



WomenNC

UNC Public Policy Capstone: Portfolio

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Executive Summary

Significant socioeconomic disparities exist between women and men in North Carolina. In collaboration with WomenNC, our UNC Public Policy Capstone team sought to gain a comprehensive picture of the status of women in Chatham County, NC, in the realms of economics, housing, health, childcare, and violence against women. This report is a culmination of our team's research, which was conducted through in-person and phone interviews with key local stakeholders, as well as through examinations of online databases and reports.

Our research concluded that while median annual earnings for Chatham County women are several thousand dollars higher than the statewide average for women's wages, wage growth for Chatham County women continues to be outpaced by the growth in earnings for Chatham County men. This has led to a widening wage gap in Chatham County, and from 2011 to 2016, women's median earnings as a percentage of men's earnings decreased by nearly twelve percentage points. In the area of housing, there is an acute shortage of housing by about 3,000 housing units. Moreover, many houses that are available are of substandard quality. This makes it difficult for women to access safe and affordable housing. Regarding healthcare, many women continue to rely on Medicare, as private insurance is either inaccessible or too expensive. Moreover, there exists a critical lack of funding for gynecological services and birthing centers in the county. In the realm of childcare, the number of childcare facilities in Chatham County has declined in the past decade from 75 to 44. However, enrollment figures in childcare facilities for children receiving government subsidies has risen substantially in the same ten-year period. With respect to violence against women, Chatham County's sole rape crisis and domestic violence services center shut down last year. In its wake, Second Bloom, a nonprofit run out of a boutique thrift store in downtown Pittsboro, and the Chatham Family Violence Prevention Services, a team of court advocates, began assuming many of the closed center's functions, such as operating a 24-hour crisis hotline and providing court services, advocacy, and counseling to survivors of domestic violence and sexual assault.

The information and analysis presented here will be used by WomenNC to educate and support community leaders in eliminating injustice against women and girls and advancing women's human rights.

About the Authors

The research for this portfolio was conducted by a team of students from the University of North Carolina at Chapel Hill in the Fall semester of 2019 as part of their Public Policy Capstone class. The team of senior Public Policy majors—Patrick Clifford, Ann Marie Ingram, Nazneen Khan, Nancy Munguia, and Mary Katherine Sowers—conducted research over the course of the semester on behalf of WomenNC in order to better understand the status of women in Chatham County, NC. WomenNC will use this research in their future efforts to promote and implement policies that will improve the status of women in North Carolina.

Introduction

In order to gain a better understanding of the status of women in Chatham County, the UNC-Chapel Hill Public Policy Capstone team conducted mixed-method research on behalf of WomenNC. The research collected throughout the semester highlighted the disparities that exist between men and women and between white women and women of color in Chatham County. These disparities are evident in all of the analyzed indicators—economics, housing, healthcare, childcare, and violence against women. Based on its findings, the team made recommendations for policies aimed at combating the issues that women in Chatham County face.

Methodology

The team chose to gather various types of data in order to get the most well-rounded picture of the status of women in Chatham County, North Carolina. The team first compiled quantitative data from reputable sources, such as the American Community Survey, the NC Division of Child Development and Early Education, the NC Department of Commerce, the NC Department of Administration, and the Annual Homelessness Assessment from the Department of Housing and Urban Development. Next, the team established contact with and requested to interview numerous leaders of Chatham County organizations and government institutions to hear their observations about the status of women in their fields of work. The group then compiled historical quantitative data and compared it to the current quantitative data to observe any improvements or retrogressions in the status of women in Chatham County. All of these data have been compiled in this report.

Economics

Economic status and mobility are particularly important indicators of the status of women because of the myriad ways in which they impact other spheres of women's lives. Women in higher socioeconomic classes and with higher levels of economic mobility will have greater access to childcare, housing, and healthcare, as well as the means to flee a violent domestic relationship. As it directly affects a number of other indicators of the status of women, economic well-being is a telling measure of women's overall well-being.

History

In order to get an accurate sense of the current employment and earnings status of women in Chatham County, it is important to analyze changes in women's employment and earnings in Chatham County over time.

Historical Income

The data—found in the tables below—tell some interesting stories about the progression of women as laborers over time. First, women that live in Chatham County and work full-time, year-round saw more growth in their earnings from 2011 to 2016 than did women in all of North Carolina (US Census Bureau 2011; US Census Bureau 2016). While Chatham County women's wages increased by 19.36% between 2011 and 2016, the wages of women in all of North Carolina grew by only 10.54% in the same period (US Census Bureau 2011; US Census Bureau 2016). Additionally, the absolute value of the wages of Chatham County women exceeds that of North Carolina women by more than \$5,000 in 2011 and by almost \$10,000 in 2016 (US Census Bureau 2011; US Census Bureau 2016). It is important to note, however, that these data are for women that live in Chatham County but may or may not work in Chatham County. Further, while women across North Carolina made only 79.76% of what their male counterparts made in 2011, women in Chatham County in the same year made 83.27% of what their male counterparts made (US Census Bureau 2011). These data suggest that Chatham County women fared better than the median women across all of North Carolina in terms of income from 2011-2016.

However, the aforementioned assumption is challenged when analyzing female median earnings as a percentage of male median earnings in Chatham County and across North Carolina in 2016. Between 2011 and 2016, the wage gap between men and women across North Carolina narrowed; women's earnings as a percentage of men's earnings increased by 2.11 percentage points (from 79.76% to 81.87%). Conversely, the wage gap between men and women in Chatham County in this time period broadened substantially; women's earnings as a percentage of men's earnings decreased by 11.77 percentage points (83.27% to 71.5%) from 2011 to 2016. Again, this fact cannot be attributed to a drop in women's earnings in Chatham County from 2011 to 2016, because women's earnings in Chatham County in this time period increased by

19.36%. Instead, the sizeable growth of the wage gap between men and women in Chatham County from 2011 to 2016 is evidence of a vast increase in the wages of men that lived in Chatham County during this time. Between 2011 to 2016, men in Chatham County saw a 39% increase in wages—from a median of \$46,646 to a median of \$64,840. For comparison, men across North Carolina only saw a 7.7% increase in wages during this same time span—from a median of \$41,950 to a median of \$45,180 (US Census Bureau 2011; US Census Bureau 2016).

Female median earnings in inflation-adjusted dollars; full-time, year-round workers

	2011	2016	Percent Change 2011-2016
Chatham County	\$38,841 ¹	\$46,359 ³	+19.36%
North Carolina	\$33,459 ²	\$36,987 ³	+10.54%

Male median earnings in inflation-adjusted dollars; full-time, year-round workers

	2011	2016	Percent Change 2011-2016
Chatham County	\$46,646 ¹	\$64,840 ³	+39%
North Carolina	\$41,950 ²	\$45,180 ³	+7.7%

Female median earnings as a percentage of male median earnings

	2011	2016	Change, 2011-2016
Chatham County	83.27%	71.5%	-11.77
North Carolina	79.76%	81.87%	+2.11

¹U.S. Census Data 2011, Chatham County; ²U.S. Census Data 2011, North Carolina; ³U.S. Census Data 2016, North Carolina & Chatham County

Historical Poverty Rates

While the wage gap between 2011 and 2016 broadened for women in Chatham County, other improvements during this period were made. Though there was an 8.55% increase in the number of families in poverty in Chatham County between 2010 and 2015, the number of families in

poverty with a female householder¹ decreased by 29.85% during that time. Additionally, the number of families in Chatham County in poverty with a female householder who also had children decreased by 18.72% from 2010 to 2015 (NC Office of Budget and Management). This may suggest that, in Chatham County, women are not more likely to be in poverty simply because they are women.

Takeaways from Historical Data

Overall, these data reinforce the fact that, on average, women in Chatham County over the last 9 years have tended to fare better than women across North Carolina in terms of their economic status. Though the wage gap between women and men in Chatham County broadened from 2011 to 2016 while the wage gap between women and men across North Carolina narrowed from 2011 to 2016, the median Chatham County woman still saw higher incomes and higher growth in incomes than the median woman in North Carolina from 2011 to 2016.

Current

While the rate of growth in wages for Chatham County men was much greater than the rate of growth in wages for Chatham County women from 2011-2016, the spike in men's earnings seems to have levelled off. Current data on the employment and earnings of women in Chatham County suggest that, while the median woman in Chatham County is not yet completely equal to the median man in Chatham County, economic inequality between men and women in Chatham County tends to be smaller than economic inequality between men and women across the state of North Carolina; this conclusion is supported by the data found in the table below.

Specifically, as of 2018, women in Chatham County experience a smaller wage gap than do women across all of North Carolina. However, women in Chatham County still earn a mere 86.9% of what men in Chatham County earn. This means that the County still has a long way to go if it hopes to achieve equal pay (Anderson and Williams-Barron 2018).

Chatham County Rurality

According to the map titled "North Carolina Rurality Levels" in Appendix A, Chatham County is one of 64 counties in North Carolina whose population is more than 50% rural (North Carolina State Data Center 2017). However, while the median annual household income for all of the "mostly rural" counties in North Carolina is \$42,957, the median annual household income in Chatham County is \$59,684 (DataUSA 2019). This means that families in Chatham County are significantly better off financially than other comparably rural counties in North Carolina. The

¹ Female Householder: The U.S. Census Bureau defines a householder as "the person in whose name the housing unit is owned or rented." Thus, homes with a female householder have a female as "the person whose name the housing unit is owned or rented" (U.S. Census Bureau)

median man in Chatham County earns 7.4% more than the median man across all of North Carolina, while the median woman in Chatham County earns 15.3% more than the median woman across all of North Carolina (Anderson and Williams-Barron 2018).

Along with Chatham County's status as one of the 64 mostly-rural counties in North Carolina, agriculture and agribusiness make up 33% of Chatham County's total income (Agriculture in Chatham County). Statistics detailing the total number of women-owned farms and men-owned farms in the county are in the table below, and a noteworthy trend emerges from these numbers. Across all of North Carolina, there are 51.77% more men-owned farms than women-owned farms. However, in Chatham County, there are only 46.5% more men-owned farms than women-owned farms (United States Census Bureau).

Geographic Economic Inequality

While it seems that the median Chatham County resident is better off financially than the median resident from North Carolina as a whole, Chatham County does have a problem with wealth disparity across geographic regions. The map in Appendix B demonstrates this issue. The eastern regions of Chatham County, including Siler City and the townships of Matthews and Bear Creek, have significantly lower median incomes than the rest of Chatham County. The northeast section of Chatham County, including the townships of Williams and Baldwin, have much higher median incomes. Specifically, the median income in Siler City is \$23,848 whereas the median income in Baldwin is \$87,773 (DataUSA 2019).

Indicators of Disparity in Economic Mobility

	Chatham County	North Carolina
Male Median Annual Earnings (2018) ¹	\$48,323	\$45,000
Female Median Annual Earnings (2018) ¹	\$41,972	\$36,400
Women's Earnings as a Percent of Men's (2018) ¹	86.9%	80%
Median Household Income (2017) ²	\$59,684	\$52,752
Men-owned farms (2012) ³	3,368	435,677
Women-owned farms (2012) ³	2,299	287,058

Sources: ¹Anderson and Williams-Barron 2018, ²DataUSA 2019 "Chatham... & North Carolina," and ³United States Census Bureau 2012.

Moving Forward

As was previously explained, the Census data on wages in Chatham County cover individuals that live in Chatham County; however, these individuals may or may not work in Chatham County. According to the North Carolina Department of Commerce, 60.2% of employed individuals that live in Chatham County work outside of Chatham County (2019). This statistic, combined with the fact that Chatham County is neighbored by more urban counties like Wake County and Durham County, suggests that Chatham County is a bedroom community.² Residents may be commuting to Research Triangle Park or Raleigh in pursuit of higher-paid work than is available in Chatham County.

Consequently, the wage gap between men and women that live in Chatham County cannot necessarily be rectified by the efforts of Chatham County alone. In fact, the Chatham County Human Resources Department has already taken important steps to ensure fair practices in hiring and wage negotiation. According to Chatham County Human Resources Director Carolyn Miller, the department handles hiring and wage negotiation for individuals in all county-employed departments. This way, the Human Resources Department can ensure that all applicants and employees are being considered and paid fairly (Interview with Carolyn Miller 2019). However, with the majority of Chatham County residents working in other counties, the impacts of Chatham's effort to guarantee fairness in hiring and wage negotiation are limited in their reach. As a result, efforts to close the gender wage gap for Chatham County women must be undertaken at the state level.

Conclusion

The overall narrative of the economic indicators of well-being in Chatham County is consistent: while significant disparities between men and women of Chatham County persist across numerous economic indicators, the disparities in Chatham County tend to be smaller than the disparities seen across all of North Carolina. Additionally, because so many Chatham County residents commute outside of Chatham for work, the county itself is limited in what it can do to rectify the gender wage gap for its residents. Instead, the counties that Chatham County residents are commuting to and working in will need to take on the work of ensuring fair pay.

² Bedroom community: a community in which many residents commute to other areas for work.

Housing

Access to housing is a core indicator of the status of women, because it intersects with a number of other status indicators. An individual's access to housing is a function of their economic status and has an influence on their health outcomes. It is important to analyze previous housing conditions and homelessness rates in Chatham County in order to evaluate the future housing needs for women. By comparing historical data to current data, we can better understand the development of access to housing over time. Thus, identifying the challenges that women have faced and continue to face when seeking affordable housing is crucial to understanding the overall status of women.

History

Historical levels of homelessness and the demographics of homeless individuals in Chatham County are crucial to understanding the demand for affordable housing, as well as the improvements that still need to be made. Between 2007 and 2015, men comprised the majority of the U.S. homeless population (U.S. Department of Housing, 2007). However, in 2007, the majority of those in transitional housing were women, and the majority of *adult members of homeless families* were women (U.S. Department of Housing, 2007).³ Although women consistently comprise a smaller portion of the general homeless population, women tend to group together in certain types of housing. Knowing women's preferences is useful when considering the types of housing facilities that would most effectively assist women in need in Chatham County.

In 2007, county-specific absolute counts of the homeless population did not exist; instead, only a count of the homeless population across all of North Carolina was taken. The homeless population across all of North Carolina was between 3,837 and 6,247 individuals in 2007 (PolicyMap). These numbers are very similar to the number of homeless individuals in North Carolina in 2018 of 6,818 people (PolicyMap). From 2007 to 2018, the number of individuals experiencing homelessness in Chatham County and across North Carolina has stayed relatively consistent. This consistency suggests that throughout the state, access to affordable housing did not undergo major systematic changes during this time period. Or alternatively, attempts to improve access to affordable housing during this time period were ineffective.

³ Transitional housing: temporary supportive accommodation meant to assist those in the transition from homelessness to permanent housing. This can take the form of supervision, support for substance abuse and mental health, life skills, education, and training (Homeless Hub).

Available Housing in Chatham County

Analyzing the changes in home values and rent prices is also important to understanding access to affordable housing. The median value of homes in Chatham County has not substantially changed between 2008 and 2018. Yet during this time, the median value of the northern Chatham houses was higher, at \$230,000, than the median value of homes almost anywhere else in North Carolina (Policy Map). Western Chatham County, however, had a much lower median home value during this time—between \$78,801 and \$152,000 (Policy Map). These data indicate that affordable housing might be needed in Western Chatham County more than North Chatham County.

From 2008 to 2012, the homeownership rate (84.71%) in Chatham County was consistent throughout most of the county but was much lower (45.65% and 63.77%) around Siler City (see Appendix C). This lower homeownership rate suggests that renting is much more common among Siler City residents, when compared to the rest of Chatham County. The gross rent also varied across Chatham County in 2008. The rent in the central Chatham ranged from \$600 to \$700 per month, while the rent in northeastern Chatham was as high as \$1,000 per month in 2008 (see Appendix D). The cost of rent throughout Chatham County has not changed substantially from 2007 to 2019. This is useful information for the development of transitional housing for women who would benefit from greater access to rental homes and apartments.

Current

Demographics of Homelessness

While homelessness is a persistent problem across the United States, men make up the majority—55%—of the sheltered homeless population (Henry 2015). In contrast, however, women are more likely to live in poverty than men are (DataUsa 2019). In January of 2018 in North Carolina, the sheltered homeless population was an estimated 6,818 people (PolicyMap 2019). The homeless population in Chatham County was estimated in January 2019 to be around ten people (Chatham County Public Health Department, 2018). However, this number is likely underrepresented due to the difficulty of enumerating homelessness.

Available Housing in Chatham County

The estimated median value of owner-occupied housing in Chatham County is \$251,600, and the estimated gross rent in Chatham County is lower than the median gross rent for North Carolina: \$783/month in Chatham County compared to \$803/month across North Carolina (Department of Commerce 2019; Department of Commerce: Labor & Economic Analysis 2019). The homeownership rate in Chatham County is also higher than the state average; the homeownership rate in Chatham County is 76.2%, while the homeownership rate across North Carolina is a mere 65.4% (DataUsa 2019). This means that people in Chatham County own their

homes--as opposed to renting their homes--at a higher rate than the rest of North Carolina. However, 41% of renters in Chatham County are cost-burdened⁴ (Chatham County).

	CHATHAM COUNTY	NORTH CAROLINA
Median Property Value	\$251,600	\$171,200
Homeownership Rate	76.2%	65.4%

DataUSA (2019)

Current and Previous Initiatives

The Chatham County government lists a comprehensive timeline that details initiatives that were undertaken to address affordable housing between 1998 and 2010, conducted through government and nonprofit organizations (Chatham County). This will help us understand the effectiveness of these initiatives.

- 1998: The Affordable Housing Group was created.
- 2000: Transition of the Affordable Housing Group into the Affordable Housing Coalition.
- 2002: The Affordable Housing Coalition conducted the Affordable Housing Needs Assessment based on the 2000 Census data.
- 2005: Compact Community Ordinance was created to address the development of Briar Chapel and ensure affordable housing requirements were included in the plan for development
- 2005: The Affordable Housing Task Force was formed from the Chatham County Board of Commissioners
- 2008: The Affordable Housing Task Force completed a Needs Assessment Update to support their affordable housing recommendations
- 2008: The Affordable Housing Task Force conducted the Affordable Housing Summit to educate officials and residents
- 2009: The Affordable Housing Advisory Board was created to replace the Affordable Housing Task Force

⁴ Cost-burdened is defined by the Department of Housing and Urban Development as a descriptor for those who use more than 30% of their income on housing and have difficulty affording other necessities such as food, clothing, and medical care (Rental Burdens)

This information provided from “Chatham County Affordable Housing 1998-present” shows the initiatives implemented in the county to address the need for affordable housing (Chatham County). It is clear the efforts to improve access to housing were not lacking, however, the results did not prove as positive. The continued shortage of affordable housing agrees with the results discussed previously about the consistent rates of homeless individuals in Chatham County. Current and future plans, however, aim to provide resources to alleviate these issues.

Chatham County has already made significant steps in improving access to safe and affordable housing; the Chatham County Affordable Housing Advisory Committee was relaunched in 2017. The Committee will strategize how to implement the Chatham County Affordable Housing Strategy Toolbox, which is a series of programs that aims to increase access to affordable housing across the county (Chatham County). The Affordable Housing Trust Fund, overseen by the Affordable Housing Advisory Committee, funds \$200,000 to reimburse developers for the development of affordable housing (Watkins-Cruz, 2019).

One of the most relevant actions taken by the county to directly address access to safe and affordable housing for women is the Chatham Housing Initiative which provides transitional housing for women and children fleeing domestic violence (Bradley, 2019). They provide many resources for women who have lost custody of their children as well as redirection to the correct resources for substance abuse and mental health (Bradley, 2019).

Moving Forward

Overall, there seems to be a severe lack of available and safe housing in Chatham County. The Chatham County Housing Authority manages the Housing Choice Voucher (Section 8) Program which provides vouchers to low-income families to help pay for their housing (Chatham County Housing). However, this program is under the larger umbrella of the U.S. Department of Housing and Urban Development (HUD) and many available homes do not meet HUD regulation standards (Bradley, 2019). Although individuals and families may receive these vouchers, they might not be able to find adequate housing that meets HUD standards. In addition, the waitlist to receive a Section 8 voucher is roughly a year and a half (Bradley, 2019). Not only is there difficulty in obtaining a voucher, those with a voucher still cannot find safe housing. This program is a step in the right direction, but there are still many shortcomings.

Promising initiatives have made headway in Chatham County but still do not fully address the issue of safe and affordable housing. The Affordable Housing Trust Fund would benefit greatly from increasing the budget to incentivize more developers to come to Chatham County and increase the availability of affordable housing. This could be achieved through the North Carolina Revitalization Program that is centered on community development and increasing access to affordable housing. North Carolina received \$45 million in 2018 from the Community

Development Block Grant Program, a national program funded through the Department of Housing and Urban Development (North Carolina Department of Commerce). \$10 million of the \$45 million was allotted to the North Carolina Revitalization Program (North Carolina Department of Commerce). This program can use the funds to grant money to counties and municipalities across North Carolina to increase community development.

A focus on increasing development in urban areas, specifically Siler City, seems like the highest chance of success since it has a wider range for affordable housing, such as trailers and apartments, and has a better transportation system than more rural areas (Bradley, 2019; Elliott, 2019). Siler City also is not as flourishing as Pittsboro and has more land available to begin new housing developments (Whortan, 2019). Another promising initiative is the conversion of an old elementary school into affordable apartments. This project, to be launched in 2020, will transform an old elementary school owned by the county into 44 apartment units. This work will be done through a partnership with a private developer and the Low-Income Housing Tax Credit Program, a federal tax program (Watkins-Cruz, 2019).

Access to safe and affordable housing can be understood in three tiers. First, there is a lack of available housing stock. Second, much of the available housing is substandard. And third, there is an imbalance in the type of housing (Watkins-Cruz, 2019). Currently in Chatham County, there is a roughly 3,000-unit housing gap in available housing (Watkins-Cruz, 2019).⁵ The type of housing that is available is mostly single home as there are not many affordable apartments (Watkins-Cruz, 2019). To best assist access to safe and affordable housing for women, building new apartment developments would address these issues. It would increase the housing that is HUD standard and it would benefit women who seek transitional housing. If these needs can be addressed, access to safe and affordable housing would improve for women.

Health

History

Analyzing women's access to healthcare in Chatham County since the early-2000s provides valuable insights into how Chatham women's healthcare needs have historically been prioritized. This information is also useful for understanding what healthcare needs have been neglected and will need special attention moving forward. However, very little data exist on Chatham women's access to healthcare since the early-2000s. While this lack of data makes it difficult to compare the current data on healthcare access to previous years, the vastly larger amount of data for

⁵ The housing gap is defined as in imbalance between the higher number of households and the lower number of houses being built (Association for Consultancy and Engineering)

recent years is very telling of the progress the county has made. Thus, it seems that the county is paying greater attention to women's health and access to healthcare.

Access to Birthing Centers

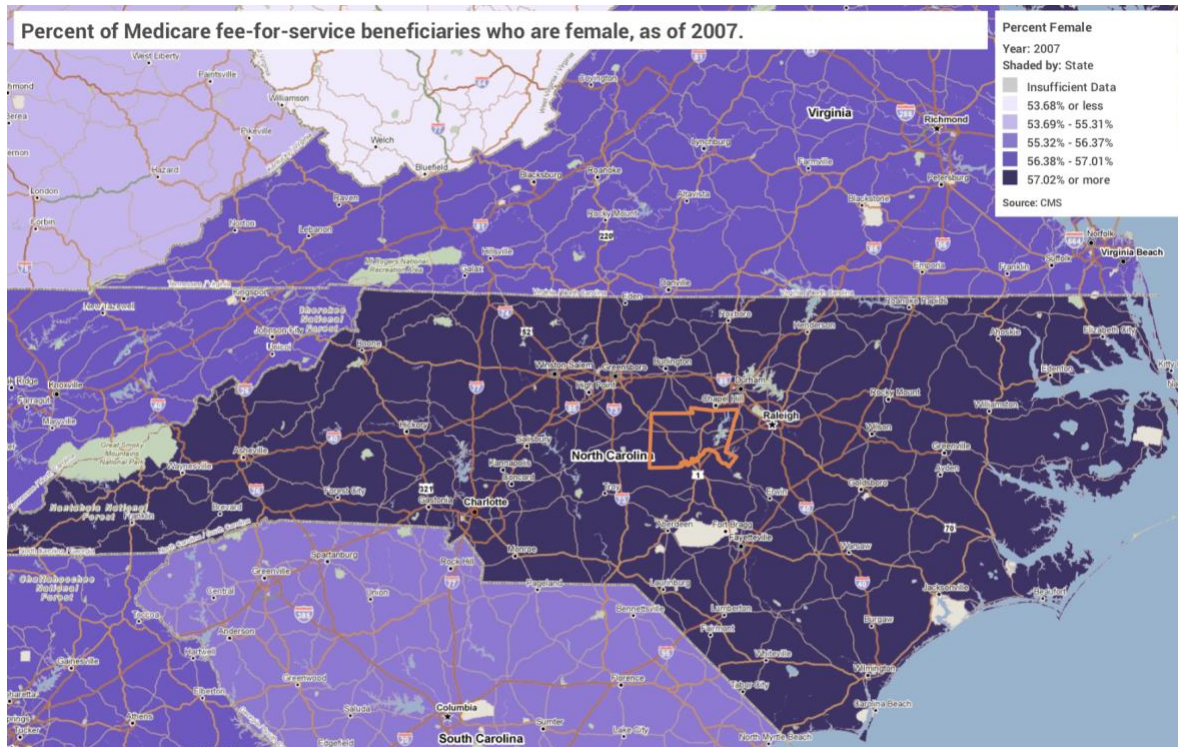
Surprisingly, there is not a single birthing center in the entirety of Chatham County. Women in Chatham County have previously had to drive an average of 25 miles to the nearest birthing center—often to Chapel Hill—to give birth. This distance to the nearest birthing center ranked in the bottom quarter of the 100 North Carolina Counties, meaning that, in at least 75 percent of counties in North Carolina, women have a shorter drive to the nearest birthing center than they do in Chatham County (Horner, 2019.).

There was a maternity ward in Chatham Hospital in Siler City, NC, but it closed more than 20 years ago (Horner, 2019.). However, it was recently announced that a birthing center will return to the hospital in September of 2020. A birthing center in Chatham County will decrease rates of maternal deaths, infant mortality, and childbirth complications (Horner, 2019).

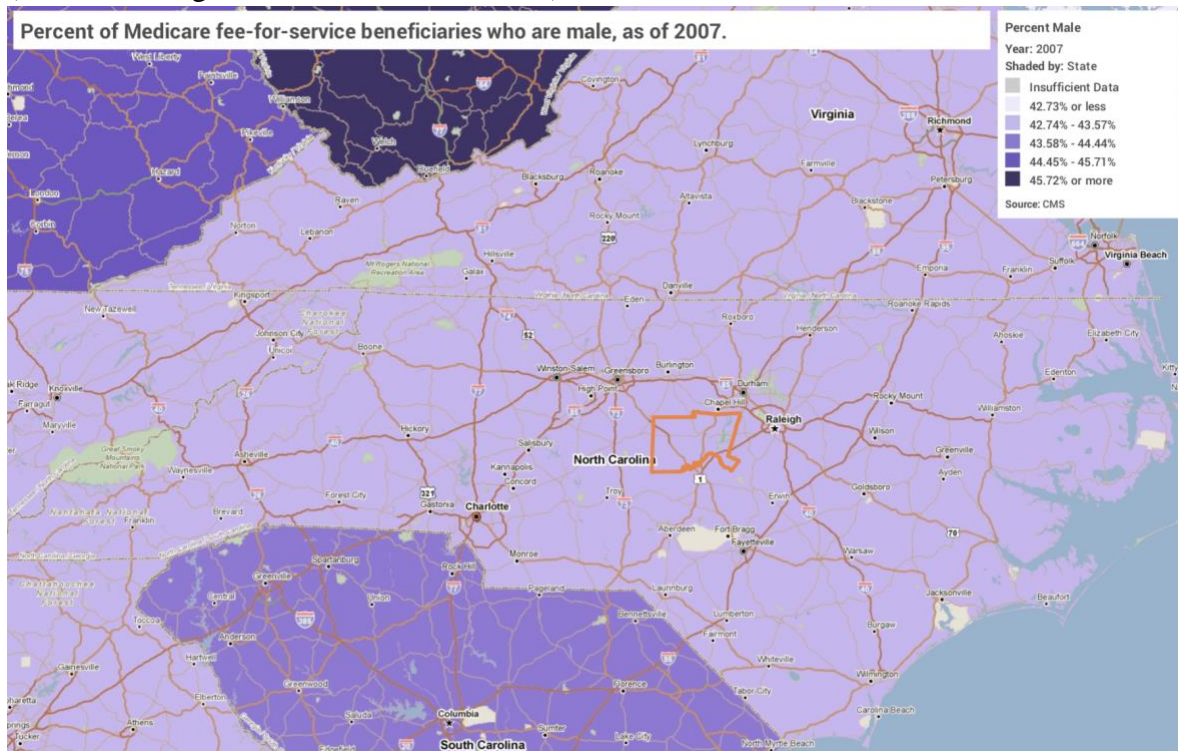
Access to Health Insurance

Another issue Chatham County women have faced since the early-2000s is a lack of access to private health insurance. The maps below each depict the percentage of Medicare fee-for-service beneficiaries in 2007. The maps below each depict the percentage of Medicare fee-for-service beneficiaries in 2007. The outlined section in each map represents Chatham County. The first map shows the 2007 percentage of beneficiaries who were women, and the second map is the 2007 percentage of beneficiaries who were men (Nash, E., Langer, B., & Blacker, B., 2019).

The percentage of Chatham County Medicare fee-for-service beneficiaries in 2007 was greater than 57.02%, meaning that between 42.74% and 43.57% of Chatham County beneficiaries in 2007 were men. While the fact that more women than men in North Carolina were Medicare beneficiaries in 2007 could be seen as a positive for women, the data suggest this is not the case. This inequality in coverage actually means that women's access to private insurance is lower than men's access. Because private insurance typically covers a wider range of medical services than Medicare does, the fact that women are more likely to be covered by Medicare instead of private health insurance than their male counterparts means that women likely had less access to quality healthcare than men in 2007.



(Nash, E., Langer, B., & Blacker, B., 2019)



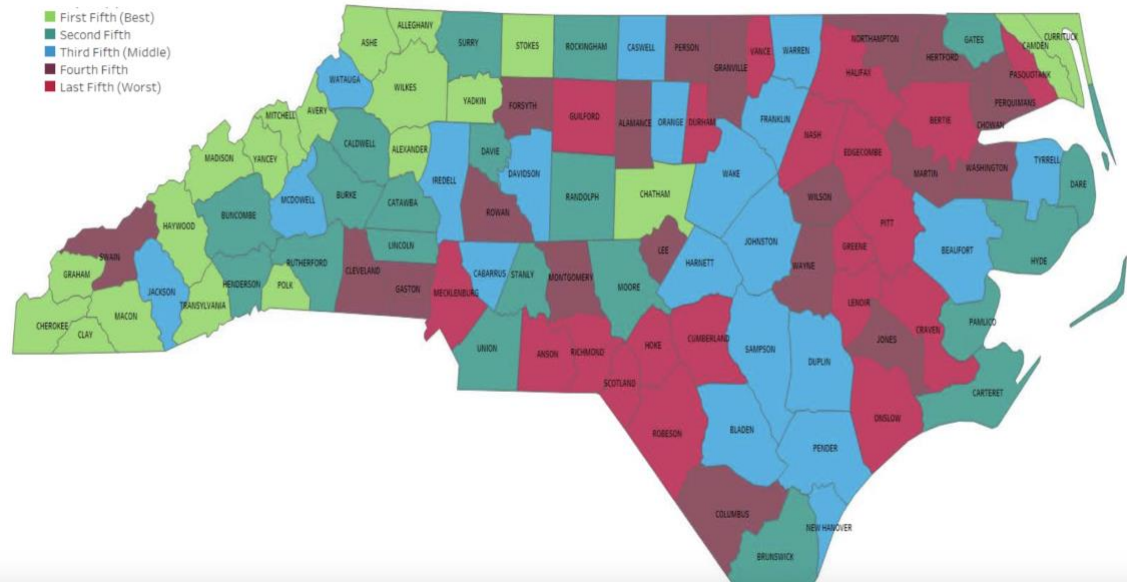
(Nash, E., Langer, B., & Blacker, B., 2019)

Current

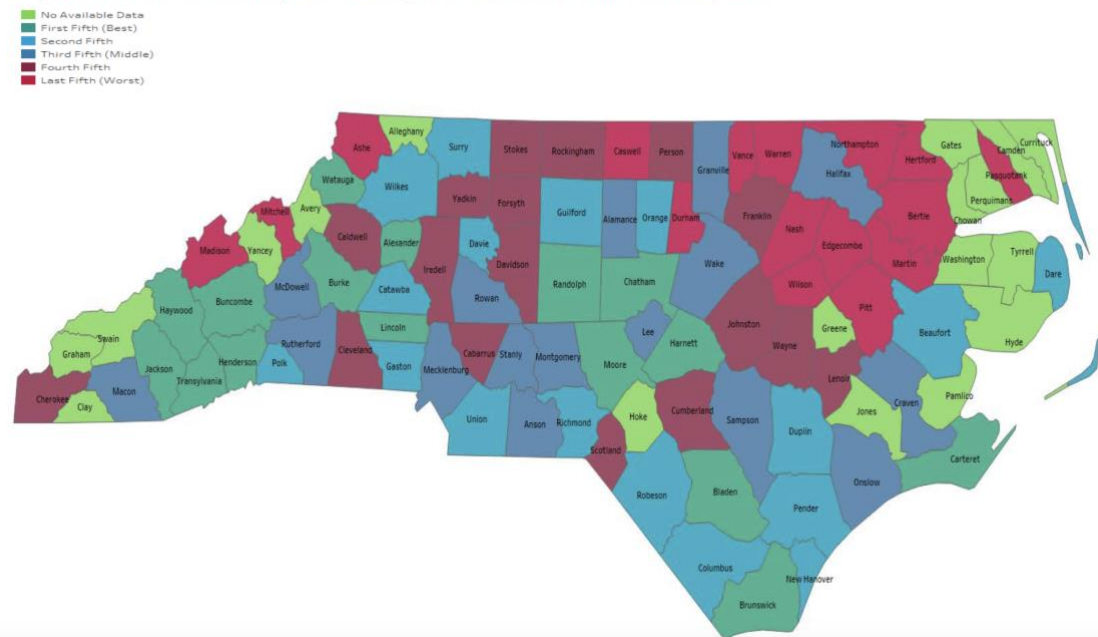
The accessibility and quality of women’s healthcare in Chatham County and across North Carolina is another vital indicator of the overall well-being of women. Namely, women require readily accessible gynecological services, comprehensive yearly checkups, and affordable hospital and doctor visits. North Carolina, as a whole, ranks at either the middle or the bottom across a number of key health and wellness indicators. North Carolina’s best ranking was for its heart disease mortality rates, where it ranked 27th out of the 50 states and the District of Columbia, and its worst ranking was for the prevalence of AIDS in the state, for which it ranked 44th (Shaw and Tesfaselassie, 2019). As such, North Carolina has a clear need for reform in its health and wellness policies.

Even though North Carolina is ranked in either the middle or bottom for a number of health and wellness indicators when compared to the 50 states and the District of Columbia, Chatham County—compared with the rest of the counties in North Carolina—is ranked among the top. As is depicted in the graphs below, Chatham County falls in the “first fifth (best)” category for reported rates of chlamydia and breast cancer mortality among women, meaning that its reported rates of chlamydia and breast cancer mortality are in the lowest 20% across all of the counties in North Carolina (Shaw and Tesfaselassie, 2019). The first map below depicts the rate of reported cases of chlamydia among women in each of North Carolina’s 100 counties in 2017, and the second map below shows the breast cancer mortality rates among women across North Carolina counties in 2017.

Map 3. Rate of Reported Cases of Chlamydia Among Women, North Carolina Counties, 2017



Map 2. Breast Cancer Mortality Rates Among Women, North Carolina Counties, 2015



While its women are at an advantage in a few respects (low rates of chlamydia and breast cancer mortality), residents of Chatham County still face barriers in accessing a number of other healthcare services. While Chatham County is host to numerous mental healthcare and dental healthcare providers, many of the services that these providers offer are not covered by insurance, making them harder to access for the average individual or family (Mental Health; Dental Health).

However, there are a number of nonprofits in Chatham County that address another important part of health: access to food. Food pantries like the Chatham Outreach Alliance, Inc., Emmanuel Fellowship COGIC, the Chatham County Council on Aging, the Salvation Army, and others serve food-insecure families, which in turn benefits health outcomes for these families (Food Assistance).

Conclusion

Overall, while women in Chatham County see lower rates of some negative health outcomes, like chlamydia and breast cancer mortality, when compared to other North Carolina counties, it is important to remember that the state of North Carolina, itself, does not rank well in health outcomes for women when compared to the rest of the United States. Thus, there is still a lot of work to be done in Chatham County and in the whole of North Carolina to improve women's access to high-quality, affordable healthcare.

Violence Against Women

Violence against women - in the forms of domestic violence and sexual assault - is a pressing issue in the United States. According to the National Coalition Against Domestic Violence, almost 20 Americans are abused by an intimate partner every minute (National Coalition). Moreover, one out of every four American women will be victims of severe intimate partner physical violence, sexual violence, or stalking in their lifetime (National Coalition). This statistic is higher in North Carolina, where 44 percent of women will at some point experience one of these three forms of abuse (Domestic Violence in North Carolina, 2019). This section will review domestic violence and sexual assault statistics in Chatham County, as well as describe the types of services available to survivors, in order to gain insight into the county's level of and responses to violence against women.

History

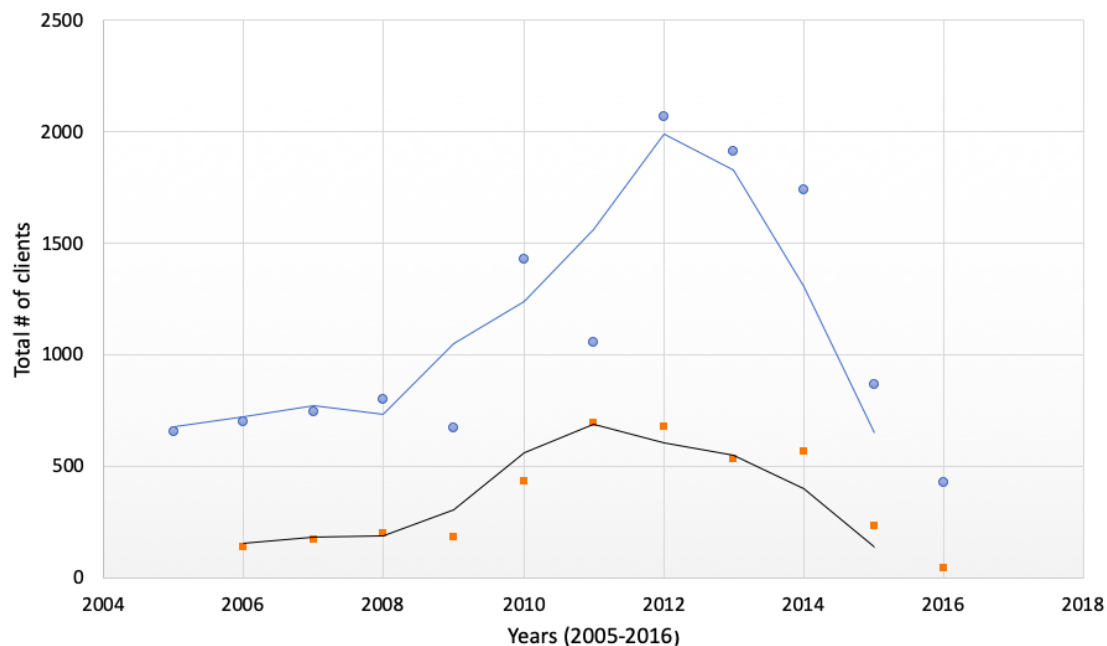
Opening its doors in 1982, the Family Violence and Rape Crisis Services center (FVRC) was a nonprofit that provided an emergency shelter, a 24-hour crisis hotline, and various other support and advocacy services to survivors of domestic violence and sexual assault in Chatham County. Based in Pittsboro, the nonprofit was widely seen as a flagship organization in North Carolina during its heyday (Hill, 2019). However, its funding and ties with the Chatham County government were severed in 2017 as a result of management and oversight issues (Friend, 2017). The organization was compelled to permanently shut down in late 2018, and as a consequence, Chatham County was left without a domestic violence support agency or emergency shelter. However, in its wake, several other organizations have been created, such as the Chatham

Family Violence Prevention Services (CFVPS) and Second Bloom of Chatham (see *Current - Services*).

North Carolina does not have a data collection system that tracks incidents of domestic violence or sexual assault at the county level (Chatham County Community Assessment, 2018). Therefore, it is difficult to determine historical levels of violence against women in Chatham County. The sole source from which statistics can be procured is the NC Department of Administration's website, on the NC Council for Women and Youth Involvement's (NCCFWYI) page. The NCCFWYI requires each domestic violence and sexual assault NGO that receives state-level grant funding to compile semi-annual reports on the services they provide to clients. Chatham's FVRC was a recipient of NCCFWYI grant funding up until 2016, and its client-services reports between 2004/2005 and 2015/2016 are available on the NCCFWYI webpage (North Carolina Department of Administration).

Below is a graph listing the total number of Chatham County residents who received domestic violence or sexual assault support services from the FVRC between 2004/2005 and 2015/2016. The blue data points represent domestic violence clients, whereas the orange points represent sexual assault clients.

Number of clients the FVRC provided domestic violence and sexual assault support services to between 2004/5 and 2015/16



Tremendous fluctuations exist in the data, with the number of clients surging between 2009 and 2012, before precipitously declining thereafter. These substantial variations likely have more to do with changes in the FVRC's capacity to provide services, rather than as a result of changes in the actual amount of domestic violence or sexual assault incidents in Chatham County during this time period.

Such variation in the FVRC data makes it difficult to reliably assess historical levels of violence against women in Chatham County. Additionally, it is widely known that most cases of domestic violence and sexual assault go unreported. Given this, it stands to reason that a significant number of survivors also do not seek support services. Therefore, any figure provided by an agency, such as the FVRC, on the size of their clientele is doubtlessly an underestimation of the actual number of such cases of violence in a community.

Current

Domestic Violence

According to Pittsboro Mayor Cindy Perry, domestic violence is a significant issue facing women in Chatham County. In particular, the mayor noted that domestic violence is most prevalent within the Hispanic/Latinx community. The most recent data from the FVRC appear to support this claim.

As explained in the *historical* section, the NCCFWYI requires each domestic violence and sexual assault NGO receiving state-level grant funding to compile semi-annual reports on services they provide to clients. The most recent data on Chatham County was collected by the Family Violence and Rape Crisis Services center and lists their provision of client services between July 2015 and June 2016. These data are listed in the table below.

**Chatham County residents who used FVRC domestic violence support services
(July 2015-June 2016)**

Race/Ethnicity of Client	Total # of Clients	% of Total Clients	Race/Ethnicity population as a % of Chatham total
White (non-Hispanic)	132	30.9%	71.6%
White (Hispanic)	192	44.9%	12.5%
Black/African American	71	16.6%	12.7%
Other (Asian, American Indian, Unknown)	32	7.5%	3%

Of the 427 Chatham residents who sought domestic violence support services, 402 were female whereas 25 were male. Two hundred and sixty-nine of the clients were above the age of 26, whereas 57 clients' ages were below. The ages of 101 of the clients were unknown. The majority of clients assisted by the FVRC used multiple services. The most common services provided were advocacy (344 accounts) and information (328), followed by court services (187), counselling (113), and referrals (111). Moreover, the FVRC's shelter accommodated 31 clients who had fled their homes and operated at maximum capacity for 317 of 365 days between July 2015 and June 2016. Sixty-three Chatham residents seeking temporary housing due to a domestic violence-related situation were directed to other shelters during this period.

It is important to note that this report does not detail all of the cases of domestic violence that occurred in Chatham County between 2015 and 2016, but rather only records the number of residents who received FVRC domestic violence-related support services. It is therefore likely to be an underestimation of the actual amount of domestic violence instances that occurred in Chatham County during this time period. Moreover, the report does not provide data on the rural/urban, income, and education levels of the clients. Lastly, the report accounts for the race/ethnicity of the clients, but not of their abusers. Therefore, without additional demographic data on the perpetrators of domestic violence, the report is unable to fully verify the claim that domestic violence is most prevalent *within* the Hispanic/Latinx community. However, it appears to indicate that Hispanic/Latinx individuals are disproportionately the *victims* of domestic violence in Chatham County, as 44.9 percent of the FVRC's domestic violence clients were Hispanic/Latinx, despite the Hispanic community only comprising 12.5 percent of the county's total population (DataUSA, 2019).

In our team interview with her, Mayor Perry linked the issue of domestic violence to housing affordability. Although she did not elaborate on this connection, one possibility is that cost-burdened families that are unable to meet regular housing payments may be more likely to experience higher levels of stress. This may lead to more disputes within the household, and as a consequence, higher rates of domestic violence. However, Tamsey Hill, the Program Director of Second Bloom - a Pittsboro-based domestic violence NGO that began operations earlier this year following the FVRC's closure - articulated that the clientele to whom Second Bloom provides services spans all socioeconomic backgrounds, not just cost-burdened households. Further research should therefore be conducted to determine the relationship between cost-burdened households and levels of domestic violence in Chatham County.

Sexual Assault

The most recent FVRC report also provides statistics on the sexual assault services the nonprofit offered Chatham residents between July 2015 and June 2016. These data are listed in the table below.

**Chatham County residents who used FVRC sexual assault support services
(July 2015-June 2016)**

Race/Ethnicity of Client	Total # of Clients	% of Total Clients	Race/Ethnicity population as a % of Chatham total
White (non-Hispanic)	17	37.8%	71.6%
White (Hispanic)	21	46.7%	12.5%
Black/African American	4	8.9%	12.7%
Other (Asian, American Indian, Unknown)	3	6.7%	3%

Of the 45 clients, 44 were female whereas only 1 was male. Twenty of the clients were above 26, whereas 14 clients' ages were below. Of those, 12 were younger than 17. The ages of 11 of the clients were unknown. The most common type of assault was child sex offenses (17 accounts), followed by rape (6) and date rape (4). For the majority of clients, their offender was unknown (22) to them. However, 10 professed their offender was a relative, for 7, it was an acquaintance, and for 6, it was a boyfriend or girlfriend. The most common services provided by the FVRC were information (22) and advocacy (17), followed by counselling (15), court services (9), and referrals (5).

As noted with the domestic violence table set, this report does not account for all of the cases of sexual assault that occurred in Chatham County between July 2015 and June 2016. Rather, it only lists the number of Chatham residents who sought the FVRC's sexual assault support services during this time. Therefore, the data presented in the above table are surely an underestimation of the actual number of sexual assaults that occurred in Chatham between 2015 and 2016. The report also does not provide data on the rural/urban, income, and education levels of the clients. Lastly, the report accounts for the race/ethnicity of the clients, but not the perpetrators of the abuse. However, it can again be seen that most of the FVRC's clients for sexual assault support services were Hispanic/Latinx individuals.

Services

After the FVRC's disbandment in 2018, Second Bloom, a nonprofit based in Pittsboro and overseen by several of the FVRC's former board members, assumed many of the responsibilities of the now-closed crisis center. With twenty volunteers and run out of a second-hand boutique thrift shop, Second Bloom operates a 24-hour crisis hotline for victims of domestic violence and sexual assault. In the event that a victim needs to flee their home, Second Bloom helps them find temporary housing, and can financially cover up to three days of stay at a hotel or other location. Additionally, Second Bloom runs workshops and educational programs for Chatham community members and has recently begun hosting weekly support group sessions for victims of abuse at an undisclosed location in Pittsboro (Hill, 2019). Second Bloom's address is 10 Sanford Road, in downtown Pittsboro.

Second Bloom's 24-hour crisis hotline is jointly operated with the Chatham Family Violence Prevention Services (CFVPS). As a team of court advocates, the CFVPS offers a wide series of support options for victims of domestic violence and their families. Among these include "assistance with domestic violence protective orders, community referrals, developing safety plans, and help securing transportation or emergency housing" (Chatham County - Domestic Violence Services). All services are confidential and free of charge, and advocates employed by the CFVPS are fluent in both English and Spanish. The CFVPS office is located at 65 E. Chatham Street in Pittsboro. Advocates are also available at the Chatham County Justice Center on most days. Similar to Second Bloom, the CFVPS was created leading up to the closure of the FVRC. Lastly, the Chatham County Sheriff's Office and its Victims Services Coordinators, located at 295 West Street, Pittsboro, also provide many support services for survivors of domestic violence and sexual assault.

Moving Forward

To further address the issue of violence against women, Chatham County should pursue three critical avenues. First, the county government should continue providing Second Bloom with

grants until it becomes eligible for state-level NC Council for Women/Department of Administration funding. The nonprofit will need assistance as it continues to get itself up and running and establishing itself as a high-quality service provider. The fact that survivors of domestic violence and sexual assault are more likely to seek help from a nonprofit, as opposed to a government entity, makes supporting Second Bloom in its infancy all the more critical (Hill, 2019). Second, the Chatham County government, Second Bloom, civil society, and other local actors should promote awareness about the dual issues of domestic violence and sexual assault, as well as of the services available to survivors in Chatham County. This is particularly important among high-risk populations, such as Hispanic-females. Many Hispanic/Latinx families reside around Siler City, and so focusing outreach efforts toward these areas would be an important step. Last, to address the lack of a crisis shelter, the Chatham County government, presumably in tandem with Second Bloom, should consider establishing a new shelter for survivors fleeing abuse. While it will take time and resources to create such a shelter, it would be a worthwhile investment that policymakers and other local actors should consider making over the medium to long term.

Childcare

History

When determining the status of childcare in Chatham County, it is necessary to embrace a historical perspective in order to properly contextualize the issue. Unfortunately, as was the case in other sections in this report, there was often little information or data available. It should also be noted that in some annual reports, different types of data were collected every year. Such inconsistencies have made it difficult to identify trends over time. Nonetheless, through analyzing the available data, this section aims to assess changes in the quality of children's wellbeing in Chatham County over the past several years.

Quality of Childcare

Simply being enrolled in childcare or early education program does not guarantee beneficial outcomes for children. The quality of both programs and facilities is extremely important too. Those in 4 or 5-star facilities will be given a higher quality of care than those enrolled in lower-tiered programs. In 2011, 79 percent of children and 88 percent of children receiving subsidized care were placed in 4 and 5-star care centers in Chatham County (North Carolina Partnership for Children, 2013). By 2018, 74 percent of children and 98 percent of children receiving subsidies were being cared for in 4 and 5-star facilities. While the former's enrollment in 4 and 5-star care centers dropped by five percentage points between 2011 and 2018, the latter's enrollment increased by ten percentage points (North Carolina Partnership for Children, 2018). What this data demonstrate is that while Chatham County has certainly made strides to increase overall

enrollment in 4 and 5-star childcare and early education centers for children receiving subsidies, more support needs to be garnered for children who are *not* receiving any subsidized childcare or early education. In further research, it would be useful to determine the *causes* of the fluctuating enrollment rates between subsidized and unsubsidized children in 4 and 5-star care and education facilities, in order to craft effective policy remedies to increase high-tiered enrollment for all children.

Childcare Enrollment

Being a rural county can hinder them from procuring as many resources and funding to create higher quality and more advanced programs. This could potentially explain why childcare facilities decreased from 75 in 2008 (NCDHHS, 2008) to 44 in 2018 (NCDHHS, 2018) with the loss of its only HeadStart a major concern. These advanced programs can be more costly, which can explain why the state's cost of childcare is higher than Chatham's. It is important to note that there is little information on the cost of childcare in previous years for Chatham, making it difficult to analyze the price of childcare across time. However, the number of children, ages 0-5, who attended licensed childcare increased. In December of 2008, Chatham had 944 children, ages 0-5, attending licensed childcare (NCDHHS, 2008). Attendance increased to 1122 children, ages 0-5, by the end of 2018 (NCDHHS, 2018). Although the exact reason for this increase in children attending licensed childcare is, it could be possible that there was a decrease in cost of childcare over the years or even that more facilities allowed the enrollment of children who were given subsidies.

Current

Cost of Childcare

Ease of access to affordable, high-quality childcare is an important indicator of the status of women, because it directly correlates to education and income levels. Those who hold advanced degrees and receive high incomes are much more likely to enjoy quality childcare services than women with lower education and income levels.

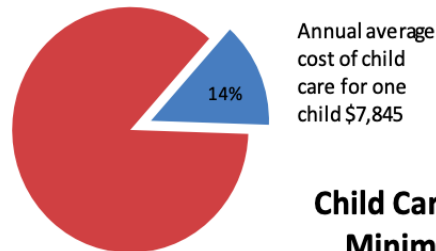
The Chatham County Partnership for Children provides detailed statistics on childcare, including the breakdown of the costs of childcare for different age groups, as well as the quality of these programs. However, it does not show the intersection of education, housing, and childcare costs and programs, which may limit our ability to fully understand the availability and accessibility of these resources and services.

In 2017, for someone who worked full-time minimum wage, childcare would take up 52% of that annual income which is depicted in the graph below (Chatham County Partnership for Children, 2017). With more than half of a person's income going towards childcare alone, it becomes difficult to afford other responsibilities and necessities. This might lead parents to

choose between not enrolling their children in childcare, or choose a particularly low-quality facility, neither of which are optimal options for a child.

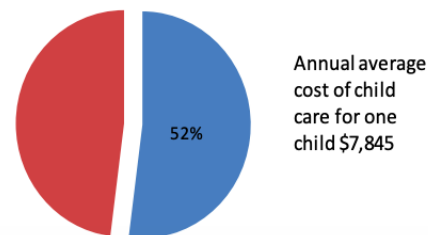
Child Care Cost as Portion of Median Income

Chatham County Median Income \$56,642



Child Care Cost as Portion of Minimum Wage Income

Full-time minimum wage income \$15,080



Sources: U.S. Census Bureau, 2015 American Community Survey & NACCRRAware database 6/2017 (fees reported to Chatham Co Partnership for Children by child care providers for referral database)

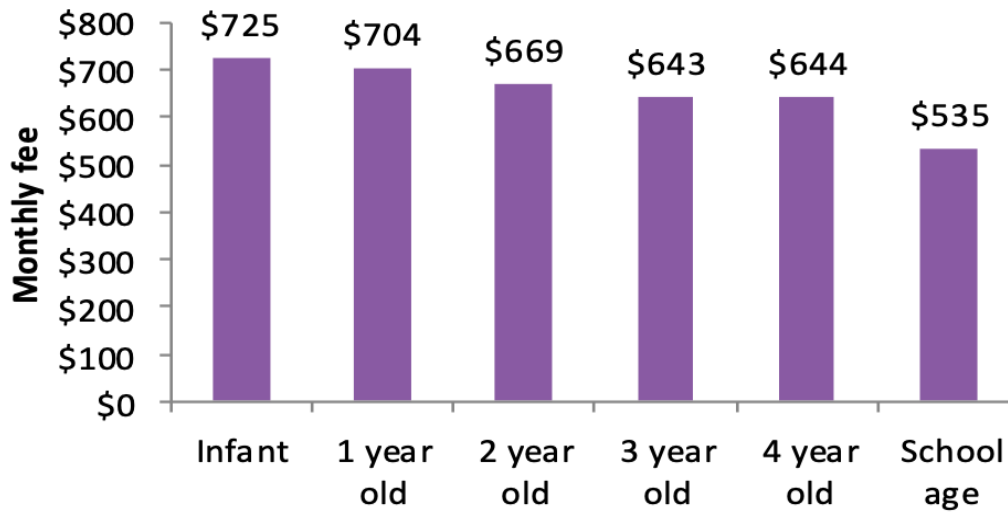
Sources: U.S. Census Bureau, 2015 American Community Survey & NACCRRAware database 6/2017 (fees reported to Chatham Co Partnership for Children by child care providers for referral database)

In a 2017 comparison, childcare in Chatham County, on average, costs up to \$654 a month (Chatham County Partnership for Children, 2017), while childcare in North Carolina costs on average \$771 per month (Patch, 2018). The reason the cost of childcare is lower in Chatham is likely due to its rural location. Chatham County is considered a rural county, which contributes to its difficult accessing more resources and higher quality programs for children in comparison to a more urban county.

As is demonstrated in the graph below, childcare for older children is less expensive on average than childcare for younger children and infants. Specifically, infant childcare in Chatham County costs, on average, \$725 per month, while childcare for school-age children only costs an average of \$535 per month. One average childcare program costs 14 percent of the income of a median earner in Chatham County (Chatham County Partnership for Children 2017).

How much does child care cost in Chatham County?

Average Cost of Full Time Child Care



Source: NACCRRAware database 6/2017 (fees reported to Chatham Co Partnership for Children by child care providers for referral database)

Source: NACCRRAware database 6/2017 (fees reported to Chatham Co Partnership for Children by childcare providers for referral database)

Type of Childcare

There are different types of childcare spread across different areas of Chatham County. Some areas are better off in terms of resources than others. For example, in the chart below, Southwest Chatham County has the lowest amount of resources (9) in comparison to Siler City (27), which may contribute to lower average education and income levels as well (Chatham County Partnership for Children 2017).

What kinds of child care are available and where?

Type of Care	Number of programs by area				Total
	Pittsboro/ Moncure	Siler City	North Chatham	Southwest Chatham	
Child care centers (private, licensed)	6	10	4	0	20
Public preschools (licensed)	2	3	2	1	8
Family child care homes (licensed)	4	13	0	5	22
School-age programs (not licensed)	3	4	4	3	14
Half-day preschools (not licensed)	1	0	1	0	2
Total	16	27	11	9	66



Source: NACCRRAware database, 6/2017, Chatham Co Partnership for Children

While data on childcare over many years are lacking, there have been some improvements. Although current available childcare options are not ideal, Chatham has seen an increase in the number of children attending licensed childcare facilities, which is an improvement.

Conclusion

This report represents a compilation of our research into the status of women in Chatham County in the areas of economics, housing, health and childcare, and violence against women. The information on these wellbeing indicators is by no means exhaustive, and additional investigations should be done to build upon the research found here, as well as to address gaps in the data which often hampered our ability to come up with robust conclusions. Nonetheless, using the available data, which were ascertained through online database and report searches, as well as through in-person and phone interviews, our group did manage to draft several policy recommendations. Regarding economics, we recommend that Chatham expand the oversight of the Chatham County Human Resources Department to ensure equitable hiring procedures exist in all county government bureaus and agencies. This will ensure that female job applicants do not face unfair discrimination in the hiring process. Turning to housing, we recommend that Chatham increase funding to transitional and child-accommodating housing, to assist low-income women in accessing safe and affordable housing. Similarly, we recommend that Chatham increase funding for gynecological and other female healthcare services to improve women's health. Regarding childcare, we recommend that Chatham incentivize childcare facilities to accept children receiving government subsidies, which would increase low-income

children's enrollment in the county's childcare facilities. Lastly, we recommend that the county government continue to provide grants to Second Bloom until it becomes eligible for state-level funding through the Department of Administration. Furthermore, the county government, Second Bloom, and other local civil society actors should consider establishing a new crisis shelter in the medium to long term, in the wake of the closing of the FVRC and its shelter.

We hope the information, analysis, and recommendations found in this report will be useful to WomenNC in their mission to improve the status of women and girls in North Carolina, as well as to anyone else who likewise aspires to foster a generation that honors, respects, promotes, and defends women's human rights.

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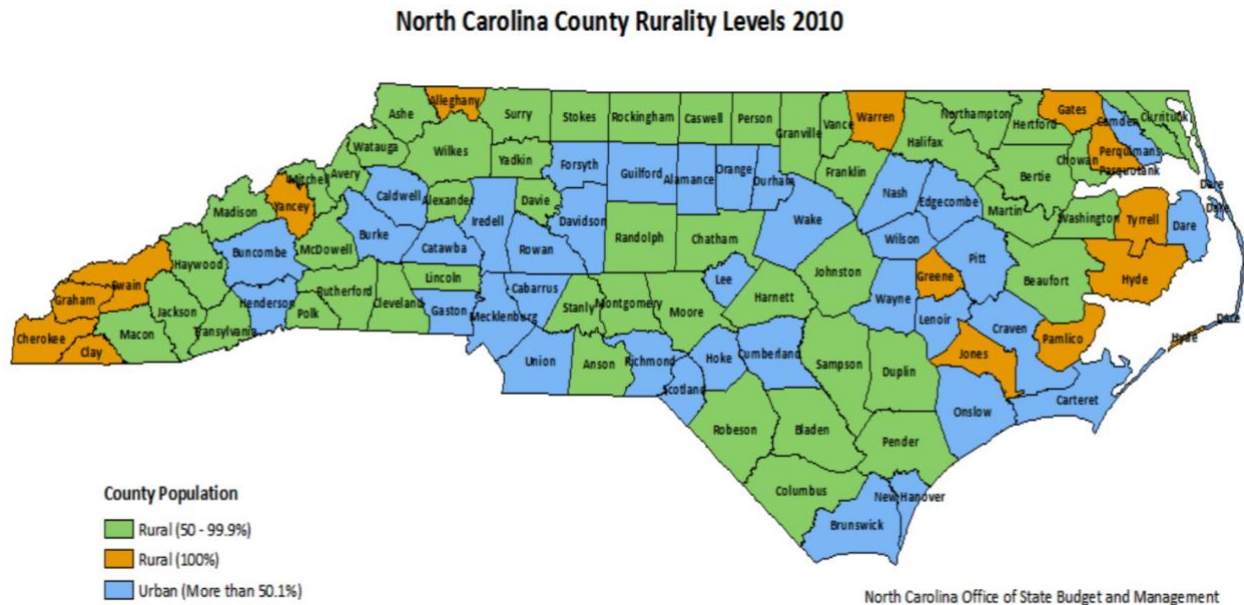
U.S. Census Bureau (n.d.). *North Carolina & Chatham County: Median earnings in the past 12 months (in inflation-adjusted dollars) by sex by work experience in the past 12 months for the population 16 years and over with earnings in the past 12 months*. Table ID: B20017 Retrieved from https://data.census.gov/cedsci/table?t=Age%20and%20Sex%3AEarnings%20%28Individuals%29%3AIncome%20and%20Earnings&table=B20017&tid=ACSDT1Y2016.B20017&g=04000000US37_05000000US37037&y=2016&hidePreview=false&vintage=2018&layer=county&cid=S2401_C01_001E&lastDisplayedRow=9&q=

U.S. Census Bureau (n.d.). *North Carolina: Median earnings in the past 12 months (in 2011*

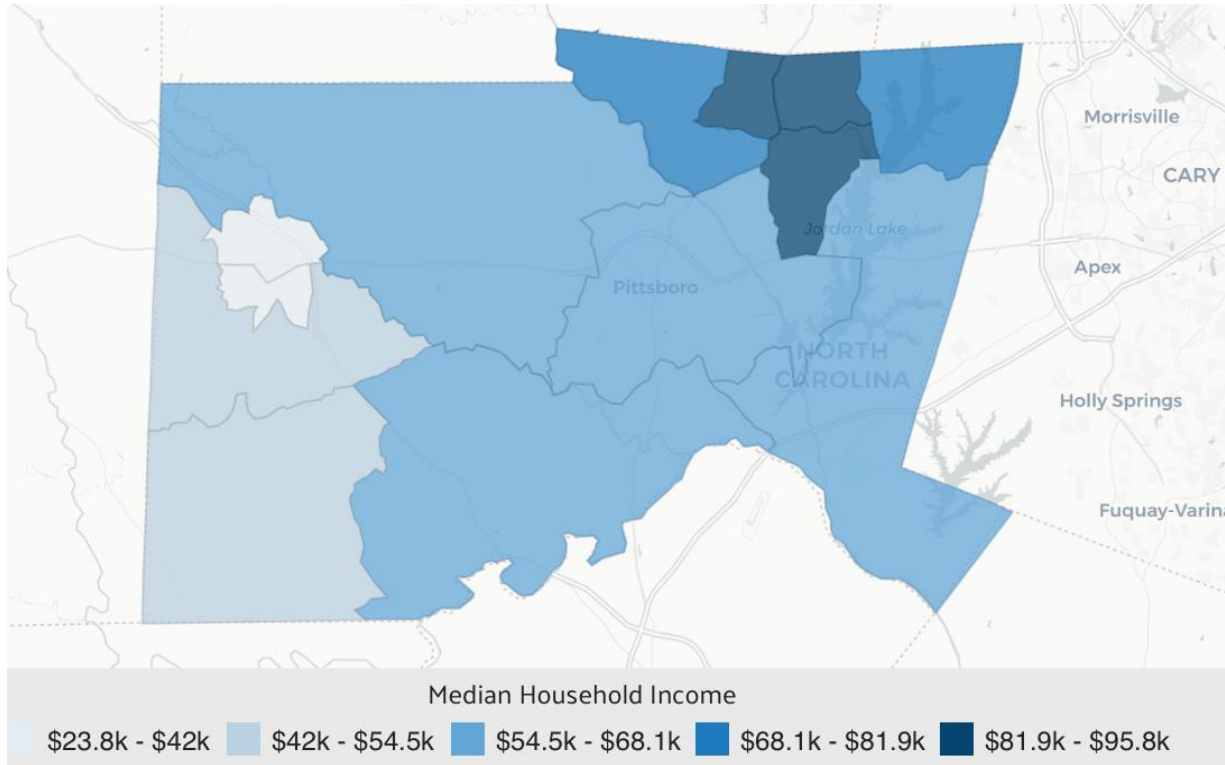
inflation-adjusted dollars) by sex by work experience in the past 12 months for the population 16 years and over with earnings in the past 12 months. Retrieved from https://data.census.gov/cedsci/table?t=Age%20and%20Sex%3AEarnings%20%28Individuals%29%3AIncome%20and%20Earnings&table=B20017&tid=ACSDT5Y2011.B20017&y=2011&hidePreview=false&vintage=2018&layer=county&cid=S2401_C01_001E&lastDisplayedRow=9&q=&g=04000000US37

U.S. Department of Housing and Urban Development Office of Community Planning and Development (2007). *The 2007 Annual Homeless Assessment Report (AHAR) to Congress*. Retrieved from <https://files.hudexchange.info/resources/documents/3rdHomelessAssessmentReport.pdf>

Appendix A: North Carolina Rurality Levels 2010

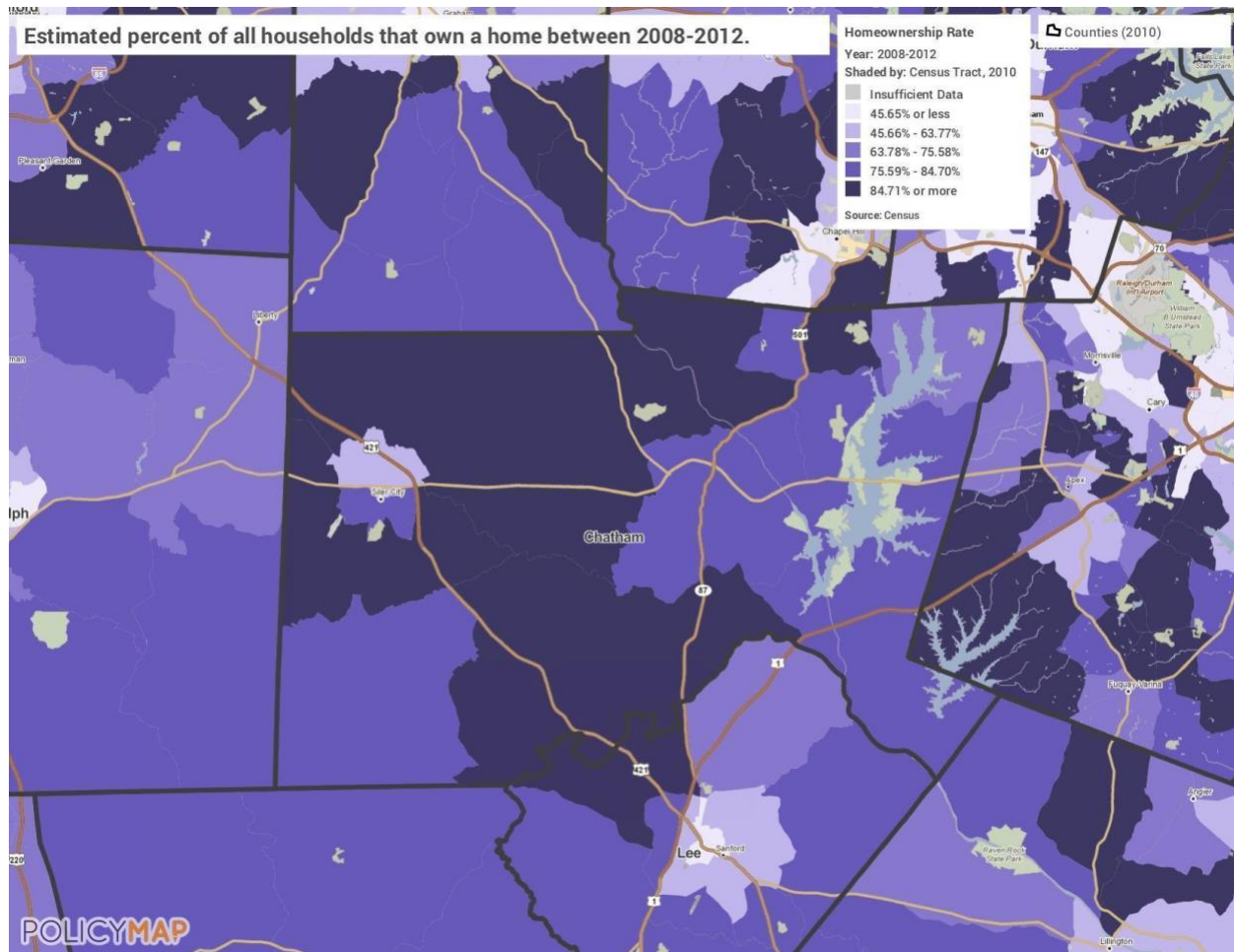


Appendix B: Median Household Income, Chatham County 2017



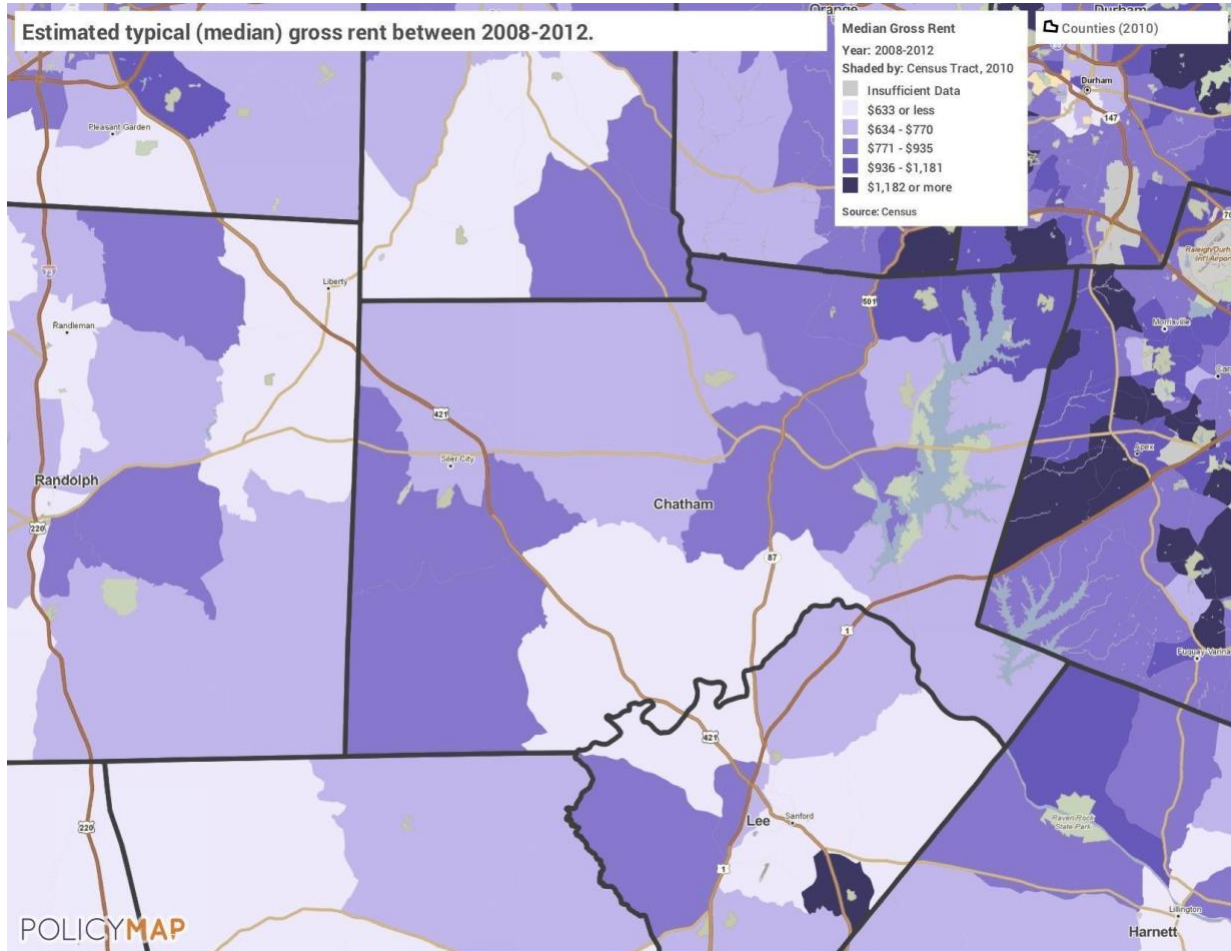
Source: DataUSA (2019). Chatham County, NC. Retrieved from <https://datausa.io/profile/geo/chatham-county-nc>

Appendix C: Estimated percent of all households that owned a home between 2008-2012



Source: Census. Estimated percent of all households that own a home between 2008-2012. PolicyMap. (2 November 2019). Retrieved from <http://unc.policymap.com.libproxy.lib.unc.edu/maps?i=9873049&btd=4&period=2008-2012&cx=-80.81668248565828&cy=35.17169179376018&cz=5>

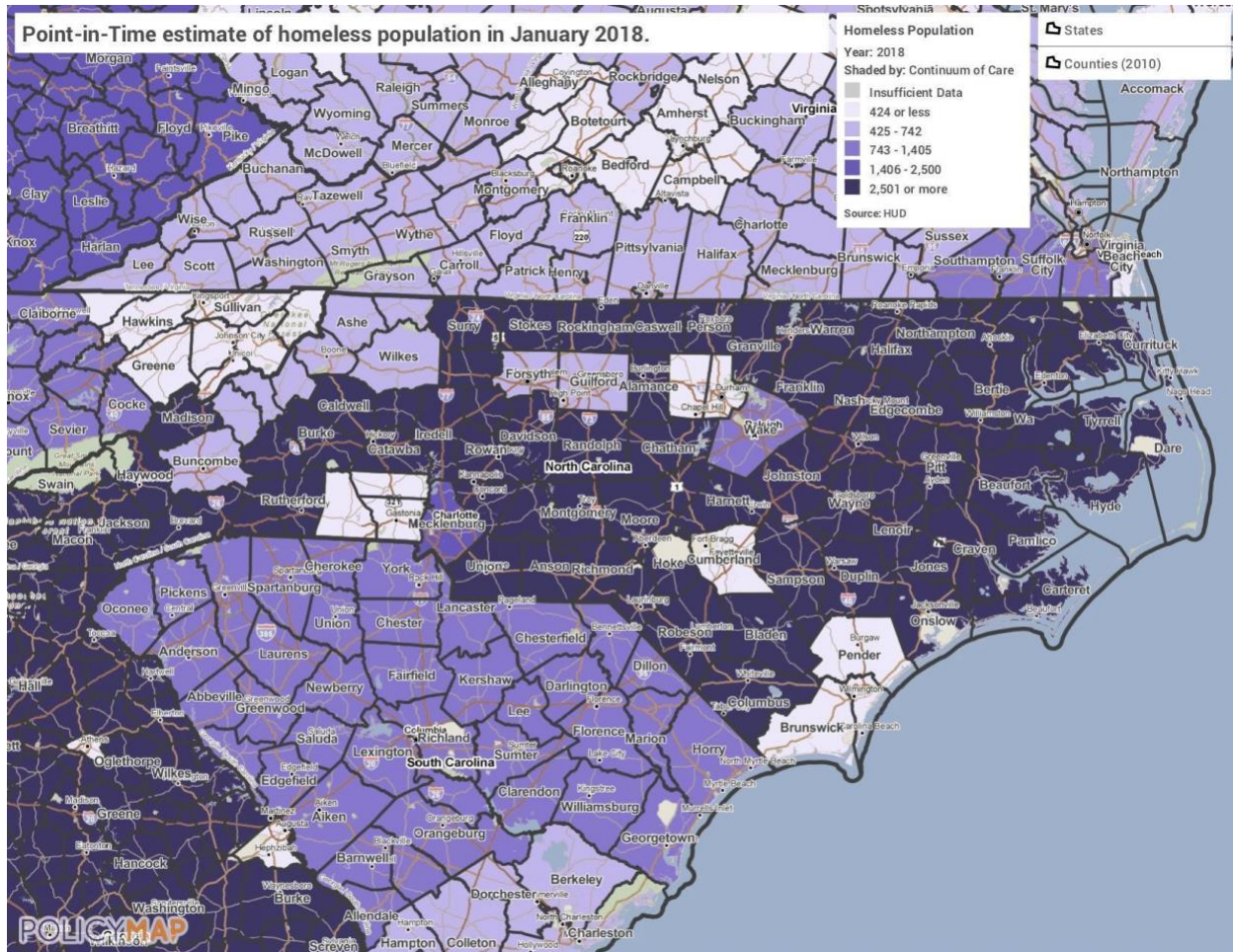
Appendix D: Estimated typical (median) gross rent between 2008-2012



Source: Census. Estimated typical (median) gross rent between 2008-2012. PolicyMap. (2 November 2019) Retrieved from

<http://unc.policymap.com.libproxy.lib.unc.edu/maps?i=9873661&btd=4&period=2008-2012&cx=-80.81668248565828&cy=35.17169179376018&cz=5>

Appendix E: Homeless Population Estimates, 2018



Source: HUD. Point-in-Time estimate of homeless population in January 2018. PolicyMap. (23 September 2019).

<http://unc.policymap.com.libproxy.lib.unc.edu/maps?i=9905507&btd=241&period=2018&cx=-80.81668248565828&cy=35.17169179376018&cz=5>

Appendix F: Contact List

The following is a list of professional contacts in Chatham County that the team reached out to. The team perceived that these individuals would be able to provide important insights about the status of women in Chatham County in terms of economics, housing, health, violence against women, and childcare. In our initial outreach, the team explained our project and asked these individuals if they would be willing to let us interview them to learn more about their work.

Economics

- Human Resources Director:
 - Carolyn Miller
 - 919-545-8301
 - carolyn.miller@chathamnc.org
 - Works on recruiting and selecting new employees, developing and overseeing personnel benefits programs, developing and offering classes for employee development.
 - Carolyn was extremely helpful and enthusiastic about speaking with us. She gave us a lot of information about her observations of the county as a whole and the history of hiring and sexism in hiring over time.
- Benefits Manager
 - Andrea Brady
 - 919-542-8289
 - andrea.brady@chathamnc.org
 - Manages employee benefits, posts new job positions, and recruits for those positions
 - Andrea was extremely helpful and enthusiastic about speaking with us. It is clear that she cares deeply about her job and the work of providing benefits for workers.
- Human Resources Analyst
 - Courtney Jones
 - 919-545- 8370
 - courtney.jones@chathamnc.org
 - Developing job descriptions and other documents for specific positions, employee wellness programming, serving as a resource during recruitment and selection
 - Tried to contact her three different times. Her boss also asked her to get back to us, but we did not hear back from her. However, she likely has helpful insights if someone can get in contact with her.

- Safety & Risk Manager
 - Marilyn Grant
 - 919-545-8359
 - marilyn.grant@chathamnc.org
 - Makes sure workplaces are abiding by OSHA requirements and workers' compensation.
 - Did not respond

Housing

- Affordable Housing Advisory Committee
 - Stephanie Watkins-Cruz
 - stephaniew.cruz@chathamnc.org
 - Members of the committee: John Foley, Lonnie West, Pamela Baldwin, Guile Contreras, Felicia Hackney, Carolyn Higgins, Susan Levy, Bill Moses, Tammy Phillips, Chip Price, Bob Schmidt
- Chatham County Manager's Office
 - Stephanie Watkins-Cruz: Policy Analyst
 - 919-545-8398
 - stephaniew.cruz@chathamnc.org
- Fair Housing Project of NC
 - Stephanie Watkins-Cruz
 - 919-545-8398
 - stephanie.cruz@chathamnc.org
 - Stephanie Watkins-Cruz was a very useful resource in learning about the shortcomings in available housing in Chatham County
- Chatham Habitat for Humanity
 - Jerry Whortan: Executive Director
 - 919-542-0794 Extension 221
 - jerrywhortan@chathamhabitat.org
 - Jerry Whortan provided great insight into the availability of land and where affordable housing could succeed.
- Chatham County Housing Authority - Section 8 Vouchers, Housing Choice Vouchers
 - Jo-Ann Davis: Executive Director
 - Organization number: 919-742-1236
 - Through the Chatham County Housing Authority, Fallon Bradley provided information about the Chatham Housing Initiative, an agency that focuses directly on assisting women and children fleeing domestic violence find housing.
- Central Piedmont Community Action (CPCA) - financial assistance, rehousing program

- Natasha J. Elliott: Executive Director
 - jacksonn@cpcanc.org
 - Natasha Elliott discussed the importance of their grant program that provides assistance for housing, poverty, and transportation.
- Siler City Office: 919-742-2277
- Chapel Hill Office: 919-245-4342
- White Oak Foundation - NC Foreclosure Prevention Fund
 - General: 919-362-6768
 - Housing Direct: 919-362-6799
 - info@wofnc.org
 - We were unable to make contact with the White Oak Foundation.

Health

- Health Director
 - Layton Long
 - layton.long@chathamnc.org
 - Did not respond
- Health Policy Analyst
 - Casey Hilliard
 - casey.hilliard@chathamnc.org
 - Did not respond
- Administrative Services
 - Vickey Guetgemann
 - vicky.guetgemann@chathamnc.org
 - Did not respond
- Finance Officer
 - Gary Thomas
 - gary.thomas@chathamnc.org
 - Did not respond
- Physician on Board of Health
 - Tammy Lunn Morris Lloyd
 - tammymorrislloyd@gmail.com
 - She was very helpful in our conversation and gave us as much insight as possible. She also provided us with more resources.
- Veterinarian on Board of Health
 - Stephanie Freese
 - polaris.equine@gmail.com
 - Did not respond

- Director of Health Promotion and Policy
 - Mike Zelek
 - michael.zelek@chathamnc.org
 - He was very helpful and informative in our conversation. He was able to answer many questions about the services they offer for women and where improvements need to be made.
- Health Promotion Coordinator
 - Anna Stormzand
 - anna.stormzand@chathamnc.org
 - Did not respond
- Health Promotion Coordinator
 - Michelle Wright
 - michelle.wright@chathamnc.org
 - Did not respond

Domestic Violence

- Second Bloom of Chatham
 - Tamsey Hill: Program Director
 - 919-632-1767
 - info.secondbloomchatham@gmail.com
 - Provided extensive information on Second Bloom and the FVRC
- Chatham Family Violence Prevention Services
 - Kit Stanley: Director
 - 919-548-2329
 - cfvps@chathamnc.org
 - Provided information on the CFVPS and its services
- Chatham County Sheriff's Office
 - Lora Rinaldi: Victim Service Coordinator
 - 919-545-8116
 - lora.rinaldi@chathamsheriff.com
 - Provided information on the services of the Sheriff's Office and Victims Services Unit

Childcare

- Childcare Health Consultant
 - Dorothy Rawleigh
 - dorothy.rawleigh@chathamnc.org

- Provided a lot of insightful information and resources
- Chatham County Department of Social Services
 - Child Support Enforcement
 - 919-542-2759
 - Did not respond
- Chatham County Department of Social Services
 - Stacey Phillips: LINKS Coordinator
 - 919-642-6909
 - Did not respond
 - Foster Homes
 - 919-642-6953
 - safeplace2grow@chathamnc.org
 - Did not respond
 - Wilder Horner: Placement Supervisor
 - 919-642-6973
 - Did not respond
 - Patty Fox: Adoption Social Worker
 - 919-642-6934
 - Did not respond
 - Meagan Albert: Adoption Social Worker
 - 919-642-8583
 - Did not respond
- El Futuro Inc
 - 919-688-7101
 - Did not respond
- Peak Professional Group-*Counseling for Growth, Transformation & Inspiration*
 - 919-335-3105
 - Did not respond
- New Beginnings Counseling Services
 - Pittsboro
 - 919-542-0047
 - Did not respond
 - Siler City
 - 919-663-3332
 - Did not respond
- Chatham Kids
 - Genevieve Megginson
 - 919-548-6410
 - Gave a lot of useful data and was very helpful

- Chatham NC
 - Jennie Kristiansen
 - 919-642-6976
 - Was very helpful in providing more insight on childcare in Chatham County
- Executive Director at Central Piedmont Community Action
 - Natasha Elliott
 - 919-444-4556
 - Talked about her perspective on childcare through working with CPCA

Appendix G: Interview Protocol

The purpose of the interview protocol is to have a cohesive format for all group members to use. This ensured that there were not any discrepancies among the data collected from the many interviews conducted. The team interview a variety of key stakeholders in Chatham County, NC that were knowledgeable in one of the five indicators, economics, childcare, housing, healthcare, and violence against women. The goal of these interviews was to gain a deeper understanding of the status of women in Chatham from experts in the field. The team discovered through these interviews that disparities exist between men and women across all indicators in Chatham.

Section I: Introduction & Who We Are

Hi _____,

Thank you so much for taking the time to speak with me today. As I mentioned in my email, I'm an undergraduate student at UNC Chapel Hill studying Public Policy, and I am conducting research on behalf of WomenNC. WomenNC is a women's rights NGO that focuses on rectifying injustices against women and girls in North Carolina. I was wondering if I could get your permission to record this interview? The transcript will only be available to the team members, our instructor, and the client.

Section II: Purpose

Through this interview, I hope to gain a better understanding of your role in (name of institution) as well as (subject area) in Chatham County. Our team of UNC student-researchers will be conducting interviews with a variety of individuals, agencies, and organizations such as (names of those other institutions/agencies/organizations). With the information gathered from this interview, as well as our other forms of research, our team of UNC student-researchers will create a report detailing the political and socioeconomic status of women in Chatham County. This report will be used by WomenNC in its future efforts to advocate for policies to improve the status of women in Chatham County and across North Carolina along the dimensions of economic mobility, protection from domestic violence, access to childcare, housing, and healthcare. This interview will consist of about six to eight questions and should take approximately 30 minutes.

Do you have any questions before we begin?

Section III: Interview Questions

Broad Questions Pertaining to All Sections:

1. Can you tell me a little bit about your role at (name of institution)?
 2. What would you say are some of the key issues facing women in your line of work with (name of institution or job title)?
 3. What steps has your organization taken to mitigate these issues?
 - a. To what extent do you believe these steps have achieved their intended goals?
-

Specific Questions Related to Economics:

1. On average, women in Chatham County earn 13% less than men. Do you see evidence of a gender-pay gap in your field?
 2. Has Chatham County undertaken any initiatives to improve the economic standing of women?
 - a. If so, to what extent have these initiatives achieved their goals?
 3. What are your organization's family leave policies?
 - a. What do they cover? (Sickness, taking care of a sick family member, having a baby, becoming a new parent, adopting, etc).
 4. What has been your experience - whether secondhand or firsthand - with new parents' ability to re-adjust to the workplace after taking parental leave in Chatham County?
 - a. Does Chatham County have specific programs that help new parents re-enter the workplace after taking parental leave?
 5. What has been your experience - whether secondhand or firsthand - with the financial struggles that single mothers face? What about the struggles they face in obtaining or maintaining employment while also being caregivers?
 - a. Are there specific community-based or government programs designed to help single mothers?
 - b. If yes, to what extent have these programs achieved their intended goals?
 - c. What challenges exist in delivering aid to single mothers? (This could be issues with programs that are already in place or barriers to implementing any such program).
 6. In your opinion, what are the problems related to (insert topic)? What would it take to fix the problems?
 7. Who else in (insert topic) field do you suggest I contact to help me in my research?
-

Specific Questions Related to Housing Accessibility:

1. How would you generally characterize current access to safe and affordable housing in Chatham County?
 - a. What challenges do women, specifically, face when trying to access safe and affordable housing in Chatham County?
 - b. Do you know of any disparities between white women and women of color in terms of ease of access to safe and affordable housing?
 - c. Do you notice disparities in the availability of safe and affordable housing between the more urban and more rural areas of Chatham County?
 2. The homeownership rate is higher in Chatham County (76.2%) than in the rest of North Carolina (65.4%). Why do you think this is the case? What factors do you think contribute to such a high homeownership rate in Chatham County?
 3. While the homeownership rate is higher in Chatham County than across North Carolina as a whole, the median property value in Chatham County is also higher than the median across the rest of North Carolina.
 - a. Can you talk about why you think that is the case?
 - b. How do you think this fact affects access to safe and affordable housing for lower-income individuals in Chatham County?
 4. What initiatives has Chatham County undertaken to improve access to safe and affordable housing? To what extent have these initiatives achieved their intended goals? What specific challenges have arisen in efforts to implement these programs?
 5. What other resources should I look at to better understand women's access to housing in Chatham County?
 6. In your opinion, what are the problems related to (insert topic)? What would it take to fix the problems?
 7. Who else in (insert topic) field do you suggest I contact to help me in my research?
-

Specific Questions Related to Healthcare Accessibility:

1. Can you tell me about your perception of and/or experience with ease of access to healthcare in Chatham County?
2. What disparities have you noticed in ease of access to healthcare in Chatham County?
 - a. What populations typically have a more difficult time accessing high-quality healthcare in Chatham County?
 - b. Why do you think these disparities in access to healthcare exist?

3. To what extent have you noticed disparities between men's and women's access to healthcare in Chatham County? Have there been disparities historically that you are aware of?
 - a. To what extent have you noticed disparities between white women and women of color's access to healthcare in Chatham County? What about the quality of that care?
 - b. To what extent is there a rural vs. urban women's divide in access to healthcare? Why do you think this is (or is not) the case?
 4. What efforts has Chatham County made to make high-quality health care more easily accessible to all people? (i.e. to combat disparities between men and women, white women and women of color, or rural and urban women)?
 - a. Which programs have been effective?
 - i. To what extent have they achieved their intended goals?
 - ii. What program has been the most successful?
 - b. Which programs have not been as effective?
 - i. What were the intended goals of this/those programs?
 - ii. Why do you think it/they has/have been ineffective?
 5. What resources and/or programs currently exist in Chatham County that deal directly with women's health?
 - a. To what extent have they achieved their intended goals?
 - b. What are the shortcomings of this/these programs?
 - c. If no such programs exist, why do you think they do not exist? (Could be that people do not know there is a problem or that efforts to alleviate the problem have not been successfully implemented, etc.).
 6. In your opinion, what are the problems related to (insert topic)? What would it take to fix the problems?
 7. What other resources should I look at to better understand women's access to high-quality healthcare in Chatham County?
 8. Who else should I contact as I continue with my research?
-

Specific Questions Related to Domestic Violence & Violence Against Women:

1. How many cases of domestic violence occur in Chatham County per year that you are aware of?
 - a. What is the most common ____ of the victims?
 - i. Gender/Sex
 - ii. Marital Status

- iii. Race/Ethnicity
 - iv. Income
 - v. Employment status
 - vi. Education level
 - vii. Geographic location
 - b. What is the most common ____ of the perpetrators?
 - i. Gender/Sex
 - ii. Marital Status
 - iii. Race/Ethnicity
 - iv. Income
 - v. Employment status
 - vi. Education level
- 2. What other forms of violence against women occur in Chatham County?
 - a. How many cases of these other forms of violence occur in Chatham County every year that you are aware of?
 - b. What is the most common ____ of the victims?
 - i. Gender/Sex
 - ii. Marital Status
 - iii. Race/Ethnicity
 - iv. Income
 - v. Employment status
 - vi. Education level
 - vii. Geographic location
 - c. What is the most common ____ of the perpetrators?
 - i. Gender/Sex
 - ii. Marital Status
 - iii. Race/Ethnicity
 - iv. Income
 - v. Employment status
 - vi. Education level
- 3. How have these statistics changed over time? Why?
- 4. What are the primary causes of domestic violence in Chatham County?
 - a. Is it related to other socioeconomic issues such as housing affordability, education, etc.?
- 5. How often are the perpetrators charged/held accountable?
- 6. What resources exist to support victims of domestic violence and other forms of violence against women?
- 7. In your opinion, what are the problems related to (insert topic)? What would it take to fix the problems?

Specific Questions Related to Childcare:

1. Do you know of any barriers that exist for women in Chatham County who are looking for affordable childcare options?
 2. Are there disparities in access to affordable childcare options between married and single women?
 - a. Fathers vs. Mothers?
 - b. White women vs. women of color?
 - c. Rural vs. urban?
 3. Are there any childcare centers that are not Title III or ADA certified?
 4. Southwest Chatham County has only one-third of the number of childcare programs that Siler City has. Why do you think this is the case?
 - a. What factors do you think affect this number?
 5. How do you think other social determinants of health, such as income and education, affect one's ability to access high-quality childcare in this area?
 6. What work has Chatham County done to improve the ease of access to high-quality childcare?
 - a. What are some strengths of Chatham County's existing childcare infrastructure?
 - b. What are some areas that Chatham County would like to improve with regard to the quality of and access to childcare?
 7. In your opinion, what are the problems related to (insert topic)? What would it take to fix the problems?
 8. Do you have any contacts you would be able to share with me to help me in my research?
-

Section IV: Thank You

Thank you ____ (name) for taking the time out to speak with us today and for helping us gain a better understanding of the issues facing women in Chatham County. There will be a report posted to WomenNC's website once we have finished our research. If you would like to see the finished product, you may download it from their website: www.womennc.org.

Acknowledgements

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