“Why do we need a Center for Women?” It was a question I heard more than a few times when I accepted this role two years ago. I have learned since then that the answer is complex. One might believe that we need this organization to support women in their quest for financial independence, confidence building, glass ceiling shattering, leadership instilling, group empowering expertise, … and we do. But what everyone should understand is that when women are successful, each of us is more economically successful. We need a Center for Women because our state’s economic development depends on it.

Still, as we celebrate 25 years as a nonprofit this year, social and economic issues continue to separate us by gender. We strive for women to be able to have the freedom to become President or choose to stay at home as much as we want the same for men. We want women and men to have the freedom to be unapologetic about the planning and creation of life and being present for the birth and bonding of their child – while not giving up seniority at their company or on their baseball team. Equality is only found when there is equality for all.

So, why do we need a Center for Women? We need a place that continues to remind key leaders in our state that we are not there yet on equality, on domestic violence, on education, on health and on leadership. We need a place that empowers women who feel powerless. We need a place that encourages women in elected leadership and management. And we need a place where men join us in understanding the challenges that women face and help to make our state a better place.

This report is the culmination of months of hard work from dedicated people from our community and across the state. It is the first of what we expect to many benchmarks on how we are “moving the needle” on changing opportunities for women in South Carolina. The data, factoids, trends, and calls to action should give you something to be passionate about. We hope you will take the report and take hold of this important work for women, for our families and for all of us in South Carolina.

Together we can Connect for Success!

Amy Brennan
Executive Director

The Charleston region is rapidly growing and changing and is now a globally competitive metro. This report highlights that we have much work to do as a region and state to ensure that everyone is part of this great economic success. We need more women engaged at every level – from elected office to the corporate office – to help our state and region achieve and sustain its full potential.

Mary Graham, CCR, IOM, CCE
Chief Advancement Officer
Charting the Course for Change

Purpose of the Project
The Center for Women has conducted programs and services for 25 years to improve opportunities for women. As we look forward to the next 25 years, we must consider what steps are most important in our work in advocacy for women and for our state. Issues that affect women affect everyone. Our goal is to articulate the challenges that we are faced with as a state that prohibit women from achieving economic success so that we can affect change – move the needle. We assembled a task force of experts in various fields from the Charleston region and also representing organizations across our state to tackle the complex project. The Task Force worked for eight months to whittle down the complexity into four key indicator areas that should be targeted in our first report. Further, the Task Force determined the most important goals in each of the areas that should be targeted in order to make change. Together, we are Charting a Course for Change.

Riley Center for Liveable Communities
The methodology behind accumulating data was driven by the Riley Center, an objective arm of the study who took direction from the Task Force. The Riley Center ……

Methodology

Focus Groups
Together with the Riley Center, the Center for Women conducted four focus groups ten months into the project to bring in additional expert input from across the state. Two focus groups in Charleston, one in Columbia and one in Greenville helped establish validity of the key indicator areas, the data being collected and helped identify additional questions, factoids and considerations for further research as we concluded the project.

Design
SC Biz News took the theme and the collected data and assembled the report into two formats for dissemination across the state of South Carolina. A 16-page version and an executive summary for broader distribution. In addition, the report will be housed on the websites of the Biz News and the Center for Women.

Media Sponsor
As our media sponsor, ABC News 4 created video stories to bring the key indicator areas to life. The Task Force understood that the general public hears and understands information in different ways. Having stories that embraced and told the stories of the challenges that must be overcome in order for women to have success in our state will help us take action.
Leadership

What is our message:
In today’s rapidly evolving, competitive, and increasingly diverse landscape, organizations and communities need forward-thinking leaders who achieve remarkable results. Women bring unique perspectives and strengths. Having more women in our management and political structures produces collaboration and communication driving results and profitability for all.

Why:
Women in management provide increased profitability, increased market value, increased sales growth and higher return on equity and capital.

Charting the Course for Change

Increase the number of women in management positions:
Diversity in management leads to profitability through cultivation of a multitude of strengths that businesses need to succeed today.

Hold CEO’s accountable for diversity and inclusion measures for business practices
Men hold 61% of all management positions

Promote gender equality in the workplace

Smart Leadership numbers
Assure sufficient participation of women – 30% or greater – in decision-making and governance at all levels and across all business areas


Increase the number of women in elected office:
The more women represented in elected offices, the more likely our governments will be to support the opportunities and protection of the half of the population that is not currently represented.

Increase the number of women running for elected positions—statistically women are just as likely to win if they run for office, but they are not running.

Women in the Legislature:
S.C. 13.5%
U.S. Avg. 24.3%

Women in statewide elected seats:
S.C. 11.1%
U.S. Avg. 24.8%

Only 19% (42) of the 222 people who ran for statewide elected positions in 2014 were women.

Build stronger financial support for women running for public office
• $5,554,315 was raised for the 2014 statewide campaigns by individual candidates.
Only 12% of those dollars were raised for women candidates.
(Dollars raised for governorship were removed)
• The average donation for a male candidate’s campaign was 64% higher than the average donation to a woman’s campaign per individual donor
**Why would a corporation or organization engage in diversity and women in top level management?**

**PROFITABILITY**

Fortune 500 companies with the highest representation of women board directors realized significantly higher financial performance, on average, than those with the lowest representation of women board directors.

*Source: Catalyst report, The Bottom Line: Corporate Performance and Women’s Representation on Boards. October 2007*

**RETURN ON CAPITAL**

Women account for one-half of the potential talent base throughout the world and therefore, over time, a nation's competitiveness depends significantly on whether and how it educates and utilizes its female talent," said Professor Klaus Schwab, Founder and Executive Chairman of the Forum.


**MARKET VALUE**

This research finds critical evidence linking improving gender equality to many key factors for economic growth, drawn from a huge literature on the links between gender and development objectives. Gender equality can contribute significantly to economic growth through increasing the stock of human capital, physical capital, market competitiveness and agricultural productivity.

*Source: www.oecd.org Evidence for Action: Gender equality and economic growth, 2010*

**RETURN ON EQUITY**

Companies with the highest representation of women in their top management team achieved 35.1 percent higher return on equity and 34 percent higher total return to shareholders.

*Source: Catalyst report, The Bottom Line: Connecting Corporate Performance and Gender Diversity, 2004*

**SALES GROWTH**

Over 80% of consumer purchases in the developed world are made by women. Yet the majority of women feel misunderstood by marketers. Significant opportunities exist for companies able to address the needs of today’s women. If the customer base has new expectations, the talent pool needs to reflect these changes. It is likely easier to understand women customers if the leadership team includes a few of them.

Health and Safety

What is our message:
A woman has a fundamental right to the basic elements of health and safety. When women are not safe and healthy, families, as well as our state’s economic and social health suffer.

Why:
South Carolina’s current legal atmosphere is noxious to women’s health and safety. Access to health care is lagging and violence against women leads to lost work days/wages, court and legal fees, significant emotional and behavioral effects among children, and acute and chronic health issues among women.

Charting the Course for Change

Increase access to reproductive health care:
Access to reproductive health care can help our state end the cycle of poverty by educating women about their options and providing them access to family planning. Access to early prenatal care lowers the risk of preterm births and infant mortality.

Support the new Review Committee researching causes of increased maternal deaths in SC.
- Maternal Death rates have increased by almost 300% over the past couple of years and no one knows why.

<table>
<thead>
<tr>
<th>US Avg.</th>
<th>SC Avg.</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.2 deaths/100,000 births</td>
<td>25 deaths/100,000 births</td>
</tr>
</tbody>
</table>


Access to scientifically accurate, unbiased comprehensive health information for school and communities
- % of women of reproductive that need publicly funded DHEC family planning services

Early prenatal care helps improve maternal and newborn health

- 1st trimester health care statistics needs to be explained a little more indepth

<table>
<thead>
<tr>
<th>US Avg.</th>
<th>SC Avg.</th>
</tr>
</thead>
<tbody>
<tr>
<td>11.4%</td>
<td>13.8%</td>
</tr>
</tbody>
</table>

SC Ranks 4th in number of preterm births

Infant Mortality Rate

- #8 in the most recent batch of research

<table>
<thead>
<tr>
<th>US Avg.</th>
<th>SC Avg.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.98/1000</td>
<td>7.63/1000</td>
</tr>
</tbody>
</table>

Decrease violence against women in SC:

SC is a dangerous place for women and children. Violence in the home costs our state court and legal fees, women miss work days, and children are affected emotionally and physically.

- Safeguard women from being victims of domestic violence, intimate partner violence, sexual assault, rape
- Support the Governor’s Task Force on Domestic Violence
- SC is ranked 2nd in the number of women killed by men, nearly double the national average (Post and Courier: Til Death do us Part)
- Less than 1% of every reported rape case results in prison time served by the rapist in SC.

1st trimester health care statistics needs to be explained a little more indepth
Comprehensive Sex Education measure

From the Guttmacher State Policies in Brief Report:

- South Carolina is one of 22 States that mandates sex education.
- SC is one of 37 states that mandates HIV education

  however,

- States can either require that abstinence be stressed or covered, that the negative of outcomes of teen sex and pregnancy not be taught or are taught; **SC stresses abstinence and mandates that the outcomes of teen sex and pregnancy not be taught.**

- Additionally, a state can opt for the discussion of sexual orientation to be either inclusive or not, but **SC actually requires that only negative information on sexual orientation be taught.** So, therefore students are essentially taught an abstinence only education that doesn’t acknowledge any sexual orientation but heterosexuality, and doesn’t educate about any negative outcome from sex aside from HIV/AIDS

- A state also has the option to mandate whether the information taught be ‘medically accurate’ and be ‘cultural accurate and unbiased’; **SC does not require either of these.**

- States have the option to choose whether their Sex Ed. ‘cannot promote religion’. **SC's sex ed. can promote religion.**

- States have the option to choose whether or not to educate about the importance of ‘sex only within marriage’; **SC stresses this.**

- States have the option to provide condoms when teaching HIV education, **of the 37 States mandating HIV education, 20 of then provide condoms, SC does not.**

- States who teach Sex Ed. have the option to mandate including life skills for: ‘avoiding Coercion, Healthy decision-making and family communication’; (respectively) 20 of the 26 states who mandate skills for healthy sexuality include these aspects in their sex education program, **SC chooses not to. They reemphasize abstinence here instead.**
"I’ve always liked Maya Angelou’s quote. “Success is liking yourself, liking what you do, and liking how you do it,” said Carolyn Hunter as she began to tell us the story of her rise from her first days working the grill at McDonalds to being one of the most successful women entrepreneurs and philanthropists in our state.

Carolyn attributes her success to hard work and a team of people who have helped to encourage her along the way. She has had four role models in her life. The first was her mother, Sissy. “She kept us fed and clothed and did so with little money. She taught us to persevere, to have a strong work ethic, and to help others. She was the inspiration for me in starting Sissy’s Closet.”

(Sissy’s Closet is an upscale resale shop that gives people the opportunity to shop and help others.) Carolyn’s other role models are her uncle who got her started in McDonalds, McDonalds owner Lee Dunham who Carolyn worked for, and Mary Thornley, president of Trident Technical College. Carolyn knows these relationships were, and continue to be, important to her success and in her life. “I’ve learned that when someone cares about your success and has personal knowledge of what they are telling you, you must listen to them; don’t listen to your peers. Recognize how powerful it can be to listen. Lee Dunham told me it would be ten years before I made a dollar, and he was right. But that ten year period taught me the importance of frugality and budgeting. I also have learned to be realistic, pay attention, and that setting a strong foundation is critical for future success.”

Christian Rainey remembers how his cousin told him of the tragedy of domestic violence that took the lives of his mother, three brothers and baby sister nine years ago – he remembers it like it was yesterday. “I don’t think I knew what hatred felt like until that moment. I went through the next seven years living but not really living. I was like a robot trying to do whatever I could to fill voids that I know will never be filled.”

Christian tells his story because it is real. He knows that domestic violence has changed him forever and it has changed his family forever. His son will never know a grandmother or aunts and uncles – domestic violence affects generations, extended families, neighborhoods and communities. Domestic violence affects us all.

Christian found a way to make something positive come from his tragedy. “We blame women for men’s problems. We want change but until men come forward to challenge other men REAL change won’t happen.” Said Christian. So Christian started a nonprofit called Real MAD (Real Men Against Domestic Violence). He realized that when victims tell their stories that people listen and he realized that he could be part of helping to change the next generation by creating awareness. He is doing just that. With his help, our state adopted domestic violence legislation and decreased from its number one ranking in women being murdered by men to number two in the nation. “I will keep hammering the same points until something changes. I know that is the definition of insanity, but domestic violence in our state is insane.”
Reyna Mamani understands that in order to achieve success in obtaining an education, one must have flexibility and have the luxury of being in an environment that is flexible. Originally from Peru, Reyna moved to the US with her family when she was 14. She considers it a benefit that she was immersed in the public educational system where she learned comprehensive English. “When I think about education from a cultural prospective, women can’t even think about an education most of the time. They try and find ESL classes, and if they do, they are basic. It is not enough to qualify for higher paying jobs. This means they have to work more hours at minimum wage – it is a vicious cycle.”

Reyna was motivated to pursue a degree in accounting after taking time off to help care for her family for two reasons. First, she was encouraging her younger brother to go to college and she felt she needed to model the same for him. Second, she began to learn about wage gap and wanted to be sure to do all she could to ensure that her qualifications could never be an excuse to be paid less than a male counterpart. So she enrolled at Trident Technical College. “I have an employer who allows me the flexibility to obtain my education. In my role as Student Ambassador, I see first-hand that is not the case with everyone.” Reyna also notes that funding is a challenge for many since grants are only available for full time students. “Sometimes women just cannot survive full time status along with managing a family and a job and they cannot afford school otherwise.”

The combination of flexible employers, opportunities to more easily balance family care obligations and more attention to flexible educational options for culturally diverse women will lead to more success stories like Reyna Mamani.

Any wage gap, whether racial, gender or other, means to me that individuals with similar education, skills and experience are paid and evaluated differently. This not only means that individuals are paid differently but it also may mean that they are evaluated differently or even receive different direct or indirect benefits.

Our local communities lose income and spending that could be generated because approximately 50% of the population is making less than their male counterparts. Anytime a percentage of the population is precluded from full and equal participation in the workforce, our society loses the full economic potential of these participants. Simply put, anytime a group of workers earns $.77 on the $1.00 in comparison to another group, this $.23 per $1.00 is money not earned, taxed or spent in the economy. This is a loss of potential consumptions, savings and investment.

If women were paid the same as men with the same skills, experience etc., at a minimum, individuals, families and the communities in which they live would have more money. As an economist, it is important to point out that this assumes that women are paid more without any reduction in pay or benefits to others—if this is the case then there is greater income in the economy overall.

Public and private sectors should work closely on workforce development policy that meets job skills and workforce gaps where we live. Promote opportunities to women like welding or automotive manufacturing that are not traditionally female oriented but in South Carolina are well paid, skilled positions that women should be encouraged to try. The problem is complex and multifaceted but our communities are better off with individuals and families that are educated, empowered and can provide a decent life for themselves.
**Education**

**What is our message:**

Education leads to empowerment. Empowerment means ending stereotypes that limit women’s educational and career advancement. Encouraging an educational system that makes education attainable at all levels ensures economic success for all families.

**Why:**

Despite the success that women have in attaining high levels of education, there is no correlation to success in high level careers and financial security. Significant gaps continue to exist.

**Charting the Course for Change**

**Increase resources for Education and Training programs for high-skill/high-wage jobs for girls/women in K-12 and beyond:**

SC’s growing economy is based around male dominated fields like engineering and manufacturing. In order to ensure women’s economic security, we need to educate girls about the job growth in SC so that their education can be directed towards successful careers and employers in our state will have a larger talent pool to choose from.

- Emphasize high-wage and high-skill jobs early in education process
- It has been projected that these 5 key industries are growing at the fastest rate in SC

**Educational Attainment for Women in SC**

- **9.7%** Graduate or Professional Degree
- **16.2%** Bachelor’s Degree
- **22.2%** Some College, No Degree
- **28.9%** High School Graduate
- **32.4%** Less than a High School Diploma
- **13.2%** Never Enrolled

**Remove barriers to women’s educational attainment for non-traditional students:**

Because women are solely responsible for the largest percentage of children’s care, childcare is often a barrier for mothers to continue their education.

- Offer childcare options for children of high school and college students
- SC State funded colleges are not required to provide childcare for students. Trident Tech was the only state funded school who reported offering childcare for students on campus.

- Apprenticeships are a direct path for students into a career. Encouraging women to participate in the state’s tech system Apprenticeship Program will aid in their transition from school to a successful career.
  - 61% of students enrolled in the SC Tech System are women. **Only 29% of apprenticeships** offered through the Tech System are held by women.
Where we have gaps
A workforce talent gap is projected for the tri-county region by 2018, with growth primarily in five key sectors.

**Industrial production**
Will have a **20%** workforce talent gap by 2018. The current breakdown of employment in this industry by gender is:

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>32.3%</td>
<td>67.7%</td>
</tr>
</tbody>
</table>

**Computer & Software**
Will have a **16%** workforce talent gap by 2018. The current breakdown of employment in this industry by gender is:

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>28.8%</td>
<td>71.2%</td>
</tr>
</tbody>
</table>

**Science & Engineering**
Will have a **14%** workforce talent gap by 2018. The current breakdown of employment in this industry by gender is:

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>15.3%</td>
<td>84.7%</td>
</tr>
</tbody>
</table>

**Sales & Marketing**
Will have a **13%** workforce talent gap by 2018. The current breakdown of employment in this industry by gender is:

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>41.9%</td>
<td>58.1%</td>
</tr>
</tbody>
</table>

**Medical**
Will have a **10%** workforce talent gap by 2018. The current breakdown of employment in this industry by gender is:

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>78.4%</td>
<td>21.6%</td>
</tr>
</tbody>
</table>

Factoids
Gender matters more than grades

A woman with a 4.0 high school GPA still makes less, on average, than a man with a 2.5 GPA.

Source: Huffington post “female a+ students end up making as much as male c students”
Economic Security

What is our message:
Women make daily household financial decisions, long term investment decisions and are responsible for raising the largest percentage of children, often alone, in our state. Yet, women are economically disadvantaged. Increased economic security for women increases economic security for families, our communities and our state.

Why:
When women are economically successful, our communities and our state is economically successful. To sustain GDP growth of approximately 3% and maintain the United States’ leadership in the global economy, the nation will need a combination of some workforce expansion and a burst of productivity. Women are critical to both forms of growth. Bringing more women into the workforce. About 76% of all American women aged 25-54 are in the workforce. Underneath the US

Charting the Course for Change

Increase the availability of quality, affordable child care:
Without quality, affordable childcare women cannot successfully attain careers outside of the home.
- SC is ranked 40th in the nation for the overall state of childcare - including factors such as availability, affordability, and quality, in every metro area of the state.
- SC is ranked 50th for the quality of our childcare

Source: Care.com State of Care: Child Care Rankings report

Increasing Opportunities for Advancement:
The wage gap that exists has a major negative impact on the state’s economy, making wage disparity a SC issue, rather than a woman’s issue.

In South Carolina, the median annual pay for a woman working full time, year round is $31,518, while the median annual income for a man is $41,381. This amounts to a gap of $9,863 between full time working men and women leaving women earning 76 cents for every dollar paid to men (National Partnership for Women and Families). This means that full time working women in SC as a group lost approximately - $6,127,970,667 every year.

State Economic Impact of the Wage Gap:
The lost wages figure of $6,127,970,667 was proportionally separated into the household expenditure categories detailed in the Bureau of Labor Statistics’ Consumer Expenditure Survey and then based on state and local data projected out into what the economic impact would be if this money were earned and then spent in the state. Based off of average household expenditures, the total potential impact of the wage gap is $7,955,656,390 in South Carolina’s economy. According to research, the wage gap persists even when accounting for personal choice, education levels and industry.

Enact Predatory Lending protection legislation:
Predatory lending strips wealth from financially vulnerable families and leaves them with fewer resources to devote to building assets and climbing the economic ladder. (Assets & Opportunity Scorecard, CFED)
- SC ranks 43rd for the rate of working women in poverty
- Poverty rate for working-age women in SC = 19.6%
- The percentage of women 18-64 who have incomes below the poverty line (US Census Bureau)
- Women living in poverty are much more likely to succumb to predatory lending practices than those who are financially secure
The gender wage gap

Women's median earnings are lower than men's in nearly all occupations, whether they work in occupations predominantly done by women, occupations predominantly done by men, or occupations with a more even mix of men and women. (IWPR 2015)

Added to the gender wage gap within occupations is the gender wage gap between occupations. Male dominated occupations tend to pay more than female-dominated occupations at similar skill levels, particularly in jobs that require higher educational levels.5 For example, among high-skilled workers, men in ‘software developers, applications and systems software’ occupations, a male-dominated field, earn $1,736 per week on average (compared with $1,457 for women), while women ‘elementary and middle school teachers’ occupation, a female-dominated field, earn $956 (compared with $1,096 for men). Thus, tackling occupational segregation is an important part of eliminating the gender wage gap.

More than fifty years after the Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964 made compensation discrimination illegal, a gender earnings gap remains. Our analysis shows that women's median earnings are lower than men's in all of the 20 most common occupations for women, all but one of the most common occupations for men, and, indeed, in almost all occupations for which a gender wage gap can be calculated. Female-dominated occupations tend to have lower median earnings than male-dominated occupations, which has a particularly pernicious impact on the women who work in the lowest paid female occupations, including ‘cashiers,’ ‘maids and household cleaners,’ ‘waiters and waitresses,’ and ‘personal care aides,’ where even full-time work may leave them with earnings at, or only marginally above, the federal poverty threshold. Such poverty wages are particularly common for Hispanic women. To improve women's earnings and reduce the gender earnings gap, women and their families need enhanced efforts to ensure nondiscriminatory hiring and pay practices, better training and career counseling, and improved work-family supports. Such public policies as raising the minimum wage, which increase wages in the lowest-paid jobs, are especially important for women, particularly women of color. (IWPR 2015)

Wages and compensation Women's earnings as a percentage of men's by occupation:

- Women's earnings as percentage of men's

<table>
<thead>
<tr>
<th>Men's Pay</th>
<th>Chief executives</th>
<th>General managers</th>
<th>Software development</th>
<th>Lawyer</th>
<th>Physicians/surgeon</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>70%</td>
<td>74%</td>
<td>86%</td>
<td>80%</td>
<td>68%</td>
</tr>
</tbody>
</table>

Source: Riley to provide source, from their power point

Parental leave

Lesotho, swaziland, papua new guinea, and the us are the only 4 countries that do not mandate maternity leave. Most countries ensure at least three months paid maternity leave for new mothers and many give fathers benefits too.

Source: Huffington post

“paid parental leave: u.S. Vs. The world”
Charting the Course for Change

Our history:
Through 25 years of operation, the Center for Women has evolved to accommodate the needs of women in SC. In 1990 the Center was started as a counseling service for women in the Lowcountry. Since then the core value of the Center for Women remains the same – to help women succeed by connecting them with success. Today the Center for Women focuses on three main service areas: Leadership and Development, Financial Security, and Advocacy and Awareness. C4W finds support from 100% giving participation among board and staff members and a membership base of over 300 individuals and businesses. Center for Women e-news reaches 10,000 participants weekly and social media marketing. We serve more than 1100 individuals each year through programs and workshops. The SC Women’s Business Center program serves women throughout the state with programs, workshops, and free entrepreneurial business counseling. Ready for Work serves underemployed and unemployed women with soft-mid level skills development job training to help them reach financial independence. Smart Leadership is executive level training and cultural change coaching that develops value in diversity and inclusion. Through many avenues the Center for Women Connects for Success!

Looking forward:
Take action. What will we accomplish over the next 25 years? What will our world look like for women, men and our community?

In the next 25 years, we will work so that:
- Young girls see women role models in all career fields
- Women and men earn the same wage for the same job and are offered the same salaries and the same compensation packages.
- Success is evaluated on criteria that values opposing skill sets equally that drive profitability, retention, sales, and growth
- Girls are taught self-respect about their bodies at a young age (in schools)
- All the “-isms” – racism, sexism, ageism -- are dead or dying
- There’s no such thing as “woman’s work or man’s work” – everyone does everything
- Family leave is readily available and regularly used by both genders and there’s no stigma or career penalty attached to using it
- 50% of those elected to Congress are women
- Every woman feels safe in her own home – and if she doesn’t, she is protected in order to leave
- Positive relationships and the reality of domestic violence is taught in school
- Sexual, violent criminals are consistently prosecuted and the victim is not blamed
- Childcare and family care is provided so that single parents can achieve an education
- Predatory lenders are banned from our state
- Every child not only grows up in a safe and loving home, but that they receive the education our country is obligated to provide for them – and that they are aware of every opportunity available to them.
- No person suffers from neglect or hunger or abuse
- Every young person, and especially every young woman, knows how her body works and has access to healthcare and healthy living options.
- Most of all, I dream that one day my children, and especially my daughter, will be proud to say that they come from South Carolina and that maybe it’s even still their home.
Status of Women Report Task Force

Leigh Thomson
Graduate Admissions Coordinator
Southern Wesleyan University

Brandi Parrish Ellison
Director of Government Relations
New Morning Foundation

Jane Perdue
CEO/Principal
Braithwaite Innovation Group

Patrice Black Mitchell, EdD.
Vice President for Student Services
Trident Technical College

Julie A. Lipovsky, Ph.D., ABPP
Assistant Provost for Diversity Initiatives and Professor of Psychology
The Citadel

Amanda Wagner
Region Manager
Henkels & McCoy

Julie Cofer Hussey
Civic Communications LLC
Public Information and Outreach
Co-President of League of Women Voters SC, Mother and Wife

Ginger Rosenberg
Community Volunteer

Chris Volf
Principal
Work Volf Consultants, LLC

Patricia Warner Kurent
Director
Tri-County Domestic Violence Coordinating Council (DVCC)

Dorothea Bernique
Increasing H.O.P.E Financial Training Center
Founder/Executive Director

Kecia Love
Clinical Staff Manager
LowCountry Women’s Specialists

Dr. Kendra Stewart
Director
College of Charleston’s Riley Center for Livable Communities

Amy B. Brennan
Executive Director
Center for Women

Amanda Baldwin
Development and Program Manager
Center for Women

Mark Wright
Director of Business Development
SC Biz News

Ryan Wilcox
Creative Director
SC Biz News

Research and Analysis by
The Riley Center for Livable Communities

Jake Stoudenmire
Director of Research
The Riley Center for Livable Communities

Caitlin Coleman
Graduate Assistant, MPA Student
The Riley Center for Livable Communities

Production and Design by
SC Biz News, publishers of the Charleston Regional Business Journal
MUSC Health is committed to preserving and optimizing human life in South Carolina and beyond. We understand that women are the health care decision makers in most families, and therefore recognize the need for health education and resources to support them specifically. By touching the lives of South Carolina's women, we are encouraging the optimization of all human life for all citizens of our state.

The Center for Women's 2015 SC Women's Status Report is an important step in the right direction to understand exactly where our women need us most. MUSC Health is proud to sponsor this effort and see South Carolina's women continue to move forward towards equality in all areas of life.

Through learning and leadership, DHG Women Forward helps all of our people build valuable careers. By addressing the major barriers women face and directly supporting the five key elements of DHG's strategy, Talent, Leadership, Growth, Service and Performance, Women Forward focuses on skill building opportunities, sponsorship, advocacy and cultural integration. We pursue Women Forward not only for our people but also for our clients, who expect us to have diverse teams of professionals who offer broader, more creative solutions.

DHG Women Forward is proud to be a sponsor of the 2015 SC Women's Status Report. As a strong supporter of the SC community, we believe in the importance of using this report as a starting point in Charting a Course for Change.