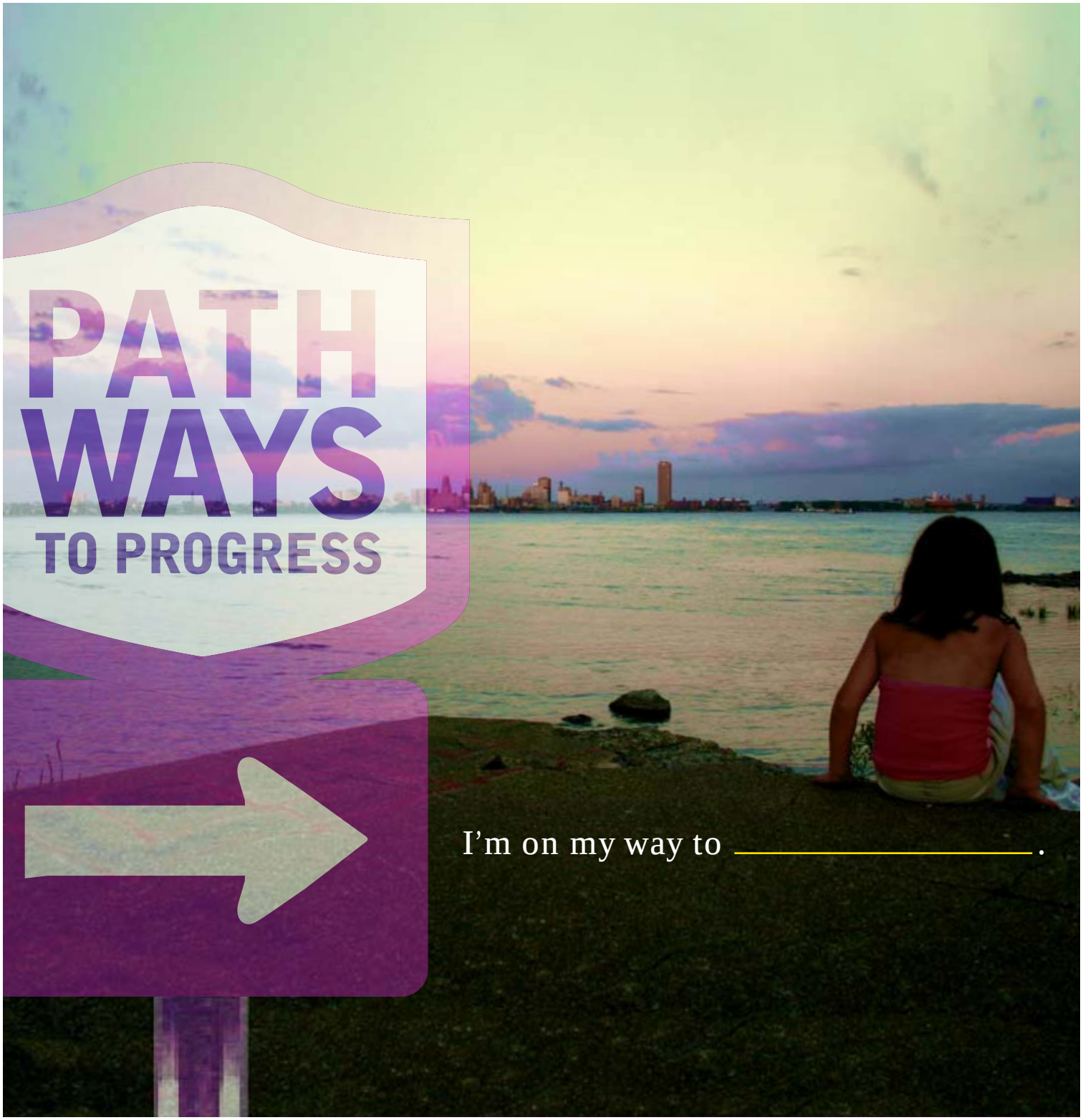


Pathways to Progress

for the Women & Girls of Western New York

A CALL TO ACTION, January 2010

Pathways to Progress for the Women & Girls of Western New York is a guide for impactful investment and action, and a momentous step forward in addressing the inequities and injustices still faced by women and girls today, even as we enter the second decade of the 21st century.

Sponsored by the WNY Women's Fund with broad community participation, *Pathways to Progress*...

...is the first region-wide assessment of the status of women and girls and a baseline for where we stand in 2010

...serves as a roadmap for the future in its identification of targeted investments – leverage points – for removing barriers facing women and girls

...provides a set of data-driven indicators as mileposts for tracking progress in the status of women and girls and monitoring investment impact

Pathways to Progress is not a final report. Rather it is a foundation for moving forward, the start of an ongoing region-wide dialogue on supporting women and girls, and a call to action to us all. This is the first step of an important journey toward a more vital, sustainable and competitive region.

Pathways to Progress *focuses on the women and girls of Western New York, defined geographically in this report as Erie and Niagara Counties.*

WNY=

For more information, visit www.wnywomensfund.com

WNY Women's Fund
Transforming our community by investing in women and girls

Pathways to Progress is an initiative of the WNY Women's Fund. Additional support has been provided by the Community Health Foundation of Western & Central New York, the Joy Family Foundation, the Robert J. and Martha B. Fierle Foundation, the James H. Cummings Foundation, Inc., The John R. Oishei Foundation, the Patrick P. Lee Foundation, Delaware North Companies and the Community Foundation for Greater Buffalo. The University at Buffalo Regional Institute was commissioned by the WNY Women's Fund to administer the project.

Photo credits-- portrait of "Maria," Sanja Gjenero; portrait of "Barbara," © Monkey Business Images | Dreamstime.com

Pathways to Progress

for the Women & Girls of Western New York

A Call to Action, January 2010

Table of Contents

A Message from the WNY Women's Fund.....4
Introduction.....6
The Pathways
Maria.....12
Gina.....30
Francine.....48
Barbara.....64
Mrs. Williams.....84
A Regional Roadmap for Supporting Women and Girls...102
Call to Action.....106
Endnotes.....108
Bibliography.....113

Report prepared by:

Regional Institute
University at Buffalo *The State University of New York*

Kathryn A. Foster
Institute Director

Rachel M. Teaman
Project Director

Sharon Ana Entress
Senior Policy Associate

Brenda A. Stynes
Graphic and Information Designer

A Message from the

WNY Women's Fund

Pathways to Progress is a groundbreaking study and the first step in making a meaningful measurable difference in the lives of women and girls in Western New York. Sustained improvement in these lives will dramatically benefit our entire community. This initiative has been an 18-month journey that has been supported and guided by hundreds of strong, intelligent, committed partners. We welcome the wider community's active interest and participation.

In Western New York the inequities in wealth, health, safety, education and leadership are clearly shown. It is now time to close the gap because the status quo is unacceptable. Women are the key to families, and strong families build a thriving community. Through the *Pathways to Progress* initiative, we have heard and seen the sheer determination of our community citizens, our leaders and funders to improve the status of women and girls.

Pathways to Progress outlines specific areas for investment and advocacy. It answers the question: "if I have a dollar to invest in women and girls, where should the investment be made?" *Pathways to Progress* shows us our starting point and charts our course. It also gives us the tools we need to measure and drive our success. But, it is only the beginning. We need to join together to make the course a reality.

As a community, we have the capacity to take a bold new approach to supporting women and girls. Together, we can unlock the untapped potential of women and girls through unique collaborations, increased philanthropic support and cultural change.

WNY Women's Fund
Transforming our community by investing in women and girls

Tricia T. Semmelhack,
Board Chair

Brigid Doherty,
Executive Director

Acknowledgements

The WNY Women's Fund acknowledges the inspired and unwavering support of our Board and Grants Committee, chaired by Marcia O'Neil-White and co-chaired by Jane Griffin. These wise and remarkable women have guided Pathways to Progress from inception, realizing the need in our community for this initiative. We acknowledge also the members of the Advisory Committee for Pathways to Progress who have dedicated their valuable time, energy and insights to ensure that the voices of women and girls are heard loudly and clearly. We thank, too, the project funders who have shown great leadership and commitment to ensuring Pathways to Progress makes a significant impact in our community.

We also acknowledge the very talented team at the University at Buffalo Regional Institute, whose exceptional research, insights, project coordination and creativity marked every phase of this project and every page of this report.

WNY Women's Fund Board

Jennifer Balbach
Stephanie Barber
Kristin Bauer
Sue Gardner
Patricia Garman
Ellen Grant
Jane Griffin
Shine Hassanali
Gail Johnstone
Alison Keane
Alice Kryzan, Esq.
Sally Marks
Brenda Williams McDuffie
Bertha Mitchell
Alex Montante
Barbara Billings Neal
Margery Nobel
Melissa Nowak
Marcia O'Neil-White
Jayne Rand
Paula Joy Reinhold
Anne Saldanha
Tricia T. Semmelhack
Carolyn Valenti
Lisa J. Walsh

Emeritus Board Members

Ann Holland Cohn
Dorothy Ferguson
Marsha Henderson
Susan Hoskins
Mary Jo Hunt
Arlene Kaukus
Ruth Kahn Stovroff

Ex-Officio Members

Clotilde Dedecker
Michael Weiner

WNY Women's Fund Grants Committee

Stephanie Barber*
Laurie Dann
Patricia Garman*
Jane Griffin*
Shine Hassanali*
Mary Jo Hunt
Martha Hyde
Alice Jacobs
Arlene Kaukus
Alice Kryzan*
Brenda Williams McDuffie*
Jean McKeown
Barbara Billings Neal*
Margery Nobel*
Marcia O'Neil-White*
Wendy Pierce
Tricia Semmelhack*

**Also a board member*

WNY Women's Fund Staff

Brigid Doherty
Executive Director

Heidi B. Henzler
Development Specialist

Pathways to Progress Advisory Committee

Gwen Arcara, Executive Dimensions
Lana Benatovich, NFJC of Western New York
Diane Bessel, United Way of Buffalo & Erie County
Susan Block, Child Care Resource Network
Lauren Breen, University at Buffalo Law School
Mary Brennan-Taylor, YWCA of Niagara
Donna M. Brown, City of Buffalo
Elizabeth Conant, *Community Volunteer*
Allison Duwe, *Coalition for Economic Justice*
Constance Eve, *Women for Human Rights & Dignity*
Kathleen Granchelli, *YWCA of Niagara*
June Hoeflich, *Community Volunteer*
Lourdes Iglesias, *Hispanics United of Buffalo*
Dee Ippolito, *Read to Succeed Buffalo*
Helene Kramer, *Read to Succeed Buffalo*
Heidi Milch, *Community Connections of New York*
Mary Murphy, *Murphy Insurance Agency*
Karen J. Nelson, *Planned Parenthood of Western New York*
William O'Connell, *Homeless Alliance of Western New York*
Cindy Odom, *Girl Scouts of Western New York*
Tanya Perrin-Johnson, *City of Buffalo*
Jan Peters, *Buffalo Federation of Neighborhood Centers*
Jamie Pimlott, *Niagara University*
Jessica Pirro, *Crisis Services*
Melinda Rath Sanderson, *Canisius College Women's Business Center*
Linda Ray, *Family Justice Center of Erie County*
Crystal Rodriguez, *Commission on Citizen's Rights and Community Relations*
Patricia A. Shelly, *University at Buffalo Gender Institute*
Irene Snow, *Buffalo Medical Group*
Annise Taylor, *Sheehan Health Network*
Margaret Toohey, *Lewiston Insurance Agency*
Connie Vari, *Kaleida Health*
Myrna Young, *Everywoman Opportunity Center*

INTRODUCTION

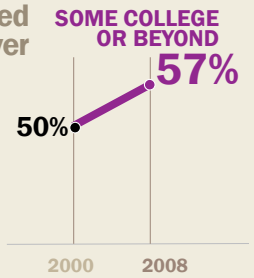
WHY WOMEN AND GIRLS? WHY WESTERN NEW YORK? WHY NOW?

Women have experienced dramatic changes in recent decades due to shifting policy, cultural norms, attitudes, economic realities and social forces. In many respects, women have made stunning progress. They are more educated than ever and equal participants in the workforce. They are increasingly found in leadership positions, bringing vital perspectives and significant accomplishments to government, education, business, the professions, media and entertainment. They are earning more and driving growth and prosperity for families, communities and the economy.

Yet significant gaps remain. Women are the dominant face of poverty in a region with some of the highest poverty rates in the nation. Teen pregnancy continues to derail thousands of young girls every year in WNY. Women are increasingly raising children on their own, and doing so at poverty levels. Over the course of their lifetime, women have a one in four chance of being the victim of intimate partner violence. Women are on the front lines of society's balancing act of work and family, and are far from parity in leadership roles. And women, on average, outlive men, making the issues of aging predominantly women's issues.

Women Have Made Great *Strides*

More Educated than Ever



Equal Participants in the Workforce

Increasingly Our Leaders

% OF WOMEN TOP EXECUTIVES

11% 2000 → 18% 2009

Yet Face Many *Challenges*

Represent the Face of Poverty

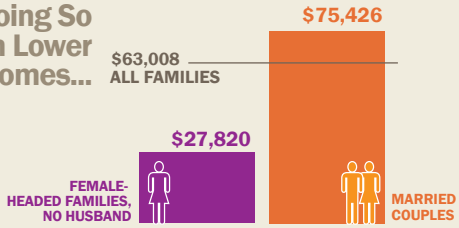
Increasingly Raising Children on Their Own...

FEMALE HEADED FAMILIES, NO HUSBAND

1990 **35,998**

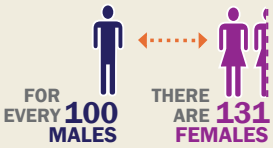
2009 **40,285**

and Doing So with Lower Incomes...



Women Are Older on Average, Disproportionately Experiencing the Challenges of Aging

AGE 65-79



AGE 80+

Source: U.S. Census, 2008 American Community Survey, and 2009 *Business First of Buffalo* "Book of Lists"

How successfully women and girls are able to pursue and achieve their goals matters not only to women and girls themselves, but also to their children, families, employers, policymakers and the region at large.

As Nicholas Kristof and Sheryl WuDunn argue in their 2009 book, *Half the Sky: Turning Oppression into Opportunity for Women Worldwide*, there is a profound connection between the fortunes of women and a society's reckoning of its persistent economic, political and social challenges.

Women and girls are the critical link to families, community, different perspectives, and untapped economic, social and cultural contributions. Investing in women and girls is investing in a more vital WNY.

When ***women*** falter, the ***region*** falters.

When ***women*** thrive, the ***region*** thrives.

FORGING A PATHWAY

First *Steps*

Central to the early stages of the project was the casting of a wide net to understand how women and girls fare in terms of economic security, educational attainment, leadership representation, health and safety. Crucial to guiding this initial research were nearly 40 one-on-one interviews with members of the *Pathways to Progress* Advisory Committee, which mined an extraordinary body of knowledge and experience of women, leaders, service providers, philanthropists and advocates concerned with the future of women and girls. We heard about the most pressing needs of the constituencies they serve, as well as opportunities to strategically support the region's women and girls.

Dozens of priority issues facing women and girls were identified, ranging from sex education and exercise to the wage gap and work-family balance, encompassing the diverse experiences of WNY women and girls.

Mentorship and guidance...Resource awareness/coordination...Work-family balance...Gender lens for policy development... Socio-cultural factors and barriers... The role of men, as mentors, as supports ...Transportation...Sports in school...Health/ sex education reform...Performance and engagement in math and science...Education as a family value...Life skills development... Gender-lens for economic development strategy...Transportation/access...Earnings gap/living wage...Welfare Reform...Mental health (depression, hopelessness)...Body image...Sexual identity... Sexual education... Health outcomes and prevention...Demographic variables...Health access/affordability... Empowering victims...Violence/bullying among girls...Cycle of violence...Raising visibility of violence issues...Cultural/ethnic barriers... Leadership pathways...Leadership styles..."Old boys' network"/glass ceiling...Unequal treatment in politics...Civic engagement levels/ social connectedness

The *Pathways*

The number and breadth of these issues called for a powerful organizing framework to understand the status and future of Western New York's women and girls. The metaphor of the "pathway" filled this bill. Women and girls travel sometimes steady and sure, but often bumpy and obstacle-ridden, journeys. Along the way, there are promising opportunities to intervene and smooth paths toward stronger outcomes.

The pathway framework also acknowledges that the typical approach to a report on women and girls—offering a statistical compendium of the status of women or isolating in separate chapters data on their economic condition, educational background, health status and other such attributes—obscures an accurate and complete picture of women's lives. Rather these factors intersect with complex forces, including choice, circumstance and perspective. Women's stories—their pathways—are best revealed and understood as a "whole."

This report presents the status of WNY's 582,102 women and girls through the pathways of five hypothetical women and girls, where some of the most pressing and significant needs faced by this population converge.

These pathways are defined broadly, to encompass the full diversity of this region's women and girls. Each is at a critical crossroad along her pathway, where strategic investment can remove roadblocks, advance her pathway to progress, and help the region leverage the full potential of women and girls.

The ***five pathways*** of this report open a window into the lives of:

MARIA
an adolescent girl

35,000
GIRLS AGE 10-14 IN WNY

FRANCINE
a victim of intimate partner violence

5,338
CASES OF INTIMATE PARTNER VIOLENCE AGAINST WOMEN IN WNY

GINA
a single mother living in poverty

17,000
IMPOVERISHED SINGLE MOMS IN WNY

BARBARA
an aspiring leader

99,000
WORKING PROFESSIONAL WOMEN IN WNY

MRS. WILLIAMS
a senior woman

60,000
WOMEN AGE 75+ IN WNY

I'm on my way to

EXPLORING THE PATHWAYS

Conversations with *Women and Girls* and Those Who Support Them

A central component of *Pathways to Progress* was the initiation of a more open, region-wide dialogue on women and girls. During summer 2009, more than 300 women and girls, service providers, experts, advocates and philanthropists were engaged through a series of conversations across the region. This outreach effort grounded the research of *Pathways to Progress* with diverse perspectives and front-line expertise.

CONVERSATIONS WITH Women & Girls

Across Erie and Niagara Counties, *Pathways to Progress* convened 11 Conversations with Women and Girls, targeting those women and girls traveling the five pathways. These informative discussions were also deeply illuminating and moving. From rural senior women to urban teen girls, we heard of their daily struggles, the resources that have helped them along the way, and the supports they need most to continue moving forward. They shared where they are "on their way to," reflecting on their hopes, dreams and destinations.

CONVERSATIONS WITH Experts & Advocates

Conversations with Experts and Advocates specifically engaged those working daily to advance women and girls. Over 100 participants provided further insights on existing regional efforts to address pathway gaps and challenges, opportunities for investment and action, and needed policy change to better support women and girls.

11 CONVERSATIONS WITH 170 Women & Girls

6 CONVERSATIONS WITH OVER 100 Experts, Advocates, and Service Providers

36 INTERVIEWS WITH *Pathways to Progress* Advisory Committee Members

Pathways to Progress engaged with more than 300 project participants whose contributions are evident throughout this report, in the colorful, powerful quotations and insights, in the policy and investment recommendations, and in the hopeful stories of WNY women and girls "on their way."

The *Pathways to Progress* conversation series relied upon the assistance and partnership of a broad range of regional organizations committed to supporting women and girls:

Buffalo Museum of Science
Buffalo Public Schools
Canisius College Women's Business Center
Child and Family Services and Haven House
Community Health Foundation of Western & Central New York
Girl Scouts of WNY
G.I.R.L.S. Sports Foundation
Hispanics United of Buffalo
Niagara County Office of Aging
Salvation Army of Buffalo
United Way of Buffalo & Erie County
Western New York Grantmakers Association
WNY Women's Fund
YWCA of Niagara and Carolyn's House

GUIDE TO THE PATHWAYS

Women and Girls are ***on their way to***

They face **ROADBLOCKS** that impede progress.

LEVERAGE POINTS reveal opportunities to remove roadblocks and redirect pathways, including

GOOD ROUTES for action and investment, advocacy opportunities through **POLICIES TO MONITOR** and program design ideas through **MODELS THAT WORK**

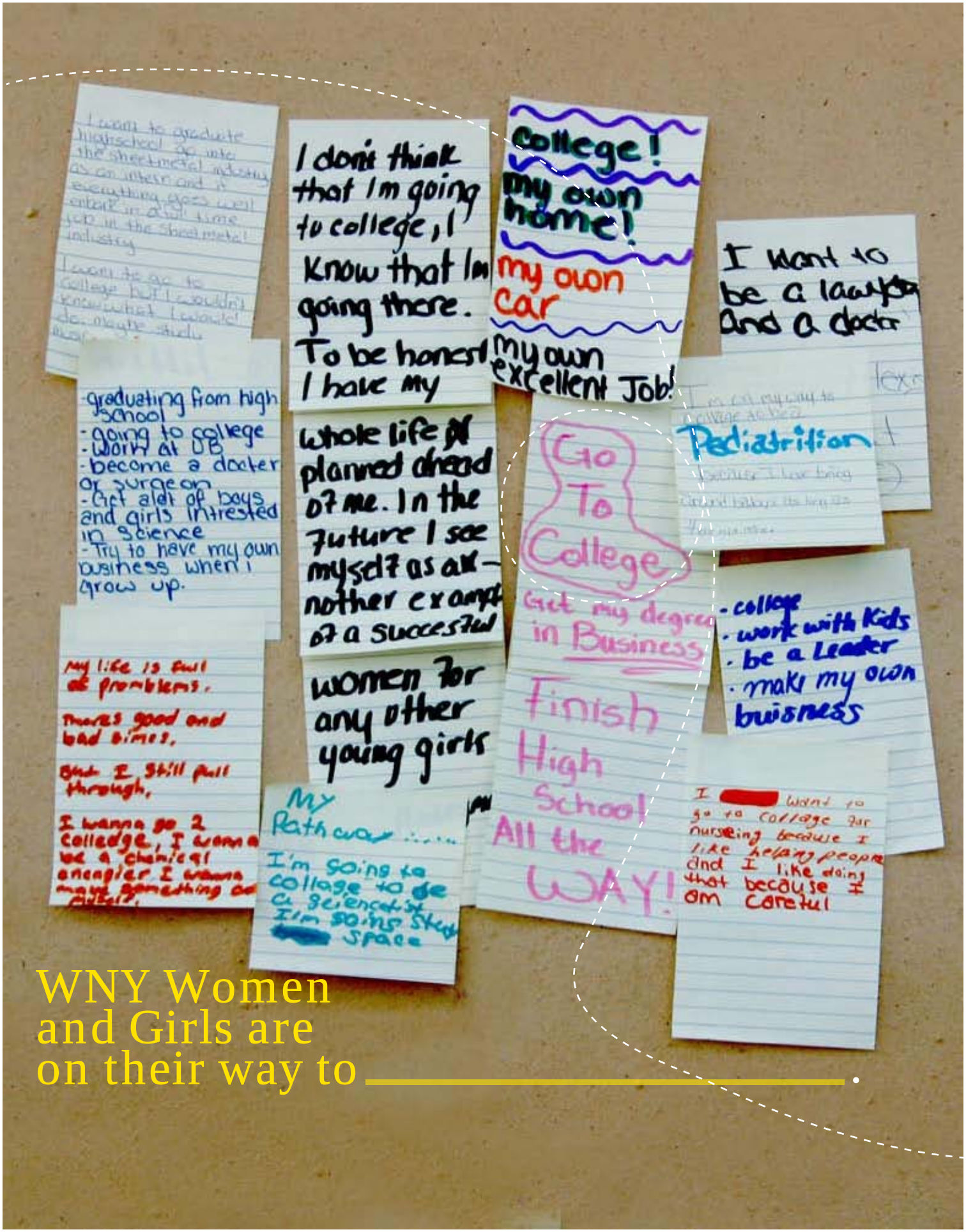
LEVERAGE POINTS

MILEPOSTS are monitored along the way to measure progress.

MILEPOSTS FOR WNY WOMEN & GIRLS

WNY on its way... As women and girls advance, WNY is a stronger, more vital region.

OUR PATHWAY TO PROGRESS



WNY Women and Girls are on their way to _____.

MARIA
IS AN ADOLESCENT GIRL.

Maria is among the region's more than 35,000 girls age 10-14 entering the critical and confusing stage of adolescence, a period of self-discovery, growth and potential.

She is changing rapidly in body and mind as she reaches sexual maturity and encounters new academic challenges and social pressures. The choices Maria makes, as well as support she receives in school, at home and from the community, are crucial to her academic success and development. Information and guidance can help her make smart, confident decisions about relationships and sex. Diverse and enriching experiences keep her mind and body active.

Maria is on her way to

strong academic foundations

smart choices about relationships and sex

good health, confidence and freedom from violence

PATH WAYS TO PROGRESS

MARIA FACES ROADBLOCKS ON HER

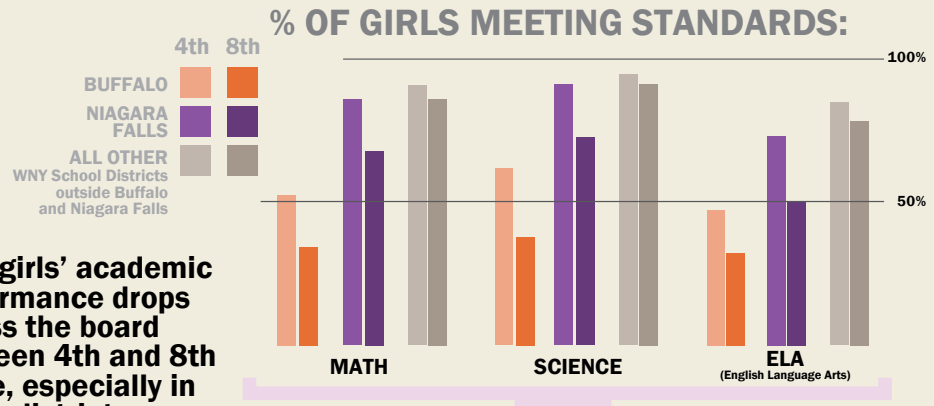
THOUSANDS OF MARIAS ARE FALLING BEHIND IN SCHOOL, GETTING PREGNANT AND DROPPING OUT.

ROADBLOCKS TO strong academic foundations

MILEPOST
FOR WNY WOMEN & GIRLS

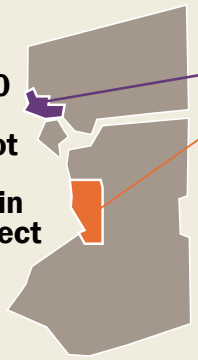
WNY Girls' Academic Performance, 2008
(% meeting or exceeding standards)

A strong academic foundation in middle school is critical if Maria is to graduate high school – in fact, middle school is her launching pad for lifelong learning and economic security.



WNY girls' academic performance drops across the board between 4th and 8th grade, especially in urban districts

By 8th grade, at least 2,000 8th grade girls are not meeting standards in major subject areas



140 GIRLS City of Niagara Falls School District
855 GIRLS City of Buffalo School District
1,000 GIRLS All other WNY School Districts, outside Buffalo and Niagara Falls

~2,000 8th GRADE GIRLS
NOT MEETING STANDARDS

Source: New York State Education Department School Report Card Database, 2008.

Overall, Western New York girls perform at levels above state averages and score slightly higher than boys. Yet as a region, nearly one in three girls, or 2,000 total, are falling behind in at least one subject area by 8th grade. Academic deficiencies are starkest for girls attending high-poverty, urban districts. In Buffalo, as many as 68% of 8th grade girls, or 855 girls, need improvement in at least one subject. In Niagara Falls, 50% of 8th grade girls are falling behind – another 140 girls.

The cracks in Maria's academic foundation begin to emerge much earlier, however. By 4th grade, 1,200 girls in Western New York are already falling behind in major subjects, a number that will nearly double within four years. The drop-off in performance is region-wide, occurs for both boys and girls, and spans all major subject areas. Yet the region's urban school districts see the most precipitous drop in performance. In Buffalo and Niagara Falls, the proportion of girls failing to meet standards across math, science

WAY TO

strong academic foundations
smart choices about relationships and sex
good health, confidence and freedom from violence

According to a recent study by Johns Hopkins University, most middle school-age students develop key signs of being "off-track" for high school graduation by 6th grade, including poor grades, absenteeism and misbehavior. Students who failed math or English/reading, were absent from school at least 20% of the time, or received unsatisfactory behavior grades in a core class had only a 10% to 20% chance of graduating on time.[1]

and language arts increases between 15% and 24% as girls move from 4th to 8th grade, compared to just 3% to 5% in areas outside these cities.

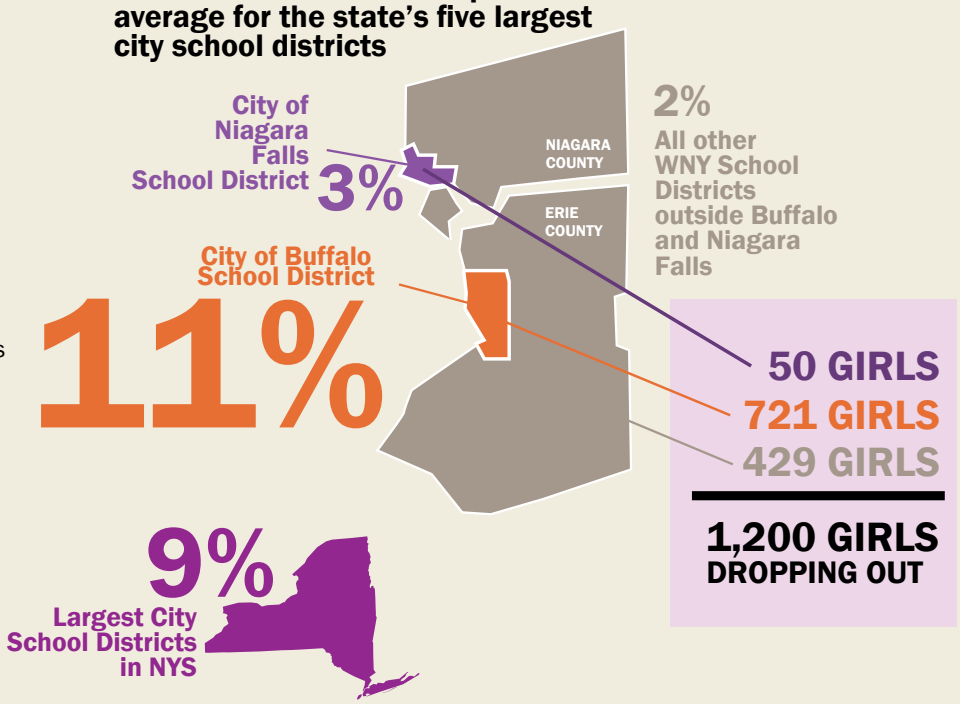
Unfortunately, many of those with poor academic performance in the middle grades will join the ranks of the region's high-school dropouts. Region-wide, estimates show drop-out totals of about 1,200 girls across the region in any year, although an overwhelming majority of those exiting school are in Buffalo. In 2008, more than 700 girls (and equal numbers of boys) dropped out of the Buffalo City School District. This represents 11% of female high schoolers, a rate that tops the average for the state's largest urban school districts, including New York City. Statewide trends show on-time graduation is significantly less likely for minorities, students with disabilities and non-English speakers.

WNY's urban school districts, where academic gaps are stark, also are challenged by high rates of poverty. Three out of four students in Buffalo, and nearly two out of three in Niagara Falls, are eligible for free or reduced lunches. Also, minority students, representing 74% and 44%, respectively, of the Buffalo and Niagara Falls school districts, are disproportionately affected by lagging academic performance.[2]

Estimated Dropout Rates Among WNY Girls, by School District, 2008

MILEPOST FOR WNY WOMEN & GIRLS

Buffalo's annual dropout rate is nearly triple the regional average, and even exceeds the dropout average for the state's five largest city school districts



Source: New York State Education Department School Report Card Database, 2008.

ROADBLOCKS TO

smart choices about relationships and sex

Teen pregnancy and motherhood are significant barriers to academic success, graduation and, ultimately, economic independence for girls. Having a baby is the leading reason that girls drop out of high school, according to the National Campaign to Prevent Teen Pregnancy, which finds that only 40% of teens who become mothers before age 18 will graduate.[3]

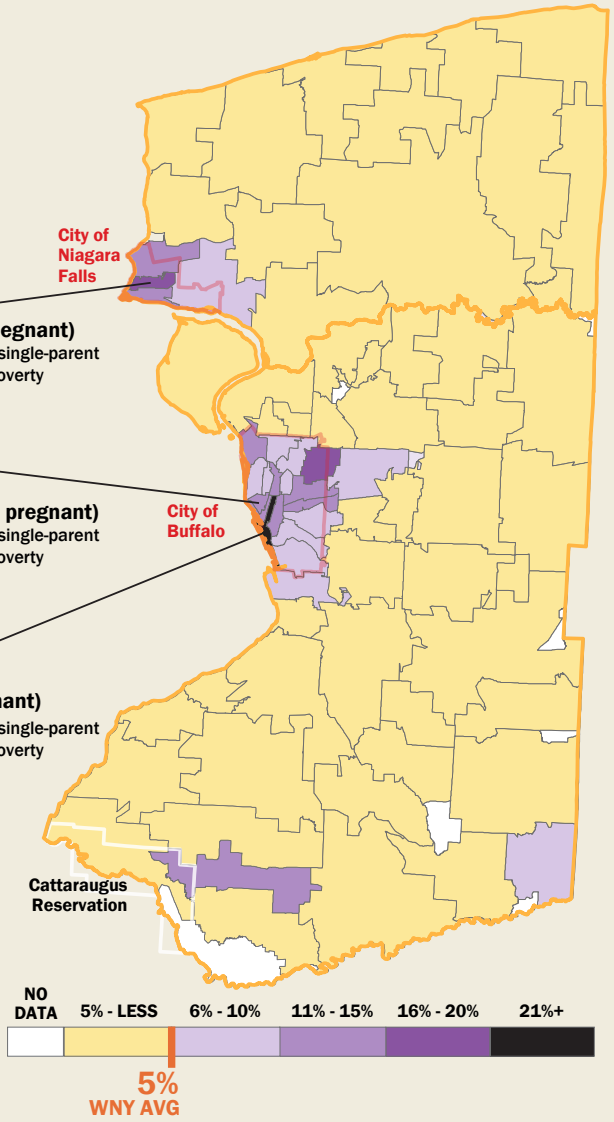
Overall, teen pregnancy rates across WNY have fallen in recent years and on a regional level are slightly lower than state and national averages. But disparities within the region remain a cause for concern. Of the approximately 2,200 teen pregnancies in WNY in 2007, 61% were to girls in Buffalo and Niagara Falls.[4] A closer analysis of teen pregnancy levels by ZIP Code across WNY shows teen pregnancy rates concentrated in areas where female-headed households predominate and poverty levels are high. For instance, where teen pregnancy rates are highest in Buffalo (ZIP Code 14203), more than four out of five families are single-parent households. This demographic factor is also behind high pregnancy rates in Niagara Falls. Single parents face challenges ranging from poverty to less time for engaging in their children's lives. They may have been teen moms themselves. Together this contributes to a cycle of poverty perpetuated by generations of teen moms.

While teen pregnancy is concentrated in urban areas, the challenge spills across city lines and into inner ring suburbs and high-poverty rural areas. High rates of teen pregnancy in southern Erie County occur near the Cattaraugus Indian Reservation. Rates for poverty and female-headed households in this area are not as high as some of the region's urban areas, suggesting perhaps other factors at play.

Teen Pregnancies in WNY, per 100 Girls Age 15-19, 2005-2007 average

MILEPOST FOR WNY WOMEN & GIRLS

Teen pregnancy in WNY is concentrated where poverty levels are high and single-parent households predominate



Source: New York State Department of Health, 2005-07, 3-Yr Average.

ROADBLOCKS TO
good health, confidence and freedom from violence

Many adolescent girls will face some type of mental or physical health challenge that could affect their resilience or ability to excel in school and make smart choices in life.

Many middle school girls experience a precipitous drop in self-esteem, common for all adolescents but typically more pronounced for girls. They will also likely be confronted by a range of social pressures to "fit in" from their peers, with an emphasis on physical appearance contributing to poor body image and related challenges, from eating disorders to depression.

Middle-school years are also a point at which girls' physical activity levels decline, which can contribute to obesity and related health complications. Data are not available for WNY, but data for Upstate NY show teen girls are nearly half as likely as teen boys to exercise vigorously on a regular basis. Upstate girls are also less likely to participate in school or community sports.

Nationally, obesity levels among all youth are on the rise. In Upstate NY, obesity levels are already high by the elementary grades, with one in five students - boys and girls - overweight or obese. Levels are higher for black and Hispanic students.

WNY teen girls are particularly at risk for poor sexual health due to sexually transmitted infections (STIs). Specifically, incidences of two major STIs – chlamydia and gonorrhea – doubled for WNY girls age 15-19 during the first half of this decade. Overall WNY levels for girls with these STIs are now triple state averages.

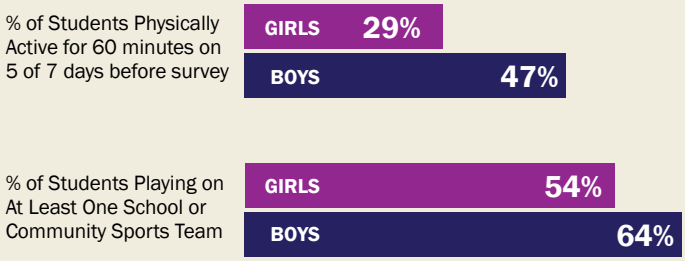
In addition to risky sexual behavior, dating violence and unhealthy relationships affect sexual health. A national study found young women in abusive dating relationships are more likely to have sex before age 15, less likely to use condoms consistently and thus are at greater risk for STIs and unplanned pregnancy.[5]

Bullying and other forms of violence affect girls as well. Middle school is when bullying peaks. Girls are more likely to be affected by hurtful rumors or social alienation. Physical and verbal abuse is particularly rampant for those within the LGBT (Lesbian, Gay, Bisexual and Transgender) community. According to a national study, nine out of 10 LGBT middle and high school students experienced harassment at school in the past year and six out of 10 felt unsafe at school because of their sexual orientation.[6]

Health of Adolescent Girls in WNY, 2006-2007

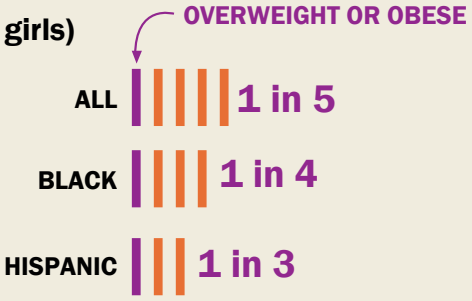
MILEPOST FOR WNY WOMEN & GIRLS

Physical Activity Levels Are Lower for Girls than Boys in Upstate NY



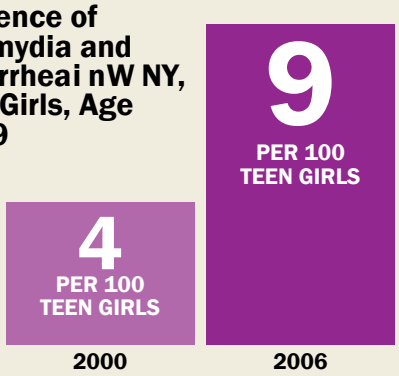
Source: Center for Disease Control and Prevention, Youth Risk Behavior Survey, 2007.
Upstate NY is defined as all of NYS outside New York City.

Proportion of Elementary Students in Upstate NY Who Are Overweight or Obese (boys and girls)



Source: New York State Department of Health.
Upstate NY is defined as all of NYS outside New York City.

Incidence of Chlamydia and Gonorrheai nW NY, Teen Girls, Age 15-19



Source: New York State Department of Health, Bureau of Sexually Transmitted Disease Control, STD Statistical Abstract, 2006.

35,000 PATHWAYS

WNY CAN REMOVE ROADBLOCKS FOR MARIA ON HER WAY TO

strong academic foundations

smart choices about relationships

good health, confidence and freedom from violence

ROADMAP FOR MARIA'S PATHWAY TO PROGRESS

LEVERAGE POINT #1

LEVERAGE POINT #2

LEVERAGE POINT #3

LEVERAGE POINT #4

LEVERAGE POINT #1

PROVIDE QUALITY AFTER-SCHOOL AND SUMMER PROGRAMS AND MENTORING OPPORTUNITIES

Afterschool and summer programs improve academic achievement, self-esteem, school attendance, interpersonal relationships and graduation rates. Mentors yield many of the same benefits, plus connect girls to positive role models.

LEVERAGE POINT #2

EXPOSE GIRLS TO CAREER AND TECHNICAL EDUCATION AND ACADEMIC ENRICHMENT, PARTICULARLY IN GENDER NONTRADITIONAL FIELDS

Such programs create opportunities for high-wage jobs for women by establishing career and post-secondary education pathways in sustainable and emerging employment fields.

LEVERAGE POINT #3

BROADEN ACCESS TO COMPREHENSIVE SEX EDUCATION, TARGETING AT-RISK DISTRICTS

Programs that address abstinence and age-appropriate, medically accurate information about contraception, as well as relationships, peer pressure and decision making, have been found to delay the initiation of teen sex, reduce the number of sexual partners and increase contraceptive use.

LEVERAGE POINT #4

SUPPORT INCREASED PHYSICAL ACTIVITY LEVELS AMONG GIRLS

Physical activity is critical to combating obesity and strengthening overall health. Some activities, such as organized or informal sports, are also associated with better academic performance, lower high school dropout rates, improved social skills and improved body image.

LEVERAGE POINT #1

PROVIDE QUALITY AFTERSCHOOL AND SUMMER PROGRAMS AND MENTORING OPPORTUNITIES

STATUS

During the "crisis years" of adolescence, girls need extra guidance and support to navigate difficult social, academic and emotional choices and peer pressure. Diverse, high-quality afterschool or summer activities help focus the anxiety of adolescence toward confident, healthy self-development and smart decision making, while bridging gaps in academic achievement. Programs designed for middle-school and gender-specific audiences can be particularly effective in meeting those ends. Mentors and role models have been shown to play an important role in encouraging girls' career interests in science, math and technology,[7] while increasing the chances they will go on to college.[8]

In general, there is a shortage of afterschool and summer programs for youth. A recent survey of such programs across New York State, conducted by the Afterschool Alliance, found 42% of programs would need to at least double capacity to meet demand in their communities.[9] Many programs are challenged by budget cuts and financial shortfalls. Access can also be a challenge, particularly for children in low-income, single-parent households, where parents have limited financial resources or time to engage in and support their child's interests.

WNY SUPPORT LANDSCAPE

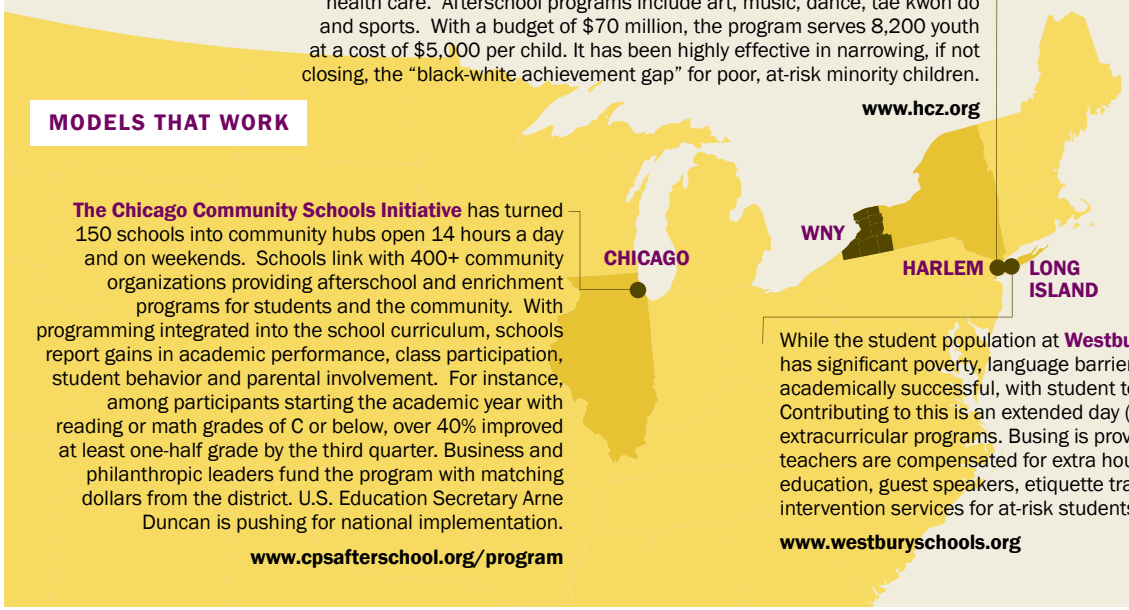
While specific data on supply and demand of WNY afterschool and summer programming are not available, access challenges are likely significant in some areas of the region. In Buffalo and Niagara Falls, 62% of households are headed by single parents compared to 19% in Amherst.[10] WNY experts cite additional challenges, including a lack of quality standards, poor transportation and fragmented funding from local, state and federal government and private sources. Moreover, the impact of out-of-school programs will continue to be limited unless the region comprehensively addresses educational reform for its poor urban school districts.

Nonetheless, hundreds of entities, including schools, nonprofit agencies, colleges and universities and community centers, provide adolescent girls and boys with opportunities to enrich their minds, recreate and socialize in positive ways.

MODELS THAT WORK

The **Harlem Children's Zone** is a community center and charter school providing more than 20 programs for youth within a 97-block radius. Core programs are supplemented by a range of supports for kids and parents, including prenatal care, early childhood development and dental and mental health care. Afterschool programs include art, music, dance, tae kwon do and sports. With a budget of $70 million, the program serves 8,200 youth at a cost of $5,000 per child. It has been highly effective in narrowing, if not closing, the "black-white achievement gap" for poor, at-risk minority children.

www.hcz.org



The Chicago Community Schools Initiative has turned 150 schools into community hubs open 14 hours a day and on weekends. Schools link with 400+ community organizations providing afterschool and enrichment programs for students and the community. With programming integrated into the school curriculum, schools report gains in academic performance, class participation, student behavior and parental involvement. For instance, among participants starting the academic year with reading or math grades of C or below, over 40% improved at least one-half grade by the third quarter. Business and philanthropic leaders fund the program with matching dollars from the district. U.S. Education Secretary Arne Duncan is pushing for national implementation.

www.cpsafterschool.org/program

While the student population at **Westbury Middle School** in Long Island has significant poverty, language barriers and immigrants, students are academically successful, with student test scores at or above state averages. Contributing to this is an extended day (and Saturday) program of tutorials and extracurricular programs. Busing is provided to students who participate and teachers are compensated for extra hours. Programming includes character education, guest speakers, etiquette training, sports, dancing, field trips and intervention services for at-risk students.

www.westburyschools.org

The Afterschool Network of Buffalo coordinates more than 140 programs primarily in Buffalo and Erie County. The network serves as a forum for collaboration, information exchange, training and policy advocacy. Among its targeted outcomes are incorporating literacy training and career awareness in programs and increasing family involvement. The Boys and Girls Club chapters in both Buffalo and Niagara Falls serve thousands of at-risk youth with scores of programs, while the Girl Scouts of WNY provides a range of social, creative and recreational activities toward leadership development and physical and mental well-being.

Specific mentoring programs include Big Brothers Big Sisters, which provides one-on-one mentoring for youth in Erie and Niagara Counties, Compeer, for youth with mental disabilities, and the University at Buffalo DREAM program providing inner-city girls with college-age mentors and tutoring.

CONVERSATIONS WITH
Women & Girls

"We need...

...more and different after-school clubs, from sports and cheerleading to drama and dancing"

....more hands-on activities"

...better transportation to access activities"

....more mentors, including college students and exposure to colleges"

THREE GOOD ROUTES

Pursue Partnerships Among Funders, Schools and Community Groups Toward Quality and Innovation in Programs. A more open dialogue among the key players in afterschool and summer programming can help target service development, promote innovative program design and enhance funding for programs of demonstrated quality. Afterschool and summer programs should align with school curriculum and community life and address the unique needs of adolescent girls, including mentoring, physical activities and career pathways.

Increase Accessibility of Afterschool and Summer Activities for Low-Income Families. Ensure every child has access to quality programming. Solicit and pool support from corporate, public and philanthropic sources to bolster support for programs serving at-risk children, including scholarships. Support centralized transportation to bridge gaps in access. Encourage parents, particularly single parents, in engaging with and supporting their child's interests and out-of-school activities.

Activate a WNY Mentoring Network for Teen Girls. Centralize information on mentoring services and opportunities. Invest in effective mentorship, including a community appeal for prospective mentors. Commit to quality training of mentors, including skills and knowledge to work effectively with at-risk teen girls, and ongoing collaboration with school districts, community leaders and parents.

Who Needs to Act? *Service providers, community leaders, educators, teens, parents and guardians*

POLICIES TO MONITOR

National Science Foundation's Informal Science Education Program and **Research on Gender in Science and Engineering** *(federal, ongoing)* funding informal, research-based science enrichment programs offered by community programs, science museums, zoos and environmental centers.

Success in the Middle Act *(federal, proposed)* to provide state grants to advance middle-grades curriculum and specific middle-grades models for at-risk students.

NYS After School Network Agenda for Statewide Policy Reform *(state, in progress)* to provide for more coordinated funding and application procedures, uniform quality standards, streamlined data collection and a comprehensive state plan for afterschool programming.

LEVERAGE POINT #2

EXPOSE GIRLS TO CAREER AND TECHNICAL EDUCATION AND ACADEMIC ENRICHMENT, PARTICULARLY IN GENDER NONTRADITIONAL FIELDS

CONVERSATIONS WITH Women & Girls

"You can be cool and interested in science at the same time."

STATUS

Career and technical education (CTE) in middle and high school can help prepare girls for post-secondary education and career pathways. Such programs arm them with the skills needed for emerging, high-wage employment in the trades, information technology and science.

Yet middle and high school girls continue to be underrepresented in gender nontraditional programs, where wages are often more sustainable. In fact, girls' participation in career and technical education is highest in fields where wages are among the lowest – for instance, childcare and cosmetology. The reverse is true for males, whose participation is higher in top-earning fields such as engineering and construction.[11] Barriers to interest, enrollment and completion of gender nontraditional programs include gender stereotyping and subtle as well as overt sex discrimination.[12] Also, research shows that girls' interest in science and math declines throughout their middle and high school years, a trend that continues into their professional lives.[13]

WNY SUPPORT LANDSCAPE

The disparities in preparation for gender nontraditional careers are mirrored in WNY, as revealed by the proportion of men and women employed in such fields. For instance, women outnumber men 8:1 as home health/nursing aides and are nearly absent from carpentry and electrician occupations. At the same time, many of WNY's emerging employment sectors, such as the life and health sciences and green building and construction, will present girls with career and technical education options leading to high-earning career pathways.

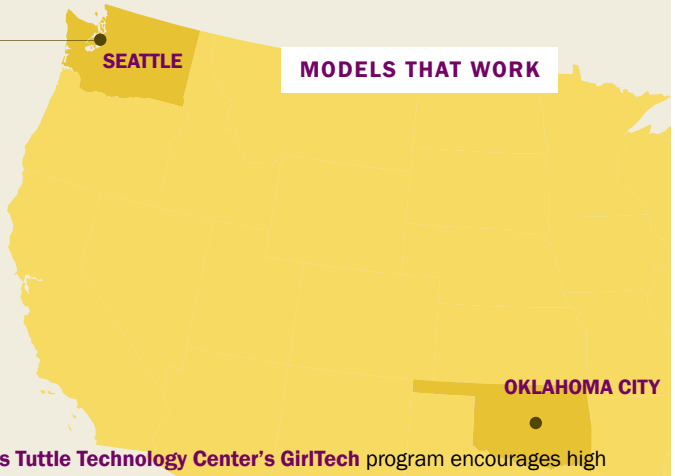
WNY women are overly represented in low-paying fields but nearly nonexistent among high-paying jobs in the trades

Gender Nontraditional Occupations and Median Wages in WNY

Occupations Not Requiring a College Degree	Median Wage, 2008	Females Employed in WNY	Males Employed in WNY
Carpenter	$40,930	~0	3,405
Electrician	$49,140	61	2,348
Hairstylist/Cosmetologist	$25,050	2,641	739
Home Health Aide	$23,080	8,440	1,093

Source: 2005-07 American Community Survey and U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics.

MODELS THAT WORK



Seattle Public Schools' IGNITE Program encourages high school girls to enter technology-based professions. The program works to dispel stereotypes and links teenage girls with female professionals working in these industries though job shadowing, internships and mentoring. Chapters of the program are now in place in Arizona, Oregon and Idaho. After six years of IGNITE, Seattle schools report 50% female enrollment in high school technology classes, up from just a handful of girls in these classrooms before the program began.

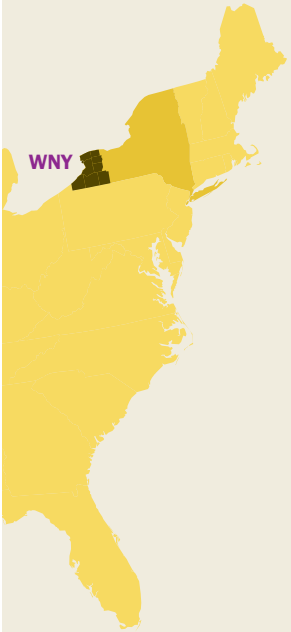
www.ignite-us.org

Francis Tuttle Technology Center's GirlTech program encourages high school girls to pursue careers in science, technology, engineering and/or math. GirlTech participants receive information about college-level academic programs in these fields, build career skills and connect with female professionals as mentors working in these industries. GirlTech has led to a boost in female enrollment in the Francis Tuttle Pre-Engineering Academy, from 16% in 2006 to 22% in 2009.

www.francistuttle.com

Many programs in WNY provide career-oriented and science-focused programs and enrichment opportunities, including those targeted to the needs of girls. The Boards of Cooperative Educational Services (BOCES) in Erie and Niagara Counties provide dozens of career and technical education programs to secondary students and adults, though high school students are the primary audience for these classes.

Several other programs focus more directly on middle school-age girls. The WNY Women's Fund's Structures in Science program, a collaboration among the Buffalo Museum of Science, Buffalo Public Schools and the University at Buffalo, has engaged at-risk middle school girls in a science summer camp. The local chapter of the American Association of University Women annually invites 6th to 9th grade girls to participate in Tech Savvy, a series of workshops at the University at Buffalo on science, technology and mathematics careers and educational opportunities. The UB School of Engineering and Applied Sciences enrolls inner-city middle and high school students in free pre-collegiate courses through its Buffalo-Area Engineering Awareness for Minorities (BEAM) program. Buffalo State College's Center for Urban and Rural Education works with struggling urban and rural schools to build math instruction.



THREE GOOD ROUTES

Expand Efforts to Recruit Girls into Gender Nontraditional Career and Technical Programs. Train teachers, counselors, parents, coaches and educators about promising career pathways and actively encourage girls to pursue these opportunities. Provide access to role models and extracurricular experiences in the sciences and nontraditional fields to build girls' interest. Expose them to professional environments and break down stereotypes and barriers to enrolling in relevant courses.

Align Curricula, Degree and Certificate Qualifications and Promising Employment in Technical Fields. Strengthen partnerships across WNY schools, community colleges, career and vocational training programs and area employers to develop and market viable pathways to career and employment success.

Monitor and Enforce Protections Against Sex Discrimination Under Title IX. Title IX prohibits discrimination in schools for not only athletics but also academics. Monitor and end discriminatory practices, such as sexual harassment, gender stereotyping and differential treatment by counselors or teachers, which lower enrollment in and completion of nontraditional gender curricular or extra-curricular programs.

Who Needs to Act? *Service providers, community leaders, mentors, educators, science and math community, employers, legal community, parents and guardians*

POLICIES TO MONITOR

Dignity for All Students Act *(state, proposed)* to create protection against all forms of harassment or discrimination for all students, regardless of sex, race or sexual orientation.

LEVERAGE POINT #3

BROADEN ACCESS TO COMPREHENSIVE SEX EDUCATION, TARGETING AT-RISK DISTRICTS

STATUS

The factors behind teen pregnancy are complex and multi-faceted. Cultural norms regarding early pregnancy differ across communities. A teen girl's role models - her friends, her mother - may be or have been teen moms. If she is failing in school and sees no escape from poverty, motherhood might seem her most hopeful course in life. If she is in an abusive relationship, a pregnancy might not have been her choice.

Sex education, particularly when reinforced at home and in the community, remains one of the most practical and effective tools for preventing teen pregnancy. Broadly defined, comprehensive sex education addresses abstinence and age-appropriate, medically accurate information about contraception, while also covering relationships and peer pressure.

However, sex education remains a politically contentious issue across the U.S. Although more than two out of three parents polled in a national study say the federal government should support more comprehensive sex education programs, there is no consensus on how sex education should be taught.[14]

NYS is among 17 states that require only instruction about HIV or STIs (NYS requires only HIV instruction).[15] NYS does provide a broad curriculum framework for sex education, but it provides limited guidelines. Many school districts partner with community agencies to provide comprehensive sex education, while others leverage abstinence-only sex education programs. In contrast to its sex education policy, New York is progressive in the rights it affords to minors for consenting to confidential sexual health care, including contraception and STI testing and treatment.

Those teens who become young mothers still need to stay in school and prepare for careers and post-secondary education. With the odds against them, intensive programs are needed to keep pregnant and teen moms in school. They range from parenting education and career counseling to medical care and support groups.

WNY SUPPORT LANDSCAPE

Committed advocates and service providers across the region have been working hard to reach girls at risk for teen pregnancy. Planned Parenthood of Western New York's education programs include teen theater on responsible sexuality, gender-specific forums for discussing sex and relationships and parent education programs. The group also provides comprehensive sex education curriculum training to community organizations, including schools, and has taken a lead role in pushing for open regional dialogue on prevention and state policy reform. Planned Parenthood also supports a coalition of pregnancy prevention groups in WNY. Other services in WNY include Buffalo Adolescent Pregnancy & Prevention, Family & Children's Services of Niagara, Prevention Focus and Catholic Charities of Buffalo. Experts cite challenges in reaching teens, particularly in Niagara County and rural areas, due to limited resources and partners to assist in delivering services.

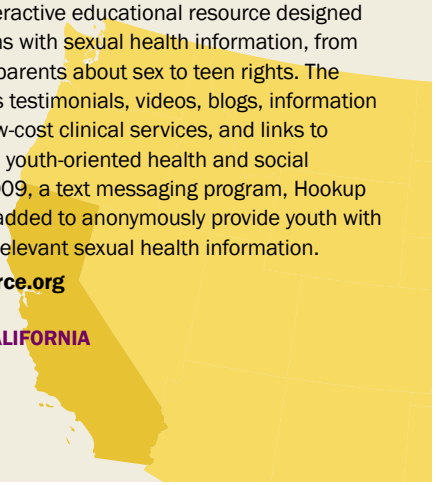
Several resources are available in WNY to support teen moms in school. Buffalo Public Schools' Project A.C.T. links pregnant and parenting teens with community supports and school services for career planning, prenatal care, child-rearing support and home instruction. Numerous other agencies, from public to faith-based, provide parenting support, home visitation, health services and support groups tailored for pregnant and parenting teens across WNY.

CONVERSATIONS WITH Experts & Advocates

"We hear all the time from our clients - 'I didn't know I could get pregnant.' And it's getting younger and younger."

Launched in 2001, **TeenSource.org** is a state-sponsored interactive educational resource designed to provide teens with sexual health information, from how to talk to parents about sex to teen rights. The Web site offers testimonials, videos, blogs, information on free and low-cost clinical services, and links to information on youth-oriented health and social services. In 2009, a text messaging program, Hookup 365247, was added to anonymously provide youth with accurate and relevant sexual health information.

www.teensource.org



THREE GOOD ROUTES

Support Effective Sex Education and Pregnancy Prevention. Build on successful models in WNY to expand sex education for teen males and females. Utilize innovative tools (texting, Web, social networking, teen theater) to target teens. Offer holistic information in sexual health knowledge, self-esteem, healthy relationships, academic success and peer support. Target programs for at-risk teens in African-American, Latina, rural and Native American communities with high rates of teen pregnancy.

Expand Outreach for Pregnant and Parenting Teens. Increase awareness of and access to proactive reproductive and other health services, from prenatal care to nutrition. Re-enroll dropout teen mothers as soon as possible after post-natal recovery and early motherhood. Focus on preventing second pregnancies.

Develop a Regional Vision and Plan to Reduce Teen Pregnancy. Acknowledge that teen pregnancy requires community involvement beyond what schools, service programs or health providers can accomplish alone with limited resources. Engage a broad coalition of corporate, government, nonprofit and philanthropic leaders to craft a strategy recognizing the complex factors associated with teen pregnancy, from poverty to dating abuse.

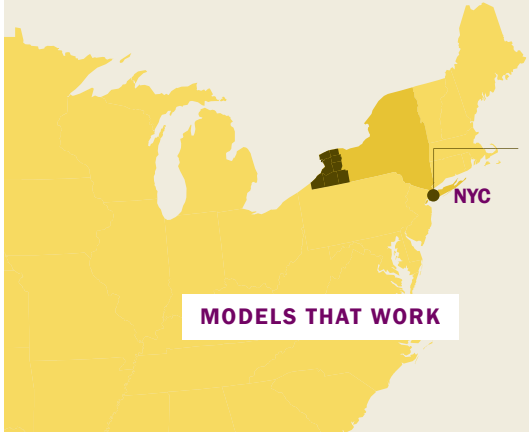
Who Needs to Act? *Service providers, health care community, regional leaders, educators, teens, parents and guardians*

POLICIES TO MONITOR

Healthy Teens Act *(state, proposed)* to provide grants to schools and community organizations for, among other things, "age-appropriate and medically-accurate" sex education; act stops short of mandating comprehensive sex education.

Responsible Education about Life Act *(federal, proposed)* to allocate federal grants to states for comprehensive sex education; to replace or complement funding for abstinence-only programs.

Prevention First Act *(federal, proposed)* to improve access to women's health care and preventative health care services and education programs relating to teen pregnancy and STIs; would also require that hospitals receiving federal funding offer and provide emergency contraception to victims of sexual assault.



MODELS THAT WORK

The Children's Aid Society launched the **"Carrera Model" Adolescent Pregnancy Prevention Program** about 25 years ago. This afterschool program targets youth ages 11-12 and follows them though high school. The program has proved effective, with an 18% decline in the number of girls having sex, 55% fewer pregnancies and an 80% increase in dual methods of contraception. The Carrera Model, typically orchestrated by municipal health agencies, began in New York City and has spread to numerous cities in several states.

www.childrensaidsociety.org

LEVERAGE POINT #4

SUPPORT INCREASED PHYSICAL ACTIVITY LEVELS AMONG GIRLS

STATUS

Regular physical activity provides a range of health benefits, including reduced risk for cardiovascular disease and diabetes and prevention of obesity, which has been on the rise among adolescents. Physical activity also contributes to emotional well-being. Yet the transition from childhood to adolescence brings about a steep decline in physical activity for girls to the degree that boys exercise vigorously nearly twice as frequently.[16]

The gaps are notable as well for organized sports. A recent national survey of 2,000 3rd through 12th grade students found 69% of girls participate in organized sports compared to 74% of boys.[17] Girls are also less likely than boys to engage in physical education in schools, enter sports later than boys and drop out of sports sooner and in greater numbers. Children in poor, single-parent households are least likely to participate, making the underrepresentation of girls in sports most marked in urban and rural communities, and nearly nonexistent in suburban areas.

CONVERSATIONS WITH Women & Girls

"Sports...

...gives us something to do and keeps us off the street"

...builds our bodies and minds"

...helps us keep grades up"

...teaches us discipline"

WNY SUPPORT LANDSCAPE

Locally, up-to-date data on girls' sports participation are not readily available. However, a 2001 *Buffalo News* survey of WNY school districts reflected national trends and revealed parochial schools have some of the region's greatest gaps.[18] In recent years, many groups in the region – from nonprofits to colleges and universities – have stepped up efforts to increase physical activity levels among adolescents and provide targeted opportunities for girls.

Afterschool programs in WNY are a critical source of opportunity for physical activity through recreational programs. Supporting this is the Healthy Kids, Healthy New York Afterschool Initiative, which provides afterschool programs with model guidelines for integrating obesity-fighting strategies into activities, including a healthy diet, increased physical activity and decreased time in front of the television or computer.

The recently formed G.I.R.L.S. Sports Foundation provides girls in the City of Buffalo age 4-18 with opportunities to play basketball year-round while also providing mentoring services and promoting academic achievement, respect, self confidence and leadership. The foundation works closely with parents and supports them in becoming more engaged in their children's athletic and academic interests. The WNY Girls in Sports program, a coalition of WNY collegiate women's sports departments, the Girl Scouts of WNY, the Buffalo Bills, Buffalo Public Schools and the United Way of Buffalo & Erie County offers an annual sports clinic for several hundred girls age 9-12 from low-performing Buffalo schools.

MODELS THAT WORK

THREE GOOD ROUTES

Encourage Girls to Get Active. Broaden the definition of quality physical activity beyond team sports to include yoga, gardening, dance, gymnastics, bicycle riding, skating and other activities. Improve the quality of school-based physical education and tailor programs to the needs and interests of girls, including activities emphasizing fun and friendship over competition. As parents, teachers, mentors, and role models, model healthy physical activity through personal behaviors.

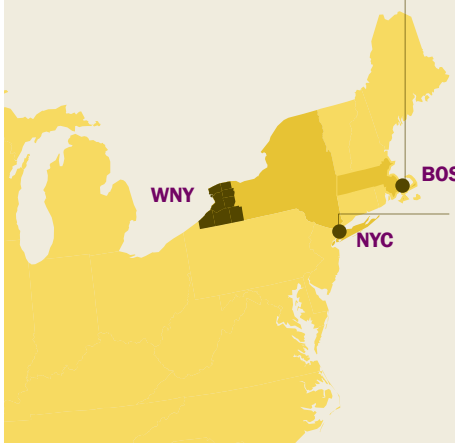
Target At-Risk Communities with Informational Campaigns, Improved Urban Design and Special Programs Supporting Physical Activity and Sound Nutrition. Increase public awareness of risk factors associated with low physical activity, including obesity, stress, depression and diabetes. Connect girls and their caretakers to community, school and other resources facilitating physical activity and smart nutrition choices. Work with community groups and planners to improve infrastructure, such as street lights, sidewalks, parks, playgrounds and community centers to ensure safe and accessible, indoor and outdoor opportunities for recreation and physical activity.

Increase Affordability and Access to Physical Activity for Low-Income and Single-Parent Families. Provide information, coordinated transportation and scholarships for afterschool, weekend and summer physical activities. Encourage school, camp and community partnerships with corporations, government and foundations to lower the cost of participation for low-income families to ensure access to quality recreations outside their immediate neighborhood.

Who Needs to Act? *Service providers, health care community, regional leaders, regional planners, educators, teens, parents and guardians*

POLICIES TO MONITOR

High School Athletics Accountability Act of 2009 *(state, proposed)* to require high schools to publish how many male and female students take part in organized sports and how much schools spend on all sports teams.



MetroLacrosse serves 600 girls in the Boston area and aims to increase girls' participation in a wide range of physical activities, from yoga to traditional team sports. Successful strategies toward this goal have included girls-only clinics (and papering over gym windows so boys cannot peer in) and convincing girls to sign up with their friends. The impacts of participating are notable, as 91% of MetroLacrosse participants go on to college after they graduate from high school, compared to just 74% in Boston Public Schools.

www.metrolacrosse.com

Driven by soaring obesity levels, the NYC Department of Education started the **C.H.A.M.P.S. Middle School Sport and Fitness League** in 2004 to expand opportunities for all students to engage in diverse physical activities before and after school. Piloted with 50 schools, the program now includes over 200 schools and offers more than 1,000 activities from basketball and lacrosse to fencing and tai chi. Activities are offered throughout the school year while professional development clinics are offered to teacher-coaches participating in the program.

www.schools.nyc.gov

MARIA IS ON HER WAY TO

strong academic foundations
smart choices about relationships and sex
good health, confidence and freedom from violence

LEVERAGE POINTS

REMOVE ROADBLOCKS THROUGH LEVERAGE POINTS

#1 PROVIDE QUALITY AFTERSCHOOL AND SUMMER PROGRAMS AND MENTORING OPPORTUNITIES

#2 EXPOSE GIRLS TO CAREER AND TECHNICAL EDUCATION AND ACADEMIC ENRICHMENT, PARTICULARLY IN GENDER NONTRADITIONAL FIELDS

#3 BROADEN ACCESS TO COMPREHENSIVE SEX EDUCATION, TARGETING AT-RISK DISTRICTS

#4 SUPPORT INCREASED PHYSICAL ACTIVITY LEVELS AMONG GIRLS

MILEPOSTS FOR WNY WOMEN & GIRLS

WNY WILL SEE MEASURABLE DIFFERENCES IN THE MILEPOSTS THAT MEASURE PROGRESS

Academic Achievement Rises and is Maintained between 4th and 8th Grade

Goal: Geographic gaps in academic performance will be erased, with the proportion of 8th grade girls in underperforming districts meeting or exceeding standards rising to 85%, the regional average outside Buffalo and Niagara Falls. WNY girls will experience no significant decline in academic performance between 4th and 8th grades.

Dropout Rates Among Girls Decline

Goal: Geographic gaps in dropout rates will close, with dropout rates in all districts no higher than 2%, currently the WNY average for school districts outside Buffalo and Niagara Falls.

Teen Pregnancy Rates Drop

Goal: Teen pregnancy rates will meet or fall below the regional average, with no more than 5 in 100 girls age 15+ in any high school across WNY getting pregnant in any given year.

Obesity Rates Fall, Physical Activity Levels Rise and Incidences of Sexually Transmitted Infections Decline*

Goal: No more than 15% of elementary-age girls will be obese or overweight, currently the national average for non-Hispanic white girls.

Goal: Physical activity levels among teen girls increase to levels equal to boys, with 50% physically active for at least one hour 5 days a week.

Goal: The rate of two serious STIs – chlamydia and gonorrhea – among girls age 15 to 19 will be slashed in half to fewer than five per 100 girls.

**Pursue WNY-specific data on levels of physical activity and the proportion of girls who are overweight or obese to further target action steps and measure change.*

WNY ON ITS WAY TO _____

Investing in girls is investing in the future of WNY. Supporting academic success for girls gives them a fair chance at life, preparing them for college, training and a career. It is cultivating the region's next generation of leaders, community activists, scientists, athletes and parents. Stronger, smarter, healthier and happier girls build financial security for women and families and support sustainable communities. Investing in girls makes economic sense.

WHEN WOMEN FALTER, WNY FALTERS.
WHEN WOMEN THRIVE, WNY THRIVES.

OUR PATHWAY TO PROGRESS

WHAT IF...

...We cut in half the number of teen pregnancies in a year?[19]

2,200 PREGNANT TEENS → 1,100 PREGNANT TEENS,
or 550 fewer teen moms.

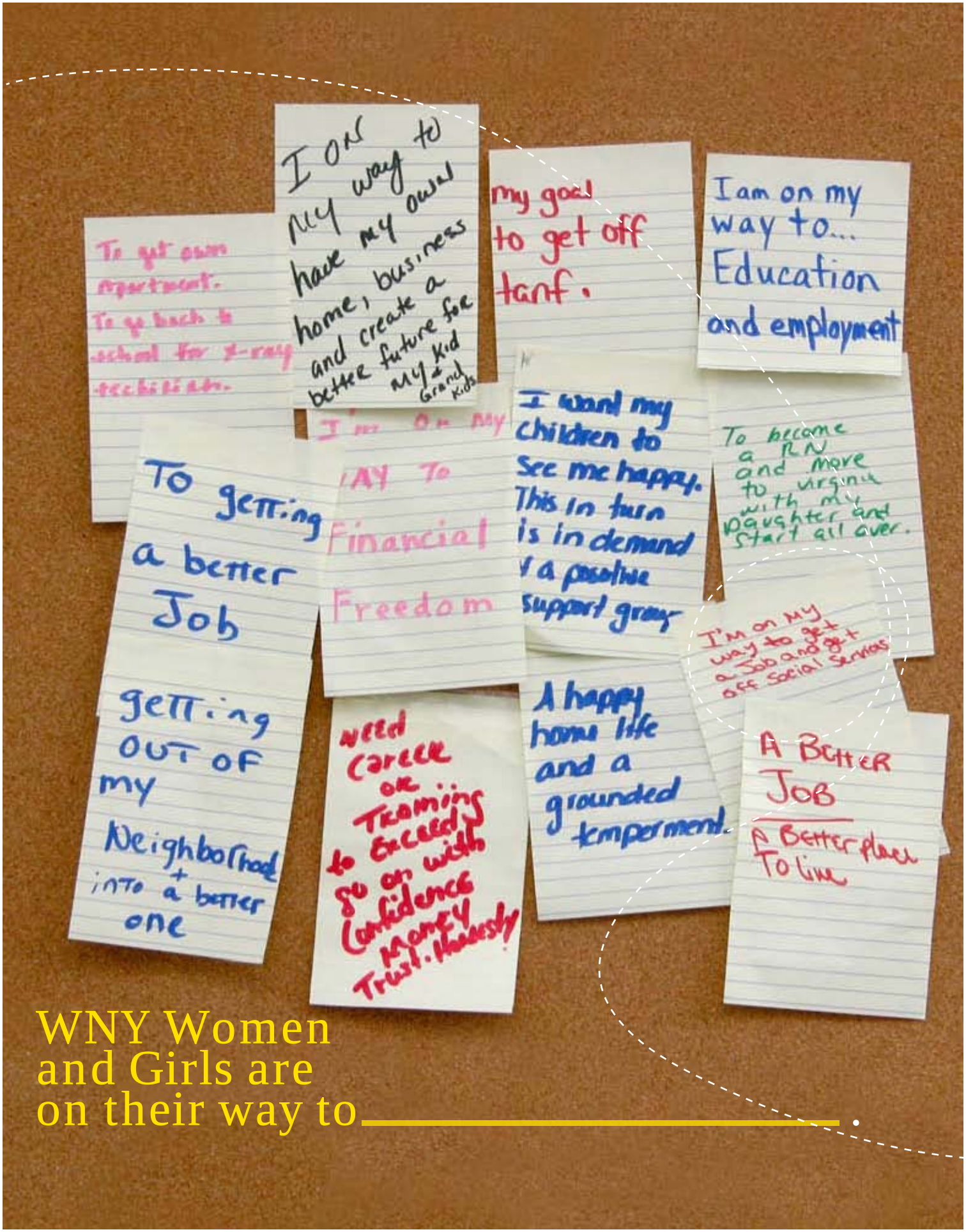
550 girls stay in school. 360 will earn a bachelor's degree, with about one-quarter going on to earn a graduate degree. **190 girls will attend a two-year college** or obtain career and technical training in fields with at least a living wage.

Armed with college degrees and marketable training, they earn $7.7 million more every year, an average of $15,000 each, than if they had dropped out of school or stopped their education at a high school diploma or GED.

With greater purchasing power, these women **pump millions into the regional and state economy** by spending more on goods and services, from groceries to housing to education to travel.

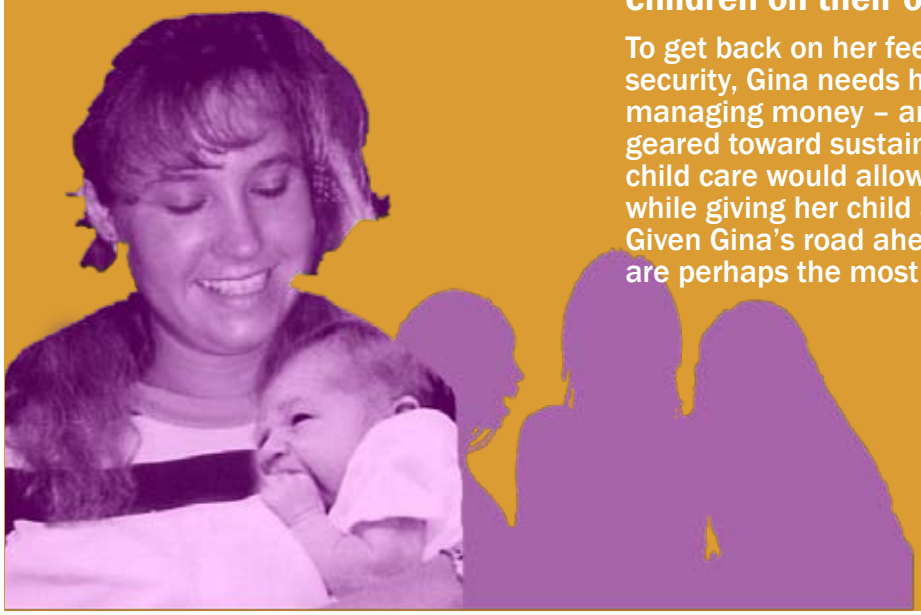
The public sector gains $3.4 million annually as these women rely less on public services such as health care and welfare and pay more in local, state and federal taxes.

Their success passes on to the next generation.
With economic security, safer neighborhoods and greater opportunity, their children may have even stronger academic foundations and a better chance at success.



WNY Women and Girls are on their way to _____.

GINA IS
A SINGLE MOTHER IN POVERTY.



Gina is among 17,000 WNY women raising children on their own and living in poverty.

To get back on her feet and headed toward economic security, Gina needs help with life skills – from parenting to managing money – and ultimately education and training geared toward sustainable employment. Affordable, quality child care would allow her to balance work and school, while giving her child a strong developmental foundation. Given Gina's road ahead, guidance and personal resolve are perhaps the most critical supports of all.

Gina is
on her way to

escaping poverty
education and training
toward career pathway
sustainable, interesting work

PATH WAYS TO PROGRESS

GINA FACES ROADBLOCKS ON HER

GINA IS AMONG 17,000 SINGLE MOTHERS IN WNY WHO WANT TO ESCAPE POVERTY.

ROADBLOCKS TO escaping poverty

Nationally and statewide, women – and particularly single mothers – represent the majority of those living in poverty. But in WNY, single mothers carry a significantly greater share of the poverty burden. Specifically, 66% of impoverished families in WNY are headed by single women, compared to 54% across the U.S. and 57% for New York State.

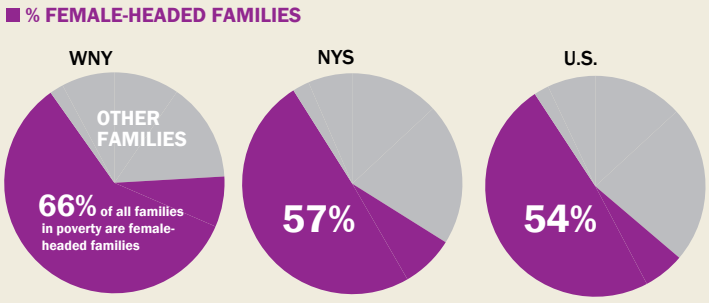
Single mothers in poverty are concentrated in the urban centers of WNY, with two-thirds of the region's single mothers residing in Buffalo or Niagara Falls. More than half of poor single mothers are racial and ethnic minorities.[1] Poverty burdens are more significant for families with young or multiple children. Nearly half (46%) of WNY's low-income single mothers have a child under age five, and on average have two or more children.[2]

Poverty in general has been on the rise in WNY as high-paying, low-skilled jobs leave the region. The trend for single mothers is no different, climbing about 5% over the past decade, even as the region's population continues to decline.

MILEPOST FOR WNY WOMEN & GIRLS

Poverty by Family Type in WNY, 2005-2007 average

66% of families in poverty in WNY are headed by singlew omen, above state and national averages



Source: 2005-2007 American Community Survey 3-Year Estimates.

WAY TO escaping poverty education and training toward career pathway sustainable, interesting work

Notably, poverty levels among single mothers rose during the first decade after sweeping reform of the federal welfare system and the creation of Temporary Assistance for Needy Families (TANF) in 1996. Perhaps the most significant social safety net for families in poverty, the federal welfare system emphasizes a work-first approach to building economic security for families, which often pushes participants into low-wage positions.

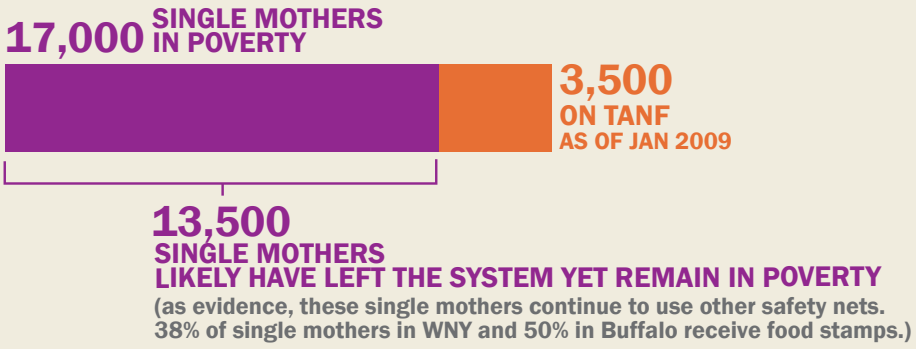
Despite loss of population overall in WNY, the number of single mothers in poverty has risen over the past decade

WNY Single Mothers in Poverty, 1999 to 2005-07

Source: .2005-2007 American Community Survey 3-Year Estimates, Census 2000, Summary File 3, and Census 1990 Summary File 3.

The system, however, does not appear to have achieved its intended goal of lifting families out of poverty. The federal government limits TANF benefits to five years, contributing to the precipitous drop in caseloads in WNY, from 9,700 in 2001 to 3,500 in 2008. Yet these single mothers leave the system without the tools for economic independence, and thus remain in poverty. The 3,500 welfare cases account for only 20% of total single mothers in poverty. That means 80% of single mothers have left the system but likely remain in poverty. Notably, nearly 40% of single mothers in WNY rely on food stamps.

The federal welfare system is not helping to reduce poverty among single mothers



Source: 2005-2007 American Community Survey 3-Year Estimates; New York State Office of Temporary and Disability Assistance, Temporary and Disability Assistance Statistics, January 2009 and *2007 Statistical Report On the Operations of New York State Temporary Assistance Programs.*

ROADBLOCKS TO

education and training toward career pathway

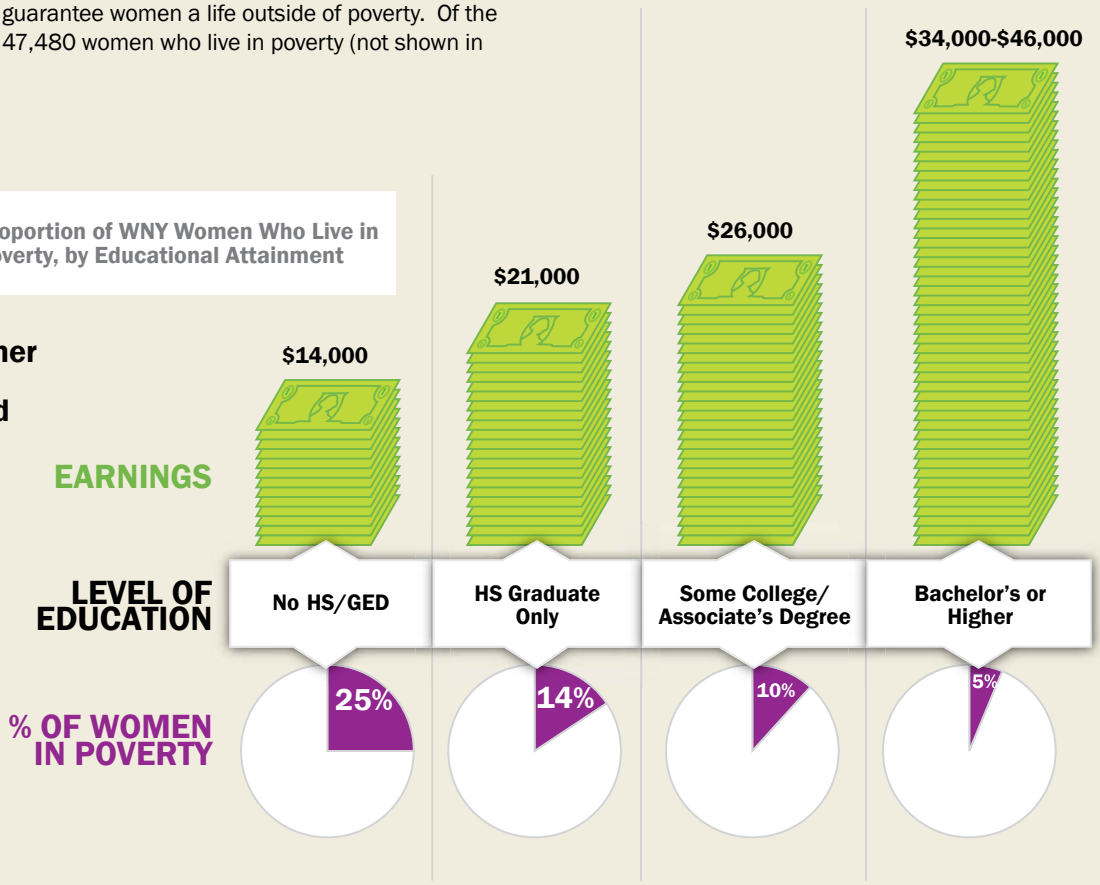
Education and training are the most powerful tools for developing sustainable career pathways and economic independence. WNY women who have no high school degree or GED are nearly two times as likely to be in poverty as those who complete their high school degree, and five times as likely as those who have completed a bachelor's degree. The link is through earnings: WNY women without a high school degree or GED have average annual earnings of $14,300 compared to $21,000 for high school graduates, $26,000 for those with some college or an associate's degree, $34,000 for a bachelor's degree and $46,000 for those with a graduate or professional degree.[3]

Nonetheless, in WNY's challenging job market characterized by low wages and a relative scarcity of high-paying, unskilled jobs, education cannot guarantee women a life outside of poverty. Of the 47,480 women who live in poverty (not shown in the chart), 10% of them have a bachelor's degree or higher, and 26% hold an associate's degree or have completed some college. The fields in which women earn degrees may play a role. At the associate's level, women are far more likely than men to hold degrees in fields such as child care, hospitality and health services, where salaries are relatively low.[4]

MILEPOST FOR WNY WOMEN & GIRLS

Proportion of WNY Women Who Live in Poverty, by Educational Attainment

As women obtain higher levels of education, earnings increase and poverty levels decline



Source: 2005-2007 American Community Survey 3-Year Estimates.

ROADBLOCKS TO
sustainable, interesting work

A review of top jobs for all women in WNY, including single mothers, shows another factor preventing women from escaping poverty. On average, women are significantly more likely than men to work in low-paying occupations. Three of the top 10 jobs for WNY women generate median salaries of less than $30,000, while all of the top jobs for men are above this threshold. Among those positions where women predominate are personal care, providing just over $20,000 in annual earnings, and health care support, at $26,400.

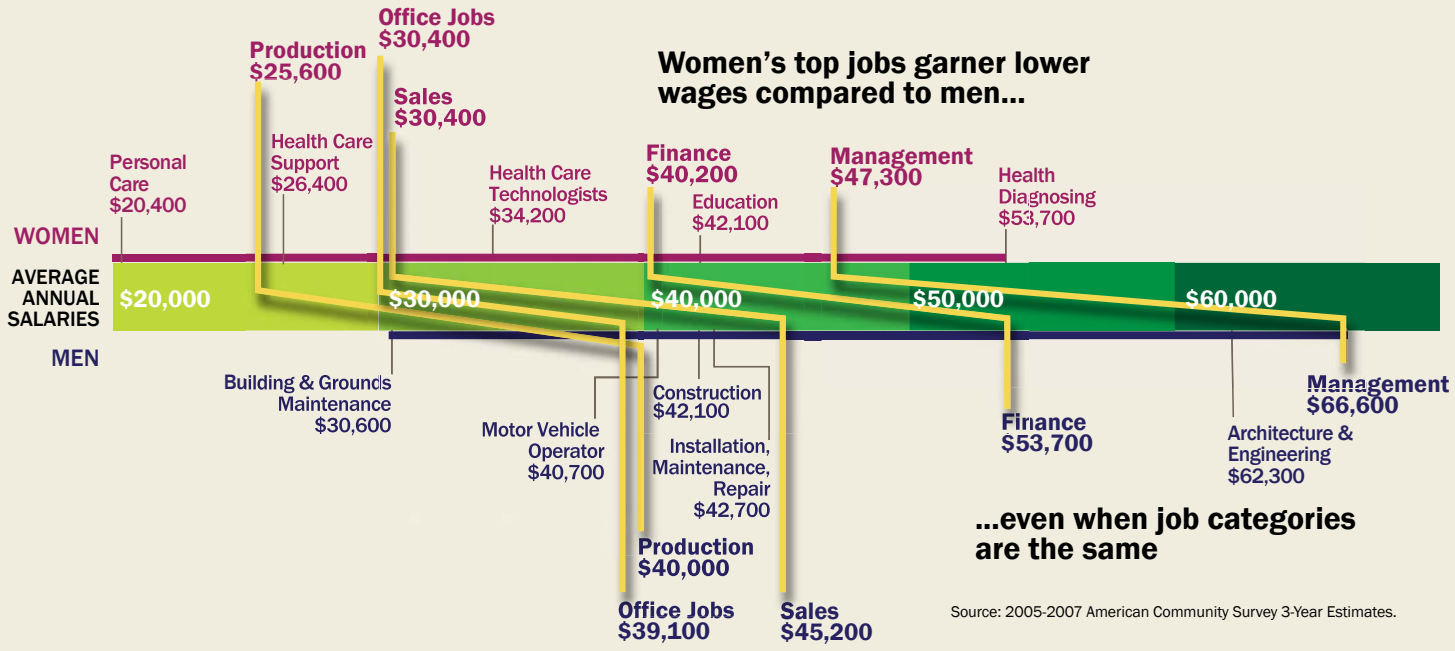
Even in top occupations held by both men and women, women earn significantly less. Five positions are shared by men and women within their respective top-10, including management, production, office, sales, and financial occupations. Yet women earn less in each category, with wage gaps ranging from about $9,000 for office jobs to nearly $20,000 for management occupations. This gap could stem from many factors, including different types of occupations filled by men and women within these categories as well as unequal pay for the same work. Some researchers also attribute this wage gap to women's choice of jobs in government or the nonprofit sectors, which may come with less pay but offer greater non-cash benefits, including flexible scheduling.[5]

Men in WNY also tend to dominate higher-wage, non-white collar occupations such as construction, transportation, and installation, maintenance and repair, notably absent from the top occupations for women. These positions earn over $40,000 annually and typically do not require a college education. At the same time, women are overly represented in lower paying office and administrative support positions (nearly one in three working women in WNY hold this type of position).

The gender wage gap across all professions in WNY is larger for whites than for blacks. Asian women see the largest wage gap, earning about $21,000 less than the average Asian man.[6]

Average Salaries and Top 10 Occupations for Women and Men in WNY

MILEPOST FOR WNY WOMEN & GIRLS



Source: 2005-2007 American Community Survey 3-Year Estimates.

17,000 PATHWAYS

WNY CAN REMOVE ROADBLOCKS FOR GINA ON HER WAY TO

escaping poverty
education and training toward career pathway
sustainable, interesting work

ROADMAP FOR GINA'S PATHWAY TO PROGRESS

LEVERAGE POINT #1

LEVERAGE POINT #2

LEVERAGE POINT #3

LEVERAGE POINT #4

LEVERAGE POINT #1
INCREASE ACCESS TO HUMAN SERVICES

Improving connections to and among the region's human services agencies and community resources can help women and families effectively leverage resources for short-term support and long-term self-sufficiency.

LEVERAGE POINT #2
PROVIDE EDUCATIONAL AND VOCATIONAL TRAINING TOWARD CAREER PATHWAYS

Targeted post-secondary education and job training in high-growth fields, including nontraditional occupations for women, can develop opportunities for sustainable employment and a living wage.

LEVERAGE POINT #3
SUPPORT CHILD CARE AFFORDABILITY, QUALITY AND ACCESSIBILITY

Access to affordable, quality child care allows women to balance work, education and family while providing their children with the building blocks for long-term learning and future economic success.

LEVERAGE POINT #4
PUSH TO REFORM WELFARE POLICY AND PRACTICES

Existing provisions for education and training within the welfare system can be tapped to a greater extent to arm WNY women with tools for long-term economic security. Broader welfare reform can position the overall system as a more effective support for economic self-sufficiency.

LEVERAGE POINT #1

INCREASE ACCESS TO HUMAN SERVICES

STATUS

Many women entering the welfare system face a range of barriers, from substance abuse and depression to physical, mental and learning disabilities and health challenges. They may need intensive, full-range supports, from food and shelter to counseling and parenting skills, before they are ready to work or enroll in education or training programs.

A broad safety net of services is available to bolster women and families in poverty. To the degree women are aware of and have access to these resources, they can fully leverage such supports. However, the systems involved in human services are complex, including local, state and federal government and hundreds of other service providers. Coordination among these systems can be difficult, particularly given the many and nuanced guidelines and requirements that surround each agency. Often these are difficult to translate to the client in a user-friendly manner, resulting in confusing and unnecessarily burdensome policies and administrative procedures. A lack of flexible transportation options in low-income communities is also a chief barrier to access.

WNY SUPPORT LANDSCAPE

WNY's hundreds of human services agencies collaborate regularly to more effectively deliver services, develop programs and address pressing issues. In Erie County, more than 100 of these agencies network and pursue operational and program partnerships through the Agency Executives Association of Erie County. Also, Creating Assets Savings and Hope (CASH) Buffalo, engaging several dozen service providers, private companies and government agencies, helps low- to moderate-income families access multiple services, including tax credits and income supports, financial literacy training and assistance in locating affordable housing.

The region's service providers work creatively within the system to reach those in need. For instance, Prevention Focus takes advantage of wait-times at social services agencies to inform clients of pregnancy prevention support and resources for single mothers. Regional residents can also find a comprehensive listing of human services online at WNY 211, a central referral service.

Yet many experts and low-income women in WNY cite a fragmented system that can be hard to navigate, particularly when government agencies

CONVERSATIONS WITH Women & Girls

"I don't need everything to be given to me, but give me a number to call, show me the door."

"Sometimes people don't even know what options they have or what's out there."

MODELS THAT WORK

are involved. Many women lack transportation, and find the region's public transportation limited. A 2004 survey of several hundred City of Buffalo residents who were either homeless or at risk for homelessness revealed this population relies on public transit to reach appointments, work and school. Yet respondents also said they are challenged by the system's limited suburban and late-night routes, winter travel and safety concerns at bus stations or stops.[7]

THREE GOOD ROUTES

Expand Human Services Coordination, Including with Community and Neighborhood Resources. Expand connections among human services agencies and across sectors to improve the efficiency of service delivery. Ensure the availability of bilingual, cross-cultural service provision. Identify neighborhood-level resources that could serve as partners in expanding the scope and reach of human services in WNY. Leverage natural community leadership, including faith-based organizations, to mobilize community resources and facilitate the direct service delivery to residents.

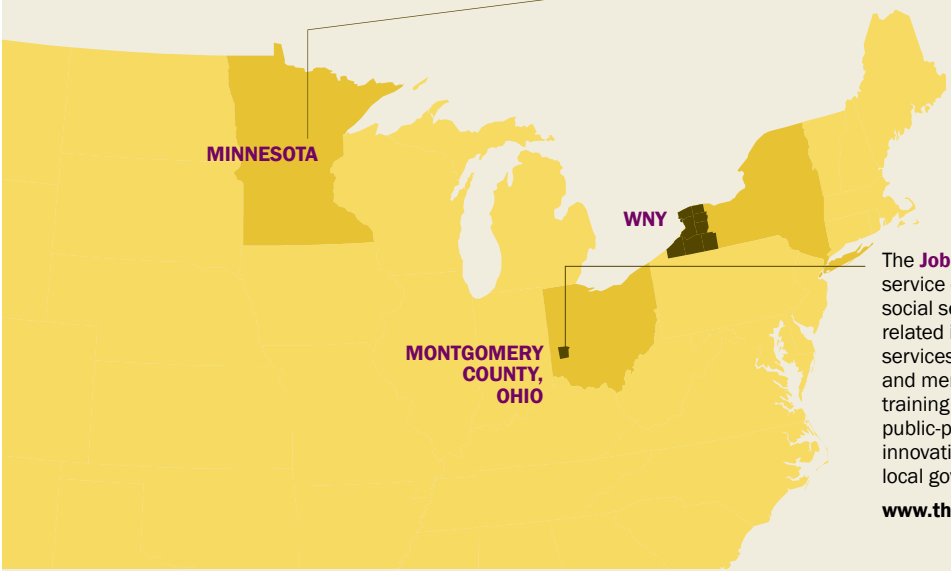
Align Transportation with Human Services. Ensure human services are offered in coordination with transportation options. For example, limit unnecessary appointments or coordinate the scheduling of multiple services to limit travel burdens. Improve transportation services to address the unique needs of single mothers. This could include expanded routes, particularly to suburban locations, addressing safety issues at subway and bus stops, and streamlining the provision of transportation subsidies.

Build Service Awareness and Eliminate Perceptual Barriers Among Clients and Providers. Train staff with a high-level of technical understanding of services available to women and families. Address staff communication skills and attitudinal issues, such as client stereotypes, as barriers to effective client support. Empower clients as self-advocates in seeking out information on and support for education, employment, child care and transportation. Design compelling, user-friendly informational resources in multiple languages and formats for broad distribution.

Who Needs to Act? *Service providers, community leaders and organizations, faith-based institutions, transportation planners, service users*

Minnesota Twin Cities Transportation Coordination Action Plan identified a range of strategies to improve transportation services for low-income and other disadvantaged persons. These included increasing regular-route transit in high-need areas, better connecting underemployed and unemployed individuals to areas with entry-level jobs, increasing metro mobility service levels, and increasing awareness of transportation services to human services agencies. The action plan was developed to receive funding under the Safe, Accountable, Flexible, Efficient, Transportation Equity Act of 2005.

www.metrocouncil.org/planning/transportation/CoordinationPlan.pdf



The **Job Center** serving Montgomery County, OH, is a one-stop service center that convenes jobseekers, employers and 47 key social service agencies to manage workforce development and related issues. In one place, jobseekers can obtain unemployment services, public assistance, career counseling, drug addiction and mental health services, housing resources, onsite vocational training and specialized testing services for employers. This public-private partnership has been nationally recognized for innovation in one-stop design and management and as a federal-local government partnership.

www.thejobcenter.org

LEVERAGE POINT #2

PROVIDE EDUCATIONAL AND VOCATIONAL TRAINING TOWARD CAREER PATHWAYS

STATUS

Although a bachelor's degree provides the greatest economic security to single mothers, there is a diverse range of educational opportunities for women seeking a living wage, from industry-based certificates to associate's degrees.

Preparing, attracting and enrolling women in these programs is only the first step. Single parents are among the most challenged in making it to graduation due to the demands of work, school, family and even a lack of transportation or emergency supports. According to a recent national study, less than half of all post-secondary vocational participants actually earn a credential, and most (68%) complete a year or less of course work.[8] Graduation rates also tend to be lower for individuals enrolled in programs nontraditional for their gender.

Women age 25-29 attending college in WNY are twice as likely as males this age to enroll part-time, likely indicative of a juggling act between work, family and school.[9] College graduation rates among part-time students tend to be lower than for those enrolled on a full-time basis.

WNY SUPPORT LANDSCAPE

Sustainable employment opportunities are present in the region's emerging sectors, including health care, information technology, life sciences, biotechnology and green development, many of which pay a living wage and require only an associate's degree. Occupations in the trades remain viable, sustainable employment options for women in WNY.

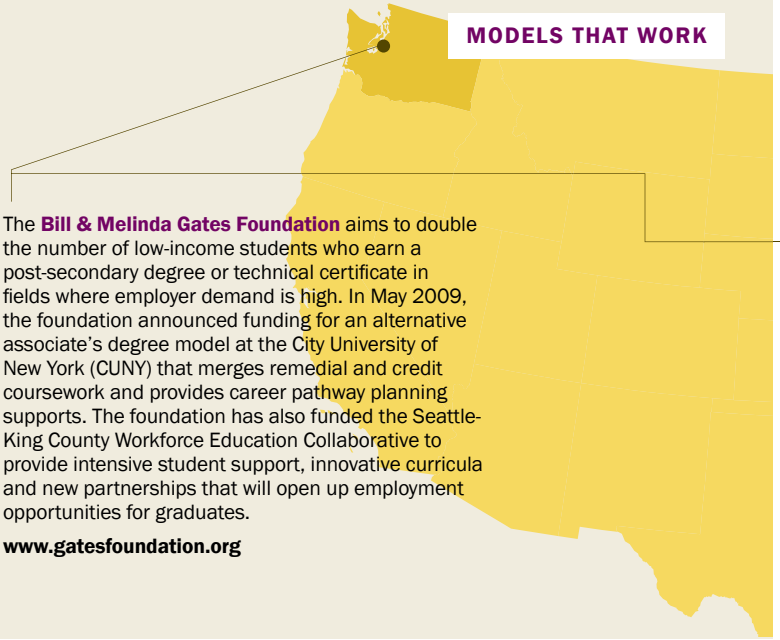
WNY education institutions and workforce development agencies partner regularly to align education and training with the WNY labor market. WorksourceOne provides centralized workforce development resources for employers and job seekers in Erie and Niagara Counties. The Boards of Cooperative Educational Services (BOCES) in WNY provide dozens of vocational and certificate-based training, including preparation for post-secondary degrees. Through its Pathways to Success program, Erie Community College partners with several school districts, adult education centers and BOCES to prepare students for college.

What remains unclear is whether this network is fully leveraging opportunities to expose and engage women in programs with promising career paths, including those for gender nontraditional occupations. Erie 1 BOCES data show women (and men) are underrepresented in gender nontraditional programs for adult vocational education.[10]

CONVERSATIONS WITH Women & Girls

"We need better training, scholarships and college."

MODELS THAT WORK



The **Bill & Melinda Gates Foundation** aims to double the number of low-income students who earn a post-secondary degree or technical certificate in fields where employer demand is high. In May 2009, the foundation announced funding for an alternative associate's degree model at the City University of New York (CUNY) that merges remedial and credit coursework and provides career pathway planning supports. The foundation has also funded the Seattle-King County Workforce Education Collaborative to provide intensive student support, innovative curricula and new partnerships that will open up employment opportunities for graduates.

www.gatesfoundation.org

THREE GOOD ROUTES

Develop an Asset-Building Approach to Career Pathways. Develop individually tailored programs that coordinate education, experience and skills development, particularly in the trades and other nontraditional occupations for women. Outline short- and long-term goals and appreciate incremental progress, especially when school may not be an immediate option for women balancing full-time work and parenting. Engage women in the creation of workforce development and education "contracts" to motivate progress.

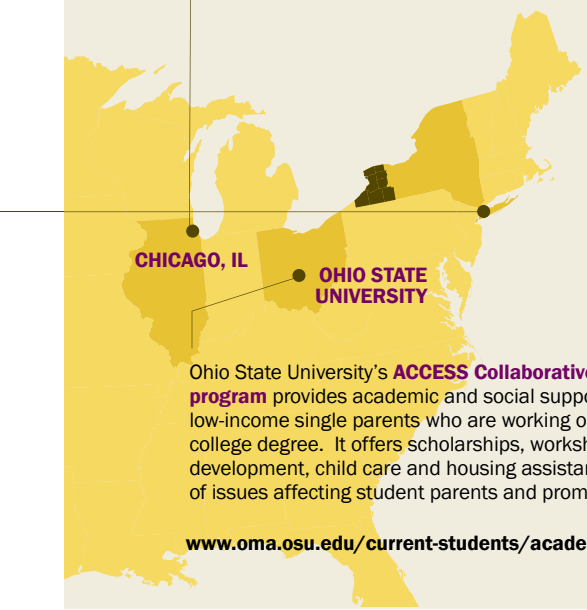
Support Strong Partnerships between Community Colleges, Service Providers, Employers and Workforce Development Agencies. Build stronger information channels about degree programs, vocational certificates and support services for low-income students. Align and coordinate agencies to tap federal funding, notably funds offered through the Carl D. Perkins Career and Technical Education Act, for single parents and individuals in gender nontraditional occupations. Facilitate more flexible funding structures, particularly for wrap-around support, among the numerous entities involved in education and workforce development.

Support Low-Income Students, Particularly Single Mothers, in Attending and Graduating from College. Facilitate success in higher education by offering or expanding bridge and preparatory courses, streamlined degree programs, flexible course scheduling, mentoring, tuition support, job-readiness training and family resources, particularly child care. As students, take advantage of supports available to fully commit to obtaining a post-secondary degree.

Who Needs to Act? *Service providers, educators, employers, policymakers, community leaders, students*

Chicago-based Women Employed launched **"Upgrade Your Future"** as a public education campaign to inform low-income women about Information Technology careers. Print pieces and video and radio public service announcements promoted a Web site and a publication with detailed information about IT careers; focus groups and research helped tailor messages. Community partnerships with employers and service providers helped distribute over 20,000 print pieces, reaching over 50,000 girls and women.

www.womenemployed.org



Ohio State University's **ACCESS Collaborative program** provides academic and social support to low-income single parents who are working on their college degree. It offers scholarships, workshops, mentoring, employment services, career development, child care and housing assistance. An annual symposium raises the visibility of issues affecting student parents and promotes solutions to barriers in education.

www.oma.osu.edu/current-students/academic-advancement-services/access

POLICIES TO MONITOR

American Clean Energy and Security Act *(federal, proposed)* to provide technical training and workforce development resources to transition towards a clean energy economy, including programs of study for emerging careers in green construction; prioritizes but does not require funding for "special populations" including women and minorities.

Workforce Investment Act Reauthorization *(federal, pending)* to provide dedicated funding for training and education toward sustainable employment opportunities; women's advocates are pushing for increased accountability in training single mothers and providing related supports such as child care and transportation.

LEVERAGE POINT #3

SUPPORT CHILD CARE AFFORDABILTY, QUALITY AND ACCESSIBILITY

STATUS

Child care is critical not only for a single mother's ability to balance career and education with family, but also for the future of her young child. Quality child care and early intervention can promote healthy cognitive, behavioral and emotional development in children, serving as a basis for their success in school and work.

Despite the importance of quality child care, non-quality factors too often drive child care decisions, particularly for low-income parents. Cost is perhaps the greatest barrier, in addition to poor accessibility of care due to location and hours of operation.

Emergency child care is also a significant hurdle and one of the main impediments to a single mother's ability to balance family with work or school. Without an alternate support network, sick time or relief from rigid student obligations, a single mother's job security or academic success can be threatened by this child care challenge.

Single mothers needing child care during nonstandard hours, such as early mornings, nights or weekends, have limited options. Women tend to dominate occupations where nonstandard hours are common and rapid growth is projected, including nursing, waitressing, customer service and home health care.

GINA'S...

...Income	...Child Care Cost as % of Gina's Income
$20,000	1%
$30,000	6%
$36,000	43%
$40,000	40%
$50,000	32%
$60,000	28%

Child care costs were estimated for two children ages 1 and 3. The cost of unsubsidized child care comes from the study prepared for U.S. Sen. Kristen Gillibrand, "Child Care Costs Rising $730 Each Year in New York." Costs assume the use of the Erie County Day Care subsidy program, available to families with incomes at or below 200% of the poverty level as well as federal and state dependent care tax credits (up to $2,100 available through the federal Child and Dependent Care Tax Credit and up to $2,310 available through the NYS Child and Dependent Care Tax Credit).

WNY SUPPORT LANDSCAPE

In WNY, challenges related to access, affordability and quality remain formidable, though many in the region are working to combat these.

The United Way of Buffalo & Erie County is leading a push to develop a child care quality rating system in New York State - QUALITYstarsNY. Early Head Start programs have broadened options for low-income families and the Child Care Resource Network directly assists families in locating care that's right for them.

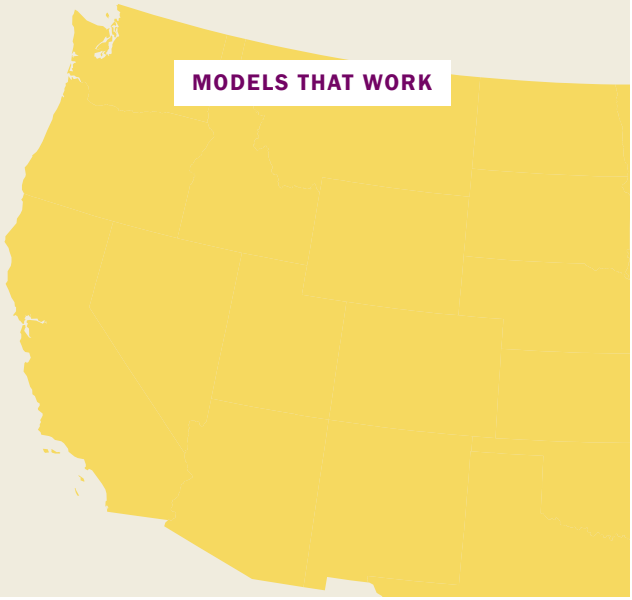
Yet child care costs in WNY – and New York State in general – are among the highest in the nation for single women, averaging between $9,200 and $10,700 a year per child in Erie County, though they are as much as $2,000 a year lower in Niagara County.

Significant subsidies are in place, but still leave some families paying close to half of their income on child care costs. For instance, under the state's subsidy program for low-income families, administered at the county level, working mothers meeting the income threshold are eligible for care at substantially reduced prices. A working woman with two children making just $20,000 per year would receive subsidies and is eligible for a range of federal and state tax credits, reducing child care costs to an estimated 1% of annual income. However, for women making slightly more than the subsidy program's cutoff, which is under a living wage, child care costs would consume over 40% of annual income.

CONVERSATIONS WITH Women & Girls

"Home daycare quality isn't the best – it is touch and go. I have neighbors on the street asking me if I need daycare. I don't want my son in that."

MODELS THAT WORK

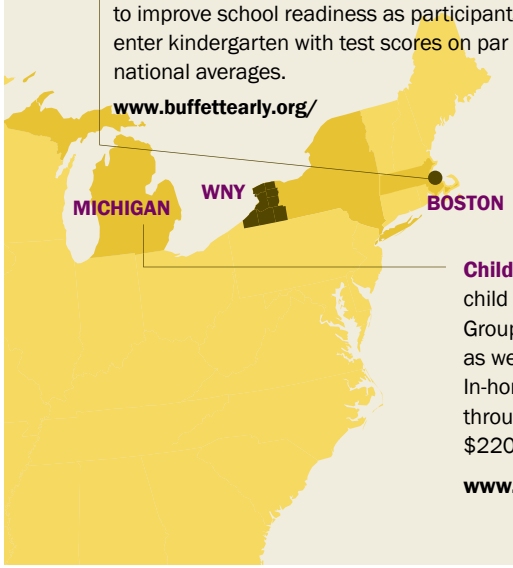


Experts point out, however, that even for those eligible for subsidies, child care costs can be cost-prohibitive. For instance, all families, including those below the income threshold, are required to pay 35% of their disposable income toward child care costs. This can be a burdensome out-of-pocket expense, especially if the applicant is not aware of tax credits and refunds available. As a result, families opt out of the system to find care at lower rates (and often lower quality) from neighbors, friends and family.

As evidence of this, subsidies in Erie County were allotted to an average of 5,916 children per month in 2006, although the county has more than 14,600 impoverished families with young children. Consequently, Erie County does not use the full amount of its funding for child care subsidies. The resulting surplus disqualifies the county from additional federal dollars, which could be used to lower the co-pay or expand the program (the county is able to set the subsidy co-payment as low as 10%).[11]

Buffet Early Childhood Fund is a Boston-based philanthropic organization that promotes educational opportunities for at-risk children age 0-3 through a three-prong investment paradigm: "practice" by funding Educare Centers in low-income areas, "policy" through early childhood education advocacy, and "knowledge" through scholarly and clinical research conducted at the Center on the Developing Child at Harvard University. EduCare centers are strategically located to optimize services to at-risk populations, and are staffed by highly trained supervisors and teachers, some with master's degrees. The model has been shown to improve school readiness as participants enter kindergarten with test scores on par with national averages.

www.buffettearly.org/



Children's Hospital and Health System in Wauwatosa, MI, offers backup child care to workers through coverage made available by Work Options Group. The service allows employees to obtain short-notice care for children as well as dependent adults. Care is provided at a range of local facilities. In-home care is an option as well. Employees contribute to the cost of care through a per-hour co-payment. Children's Hospital reports a cost savings of $220,000 associated with reduced absenteeism.

www.chw.org/

THREE GOOD ROUTES

Support Development of Accredited, Quality Child Care in Low-Income Neighborhoods. Support New York State's implementation of QUALITYstarsNY, a quality rating system for early childhood and school-age programs which includes resources for technical assistance and professional development. Expand or enhance programs with high quality ratings and support capacity-building for those with low ratings. Target child care staff training programs for non-accredited and home-based centers.

Develop a Coordinated Approach to Filling Gaps in Emergency Care and Nonstandard-Hour Care. Provide incentives to expand hours at child care centers. Establish centers for mildly sick children to accommodate parents lacking back up child care. Encourage WNY employers to implement policies for when employees' children become sick, including family sick leave, flex time and other work-family measures.

Make Child Care Affordable. Develop, disseminate and train service workers to offer clear information resources on the full array of child care subsidies, tax credits and related assistance, including reimbursements for familial child care. Push for lower child care co-pay levels in WNY to expand access to federal block grant funding. Increase the availability of no-cost tax services for child care providers as small business owners.

Who Needs to Act? *Service providers, educators, policymakers, employers*

POLICIES TO MONITOR

Healthy Families Act *(federal, proposed)* to require employers with 15 or more employees to guarantee one paid hour off for each 30 hours worked. Employees could earn up to seven paid sick days a year and claim the benefit to care for a child, parent, spouse or partner.

Family Tax Relief Act of 2009 *(federal, proposed)* to extend the Child and Dependent Care Tax Credit as a refund to families with no tax liability; would also increase the tax credit amount overall.

LEVERAGE POINT #4

PUSH TO REFORM WELFARE POLICY AND PRACTICES

STATUS

New York State's Temporary Assistance for Needy Families (TANF) policy, and county implementation of those policies, has been shaped according to federal guidelines for a work-first approach. Recipients are quickly placed into the labor market at often low-wage, unskilled jobs, thereby limiting opportunities to leverage education and training provisions within the system to more effectively curb poverty among women and families. TANF reform opportunities exist at multiple levels. Local policies and practices can play a significant part in whether TANF recipients are placed in educational programs. State government has significant discretion to shape policy within broad federal guidelines. Also, coalitions exist nationwide to reform TANF policy at the federal level.

WNY SUPPORT LANDSCAPE

Despite provisions under New York State's TANF law allowing recipients to engage in up to 10 hours of education and training as part of an individual's 30-hour work requirement, the proportion of recipients engaged in education and training remains low in WNY. In 2007, only 5% of all TANF recipients in WNY, or 143, were enrolled in such programs.[12] Educational options include English proficiency, GED courses, and up to a two-year career-specific college degree. Even child care support is available for recipients enrolled in education and training, as it is for all recipients engaged in work-qualifying activities.

In WNY, "employment counselors," or case managers, are critical gatekeepers to educational opportunities under TANF. They help recipients develop employment plans, including employment goals and related training needs.[13] Yet WNY experts say case managers may not consistently or comprehensively offer information about educational opportunities given directives to push work first. Of

CONVERSATIONS WITH Women & Girls

"The welfare system wants you to be self-sufficient but they don't give you the means to do that."

"Case workers only tell you what you need to know. Nothing extra."

MODELS THAT WORK

THE NATION

STRIVE is an innovative, nationally-implemented training program for sustainable employment that provides basic skills and education in promising, living-wage fields, including most recently a focus on green development and construction. STRIVE affiliates interview candidates to participate in the program. Those who enter are trained, in part, through role-playing in a simulated work environment, with instruction on proper dress, speech, nonverbal communication, computer skills, financial literacy and job interviewing. With about 70% of graduates employed within 12 months, this program has been described by the Brookings Institution as one of the most successful workforce programs in the country.

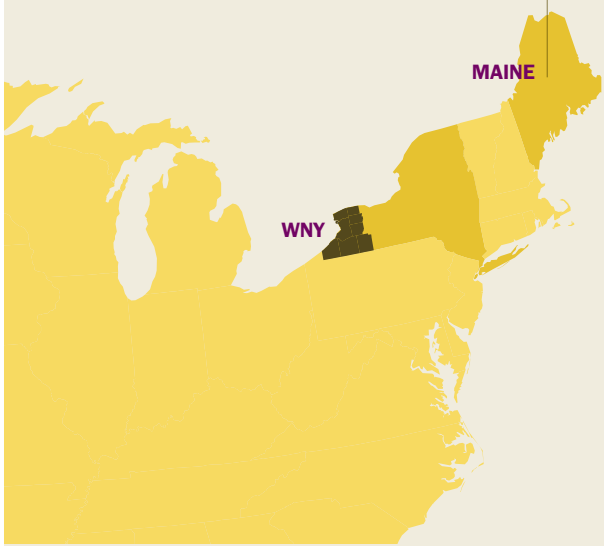
striveinternational.org

course, the recipient may be uninterested in or unprepared for educational activities, but the welfare case manager's job description also includes assisting recipients in handling personal or family challenges that could interfere with work. Yet case managers in Erie County handle up to 200 clients at any time, likely limiting intensive case management.[14]

The region has, however, worked to establish innovative programs to increase work participation rates for recipients. Erie County has set up neighborhood hub sites in targeted areas to provide convenient work opportunities within the recipient's own community. The sites also provide social services, vocational training, academic enrichment, mentoring, child care and recreation for families. Niagara County's Willing-to-Work program provides workshops, job-readiness training and paid work experience based on recipient skill level and career interests.

Maine's Parents as Scholars Program, part of the state's welfare reform plan, assists TANF-eligible students in two- or four-year college programs, including options for students to receive benefits while obtaining onsite work experience. Benefits are maintained for students who need up to six years to complete a four-year college program for good cause. A survey of 20 women who had entered the program in 2001 found 90% had received their degree and 95% were employed by 2006.

www.mejp.org



THREE GOOD ROUTES

Form a Regional Coalition to Advocate for Broader Reform of the Temporary Assistance to Needy Families (TANF) System. Recognize and explicitly link the importance of welfare reform to the region's long-term economic vitality and quality of life. Identify and pursue reform priorities, such as shifting TANF performance measures from a work-first to self-sufficiency focus, increasing state TANF funding for education and training, and a provision to allow TANF recipients to pursue bachelor's degrees.

Evaluate Local TANF Policies and Practices. Comprehensively assess TANF program implementation at the local level, including evaluation of program emphasis, short- and long-term outcomes, resources and leadership. Better promote and encourage educational options available to TANF recipients. Improve TANF case management through reduced caseloads, better caseworker capacity in mentoring or coaching, and revised caseworker incentives to provide recipients with more and clearer information about TANF policies and related supports, including non-TANF safety nets and financial literacy.

Improve Employment Outcomes for TANF Recipients. Engage employers and economic development agencies in the design of overall placement strategies, education and quality on-the-job training programs for program participants. Ensure employers are aware of tax credits for hiring low-wage workers. Align employment plans and outcomes for recipients with labor market demands in high-growth, living-wage industries to build career pathways out of poverty. Consider employment specialization of county-level TANF staff to improve connections with employers and educators.

Who Needs to Act? *County Departments of Social Services, employers, educators, policymakers and regional leaders*

POLICIES TO MONITOR

Unemployment Insurance Modernization Act *(federal, in effect)* to fund states for reform of unemployment compensation laws to address the unique needs of single mothers, including additional benefits for those able to work only part-time and those unemployed to care for dependent children. NYS has received more than $400 million from this program.

NYS Assembly Bill A01827A *(state, proposed)* to reform NYS TANF law to allow recipients to pursue bachelor's and other advanced degree programs to count toward work participation rates.

GINA'S ON HER WAY TO

escaping poverty
education and training toward career pathway
sustainable, interesting work

LEVERAGE POINTS

REMOVE ROADBLOCKS THROUGH LEVERAGE POINTS

#1 INCREASE ACCESS TO HUMAN SERVICES

#2 PROVIDE EDUCATIONAL AND VOCATIONAL TRAINING TOWARD CAREER PATHWAYS

#3 SUPPORT CHILD CARE AFFORDABILITY, QUALITY AND ACCESSIBILITY

#4 PUSH TO REFORM WELFARE POLICY AND PRACTICES

MILEPOSTS FOR WNY WOMEN & GIRLS

WNY WILL SEE MEASURABLE DIFFERENCES IN THE MILEPOSTS THAT MEASURE PROGRESS

Fewer Single Mothers Live in Poverty

Goal: The number of single mothers living in poverty will decline from almost 17,000 to 2,200, the number of single fathers in poverty.

Educational Attainment Levels of WNY Women Rise

Goal: The proportion of women who attain a bachelor's degree will double, while the proportion with less than a high school degree will halve.

Women Hold a Greater Share of High-Paying Occupations

Goal: Women's representation in low-paying jobs falls, while their share of high-paying occupations reaches parity with men. That translates to 17,000 more women earning a living wage in production, construction and transportation jobs.

WNY ON ITS WAY TO

Investing in education and economic security for women is investing in families. It's giving women the tools to earn a living wage, support their families financially and maintain a higher quality of life. It's giving her children a stronger foundation for life, and disrupting a cycle of poverty.

WHEN WOMEN FALTER, WNY FALTERS.
WHEN WOMEN THRIVE, WNY THRIVES.

OUR PATHWAY TO PROGRESS

WHAT IF...

...WNY reduced poverty among single mothers by 50%?[15]

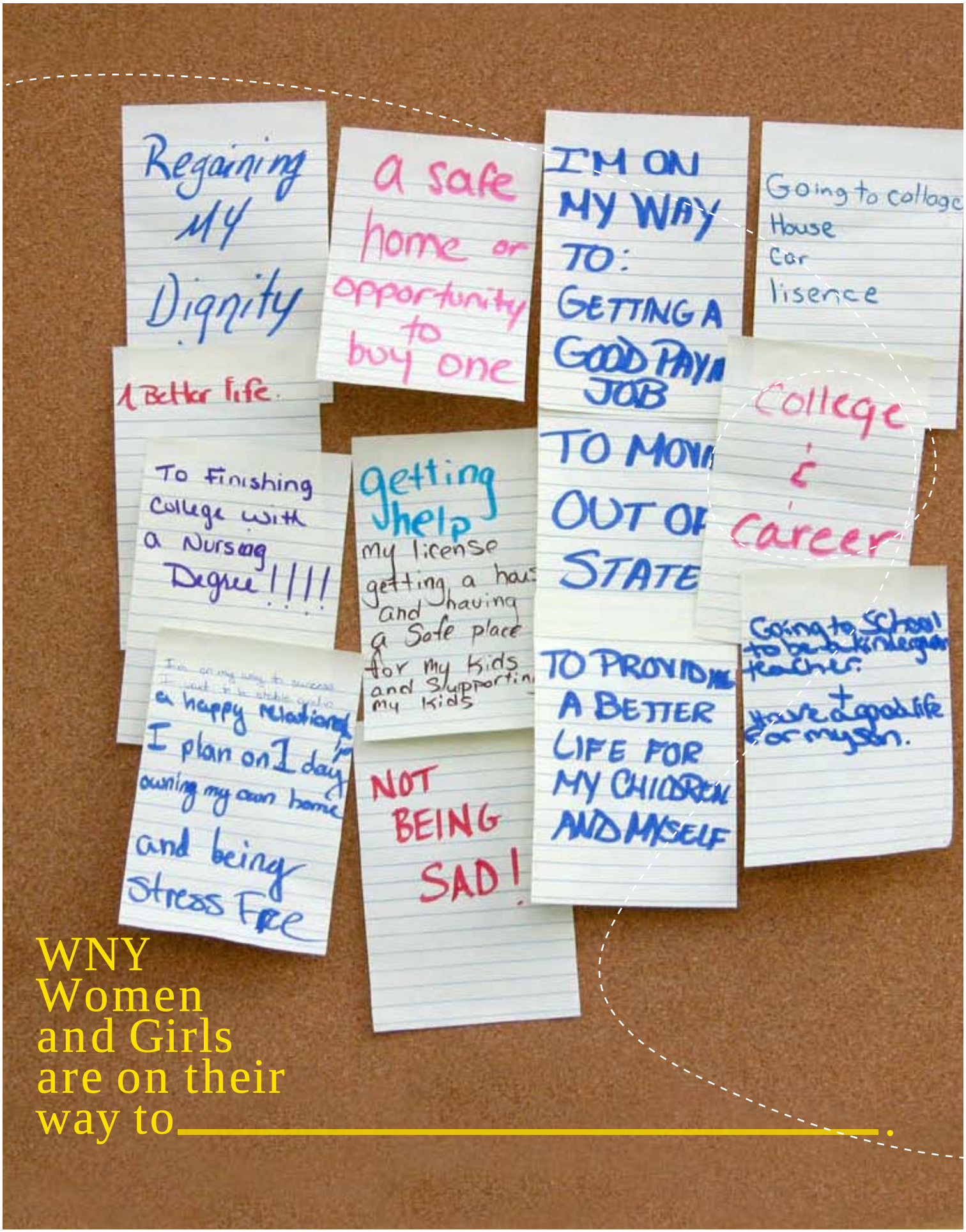
17,000 SINGLE MOTHERS → 8,500 SINGLE MOTHERS
32,000 CHILDREN → 16,000 CHILDREN
IN POVERTY → ESCAPING POVERTY

First, these women would need to earn a higher education.
A $137 million investment could send 8,500 single mothers to college to earn a bachelor's degree or an associate's degree in high-growth, high-wage fields.

Newly educated, the collective household income of single mothers in WNY would increase by $53 million a year, allowing the region to recoup the cost of educating 8,500 women in less than 3 years.

As these dollars circulate through the WNY economy, the entire region – and the public tax base – benefits. Communities are more vital, stronger and safer due to lower poverty levels.

And a cycle of poverty is disrupted, **as 16,000 children will be more likely to achieve success in school, graduate from high school and go to college themselves.**



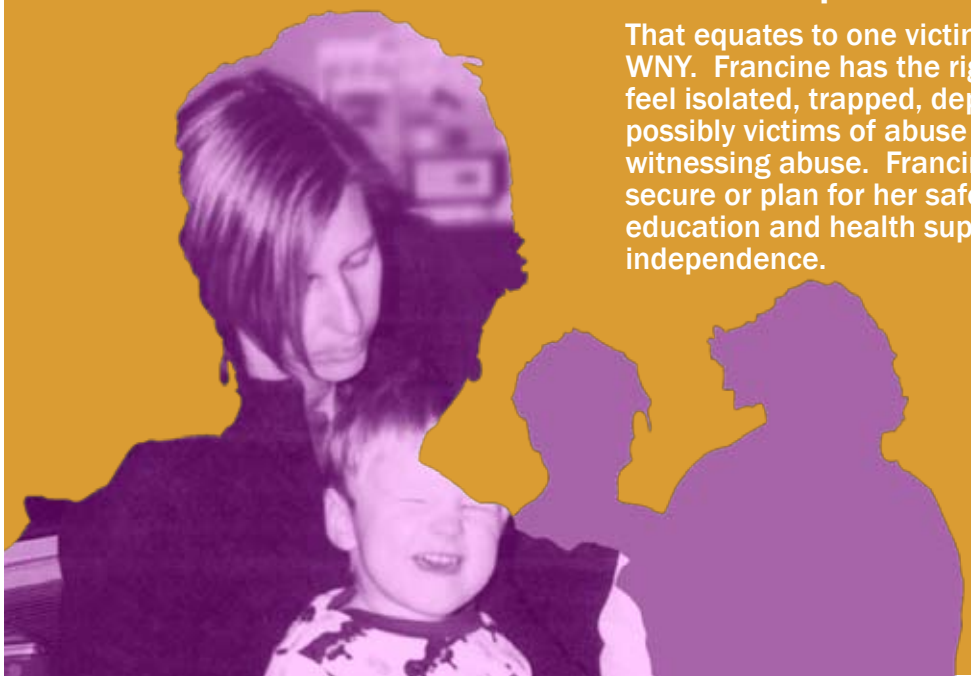
WNY Women and Girls are on their way to _____.

FRANCINE IS

A VICTIM OF INTIMATE PARTNER VIOLENCE.

Her suffering counts among the nearly 5,400 cases of intimate partner violence against women reported across WNY in 2008. Thousands more are never reported.

That equates to one victim for every 50 households in WNY. Francine has the right to live free of abuse, but may feel isolated, trapped, depressed and afraid. Her children, possibly victims of abuse themselves, are affected just witnessing abuse. Francine needs immediate help to secure or plan for her safety, but she also needs training, education and health supports to ensure her long-term independence.



Francine is on her way to freedom from intimate partner violence & abuse and economic security

PATH WAYS TO PROGRESS

FRANCINE FACES ROADBLOCKS ON HER

FRANCINE IS ONE OF THOUSANDS OF WOMEN IN WNY TRAPPED IN A LIFE OF ABUSE, AN IMPOSING BARRICADE TO HER PATHWAY TO PROGRESS

ROADBLOCKS TO freedom from intimate partner violence & abuse and economic security

There were 10,500 reported cases of domestic violence cases in WNY in 2008, reflecting abuse against adults and children, and thus a pervasive problem that spills through households across the region.[1] A majority of these cases, nearly 5,400, involve intimate partner abuse against women (others include child abuse - about 4,000 cases - and intimate partner violence against men - about 1,100 cases). Yet the figure of 5,400 leaves out silent victims. Studies have shown that, on average, 50% of intimate partner violence is never reported, making this crime one of the most underreported of all crimes,[2] a reality that challenges assessments of the extent of the problem in WNY.

However, other data show the scope of such violence against women is vast, and far more pervasive than commonly perceived. Across the U.S., one in four women will be the victim of intimate partner violence at some point in their lives.[3] In WNY, there were 33% more reported incidences of intimate partner violence in 2008 than there were burglaries. Moreover, intimate partner violence is an escalating problem, with a 15% increase in such reports in the region between 2006 and 2008.[4]

Intimate partner violence cuts across all socioeconomic lines, including race, age, sexual orientation, income level and geography. However, intimate partner violence is more common among some populations than others. Separated women are most at risk, with one in 20 a victim of intimate partner violence. Rates are also higher among young women (age 20-24), Native American women and women in poverty.[5] Intimate partner violence levels among same-sex couples are just as high as among heterosexual couples.[6]

When the abusive situation escalates, the results can be deadly. Described as "one of the most serious public health issues and criminal justice issues facing women today,"[7] intimate partner violence is the cause of death for one in three women who are murdered.[8] (Among male homicide victims, the probability that the culprit is an intimate partner is less than one in 20.)

In WNY, 13 women were killed by their current or former husband or boyfriend in less than a year between 2008 and 2009, a startling increase from four deaths in all of 2007.[9] The 13 victims lived across the WNY region – from small rural towns to affluent suburbs to inner cities. They ranged in age

MILEPOST FOR WNY WOMEN & GIRLS

Reported Cases of Intimate Partner Violence, 2008

REPORTED CASES OF INTIMATE PARTNER VIOLENCE IN WNY **6,510**

AMONG INTIMATE PARTNERS

5,338

ARE WOMEN

Source: Based on figures of intimate partner violence by gender from the NYS Division of Criminal Justice Services, Office of Justice Research & Performance.

WAY TO freedom from intimate partner violence & abuse and economic security

Intimate partner violence definition: "A pattern of coercive tactics, which can include physical, psychological, sexual, economic and emotional abuse, perpetrated by one person against an adult intimate partner, with the goal of establishing and maintaining power and control over the victim." Intimate partners include individuals who are legally married or formerly married, those who have a child in common, couples who live or have lived together, or persons who are dating or have dated in the past, including same-sex couples.

-NYS Office for the Prevention of Domestic Violence

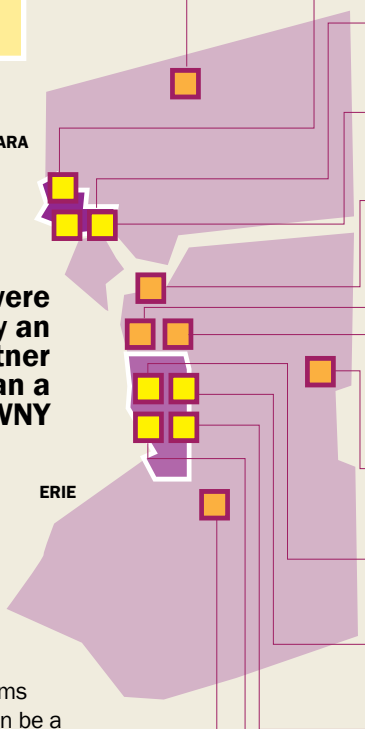
from 18 to 86. Seven had children with their partners; one was pregnant. Several of the women were attending college to expand their economic opportunities. Notably, five of those murdered had either recently left their partners or were preparing to leave, a common point of escalated violence.[10]

13 women were murdered by an intimate partner in less than a year in WNY

The impacts of intimate partner violence are vast and all-encompassing. Physical health challenges are certainly among the most serious of these. Mental health can be an even greater challenge, especially over the long-term. National studies have found that about half of domestic violence victims have a psychiatric disorder, with the most common being anxiety (46%), post-traumatic stress disorder (45%) and depression (37%).[11] Many victims of abuse have a low sense of self esteem which can be a significant barrier to escaping an abusive relationship. They may have few options for economic independence, either due to financial abuse or limited education and training. Whether abused themselves, a witness to abuse or even a forced participant, children of victims are likely to experience long-term cognitive, emotional and behavioral problems.[12]

Women Murdered by an Intimate Partner (July 2008 – May 2009)

MILEPOST FOR WNY WOMEN & GIRLS



Kari Anne Gorman
AGE 18, LOCATION Wilson
ALLEGED PERPETRATOR Boyfriend
Just graduated from high school; planned to attend NCCC

Amy Holliday
AGE 27, LOCATION Niagara Falls
ALLEGED PERPETRATOR Estranged Husband
Student, mother of two children, ages four and eight

Julia A. Polley
AGE 52, LOCATION Niagara Falls
ALLEGED PERPETRATOR Ex-Husband
Mother of three adult children

Ahkenya Johnson
AGE 32, LOCATION Niagara Falls
ALLEGED PERPETRATOR Husband
Mother of two

Kimberly Feketi
AGE 37, FROM North Tonawanda
ALLEGED PERPETRATOR Ex-Boyfriend
Killed in Rochester, mother of two daughters

Constance A. Shepherd
AGE 42, LOCATION Town of Tonawanda
ALLEGED PERPETRATOR Husband
Lost house through foreclosure days before murder

Annmarie Paciorek
AGE 38, LOCATION Town of Tonawanda
ALLEGED PERPETRATOR Boyfriend
Graduate student

Lisa Wilczak
AGE 35, LOCATION Town of Alden
ALLEGED PERPETRATOR Husband
Mother of two children, student at ECC

De'aira Wall
AGE 21, LOCATION Buffalo
ALLEGED PERPETRATOR Boyfriend
Mother of three children

Angelea Williams
AGE 31, LOCATION Buffalo
ALLEGED PERPETRATOR Boyfriend
Pregnant

Myrtle Frances Sauriol
AGE 86, LOCATION Buffalo
ALLEGED PERPETRATOR Boyfriend
Long history of violence by abuser

Chisha Hawkins
AGE 27, LOCATION Buffalo
ALLEGED PERPETRATOR Ex-Boyfriend
Mother of three-year-old son

Aasiya Zubair Hassan
AGE 37, LOCATION Orchard Park
ALLEGED PERPETRATOR Husband
Mother of two young children

Sources: Local news media, primarily articles from *The Buffalo News*.

5,338+ PATHWAYS

WNY CAN REMOVE ROADBLOCKS FOR FRANCINE ON HER WAY TO freedom from intimate partner violence & abuse and economic security

ROADMAP FOR FRANCINE'S PATHWAY TO PROGRESS

LEVERAGE POINT #1

LEVERAGE POINT #2

LEVERAGE POINT #3

LEVERAGE POINT #4

LEVERAGE POINT #1
CONFRONT THE SOCIAL AND CULTURAL NORMS AT THE ROOT OF VIOLENCE AGAINST WOMEN

Violence against women is unacceptable, and must be addressed at its core. Comprehensive outreach and educational campaigns can improve public understanding of the scope and extent of violence against women, develop powerful stigmas against abusers and change deeply rooted attitudes and norms.

LEVERAGE POINT #2
BREAK BARRIERS TO VICTIM INTERVENTION

Increasing victims' awareness of, access to and use of services, protections and supports, from the police and courts to intensive advocacy and case management, can help to increase reporting of criminal abuse and minimize repeat victimization.

LEVERAGE POINT #3
CONNECT VICTIMS TO SUPPORTS FOR ECONOMIC SECURITY

Women's financial independence is closely linked to escaping violent or abusive relationships. Economic empowerment is fostered by control of financial assets, financial literacy, employment protections, and education and career training.

LEVERAGE POINT #4
PROVIDE VICTIMS WITH TRANSITIONAL AND LONG-TERM HOUSING OPPORTUNITIES

Transitional housing can help prevent victims from returning to an abusive relationship, becoming homeless or enduring substandard housing conditions, while preparing them for permanent housing.

LEVERAGE POINT #1

CONFRONT THE SOCIAL AND CULTURAL NORMS AT THE ROOT OF VIOLENCE AGAINST WOMEN

STATUS

Intimate partner violence is just one element of a broader spectrum of violence against women, perpetuated in large part by cultural norms that shape and sanction behavior and support abusive attitudes and traditions. Limited roles for women in the family, community, economy and workforce also contribute to the epidemic of violence.

The challenges in combating violence against women are many. A lack of public awareness of the scope, seriousness and public impact of such violence prevents broad consensus and prioritization of the issue among those in power. The issue's relegation to the private sphere means neighbors or coworkers may choose to remain silent rather than speak up to the abuser or the victim. It means women who are abused might feel ashamed or embarrassed to ask for help.

Religious or cultural traditions can contribute to silence and acceptance. Intimate partner violence may be more culturally accepted in communities where it is relatively prevalent. The lack of anonymity in rural communities exacerbates these challenges, preventing victims from seeking help and inhibiting targeted community action. Same-sex victims might feel even more alienated due to lower cultural acceptance of their sexual orientation and limited understanding of the nature of violence in this population.

Young men's and women's values regarding the treatment of women are shaped by their home environment, and then reflected in their own intimate relationships. The media and popular culture also play a significant role in condoning misogynistic views of women. That intimate partner violence rates are highest for young women shows the importance of education about healthy relationships and dating skills as a preventive measure.

WNY SUPPORT LANDSCAPE

Dozens of community organizations in WNY are already committed to educating the public about the scope of intimate partner violence in this region as well as promoting strategies to prevent it.

For instance, most victim services oversee extensive community outreach efforts, including training for service providers and speaking to community groups and schools to address teen dating violence. The Erie County Coalition Against Family Violence pursues "social change activism" to address the roots of domestic violence, train service providers and advocate for policy reform.

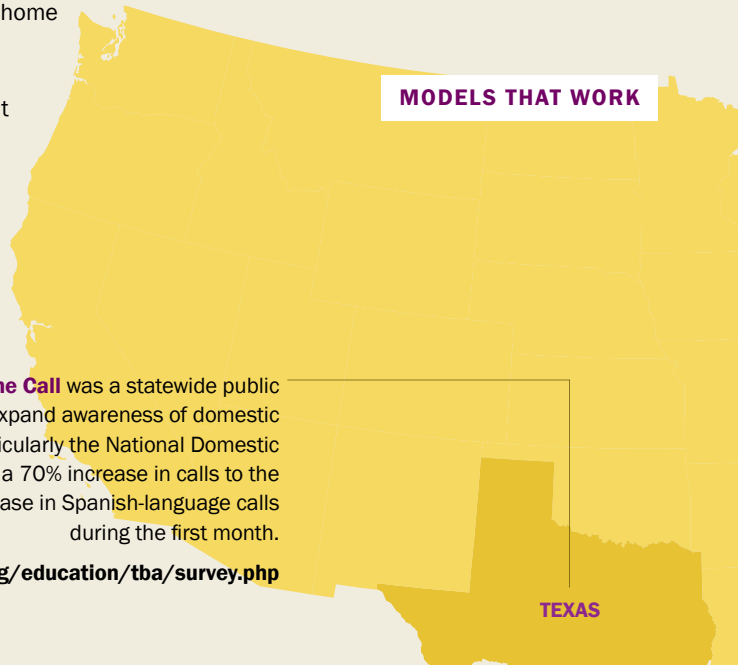
Some programs, such as RAHAMA (Resources and Help Against Marital Abuse) in the region's Muslim community, target the unique needs of specific populations in building awareness of issues and resources. On a larger scale, New York State's Office for the Prevention of Domestic Violence is an executive-level agency working to improve the state's response to and prevention of domestic violence through media campaigns, publications and press releases, including a 2007 campaign engaging men as partners in its fight against violence against women.

However, WNY experts note that the effectiveness of these efforts is limited by the absence of a broader regional commitment and shared vision to prevent and address intimate partner violence.

CONVERSATIONS WITH Experts & Advocates

"We have to look at the broader challenge – why are women still second-class citizens?"

MODELS THAT WORK



Break the Silence. Make the Call was a statewide public awareness campaign in Texas to expand awareness of domestic violence victim services, particularly the National Domestic Violence Hotline. It resulted in a 70% increase in calls to the hotline and a nearly 100% increase in Spanish-language calls during the first month.

www.tcfv.org/education/tba/survey.php

THREE GOOD ROUTES

Develop a Regional Vision and Ongoing Dialogue Toward Eliminating Violence Against Women. Acknowledge that violence against women is a public issue - not a woman's problem - that warrants broad regional commitment and leadership. Designate a regional spokesperson, cultivate a social stigma around violence against women, and define measurable goals and priorities to motivate progress and accountability.

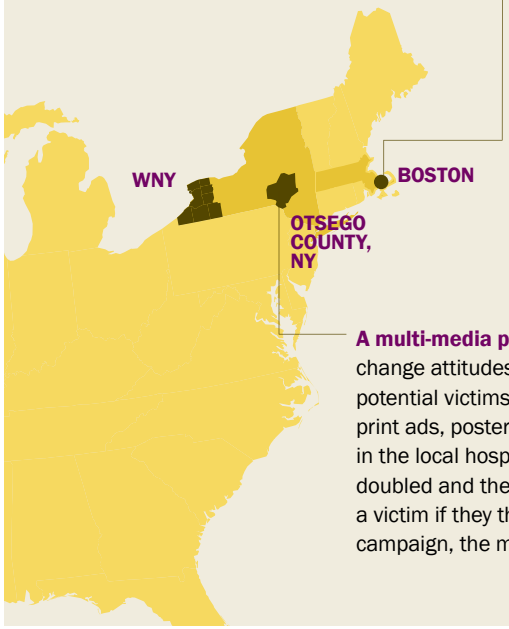
Develop a Multi-Media Prevention Campaign. Craft and disseminate messages through radio, TV, print, billboard, online media and public forums to raise awareness about the extent and impact of violence against women. Engage the public in combating violence against women by confronting the social and cultural norms perpetuating such violence.

Facilitate Collaboration Among Community Outreach Programs on Domestic Violence. Enlist the support of media and the full range of organizations involved in domestic violence issues - from elder abuse to healthy dating for teens - for more efficient mobilization of outreach. Leverage broader networks to initiate prevention and education efforts as early as possible and to reach larger audiences.

Who Needs to Act? *Regional leaders, media, general public, men, service providers, educators*

Mentors in Violence Prevention Program, run by Northeastern University's Sports in Society Center, trains student athletes and student leaders to confront violence against women by serving as role models and approaching peers who might be abusive. The program has reached hundreds of high schools, colleges and community groups, resulting in changed student attitudes about the acceptability of violence against women.

www.sportinsociety.org/aboutUs.php



A multi-media prevention campaign in Otsego County, NY sought to change attitudes and behaviors toward domestic violence by reaching potential victims, bystanders and batterers through broadcast and print ads, posters at libraries and schools, and a creative clothesline in the local hospital lobby. With greater awareness, calls to hotlines doubled and there was an increase in those saying they'd talk to a victim if they thought a neighbor was being abused. Prior to the campaign, the most common response was to "do nothing."

LEVERAGE POINT #2

BREAK BARRIERS TO VICTIM INTERVENTION

STATUS

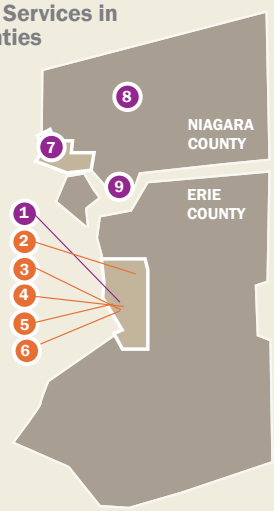
Escaping a violent relationship requires a sense of empowerment on the part of the victim – an often lengthy process involving intensive supports, from medical attention and mental health care to shelter and legal support. Most victims leave the abuser an average of seven times during the length of the relationship. Victims of emotional or financial abuse often don't recognize such behavior as abusive. Safety planning for the victim is crucial due to violence escalation at the point of separation. Immigrants or victims with children often face complex legal barriers.

Effective victim intervention thus involves targeted, accessible and safe service delivery. Victims need clear information on services available and how to access them. With potentially thousands of silent victims, proactive strategies for victim support and empowerment are critical. Criminal justice system responses are also critical to victim support. Recent federal funding increases to the Department of Justice's STOP Violence Against Women will provide local police departments with grants to support training and collaboration with community-based programs.

WNY SUPPORT LANDSCAPE

New York State's Domestic Violence Prevention Act mandates state funding for local programs to provide residential and nonresidential services for victims and their children. There are nine licensed programs serving WNY victims along with dozens of non-licensed programs, including local police departments and human services agencies. They provide victims with legal advocacy, emergency hotlines, counseling, crisis intervention, case management and services for children. Several residential programs in the region provide shelters, safe havens and longer-term housing.

State-Licensed Victim Services in Erie and Niagara Counties are Concentrated in Urban Areas



VICTIM SERVICES

- Nonresidential and Residential
- Nonresidential

1. Child & Family Services
2. Crisis Services
3. Family Justice Center of Erie County
4. Erie County District Attorney's Office
5. Erie County Sherrif's Office, Domestic Violence Unit
6. Hispanics United of Buffalo
7. Family and Children's Services of Niagara
8. YWCA of Niagara
9. YWCA of the Tonawandas

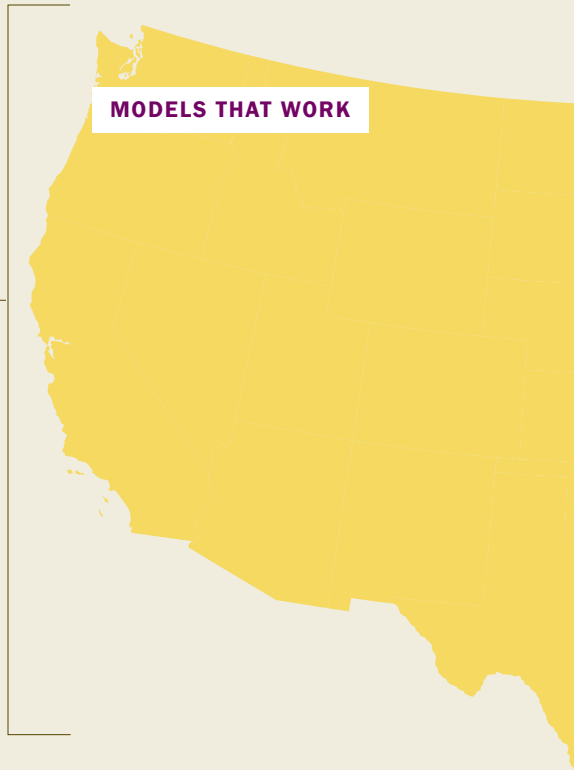
Sources: New York State Office of Children & Family Services, *The Domestic Violence Act: 2008 Annual Report to the Governor and Legislature.*

CONVERSATIONS WITH Women & Girls

"Services should be flexible and offered in the evenings and weekends."

"For those living in the suburbs, all the shelters are in the city."

MODELS THAT WORK



THE NATION

"Cut it Out" is a national movement enlisting hairstylists in victim intervention by leveraging the often trusting stylist-client relationship and the fact that women are often alone at the salon. Stylists join the network and receive comprehensive training in intimate partner violence and related resources. The network has spread to New York State and even Rochester, but no stylists from WNY are enrolled.

www.cutitout.org

Demand for services is rising, according to the NYS Office of Children & Family Services. Thousands of victims and their families are turned away statewide from shelters due to a lack of room or inadequate services for those with significant mental health or substance abuse challenges.

Experts in WNY say regional challenges in service accessibility are greater than service capacity. For example, most WNY programs are headquartered in the region's urban centers, though some programs operate satellite offices or travel to the victim to provide core services. The lack of services during nonstandard hours challenges women with day jobs. And while most victim services provide some form of child care, this may not be the case for other human services likely needed by victims.

Collaboration across victim services and even across sectors is common in WNY, as providers deal with a growing challenge and limited resources. The Family Justice Center of Erie County is designed to help victims navigate the entire network of victim services. All victim services work closely with police departments and the criminal justice system. Others are partnering with different communities in the region, including minorities and immigrants, to target victim services and build awareness of available resources.

THREE GOOD ROUTES

Plug Gaps in Victim Assistance. Hold the criminal justice system accountable for victim support, prosecution of abusers and case resolutions. Enhance capacity in evidence collection, victim rights and cross-service training (e.g., for teachers, police officers, social workers). Remove barriers to services for non-English speaking victims. Build networks in rural areas, including with health care providers and transportation services, to identify potential victims and connect them with services.

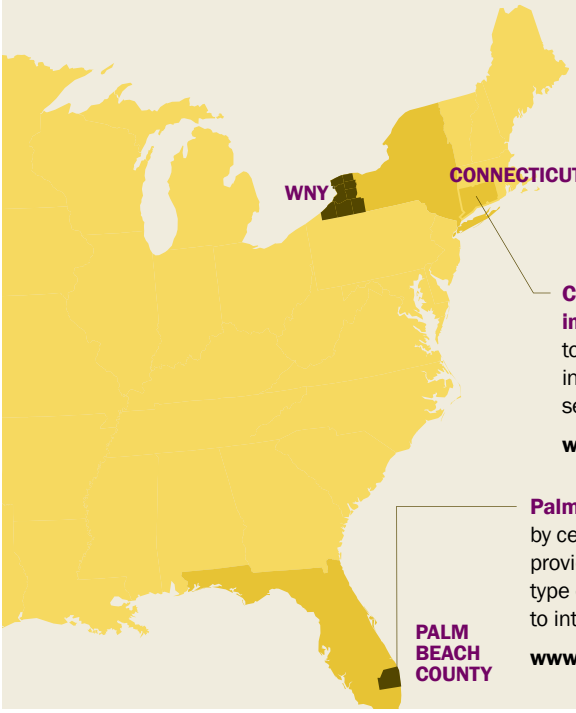
Expand and Reinforce Victim Service Connections. Enhance wrap-around services for victims and their families, including victim screening and intervention, legal support, mentorship, mental and substance abuse services and child and animal protection. Mobilize and educate employers and personal service providers, including hairdressers and dentists, to assist in identifying potential victims of intimate partner violence. Target at-risk audiences facing barriers to reporting abuse or accessing services, including immigrants, certain racial and ethnic minorities, and elder, teen and rural victims.

Develop Integrated Victim and Abuser Data Management Systems. Collect data needed to support coordinated case management, victim advocacy and the prosecution of abusers. For every woman murdered by an intimate partner, require a lethality report that involves all related stakeholders, identifies where the system failed, and results in follow-up action to improve victim support.

Who Needs to Act? *Service providers, criminal justice system, victim advocates, researchers, employers*

POLICIES TO MONITOR

Jilly's Law *(state, proposed)* to amend state law to permit courts to consider broader factors in their determination of bail limits, including the defendant's violations of court orders, history of threats or violence and the nature of the charged crime.



Connecticut's Family Violence Outreach Program of the Coordinating Council for Children in Crisis capitalizes on the connection between intimate partner violence and child abuse to screen for victims and then connect these women with services that are provided free in their homes. Women participating in this program report greater awareness of safety services, better mental health and a safer environment for their children.

www.ccccnh.org/programs.php#FamilyViolenceOutreachPrevention

Palm Beach County Domestic Violence Information Tool supports more targeted intervention by centrally tracking victim and abuser data and making it accessible to more than 300 service providers. The program monitors victim and abuser age, race, gender, drug abuse history and type of abuse. Impacts include stronger service provider communication and increased capacity to intervene on behalf of children in abusive environments.

www.sa15.state.fl.us/Divisions/Information_Resources.htm

LEVERAGE POINT #3

CONNECT VICTIMS TO SUPPORTS FOR ECONOMIC SECURITY

STATUS

In addition to a victim's immediate need for safety and shelter are the various financial and economic resources she will need to rebuild her life over the long-term. Economic security is one of the greatest barriers facing victims of intimate partner violence – in making the initial decision to leave, and in avoiding a return to the abusive relationship. Many victims are undereducated. Other victims of abuse – even those with significant assets – may need assistance recovering from financial abuse. Often due to health or other challenges related to abuse, the victim's employment is jeopardized by lateness, missed days or general diminished performance.

WNY SUPPORT LANDSCAPE

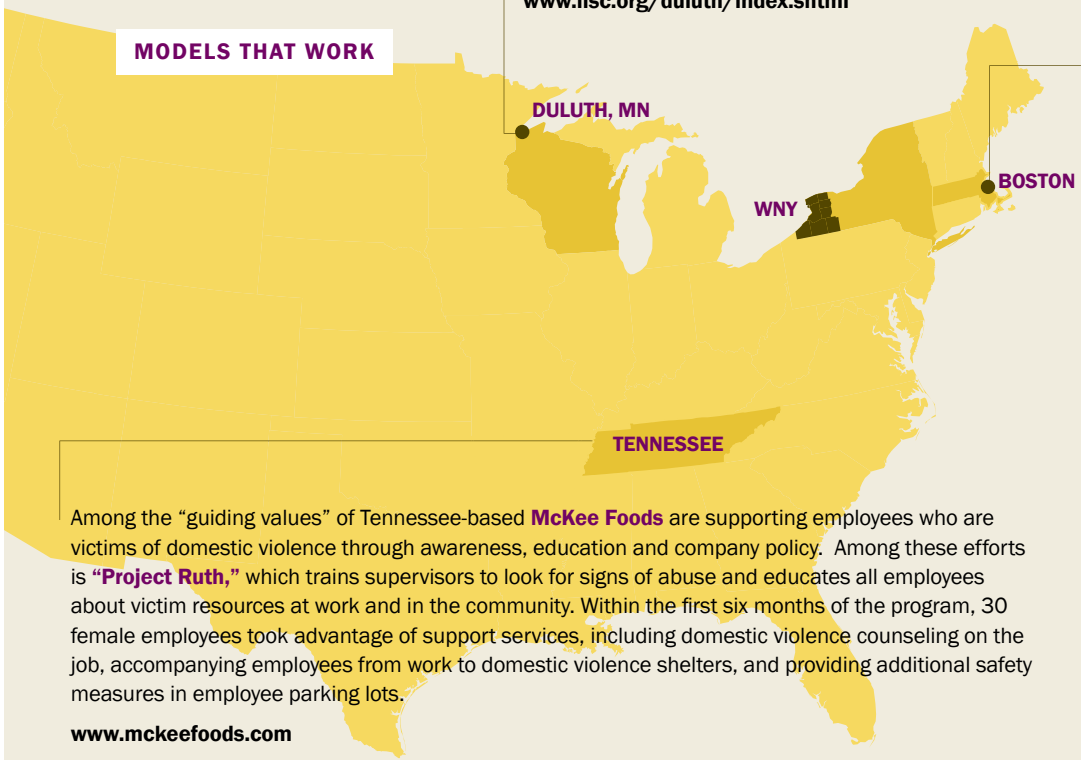
Numerous innovative programs in WNY are working to address these issues. For instance, the region's victim advocates, such as those provided through Erie County District Attorney's Office, help victims regain control of their financial assets and navigate the legal system. Others, particularly transitional housing programs, attempt to serve as wrap-around support to build the client's capacity for self-sufficiency. Several others help victims develop critical life skills for living on their own, including balancing a bank account, building savings, developing a resume and enhancing communication skills. Victims can obtain information about education and training opportunities or, in the case of some transitional housing programs, directly participate in select degree or certificate programs.

At Carolyn's House in Niagara Falls, residents are linked with vocational courses in nursing and the trades, while its Catering Crew, staffed by residents,

CONVERSATIONS WITH Women & Girls

"I had to wait two months to get food stamps – I considered going back to the abuse."

MODELS THAT WORK



The Women in Construction Training Program in Duluth, MN, targets victims of domestic violence and other low-income women for on-the-job training in the trades to help women build economic self-sufficiency. What's more, the program puts these women to work to help other women in need. Through partnerships with women's shelters and housing developers, the program has renovated 48 affordable housing units for women and their families.

www.lisc.org/duluth/index.shtml

John Hancock, a Boston-based insurance company, offers a range of assistance to victims, including free pre-legal resources, flexible hours so that employees can attend court hearings, and help with housing and health issues. Employees and managers are trained to watch for signs of abuse and are taught how to help victims obtain a restraining order and contact police, shelters, counselors and hospitals.

www.johnhancock.com

Among the "guiding values" of Tennessee-based **McKee Foods** are supporting employees who are victims of domestic violence through awareness, education and company policy. Among these efforts is **"Project Ruth,"** which trains supervisors to look for signs of abuse and educates all employees about victim resources at work and in the community. Within the first six months of the program, 30 female employees took advantage of support services, including domestic violence counseling on the job, accompanying employees from work to domestic violence shelters, and providing additional safety measures in employee parking lots.

www.mckeefoods.com

aligns with its Culinary Arts Vocational Program. The Allstate Foundation and University at Buffalo Center for Entrepreneurial Leadership recently trained nearly 70 service providers in victim economic empowerment. Allstate, which funds victim empowerment programs nationwide, also supports the Center for Entrepreneurial Leadership's Minority and Women Emerging Entrepreneurs, which develops business skills among survivors of abuse.

Yet key gaps remain. Experts note that on the whole employers in WNY lack supportive policies for victims. A 2007 survey by the Corporate Alliance to End Partner Violence and Liz Claiborne revealed that only 13% of corporate executives believe their companies should be part of the solution to address domestic violence (despite widespread recognition of the cost of such violence in the workplace), compared to 84% of their employees.[13]

THREE GOOD ROUTES

Reinforce Supports for Victims of Financial Abuse. Stiffen penalties for financial abuse and provide restitution for victims, particularly when the abuser destroys credit or limits access to shared financial resources. Help prevent and react to financial abuse through financial literacy training, specifically incorporating elements of the Allstate Foundation's Financial Empowerment Curriculum.

Advocate for Employer Adoption of Intimate Partner Violence Policies. Promote employer institution of victim protections, including leave time, job security, workplace education and sensitivity training and victim referrals. Recognize employers implementing supportive victim policies and programs.

Align Intimate Violence Services with Career and Technical Education Programs and Regional Workforce Development. Redouble efforts to connect victims of violence to living- and high-wage employment opportunities. Offer degree and certificate opportunities onsite at transitional housing. Establish consistent and comprehensive guidelines and protocol for victim referral services.

Who Needs to Act? *Service providers, criminal justice system, policymakers, victim advocates, educators, employers, workforce programs*

POLICIES TO MONITOR

Discrimination Against Victims of Domestic Violence by Employers Act *(federal, proposed)* to prohibit employer discrimination against victims of domestic violence in hiring, termination or providing reasonable accommodations for time off to manage issues related to abuse. The law would also require employers to provide employees with five days of paid leave to seek medical treatment and two days of paid leave to seek legal assistance.

Unpaid Leave of Absence for Victims of Domestic or Sexual Violence Act *(federal, proposed)* to provide up to 90 days leave for a victim to obtain medical or psychological treatment, develop a safety plan or seek legal assistance for injuries they or their children suffer from domestic or sexual violence. The law also would mandate employees be restored to the same position or an equivalent position with the same benefits and pay prior to their leave.

LEVERAGE POINT #4

PROVIDE VICTIMS WITH TRANSITIONAL AND LONG-TERM HOUSING OPPORTUNITIES

STATUS

For many victims, 30-90 days of emergency shelter is not enough to address the range of health, economic and other challenges they face. Without safe or sustainable housing options, victims must resort to substandard housing or return to their abuser. In some cases, victims become homeless.

Transitional housing programs can fill this gap by providing shelter along with intensive services to build the victim's capacity for living on her own. Often education and career development are aspects of these programs. Victims are prepared for permanent housing by contributing toward rent and learning how to manage their money. In addition to material and logistical support, women in transitional housing programs also undergo personal growth and empowerment by setting and reaching their own goals.

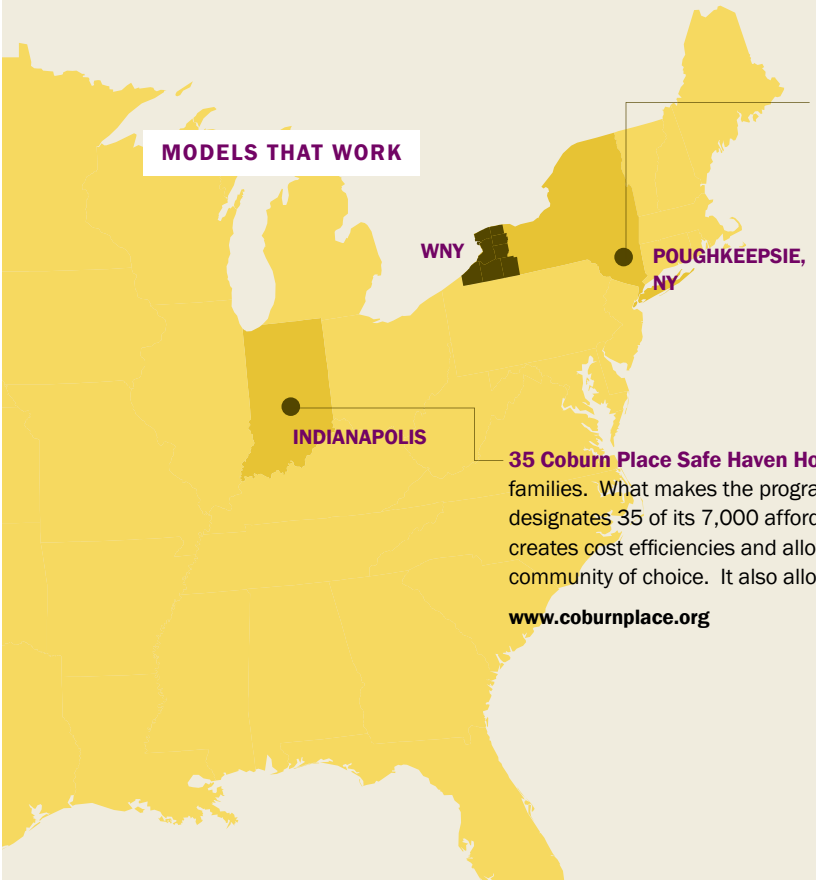
WNY SUPPORT LANDSCAPE

Several transitional housing programs in WNY serve dozens of victims and their families. Carolyn's House in Niagara Falls offers rooms for 30 families, with each resident developing her own plan to eliminate barriers to self-sufficiency; most do not leave until those goals have been reached. Gerard Place on the East Side of Buffalo provides a similar model to 14 homeless single mothers and their children, most of whom are victims of intimate partner violence or sexual abuse. The YWCA of WNY also provides these housing options. Many transitional housing programs in WNY leverage community partnerships (e.g., with colleges, workforce development agencies, mental health services and substance abuse treatment) to address the full range of resident service needs.

CONVERSATIONS WITH Women & Girls

"I feel safe here [Carolyn's House in Niagara Falls]."

MODELS THAT WORK



Grace Smith House Brookhaven Program in Poughkeepsie provides transitional housing and support services for up to two years for 15 families victimized by violence. The program was developed by converting a former mattress factory and steam laundry in Poughkeepsie with the help of state funding. Operating funding is drawn from HUD's Supportive Housing Program, NYS's Housing Trust Fund, Section 8 vouchers and Department of Social Services housing allowances. Residents contribute 30% of their adjusted income in monthly rent.

www.gracesmithhouse.org

35 Coburn Place Safe Haven House in Indianapolis provides transitional housing for up to 35 families. What makes the program unique is that a private property management company designates 35 of its 7,000 affordable housing units for victims of domestic violence. This creates cost efficiencies and allows victims to readily live and receive support services in their community of choice. It also allows them to transition in place.

www.coburnplace.org

However, WNY experts say there simply are not enough spaces to meet demand – occupancy levels at existing sites are regularly 100%. According to the 2008 annual report of the WNY Homeless Alliance, these women are at risk for homelessness. Its survey revealed there were 1,600 homeless women in Erie County in 2008, of which nearly 40% reported having suffered from domestic violence in the past.[14] More than 7% (or about 150 women) said intimate partner violence was the primary reason for their homelessness at that time. The Homeless Alliance also estimates WNY has an overall shortage of 105 transitional housing units, including 60 for individuals and 45 for families.

THREE GOOD ROUTES

Assess Transitional Housing Demand for Victims. Analyze occupancy data from WNY shelters, safe dwellings and safe home networks to reveal geographic and demographic patterns characterizing victims seeking suitable, safe housing. Leverage the WNY Homeless Alliance's Homeless Management Information System, which tracks individual client data, to discern factors related to homelessness among victims of intimate partner violence.

Explore Models for Developing New Transitional Housing. Assess the potential to expand existing housing programs, reserve sections of transitional housing for victims of intimate partner violence and their families, and collaborate with grassroots community development groups to build or rehabilitate housing for violence victims.

Fund Housing-Based Wrap-Around Programming and Services. Provide victims with a full range of services, including health care, counseling, education and child care, onsite at transitional housing facilities. Seek transitional housing and support service funding from state and local government programs.

Who Needs to Act? *Service providers, housing developers, community groups, researchers*

POLICIES TO MONITOR

2010 Reauthorization of the Violence Against Women Act *(federal, proposed)* to bolster funding for critical programs, including $10 million for the currently unfunded Long-Term Stability/Housing for Victims Program to support collaboration among housing developers, planners and victim service providers in developing long-term housing solutions.

FRANCINE IS ON HER WAY TO

freedom from intimate partner violence & abuse and economic security

LEVERAGE POINTS

REMOVE ROADBLOCKS THROUGH LEVERAGE POINTS

#1 CONFRONT THE SOCIAL AND CULTURAL NORMS AT ROOT OF VIOLENCE AGAINST WOMEN

#2 BREAK BARRIERS TO VICTIM INTERVENTION

#3 CONNECT VICTIMS TO SUPPORTS FOR ECONOMIC SECURITY

#4 PROVIDE VICTIMS WITH TRANSITIONAL AND LONG-TERM HOUSING OPPORTUNITIES

MILEPOSTS FOR WNY WOMEN & GIRLS

WNY WILL SEE MEASURABLE DIFFERENCES IN THE MILEPOSTS THAT MEASURE PROGRESS

Reported Incidences of Abuse Decline*

Goal: As violence prevention efforts are implemented and access to victim services improves, reports of intimate partner abuse decline.

Women Are No Longer Murdered by their Intimate Partners

Goal: The WNY map of abuse victims murdered by their partners will be blank as more women find help, support and resources when they need it and escape violent relationships.

*Improve local data tracking victims of intimate partner violence, including a more accurate reflection of the scope of such violence with silent victims coming forward to report abuse.

WNY ON ITS WAY TO _____

Violence against women is not a private matter – it is a public problem. Intimate partner violence reverberates through families, friendships, neighborhoods, workplaces and communities. It shatters lives physically, emotionally and economically. An abusive home environment jeopardizes a child's future. Violence against women costs employers, taxpayers and society. Violence against women is unacceptable.

WHEN WOMEN FALTER, WNY FALTERS.
WHEN WOMEN THRIVE, WNY THRIVES.

OUR PATHWAY TO PROGRESS

WHAT IF...

...WNY eradicated intimate partner violence for just one year?[15]

13 WOMEN WOULD BE ALIVE TODAY

Close to 5,400 women would not be physically, sexually, emotionally or financially abused by their intimate partners.

They would be able to pursue their dreams free from violence.
They would be more economically secure.
Their children would have a more hopeful future, and be less likely to become the next generation of abusers or victims.

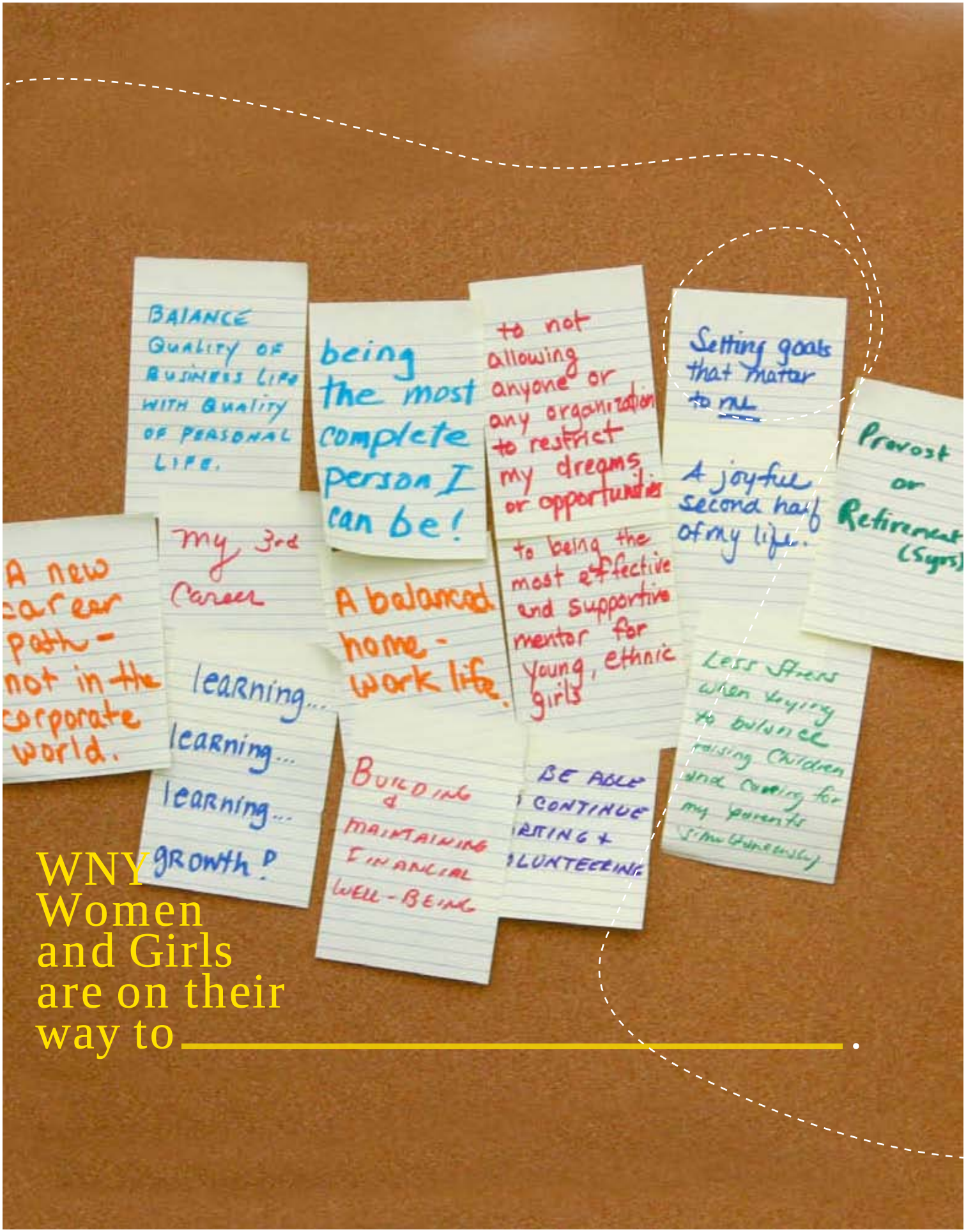
Women, and girls, would be healthier, happier and more confident.
There would be fewer unplanned pregnancies and fewer sexually transmitted infections.

It is also a matter of dollars and sense.
Intimate partner violence costs the nation billions every year in lost wages and productivity, medical costs, police and ambulance services, mental health and social services and property damage.

In WNY, these costs totaled $78 million in one year for approximately 5,400 victims. Double that figure to account for the region's thousands of silent victims.

13 lives lost means $57 million in the forfeited economic contributions of victims as well as related public costs – from criminal prosecution to ambulance services to mental health for victim family members.

Defying measurement and cascading through generations is the cost of shattered lives, families, futures and communities.



WNY Women and Girls are on their way to _____.

BARBARA
IS AN ASPIRING LEADER.

Among the 99,000 women working as professionals in WNY, she wants to have a place at the top and contribute to a more balanced voice in the policies and practices shaping life in WNY, whether through public office, top-level management or civic engagement.

Critical supports are community and workplace cultures that empower women as leaders. She also needs to be able to balance her career with family responsibilities, while maintaining her health. Leadership development resources, from mentoring to networking, give her the technical and social capital she needs to lead.

Barbara is on her way to

developing leadership pathways

leading public, private and civic institutions in WNY

balancing career with family

PATH WAYS TO PROGRESS

BARBARA FACES ROADBLOCKS ON HER

BARBARA IS LOOKING TO REACH THE TOP AND EXPAND WOMEN'S VOICE IN THE DECISIONS AND POLICIES THAT SHAPE OUR REGION.

ROADBLOCKS TO developing leadership pathways

Overall, women earn a greater share of graduate degrees in WNY, but are underrepresented in some technical fields

Developing a career pathway with leadership goals often requires an advanced education to build technical expertise and cultivate career interests and aspirations. WNY colleges and universities graduate nearly twice as many women as men with graduate degrees, indicating a highly qualified pool of labor for WNY institutions looking to groom women leaders.

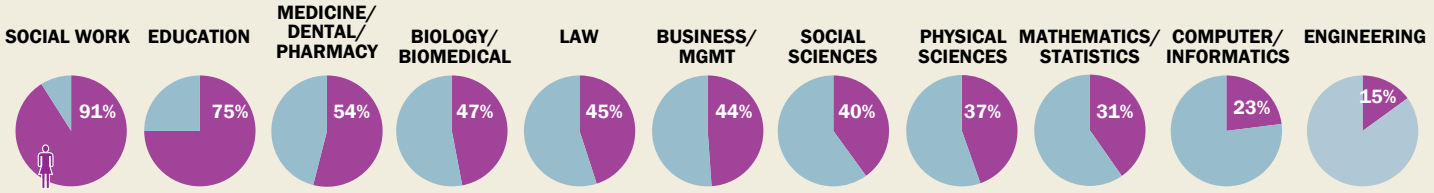
Within WNY colleges and universities, women are at near parity in earning the degrees that will allow them to enter traditionally male-dominated fields, including business, law and the medical sciences. In several fields – mainly those such as education and social work with a historically high female presence – they dominate the graduate pool.

Yet women remain underrepresented among those studying at advanced levels in the sciences and technical fields, most significantly in engineering and computer science. This gap is part of a trend of waning interest in the sciences that begins for girls in middle school and continues into higher education and then the labor force.

MILEPOST FOR WNY WOMEN & GIRLS

WNY Graduates with Advanced Degrees (master's degree or higher), Class of 2007

FEMALE graduates and MALE graduates with advanced degrees in...



Source: National Center for Education Statistics, Integrated Postsecondary Education Data System, 2007.

WAY TO developing leadership pathways / Leading public, private and civic institutions in WNY / balancing career with family

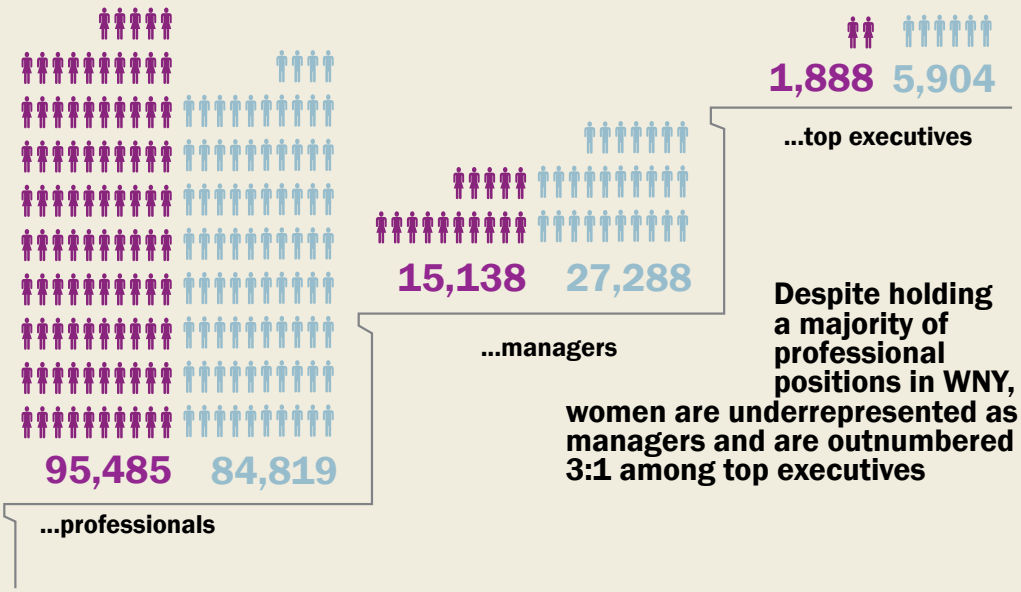
ROADBLOCKS TO Leading public, private and civic institutions in WNY

In WNY, women participate equally with men in the workforce. In fact, among working professionals, women comprise the majority, with such positions ranging from administrative assistant to attorney. Where women begin to fall off the leadership pathway is at the level of manager, a pivotal jumping-off point on the career pathway where women's representation drops to about 36%. The attrition continues to the top, where women represent 24% of all top executives in both the public and private sectors. That's three men for every woman leading the companies, organizations and governments of WNY. This pattern reflects national trends, indicative of the broad scope of this challenge.

The Career Path for Men and Women in WNY

MILEPOST FOR WNY WOMEN & GIRLS

WOMEN and MEN working their way up as...



Despite holding a majority of professional positions in WNY, women are underrepresented as managers and are outnumbered 3:1 among top executives

Source: 2005-2007 American Community Survey 3-Year Estimates.

According to *Business First of Buffalo*, which annually examines the largest companies and organizations by industry in the region, WNY women comprise an even smaller minority, 18%, of executives at top companies and organizations. The disparities vary greatly by industry, but include fields where women are equally represented in the pipeline of managers and professionals.

For instance, women earn law degrees in equal numbers, yet represent only 20% of all working attorneys in WNY, and only 13% of managing partners for the region's top 55 law firms. Also, relative to other regions across the U.S., WNY has fewer women in attorney positions.[2] Law firms in general – especially large firms – remain difficult working environments for those balancing family responsibilities due to frequent expectations for long working hours and an extremely competitive culture.

The underrepresentation of women in management is even more pronounced for black females, which account for only 2% of these positions. However, black women are nearly twice as likely as black men to reach management, with black males filling only 1% of these positions. The absence of black women at the top reflects in part that they comprise only 3% of those earning advanced college degrees.[1]

While nearly as many women as men graduate with an MBA, women are grossly underrepresented among the leadership positions often requiring this degree, including top executives at accounting firms, insurance agencies, financial/brokerage firms and commercial lenders.

Women are more evenly represented among leaders of the region's colleges and universities, private schools, private foundations and select health organizations. However, even in the nonprofit sector, which tends to employ greater numbers of women, women are relatively scarce at the top of the sector's largest organizations and among those executives earning the highest salaries.

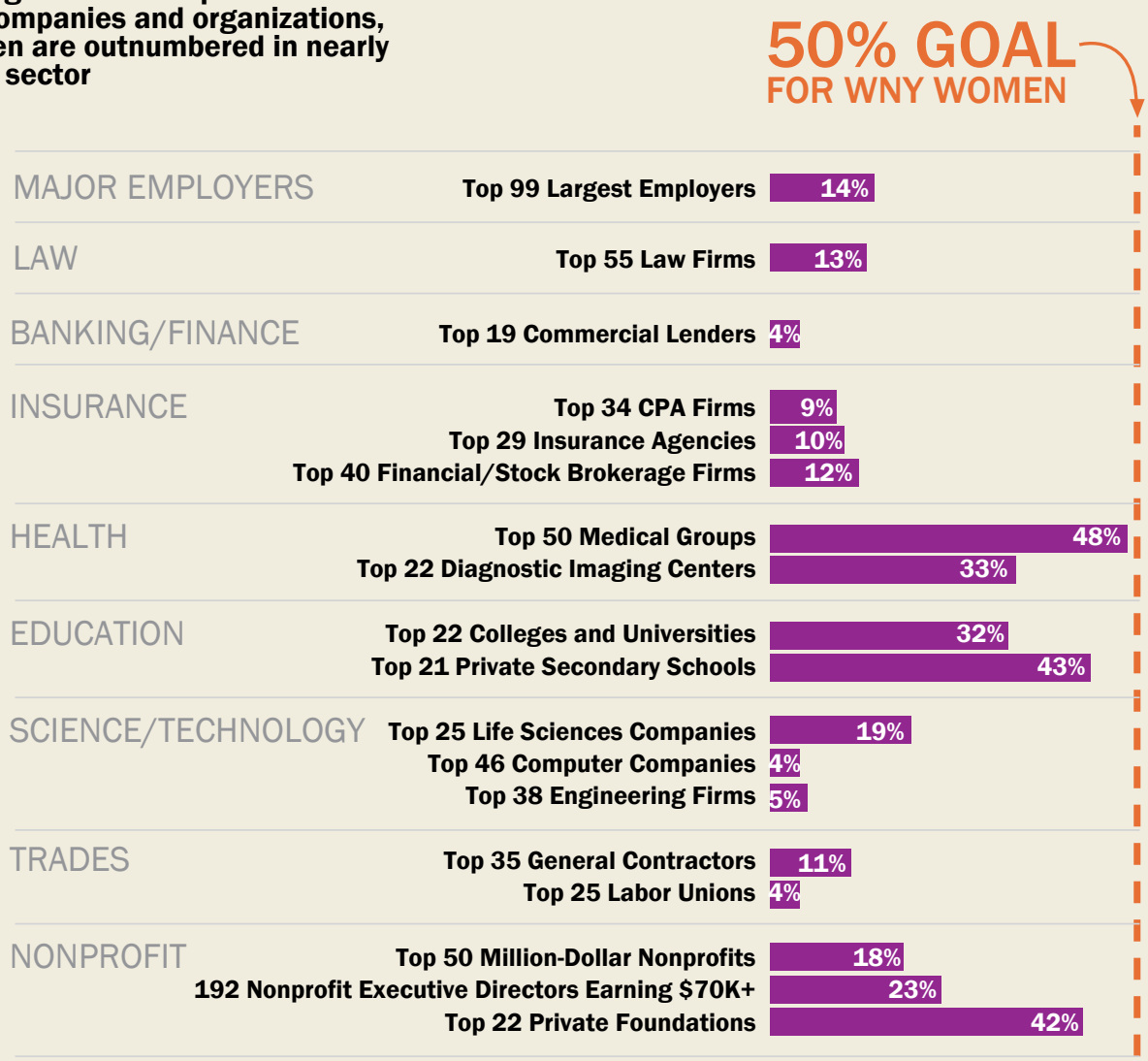
Not surprisingly, women are least represented at the helms of science and engineering companies, as well as unions and general contractors, all fields where women earn degrees and receive training in far fewer numbers than men.

Though the region's top companies overall have far to go in developing more women leaders, there have been notable improvements in recent years. Overall, the region's top organizations increased the number of women managing partners and CEOs from 11% of the total in 2001 to 18% in 2009.[3] Financial/stock and brokerage firms, insurance agencies and law firms are among those making the most marked gains in female leadership.

Even in the realm of self-employment, an important indicator of enterprise, entrepreneurship and economic opportunity, women lag men. The latest figures show there are more than twice as many self-employed men as there are self-employed women in WNY.[4]

Self-employed women in the region are also less likely to incorporate their business, as compared to men, suggesting fewer women ultimately remain in business for themselves or are successful in growing the business. Some of the key barriers to women's success in entrepreneurship are the lack of access to capital financing, networks and mentors, as well as the demands of family responsibilities.

Among those at the pinnacle of WNY's top companies and organizations, women are outnumbered in nearly every sector

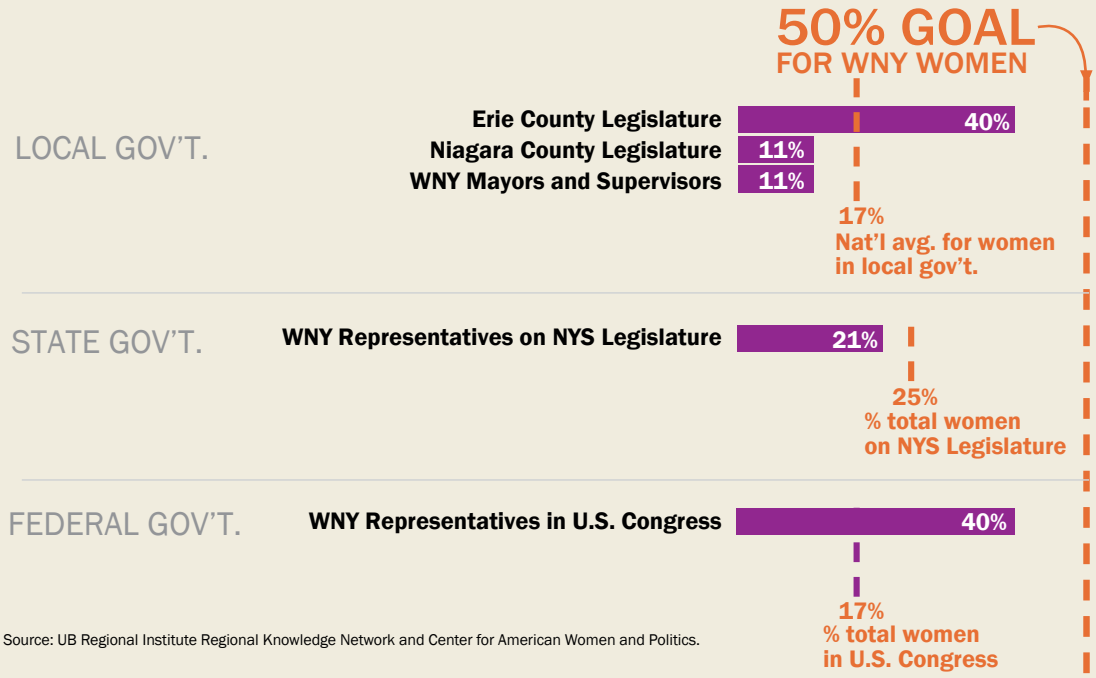


Source: 2009 *Business First of Buffalo* "Book of Lists" and "All About Nonprofits."

Women are underrepresented as local, state and federal elected officials, although at some levels are better politically represented than national averages

Women as % of Elected Leaders in WNY, 2009

MILEPOST FOR WNY WOMEN & GIRLS



Source: UB Regional Institute Regional Knowledge Network and Center for American Women and Politics.

Holding elected office is an important opportunity for women to shape public policy, particularly on issues important to women, such as the economy, health care and education. In WNY, women remain the minority in local, state and federal government representation.

The greatest disparities in representation occur at the local level. For instance, women comprise just 11% of the region's 65 city and village mayors and town supervisors. Women are similarly underrepresented on the Niagara County legislature. These levels are far below the national average of 17% for women holding local elected office.

There are stories of near parity in WNY. The Erie County legislature is 40% female, a steep gain from 12% in 1995. Two of the region's five federal representatives in Congress are women. The region's delegation to state government is slightly less gender-balanced than the NYS legislature as a whole.

The region's judicial system is predominately operated by men. Among the 311 judges, magistrates and judicial workers, which interpret and implement law, 27% are women in WNY, compared to a 37% national average.[5] These officials preside over federal, state and local courts, and include administrative law judges and arbiters that decide on such matters as employment discrimination.

The picture of representation is no different among the many powerful decision-making boards in WNY that exist outside corporate executives and elected office. Boards of directors for the region's top public companies and philanthropic foundations, as well as its regional chamber of commerce and largest university, are all disproportionately seated by men. Together, these bodies make critical decisions about the WNY economy and its business climate, as well as the distribution of regional assets and financial resources. Among several of these boards, no women are present, and many have fewer than 20% women.[6]

ROADBLOCKS TO balancing career with family

Child and family responsibilities remain the No. 1 factor behind women stepping off or falling behind in their careers. A 2005 *Working Mother* magazine nationwide survey found that women typically experience three or more career interruptions compared to one or two for men, including the birth of a child, relocating for a spouse's job, caring for an aging parent and attending graduate school.[7]

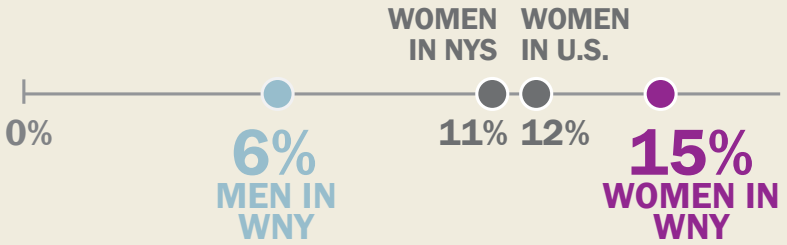
In many cases, women achieve this balance through reduced hours, which places women at a significant disadvantage for career growth and leadership opportunity. Women in WNY are more than twice as likely as men to work part-time, and do so in greater numbers than do women across the state and nation.

Yet trends over the past two decades suggest these dynamics could change. As women's participation in the workforce has risen since 1990, the number of women working full time has increased; meanwhile, the proportion of women working part-time has not changed.

Part of Barbara's Balancing Act is Maintaining Her Health

Stress, a lack of time and a range of other challenges for women balancing work and family contribute to health problems. In Erie County, one in 10 women age 45-64 describes her health as "poor," according to a regional health survey.[9] This is the peak age for women responding this way. Research shows that women in general tend to rate their health as poorer than men, and refer to stress-related symptoms such as worrying, depression, problems sleeping and headaches.[10]

Women and the Work-Family Balance
% Workers Working Part-Time



Source: 2005-2007 American Community Survey 3-Year Estimates.

WNY women appear to achieve a work-family balance through reduced hours, certainly to a greater degree than WNY men and even relative to women across the state and nation

The Work-Family Conundrum

A study by the Sloan Work and Family Research Network at Boston College found that among both male and female workers who make their career their top priority, more than half believe that "reducing their hours would be the kiss of death for their careers."[8]

99,000 PATHWAYS

WNY CAN REMOVE ROADBLOCKS FOR BARBARA ON HER WAY TO

developing leadership pathways

leading public, private and civic institutions in WNY

balancing career with family

ROADMAP FOR BARBARA'S PATHWAY TO PROGRESS

LEVERAGE POINT #1

LEVERAGE POINT #1
ELIMINATE POLICIES, PRACTICES AND VALUES THAT CONTRIBUTE TO THE EXCLUSION OF WOMEN FROM LEADERSHIP

Addressing the cultural norms and work practices that help perpetuate traditional gender roles both in the workplace and the WNY community at large can encourage more women to seek leadership positions as well as bring in those already knocking at the door.

LEVERAGE POINT #2

LEVERAGE POINT #2
EXPAND THE PIPELINE OF WOMEN LEADERS

Cultivating a pipeline of women leaders and developing leadership pathways, particularly in fields and degree programs where women are underrepresented, can increase the pool of women qualified for and interested in leadership positions.

LEVERAGE POINT #3

LEVERAGE POINT #3
STRENGHTHEN AND EXPAND WORK-FAMILY POLICIES

Family-supportive workplace benefits help keep women on their career pathway. They are also related to increased job satisfaction, decreased employee turnover, better employee health, lower absenteeism and less work-family conflict. They serve as a valuable tool for employers seeking to recruit and retain talented employees.

LEVERAGE POINT #4

LEVERAGE POINT #4
CONNECT EMERGING LEADERS WITH LEADERSHIP DEVELOPMENT RESOURCES

Advancing toward leadership goals requires strategic career planning, goal-setting and leadership development. Mentoring, coaching, networking and training increase leadership capacity as well as access to social capital and networks of influence.

LEVERAGE POINT #1

ELIMINATE POLICIES, PRACTICES AND VALUES THAT CONTRIBUTE TO THE EXCLUSION OF WOMEN FROM LEADERSHIP

CONVERSATIONS WITH Experts & Advocates

"When I was growing up, you were always told to be a nice girl. I still hear that voice in my head"

STATUS

Outright discrimination against women in the workforce is relatively rare. Certainly men have been critical supporters of women's advancement in leadership realms, serving as mentors, supporting work-family policies and assuming greater family responsibilities.

However, biases persist in many of the work practices and social norms within the region's organizations, companies, government chambers and communities, and have a real impact on women's ascent into leadership positions.

At the same time, research has shown that employers committed to unearthing and correcting bias reap benefits such as higher productivity, heightened creativity and greater enthusiasm among all employees.[11]

Biases can be as subtle as the perception of exclusion from high-profile boards or initiatives in the community or workplace. Also, cultural norms often reinforce traditional gender roles.

As long as women are the primary caretakers of children, workplace practices that push the boundaries of the work-family balance will disproportionately affect women. These include expectations for long hours or even regular scheduling of meetings early or late in the day. Further contributing to these traditional roles is a workplace culture that frowns upon employees using work-family benefits. A recent national survey found two out of three working mothers believe there is still a stigma attached to using flextime options offered by their employer.[12]

WNY SUPPORT LANDSCAPE

In WNY, many women's advocates believe that the region's highly traditional culture plays a part in keeping women out of leadership. Often women choose to follow traditional roles or are influenced by presumptions that they will.

The region's "old boy's network" – characterized by established circles of power and social settings where important decisions are made – has yet to completely integrate women, according to many community leaders consulted for this project. On many boards and legislative bodies, women, especially minority women, are often perceived to be "token" representatives.

However, many of these same leaders note that men in WNY have been important allies for propelling women into leadership. In general, WNY is a more welcoming place for women seeking leadership roles today than in past years.

MODELS THAT WORK

THREE GOOD ROUTES

Build Awareness Among Business and Government Leaders of the Value of Women in Leadership. Make the case for women in leadership by communicating the value of balanced perspectives to the competitive edge, from higher profits for businesses to strengthened capacity to recruit residents and businesses for the region.

Pursue Innovative Strategies to Cultivate Women Candidates for Corporate, Foundation and Nonprofit Boards. Identify and lobby regional business and foundation leaders to remove barriers to female inclusion in board positions. Support diverse networks for identifying board candidates. Consider board capacity-building through top-down and bottom-up approaches. Encourage talented, interested women leaders in pursuing board participation.

Diagnose Cultural Practices Contributing to Gender Disparities in Leadership. Engage employers and employees to develop concrete changes to policies, practices and workplace culture limiting leadership opportunities for women. Address cultural attitudes about traditional gender roles. For example, expose girls to strong female role models in schools, raise children outside gender stereotypes and hold businesses and government accountable where women are underrepresented. Respect women's choices in negotiating work and family.

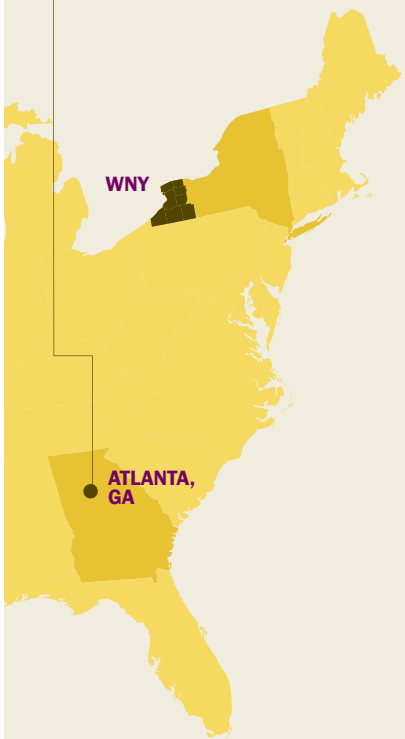
Who Needs to Act? *Political organizations, policymakers, employers, organizations with boards, women's groups, leadership groups, regional leaders, women*

POLICIES TO MONITOR

Equal Rights Amendment *(state, proposed)* to amend the NYS constitution to guarantee that women and men are treated equally under the law by individuals, private businesses, state entities and municipalities.

While **Atlanta** sits in a traditional southern state, the city has had a female mayor since 2001 and women represent the majority on its city council. Contributing factors include the willingness of women to seek, obtain and retain policymaking positions, as well as the unified network of women's political organizations in the area, which greatly enhances support for women candidates. Atlanta exemplifies how a community's political, social and ideological characteristics are more important to placing women in elected office than are formal elements such as electoral structures.

www.atlantaga.gov/Mayor/



NATIONALLY

Deloitte & Touche committed to changing its corporate culture in response to high female employee attrition rates. Not knowing why so many talented women were leaving, the company conducted staff workshops and discovered a culture that excluded women from leadership and highly visible projects. Management worked to change this through consistent employee engagement, stronger work-life balance supports and greater accountability among supervisors. Women now represent 30% of partners and principals compared to 5% in 1991.

www.deloitte.com

LEVERAGE POINT #2

EXPAND THE PIPELINE OF WOMEN LEADERS

STATUS

One of the first steps to accelerating progress toward gender parity in leadership is grooming more women leaders, particularly in fields where women remain underrepresented due to shortages of trained or degreed women and a lack of women seeking entry into such fields.

Where women are earning the required degrees in equal numbers – for instance, law – but choosing not to enter related professions, information and guidance can address misperceptions and help students plan career pathways.

Cultivating women leaders includes instilling leadership traits in girls and expanding and targeting recruitment efforts where women are most underrepresented. Middle school and high school are critical opportunities for building educational and career interests, particularly in science, math and technology.

Political leadership pipelines are also built when women and girls are encouraged to become civically engaged in school and their communities. Building entrepreneurial skills, particularly risk-taking, at an early age can help develop the next generation of successful women business owners.

WNY SUPPORT LANDSCAPE

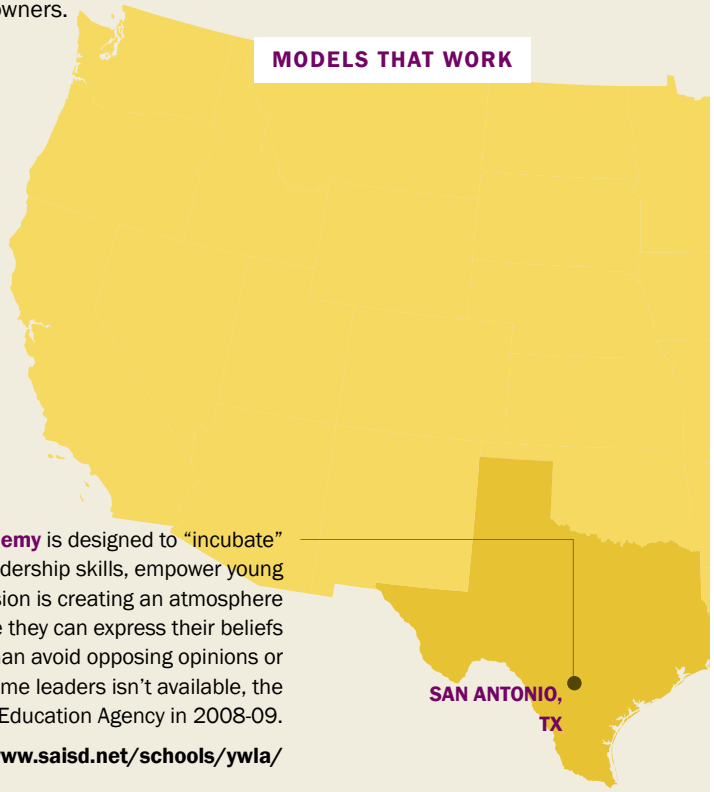
In WNY, Leadership Buffalo recently formed Youth Leadership Erie County, a program engaging high school students to develop basic skills in leadership, problem-solving and communication, foster an understanding of personal potential, and expose youth to key issues in the region.

Several other programs in the region work specifically to expose young girls to science, math, engineering and technology through workshops, college tours and career education. Sports programs across the region build leadership skills and qualities in girls, from self-esteem and self-discipline to focus and decisiveness to time management and teamwork.

CONVERSATIONS WITH Experts & Advocates

"In WNY, there are more opportunities to rise to the top in your sphere compared to other regions where competition is more fierce."

MODELS THAT WORK



Based in San Antonio, the **Young Women's Leadership Academy** is designed to "incubate" female leaders. It features afterschool programs to build leadership skills, empower young women and develop their voice as a leader. Central to the mission is creating an atmosphere where young women can be creative and authentic and where they can express their beliefs freely, with willingness to reconcile differences rather than avoid opposing opinions or perspectives. While the percentage of graduates who become leaders isn't available, the academy was given an exemplary rating by the Texas Education Agency in 2008-09.

www.saisd.net/schools/ywla/

THREE GOOD ROUTES

Start When They're Girls. Capitalize on afterschool programming, mentoring, sports and student government as classrooms for leadership development, innovation and entrepreneurship. Involve girls in community service, volunteering and voting awareness programs.

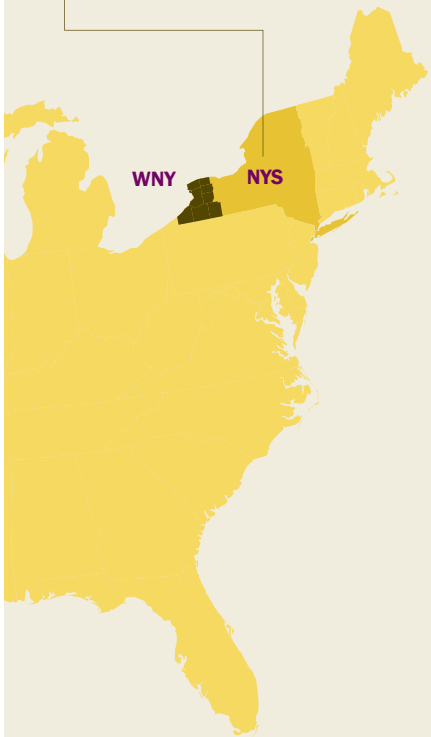
Provide Career Planning Resources Across the Spectrum of Education - From Middle School to College. Encourage women and girls to explore the full range of career opportunities, resources and leadership tracks, particularly in sciences, business, law and other professions. Connect women and girls with diverse mentors and role models for information and inspiration.

Cultivate Interest and Capacity Among Women through Exposure to Initial Leadership Opportunities. Ensure women, particularly minority women, are engaged in positions and activities that often pave leadership pathways. These include community and civic groups, school boards, volunteer activities, issue advocacy, political activities and voting. Reward pursuits and risk taking in innovation, creativity and entrepreneurship to open pathways to independent business ventures.

Who Needs to Act? *Parents and guardians, adult role models, educators, school and college counselors, employers, community leaders, political organizations*

Con Edison of New York offers a **Growth Opportunities for Leadership Development (GOLD)** program. It aims to get recent college graduates, especially women and minorities, into leadership tracks in business and nontraditional fields such as science and engineering. It is a major element of the company's commitment to diversity in leadership. Last year, 29% of those placed in GOLD were women; previous classes reached 42% female. *LATINA Style* magazine recognized Con Edison for offering the best career opportunities for Hispanic women.

http://www.coned.com/diversity/



LEVERAGE POINT #3

STRENGTHEN AND EXPAND WORK-FAMILY POLICIES

STATUS

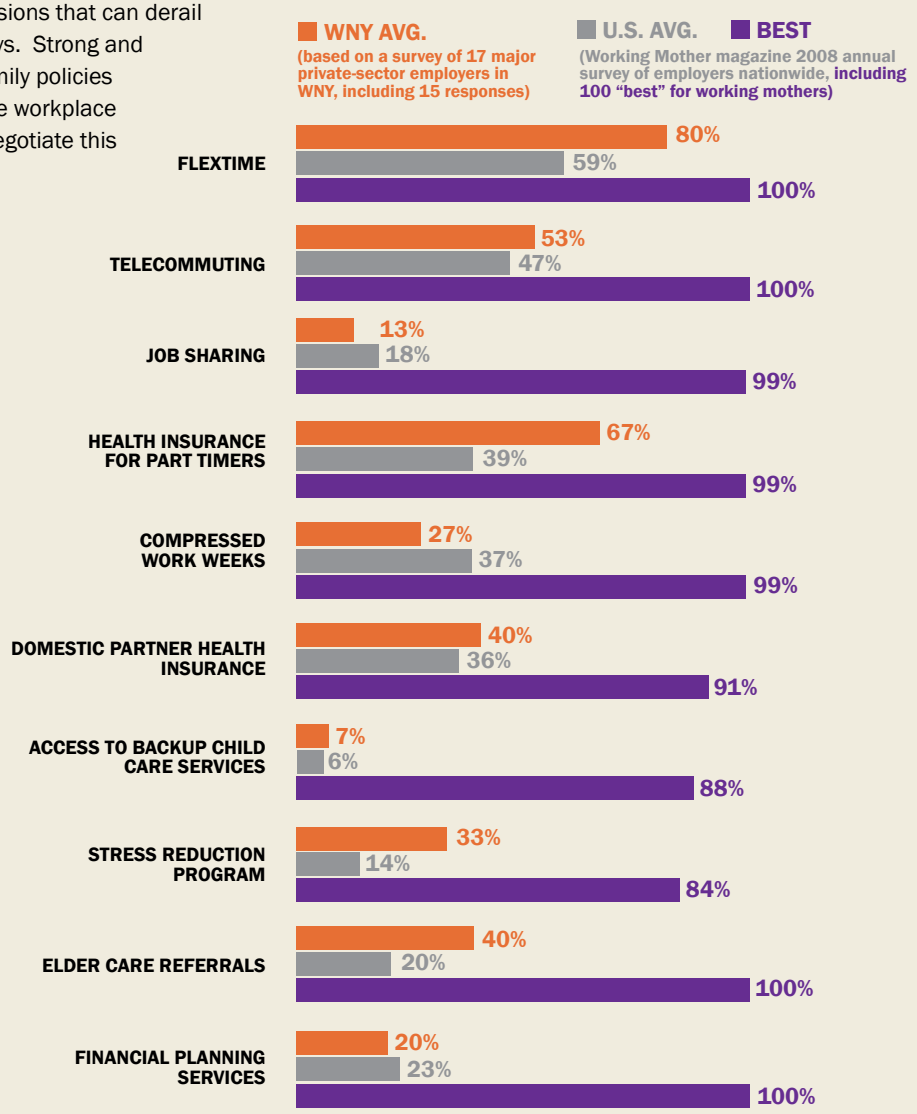
While women have filed into the workforce to the point they are equally represented, they remain the primary caretakers of children. Women are also more often those providing care to aging parents or family members, a time-consuming and draining responsibility which can contribute to reduced hours at work as well as financial hardship and stress-related health problems. These challenges are greater for single mothers and single women, whose out-of-work support networks are more limited.

The tug-of-war between work and family continues to shape women's career paths, literally interrupting careers as well as driving the day-to-day decisions that can derail leadership pathways. Strong and innovative work-family policies and practices in the workplace can help women negotiate this balance without having to forfeit leadership goals.

Compared to other developed nations, the United States' work-family policies offer very little, and employers have been left to fill the gap as they wrangle with these issues on the front lines. Increasingly, employers are offering flexible scheduling, telecommuting options, child care and even support for elder care. Yet these policies are far from widespread and, where they do exist, far from comprehensive.

WNY Employer Support for the Work-Family Balance

MILEPOST FOR WNY WOMEN & GIRLS



CONVERSATIONS WITH Women & Girls

"I think it's tough for women. I never went into administration until I was 45. Why? Because I still did all of the household work; I didn't have time."

"There seems to be a perception that 'superwoman' status is actually achievable. I gave up my cape a long time ago."

WNY SUPPORT LANDSCAPE

Leading employers in WNY offer an array of work-family supports, according to results of a survey of 17 of the region's largest employers. For instance, 80% of these companies offer flexible scheduling and 53% permit telecommuting. Forty percent provide health benefits for domestic partners and referral assistance for elder care, while about one in three offers stress-reduction programs and compressed workweeks.

In most of these categories, WNY companies exceed the national average of companies offering such family-friendly perks. Many other benefits, provided nearly universally by those companies rated in the top-100 by *Working Mother*, have not caught on nationally or regionally. These include job sharing and access to back-up or emergency child care.

THREE GOOD ROUTES

Build a Business Case for Work-Family Benefits. Use survey research and case studies to document the types and levels of work-family balance policies. Analyze links between progressive work-family benefits and employer success in recruitment, retention and the business bottom line. Use employer networks and human resources consortia to disseminate findings on the outcomes of work-family benefits.

Celebrate Organizational and Cultural Commitment to Work-Family Balance. Support top executives who publicly embrace and implement work-family balance policies. Eliminate negative associations and stigmas for employees using such benefits. Ensure women working reduced hours remain eligible for leadership track options. Publicly recognize the "best" WNY companies for work-family balance.

Encourage Information Sharing and Best Practices in Work-Family Policy Among Employers. Facilitate an information exchange network among employers regarding benefits packages favorable to work-family balance, including support for employee health and caretaking for children and/or elderly or sick family members. Build awareness of no-cost work-family benefits, such as flexible scheduling.

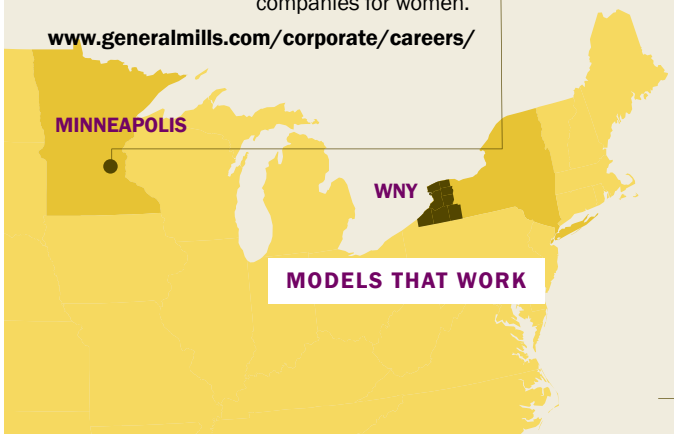
Who Needs to Act? *Employers, policymakers, media, community leaders, researchers, employees*

POLICIES TO MONITOR

Family Leave Insurance Act of 2009 *(federal, proposed)* to require employers to support paid leave for employees taking leave under the Family and Medical Leave Act; small employee payroll deductions and employer trust accounts would develop a fund from which employees can draw a portion of their earnings during their leave.

Distinguished for its comprehensive work-family benefits, including generous leave policies, Minneapolis-based **General Mills** offers a company culture committed to work-family balance. Education and training leaves of up to two years are job-guaranteed and include tuition reimbursement. Moreover, any employee can request an additional one to two weeks of unpaid vacation. The company offers a wellness program, onsite medical clinics and employee health risk assessments. With these strong work-family balance policies in place, 40% of GM board members are women, and more than half of women promoted in 2008 took advantage of flexible work arrangements. GM ranks among *Working Mother's* top companies for women.

www.generalmills.com/corporate/careers/



MODELS THAT WORK

NATIONALLY

At the forefront of creating policies that support work-family balance, **Davis Polk & Wardell LLP** is a global law firm that ensures employees on reduced hours or flexible scheduling remain on leadership tracks with consideration for partnership. Between 2004 and 2008, 153 lawyers opted to reduce their hours, including three equity partners. The percentage of female associates has grown to 42%, while the percentage of female equity partners has increased to 23%.

www.davispolk.com/diversity/

LEVERAGE POINT #4
CONNECT EMERGING LEADERS WITH LEADERSHIP DEVELOPMENT RESOURCES

STATUS

Leadership development resources range from mentorship and executive coaching to professional development and networking. Due to a range of factors, women often lack access to or fail to capitalize on these resources, thereby falling behind on their leadership pathways.

For instance, women may miss out on out-of-work networking opportunities due to family responsibilities, or may altogether feel uncomfortable in traditionally male-dominated settings. They may be unaware of training programs or hesitant to pursue them. Poor negotiation skills prevent strategic career planning and advancement, particularly in terms of salary.

Social capital has been identified as one of the most important leadership resources for women. In one study of female higher-ups in Boston, nearly four out of five cited informal networking as "helping to a great extent" in developing leadership capacity.[13]

In another study, it was found that managers who advanced the fastest were those who spent relatively more time and effort "socializing, politicking and interacting with outsiders" and relatively less time paying attention to traditional management duties.[14]

Women with mentors tend to be more satisfied with their careers, are higher paid and have better interpersonal skills.[15]

WNY SUPPORT LANDSCAPE

Several WNY programs, including some specifically targeting women, provide a diverse array of leadership training resources. Focusing on civic and political leadership, the YWCA of Niagara operates the Institute for Public Leadership featuring workshops for women on lobbying, political strategies and public leadership skills.

Leadership Buffalo provides a rigorous program, taken by some of the region's most noted leaders, including focused education on regional challenges and core leadership capacities. The group's Rising Leaders program taps emerging leaders in the region's public and private sectors to groom leadership pathways. Leadership Niagara provides a similar range of services for women and men in Niagara County.

Other resources address women in small business and entrepreneurship, including the Canisius College Women's Business Center and the University at Buffalo Center for Entrepreneurial Leadership. Also, a wide array of national centers provides useful information resources through their local chapters.

Though together an impressive core of resources, these programs are challenged by poor coordination, which hampers their accessibility and use in the community. Mentoring networks for women are limited, and are challenged by a lack of resources to maintain mentoring relationships and develop the appropriate skills.

CONVERSATIONS WITH Women & Girls

"Sometimes you just need a group of like-minded people to give you that little push forward."

"I'd tell someone starting out their own business to develop that network first; it takes a lot of savings and sweat equity."

THREE GOOD ROUTES

Proactively Manage Careers to Realize Leadership Goals. Individual women should seek out resources and training, take appropriate career risks, sharpen negotiation skills, communicate career goals to supervisors and managers and pursue networking opportunities, including those in traditionally male-dominated forums.

Leverage Existing Programs to Develop Female Leadership Talent. Increase coordination and collaboration between existing women's leadership programs to strengthen training outcomes, identify larger classes of emerging women leaders and better target women ready for political and entrepreneurial leadership. Provide emerging leaders with opportunities for board governance training, political training and other leadership development resources.

Connect Emerging Women Leaders with Mentors. Develop intra-organizational and cross-sector mentoring networks. Explore establishment of a centralized, region-wide network of mentors and mentees with a rigorous system for identifying effective mentor-mentee pairings. Support greater awareness among women of mentoring opportunities.

Who Needs to Act? *Women, mentors, employers, managers and supervisors, policymakers, leadership development groups, educators, service providers*

POLICIES TO MONITOR

Women's Business Ownership Act *(federal, proposed)* to establish an independent commission to review the status of women business-owners nationwide and explore opportunities to provide technical assistance and expanded access to capital.

Paycheck Fairness Act *(federal, proposed)* to allow victims of discriminatory pay practices to seek damages against employers. The law would also establish grant programs to train women in negotiation.

Lilly Ledbetter Fair Pay Act *(federal, passed)* clarifies federal law to state that discriminatory compensation occurs each time compensation is paid, thereby enhancing an employee's ability to file a claim for damages when significant periods of time have passed since the pay scale was set.

MODELS THAT WORK

GLOBALLY

IBM formed the Global Women's Task Force to remove barriers to promoting more women to key leadership positions. The task force implemented job shadow programs and brought more transparency to the process of reviewing and promoting employees. It also launched programs to facilitate dialogue on equitable workplace practices and expanded female networks within the company. At the same time, global webinars inform women on topics such as mentoring, negotiating and work-life balance. The program has resulted in significant growth in female executive leadership, with IBM honored by *Working Mother* magazine as one of the top companies for female executives.

www-03.ibm.com/employment/us/diverse/50/exectask.shtml

Assembling the company's top female talent from around the globe, **Bestfoods' Women's Global Leadership Forum** was charged with developing strategies for propelling female managers into leaders. What emerged were strategies for developing leadership skills of promising up-and-coming women. The forum also sought to revise policies and practices related to promotion. These findings were backed and implemented by Bestfoods' management and incorporated into a company-wide strategy.

www.bestfoods.com

BARBARA'S ON HER WAY TO

developing leadership pathways
Leading public, private and civic institutions in WNY
balancing career with family

LEVERAGE POINTS

REMOVE ROADBLOCKS THROUGH LEVERAGE POINTS

#1 ELIMINATE POLICIES, PRACTICES AND VALUES THAT CONTRIBUTE TO THE EXCLUSION OF WOMEN FROM LEADERSHIP

#2 EXPAND THE PIPELINE OF WOMEN LEADERS

#3 STRENGTHEN AND EXPAND WORK-FAMILY POLICIES

#4 CONNECT EMERGING LEADERS WITH LEADERSHIP DEVELOPMENT RESOURCES

MILEPOSTS FOR WNY WOMEN & GIRLS

WNY WILL SEE MEASURABLE DIFFERENCES IN THE MILEPOSTS THAT MEASURE PROGRESS

More Women Graduate with Advanced Degrees

Goal: Women will represent 50% of graduates with advanced degrees in all fields, requiring greater enrollment in the fields of engineering and computer/information science and maintaining enrollment where graduation rates are equitable.

Fewer Women Fall off their Career Path

Goal: Women will represent 50% of managers and top executives in the region.

More Women Serve as Leaders

Goal: Women will represent 50% of those leading private companies and nonprofit organizations.

Goal: Women will account for 50% of those in elected public offices for WNY.

More Companies Offer Comprehensive Work-Family Benefits

Goal: More employers will offer a fuller range of work-family benefits, with regional averages for specific benefits matching or exceeding national averages.

WNY ON ITS WAY TO _____

Increasing support for women in leadership, inspiring future leaders and propelling those already on their way translate to more gender-balanced decision making at the top in business and government. It also makes economic sense. Businesses see greater profits and can attract and retain more talented women and men. The region is vitalized by diversity and new perspectives, gaining a competitive economic edge in drawing residents and businesses to live and work in WNY.

WHEN WOMEN FALTER, WNY FALTERS.
WHEN WOMEN THRIVE, WNY THRIVES.

WHAT IF...

...We achieved gender parity in leadership in the public and private institutions of WNY?[16]

2,000 MORE WOMEN WOULD LEAD PRIVATE SECTOR INSTITUTIONS → **THE COLLECTIVE EARNINGS OF WOMEN WOULD RISE BY AN ESTIMATED $59 MILLION.**

with 6,100 more women, including minority women, working as managers.

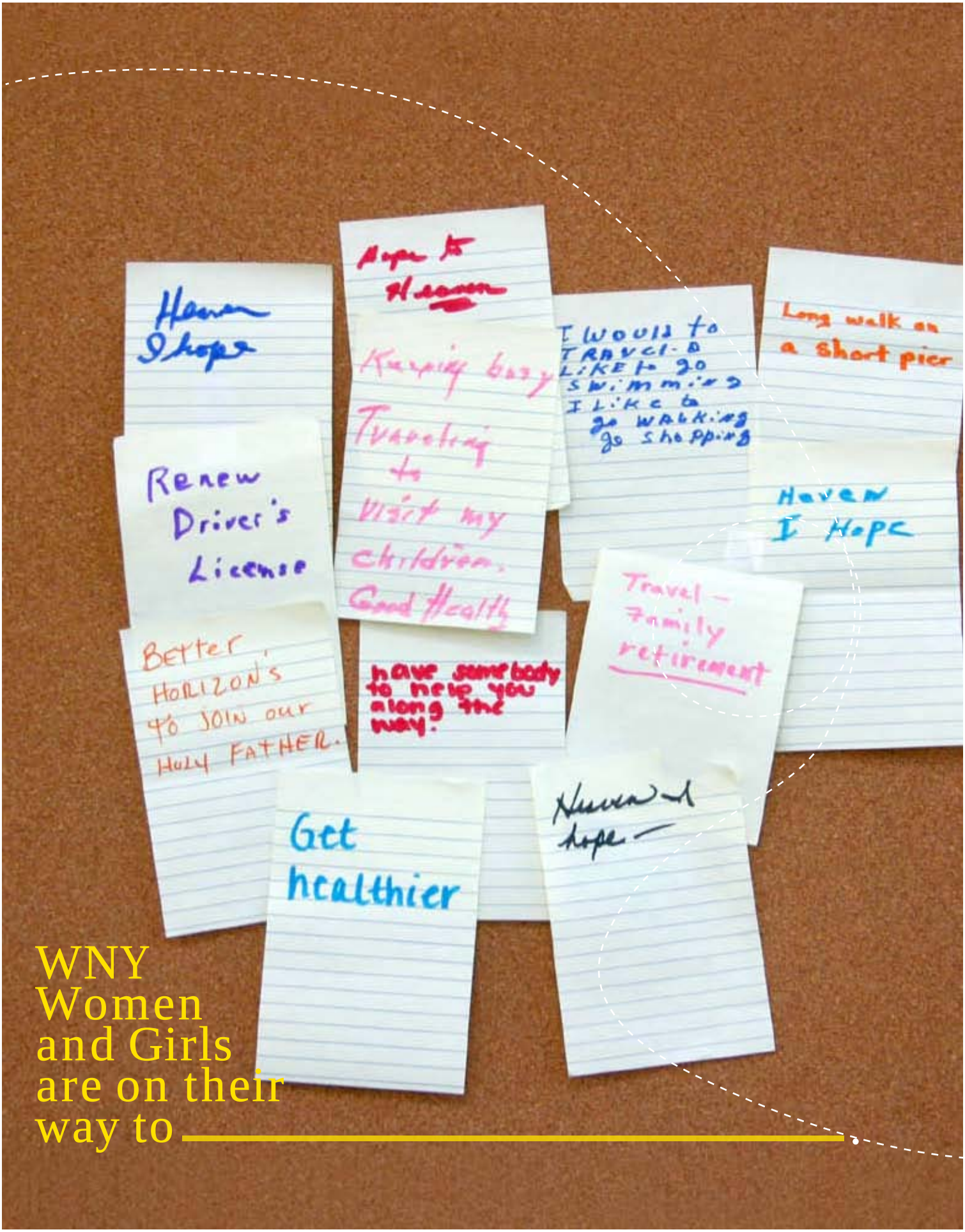
Across the region's top employers we would see **35 more women heading the 100 largest employers in the region, 33 more female managing partners** at the top 63 law firms in town and **25 more women on the boards** of the top 5 public companies in town.

Gender diversity at a business's top is good for the bottom line. Research has shown that **having more women in top positions is correlated with higher profits, by margins as high as 34% above industry medians.**

In the workplace, **women leaders might help develop work-family balance policies** and change workplace practices and culture to support the use of such policies by women and men.

39 MORE WOMEN WOULD BE ELECTED TO LOCAL, STATE AND FEDERAL GOVERNMENT, including **25 more city/town/village mayors and supervisors, nine more female county legislators, four more female NYS legislators and one additional female U.S. representative.**

Public policies at all levels would reflect balanced perspectives, with greater advocacy and support for policies that disproportionately affect women, children and families, including education, health care and welfare.



WNY Women and Girls are on their way to _____

MRS. WILLIAMS IS A SENIOR WOMAN.

She is among the 60,000 women age 75+ in WNY.

Mrs. Williams is part of the most important demographic shift taking place in the region – the aging of its population. With nearly twice as many women age 75+ as men, aging and its associated challenges, from isolation to frail health, tend to be women's issues. In broadest terms, Mrs. Williams needs the region to consider the needs of its older residents when making policy decisions. To remain a vital contributor to regional life, and to stay as healthy, happy and independent as possible, no matter her age or degree of frailty, she needs transportation, coordinated health services, social connections and independent living options.

Mrs. Williams is on her way to

Staying healthy & connected

Living independently & aging in place

PATH WAYS TO PROGRESS

MRS. WILLIAMS FACES ROADBLOCKS ON HER

MRS. WILLIAMS IS AMONG THOUSANDS OF SENIORS WHO WANT TO STAY AS HEALTHY AND INDEPENDENT AS POSSIBLE, NO MATTER WHAT THEIR AGE OR DEGREE OF FRAILTY.

ROADBLOCKS TO Staying healthy & connected

The myriad health challenges faced by seniors, especially frail elders age 85+, limit independence, mobility and social connections, and are the fundamental barriers to a high quality of life for older residents. Four out of five senior women in the region say they are concerned about their own health, according to the Four Seasons Aging Survey of Erie County seniors, conducted by the University at Buffalo in 2008.

Though in some ways a decline in health is unavoidable as we age, many chronic conditions are manageable and others wholly preventable, making their prevalence in the region a critical indicator of how well WNY is helping senior women age well.

Key Demographic Profile of WNY Senior Women:

The aging of the region's senior population will be a defining demographic trend for WNY over the next several decades. As women outlive men, the attendant social, economic and health challenges of aging will be disproportionately experienced by women.

HOW MANY?

60,000 Women ages 75+
17,464 Women ages 85+

WNY's 65+ population will increase 26% by 2030.

WHERE?

33% in suburban/rural outskirts
24% in cities of Buffalo & Niagara Falls
24% in towns of West Seneca, Tonawanda, Cheektowaga
14% in towns of Clarence, Hamburg, Orchard Park, Lockport
5% in cities of North Tonawanda and Lockport

LIVING ALONE?

40% living alone, age 65+

LIVING IN POVERTY?

11% women, age 75+

Source: 2005-2007 American Community Survey 3-Year Estimates and Cornell Institute for Social and Economic Research, 2002 Population Projections, New York Statistical Information System Data.

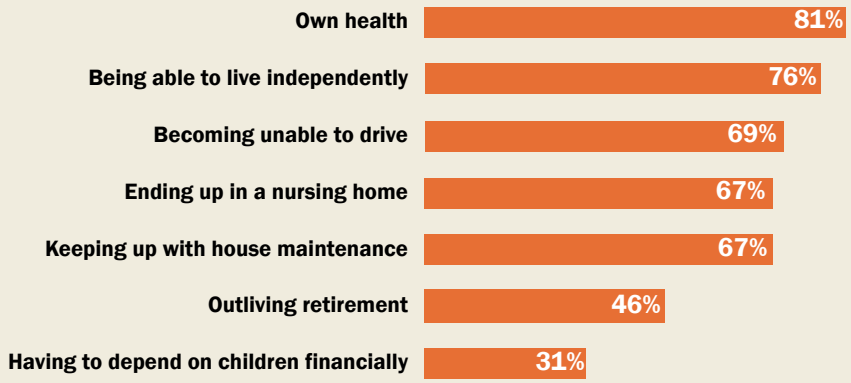
WAY TO Staying healthy & connected living independently & aging in place

Among the most significant, and avoidable, health challenges faced by senior women in WNY are serious falls. The No. 1 leading cause of injury among seniors, serious falls place close to 2,000 senior women in the hospital every year. Hip fractures, an often debilitating injury, are a common result of such falls; one in 10 serious falls also results in a traumatic brain injury.[1] The risk of a serious fall increases dramatically with age, more than doubling between the ages of 75-84 and 85+. It is also common for seniors to experience a great deal of anxiety related to a fear of falling, in many cases leading them to avoid going outside, especially in the winter months. Among WNY's eldest seniors, falls are more common than statewide averages, perhaps indicative of a larger, frailer elder population, or greater risks in a region that has harsh winters and older infrastructure.

Additional health challenges facing seniors include chronic diseases such as diabetes, heart conditions, arthritis and high blood pressure, all of which contribute to high rates of disability. Women age 75+ in WNY have a one-in-two chance of having a physical or mental disability; 30% will have two or more of these conditions.[2] Minority senior women and those living in poverty also experience higher rates of disability. Such conditions complicate daily activities critical to independent living, from walking and remembering to dressing and toileting.

Four out of five senior women are concerned about their health; losing mobility and independence are also top-of-mind

Proportion of Erie County Women Age 65+ Who Are At Least Somewhat Concerned About Issues Related to Aging

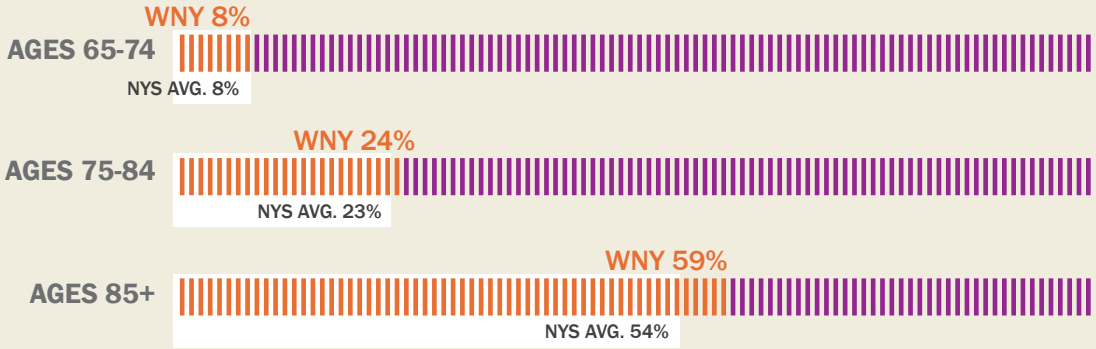


Source: Four Seasons Aging Survey of seniors in Erie County, 2008, University at Buffalo.

By age 85, WNY women have a 59% chance of hospitalization over the next 10 years as a result of a serious fall

Estimated Percentage of Women Hospitalized Over the Next 10 Years Due to a Serious Fall

MILEPOST FOR WNY WOMEN & GIRLS



Source: NYS Department of Health, Community Health Data Set, 2005-07.

Disabilities are also among the chief factors behind depression. There are at least 42,000 senior women in WNY at risk for this condition. One of the most serious health issues facing seniors, depression is closely tied to physical and social isolation brought on by declining health, living alone, the loss of loved ones and even becoming unable to drive.

A large majority of the region's senior women say they worry about losing their independence, and specifically becoming unable to drive, according to the Four Seasons Aging Survey of Erie County seniors. Mobility challenges currently hamper Erie County senior women more than men, with 25% of women compared to 7% of men age 65+ reporting that they miss out on things at least some of the time because of a lack of transportation. Shopping and other recreational activities – key to maintaining relationships and social connections – were among the most commonly cited missed activities for women. Undoubtedly, mobility is a greater challenge for seniors living in isolated rural areas and underserved by public and senior transportation.[3]

Elder abuse in the region is also more common than often perceived. There are up to 1,300 reports of elder abuse in Erie County every year, with 45% involving a perpetrator, such as a relative or partner, and 55% involving self-neglect or financial management. Women are the victims in nearly two out of three cases.[4]

WNY seniors also face challenges in managing chronic health conditions due to limited access to physicians, particularly those experienced and trained in geriatric care. WNY is significantly under-capacity relative to state and national averages for health care providers able to serve senior's many and unique health care needs; geriatric physicians number even fewer.[5] Niagara County's physician supply is particularly dire.

MILEPOST
FOR WNY WOMEN & GIRLS

Risk Factors for Depression for WNY Women Age 65+

4 out of 10, or 42,000+

WOMEN 65+ IN WNY

HAVE AT LEAST ONE OF THESE RISK FACTORS FOR DEPRESSION:

2005-2007 American Community Survey 3-Year Estimates.

ROADBLOCKS TO *living independently & aging in place*

Aging in place is nearly a universal desire as people age. More than the comfort and safety of one's own home or community, aging in place fosters stronger social connections and civic engagement. Ideally, older residents, including frail elders, will be able to age as independently as possible while still having their health needs met.

At one end of the spectrum are nursing homes, the costliest and most restrictive environment, designed to serve those with the greatest medical needs. Options offering greater independence include home-based care, which links the individual with health, social services and personal care while in their own home. Assisted living programs provide a similar range of services, as well as recreation, in a less restrictive adult-home facility.

Adult day programs link home-based seniors with health support up to six days a week at a convenient care center in the community, and are an increasingly popular solution nationwide. Home health aides provide basic services but can be costly due to limited Medicaid reimbursements for this type of care.

Yet in WNY, seniors are more likely to end up in a nursing home than seniors across the state and nation. Following a slight downward trend over the past decade, 6% of seniors age 65+ resided in a nursing home in WNY as of 2007, compared to 5% for the U.S. and NYS.[6]

The reliance on nursing home care is most notable in the City of Buffalo, where poverty is highest, minorities are concentrated, vehicle access is limited and disability levels are high. Among the city's 65+ population, 10% live in a nursing home or similar group quarter. Also, while nursing home populations declined regionally and nationally over the past decade, they have increased in Buffalo.

A recent analysis of the region's independent living alternatives by the Community Health Foundation of Western & Central New York found that approximately 2,500 of those residing in the region's 52 nursing homes are not in need of this level of care.[7] They remain due to a lack of affordable housing alternatives for those with needs as basic as wheelchair access and help with toileting, cooking and managing chronic conditions.

Affordability is also of paramount importance. One in 10 senior women in WNY lives in poverty. The median household income for senior women living alone is $16,400, and less in Buffalo and Niagara Falls (compared to $57,000 for senior women not living alone).[8]

Long-Term Care Options for Seniors in WNY

MILEPOST FOR WNY WOMEN & GIRLS

Thousands of seniors like Mrs.Williams need alternatives to moving directly into a nursing home

OPTIONS

NURSING HOME

Loss of independence, costly care for the medically neediest

ALTERNATIVES FOR COMMUNITY-BASED LIVING

- **Adult Day Programming**
- **Assisted Living Programs**
- **Subsidized Rental Housing for Seniors**
- **Affordable Home Care Services**

Source: Review of findings from Community Health Foundation of Western & Central New York's Project CODA (Creating Options for Dignified Aging); NYS Department of Health's 2015 Adult Day Health Care Program County Need Estimates; and State-Specific Data for New York from the Genworth 2009 Cost of Care Survey.

WNY has an estimated oversupply of 2,500 nursing home beds yet lacks affordable alternatives for independent living, including a projected need for hundreds of assisted living beds, thousands of adult day programming slots and tens of thousands of home health aides. Waiting lists for subsidized rental housing in WNY are typically 6-12 months.[9]

60,000 PATHWAYS

WNY CAN REMOVE ROADBLOCKS FOR MRS. WILLIAMS ON HER WAY TO

Staying healthy & connected
living independently & aging in place

ROADMAP FOR MRS. WILLIAMS' PATHWAY TO PROGRESS

LEVERAGE POINT #1

LEVERAGE POINT #1
SHIFT CULTURE TO EMBRACE AGING AND TAP THE POTENTIAL OF GROWING NUMBERS OF SENIORS

Holding an "aging lens" to policy, practices and social norms will help WNY serve the needs of its elders, while fully capturing their economic, cultural and social contributions to the community.

LEVERAGE POINT #2

LEVERAGE POINT #2
BUILD HEALTH SYSTEM CAPACITY FOR AN AGING POPULATION, INCLUDING GERIATRIC TRAINING AND PREVENTIVE CARE

Much of the physical decline of aging and the associated challenges of isolation and depression can be managed or avoided through stronger preventive health measures and increased system capacity to serve the unique needs of elder patients.

LEVERAGE POINT #3

LEVERAGE POINT #3
DEVELOP COMMUNITY-BASED, PERSON-CENTERED INDEPENDENT LIVING OPTIONS FOR FRAIL SENIORS

Supporting aging in place for seniors not only allows seniors to age independently and with dignity, it also manages health care costs related to unnecessary nursing home care.

LEVERAGE POINT #4

LEVERAGE POINT #4
STRENGTHEN SOCIAL CONNECTIONS FOR SENIORS THROUGH MOBILITY SUPPORTS

For many seniors, particularly senior women living alone, mobility is the missing link to psychological well being and social, civic and economic engagement in their communities.

LEVERAGE POINT #1

SHIFT CULTURE TO EMBRACE AGING AND TAP THE POTENTIAL OF GROWING NUMBERS OF SENIORS

CONVERSATIONS WITH Experts & Advocates

"We'll never be able to afford to buy our way out of the challenges associated with our aging population. We need to change our cultural sensibilities about aging."

STATUS

As author and geriatrician William Thomas states, "To be old in contemporary society is to inhabit a ghetto without borders."[10] As our senior population swells, it is imperative that such a cultural mindset be dismantled. An aging population certainly presents challenges with regard to health care, housing, poverty, transportation and public safety, from the local to federal level. But the region's older citizens also have tremendous potential to drive economic growth, inspire and teach youth, engage in civic debate and support our communities as volunteers. Communities fail to tap this potential when the needs and perspectives of seniors aren't included in policy decisions. By evaluating investment, development and policymaking decisions through an "aging lens," the region will more effectively serve and support its elder citizens, elevate their quality of life and engage them as an essential and integral part of our community.

WNY SUPPORT LANDSCAPE

Several recent efforts in the region have begun to support a new way of thinking about seniors, and a more strategic approach to preparing for the needs of our aging population. The Community Health Foundation of Western & Central New York has engaged seniors directly in a process of envisioning health care improvements for WNY, and is sponsoring CODA (Creating Options for Dignified Aging) in Erie and Niagara Counties to support a person-centered approach to services for the elderly.

Countless other organizations, from hospitals and university researchers to county government and service providers, are working together to educate policymakers, engage the perspective of seniors on critical issues, and guide system improvement, addressing such issues as barrier-free built environments and long-term care.

However, broader cultural forces continue to keep the issue of aging and older persons themselves on the periphery, preventing an integrated, comprehensive approach to planning for a growing senior population.

MODELS THAT WORK

Planning for Elders in the Central City is a nonprofit advocacy group committed to improving the quality of life for elders, persons with disabilities and their care providers in this low-income neighborhood of San Francisco. Advocacy efforts include coordinated annual lobbying for state senior services funding. A "Senior Survival School" educates seniors on transportation, housing, health care and other issues to support safe aging in place, while a Healthcare Action Team is a grassroots coalition working to expand homecare services and affordable, community-based housing opportunities.

www.seniorsurvivalschool.org

THREE GOOD ROUTES

Build Public Awareness of the Needs of a Growing Elder Population. Foster a broader understanding among regional leaders and the general public of the implications and wide-ranging needs of an aging population through education and outreach. Change cultural attitudes around aging to encourage engaging with and supporting seniors and mining their potential to enrich and vitalize the region.

Develop and Monitor Indicators on Elder-Friendly Planning and Decision Making. Insist on an "aging lens" or "elder impact statement" for policy decisions at all levels, from home design to transportation planning. Lobby for smart community development geared toward an aging population, with special attention to the unique needs of senior women living alone. Develop measures for elder-friendly, universally designed community and residential settings.

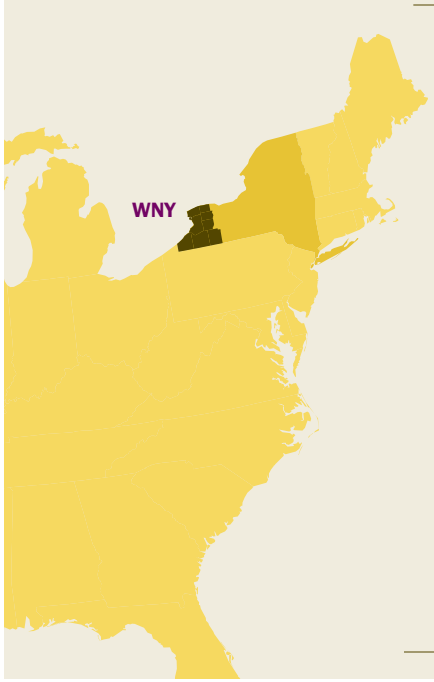
Motivate Service-Minded Entrepreneurs to Meet Senior Needs. Develop and build awareness of business opportunities to serve growing ranks of elders and senior women in particular. Invest in new ideas in transportation, social networking, personal services and home maintenance to satisfy the market for senior business, particularly in underserved urban and rural areas of WNY.

Who Needs to Act? *Policymakers, community leaders, planners, media, educators, researchers, senior advocates, service providers, faith-based organizations, elder caregivers, businesses, entrepreneurs*

POLICIES TO MONITOR

Senior Community Service Employment Program *(federal, in implementation)* to enhance the economic security of older, low-income Americans by providing employment, training and community service opportunities; received a $120 million funding boost from the American Recovery and Reinvestment Act, of which NYS will receive $1.6 million for distribution to local communities.

Consumer Price Index for Elderly Consumers Act of 2009 *(federal, proposed)* to require the Department of Labor to prepare and publish a Consumer Price Index for Elderly Consumers that adjusts for the specific goods and services consumption of individuals age 62+.



NATIONALLY

AdvantAge Initiative is an innovative national planning model helping communities prepare for the needs of a growing senior population. AdvantAge communities track indicators of elder-friendliness, including how well older residents can maintain their health and independence, the degree to which seniors are socially and civically engaged, and a community's capacity to meet the unique needs of frail elders. Instituted in 10 communities across the U.S., the program draws attention to the often neglected interests of the elderly by making transparent community performance in elder-friendly planning. In Kent County, Michigan, for instance, the model was employed to develop and implement a shared vision for senior-friendly living.

www.vnsny.org/advantage/

LEVERAGE POINT #2

BUILD HEALTH SYSTEM CAPACITY FOR AN AGING POPULATION, INCLUDING GERIATRIC TRAINING AND PREVENTIVE CARE

STATUS

Certainly aging cannot be avoided, but research has found that much of the decline associated with aging results from unhealthy behaviors, such as a lack of exercise, poor diet, smoking and other addictions, as well as falls and stress. Health screenings and services, education and preventive measures are often a simple and low-cost approach to helping seniors manage chronic conditions, avoid accidental injury and maintain strong mental and emotional health.

Falls, for instance, are oftentimes thought of as an inevitable result of growing old and frail but can be substantially reduced just by removing hazards in the home and monitoring medications.

Preventive health services still receive relatively little attention in clinical practice, with care often poorly coordinated across providers, conditions and the course of a person's life. Such a system has a disproportionately negative effect on seniors given the multiple and complex conditions they typically face.

Often health and service providers don't have the time, awareness or training to properly evaluate risk in elderly patients. Mental health needs are often the last to be addressed. One recent study of primary care physician practices in a variety of settings found that, on average, providers devote two minutes to the patient's mental health during a typical visit.[11]

WNY SUPPORT LANDSCAPE

Many organizations in the region are committed to shifting the focus of the WNY health system from reactive to preventive care. A recent effort to engage WNY residents in planning the future of health care in the region showed preventive health care is a top priority for seniors.[12]

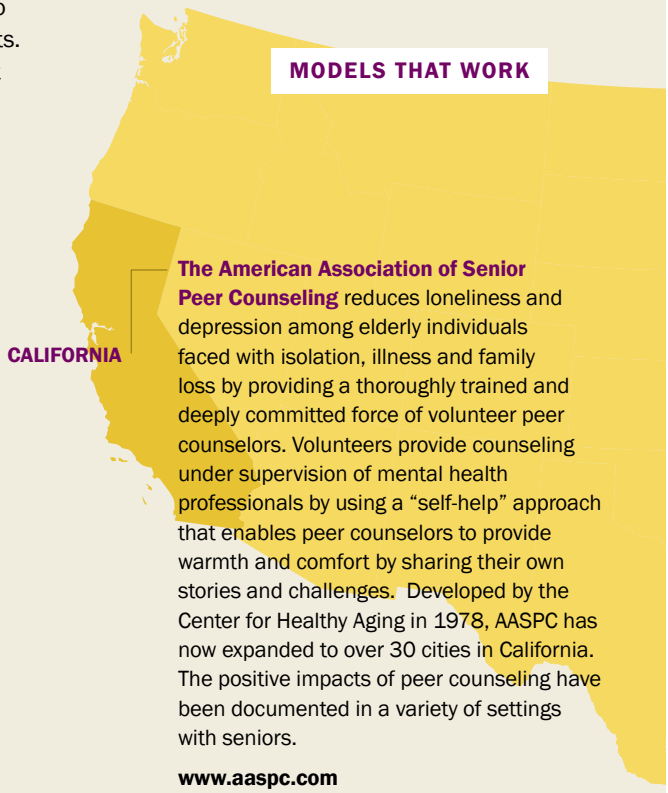
The WNY Falls Prevention Collaborative targets elders at risk for falls and builds public awareness of the issue. Several health plans in the region are piloting innovative patient-centered medical home models to facilitate more coordinated care delivery.

Also, several WNY programs sponsored by colleges and universities, hospitals and even community foundations are working to build practitioner capacity in geriatrics, though WNY health care experts note that sensibilities and expertise on the needs of seniors are not yet mainstream in medical education and training.

CONVERSATIONS WITH Women & Girls

"Having your health is the main thing."

MODELS THAT WORK



The American Association of Senior Peer Counseling reduces loneliness and depression among elderly individuals faced with isolation, illness and family loss by providing a thoroughly trained and deeply committed force of volunteer peer counselors. Volunteers provide counseling under supervision of mental health professionals by using a "self-help" approach that enables peer counselors to provide warmth and comfort by sharing their own stories and challenges. Developed by the Center for Healthy Aging in 1978, AASPC has now expanded to over 30 cities in California. The positive impacts of peer counseling have been documented in a variety of settings with seniors.

www.aaspc.com

THREE GOOD ROUTES

Encourage Seniors to Take Proactive Steps in Addressing their Health. Seniors can assume personal responsibility for health outcomes by talking to family, friends and health care providers about health concerns, including managing chronic conditions, depression and falling risks in the home. Family, friends and caregivers can support seniors who are isolated or living alone in seeking new sources of companionship, social engagement and volunteerism as preventive measures for depression.

Reinforce Health System Capacity for Geriatric Needs. Build capacity and competency for geriatric issues among health care providers of all types, from physicians to home health aides, in all care centers, from hospitals to faith-based organizations. Specifically, bolster preventive measures to reduce the risk of falling. Advocate for the patient-centered medical home model toward more coordinated, streamlined care for seniors with complex health needs.

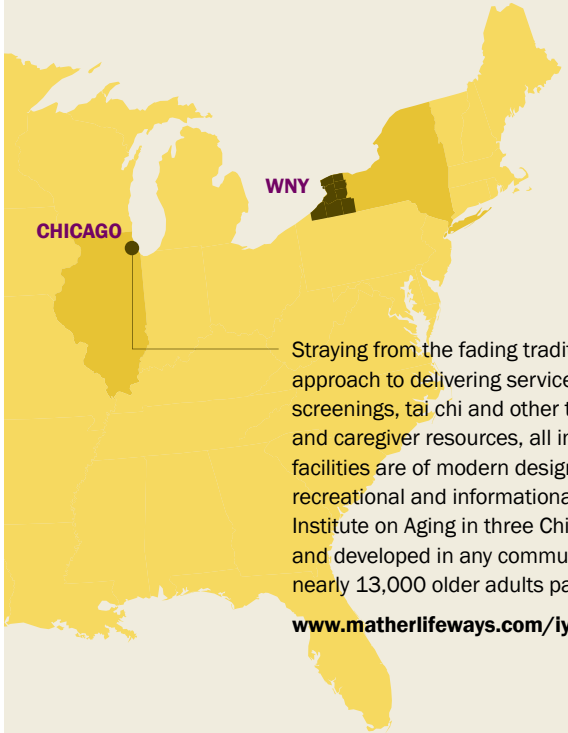
Facilitate Behavioral and Mental Health Interventions. Train all care providers, from physicians to family members, on the warning signs for depression and other behavioral and emotional health challenges, including substance abuse. Alert seniors and their families to mental health supports, including services, information and social activities offered across the region. Target seniors living alone, particularly those suffering from multiple disabilities or lacking transportation.

Who Is Involved? *Health care providers, elder caregivers, service providers, faith-based organizations, seniors, senior advocates, community leaders, regional residents*

POLICIES TO MONITOR

Elder Justice Act *(federal, proposed)* to provide for investment and education to prevent, detect, intervene and prosecute elder abuse in long-term care settings.

Reaching Elders with Assessment and Chronic Care Management and Coordination Act *(federal, proposed)* to provide Medicare beneficiaries with chronic conditions with access to a qualified health professional to coordinate and regularly monitor care needs; aims to achieve health savings while improving care for multiple conditions.



Straying from the fading traditional senior center model, **Café Plus** offers a new approach to delivering services to seniors, including nutritious lunches, health screenings, tai chi and other therapeutic exercise classes, educational programs and caregiver resources, all in a vibrant atmosphere. These neighborhood-based facilities are of modern design and offer programming to meet the health, social, recreational and informational needs of seniors. Piloted by the Mather LifeWays Institute on Aging in three Chicago locations, Café Plus centers can be sponsored and developed in any community. They have proven to be popular with seniors, with nearly 13,000 older adults participating in 2007.

www.matherlifeways.com/iyc_inyourcommunity.asp

LEVERAGE POINT #3

DEVELOP COMMUNITY-BASED, PERSON-CENTERED INDEPENDENT LIVING OPTIONS FOR FRAIL SENIORS

CONVERSATIONS WITH Experts & Advocates

"Long-term care policy in New York State is wide open."

CONVERSATIONS WITH Women & Girls

"We need safe housing for single seniors in WNY."

STATUS

Nationwide, most seniors want more than anything to age in place and to be able to grow old in their own homes. A home represents independence, privacy and a sense of belonging to the community. Yet "facilities" or "institutions" are where a sizable population of seniors can be found. Today, about 1.5 million Americans live in nursing homes, many of them unnecessarily.

Health care reformers have been advocating for greater reliance on lower-cost, home- and community-based care. NYS's recently formed managed long-term care program is moving toward such models. The federal Medicaid system is working in 29 states, including New York, to remove frail elders from nursing homes and provide home-based services.

But aging in place involves much more than residential options – it also means designing elder-friendly communities and community infrastructure, developing a senior care workforce and support network, from home care workers to family caretakers, and coordinating a complex network of services for elders.

Most seniors will rely on a family caretaker at some point. Supporting family and informal caregivers – who are often older women themselves – is critical to keeping seniors in their homes. The emotional and financial strain experienced by caregivers, especially those caring for a senior with dementia, contributes to placing seniors in nursing homes.

WNY SUPPORT LANDSCAPE

As documented earlier in this report, the region suffers from acute shortages in community-based, independent living alternatives for seniors. However, regional and state efforts are making progress in filling the gap while bolstering other independent-living supports.

Over the next several years, WNY will receive close to $200 million from New York State to develop long-term care services in community-based settings, including assisted living units, a low-income senior apartment complex, and a frailty center with adult day care services.

The Community Health Foundation of Western & Central New York's Project CODA has identified key strategies to address barriers to independent living. These include developing an elder-care workforce, supporting family and friend caregivers, increasing housing options and enhancing neighborhood-based care systems. NY Connects, a statewide program, provides comprehensive information and consultation on long-term care options in Erie and Niagara Counties.

MODELS THAT WORK

NATIONALLY

The **Green House Model** is a new approach to assisted living and nursing homes that alters the size and design of facilities and employs innovative staffing patterns to create a living experience where an ordinary life, and not managed care, is the focal point. Green houses typically house six to 10 people in a residence that is incorporated into the neighborhood and fashions all the accoutrements of a typical home. Because of the smaller size, residents live on their own terms without an institutional schedule. So far, 50 green houses have been built in a dozen different states.

www.ncbcapitalimpact.org

Providing critical caregiver support is the Erie County Caregiver Coalition, which coordinates nearly 50 agencies offering support groups, training and information resources.

Yet even with full-scale regional commitment to these issues, challenges remain in achieving comprehensive coordination across the many systems involved, while broader barriers in health care policy and funding hamper progress.

THREE GOOD ROUTES

Implement "Project CODA," an initiative of the Community Health Foundation of Western & Central New York, to Support Aging in Place. Facilitate seamless care transitions and coordination across home, community and health care settings. Recruit and train a superb direct home care workforce to meet growing needs and ensure quality care. Develop affordable Assisted Living units, "Naturally Occurring Retirement Communities" and other housing options that achieve universal design standards and support aging in place. Educate seniors on long-term care options and options for aging in place, including the NY Connects information resource.

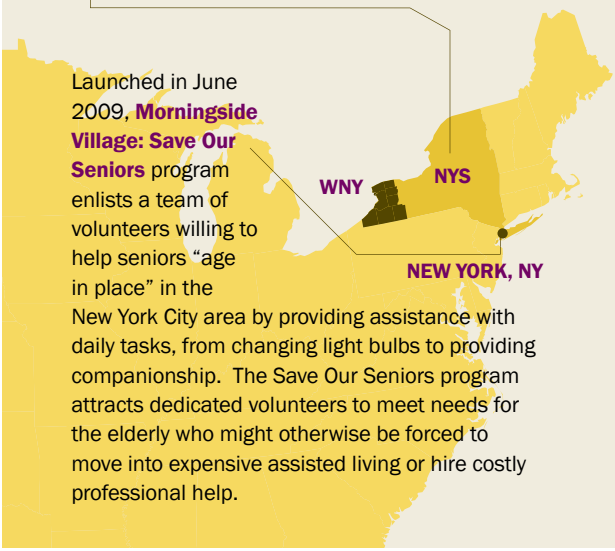
Support Financial Self-Sufficiency for Senior Women. Offer economic opportunities for those able to and interested in working. Provide financial literacy training, financial abuse education and protection, and financial and retirement planning targeted to working and retired women.

Advocate for Policy Change to Facilitate the Development of Alternative Long-Term Care Options for Seniors. Provide for greater financial flexibility and bureaucratic relief in the development of community-based and in-home health and social services. Push for more coordinated long-term care planning at the state and federal levels, including incentives for in-home caregiving and greater flexibility in the Medicaid and Medicare systems for alternatives to nursing home care.

Who Needs to Act? *Policymakers, community leaders, service providers, elder caregivers, employers*

Created by the United Hospital Fund to reorganize service delivery to elders wanting to "age in place," **NORC Blueprints** support Naturally Occurring Retirement Communities. They provide a watershed framework for integrating crucial services – health care, social supports, senior education – into the community, ultimately making independent living a more feasible lifelong option. There are now 54 NORCs in NYS.

www.norcblueprint.org



Launched in June 2009, **Morningside Village: Save Our Seniors** program enlists a team of volunteers willing to help seniors "age in place" in the New York City area by providing assistance with daily tasks, from changing light bulbs to providing companionship. The Save Our Seniors program attracts dedicated volunteers to meet needs for the elderly who might otherwise be forced to move into expensive assisted living or hire costly professional help.

POLICIES TO MONITOR

Fair Home Health Care Act in 2007 *(federal, pending reintroduction)* to provide Fair Labor Standards Act protections, including minimum wages and overtime pay, for workers providing "irregular or intermittent" companionship or care services to those who are incapable of self-care.

Americans Giving Care to Elders Act *(federal, proposed)* to provide for a tax credit up to $6,000 for elder care expenses paid to elder care centers, such as a nursing home and assisted living facility; also would create a National Resource Center on Family Caregiving to guide stronger family caregiver support programs.

Volunteer Program for In-Home Respite Care for the Elderly *(state, proposed)* to establish a volunteer program within the NYS Office for the Aging whereby volunteers provide in-home respite care to the elderly and earn credit that they or family members can use down the road to obtain in-home care.

Home-Based Primary Care for the Elderly *(state, proposed)* to expand a portion of the state public health law to allow a limited number of nursing homes to begin to provide in-home physician/geriatrician services to elderly living in the community.

LEVERAGE POINT #4

STRENGTHEN SOCIAL CONNECTIONS FOR SENIORS THROUGH MOBILITY SUPPORTS

STATUS

Mobility and transportation options are a top concern for seniors. As seniors live years beyond the time they stop driving, the significance of safe, reliable and affordable transportation is critical. Further hampering senior mobility is that the health challenges preventing driving also make difficult the use of public transit. Low-income and rural seniors face even greater mobility gaps.

Without convenient mobility options, seniors cannot access essential services and can become isolated from friends, family and community. In fact, the cessation of driving has been linked to depression in seniors. Consequently, communities nationwide have made the development of greater and improved transportation options for seniors a top priority.

WNY SUPPORT LANDSCAPE

Human service providers, transportation experts and local government have long been working together to improve transportation for seniors and others unable to get around on their own.

The Center for Transportation Excellence in WNY is at the forefront of these efforts, having recently developed a strategic plan to integrate health and human services transportation with key users, including seniors. The organization partners with governments, service providers and managed care organizations to provide non-emergency medical transportation to older adults, persons with disabilities and other individuals lacking adequate transportation. The Greater Buffalo Niagara Regional Transportation Council also supports comprehensive transportation planning in the region.

Despite these efforts, significant challenges remain in many parts of the region – primarily rural – where transportation services are unavailable. Limited resources also hamper efforts due to the community's significant transportation needs over a geographically dispersed area.

CONVERSATIONS WITH Women & Girls

"I try not to think about that day when I'll lose my driver's license"

"Women tend not to like to go places alone like men do."

MODELS THAT WORK

THREE GOOD ROUTES

Build Senior Awareness of Community Connections and Mobility Resources. Develop information resources to promote senior use of transportation options and promote access to social, civic and cultural activities. Use grocery stores, hair salons, doctors' offices, senior centers, home health aides, volunteer sites and religious centers to disseminate information and encourage seniors to take advantage of mobility and social resources.

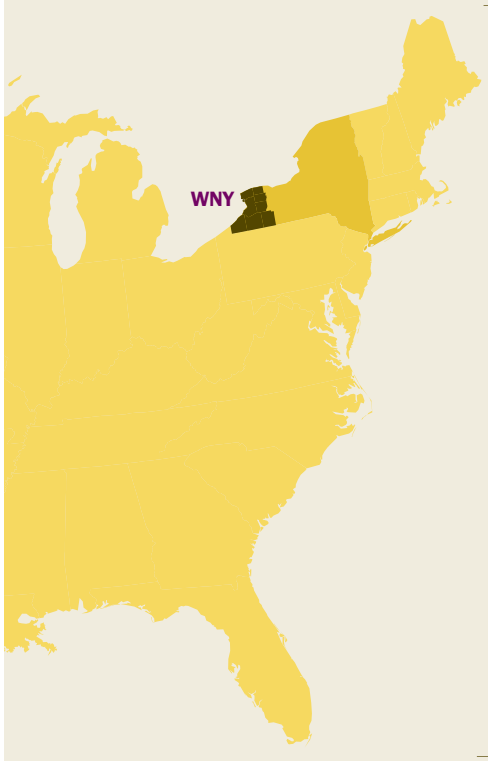
Encourage the Development of New Social Offerings and Transportation Services for Seniors. Push communities, governments, businesses and cultural centers to invest in innovative, financially feasible mobility services, expanded service areas and increased recreational offerings to support community connections for seniors.

Coordinate and Implement Comprehensive Transportation Plans for Senior Mobility. Take advantage of extensive work on senior mobility, such as that offered through the Center for Transportation Excellence, to implement comprehensive transportation service delivery in Erie County. Secure funding to develop a similar plan for Niagara County, with a goal of regionally coordinated bi-county transportation services.

Who Needs to Act? *Community leaders, transportation planners, entrepreneurs, existing businesses, service providers, health care providers, seniors, elder caregivers*

POLICIES TO MONITOR

State Free Transportation for Seniors *(state, pending proposal)* to direct the NYS legislature's Transportation Committee to consider and draft a proposal for providing all senior citizens in the state with free public transportation.



NATIONALLY

The Independent Transportation Network, or iTN America, is a nonprofit model serving 13 communities across the nation with "dignified transportation for seniors." Seniors needing transportation are linked with volunteers who are willing to provide it. Rides are available any time of day, every day, and for any purpose, including visiting a hair salon, taking a class or going out on a date. Support is provided by various innovative sources, such as a CarTrade program, business sponsors and volunteers who earn credits that can be used for their future needs or to help friends and family. The model has been so successful that U.S. Senator Susan Collins of Maine introduced legislation in 2006— the Older Americans Sustainable Mobility Act—to expand the initiative nationally.

www.itnamerica.org

Seniors Helping Seniors is an organization that connects senior helpers to seniors in need of low-cost assistance with day-to-day, non-medical chores. Specific services provided include transportation to doctor's appointments, stores and activities, as well as companionship, housekeeping and cooking. Seniors receiving assistance, including those with mild dementia and Alzheimer's, feel less isolated and can remain in their own home. The program now operates in dozens of cities in 27 states.

www.seniorshelpingseniors.com

MRS. WILLIAMS ON HER WAY TO

Staying healthy & connected
living independently & aging in place

LEVERAGE POINTS

REMOVE ROADBLOCKS THROUGH LEVERAGE POINTS

#1 SHIFT CULTURE TO EMBRACE AGING AND TAP THE POTENTIAL OF GROWING NUMBERS OF SENIORS

#2 BUILD HEALTH SYSTEM CAPACITY FOR AN AGING POPULATION, INCLUDING GERIATRIC TRAINING AND PREVENTIVE CARE

#3 DEVELOP COMMUNITY-BASED, PERSON-CENTERED INDEPENDENT LIVING OPTIONS FOR FRAIL SENIORS

#4 STRENGTHEN SOCIAL CONNECTIONS FOR SENIORS THROUGH MOBILITY SUPPORTS

MILEPOSTS FOR WNY WOMEN & GIRLS

WNY WILL SEE MEASURABLE DIFFERENCES IN THE MILEPOSTS THAT MEASURE PROGRESS

Fewer Women Experience Serious Falls

Goal: Reduce serious falls by 50% for seniors age 65+, leading to 2,000 fewer falls.

Risk Factors for Depression are Monitored

Goal: Screen the thousands of at-risk seniors for depression and provide related supports.

Supply of Independent Living Options Increases

Goal: Provide community-based and in-home care alternatives to the region's 2,500 lower-need nursing home residents.

WNY ON ITS WAY TO

A region that supports its aging population is a more vital, competitive region with a higher quality of life for all. It means capturing the civic, social, cultural and economic contributions of a growing population, while saving health care costs and taxpayer dollars. An elder-friendly region is a healthier, more sustainable region.

WHEN WOMEN FALTER, WNY FALTERS.
WHEN WOMEN THRIVE, WNY THRIVES.

WHAT IF...

...WNY reduced serious falls among seniors by 50%?[13]

THERE WOULD BE NEARLY 2,000 FEWER FALLS
and hospitalizations every year for seniors ages 65+.
WE WOULD SAVE ABOUT 30 LIVES EVERY YEAR.

2,000 seniors would enjoy a longer life expectancy, spend less of their remaining life in a nursing home and avoid permanent disabilities, **which can contribute to depression and impede mobility and independence.**

WNY would save more than $150 million in health care costs, including $32 million in hospital costs each year and $120 million associated with follow-up physical therapy, rehab, and in-home health care services for injuries as serious as a broken hip.

Most of these savings will be realized by the public sector's Medicaid and Medicare plans, translating into **$172 in tax savings annually for every adult in WNY.**

We would also reduce the number of seniors that get placed in nursing homes, which is often where those with serious injuries from falls end up due to their elevated need for personal and health supports (and because of a lack of less costly assisted living and adult day programs).

For every senior that does not end up in a nursing home, **the region would save over $100,000 a year – for 2,000 seniors, that's $200 million a year mostly in public sector savings.** Savings to the public sector is savings to taxpayers.

A REGIONAL ROADMAP

FOR SUPPORTING WOMEN AND GIRLS

Pathways to Progress treads new ground for Western New York, representing the first region-wide assessment of the status of women and girls and a unique exploration of the pathways they travel. The roadblocks they face are formidable, impeding pathways to progress for women and girls at all stages of life, and across all demographics.

Women and girls are determined and hopeful – they are on their way to stronger pathways. *Pathways to Progress* is a a roadmap for clearing the way for women and girls, and a roadmap for a stronger region.

20 leverage points guide strategic investment and action for women and girls.

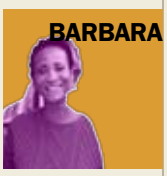
LEVERAGE POINTS

#1 Provide quality afterschool and summer programs and mentoring
#2 Expose girls to career and technical education and academic enrichment, particularly in gender nontraditional fields
#3 Broaden access to comprehensive sex education, targeting at-risk districts
#4 Support increased physical activity levels among girls

#1 Increase access to human services
#2 Provide educational and vocational training toward career pathways
#3 Support child care affordability and accessibility
#4 Push to reform welfare policy and practices

#1 Confront the social and cultural norms at the root of violence against women
#2 Break barriers to victim intervention
#3 Connect victims to supports for economic security
#4 Provide victims with transitional and long-term housing opportunities

#1 Eliminate policies, practices and values that contribute to the exclusion of women from leadership
#2 Expand the pipeline of women leaders
#3 Strengthen and expand work-family policies
#4 Connect emerging leaders with leadership development resources



#1 Shift culture to embrace aging and tap the potential of growing numbers of seniors
#2 Build health system capacity for an aging population, including geriatric training and preventive care
#3 Develop community-based, person-centered independent living options for frail seniors
#4 Strengthen social connections for seniors through mobility supports

These reveal a core set of **Mandates for Action** for WNY and the basis of a regional roadmap for advancing women and girls:

MANDATES FOR ACTION

Change the Way We Think and Act to Eliminate Social and Cultural Barriers. Raise awareness of those norms, practices and stigmas that impede progress for women and girls, break down traditional gender stereotypes and hold a gender lens to decisions and actions at all levels, from schools to workplaces to government chambers.

Advocate for Policy and Legislative Change. Reform legal barriers, remove bureaucratic hurdles and close government funding gaps to open doors for women and girls. Advocacy efforts must focus on educational policy for the middle-grades, welfare and social safety nets, protections for victims of intimate partner abuse, family policy and community-based housing for seniors.

Invest in Lifelong Education and Training. Remove barriers to quality education for women and girls at all stages, from early childhood to professional development, to build academic foundations, prepare women and girls for interesting, high-paying work and fuel career growth.

Ensure Access to Programs and Services. Help women and girls access available resources with stronger coordination across services and programs, enhanced transportation options, clearer information and increased affordability of services. Commit to expanding programs and services where demand is not being met.

Support Physical, Mental and Emotional Health for Women and Girls. Comprehensively address the unique health needs of women and girls, ranging from physical activity to preventive care, to improve quality of life and expand economic opportunities for women and girls.

Involve Women and Girls Meaningfully in Civic Life and Leadership. Pave the way for significant involvement of women and girls in civic life to provide enriching experiences, strengthen social connections, increase women's voice in policy making and cultivate a pipeline of women leaders.

Inspire and Guide Women and Girls through Mentorship and Role Models. Motivate and advise women and girls along their pathways to progress by connecting teen girls with strong role models, linking career women with mentors and encouraging women on their journey out of poverty.

Commit to Continual Research and Regional Dialogue on Issues Affecting Women and Girls. Push to expand and improve the region's understanding of critical issues for women and girls by filling data gaps, sharing information, fostering public debate and leveraging best practices for programs and services.

WNY achieves progress for women and girls, as reflected by **16 Mileposts** that monitor the status of women and girls.

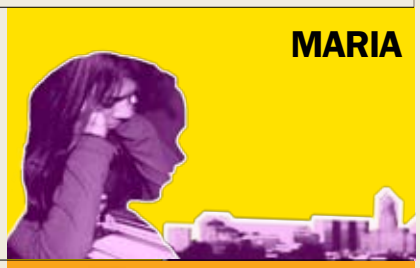
The 16 mileposts presented in this report are a barometer of the status of women and girls. The region must now commit to tracking these mileposts to monitor progress, inform action, celebrate achievement and refocus action when necessary. Mileposts may change, with new ones developed, as better data become available and as issues evolve.

MILEPOSTS
FOR WNY WOMEN & GIRLS

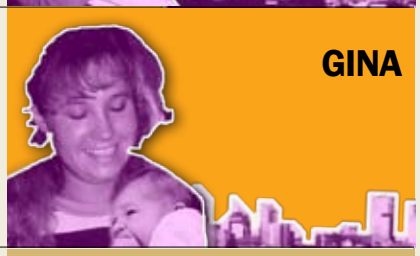
What if WNY succeeded in reaching mileposts for women and girls?

***Women and Girls* on their way...**

1. ***Academic achievement*** *rises in the middle grades*
2. ***Dropout rates*** *fall*
3. ***Teen pregnancy rates*** *decline*
4. *Fewer girls are* ***obese or overweight; physical activity*** *levels rise; incidences of* ***sexually transmitted infections*** *fall*



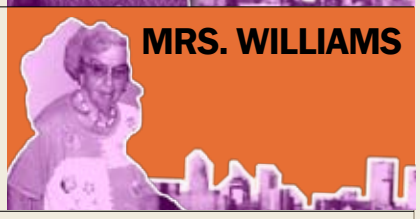
5. *Fewer single women and* ***single mothers live in poverty***
6. ***Educational attainment levels*** *for WNY women rise, decreasing the odds of women living in poverty*
7. *Women hold a greater* ***share of high-wage occupations***



8. ***Intimate partner abuse*** *declines*
9. ***No women are murdered*** *by their intimate partners*

10. *More women* ***graduate with advanced degrees*** *in fields where they are underrepresented*
11. *Fewer women fall off their* ***career path***
12. *More women serve as* ***leaders in the private sector and hold elected office***
13. *More WNY companies offer* ***comprehensive work-family benefits***

14. *Fewer senior women experience* ***serious falls***
15. ***Risk factors for depression*** *are monitored and addressed*
16. *Supply of* ***independent living options*** *increases*



WNY becomes a stronger, more vital region as progress is achieved for women and girls.

What if WNY succeeded in reaching mileposts for women and girls? **What would it mean for our region?**

OUR PATHWAY TO PROGRESS

What would it mean for our region?

35,000 IN WNY

What if WNY cut teen pregnancy in half? 550 fewer girls become teen moms. They stay in school and obtain degrees or training for good-paying jobs. Collectively, they earn **$7.7 million** more than if they had dropped out of high school.

Investing in girls is investing in the future of WNY.

17,000 IN WNY

What if WNY cut poverty in half? 8,500 women and 16,000 children no longer live in poverty. With a college degree, their annual household earnings increase **$53 million.** Families and futures are secure.

A cycle of poverty is disrupted.

5,338 IN WNY

What if WNY eliminated intimate partner violence for just one year? 13 women are alive today; thousands more are safe. At least **$135 million** in violence-related costs, from property damage to lost productivity, are saved.

WNY confronts violence against women and is a more just region.

99,000 IN WNY

What if WNY achieved gender parity in leadership? 2,000 more women lead private institutions in WNY. **Business profits rise.** 39 more hold elected office.

Decisions are balanced and the region is vitalized by diversity.

60,000 IN WNY

What if WNY reduced serious falls by half? 2,000 fewer senior women are hospitalized. WNY saves more than **$150 million** in health care costs.

WNY is a more elder-friendly and sustainable region.

WNY on its way...

Moving forward requires the commitment of significant resources, but more importantly **the will to act together as a region.** We must all take responsibility and be held accountable for advancing women and girls.

CALL TO ACTION

Women and girls should take responsibility as self advocates. They can stand up for themselves, reach out for guidance or help, make their voices heard, take chances and be a role model for other women and girls.

Business leaders should provide and support work-family balance policies, encourage and develop women leaders and partner with educational institutions and workforce development agencies to leverage the workforce potential of women.

Policymakers and regional leaders should broaden public awareness of issues facing women and girls, leverage their power to develop supportive policies, place a gender lens over all policy decisions, track and implement the policy reform recommendations outlined in this report, and work to increase women on elected boards.

Foundations, philanthropists and corporate funders should adopt *Pathways to Progress* as their roadmap for investing in women and girls, targeting dollars where the potential for impact is greatest. Use influence and resources to demand quality and outcomes in services and programs. Develop new funding partnerships across sectors and encourage collaboration among grantees.

Women's Fund
Transforming our community by investing in women and girls

Health and human services providers should expand their reach and effectiveness by collaborating more, pursuing new partnerships, exploring innovative models for service delivery, building awareness of services and restoring compassion and a user focus where cynicism or bureaucracy has taken over.

Community members should stand up for justice and equity for women and girls and encourage and inspire their daughters, partners, family members, friends, colleagues and neighbors.

Educators at all levels, from teachers to career counselors, should break down traditional gender roles and expose women and girls to diverse, enriching academic and career development opportunities.

Media should amplify positive messages for women and girls, partner in informing the community on the status of women and girls and play a lead role in changing regional attitudes counteractive to progress for women and girls.

Women & Girls on their way to _____ .
WNY on its way to _____ .

ENDNOTES

MARIA

[1]Robert Balfanz, *Putting Middle Grades Students on the Graduation Path* (Westerville, OH: 2009), 4.

[2]New York State Education Department, "New York State Report Card Database: Demographic Factors," https://www.nystart.gov/nystart/u/index.do (1 November 2009).

[3]The National Campaign to Prevent Teen and Unplanned Pregnancy, "Why It Matters: Teen Pregnancy," http://www.thenationalcampaign.org/why-it-matters/wim_teens.aspx (28 October 2009).

The National Campaign to Prevent Teen and Unplanned Pregnancy, *Teen Pregnancy and Education* (Washington, DC: 2009).

[4]New York State Department of Health, "Selected Statistics for Cities and Villages over 10,000 Population, New York State 2007," http://www.health.state.ny.us/nysdoh/vital_statistics/2007/ (27 October 2009).

New York State Department of Health, "Total Pregnancies by Woman's Age and Resident County, New York State 2007," http://www.health.state.ny.us/nysdoh/vital_statistics/2007 (27 October 2009).

[5]Smita Varia, *Dating Violence Among Adolescents* (Washington, DC: 2006), 2.

[6]Advocates for Youth, "GLBTQ Issues," http://www.advocatesforyouth.org/index.php?option=com_content&task=view&id=37&Itemid=66 (27 October 2009).

[7]Charlene J. Allison and Imelda Cossette, *Theory and Practice in Recruiting Women for Stem Careers* (Denver: 2007).

[8]Deidre Williams, "Study Shows Mentoring Program Has Big Impact on Participants," *The Buffalo News* 10 August 2009.

[9]Afterschool Alliance, "Roadmap to Afterschool for All," http://www.afterschoolalliance.org/roadmap.cfm (27 October 2009).

[10]U.S. Census Bureau, "2005-2007 American Community Survey 3-Year Estimates" (28 October 2009).

[11]National Women's Law Center, *How to Promote Gender Equity in Career and Technical Education: A Primer for Schools* (Washington, DC: 2007), 1.

[12]National Women's Law Center, 2.

[13]M. Gail Jones, Ann Howe, and Melissa J. Rua, "Gender Differences in Students' Experiences, Interests, and Attitudes toward Science and Scientists." *Science Education* 84 2 (2000): 180-92.

[14]Kaiser Family Foundation, *Sex Education in America General Public/Parents Survey* (Washington, DC: 2004), 23.

[15]Guttmacher Institute, *State Policies in Brief: Sex and STI/HIV Education* (Washington, DC: 2009).

[16]Danice K. Eaton, et al., *Youth Risk Behavior Surveillance –2007* (Atlanta: 2008)

[17]Don Sabo and Phil Veliz. *Go Out and Play: Youth Sports in America* (East Meadow, NY: 2008), 9.

[18]James Heaney, "Gap Narrowed, But Not Closed," *The Buffalo News,* 16 January 2001.

[19]The $7.7 million increase in collective earnings is the additional income earned by 550 women with college degrees over what they would have earned with a high school diploma or less, using income levels from the 2005-2007 American Community Survey. U.S. Census Bureau.

The benefits to the public sector of $3.4 million were calculated assuming 550 fewer teen mothers and using data on the public cost of teenage childbearing estimated to be $6,094 per year by The National Campaign to Prevent Teen Pregnancy. Saul D. Hoffman, *By the Numbers: The Public Costs of Teen Childbearing* (Washington, DC: 2006), 30.

GINA

[1]U.S. Census Bureau, "2005-2007 American Community Survey 3-Year Estimates" (28 October 2009).

[2]U.S. Census Bureau.

[3]U.S. Census Bureau.

[4]Data from the U.S. Department of Education indicates that 86% of associate's degrees awarded in 2006-2007 by area colleges in health and related sciences went to women. U.S. National Center for Education Statistics, "The Integrated Postsecondary Education Data System 2009-10," http://nces.ed.gov/IPEDS/ (28 October 2009).

[5]Warren Farrell, "Exploiting the Gender Gap," *The New York Times,* 5 September 2005.

[6]U.S. Census Bureau.

[7]Homeless Alliance of Western New York, *Left Behind: How Difficulties with Transportation Are a Roadblock to Self-Sufficiency* (Buffalo, NY: 2006), 6.

[8]Marsha Silverberg, et al., *National Assessment of Vocational Education: Final Report to Congress* (Washington, DC: 2004), 12-13.

[9]U.S. National Center for Education Statistics.

[10]Board of Cooperative Educational Services, *Report Card 2007-2008* (Buffalo, NY: 2008).

[11]Telephone conversation with Valerie Cooley, former executive director of the Child Care Resource Network on September 10, 2009.

[12] New York State Office of Temporary and Disability Assistance, *2007 Statistical Report on the Operations of New York State Temporary Assistance Program* (Albany, NY: 2007).

[13]Michelle K. Derr, *Providing Unpaid Work Experience Opportunities for TANF Recipients: Examples from Erie County, New York; Montana; and Hamilton County, Ohio* (Princeton, NJ: 2008), 7.

[14]Derr, 7.

[15]This scenario projects that 8,400 women are lifted out of poverty through college education; cost of sending 8,400 women to college is $137 million, assuming tuition and fees are $10,000 for an associate's degree and $35,000 for a bachelor's degree at one of the region's public schools. Having attained a college degree, these women will earn an estimated $54 million more collectively. We calculate this using median earnings for women by educational attainment, as provided for the region by the 2005-2007 American Community Survey. With poverty among single moms slashed in half, the lives of their children 16,300 altogether will be improved too. The number of children living in poverty by family type is provided for the region by the 2005-2007 American Community Survey.

U.S. Census Bureau.

FRANCINE

[1]Sandra Tan and Denise Jewell Gee, "13 Women Killed in Seven Months, and No Easy Answers," *The Buffalo News*, 7 June 2009.

A report of 7,130 incidences of domestic violence in Erie County was provided via email message by Linda Ray, executive director of the Family Justice Center, on February 17, 2009. They reflect total incidences provided by local police departments to Erie County Central Police Services. Approximately 3,300 incidences were reported in Niagara County in 2008.

[2]Data provided by the Office for the Prevention of Domestic Violence indicates that only 48% of domestic violence victimizations were reported in 2003. New York State Office for the Prevention of Domestic Violence, *Domestic Violence: Finding Safety & Support* (Albany, NY: 2008), 2.

[3]New York State Office for the Prevention of Domestic Violence, 2.

[4]Tan and Gee.

[5]Shannon Catalano, *Intimate Partner Violence in the U.S.* (Washington, DC: 2007).

[6]*A Professional's Guide to Understanding Gay and Lesbian Domestic Violence: Understanding Practice Interventions* Ed. McClennen, Joan C. and John Joseph Gunther Lewiston, NY: Edwin Mellen Press, 1999.

[7]New York State Office for the Prevention of Domestic Violence, 2.

[8]American Bar Association.

[9]Adriana Fernandez-Lanier and James A. Gilmer, *Domestic Homicide in New York State, 2007* (Albany, NY: 2008).

[10]Analysis of many *Buffalo News* articles between 2008 and 2009.

[11]American Bar Association.

[12]Alytia A. Levendovsky and Sandra A. Graham-Bermann, "Parenting in Battered Women: The Effects of Domestic Violence on Women and Their Children," *Journal of Family Violence* 16 2 (2001): 171-88.

[13]Corporate Alliance to End Partner Violence, "Workplace Statistics," http://www.caepv.org/getinfo/facts_stats.php?factsec=3 (13 November 2009).

[14]Homeless Alliance of Western New York, *2008 Buffalo and Erie County Annual Homelessness Profile* (Buffalo, NY: 2009), 11.

[15] This scenario projects that 13 murders and 6,000 incidences of domestic violence against adult women can be prevented; the savings to society of preventing 13 fatal assaults is $57 million, based on National Institute of Justice data; $11,000 is the cost per victimization associated with a domestic assault not resulting in murder and reflects lost wages and productivity, medical and social services, and property damage. The National Institute of Justice report estimates (in 1993 dollars) $2.9 million per victim of lifetime losses associated with fatal crime, including lost productivity, medical/ambulance care, police services, social services, property loss and other expenses, and $11,000 per victimization of nonfatal domestic violence. Ted R. Miller, Mark A. Cohen, and Brian Wiersema, *Victim Costs and Consequences: A New Look* (Washington, DC: 1996), 9.

BARBARA

[1]Data from the U.S. Census Bureau American Community Survey was used to calculate the proportion of black female managers. U.S. Census Bureau, "2005-2007 American Community Survey 3-Year Estimates" (28 October 2009), tables B24010, B24010B.

The percentage of all advanced degrees awarded to black females was calculated using data from the National Center for Education Statistics. U.S. National Center for Education Statistics, "The Integrated Postsecondary Education Data System 2009-10," http://nces.ed.gov/IPEDS/ (28 October 2009).

[2]The American Community Survey was used to yield a 3.9-to-1 ratio of male to female lawyers in the Buffalo-Niagara metropolitan area, compared to 2.3 in Chicago, 1.9 in Houston, 1.8 in Minneapolis, 1.9 in NYC, 1.6 in Raleigh, 2.5 in Rochester, 2.3 in Syracuse and 1.6 in Washington, DC. U.S. Census Bureau, table B24010.

[3]*Business First of Buffalo*, Book of Lists 2009 (Buffalo, NY: 2009).

[4]U.S. Census Bureau.

[5]U.S. Census Bureau.

[6]GuideStar, analysis of nonprofit organizations' Form 990, http://www2.guidestar.org/rxg/analyze-nonprofit-data/index.aspx (30 October 2009).

LexisNexis, "Hoover's Company Records - In-Depth Records," http://www.lexisnexis.com (30 October 2009).

Numerous college and university Web sites were also analyzed for composition of their boards, which again revealed a deficiency of female representation.

[7]*Working Mother Magazine*, "Annual Initiative Celebrates 20th Anniversary By Asking Tough Questions On Flexibility," 12 September 2005.

[8]Sloan Work and Family Network, *Questions and Answers About Flexible Work Schedules* (Chestnut Hill, MA: 2008).

[9]Western New York Public Health Alliance, *The Western New York Health Risk Assessment Update 2004-2005* (Buffalo, NY: 2004).

[10]Sally Macintyre, Katie Hunt and Helen Sweeting, "Gender Differences in Health: Are Things Really as Simple as They Seem?" *Social Science & Medicine* 42 4 (1996): 617-24.

[11]Debra E. Meyerson and Joyce K. Fletcher, "A Modest Manifesto for Shattering the Glass Ceiling," *Harvard Business Review* 78 1 (1999): 126-36. Print.

[12]*Working Mother Magazine.*

[13]Alice Eagly and Linda Carli. *Through the Labyrinth: The Truth About How Women Become Leaders* (Boston: Harvard Business School Press, 2007), 145.

[14]Eagly and Carli, 144.

[15]Margaret M. Hopkins, et al., "Women's Leadership Development Strategic Practices for Women and Organizations," *Consulting Psychology Journal: Practice and Research* 60 4 (2008): 355.

[16]These numbers reflect gender parity or the number of additional women the region would see working as top executives, managers, organizational leaders, and political leaders if women occupied half of all positions. The increase in collective earnings associated with thousands more women managers reflects nearly a $10,000 difference in pay between a "management" position and a "professional/nonmangement" job in Erie County, as provided in the American Community Survey. U.S. Census Bureau, table B24021.

Research shows that firms that promote more women are more profitable. Rebecca Tuhus-Dubrow, "The female advantage: A new reason for businesses to promote women," *The Boston Globe*, 3 May 2009.

At the same time, women in political office are more likely to support issues of concern to women such as education, health and welfare. Michele Swers, "Understanding the Policy Impact of Electing Women: Evidence from Research on Congress and State Legislatures," *PS: Political Science and Society* (2001) 34(2).

MRS. WILLIAMS

[1]Aftercare Nursing Services, *WNY Falls Prevention: Step Up to Stop Falls* (Buffalo, NY: 2009).

[2]Calculated using data from the American Community Survey. U.S. Census Bureau, "2005-2007 American Community Survey 3-Year Estimates" (28 October 2009).

[3]Calculated using data from the University at Buffalo. University at Buffalo Regional Institute, *Four Seasons Aging Survey of Erie County, NY, Residents, 2008* (Buffalo, NY: 2008).

[4]From data analysis provided by Erie County Department of Aging via e-mail on April 21, 2009.

[5]U.S. Department of Health and Human Services. "Area Resource File Access System 2006" (28 October 2009).

[6]U.S. Census Bureau.

[7]Community Health Foundation of Western and Central New York, *Project CODA: Snapshot of Current Occupancy in Erie and Niagara County Long term Care* (Buffalo, NY: 2009), 2.

[8]U.S. Census Bureau.

[9]Community Health Foundation of Western and Central New York, *Project CODA: Creating Options for Dignified Aging in Erie and Niagara Counties* (Buffalo, NY: 2008).

[10]William H. Thomas, *What Are Old People For?: How Elders Will Save the World* (Acton, MA: VanderWyk & Burnham, 2004).

[11]Ming Tai-Seale, et al. "Two-Minute Mental Health Care for Elderly Patients: Inside Primary Care Visits." *Journal of the American Geriatrics Society* 55 12 (2007): 1903-11.

[12]Community Health Foundation of Western and Central New York, et al., "Get Informed: Western New York Health Care Priorities," Reaching for Excellence, http://rx4excellence.org/GetInformed/HC_priorities/priority4/priority4_WhatCommunitySaid.html (30 October 2009).

[13]This scenario projects that nearly 2,000 serious falls among seniors can be avoided. This reduction would save $32 million in hospital costs, based on estimates that $16,500 is the average cost of hospitalization related to falls in Erie County. Aftercare Nursing Services.

Beyond hospitalization, some serious falls lead to injuries requiring rehabilitation and in-home nursing care. With a residual disability, some lead to yet another hospitalization. Researchers estimate that $81,300 (in 2001 dollars) is the lifetime costs associated with a serious fall leading to a fracture. R. Scott Braithwaite, Nananda F. Col, and John B. Wong, "Estimating Hip Fracture Morbidity, Mortality and Costs." *Journal of the American Geriatric Society* (2003) 51:364–370).

Assuming three-quarters of falls in the region require follow-up care after the initial hospitalization, we estimate $120 million (in 2009 dollars) is what can be saved in costs associated with rehab, nursing and other follow-up care. For every senior avoiding a nursing home stay, $100,000 per year is saved, reflecting the approximate annual cost of a nursing home care in this region, as provided in state-specific data for New York reported by Genworth Financial. Genworth Financial, *2009 Cost of Care Survey: Home Care Providers, Adult Day Health Care Facilities, Assisted Living Facilities and Nursing Homes* (Richmond, VA: 2009), 99.

BIBLIOGRAPHY

MARIA

"40 Developmental Assets® for Middle Childhood." *Search Institute,* 2006. Print.

National Eating Disorders Association Educator Toolkit: National Eating Disorders Association, 2008. Print.

Sex and Tech: Results from a Survey of Teens and Young Adults: The National Campaign to Prevent Teen and Unplanned Pregnancy, 2009. Print.

State Policies in Brief: Sex and STI/HIV Education: Guttmacher Institute, 2009. Print.

STD Statistical Abstract 2006: New York State Department of Health Bureau of Sexually Transmitted Disease Control, 2006. Print.

What Works: Curriculum Based Programs That Prevent Teen Pregnancy: The National Campaign to Prevent Teen and Unplanned Pregnancy, 2009. Print.

Anzalone, Charles. "UB's Gifted Math Program Seeks Nominations for Fall 2009 Class." *University at Buffalo Reporter* 14 January 2009. Print.

Arbreton, Amy J.A., et al. *Contemporary Issues in Mentoring:* Public/Private Ventures, 2000. Print.

Bryan, Virginia, et al. "Girls Sports Foundation Evaluation Report." University at Buffalo, State University of New York 2008. Print.

Carver, Priscilla R. and Iheoma U. Iruka. *After-School Programs & Activities: 2005:* National Center for Education Statistics, 2006. Print.

Collins, Rebecca L., et al. "Watching Sex on Television Predicts Adolescent Initiation of Sexual Behavior." Pediatrics 114 4 (2004): e280-9. Print.

David-Ferdon, Corinne and Marci Feldman Hertz. "Electronic Media, Violence, and Adolescents: An Emerging Public Health Problem." *Journal of Adolescent Health* 41 (2007): S1-S5. Print.

Davies, Susan L., et al. "Pregnancy Desire among Disadvantaged African American Females." *American Journal of Health Behavior* 27 1 (2003): 55-62. Print.

Fergus, Stevenson, and Marc A. Zimmerman. "Adolescent Resilience: A Framework for Understanding Healthy Development in the Face of Risk." *Annual Review of Public Health* 26 (2005): 399-413. Print.

Ginsburg, Kenneth R., et al. "Enhancing Their Likelihood for a Positive Future: Focus Groups Reveal the Voice of Inner-City Youth." *Pediatrics* 109 6 (2002). Print.

Gryvatz Copquin, Claudia. "Sex Education Is a Must in NY." Newsday 2 July 2008. Print.

Guerra, Nancy G., and Catherine P. Bradshaw. "Linking the Prevention of Problem Behaviors and Positive Youth Development: Core Competencies for Positive Youth Development and Risk Prevention." *New Directions for Child and Adolescent Development* 122 (2008): 1-17. Print.

Heaney, James. "Gap Narrowed, but Not Closed." *The Buffalo News* 16 January 2001. Print.

Hoffman, Saul D. By the Numbers: *The Public Costs of Teen Childbearing:* National Campaign to Prevent Teen Pregnancy, 2006. Print.

Jekielek, Susan M., et al. Mentoring: A Promising Strategy for Youth Development: Child Trends, 2002. Print.

Kirby, Douglas. Emerging Answers 2007: *Research Findings on Programs to Reduce Teen Pregnancy and Sexually Transmitted Diseases:* The National Campaign to Prevent Teen and Unplanned Pregnancy, 2007. Print.

Luthar, Suniya S. "Vulnerability and Resilience: A Study of High-Risk Adolescents." *Child Development* 62 3 (1991): 600-16. Print.

Mauricio, David. "Pathways to Success: Developing Resiliency in Urban Students." University at Buffalo, State University of New York, 2008. Print.

McGaha-Garnett, Valerie. "Needs Assessment for Adolescent Mothers: Building Resiliency and Student Success Towards High School Completion." *Vistas* 2008 (2008): 11-20. Print.

Sabo, Don. *Go out and Play: Youth Sports in America, a Summary of Key Findings:* Women's Sports Foundation, 2008. Print.

Seals, Dorothy, and Jerry Young. "Bullying and Victimization: Prevalance and Relationship to Gender, Grade Level, Ethnicity, Self-Esteem, and Depression." *Adolescence* 38 152 (2003): 735-45. Print.

Sessions Step, Laura. "Girls Gone Wild Goes Techie." *The Boston Globe* 12 December 2008. Print.

Vogel, Charity. "Coming out of the Dark." *The Buffalo News* 13 January 2008. Print.

Williams, Kirk R. and Nancy G. Guerra. "Prevalence and Predictors of Internet Bullying." *Journal of Adolescent Health* 41 (2007): S14-S21. Print.

GINA

"Board of Cooperative Educational Services Report Card 2007-2008". Erie 1 BOCES, 2008. Print.

Fact Sheet: Addressing the Health Care Crisis: National Women's Law Center, 2008. Print.

Goals for the Common Good: Exploring the Impact of Education: American Human Development Project, United Way, 2009. Print.

Good Child Care Assistance Policies Help Low-Income Working Families Afford Quality Care and Help Children Succeed: Children's Defense Fund, 2003. Print.

Local Commissioners Memorandum: New York State Child Care Block Grant Subsidy Program Allocations for State Fiscal Year 2009-2010, 2009. Print.

Reform Matters Toolkit: National Women's Law Center, 2008. Print.

Cimasi, Kathleen, and Barbara Wejnert. "Charity or Entitlement Conundrum: Welfare Policies and Safe Motherhood in Impoverished Buffalo, New York." *Marriage & Family Review* 44 2, 3 (2008): 328-49. Print.

Eubanks, Robin Lynn. "The Transition of African American Women on Public Assistance to Economic Sulf-Sufficiency: A Qualitative Study of Resiliency." 2004. Print.

Farrell, Warren. "Exploiting the Gender Gap." *The New York Times.* 5 September 2005. Print.

Fleron, Lou Jean, Lauren Breen, and Danielle Dimitrov. *Buffalo Child Care Means Business:* Cornell University ILR, 2006. Print.

Gillibrand, The Office of Kirsten. "Child Care Costs Rising $730 Each Year in New York". 2009. October 16 2009. <http://gillibrand.senate.gov/imo/media/doc/ChildCare.pdf>.

Herman, Alexis M. *Meeting the Needs of Today's Workforce: Childcare Best Practices:* U.S. Department of Labor, 1998. Print.

Lee, Sunhwa. *Keeping Moms on the Job: The Impacts of Health Insurance and Child Care on Job Retention and Mobility among Low-Income Mothers:* Institute for Women's Policy Research, 2007. Print.

Lens, Vicki. "Work Sanctions under Welfare Reform: Are They Helping Women Achieve Self-Sufficiency?" *Duke Journal of Gender Law & Policy* 13 (2006): 255-84. Print.

McBride Murry, Velma, et al. "African American Single Mothers and Children in Context: A Review of Studies on Risk and Resilience." *Clinical Child and Family Psychology Review* 4 2 (2001). Print.

Pandey, Shanta, Min Zhan, and Youngmi Kim. "Bachelor's Degree for Women with Children: A Promising Pathway to Poverty Reduction." *Equal Opportunities International* 25 7 (2006). Print.

Pearson, A. Fiona. "The New Welfare Trap: Case Managers, College Education, and Tanf Policy." *Gender & Society* 21 5 (2007): 723-45. Print.

Williams, Erica. *The Economic Status of Women in New York State:* Institute for Women's Policy Research, New York Women's Foundation, 2008. Print.

FRANCINE

Hester, Marianne, and Nicole Westmarland. *Home Office Research Study 290: Tackling Domestic Violence: Effective Interventions and Approaches:* Home Office, Development and Statistics Directorate (UK), 2006. Print.

Johnson, Michael P., and Kathleen J. Ferraro. "Research on Domestic Violence in the 1990s: Making Distinctions." *Journal of Marriage and the Family* 62 4 (2000): 948-63. Print.

Kaufman, Leslie. "Enlisting the Aid of Hairstylists as Sentinels for Domestic Abuse." *The New York Times* 2008. Print.

Klemperer, Joyce. "Symposium on Reconceptualizing Violence against Women by Intimate Partners - Critical Issues: Programs for Battered Women - What Works?" *Albany Law Review* 58 (1995). Print.

Knitzer, Jane. Promoting Resilience: *Helping Young Children and Parents Affected by Substance Abuse, Domestic Violence, and Depression in the Context of Welfare Reform:* National Center for Children in Poverty, 2000. Print.

Levendosky, Alytia A., and Sandra A. Graham-Bermann. "Parenting in Battered Women: The Effects of Domestic Violence on Women and Their Children." *Journal of Family Violence* 16 2 (2001): 171-88. Print.

Lyon, Eleanor. "Welfare and Domestic Violence against Women: Lessons from Research." 2002. National Online Resource Center on Violence Against Women. 16 October 2009. <http://www.vawnet.org/category/Main_Doc.php?docid=317>.

Miller, Ted R., Mark A. Cohen, and Brian Wiersema. *Victim Costs and Consequences: A New Look:* U.S. Department of Justice Office of Justice Programs, National Institute of Justice, 1996. Print.

Rivera, Jenny. "The Availability of Domestic Violence Services for Latinas in New York State: Phase II Investigation." *Buffalo Public Interest Law Journal* 21 (2003): 37-79. Print.

Saathoff, Amy J., and Elizabeth Ann Stoffel. "Community-Based Domestic Violence Services." *Domestic Violence and Children* 9 3 (1999): 97-106. Print.

Smith, Erica L., Matthew R. Durose, and Patrick A. Langan. *State Court Processing of Domestic Violence Cases:* U.S. Department of Justice Office of Justice Programs, 2008. Print.

Sontag, Deborah. "Fierce Entanglements." *New York Times Magazine* 2002. Print.

Strube, Michael J., and Linda S. Barbour. "Factors Related to the Decision to Leave an Abusive Relationship." *Journal of Marriage and the Family* 46 4 (1984): 837-43. Print.

Tolman, Richard M., and Daniel Rosen. "Domestic Violence in the Lives of Women Receiving Welfare: Mental Health, Substance Dependence, and Economic Well-Being." *Violence Against Women* 7 2 (2001): 141-56. Print.

Warner, Gene. "Actions in Abuse Case Come under Scrutiny." *The Buffalo News* 2009. Print.

Williams, Stacey L., and Kristin D. Mickelson. "The Nexus of Domestic Violence and Poverty: Resilience in Women's Anxiety." *Violence Against Women* 10 3 (2004): 283-91. Print.

BARBARA

Buffalo Niagara Human Resource Association Newsletter: January 2008: Buffalo-Niagara Human Resource Association, 2008. Print.

The Business Case for Gender Diversity: Unleashing the Talent of Women to Drive Results: Women's Foodservice Forum. Print.

Questions and Answers About Flexible Work Schedules: A Sloan Work and Family Research Network Fact Sheet: Sloan Work and Family Research Network, 2008. Print.

"Women and the World Economy: A Guide to Womenomics." *The Economist* 12 April 2006. Print.

Workplace Flexibility in the 21st Century: Meeting the Needs of the Changing Workforce: Society for Human Resource Management, 2009. Print.

Babcock, Linda, et al. "Nice Girls Don't Ask." *Harvard Business Review* 5 5 (2003). Print.

Belkin, Lisa. "The Opt-Out Revolution." *The New York Times* 26 October 2003. Print.

Brown, Wendy J., Kristiann C. Heesch and Yvette D. Miller. "Life Events and Changing Physical Activity Patterns in Women at Different Life Stages." *Annals of Behavioral Medicine* (2009).

Cohany, Sharon R. and Emy Sok. "Trends in Labor Force Participation of Married Mothers of Infants." *Monthly Labor Review* 130 2 (2007). Print.

Cohen, Ilisa. *2008 Best of Congress* Corporate Voices for Working Families, 2008. Print.

Cunningham, Keith. "Father Time: Flexible Work Arrangements and the Law Firm's Failure of the Family." *Stanford Law Review* 53 (2001). Print.

Dawson, Dick. "Women Make Gains but Progress Is Slow." *The Buffalo News* 19 March 2000. Print.

Day, David V. "Leadership Development: A Review in Context." *Leadership Quarterly* 11 4 (2001): 581-613. Print.

Denner, Jill, Beth Meyer, and Steve Bean. "Young Women's Leadership Alliance: Youth-Adult Partnerships in an All-Female after-School Program." *Journal of Community Psychology* 33 1 (2005): 87-100. Print.

Dulebohn, James H., et al. "Employee Benefits: Literature Review and Emerging Issues." *Human Resource Management Review* 19 (2009): 86-103. Print.

Epel, Elissa S., et al. "Accelerated Telomere Shortening in Response to Life Stress." *Proceedings of the National Academy of Sciences of the United States of America* 101 49 (2004). Print.

Galinsky, Ellen, James T. Bond, and Kelly Sakai. *2008 National Study of Employers:* Families and Work Institute, 2009. Print.

Galinsky, Ellen, Kerstin Aumann, and James T. Bond. *Times Are Changing: Gender and Generation at Work and at Home:* Families and Work Institute, 2009. Print.

Hopkins, Margaret M., et al. "Women's Leadership Development Strategic Practices for Women and Organizations." *Consulting Psychology Journal: Practice and Research* 60 4 (2008): 348-65. Print.

Leland, John. "More Men Take the Lead Role in Caring for Elderly Parents." *The New York Times* 29 November 2008. Print.

Macintyre, Sally, Katie Hunt and Helen Sweeting. "Gender Differences in Health: Are Things Really as Simple as They Seem?" *Social Science & Medicine* 42 4 (1996): 617-24. Print.

McCracken, Douglas M. "Winning the Talent War for Women: Sometimes It Takes a Revolution." *Harvard Business Review* 78 6 (2000): 159-67. Print.

Meyerson, Debra E. and Joyce K. Fletcher. "A Modest Manifesto for Shattering the Glass Ceiling." *Harvard Business Review* 78 1 (1999): 126-36. Print.

Nelson, Debra L. and James C. Quick. "Professional Women: Are Distress and Disease Inevitable?" *The Academy of Management Review* 10 2 (1985): 206-18. Print.

Norris, Floyd. "In This Recession, More Men Are Losing Jobs." *The New York Times* 14 March 2009. Print.

Packard, Joseph A. "Analyzing the Intersection of Leadership Practices, Emotional Intelligence, and Coping Responses in Women-Owned Small Businesses." Capella University, 2008. Print.

Palazzari, Kari. "The Daddy Double-Blind: How the Family and Medical Leave Act Perpetuates Sex Inequality across All Class Levels." *Columbia Journal of Gender & Law* 16 (2007). Print.

Prohaska, Thomas J. "Women in Niagara: Task Force Ready to Give Grim Report on the Problems Facing Local Females Today." *The Buffalo News* 14 November 1999. Print.

Rampell, Catherine. "As Layoffs Surge, Women May Pass Men in Job Force." *The New York Times* 6 February 2009. Print.

Riley Bowles, Hannah, Linda Babcock, and Lei Lai. "Social Incentives for Gender Differences in the Propensity to Initiate Negotiations: Sometimes It Does Hurt to Ask." *Organizational Behavior and Human Decision Processes* 103 1 (2007): 84-103. Print.

Rosenfeld, Rachel A. and Aage B. Sorensen. "Sex Differences in Patterns of Career Mobility." *Demography* 16 1 (1979): 89-101. Print.

Smith, Adrienne, Beth Reingold, and Michael Leo Owens. "Women and Politics in Cities: Determinants of the Descriptive Representation of Women in City Halls and Councils." Emory University, 2009. Print.

Swers, Michele. "Understanding the Policy Impact of Electing Women: Evidence from Research on Congress and State Legislatures." *PS: Political Science and Politics* 34 2 (2001): 217-20. Print.

MRS. WILLIAMS

2007 Needs Assessment Report: Erie County Department of Senior Services (NY), 2007. Print.

"2015 Adult Day Health Care Program County Need Estimates Counties with Unmet Need". 2009. New York State Department of Health. 19 October 2009. <http://www.health.state.ny.us/facilities/cons/more_information/2015_unmet_need_estimates.htm>.

"Adult Day Programs Resource Guide." *New York Connects Niagara County,* 2008. Print.

"Costly Home Health Care." *The New York Times* 23 Mar. 2009. Print.

A Framework for Action on Women, Ageing and Health: World Health Organization, 2008. Print.

A Locally Driven Strategy for Creating Opportunities for Dignified Aging in Erie & Niagara Counties: Community Health Foundation of Western and Central New York, 2009. Print.

State-Specific Data for New York from the Genworth 2009 Cost of Care Survey: Home Care Providers, Adult Day Health Care Facilities, Assisted Living Facilities and Nursing Homes: Genworth Financial, 2009. Print.

Alsnih, Rahaf and David A. Hensher. "The Mobility and Accessibility Expectations of Seniors in an Aging Population." *Transportation Research: Part A* 37 10 (2003): 903-16. Print.

Altman, Anita. "The New York NORC-Supportive Service Program." *Journal of Jewish Communal Service* 81 3-4 (2006): 195-200. Print.

Arbuthnot, Elsa, Jane Dawson, and Patti Hansen-Ketchum. "Senior Women and Rural Living." *Online Journal of Rural Nursing and Health Care* 7 1 (2007): 35-46. Print.

Benjamin, A.E. and Ruth E. Matthias. "Age, Consumer Direction, and Outcomes of Supportive Services at Home." *The Gerontologist* 41 5 (2001): 632-42. Print.

Bowman, Carmen S. *The Environmental Side of the Culture Change Movement: Identifying Barriers and Potential Solutions to Furthering Innovation in Nursing Homes:* Edu-Catering, 2008. Print.

Davis, Henry L. "Elderly Rely More on Family for Care." *The Buffalo News* 13 Jan. 2008. Print.

Dickerson, Anne E., et al. "Transportation and Aging: A Research Agenda for Advancing Safe Mobility." *The Gerontologist* 47 5 (2007): 578-90. Print.

El Nasser, Haya. "Fewer Seniors Live in Nursing Homes." *USA Today* 27 Sept. 2007. Print.

Finkelstein, Ruth, et al. *Towards an Age-Friendly New York City: A Findings Report:* The New York Academy of Medicine, 2008. Print.

Fortinsky, Richard H., et al. "Extent of Implementation of Evidence-Based Fall Prevention Practices for Older Patients in Home Health Care." *Journal of the American Geriatrics Society* 56 4 (2008): 737-43. Print.

Gross, Jane. "Its Appeal Slipping, the Senior Center Steps Livelier." *The New York Times* 25 Mar. 2008. Print.

Humphreys, Jane. "Aging in Place in Upstate New York." *Upstate New York Regional Review* 2 2 (2007). Print.

Johnson, Richard W. and Joshua M. Wiener. *A Profile of Frail Older Americans and Their Caregivers:* Urban Institute, 2006. Print.

Lamb, Sarah E., et al. "The Optimal Sequence and Selection of Screening Test Items to Predict Fall Risk in Older Disabled Women: The Women's Health and Aging Study." *Journal of Gerontology* 63A 10 (2008): 1082-88. Print.

Leland, John. "Helping Aged Leave Nursing Homes for a Home." *The New York Times* 19 Sept. 2009. Print.

Mar, Ohn. "Program Reduces Falls by Elderly, Study Finds." *The New York Times* 12 Aug. 2008. Print.

Richards, Judy Lynn, et al. *Social Inclusion of the Oldest-Old: Toward Housing Policies That Work to Keep Seniors Living at Home:* Population Change and Lifecourse Strategic Knowledge Cluster, University of Western Ontario, 2008. Print.

Schneider, Rob. "Communities Are Advised to Make Way for Seniors." *The Indianapolis Star* 23 Dec. 2004. Print.

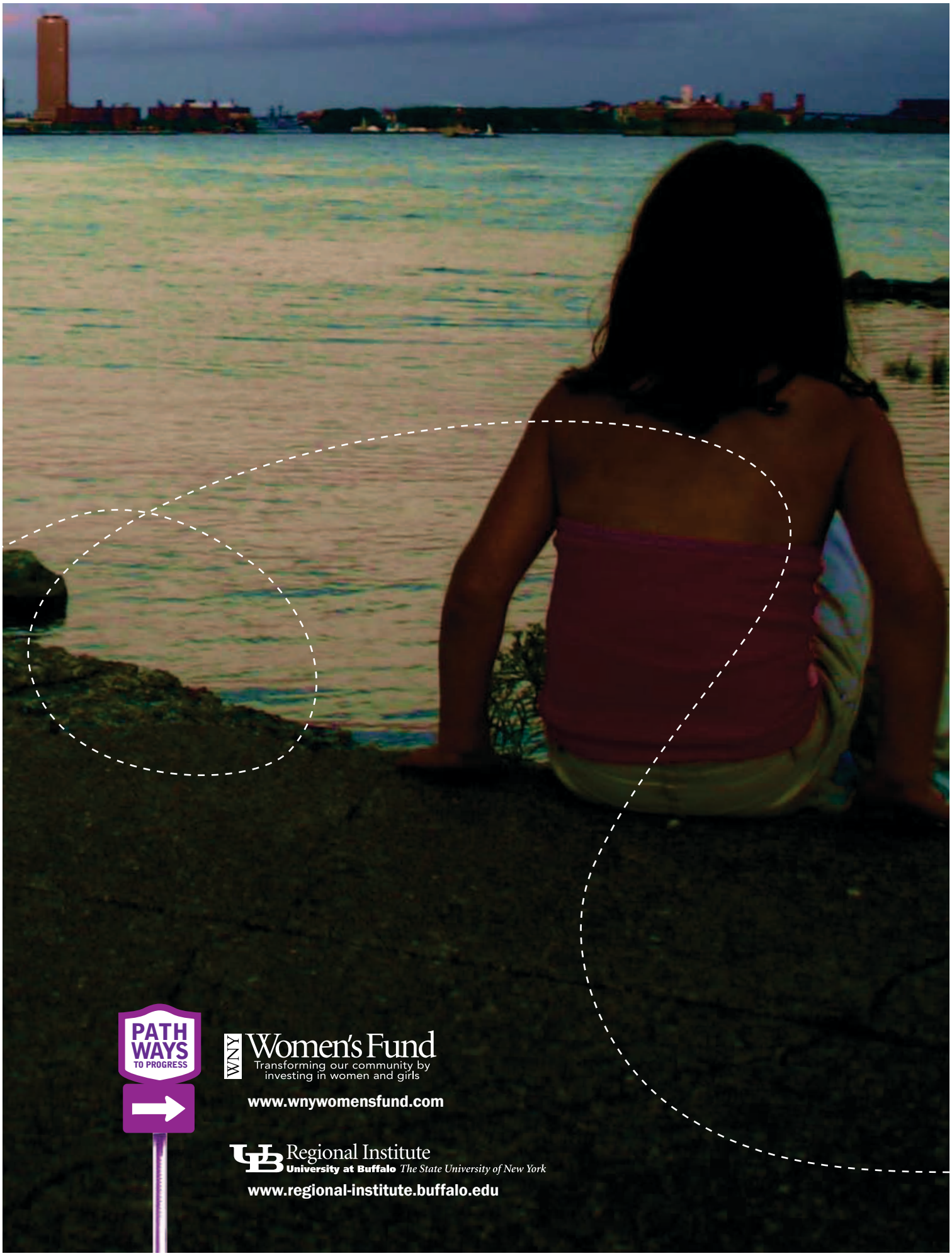
Smith Black, Betsy, Peter V. Rabins, and Pearl S. German. "Predictors of Nursing Home Placement among Elderly Public Housing Residents." *The Gerontologist* 39 5 (1999): 559-68. Print.

Tai-Seale, Ming, et al. "Two-Minute Mental Health Care for Elderly Patients: Inside Primary Care Visits." *Journal of the American Geriatrics Society* 55 12 (2007): 1903-11. Print.

Tinetti, Mary E., et al. "Fall-Risk Evaluation and Management: Challenges in Adopting Geriatric Care Practices." *The Gerontologist* 46 6 (2006): 717-25. Print.

Wolfe, Warren. "Talking Eases the Pain." *Star Tribune* 26 Apr. 2004. Print.

I'm on my way to _____.


PATH WAYS TO PROGRESS
WNY Women's Fund
Transforming our community by investing in women and girls
www.wnywomensfund.com
UB Regional Institute
University at Buffalo The State University of New York
www.regional-institute.buffalo.edu