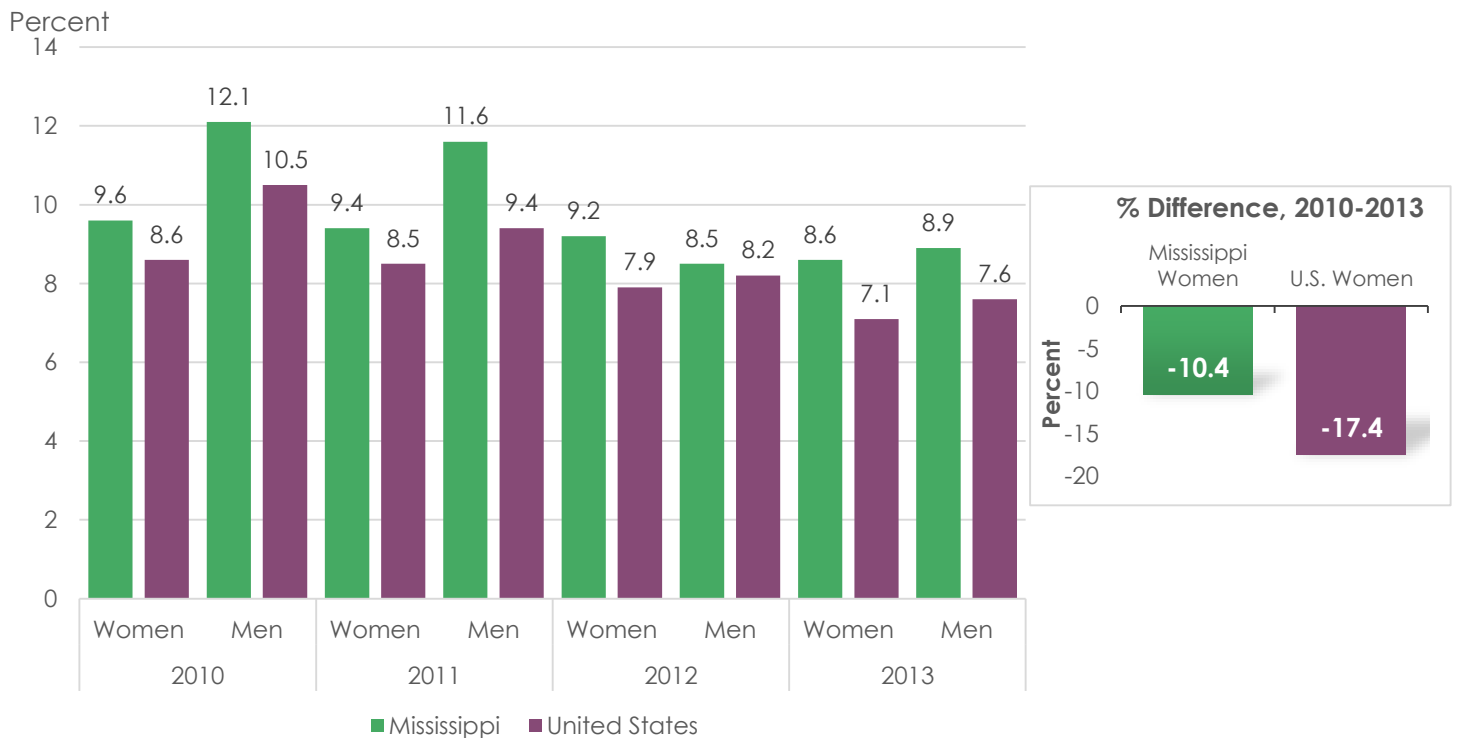
Source: U.S. Census, Current Population Survey

Figure 16. Work Hours by Gender, 2010-2014



Source: U.S. Census, Current Population Survey

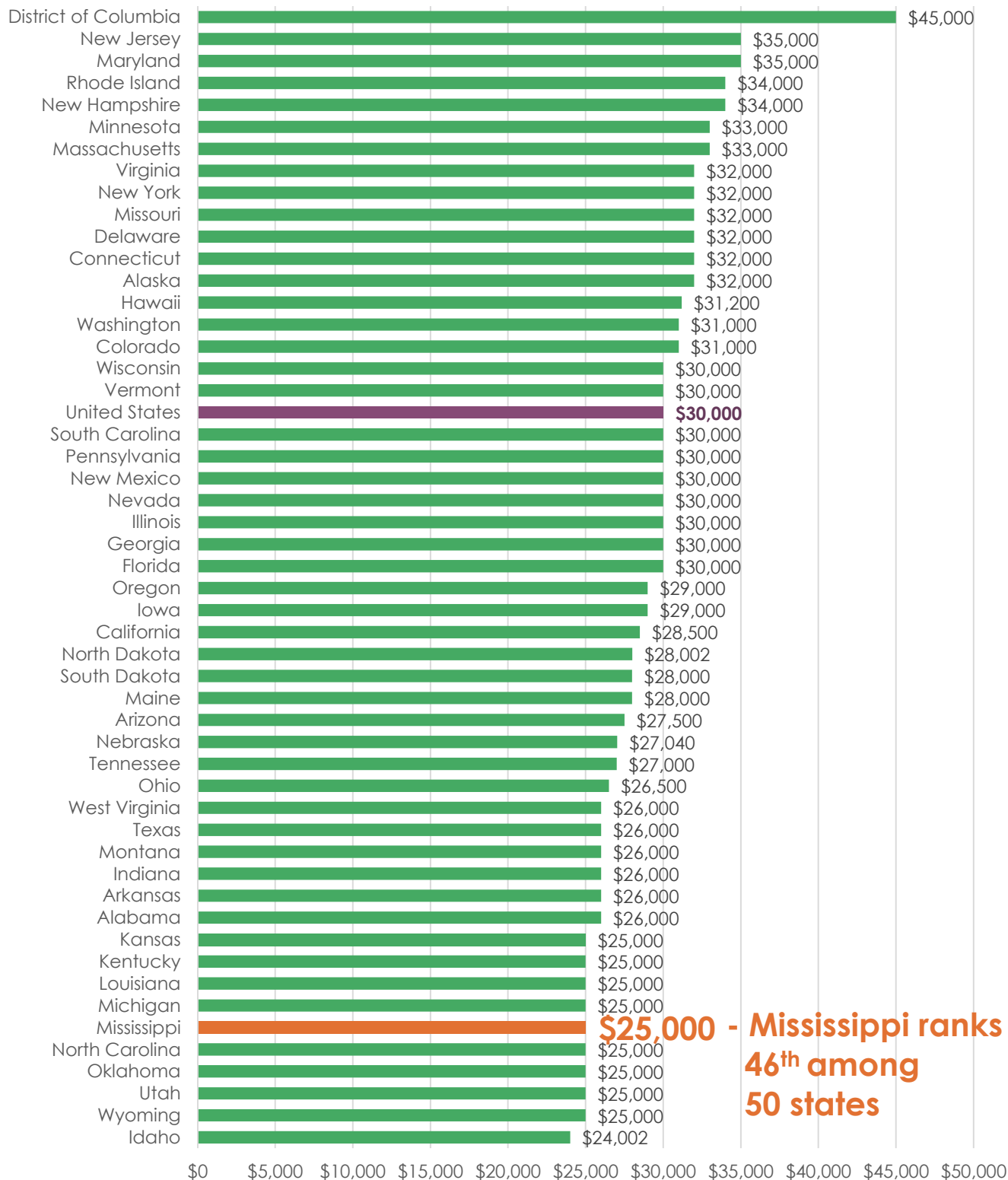
Figure 17. Unemployment Rate by Gender, 2010-2013



Source: U.S. Census, Current Population Survey

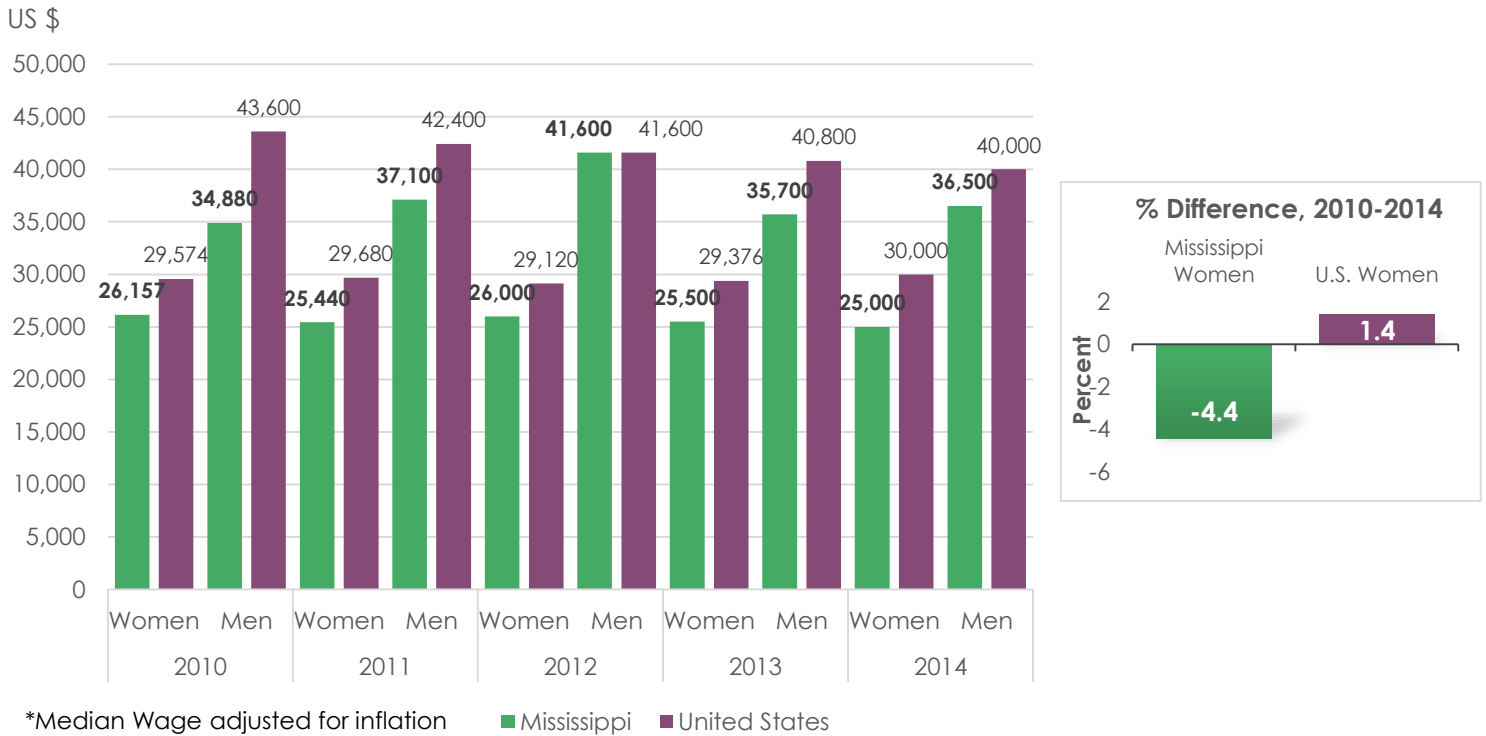
C. Earnings

Figure 18. Median Annual Earnings for Women, 2014



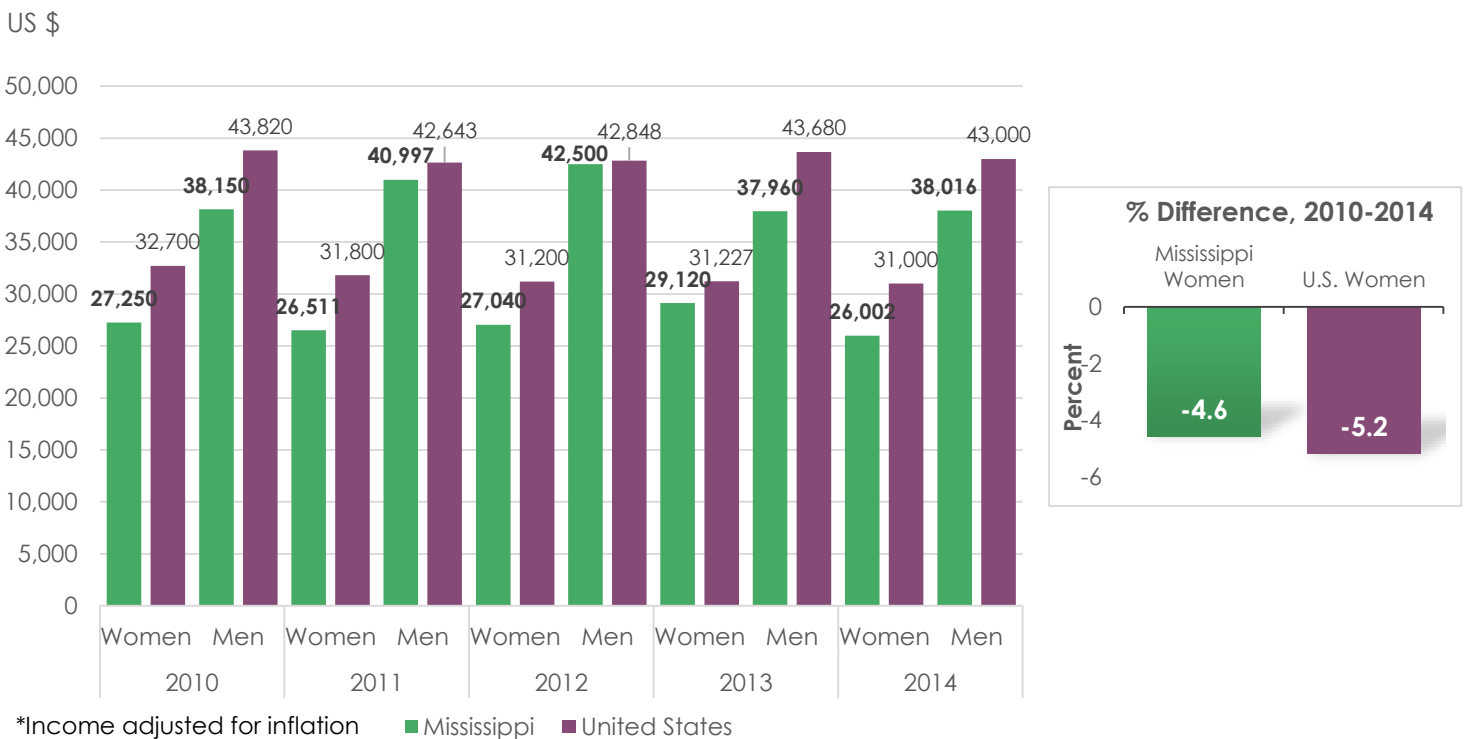
Source: U.S. Census, Current Population Survey

Figure 19. Median Wage by Gender, 2010-2014



Source: U.S. Census, Current Population Survey

Figure 20. Income by Gender, 2010-2014



Source: U.S. Census, Current Population Survey

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 top positions in different state 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.**

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5. Institute for Women's Policy Research (IWPR). "The Status of Women in the States." August 2014.
6. C. Hill, C. Corbett and A. St. Rose. "Why So Few? Women in Science, Technology, Engineering, and Mathematics." 2010. The American Association of University Women (AAUW).

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. This bill provides for the Governor to appoint four commissioners, 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.

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 advisers 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, effective from and after July 1, 2001.

APPENDIX B: SUPPLEMENTARY GRAPHS AND INFORMATION

Figure 21. Female Student Enrollment and Graduation Rates

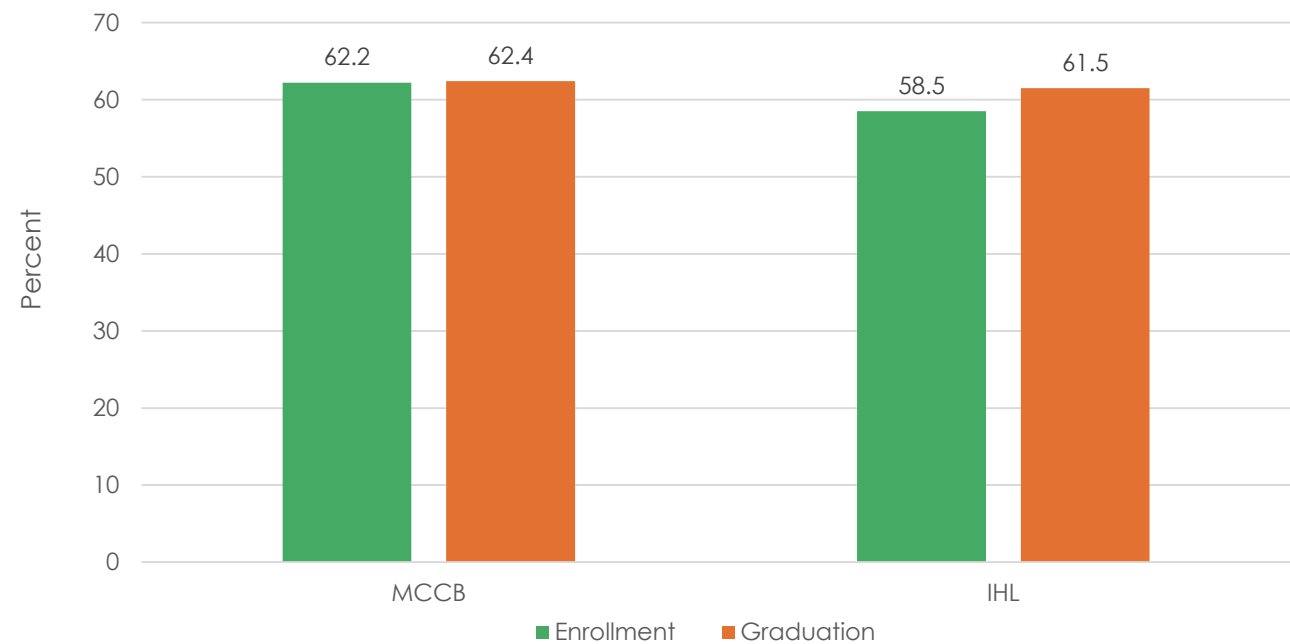


Figure 22. Gender Distribution of MDE Employees

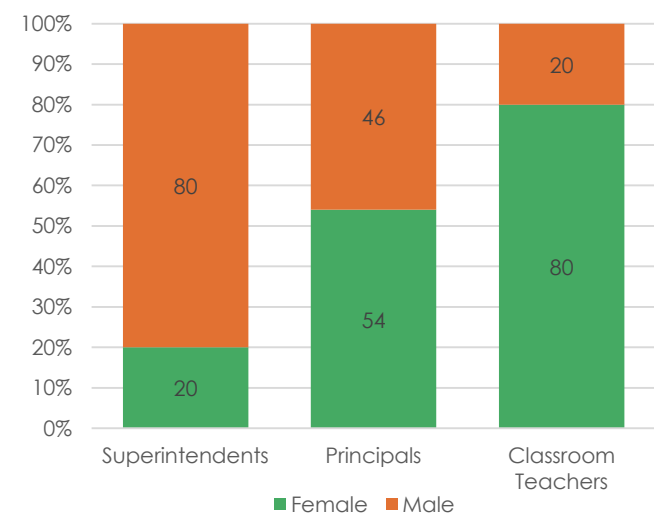


Figure 23. Gender Distribution of MDOC Offenders and Employees

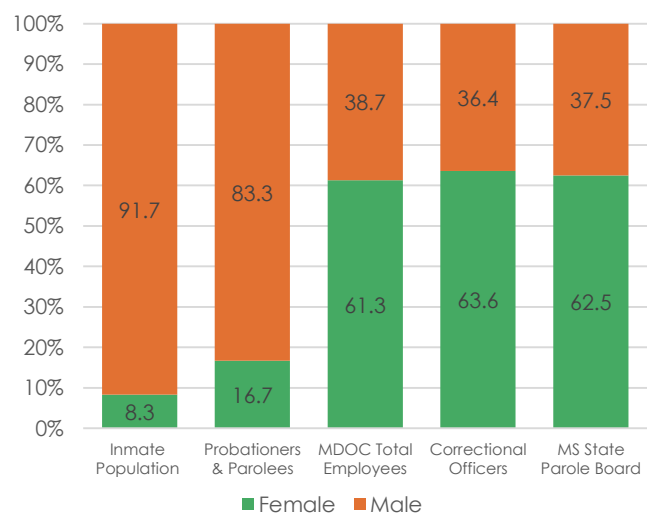


Figure 24. Gender Distribution of SOS Employees

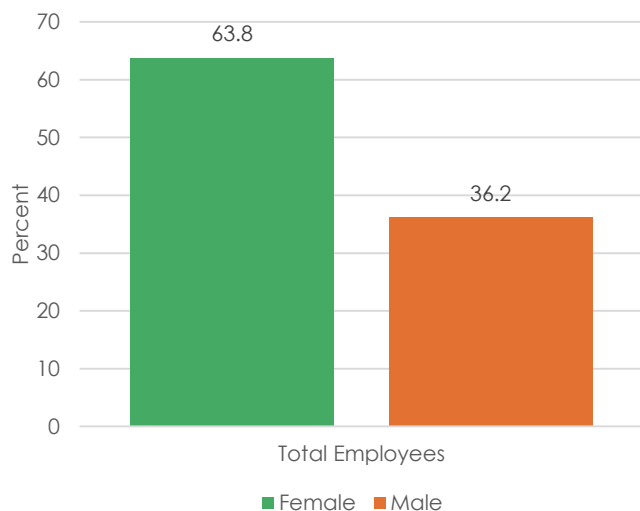


Figure 25. Gender Distribution of MSPB Employees

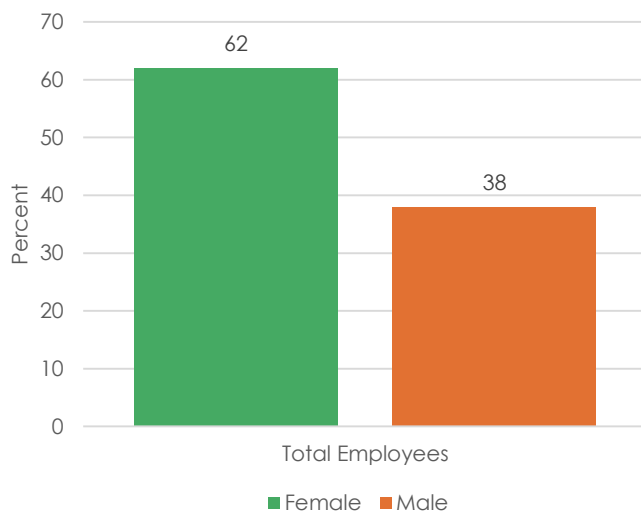


Figure 26. Gender Distribution of MDOT Employees

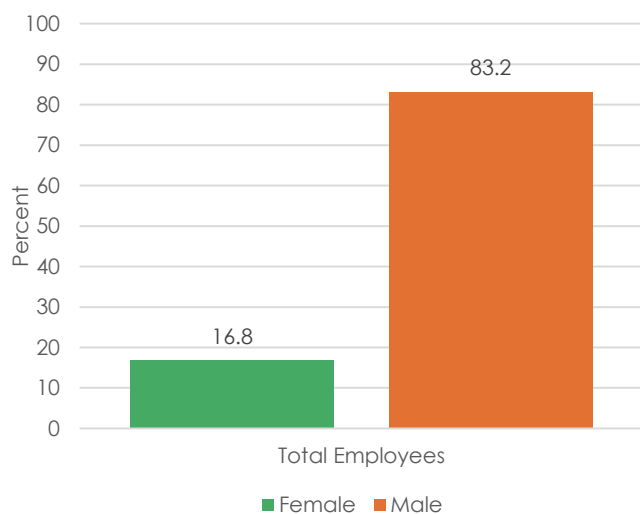


Figure 27. Gender Distribution of MDHS Employees



Figure 28. Gender Distribution of MDMH Board and Employees

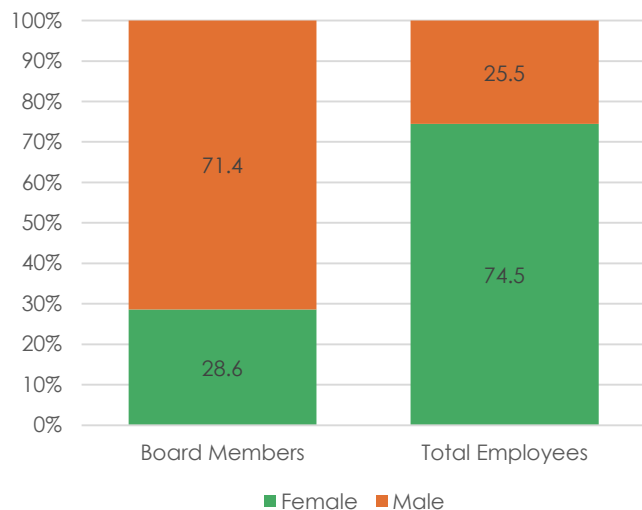


Figure 29. Gender Distribution of DFA Programs Participants

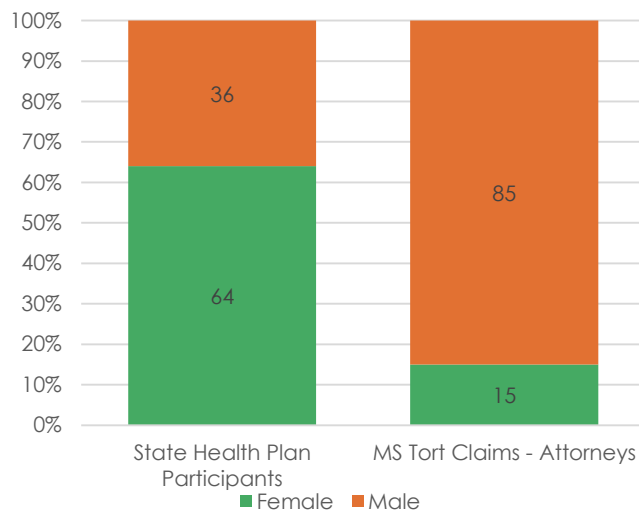


Figure 30. Gender Distribution of MDA Employees

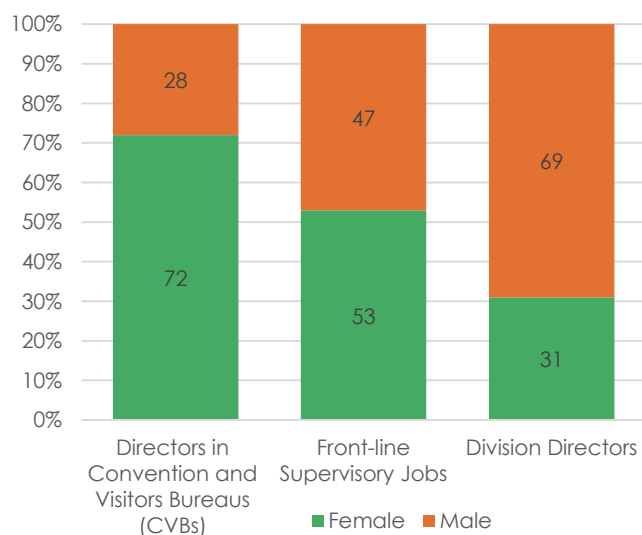


Figure 31. Gender Distribution of MDH Employees



NOTES

NOTES

FURTHER INFORMATION

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Copies of the *Mississippi Commission on the Status of Women, Annual Report 2014* are free at MSCSW's website: <http://www.msstatusofwomen.org/reports.aspx>



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