



COLLEGE OF ARTS AND SCIENCES
Public Policy

Final Portfolio
WomenNC: The Status of Women in Greensboro and Guilford County
December 3rd, 2018

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PLCY 698 – Fall 2018

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EXECUTIVE SUMMARY

Our client, WomenNC, asked that we determine the current status of women in Greensboro, NC in the areas of economics, health, violence against women, and political representation. Through the collection of comprehensive data and interviews with local experts on women's rights, our work identified prominent issues, stakeholders, and significant barriers to improving conditions for the target population. Our analyses will be used to educate elected officials and community members with the end goal of policy change and budget allocation toward the advancement of women's rights.

Through our data collection, we found that economics and health are the most pressing issues for women in Greensboro and Guilford County. In the economics category, there is a major issue with the wage gap getting worse as a woman's educational attainment increases. Additionally, there are often not adequate job opportunities for women given their academic success. While education attainment and the wage gap were major themes discussed in interviews, in our data collection we found the poverty rate for women throughout the state to be the most pressing concern. Health was also identified as a major issue for women in the region, predominantly due to North Carolina not expanding Medicaid and the lack of adequate access to reproductive healthcare in rural parts of the state. Violence against women was not identified as a major issue due to Guilford County taking major strides in the past few years to combat this issue. For political representation, Greensboro and Guilford County were identified as a leader for the state regarding female representation – not only do they have a female mayor, but eight of their nine city council members are also women.

Our mixed methods approach to this project will allow our client to provide accessible and digestible pamphlets to relevant stakeholders to underlie the importance of the status of women in Greensboro and Guilford County. Our qualitative data through interview summaries will provide compelling narratives, with our quantitative data emphasizing the significance of women's rights on a local level.

PROBLEM STATEMENT

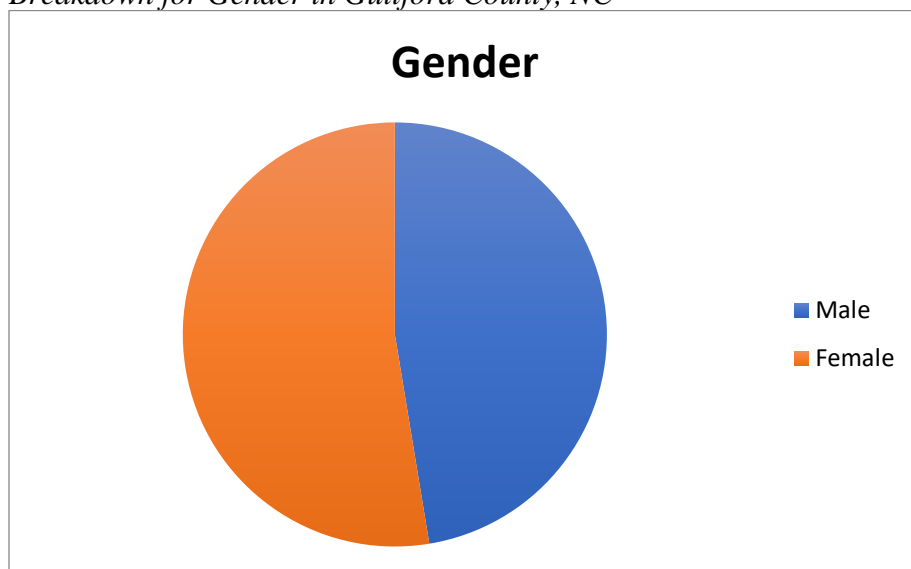
Despite women making up 53% of Greensboro and Guilford County, they still face discrimination and injustice. Our project aims to push relevant stakeholders to honor women's human rights on a municipal level. As a “Cities for CEDAW (Commission on the Elimination Against Women)” partner, WomenNC will use our research findings to underscore the importance of supporting women’s rights legislation in Greensboro and Guilford County.

DEMOGRAPHIC REPORT ON GREENSBORO AND GUILFORD COUNTY

We believe providing an overview of the demographics of Greensboro and Guilford County will help in providing a foundation for our research. We have chosen the categories of economics, housing, population, education, and urban sprawl.

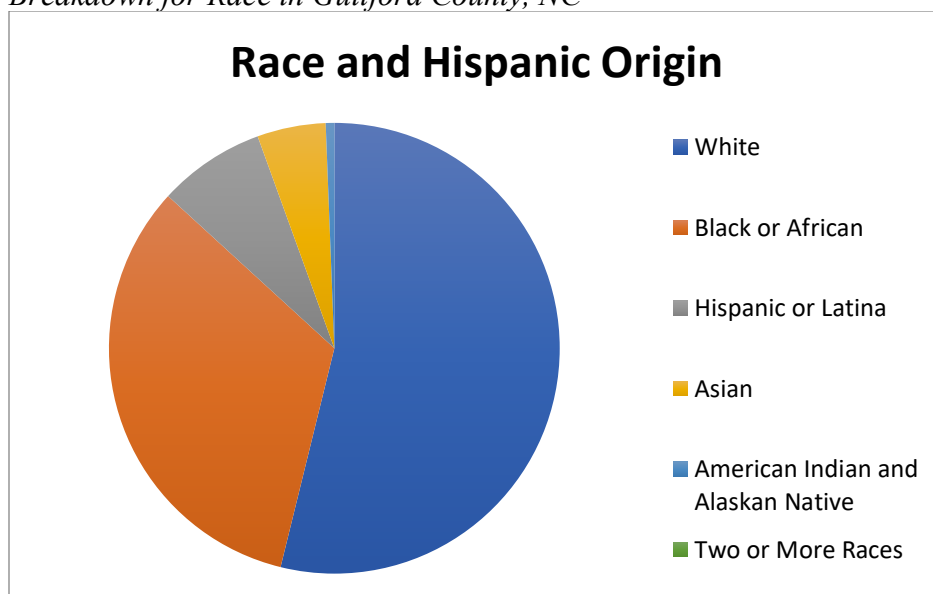
Population

Breakdown for Gender in Guilford County, NC



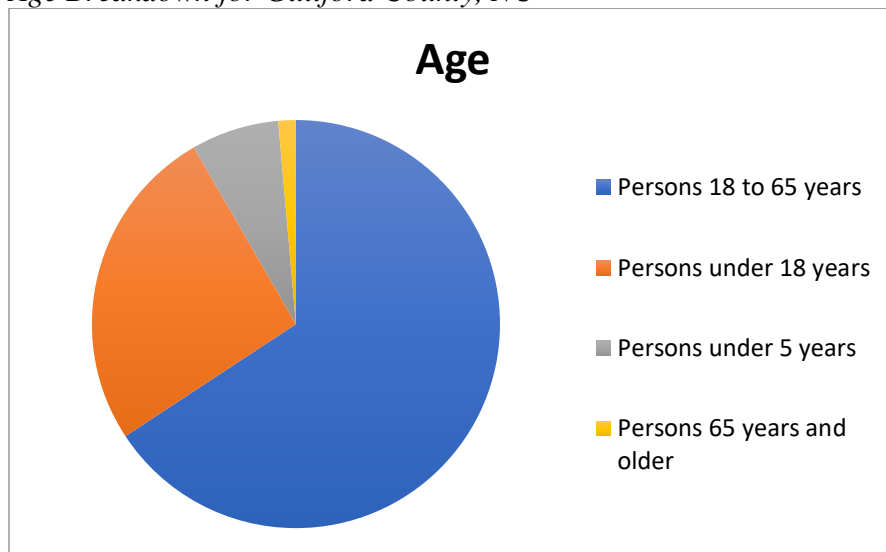
Source: Guilford County, NC (Data USA, n.d.)

Breakdown for Race in Guilford County, NC



Source: Guilford County, NC (Data USA, n.d.)

Age Breakdown for Guilford County, NC



Source: Guilford County, NC (Data USA, n.d.)

Economics

Median Household Income (2010)	
Greensboro, NC	\$41,069
Guilford County, NC	\$47,308
North Carolina	\$46,107
United States	\$52,175

Source: Comprehensive Annual Fiscal Report (City of Greensboro, 2010)

Top Employers for Greensboro, North Carolina		
	Service	Number of Full-Time Employees
Guilford County Public Schools	Education	8,000
Moses H. Cone Health System & Affiliates	Health Care	7,776
City of Greensboro	Government	3,108
U.S. Postal Service	Postal Service	2,800
The University of North Carolina at Greensboro	Education	2,499

Source: Comprehensive Annual Fiscal Report (City of Greensboro, 2010)

Top Industries for Greensboro, North Carolina	
Industry	% Employment Distribution
Service	8,000
Government	7,776
Manufacturing	3,108

Retail Trade	2,800
Transportation, Information, & Utilities	2,499

Source: Comprehensive Annual Fiscal Report (City of Greensboro, 2010)

Poverty Rate for Greensboro, NC	
	Percentage of families below the poverty line
All families	15.3%
Families with female head of household	35.5%
People under 18 years	19.9%
People 65 years and over	10.4%

Source: Poverty Status in the Past 12 Months (United States Census Bureau, 2016)

Housing

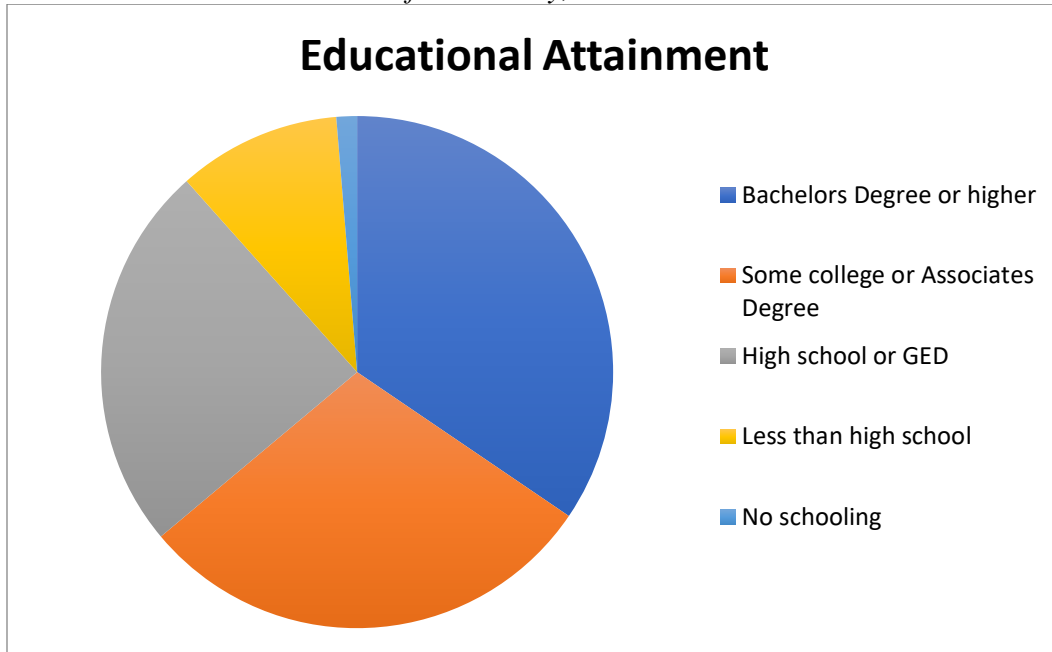
Housing Information for Greensboro, NC	
Housing Units	228,357
Median Gross Rent	\$789/month
Homeownership	57.3%
Median Property Value	\$160,900

Source: Guilford County, NC (Data USA, n.d.)

Education

Greensboro and Guilford County have a thriving education sector due to the high population of the county and the number of universities in the area. This is seen through Guilford County Schools being the top employer in the county and there being 28 colleges within a 50-mile radius of Greensboro (Colleges Near Greensboro, n.d.) The largest universities in the county are the University of North Carolina at Greensboro, Guilford Technical Community College, and North Carolina A&T State University. The most popular majors in the county are business administration and management, general psychology, and general biological sciences. The average tuition costs for Guilford County are \$29,450 for private four-year colleges, \$4,335 for public four-year colleges for in-state students, and \$19,197 for out-of-state students (Education Guilford County, n.d.). The graph below provides a breakdown of the county's educational attainment.

Educational Attainment in Guilford County, NC



Source: Guilford County, North Carolina Education Data (Town Charts, n.d.)

Urban Sprawl

Urban sprawl is defined as when unplanned urban growth happens outside of the existing infrastructure. Greensboro is not only one of the worst cases of urban sprawl in the south, but also in the country (Atkin, 2002). Greensboro and Guilford County have responded to these statistics by becoming a part of a statewide movement to preserve dwindling open space. While the county has made strides to establish various local initiatives, those efforts pale in comparison to more aggressive campaigning from more urban counties. For example, in 2009 Guilford County set a \$10 million program, compared to \$138 for Mecklenburg County and \$91 million for Raleigh (Wireback, 2009). Solutions to urban sprawl typically focus on protecting existing open space, reinvesting in neglected communities, and rehabilitating abandoned properties.

METHODOLOGY

We completed a mixed methods research study in order to determine the status of women in Greensboro and Guilford County. This combination of data analysis and interview collection allowed our findings to be both compelling and digestible. The interviews fuel the narratives behind the status of women, and the data helps accompany these stories and emphasize their importance and legitimacy.

Our interviews were completed with identified stakeholders in the region, including non-profit leaders, academics, and local politicians. We ensured that our interviewees included experts in the four categories emphasized by WomenNC: economics, health, violence against women, and political representation. We emailed the potential interviewees using our email template, and once we received a response, we coordinated interviews with at least two team members present per phone interview. One team member served as the lead interviewer, while the other served as a scribe. Each interviewee received a follow-up email within 24 hours of the interview to express our gratitude.

For the data collection, our team met with UNC librarians to gain an understanding of the best databases to study the status of women using the four key indicator variables. In the data collection, we prioritized finding tables, charts, and graphics that would be digestible and easy to understand in order to provide information to WomenNC that could be understood by the general public.

LITERATURE REVIEW

Employment, Earnings, and Economics

Employment, earnings, and economic standing are several key determinants of the status of women in Greensboro, North Carolina. According to The Convention on the Elimination of all Forms of Discrimination Against Women, it is imperative that women do not face discrimination in employment and that governments ensure women's rights related to economic and social benefits. The following section includes resources that provide insight into the disparities between women and men that currently exist in the Greensboro area in regards to earnings, employment, and economic standing. These sources highlight the differences in income between women and men, indicating that women earn less than men in Greensboro and Guilford County. They also specify the differences in occupational fields and positions between women and men, as well as attempt to explain the wage gap using this information. Additionally, these sources provide essential information on the poverty differences between men and women.

Anderson, J., & Williams-Baron, E. (2018). *The Status of Women in North Carolina: Employment & Earnings* (The Status of Women in the States No. #R536) (p. 55). Washington, DC: Institute for Women's Policy Research. Retrieved from <https://iwpr.org/publications/status-women-north-carolina-employment-earnings/>

This Institute for Women's Policy Research report highlights the status of women in North Carolina, specifically on the topics of employment and earnings. This report provides data on the median annual earnings and gender earnings ratio, median annual earnings by gender and educational attainment, labor force participation rate, and distribution of women by occupational category for women in the Greensboro-High Point area. The labor force participation rate for women in the Greensboro-High Point area is 57.4%, compared to 67.9% for men. For women in this area, the median annual earning is \$35,063, compared to \$42,101 for men. At all levels of educational attainment, men earn more than women in the Greensboro- High Point area. There were significant differences between women and men who have a Bachelor's degree or higher. Women in this area are most greatly represented in the occupational group of Management, Business, Science, and Arts, and are least represented in the group of Natural Resources, Construction, and Maintenance.

Guilford County, NC. (n.d.). Retrieved October 1, 2018, from <https://datausa.io/profile/geo/guilford-county-nc/>

Data USA provides information on the economy of Guilford County, North Carolina generally, as well as specific economic measures broken down by gender. However, much of the data provided by Data USA is centered more broadly on North Carolina as a whole. This web page provides insightful information on the state of poverty in Guilford County as it relates to women, stating that the "largest demographic living in poverty is Female 24-34, followed by Female 18-24".

Hegewisch, A., M., P., Gunn-Wright, R., & Williams, C. (2013). *The Status of Women in the Greensboro Metropolitan Area, North Carolina* (Briefing Paper No. R364). Washington, DC. Retrieved from <https://iwpr.org/publications/the-status-of-women-in-the-greensboro-metropolitan-area-north-carolina/>

In this brief, Hegewisch, Phil., Gunn-Wright, and Williams provide data on the status of women in the Greensboro Metropolitan area of North Carolina, including Alamance, Davidson, Davie, Guilford, Forsyth, Randolph, Stokes, and Yadkin counties using data from various sources. Regarding economics and employment, this brief provides information on work, earnings, and poverty. While citing similar information as *The Status of Women in North Carolina: Employment & Earnings* report, this brief also delves deeper into the gender differences within types of occupations and positions. Notably, although women tend to work in professional and managerial positions at a higher rate than men, men dominate the management positions. The authors attribute the gap in women holding management positions to the discrepancies in earnings between the genders. In the Greensboro Metropolitan area, there are comparable rates of poverty between the genders, where 16% of women live at or below the poverty line, compared to 12% of men. However, Hegewisch, Phil., Gunn-Wright, and Williams note that families headed by women are more likely to be living in poverty than other families.

Health

Women's health is a distinct part of the overall status of women in Guilford County. For the most part, Guilford County follows many significant trends seen on a statewide or national scale. In particular, low-income and Black women face extra barriers to healthcare access, but the county as a whole is at or better than average. The sources also imply that rural access to healthcare is another problem area for Guilford County women.

Guilford County, NC. (n.d.). Retrieved October 1, 2018. Retrieved from: <https://datausa.io/profile/geo/guilford-county-nc/>

Data USA provides many insightful data points that illuminate the status of women's health in the area. For example, the data shows that women are more likely to have health insurance at every age group compared to men. Moreover, there is data on preventative women's health services that shows that Black women are consistently less likely to have had such screenings compared to non-Black women, though both groups are receiving a declining rate of these screenings.

Hess, C., & Sarna, M. (2013). *The Status of Women in Guilford County, North Carolina Briefing Paper*. Institute for Women's Policy Research. Washington: Institute for Women's Policy Research.

This brief outlines both the demography and status of women in Guilford County. The report compares Guilford County to all of North Carolina, as well as references national averages. The health section includes several women's health indicators, such as coverage, teen pregnancy rates, and incidences of cancers specific to women. The report describes how Guilford County appears to be at or better than average for these indicators, implying that many trends seen on a statewide or national scale, such as rural access, are likely also problems for Guilford County.

Cansler, L. M. (2013, March). A Look at North Carolina's Medicaid Program. North Carolina Medical Journal, 74, S6-S11.

Medicaid is the state-administered federal program of providing health insurance for low-income individuals. This brief gives an overview of the Medicaid market, providing insight on issues of access and coverage in North Carolina. Moreover, this article discusses how budget and allocations politics play into these issues of access, as well as blind spots in coverage. It also examines trends in increased enrollment and population size and some predictions and expectations in the future.

Violence Against Women

After researching the prevalence and implications of violence against women in North Carolina, and more specifically Greensboro and Guilford County, it was apparent that a large portion of violence occurs within families and relationships, as opposed to random acts. This is meaningful when considering the important questions and concerns that can guide policy awareness and implementation in Guilford County. The City of Greensboro cited that “one of every four women will experience domestic violence in her lifetime” (City of Greensboro, n.d.). These facts led to further research done on the prevalence of domestic violence amongst women and girls throughout the country as well as locally, in and around Greensboro.

Martin, S. L., Rentz, E. D., Chan, R. L., Givens, J., Sanford, C. P., Kupper, L. L., . . . Macy, R. J. (2008). Physical and sexual violence among North Carolina women associations with physical health, mental health, and functional impairment. Women's Health Issues, 18(2), 130-140. Retrieved from: <https://www.ncbi.nlm.nih.gov/pubmed/18319149>

In this study, the authors sought to determine the potential links between women's experiences with physical and sexual violence during adulthood and their physical and mental health. A representative sample of 9,830 women surveyed by the North Carolina Behavioral Risk Factor Surveillance System shows that approximately 25% of women in the study experienced some sort of violence as adults, with the common perpetrators being current or ex-partners. After controlling for sociodemographic characteristics, the analysis found that women who experienced such violence “were significantly more likely than other women to have poor physical health, poor mental health, and functional limitations” (p. 130). This study shows the resource implications of violence against women, as health care services are used more often amongst women who are the victims of physical and sexual violence. The health problems that occur as a result of violence go beyond the immediate results of experiencing a violent act; they can include gastrointestinal issues from long-term domestic abuse, mental trauma from the experience, and other lasting detrimental effects. The authors conclude that the research findings support the fact that physical and sexual violence among women in North Carolina is a widespread problem and is associated with the likelihood of other problems including physical health, mental health, and functional impairment.

Hagan Applauds Senate Passage of the Violence Against Women Reauthorization Act. (2012). Washington: Federal Information & News Dispatch, Inc. Retrieved from eLibrary; ProQuest Central. Retrieved from <http://libproxy.lib.unc.edu/login?url=https://search.proquest.com/docview/1009883772?accountid=14244>

This article provides the background on the type of legislation confronting these topics that are currently present in North Carolina. Former U.S. Senator Kay Hagan, applauded the Senate passage of the Violence Against Women Reauthorization Act (VAWA) in 2012. Initially passed in 1994, VAWA has attempted to transform the criminal justice center and victim support services to more adequately serve those who experience domestic violence. The article states that domestic violence “costs the healthcare system over \$8.3 billion annually” (p. 1). While the national incidence of domestic violence decreased since the bill’s original passage, the reports of abuse have increased; this shows that the act has provided some sort of pathway for victims to feel safe in reporting the abuses they have experienced.

North Carolina Department of Public Safety. (2014). “North Carolina VAWA Implementation Plan 2014-2016.” Retrieved from <https://files.nc.gov/ncdps/documents/files/OCT2014VAWAImplementationPlan.pdf>.

In response to its reauthorization in 2013, the State of North Carolina and the Governor’s Crime Commission provided this implementation plan. The document outlines the plan to assist those who seek services, training, officers, and prosecutors (STOP) and the funding to develop effective programming that “meet the service needs of victims of domestic violence, dating violence, sexual assault and stalking”, as well as “improving the response of the criminal justice system.” Their description included gathering information from the local level to develop strategies of responding to violence against women crimes in their home communities. The local communities tasked with developing and implementing individual action plans to address the violence against women in their region. The funding distribution throughout the state is based on the level of need as well as federal statute. The plan provides specific statistics regarding the prevalence of violent crime as well as rape, taking into account the issue of victims choosing to not report the crime. In addition, the North Carolina Council for women reports that domestic violence is still the top contributor of crisis calls. When considering the demographics, the professionals found that violence is more pronounced in “rural and economically depressed” locations, yet the “highest number of domestic violence-related homicides are in the more urban, densely populated areas of the state such as Mecklenburg/Charlotte area and Guilford/Greensboro area” (p. 35).

The implementation plan says that these higher incidents could be the result of three main problems:

1. Availability of services to meet the need.
2. The need for a better-coordinated community response to include prosecution and courts.
3. Law enforcement’s need for assistance with the number of cases they are responding to.

These implementation methods hold a number of statistics and plans for providing funding and programs to victims of violence in North Carolina and is a good starting point to following the actual implementation of such programs since 2013.

Political Representation

While women remain underrepresented in political offices throughout North Carolina, Guilford County and the city of Greensboro appear to have more female political participation than other North Carolina municipalities. Still, the issue of unequal political representation should be addressed. Concerning the number of 2017-2018 female elected officials, the numbers remain disproportionate and unequal in the Guilford County Commissioner's Office, House of Representatives, Senate, and other elected officials. In Greensboro, the mayor is a woman, the majority of City Council seats are held by women, and women make up $\frac{1}{3}$ of the Assistant City Managers. This information allows us to identify which offices lack adequate representation of women and who we can contact to learn more information about women's substantive representation in Greensboro and Guilford County.

McLennan, D. B. (2016). The Status of Women in North Carolina. *Meredith College*.

Retrieved from:

https://www.meredith.edu/assets/images/content/women_in_nc_politics.pdf

This article speaks to women's representation in North Carolina politics overall, detailing past challenges and recommendations moving forward. The author argues that there are few explicit barriers to women's participation and that the most significant challenge that women face involves getting them interested in running for political offices. The data shows that though a disproportionate number of women seek office, when they do run, they win. Women are less likely to run because they are less likely to think themselves equipped to run, are encouraged to run less frequently, and because gendered household roles make running for office incredibly difficult. Additionally, women tend to find professional success somewhat later in their lives and relatively few political positions in the state pay a full-time salary. It is vital that women run for office because they will encourage other women to run; they bring a different approach to public service and enrich the public discussion about important issues; they use a leadership style that encourages more inclusiveness and outreach. The text proposes three solutions to the issue of low female representation: educational institutions taking more proactive steps to reverse the trend of young women losing interest in politics, organizations whose missions are about preparing women leaders combining resources, and spreading awareness on the crucial ways in which women govern differently than men.

Greensboro, North Carolina. (n.d.). Retrieved September 28, 2018. Retrieved from:

https://ballotpedia.org/Greensboro,_North_Carolina

This website offers comprehensive data on American elections. This is helpful to our research because information on the demographics and elected leadership in Greensboro and Guilford County allows us to determine whether or not women are underrepresented. The County Commissioner's office is the county's primary legislative and policy-making body and is responsible for approving an annual budget and setting the property tax rate, enacting ordinances, and approving county contracts. This office of 9 individuals features 3 women: Kay Cashion (D), J. Carlvena Foster (D), and Carolyn Q. Coleman (D), making women $\frac{1}{3}$ of the office. As for "other elected officials," county sheriff, county register of deeds, and district attorney are all men, and the superior court clerk is a woman named Lisa Johnson Tonkins (D). There are no female members within the 6 member Guilford County House of Representatives.

Trudy Wade and Gladys A. Robinson serve as 2 out of the 3 Guilford County Senators, serving Districts 27 and 28 respectively.

Elected Officials: Guilford County, North Carolina. (2018, June 21). Retrieved September 29, 2018. Retrieved from <https://www.guilfordcountync.gov/home/showdocument?id=3109>

This website provides a master list of all elected officials in Greensboro with information how long they have served, the phone numbers, and their emails. The mayor of Greensboro is Nancy B. Vaughan and all but one of her City Council Members are women: Sharon Hightower (District 1), Goldie Wells (D. 2), Nancy Hoffmann (D. 4), Tammi Thurm (D. 5), Marikay Abuzuaiter (at large).

INTERVIEW PROTOCOL

Stakeholders Interviewed

Organization	Reason to Contact
WomenNC	Define scope on status of women
Mayor (Greensboro)	Define scope
Council for Women and Youth Involvement (Statewide)	Define scope
Women's Resource Center of Greensboro	Define scope
Commission for Status of Women in Greensboro	Define scope
UNCG WGST Department	Greensboro/Guilford county info
Guilford WGST Department	Greensboro/Guilford county info
Center for Women's Healthcare at Greensboro	Health/Violence against Women
Greensboro City Council	Define scope
North Carolina Coalition Against Domestic Violence	Domestic Violence
NC Women United	Access to multiple women's rights organizations
North Carolina Coalition Against Sexual Assault	Domestic Violence
NARAL Pro-Choice North Carolina	Health/Violence Against Women
NC Chapter of NOW	Political Representation
ERA NC Alliance	Political Representation
Politica NC	Political Representation
League of Women Voters of NC	Political Representation

Interview Questions

Introduction

1. What is your name? How long have you been working at the organization?
2. What is your role within the organization?
3. Tell us a bit more about the mission/scope of your organization and the work that you do.
ESPECIALLY important for scope → NC or Greensboro/Guilford County specifically?
4. Who does your organization interact with on a day to day basis? (e.g., politicians, young people, schools, etc.)
5. How does your organization work on issues related to women and girls specifically?

Status of women

1. What does your organization see as the main barriers facing women in North Carolina?
2. Our research is focusing on four main categories: political representation, economics, health, and violence against women.
 - a. Can you please rank these four categories from greatest to least need for women and girls in Greensboro and explain your answer?
 - b. Is there anything missing from this list?
3. What avenues are the most successful in implementing substantive change? (e.g., legislation, organizing, education, etc.)

Public opinion/politics

1. What are the most effective ways your organization has influenced public opinion? And how about public policy?
 - a. How do you gain support from relevant stakeholders who already have buy-in about women's issues?
 - b. How do you sway stakeholders who do not see the importance of women's issues?
2. What is the most important legislation for women in NC?
3. Are there any proposed bills that your organization is supporting? Any that you want to block?
4. Our research is focused on the status of women in Guilford county and Greensboro. Are there any issues facing women there that are unique to the region? Or do they reflect larger state trends?

Political organizations

1. What are the major barriers for women entering the public sphere as candidates/political figures?
2. What is the most effective way your organization encourages women to run for office?

Politicians

1. How has your platform shifted from candidate to politician? Have your priorities shifted related to women's issues?
2. Where do you see the most pressing economic concerns for women? (e.g., job opportunities, wage gap, childcare services, etc.)

Health

1. What does your organization view as the biggest health concerns for women?
2. Please discuss the state of domestic violence in North Carolina / Guilford County.
 - a. What resources have you found to be the most successful in helping victims to recover from acts of violence?
 - b. To what extent does your organization have the funding to adequately respond to the needs of victims who have experienced physical and sexual violence?

Academic

1. Discuss the political priorities of students.
2. What, if any, research is being done by members of the WGST department on the status of women and girls in Greensboro/ Guilford County?

Conclusion

1. Are there any other relevant stakeholders you believe we should be reaching out to?
 2. Is there anything that you would like to add, or feel that we may have missed?
- Thank you for your time!

SUMMARY OF INTERVIEWS

Employment, Earnings, and Economics

Economics was consistently identified as a top priority in addressing the inequalities that women face in Greensboro and Guilford County. Many of the interviewees pointed to specific issues regarding the unique financial burdens women face, including the gender wage gap, inadequate housing, and limited access to education and employment opportunities. Several respondents made direct programming and policy recommendations, calling for events and workshops aimed at helping women to network and enhance their professional careers.

Positives

- Economic opportunity for women should be a top priority.
- The gender wage gap was identified as the biggest issue that women face regarding earning and employment.
- Economic factors and inequalities often trickle down to all other areas of discrimination and inequality that women face.
- Some of the most important topics in this area to focus on are: the status and opportunities of migrant and minority women, significant barriers to employment, occupational segregation, and the wage gap.
- There are efforts at holding job fairs and other events, specifically to increase women employment.

Specific Problem Areas

- Women are employed but still do not have enough money and resources to make ends meet, so they are unable to obtain childcare or provide adequate and safe housing for their families.
- Women may have obtained a degree but are not always able to find work that relates to the specific education/degree that they have.
- There is often not enough incentive for women to go back to school or get better jobs due to the way that temporary assistance and healthcare is currently set up.

Room for Improvement

- There is a specific need for programming that can teach women valuable skills on how to distinguish themselves in the job market and network, so that they are able to acquire jobs that relate to their fields.
- There is a need to convince people that women in the area have the adequate skills to be hired.
- There is a strong desire for legislation that can assist women in improving their professional life without losing other benefits or having to choose between family and work life.
- There needs to be a focus on the connections between categories, specifically that of reproductive healthcare and economic justice.

Health

The concerns surrounding healthcare in the Greensboro and Guilford region are that of inadequate resources and access to healthcare to the general population, not only women. Poor healthcare services disproportionately affect women and children. With North Carolina not expanding Medicaid, there is a problem of little to no primary and preventative care available to low-income families. Beyond the worry of healthcare in general, stakeholders were adamant on the deeper inherent connection between reproductive healthcare and economic justice, pointing out the lack of abortion services in the state as well as poor sex education in public schools throughout. Overall, while healthcare systems are in place, the lack of services and unequal access to such services in the region is a threat to the overall health and wellbeing of women in Greensboro and Guilford County.

General Sentiments

- Healthcare was identified by many stakeholders as one of their top concerns.
- Access to healthcare, in general, seemed to be a recurring issue.
- House Bill 467, also known as the Breast Density Bill, was a major bill started in Greensboro and eventually reaching the state level that helped with the health of women in North Carolina by promoting policy and change for breast cancer awareness.

Current Conditions

- Currently, 91 percent of counties in North Carolina lack access to abortion providers.
- The Medicaid expansion did not pass, meaning that low-income people and families lack the resources to receive primary and preventative care.
- There is also an issue of quality healthcare.
- Greensboro and the surrounding region has seen a negative impact of rural hospitals shutting down.
- There is a huge absence of comprehensive sex education in North Carolina as a whole.
- There is the fear of further threats to abortion access with the recent confirmation of Supreme Court Justice, Brett Kavanaugh.

Moving Forward

- There is an inherent connection between reproductive healthcare and economic justice that needs to be addressed.
- There is a need to assess who needs better access to healthcare as well as to help those that may be unclear or unable to receive adequate healthcare.
- Overall, there is a need for “meaningful access to healthcare” in the region.
- There was praise to Durham passing a resolution to repeal the Hyde Amendment, which implements insurance bans on abortion coverage and spoke of the need to have this repeal passed in other municipalities.

Violence Against Women

Responses regarding violence against women emphasize the importance of education and oversight. Respondents highlight programming, collaboration with actors within the criminal justice system, pushing for progressive legislation, and organizational connections to ensure that the issue is adequately addressed. These efforts are central to making sure that marginalized communities are not neglected.

General Sentiments

- The law enforcement agencies and institutions have not historically been adequate in meeting the needs of those who need the help the most – people of color and other marginalized communities.
- There is a need for increased funding in the area of prevention and awareness of the problems that exist in domestic violence.
- Policy change and legislation is central to creating change in the issue area.
- Affordable health care, housing, insurance

Education

- It is important for policy makers and social organizations to work alongside those in the criminal justice system to reform the way they handle perpetrators, immigrants, and people of color.
- Also important to work alongside the courts and support those who are working to change the way such systems respond to victims of domestic violence.
- The shift to social issues for women has been important. This includes addressing social determinants of health, jobs, and a supportive community. These can all contribute to one's susceptibility of being a perpetrator or victim of violence.
- A key to making improvements to further educate citizens, the police forces, and the judicial system about the prevalence of domestic violence in North Carolina, and more specifically, in Greensboro and Guilford County.
- There is a desire to help others understand the problem of reproductive coercion which is the idea that it is much harder to leave an abuser when you are tied to them through shared children.
- It also should be noted that there are health implications, such as the link between domestic violence and HIV, that should be explored further.

Connections

- It is important and beneficial for institutions to partner with other social organizations to consolidate and best use the available resources.
- There is an increased attention and awareness of the Family Justice Center which started in Greensboro and just opened another center in Winston Salem. It is described as the “one stop shop” for those who have experienced domestic violence. It provides victims with “consolidated and coordinated safety, legal, social, and health services” (guilfordcountync.gov).
- Salvation Army, The Family Justice Center, and Urban Ministry do great work to help improve women's lives.

Political Representation

For our political representation section, we interviewed non-profit leaders, community organizers, and local politicians to better understand the climate in North Carolina and Greensboro specifically that either helps or hinders women to enter public office. While some interviewees focused on North Carolina trends on a state level, all politicians interviewed were representatives for Greensboro specifically. Additionally, the questions we asked also focused on specific legislation that the interviewees were supporting through their organizations. Generally, we found that while Greensboro has made major strides in empowering female politicians, North Carolina more broadly still has a lot of work to do.

Positives Sentiments

- Greensboro is doing a great job in regards to female political representation on a local level, with the mayor and a majority of city council members being women.
- One non-profit leader attributed the success of female politicians in Greensboro to how one woman's determination has created incredible momentum in cultivating a community that supports and encourages women to run for office.
- Local politicians make an effort to show up to community events focusing on women's rights.
- The Commission on the Status of Women for Greensboro City Council helps in progressive coalition building and long-term strategizing.
- Many local female politicians spoke highly about the number of women who have expressed interest in getting involved in politics in recent years, from wanting to run for office to wanting to be more educated on policies in their communities.
- There has been a growing interest in grassroots based non-profits and political organizations to elect progressive women to office in the past 5-10 years (i.e. League of Women Voters in Triad/Piedmont, Commission on the Status of Women).

Room for Improvement

- Stakeholders working in reproductive healthcare especially spoke about the huge barriers women face due to the "politically hostile" nature of the North Carolina General Assembly.
- While political organizations and politicians that focused in Greensboro all agreed that the city is doing an exceptional job in terms of female representation in public office, state political participation overall could greatly improve.
- The majority of women in politics in North Carolina is not the norm. Women are still underrepresented in politics on the state level.
- There are still logistical barriers, such as access to childcare and grueling time commitments, that prevent women with families from entering the political sphere at the same rate and ability as men.
- Concern regarding the potential national impacts of Brett Kavanaugh's nomination to the Supreme Court in regards to the reproductive healthcare access for women.
- While Greensboro does have many female politicians, most of their local boards are still predominantly male.

Legislation

- One organization is currently working to reform the Domestic Violence Protective Order. This legislation currently protects heterosexual and LGBTQ+ marriages and heterosexual dating relationships, but not LGBTQ dating relationships.
- There was also an emphasis from multiple stakeholders to ensure that people identified as sexual predators have guns removed from their possession through legislation.
- Support for House Bill 467, which helped with the health of women in North Carolina by promoting policy and change for breast cancer awareness. Greensboro recently passed a non-discrimination resolution, which is for people of all marginalized backgrounds (on basis of gender, sexuality, and race).
- The City of Greensboro is currently working on passing an ordinance against distracted driving, which was brought to the city as an issue due to concern from female residents and has disproportionate support from women.

DATA COLLECTION SUMMARY

Employment, Earnings, and Economics

The majority of the female population has either a high school or some college degree. Yet, the wage difference demonstrates that at every educational attainment level, women earn between \$27,000 and \$5,000 less than men. Whereas males outnumber females in the private sector, females over the age of 16 are the majority of the public sector workforce. Additionally, a concerning amount of female children live at or below the poverty line- 25.40% female children whereas the national average is 21% (<http://www.nccp.org/topics/childpoverty.html>, n.p.).

Table A

Education Level for Female Population 25 Years and Older		
Level	Count	Percentage
Less than High School	19,269	4.9
High School Graduate	162,863	41.5
Some College or More	118,971	30.3
Bachelor's	62,804	16.0
Master's	21,460	5.5
Professional School Degree	4,690	1.2
Doctorate Degree	2,099	0.5
Total	392,156	100%

Source: Social Explorer (American Community Surveys, 2016)

Table B

Employment Status for Population 16 Years and Older (in percentage)				
		Male	Female	Difference
Armed Forces		0.20	0.00	0.20
Civilian	Employed	64.00	54.10	9.90
	Unemployed	5.40	4.40	1.00
Not in Labor Force		30.40	41.50	11.10

Source: Social Explorer (American Community Surveys, 2016)

Table C

Employed Civilian Population 16 Years and Older				
	Male		Female	
	Count	Percentage	Count	Percentage
Private Sector	91,022	74.60	81,235	68.70
Public Sector	11,427	9.40	17,632	14.90
Self-Employed	12,890	10.60	7,715	6.50
Private Non-Profit	6,575	5.40	11,499	9.70
Unpaid Family Workers	164	0.10	132	0.10

Source: Social Explorer (American Community Surveys, 2016)

Table E

Female Poverty Status Based on Age of Population (percentage)			
	Under 28	18-64	65 and Older
Living in Poverty	25.40	16.50	9.20
At or Above Poverty Level	74.60	83.50	90.80

Source: Social Explorer (American Community Surveys, 2016)

Table F

Median Income Earnings by Sex by Educational Attainment for Population 25+ (in USD)			
	Male	Female	Difference
Less than High School Graduate	22,277	14,613	\$7,664
High School Graduate (includes equivalency)	28,906	23,742	\$5,164
Some College or Associate's Degree	34,770	26,335	\$8,435
Bachelor's Degree	58,774	37,475	\$21,299
Graduate or Professional Degree	75,607	48,044	\$27,563

Source: Social Explorer (American Community Surveys, 2016)

Health

Women's overall health in Guilford County is undoubtedly among the best in North Carolina. However, data reveals a particular trouble in reproductive health. Specifically, while the rate of teen pregnancy is certainly declining, fewer women of all ages are receiving timely prenatal care. What's more, there is a large segment of the population in need of publicly funded contraception, but they are served by too few clinics.

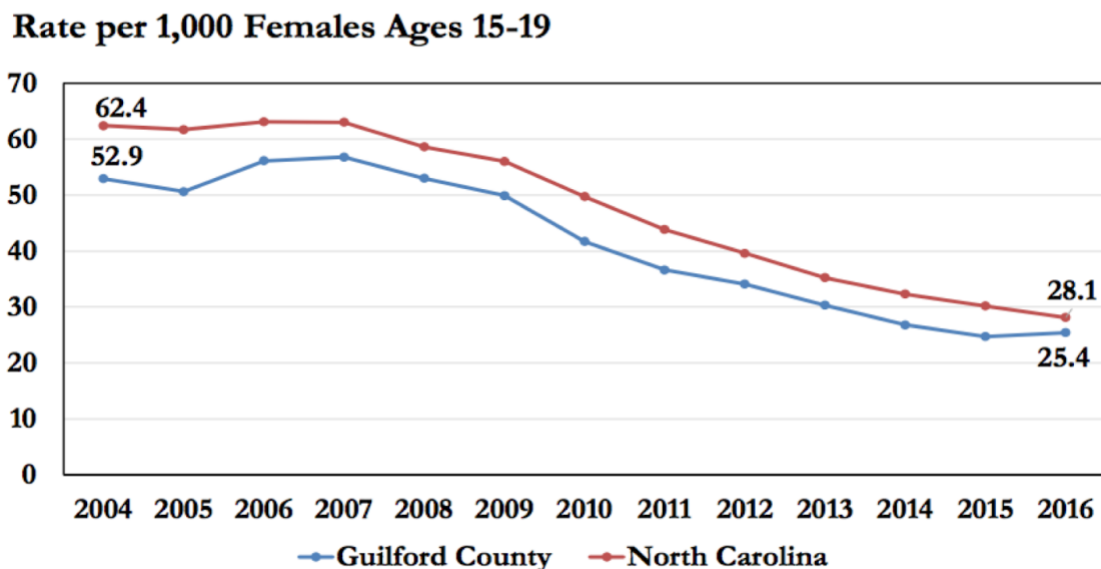
Table G

Life Expectancy in Years by Sex		
	Men	Women
Guilford County	76.0	80.6
North Carolina	75.1	80.4

Source: The Center for Disease Control

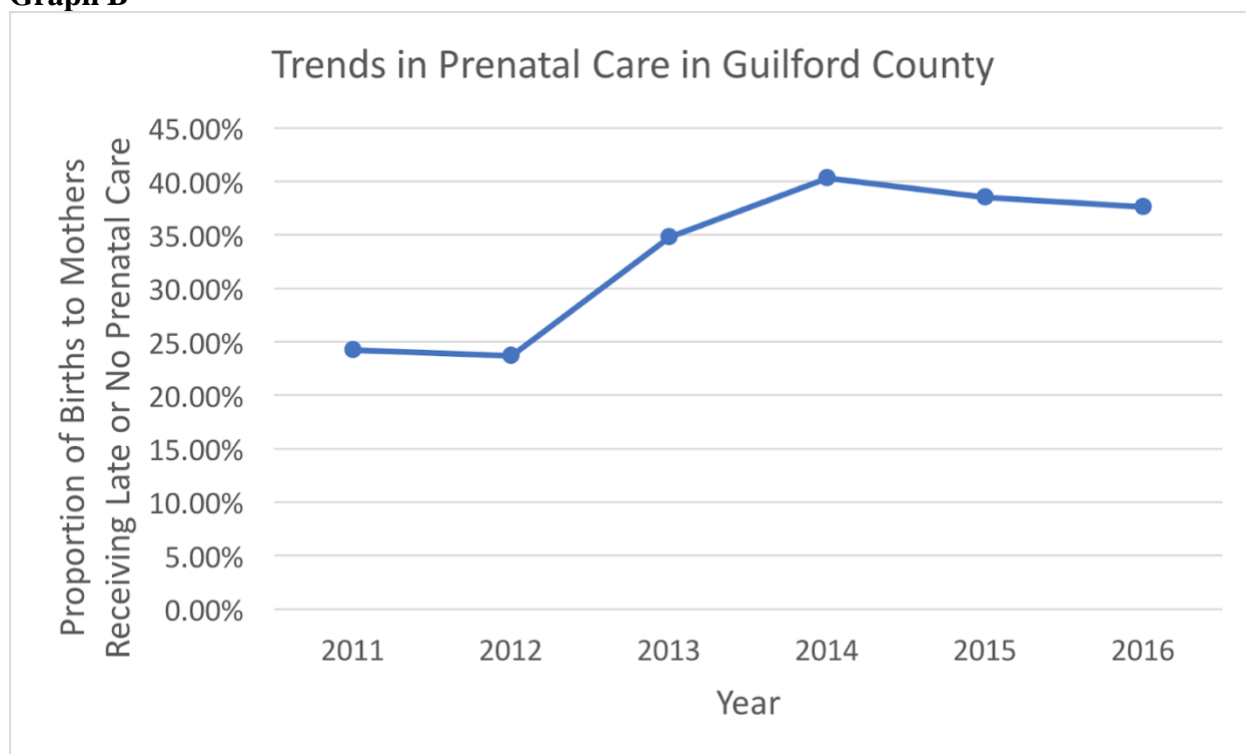
Graph A

Pregnancy Rates among Females Ages 15-19, Guilford County and North Carolina, 2004-2016



Source: The North Carolina State Center for Health Statistics

Graph B



Source: The Guilford County Department of Health and Human Services

Table H

Access to Birth Control by Clinic in Guilford County	
Number of Clinics	12
Population	488,406
Total Women aged 13-44	114,620
Total women aged 13-44 in need of publicly funded contraceptive services and supplies	39,830

Source: Power to Decide

Violence Against Women

Data on violence against women is difficult to gather because most of these acts of violence are underreported. However, the North Carolina State Bureau of Investigation (NCSBI) collects and publishes the reported incidences of these crimes. With further analysis, weighting these statistics by population and comparing them to statewide and national statistics, we hope to find more useful information on violence against women in Guilford County.

Table I

Domestic Violence Related Homicides by Year							
	2010	2011	2012	2013	2014	2015	2016
Guilford County	4	7	3	11*	8*	3	4
North Carolina	100	104	100	129	111	91	110

*indicates the years that Guilford County had the most domestic violence related homicides per year in North Carolina

Source: NCSBI

Table J

Number of Rapes in Guilford County by Year							
	2010	2011	2012	2013	2014	2015	2016
Guilford County	96	121	94	116	87	128	144
Population of Guilford County	489,548	495,241	500,831	506,771	517,541	517,722	521,996
Rapes per 100,000 people in Guilford County	19.6	24.4	18.8	22.9	17.0	24.7	27.6
Rapes per 100,000 people in North Carolina	20.9	20.3	20.4	18.2	17.5	19.5	21.1

Source: NCSBI, Census ACS 1-year estimates

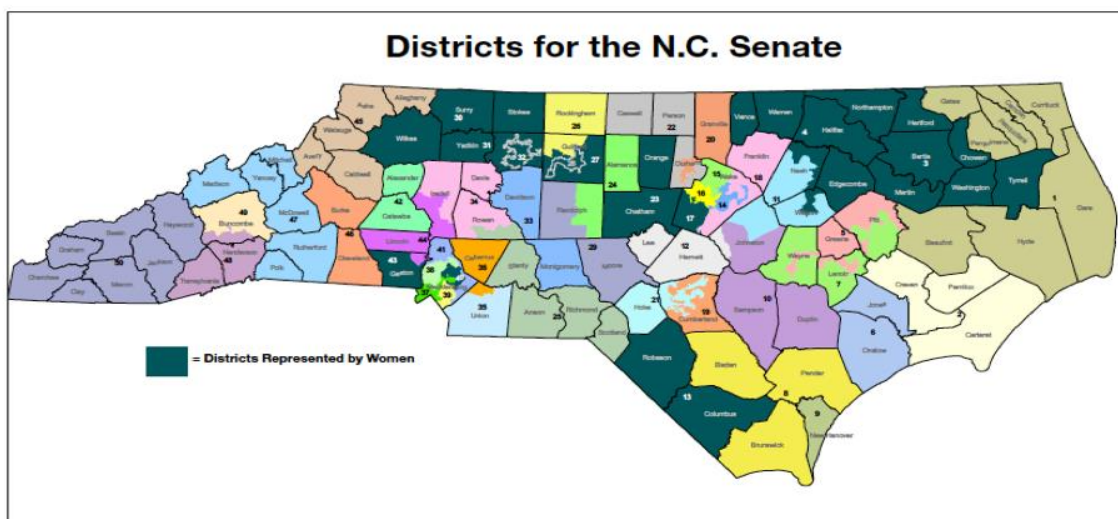
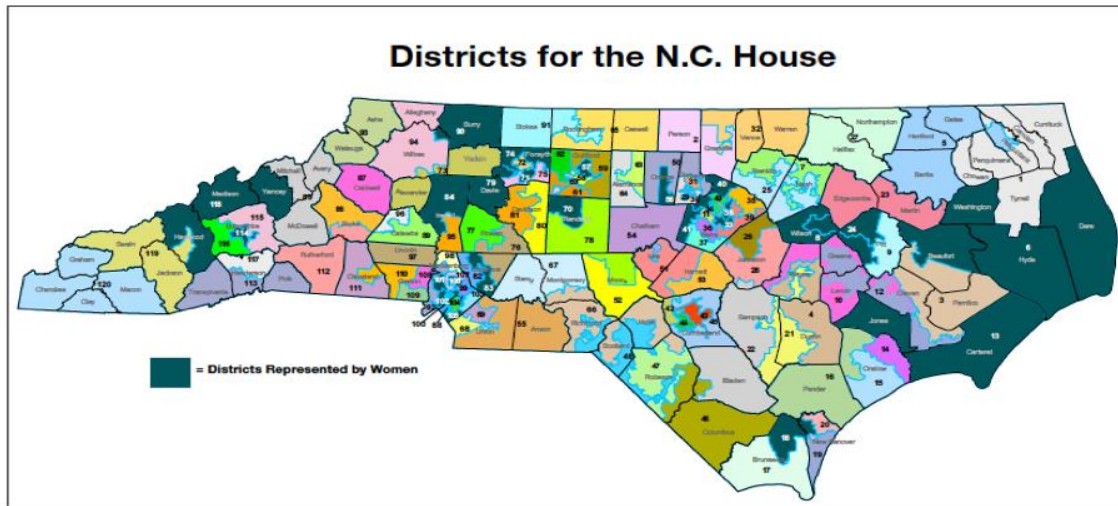
Political Representation

Nancy B. Vaughan is the mayor of Greensboro and all but one of her City Council Members are women: Sharon Hightower (District 1), Goldie Wells (District 2), Nancy Hoffmann (District 4), Tammi Thurm (District 5), Marikay Abuzuaiter (at large). In 2016, a study of 15 urban counties, including Guilford county, found that “women hold just over 31 percent of all the ballot positions; In the 85 remaining counties, “women comprise just 23 percent of the candidates” (Meredith College, 2018, p.19). North Carolina’s Congressional delegation barely includes more females than the national average, slightly exceeds the national average (20 percent v. 19.4 percent).

Direct Quotes from the Study of Women in North Carolina Politics (Meredith College, 2018):

1. “Gendered patterns of political recruitment. Women are encouraged to run significantly less often than men. Overall women are 40 percent less likely to be encouraged by political actors — elected officials, party official, or political activists — than are men. Equally important, according to Fox and Lawless, is that women are 25 percent less likely to be encouraged by friends, professional colleagues, and family members to run for office than are men” (p. 21).
2. “Fox and Lawless (2013) state that men and women are exposed to less political information and discussion while in high school and college and are, therefore, socialized to be less interested in seeking political office.... that women 18-24 see a significant decline in their interest in and exposure to politics, leading to a ‘lost generation’ of women who do not regain their political interest until their mid-to-late 30s” (p. 22).
3. “An examination of the geographic homes of women serving in the North Carolina General Assembly reveals that far more women serve from urban or suburban legislative districts than from rural districts. In the North Carolina House, women from urban and suburban counties – particularly Durham, Guilford, Forsyth, Mecklenburg, and Wake counties – outnumbered women legislators from rural counties over 2.5 to 1” (p. 28). For additional information, please see Maps A & B on the following page.

Maps A and B



Although the urban-rural disparity is not as pronounced in the North Carolina Senate, the number of women serving from urban and suburban counties is twice that of women from rural counties.

RECOMMENDATIONS

We recommend that the City of Greensboro make it a priority to pass a resolution in support of the Convention on the Elimination of Discrimination Against Women (CEDAW). Implementing this international treaty on a municipal level would allow Greensboro and Guilford County to be progressive leaders in protecting the rights of women. Additionally, if passed, Greensboro would only be the 2nd city in North Carolina to pass CEDAW.

In addition to this main recommendation, we also want to conclude by emphasizing the most pressing concerns within the four categories stated by WomenNC. In addition to passing CEDAW, we hope that identifying the most significant barriers for women in the region can help various stakeholders identify additional avenues to implement change in their community.

- **Economics:** We have identified the wage gap and job opportunities to be two of the most pressing concerns for women in the region. These issues are especially important when analyzed from the perspective of educational attainment – the wage gap increases as education increases and many stakeholders interviewed identified women having issues gaining access to jobs that matched their education level.
- **Health:** Medicaid expansion was an identified priority from both data collection and interview summaries. While Medicaid expansion is something that does not only impact women, having access to this is incredibly helpful as it also provides women to maternal healthcare and family planning services. Increased abortion access was another identified priority due to the growing national concern about the future of Roe v. Wade and the fact that there are only abortion centers in 9 counties in the entire state.
- **Violence against women:** Increased funding towards prevention and education efforts have been two areas of importance when reducing incidents of violence against women. This includes addressing social determinants of health, jobs, health care, and a supportive community. These can all contribute to one's susceptibility to being a perpetrator or victim of violence.
- **Political representation:** While women fare well in the realm of political representation in Greensboro, in order to continue this trend and be an example to other cities across North Carolina and beyond, best practices should be developed. These best practices should address the barriers to entry that women face in politics, as well as methods for keeping women involved. Continued cultivation of mentorship for female community leaders is essential for getting women to run for political offices and engaged in politics.

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