Charting the Course for Change

CENTER FOR WOMEN

A 2015 Report on the Status of Women in SC

Leadership // Health and Safety // Education // Economic Security
“Why do we need a Center for Women?” It was a question I heard more than a few times when I accepted the position as Executive Director in 2013. Since then I have learned the answer is complex. Some say the organization is needed to support women in finding financial independence, building confidence, shattering glass ceilings, developing leadership, empowering expertise. I agree with all of these reasons and more. In a nutshell, we need a Center for Women because our state’s economic development depends on it.

As we celebrate 25 years as a nonprofit this year, social and economic issues continue to separate us by gender. As a women’s organization, we continue to strive for women to have the freedom to become the President of the United States or choose to stay at home—the same freedoms we want for men. We want women and men to have the freedom to be unapologetic about the planning and creation of life and being present to bond with their child while not giving up seniority at their place of employment. Equality is achieved only when there is equality for all.

So, why do we need a Center for Women? Because key state leaders need to be reminded that we are not there yet on equality, protection against domestic violence, education, health, and leadership. Because women who feel powerless need to be empowered. Because women in elected leadership and management need to be encouraged and supported. And because we need a place where men can join with women to understand the challenges that women face. In the process we will make our state a better place. Charting the Course for Change: A 2015 Report on the Status of Women in SC is the culmination of months of hard work from dedicated people across the state. This report is the first benchmark on how well we are “moving the needle” on changing opportunities for women in South Carolina. The data, facts, trends, and calls to action give us something to be passionate about.

We hope you will 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

Table of Contents
Methodology............................................. 3
Leadership .............................................. 4
Health & Safety ...................................... 6
Education............................................... 10
Economic Security ................................. 12
Charting the Course for Change .......... 14
Status of Women Report Task Force.... 15
Sponsors...................................................16

Charting the Course for Economic Success

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

Charleston Metro Chamber of Commerce
Driving growth. Defining tomorrow.
How to Use This Report
Each of the four key indicator areas is divided into four parts. The Status of Women section indicates where we are today in our state. The Why It Matters section defines why these indicators are not only women’s issues, but issues for South Carolina. The Charting the Course for Change section lays out a plan for how we might “move the needle” on change in that area. This section contains statistics and data to help drive action. Last, the Closer Look and Facts sections take a deeper dive into the subject area for those who want to know more and want to become advocates in that area.

Purpose of the Report
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 advocacy work for women and our state. Issues that affect women affect everyone. Our goal is to articulate the challenges that we face as a state that limit women’s economic success. We have coined the term “Charting the Course for Change” to describe our vision of what the citizens of South Carolina can do to create these necessary changes.

Charting the Course for Change Task Force
We assembled a group of experts in various fields across the state to tackle this complex project. This group, the Task Force, worked for eight months to focus on four key indicator areas that are targeted here in our first report. The Task Force also determined priority goals to be addressed. Together, we created a plan: Charting a Course for Change.

Riley Center for Livable Communities
The Riley Center worked with the staff at the Center for Women to determine how to best capture the complex issues identified by the Task Force. The Faculty and research staff at the Riley Center used reputable sources to address the questions raised by the Task Force. When necessary, original data was collected, compiled, and analyzed using best practices.

Focus Groups
The Center for Women and the Riley Center created four focus groups ten months into the project. The purpose of the focus groups was to secure additional expert input. Two focus groups were held in Charleston, one in Columbia, and one in Greenville. These groups discussed the key indicator areas and suggested options for relevant data. Participants also identified additional questions, facts, and considerations for further research.

Design
SC Biz News took the four issues along with their associated data and created a 16-page version and an executive summary 4-page version. The full report will be distributed to key decision makers around the state. Our goal is to get it into the hands of people who can begin to make a difference in businesses and in the government. The executive summary will be used to provide awareness around issues of inequality in South Carolina and will be distributed to the public at large. An online version of the report is available to download on the websites of the Center for Women and SC Biz News. (www.C4women.org and scbiznews.com)

Media Sponsor
ABC News 4 created video stories that bring the four key areas to life. Issues take on a different kind of urgency when we hear and see the stories of the people who are struggling. The videos will be presented with the Report at presentations around the state. The videos also can be accessed through the online versions of the Report on the Center for Women’s and SC Biz News websites. (www.C4women.org and scbiznews.com)
Leadership

**Why it Matters**
In today’s rapidly evolving, competitive, and increasingly diverse landscape, organizations and communities need forward-thinking leaders who achieve remarkable results. Because they bring unique perspectives and strengths, women need to hold leadership positions. When they do, collaboration, communication, and profitability are enhanced for all.

**Status of Women**
In our state women are under-represented in elected office and in top-level management. While the national averages of representation are not optimal, South Carolina is profoundly lacking women in leadership positions.

**Charting the Course for Change**

**Promote gender equality in the workplace.**
Hold companies accountable for diversity and inclusion measures

- **Smart Leadership™**
  Assure sufficient participation of women – 30% or greater – in decision making and governance at all levels and across all business, public, nonprofits, and academic sectors.

**Increase the number of women in elected office.**
The more women elected to office, the more likely our government is to support the opportunities and protections of women. Currently more than half of the population is under-represented. Statistically women are just as likely to win if they run for office, but they are not running.

**Increase the number of women running for elected positions**

- **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%

**Increase women's board representation on publicly traded company boards**
The national average of women representation on publicly traded company boards is only 16.6 percent.

- In SC there are 43 publicly traded companies
  - 1 Company has 33% women board representation
  - 5 Companies have 20-29% women board representation
  - 3 Companies have 10-19% women board representation
  - 14 Companies have 1 woman board representation
  - 20 Companies have NO women board representation

**Build stronger financial support for women running for public office**
- Over $5.5 million was raised for the 2014 state level campaigns by individual candidates.
- Only 12% of those dollars were raised for women candidates. (Dollars raised for the prominent races of governorship and congressional seats were removed as outliers)
- The average donation for a male candidate’s campaign was 52% higher than the average donation to a woman’s campaign per individual donor.

Source: The Riley Center for Livable Communities


42 of the 222 people who ran for statewide elected positions in 2014 were women.
A Closer Look

Why have women in top level management

Women make up 50.8% of the total US population.
Women represent 47% of the labor force and 59% of the college educated, entry level workforce.
Yet, women only hold 16.9% of Fortune 500 board seats and 4.6% of Fortune 500 CEO positions.

Source: The Women’s Leadership Gap, Center for American Progress

RETURN ON CAPITAL
Women account for one-half of the talent base throughout the world. A nation’s competitiveness depends significantly on whether and how it utilizes its female talent.


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

MARKET VALUE
Evidence links improving gender equality to many key factors for economic growth.

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

SALES GROWTH
Over 80% of financial decisions in the developed world are made by women. Yet the majority of women feel misunderstood by marketers. It is likely easier to understand women customers if the leadership team includes a few of them.


Facts

Women control 80% of consumer spending in the US, but only 3% of creative directors in advertising are women

Although SC is one of five states to have a female governor we rank 49th in the number of women elected to the state legislature.
The only publicly traded company in SC with at least 30% of women representation on their board is
Health and Safety

Why it Matters
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.

Status of Women
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 on children, and acute and chronic health issues for women.

Increase access to health care.
Access to reproductive health care, including education and family planning, can help our state end the cycle of poverty. In addition, early prenatal care lowers the risk of preterm births as well as infant and maternal mortality.

319,860 women in SC are in need of publicly funded health and family planning services

Only 29% of those women in need are receiving the publicly funded health care they need.

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.

Maternal Death rates have increased by almost 300% over the past couple of years and no one knows why.

US Avg. 7.2 deaths/100,000 births
SC Avg. 25 deaths/100,000 births


Early prenatal care helps improve maternal and newborn health

Preterm Birth Rate
US Avg. 13.8% SC Avg. 11.4%
SC Ranks 4th in number of preterm births (this is 46th worst in the US)

Infant Mortality Rate
US Avg. 5.98/1000 SC Avg. 7.63/1000
A Closer Look

Decrease violence against women.

SC is a dangerous place for women.

Support the Governor’s Domestic Violence Task Force

On January 29th, 2015 the Governor convened a Task Force of representatives from more than 65 government and nongovernment entities at the state and local levels to improve areas affecting domestic violence. In Phase II of the work, the Task Force produced 50 recommendations of identified problems.

Highlighted are 4 key recommendations that can Chart the Course for Change to decrease domestic violence in SC.

School Curriculum
The Task Force recommends that the Department of Education develop models for domestic violence curriculum as options for school districts to choose.

The 2015 domestic violence reform act was passed ensuring that schools were not mandated to provide a DV curriculum. However, if schools were provided a model curriculum, they would be more likely to incorporate it because they wouldn’t have to spend resources creating a new one.

Reporting and Screening
The Task Force recommends that all law enforcement officers adopt best practices to file incident reports for all alleged and substantiated domestic violence cases, and to screen for control tactics and coded language.

17% of the law enforcement agencies that responded to the Gov.’s Task Force survey indicated that they are not required to file official incident reports for domestic violence.

Historically, law enforcement officers have not been trained to screen for control tactics. Nonverbal communication is often used by abusers to control victims in front of officers. Increased reporting and screening can lead to the protection of more victims in SC.

Emergency Housing
South Carolina currently has 18 shelter locations serving all 46 counties. Only 13 are federally funded. 4400 adults and children were denied shelter due to lack of space.

- DSS Domestic Violence Program annual state report FY13/14

The Task Force should continue to support Community Coordinating Councils as a resource and help facilitate local communities in their development of additional emergency housing options best suited for urban or rural need.

Dating Violence
The statutory definition of domestic violence leaves out partners that are not married, that do not cohabitate, that do not have a child together. Dating violence is especially common with younger populations who, without intervention, may perpetuate the cycle of violence for future generations.

The Task Force recommends researching other state laws to determine a best practice for categorizing all potential domestic violence relationships to be sure victims are provided services, abusers are prosecuted, and prevention measures are put into place to discourage violence of any type.

Source: Governor’s Task Force on Domestic Violence, Phase II Recommendations

Facts

Medicaid Expansion

If SC had opted into all of the options for the federal Medicaid Expansion then:

- 9700 more women would have received cervical cancer screening
- 6500 more women would have received a mammogram screening

In 2010, the 29% of women who needed and received publicly funded healthcare saved the state $202 million in public funding through services like:

- Prenatal care
- Cervical cancer prevention
- Birth control

In 2015 approximately 100,000 women will be diagnosed with gynecologic cancer.

- More than 30,000 of those diagnosed will die from the disease
- 25,000 of those women could be saved if tests were available to screen for gynecologic cancers

Source: Foundation for Women’s Cancer, 2015
“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 describes her rise from her first days working the grill at McDonald’s to being the owner of three McDonald’s franchises and 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 encouraged 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 McDonald’s, McDonald’s owner Lee Dunham whom 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.”

‘They’re all gone.’ She said. ‘And then she started saying all of their names.’ Christan Rainey will never forget 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.”

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

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.” Christian founded a nonprofit, Real MAD (Real Men Against Domestic Violence). He realized that when victims tell their stories 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 is addressing its #1 national ranking of women being murdered by men. “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 flexibility is a core value in obtaining an education. Originally from Peru, Reyna moved to the US with her family when she was 14. She is thankful 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 English as a second language 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 wanted to encourage her younger brother to go to college and she felt she needed to model the same for him. Second, she learned about wage gap and wanted 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, more attention to options for nontraditional students, and educational options for multi-lingual 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 less in comparison to another group, lost money is 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, 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

**Why it Matters**
Education leads to empowerment. Empowerment leads to ending stereotypes that limit women's educational and career advancement opportunities. Building an educational system that makes education attainable ensures economic success for all families.

**Status of Women**
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 on male dominated fields like engineering and manufacturing. To ensure women's economic security, girls need to be educated about which jobs in SC offer opportunity. Directing education towards successful careers allows employers to have a larger talent pool.
- Emphasize high-wage and high-skill jobs early in the education process

**Remove barriers to 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.
- SC state-funded colleges are not required to provide childcare for students. Trident Tech is the only state-funded school that reported offering childcare for students on campus.
- Offer childcare options for children of high school and college students

### 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
- **13.2%** Less than a High School Diploma

### Income variance by gender

<table>
<thead>
<tr>
<th>Income Range</th>
<th>&lt; $10k</th>
<th>$10k - $24,999</th>
<th>$25k - $49,999</th>
<th>$50k - $74,999</th>
<th>$75k - $99,999</th>
<th>&gt; $100k</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>2.2%</td>
<td>1.3%</td>
<td>18.4%</td>
<td>43.7%</td>
<td>17.6%</td>
<td>5.4%</td>
</tr>
<tr>
<td><strong>Men</strong></td>
<td>1.3%</td>
<td>18.4%</td>
<td>37.8%</td>
<td>21.1%</td>
<td>9.9%</td>
<td>4.6%</td>
</tr>
</tbody>
</table>

_U.S. Census Bureau, 2013 American Community Survey_
A Closer Look
Where gaps exist
A workforce talent gap is projected by 2018, with growth primarily in five key sectors where gender gap currently exists.

Gender matters more than grades
A woman who had a 4.0 high school GPA still makes less, on average, than a man who had a 2.5 GPA

Apprenticeships
To emphasize high-skill and high-wage jobs, encourage girls and young women in apprenticeship opportunities early.

- Apprenticeships are a direct path for students into a career. Encouraging women to participate in the state’s apprenticeship program, Apprenticeship Carolina, 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.

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

Why it Matters
Women make daily household financial decisions, long term investment decisions and are responsible for raising the largest percentage of children. Yet, women are economically disadvantaged. Increasing economic security for women will increase economic security for families, our communities and our state.

Status of Women
In order for women to achieve success and have the greatest opportunities, we must look at developing economic security from a holistic approach. Encouraging interest in and providing access to high-wage, high-demand jobs and expecting equal pay for equal work are two ways to increase economic outcomes for the whole state.

Charting the Course for Change

Wages and compensation: Earnings as a percentage of men’s by occupation
Income spent in our local and regional economies generates a multiplier effect that creates direct, indirect, and induced benefits. Simply put, when people have more income, the income they spend generates benefits across society. 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. In our state, this math converts to hundreds of thousands of dollars in lost economic development.

Wages and compensation: Earnings as a percentage of men’s in women-majority occupations
In 2010, women in the service sector earned a median weekly salary that was only 77.9% of their male counterparts. In the same year, women also earned less than their male counterparts in occupations where women comprise the majority of workers.

Median Salaries in SC by Gender
Median of all full-time working men and women in SC

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$41,381</td>
<td>$31,518</td>
</tr>
</tbody>
</table>

The earnings disparity in SC is an issue that affects our state’s economy as well as the economic future of our daughters.

Source: National Partnership for Women and Families

Source: Dr. Lori Dickes, Clemson University

Median weekly earnings of full-time and salary workers by detailed occupation and gender, 2014

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Men earn 13% more</th>
<th>Men earn 15% more</th>
<th>Men earn 6% more</th>
<th>Men earn 13% more</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>164,000 Men</td>
<td>554,000 Men</td>
<td>127,000 Men</td>
<td>302,000 Men</td>
</tr>
<tr>
<td>Nursing</td>
<td>1,200,000 Women</td>
<td>2,196,000 Women</td>
<td>563,000 Women</td>
<td>61,000 Women</td>
</tr>
<tr>
<td>Elementary/Middle School Teacher</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Worker</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chefs/Head Cook</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: US Bureau of Labor and Statistics 2014

Source: Riley Center for Livable Communities
When we look at the disparity of wages between men and women, the gap further widens when we consider race. To increase opportunity, encourage economic independence and expect women to work to their full potential, we must work toward equality for all.

**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.**
- SC is ranked 50th for the quality of our childcare
- SC is ranked 35th in the nation for availability
- SC is ranked 15th for affordability

**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.
- SC ranks 43rd for the rate of working women in poverty
- Women living in poverty are much more likely to succumb to predatory lending because they typically lack the credit scores to utilize traditional banking.

**Poverty rate for working-age women in SC**

19.6%

The percentage of women 18-64 who have INCOMES below the poverty line. Source: US Census Bureau

**Facts**

**Parental leave**
Lesotho, Swaziland, Papua New Guinea, and the US are the only 4 countries that do not mandate paid maternity leave. Most countries ensure at least three months paid parental leave for new mothers and many give fathers benefits too.

In SC, 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.

**SC ranks 43rd for the rate of working women in poverty**
Women living in poverty are much more likely to succumb to predatory lending because they typically lack the credit scores to utilize traditional banking.

Based on average household expenditures, the total potential impact of the wage gap is **$7,955,656 in SC’s economy**.

**Sources:**
- National Partnership for Women and Families
- The Riley Center for Livable Communities
- Assets & Opportunity Scorecard, CFED
Our history
Through its 25 years of operation, the Center for Women has evolved to accommodate the needs of women in SC. The Center was started in 1990 as a counseling service for women in the Lowcountry. Since then, the core mission 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
- A membership base of over 300 individuals and businesses.
- An audience of 10,000 e-news participants weekly and social media marketing.

C4W serves more than 1,100 individuals each year through programs and workshops including
- The SC Women’s Business Center program serves women throughout the state with programs, workshops, and free entrepreneurial business coaching.
- Ready for Work serves underemployed and unemployed women to develop soft- and mid-level job skills 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
What will we accomplish over the next 25 years? What will our world look like for women and men in South Carolina? We asked stakeholders to identify benchmarks and courses for change that they would like to work towards across the next 25 years.

- Young girls will see women role models in all career fields.
- Women and men will earn the same wage for the same job and will be offered the same salaries and compensation packages.
- Success will be evaluated on criteria that equally values various skill sets, all of which drive profitability, retention, sales, and growth.
- Girls will be taught in school at a young age about respecting their bodies.
- There will be no such thing as “woman’s work” or “man’s work.” We will share in all the responsibilities.
- Family leave will be readily available and will be regularly used by both genders. There will be no stigma or career penalty attached to using it.
- 50% of those elected to Congress will be women.
- Women will feel safe in their homes. If they do not, they will be protected when they choose to leave.
- Positive relationships and the reality of domestic violence will be taught in school.
- Sexual, violent criminals will be prosecuted and the victims will not be blamed.
- Predatory lenders will be banned from our state.
- No one will suffer neglect, hunger, or abuse.
- Every young person will know how his/her body works and will have access to healthcare.
- Our children, especially our daughters, will be proud to say that they live and work in South Carolina.
Charting the Course for Change Task Force

Amanda Baldwin
Development and Program Manager
Center for Women

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

Amy B. Brennan
Executive Director
Center for Women

Brandi Parrish Ellison
Director of Government Relations
New Morning Foundation

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

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

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

Kecia Love
Clinical Staff Manager
LowCountry Women’s Specialists

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

Jane Perdue
CEO/Principal
Braithwaite Innovation Group

Ginger Rosenberg
Community Volunteer

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

Leigh Thomson
Graduate Admissions Coordinator
Southern Wesleyan University

Chris Volf
Principal
Work Volf Consultants, LLC

Amanda Wagner
Region Manager
Henkels & McCoy

Ryan Wilcox
Creative Director
SC Biz News

Mark Wright
Director of Business Development
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

Center for Women 2015 Board

Virginia Mandell, President
Regions

Jen Buddin, Vice President
Every Busy Woman

Jacqueline Cooney, Treasurer
WestRock

Jennie Stephens, Secretary
Center for Heirs Property Preservation

Mark Edington
Charleston Metro Chamber of Commerce

Lynne Ford
College of Charleston

Carrie Lewis
Finkel Law Firm

Emily-Elise Martin
Trident Technical College

Jane Perdue
Braithwaite Innovation Group

Mary Peters
Care for Life

Lora Prevatte
Moody CPAs & Advisors

Kelly Williams
AllCare Living Services

Sonya Wyatt
Lowcountry Women's Specialists

Center for Women 2015 Staff

Amy B. Brennan
Executive Director

Amanda Baldwin
Development and Program Manager

Leigh Ann Garrett
Events and Program Manager

Jess Huch
Manager of SC Women's Business Center
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.

Tell Them advocates age-appropriate, medically accurate health education and increased access to high-quality reproductive health counseling and services.

www.TellThemSC.org

The South Carolina Coalition for Healthy Families is a network of organizations and individual experts that advocate, educate, and collaborate in support of comprehensive sexual and reproductive health policies in the state of South Carolina.

Thank you to our sponsors

DHG Women Forward

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 staff but also for our clients, who expect us to have diverse teams of professionals who offer broader, more creative solutions.

The South Carolina Coalition for Healthy Families is a network of organizations and individual experts that advocate, educate, and collaborate in support of comprehensive sexual and reproductive health policies in the state of South Carolina.

Tell Them advocates age-appropriate, medically accurate health education and increased access to high-quality reproductive health counseling and services.

Thank you to our sponsors