

THE *Status* OF
Women IN
Salt Lake
City

MAY 2013



THE SALT LAKE CITY
HUMAN RIGHTS COMMISSION

THE MAYOR'S OFFICE OF DIVERSITY &
HUMAN RIGHTS

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Dear Salt Lake City Residents,

The United Nations Convention on the Elimination of All forms of Discrimination Against Women defines discrimination against women as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights, and fundamental freedoms in the political, economic, social, cultural, civil or any other field.”

While women have made progress in attaining equality, there is still disparity. This report’s focus is to identify the key barriers to equality women in Salt Lake City face. It will seek to shed light on the measures that can be taken to ensure women can enjoy full human rights and equal opportunity.

I thank members of the Salt Lake City Human Rights Commission as well as the Salt Lake City Mayor’s Office of Diversity & Human Rights for their hard work in the completion of the *Status of Women in Salt Lake City* report. The work that has been done will promote the advancement of women socially, economically and politically.

My hope is that this report brings awareness to the difficulties women face. As you read, you will have a greater appreciation of the accomplishments of women despite the barriers to success and equality. In educating Salt Lake City about these barriers, we look forward to the advancement of domestic human rights by achieving equality for all members of our society.

Best Regards,

Ralph Becker
Mayor



Dear Friends,

On behalf of the Salt Lake City Human Rights Commission, we thank the women who participated in the various committees, dialogues and surveys conducted for this project as well as the Mayor's Office of Diversity & Human Rights and City Council for their support.

The *Status of Women in Salt Lake City* report is intended to examine the disparities women encounter in their everyday lives. The Human Rights Commission and the Office of Diversity & Human Rights commissioned the report with the goal of using the information gathered within it to improve the lives of women, families and residents of Salt Lake City. The Human Rights Commission established a committee focused on women's issues using the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), established by the United Nations, as a guiding document. The Salt Lake City Human Rights Commission's Committee on Women is dedicated to establishing these principles within city government and through collaboration with the private sector to work toward the elimination of discrimination against women.

This report focuses on four areas: Education, Health and Safety, Social and Political and Economic statuses of women. Each section outlines existing evidence and research that needs to be done in the future and provides a conclusion based on findings. Local resources specific to each topic area are listed in the appendix. The four areas are intended to be a starting point for continuing conversations about women and the issues that impact them. In some topic areas where data was incomplete or nonexistent, the report relies on individual stories to create insight.

We are delighted Mayor Ralph Becker and his staff are committed to cultivating an atmosphere in Salt Lake City that encourages diversity and works toward equality for every member of the community. Addressing women's issues is a critical part of this effort.

The *Status of Women in Salt Lake City* report is just the beginning of the conversation. Our hope is that this report will function as a basis for more extensive and ongoing work to end discrimination against women.

Sincerely,

Sabina T. Zunguze, Chair
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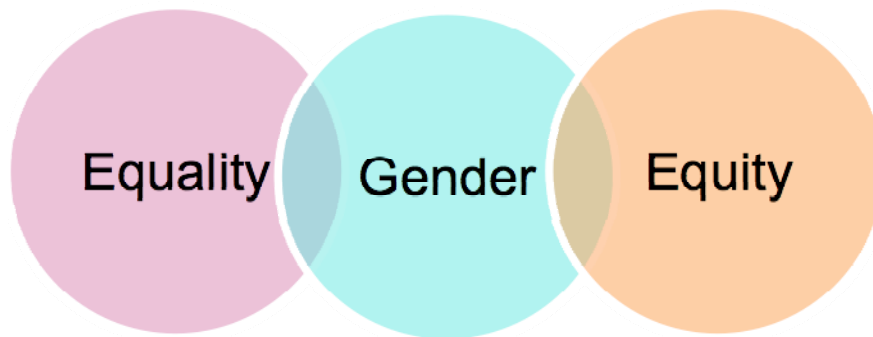
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EXECUTIVE SUMMARY

The 2009 Discrimination Report by the Salt Lake City Human Rights Commission (HRC) made the following recommendation:

City leaders should study the feasibility of implementing international human rights initiatives and directives on a Citywide level. Specifically, the HRC recommends observing the 30 Articles of the United Nations' (UN) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by the UN General Assembly in December, 1979. This international treaty has not been ratified by the US as a whole, although the city of San Francisco implemented CEDAW officially in all its policies in April 1998. After rigorous study, it may be deemed appropriate to voluntarily commit Salt Lake City to a similar human rights directive.

The Status of Women in Salt Lake City report is a continuation of the effort to ascertain whether CEDAW implementation is appropriate.

Salt Lake City is representative of many US metropolitan areas, and thus the lack of access to structure and social support for women's equality found here can be generalized more broadly.

In the Dialogues on Women's Issues, conducted in 2011-2012 by the Salt Lake City Human Rights Commission, participants highlighted concerns specifically related to their gender in the areas of safety, economics, discrimination in the workplace and access to health care providers.

Additionally, a 2012 survey of 600 women in Salt Lake City recognized six areas where improvement is necessary within the city: 1) general safety, 2) equal pay, 3) supporting a cultural shift, 4) supporting women in leadership roles, 5) supporting women's education, and 6) violence awareness and prevention. An analysis of the 2012 survey and summaries of the Dialogues on Women are available in appendices A and B, respectively; detailed transcripts can be located at www.slcgov.com/ODHR.

The Status of Women in Salt Lake City report addresses four specific areas where disparities exist for women: Education; Health and Safety; Political and Social; and Economics. The research done to produce this report will help bring understanding of the current state of inequality for women and what needs to be done to address the need for equal opportunity and fairness to attain a more just society.

Education

In 2006, the Utah Foundation published a report outlining the fact that Utah has not kept pace with national trends in the percentage of adults with a bachelor's degree or higher, especially among women. The report states, "While male adults in Utah slipped from 3rd place in 1940 down to 9th place in 2000; female adults in Utah fell much further in the rankings: from 9th place down to 25th place." This report highlights specific barriers women face in completing higher education, including access to affordable child care and financial support to continue higher education. These concerns were highlighted in the 2012 survey on women's issues in addition to other perceived barriers that include a lack of early intervention programs targeted at young girls,

limited encouragement for women in some specific fields of study, sexual harassment and lack of safety on college campuses.

Health and Safety

Women are concerned about their safety in the City. In 2010, Salt Lake City Police Department recorded 111 reports of rape (Bureau of Criminal Investigation, 2010). Given that confidential surveys of women in Utah indicate that approximately one rape out of every ten is reported to law enforcement (Utah Commission on Criminal and Juvenile Justice, 2007) it is estimated that roughly 1000 additional rapes went unreported in Salt Lake City in 2010.

Health disparities are significant when it comes to women within the City, especially for women of color and their children. At least 10% of women within the city go without health insurance, and medical costs prevented 17% from seeing a doctor in the last year when a visit was needed (Utah Department of Health, 2012). Women suggested the biggest need in women's health was access to affordable, *quality* reproductive health and maternal care. This access, of course, affects the health of the mother as well as the newborn child.

Political and Social

Engaging women in local leadership so they may address some of the above concerns has been a challenge. A survey taken after the November 2012 election by the Center for American Women & Politics states that women made up 16.3% of the Utah State Legislature, including 5 women in the Senate and 12 women in the House. Utah ranks 46th in the nation in terms of the number of women serving at the state level. In City government, currently only 1 out of 7 City Council

members is a woman. The assumption could be made that women are not interested in running for office. However, further examination needs to center on the barriers to access and inclusion that limit women's civic engagement. It is imperative to encourage women to become involved in the policy making process by promoting involvement on advisory boards and commissions at the civic level.

Economics

Women make up almost 48% of current Salt Lake City residents. The total number of family households in Salt Lake City is 39,092; among them, 7,260 are headed by a single woman, which is 18.6% of the total. This is critical as 40.1% of female-headed households live in poverty.

Additionally, the Great Recession continues to loom over women: a 2012 "National Survey of Priorities and Concerns" by the YWCA USA states that 41% of women say they have been the primary breadwinner in their homes over the last four years.

There are startling wage inequalities between men and women in Salt Lake City across various occupational categories. The average working Salt Lake City woman earns 88.4% of what the average working Salt Lake City man earns. Though this is a smaller gap than in the state of Utah as a whole, there are considerable variations among and within various occupational categories. For example, of those employed in the field of law, women's median earnings are 44.3% of men's.

Conclusions and Resources

While the above concerns reflect very real and current issues for Salt Lake City residents, there are programs offering solutions to address these concerns. Within Salt Lake City government, a Citywide mentorship program for women has been initiated in the Public Services Department. Business enterprise is focusing on solutions through organizations such as the Women's Business Center of the Chamber of Commerce and the National Association of Women Business Owners – Salt Lake City Chapter. Government partnerships and local nonprofits such as Planned Parenthood, Rape Recovery Center, University of Utah Neighborhood Partnership, University of Utah Women's Resource Center, Utah Coalition Against Sexual Assault (UCASA), Utah Domestic Violence Council (UDVC), and the YWCA Salt Lake City offer daily support and prevention education.

The Salt Lake City Human Rights Commission's Committee on Women has discussed the need for a Women's Commission within the City. The intention is for the City to increase its focus on women's issues in all forms; the Commission would have the political will and clout to do so. The Committee on Women recommends that the Mayor's Office and the Human Rights Commission together establish a timeline for the creation of a Commission on Women, and that they identify and allocate resources for this purpose. In the meantime, the Committee on Women will continue in its current form and work alongside the Mayor's Office, City Council and the Human Rights Commission in the implementation of the policy recommendations included in this report.

On page 25, important policy recommendations are listed in order of priority. The highest recommendations include: in education, promoting gender-specific and culturally sensitive early intervention efforts in pre K-12; in health and safety, providing resources for improving investigation and prosecution of sexual offenses by increasing the budgeted amount to pay overtime hours for Special Victims Unit detectives to respond to crimes against women; in political and social affairs, evaluating the role of women as staff and volunteers; in economics, promoting equal pay among local employers to attain parity and increase minimum wage. There is no question that for the health of our community, funding and support for programs that strengthen these areas for women should be a priority.

Finally, the report includes addenda that summarize a 2012 survey as well as transcripts of focus groups held to highlight the voice of women in the city. The women spoke of their need for social, political and structural support in all areas to assist in closing the gaps. It is clear that women within the city are the best resource in finding possible solutions. Women make up almost half of our population (U.S. Census Bureau 2010); they need to be engaged so that our city may grow and prosper.

It is clear that with an increased focus and commitment, Salt Lake City government, together with local businesses and individual partnerships, can dramatically reduce all forms of discrimination against women for the betterment of all residents in our community. Furthermore, the Human Rights Commission calls on Salt Lake City to adopt CEDAW principles which will establish a legal framework for the achievement of gender equality, affirming that women and

men can enjoy all human rights on an equal basis. Adoption of CEDAW principles for Salt Lake City can lead to positive changes for women, combating violations of women's rights.

EDUCATION

“If we mean to have heroes, statesmen and philosophers, we should have learned women.”

-Abigail Adams

“We’re continuing to pay lower wages and give fewer opportunities for advancement in female dominated fields, and we’re continuing to funnel (...inaudible...) into those fields.”

-Salt Lake City Dialogues Attendee

EXISTING EVIDENCE

Research over the last several decades has shown that education is a crucial component for the wellbeing of both individuals and the communities in which they live. Benefits of higher education are numerous. Communities with higher average levels of education tend to exhibit increased economic productivity, improved physical and mental health, lower rates of alcoholism and substance abuse, and increased participation in volunteer work and other valued community initiatives (Baum, Ma & Payea, 2010; Murray, 2009; Utah Women & Education Project, 2010).

While graduation rates have indeed been increasing in Utah over the last 50 years, the state has not kept pace with national trends, especially in the case of women. In 2006, the Utah Foundation published a report observing that the percentage of adult women in Utah with a bachelor’s degree or higher has not kept pace with national trends. “While male adults in Utah slipped from 3rd place in 1940 down to 9th place in 2000, female adults in Utah fell much further in the rankings: from 9th place down to 25th place” (Utah Foundation, 2006).

In addition, both national and local trends indicate that women are disproportionately represented in academic fields such as social work, nursing and education, while female enrollment in science, business and engineering programs has been consistently and startlingly low (University of Utah Office of Budget & Institutional Analysis, 2010; Utah Women & Education Project, 2010). This trend is problematic in that, by enrolling solely in certain types of programs and graduating at a much lower rate than their male counterparts, women find their earning potential is limited and their contribution to Utah's workforce remains restricted.

Preliminary survey findings have revealed several basic areas in which improvements could be made immediately to promote women's education in Salt Lake City. A survey conducted with over 500 women showed that 55% of women do not have access to affordable child care and 46% could not finance continued education if they wanted to pursue it (Salt Lake City Office of Diversity & Human Rights, 2012).

Furthermore, small focus groups conducted with Utah women highlight several themes associated with women's perceived barriers to education. These barriers include a lack of early intervention programs targeted at young girls; limited encouragement (and, in some cases, blatant discouragement) to pursue degrees in science, business and engineering; inaccessible childcare and discriminatory behavior toward women with children; sexual harassment and a general lack of safety on college campuses; and inadequate funding to pursue higher education. Immigrant and refugee women also identified the lengthy re-certification process and language/cultural barriers as significant deterrents to pursuing higher education in the United States.

FUTURE RESEARCH

Previous research has highlighted areas of concern in relation to women in education. However, it remains unclear why certain discrepancies exist. Future studies are needed to identify the specific factors that contribute to lower graduation rates among Utah's women and to hone in on supportive services and resources that could help working women further their education. In addition, early intervention efforts and current community initiatives must be evaluated to determine their efficacy and long-term impact on women in higher education.

CONCLUSIONS

The above analysis identifies three broad areas in which policy could be implemented to assist women in their pursuit of higher education: early intervention efforts, accessibility and ongoing supportive resources. Each of these areas will be discussed independently in the policy recommendations section and in the action items. Before outlining future possibilities, however, it is important to make note of Salt Lake City's current efforts at increasing graduation rates among women.

The University of Utah, other statewide higher education institutions and the Governor of Utah are currently providing many services and actively attempting to address issues associated with women in education; the majority of the policy recommendations made in the other sections, therefore, are simply enhancements and slight adjustments to existing initiatives. Because Salt Lake City has already engaged in the process of increasing the education level of women in Utah, the implementation of these policy suggestions will prove practical and highly beneficial

HEALTH & SAFETY

“The good we secure for ourselves is precarious and uncertain until it is secured for all of us and incorporated into our common life.”

–Jane Addams

“I had no idea when I first rented my apartment that it was a dangerous place for me because I had no idea that downtown is not a safe place for a single lady.”

–Salt Lake City Dialogues Attendee

HEALTH/EXISTING EVIDENCE

Overall, women in Utah tend to be healthy, and this would seem to hold true for the women who live in Salt Lake City. Approximately 10% of the population in Utah does not have health insurance, but there are areas in Salt Lake City with a much higher percentage of uninsured, such as the Glendale and Rose Park neighborhoods (Utah Department of Health, 2012). Utah women are below the national average on keeping up with their yearly health exams and mammograms (Utah Department of Health, 2012). According to the Utah Department of Health’s Indicator Based Information System for Public Health’s website, 16% of women in 2012 did not go to the doctor in the previous year when they needed to, due to the cost of care. Compounding the issue, one-third of pregnancies are unintended as reported in the 2008 Pregnancy Risk Assessment Monitoring System (PRAMS) report (Utah PRAMS, 2008).

These findings were echoed in the Dialogues on Women’s Issues and the Human Rights Commission’s community survey. Women who attended the dialogues and filled out the survey also reported that receiving timely, affordable care from a sensitive and qualified practitioner

was difficult in Salt Lake City. They reported very long waits at the no-cost clinics; they also asserted that the changes in Medicaid policy limited access. Women from the refugee community pointed out that access to no-cost health care is cut off after less than a year post-resettlement. Refugees are often left with no access to further assistance with health care, which is particularly hard on single women who are heads of households. Helpful programs do exist, such as Health Access Project, but once an individual starts working, even at a job without benefits, that person is no longer eligible.

The women surveyed reported the biggest need for women's health was access to affordable, quality reproductive health and maternal care. Dialogue participants described the quality of care at the no-cost clinics as lacking; they also reported they did not find their assigned providers to be helpful, respectful or comforting.

HEALTH/FUTURE RESEARCH

The subgroup committee recognizes there was no review or study data concerning mental health of women in Utah. There is little mental health data specific to Salt Lake City residents. Most data is reported as Salt Lake County or Salt Lake Valley Health District.

The Health & Safety Subgroup reviewed health data from the Utah Department of Health's Indicator-Based Information System for Public Health, University of Utah – Utah's Health (UH) Review Special Supplement on Women's Health; Utah Division of Aging and Adult Services; *Rape in Utah 2007: A Study of Utah Women* by Utah Commission on Criminal and Juvenile Justice; and United States Department of Health and Human Services Office of Women's Health. The subgroup also reviewed the results of the Dialogues on Women's Issues and the Human Rights Commission's 2012 community survey on women's issues.

HEALTH/CONCLUSIONS

From the survey results and the information gathered from the dialogues conducted by the City, it appears there are a number of measures that should be taken to further women's health in Salt Lake City including increasing access to affordable health care, in particular to comprehensive reproductive health care (birth control, breast exams, Pap tests, etc.) and to prenatal care—all to be provided by qualified, sensitive and specialized practitioners. A survey taker noted that stress resulting from lack of access to health care for women or their children affected women's health adversely. Other needs indentified by the community include:

- Increase funding and support for low and no-cost clinics
- Increase collaboration among the various health care providers in Salt Lake City to reduce overlap and decrease wait times
- Develop public awareness of services for crime victims
- Offer no-cost services for women in low-income households

SAFETY/EXISTING EVIDENCE

In 2010, Salt Lake City Police Department recorded 111 reports of rape (Bureau of Criminal Investigation (BCI), 2010). Based on the population of Salt Lake City in 2010, this is a per capita rate of 61 rapes per 100,000 population, giving Salt Lake City the third highest per capita rape rate out of all Salt Lake County jurisdictions reporting rape statistics to BCI in 2010. Given that confidential surveys of women in Utah indicate that approximately one rape out of every 10 is reported to law enforcement (Utah Commission on Criminal and Juvenile Justice, 2007) it is likely that approximately 1000 additional rapes went unreported in Salt Lake City in 2010.

According to the Human Rights Commission's 2012 community survey on women's issues, crimes that are of particular concern to women in Salt Lake City are sexual assault and domestic violence. According to *Rape in Utah* 2007, most victims of sexual assault in Utah do not receive medical attention or mental health care. The majority of victims of rape do not know they can access no-cost care and subsequently do not get tested or treated for sexually transmitted diseases or take Plan B medication to prevent a pregnancy as a result of the rape.

Salt Lake City's overall index crime rate in 2011, the most recent year for which complete data is available, was 73.77 crimes per 1,000 people (Utah Department of Public Safety, Bureau of Criminal Identification, *Crime in Utah* 2012), the highest rate reported for all law enforcement jurisdictions in Salt Lake County for that year..

SAFETY/FUTURE RESEARCH

The lack of maintenance and the limited location of street lights appear to be widespread concerns for women in Salt Lake City; access to public transportation at later hours of the night is a concern as well. In the Dialogues on Women's Issues conducted by the City, many women discussed their concerns about streetlights and crosswalks in their neighborhoods. Many women reported they walk or are reliant on public transportation to get to work and often feel unsafe in areas of the city where there are few streetlights or the lights are not well maintained. The Salt Lake City Transportation Division ended maintenance on a number of streetlights throughout the City in 2010, however, in 2011, City Council appropriated more funds to replace lights. More research would need to be conducted in the future to learn if the lack of streetlight maintenance in some areas of the city impact crime rates in those specific areas.

While the increased level of risk in these situations should not be ignored, statewide and national surveys indicate that women are far more likely to be physically or sexually assaulted by someone they know and trust than by a stranger. A thorough report on incidence and prevalence of violent crimes against women reported in Salt Lake City would likely yield a more accurate picture of the situations that present the most risk for women, and could be used to educate community members and policy makers on more effective strategies for reducing violence against women in our city. Further research is also needed to evaluate the effectiveness of the criminal justice system for achieving victim safety and perpetrator accountability beyond the initial police response.

SAFETY/CONCLUSIONS

Overall safety is critical to the status of women and families in Salt Lake City. Women in Salt Lake City report feeling sexual assault and domestic violence crimes need to be taken more seriously.

Although there are services available for women and children in the community who are victims of violence, it does not appear the majority of women is aware of these services or considers those services accessible. Also, those who do report victimization to law enforcement do not feel the crimes are receiving adequate response. Survey respondents and focus group participants indicated they would like to see more training offered for police on providing a more victim-centered and effective response to these crimes. Additional resources are also needed to provide 24-hour on-call response from special victims detectives on crimes against women and children.

POLITICAL & SOCIAL

“There never will be complete equality until women themselves help to make laws and elect lawmakers.”

–Susan B. Anthony

“I feel like it’s just one more battle that you have to fight. And it’s like I’m already fighting so many battles already, I don’t really want to engage in another, you know, engage in another fight, when I’m tired from, you know, from the day-to-day fights that I have to deal with.”

–Salt Lake City Dialogues Attendee

EXISTING EVIDENCE

When evaluating the social and political status of women in Salt Lake City, a number of factors are important to examine, including voter registration and turnout, female representation in state and federal elected positions, civic engagement, women’s participation as members on boards and commissions, and institutional resources.

The Center for American Women and Politics (CAWP), a unit of the Eagleton Institute of Politics at Rutgers, the State University of New Jersey, reported after the November 2012 elections that of the 104 representatives in the Utah state legislature only 17 are women. The percentage of women in the state legislature is 16.3%, which makes Utah 46th in the nation for the proportion of women. This is the worst ranking Utah has ever held. On the federal level there are 20 women in the Senate and 78 women in the House of Representatives. This means that women occupy 98 of the 535 seats in Congress – 18.3%. None of those seats are occupied by women of Utah, which leads to a lack of national representation for this group (Center for American Women and Politics, 2012).

The Human Rights Commission conducted a 2012 survey that revealed information on voting and political habits of Salt Lake City women (the survey results can be found in Appendix A). This survey had more than 600 respondents from all over the state of Utah, which were broken down into groups by zip code to identify those women which reside in Salt Lake City. The majority of women surveyed (88.3%) reported they are currently registered to vote. Of the 243 respondents who were identified as Salt Lake City residents, 92.6% reported being registered to vote. Many women stated they vote because they want their voice to be heard, they want a say in choosing their community leaders and they are fulfilling the responsibility as a citizen. Many women expressed the belief they have more influence at the local level, while their vote “doesn’t count” in national elections. For women who reported not voting, the main reasons were ineligibility (i.e. not being a United States citizen), frequent or recent moves and high levels of distrust associated with the political system. The demographics for those surveyed can be found in Appendix A.

The survey also asked women whether or not they had considered running for office. Of the 586 women who answered this question, 77.3% stated they had not considered and would not be interested in running for public office. The majority of reasons given included lack of time, pressure and personal scrutiny and the general stress associated with politics. Of the 22.7% of women who responded they had considered running for office, many of them mentioned being a candidate had not worked out for reasons such as time, stress, children, etc.

In the Dialogues on Women, women expressed concern they are underrepresented in government. They were also concerned about having women's voices heard in government and other decision-making bodies. There was a great deal of discussion on how to get women, particularly young women and stay-at-home moms, to participate more actively in politics. Lack of participation was seen as being caused by lack of time or access to child care, lack of knowledge of how to get involved, frustration with the political process, and anti-political socialization.

The Dialogues also revealed the social problems women, particularly refugee and ethnic minority women, face in Salt Lake City. Many refugees face prejudice and discrimination because of their status and because they do not speak English with fluency. Refugee women also stated that one of the biggest barriers to their equality is coming to the United States with degrees or certificates from their country of origin and finding these are meaningless to employers in the United States. Essentially, this forces many refugee women to start their education or training over to receive the equivalent American certification. This, in addition to all other barriers to women, makes it hard for refugee women to succeed.

Through additional interviews in the Dialogues on Women's Issues, many factors were found that still impede Utah women's progress in the social and political realm. Many of the women who participated in the Dialogues felt discriminated against by society based on marital or familial status. They felt as though they needed to be both mothers and activists in the community and when they didn't, they faced criticism.

FUTURE RESEARCH

It is clear there is inadequate survey data. The demographics of the women who responded to the community survey on women's issues are not representative of the diverse population of women in Salt Lake City. A future survey could reach out to historically underrepresented groups such as the Lesbian, Gay, Bisexual, and Transgender (LGBT) community, people of color or people with little to no education. There is also insufficient data about voting habits of women in Salt Lake City, such as actual voter turnout. There is data available about women who hold political office at the state and local level, that can be accessed through the Salt Lake County Clerk website.

CONCLUSIONS

There are several courses of action Salt Lake City can take to improve women's participation in local government and strengthen the City's understanding of the challenges that currently exist. The Human Rights Commission's Committee on Women and the City can start by evaluating the role women play as City employees and volunteers. In order to do this, an inventory should be taken of women's participation on boards and commissions and an annual review of Equal Employment Opportunity Commission reports should be produced. The City could also consider ways to encourage more female involvement in civic groups. Additional review and dialogue with other levels of government, as well as with research institutions and community-based organizations, could help with the completion of an annual *Status of Women in Salt Lake City* report. Further, the installation of a volunteer women ambassador's program would help address the need to introduce City public services and volunteer opportunities and provide cultural navigation to expand two-way communication.

The thematic priorities identified through the Dialogues on Women's Issues should be incorporated into priorities already identified for the City's strategic plan. Finally, the City should establish an ongoing mechanism by which improvements can be evaluated and published in the *Status of Women* report. This can be achieved through the establishment of a Salt Lake City Women's Commission.

ECONOMICS

"Society as a whole benefits immeasurably from a climate in which all persons, regardless of race or gender, may have the opportunity to earn respect, responsibility, advancement and remuneration based on ability."

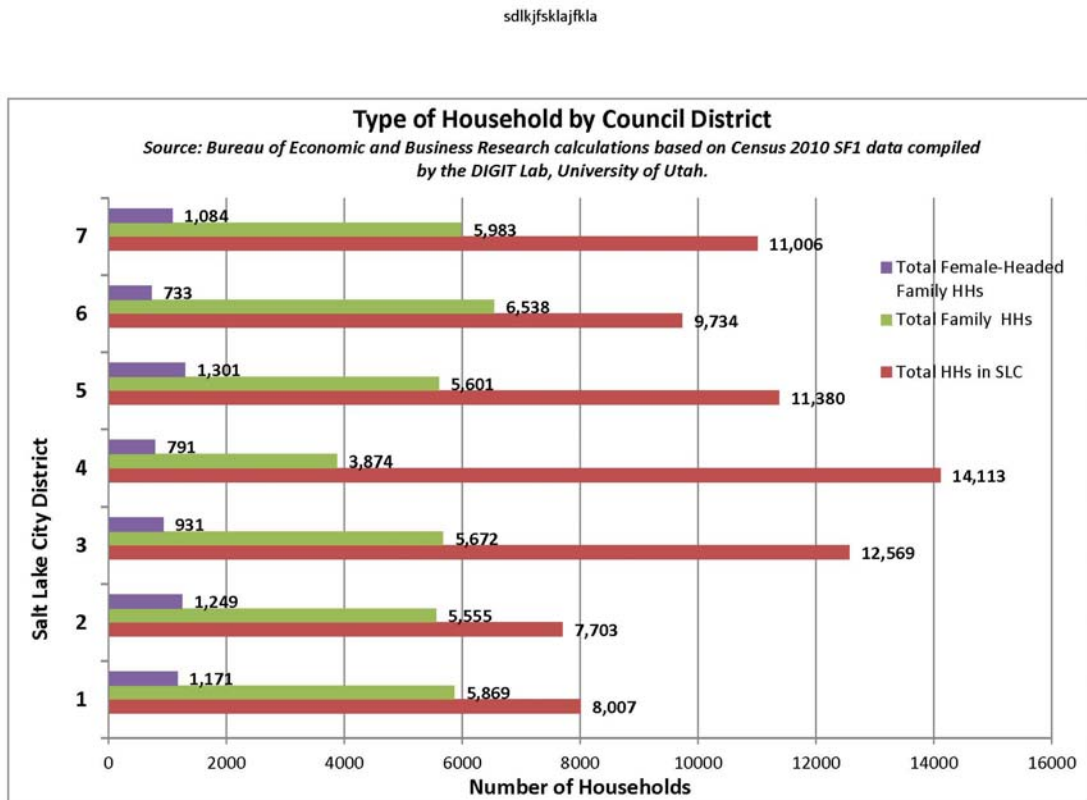
– Sandra Day O'Connor
"Well women make 73 cents on the dollar of what men make. And there's those single moms supporting all those children. And there's no legal system that's very effective at helping those women."

-Salt Lake City Dialogues Attendee

EXISTING EVIDENCE

There are startling inequalities between men and women in Salt Lake City in wages across various occupational categories. The average working Salt Lake City woman earns 88.4% of what the average working Salt Lake City man earns (US Census Bureau, 2010). Though this is a smaller gap than in the rest of Utah (statewide women's earnings are 69% of men's), there are considerable variations among and within various occupational categories. For example, the law industry, which boasts the highest wages in Salt Lake City, is also where the largest wage disparity exists. Women's median earnings in law are 44.3% of men's. Additionally, in health care, an occupation dominated by women, women's median wages are 87.4% of men's (US Census Bureau, 2010). Education, training and library occupations are the only occupational categories in which women are not disadvantaged by a wage disparity. Women make up 60.3% of jobs in this category and women's median wages are 104.5% of men's median wages.

Graph 1



Females made up 48.7% of Salt Lake City's population in 2010. The total number of family households in Salt Lake City in 2010 was 39,092. Among those households, 7,260 were headed by single women, making up 18.6% of the total households. District 5 had the highest number of female households with no husband present, while District 6 had the lowest number. The percentage of female-headed households in Utah living in poverty was 40.1 (NWLC, 2012).

According to a national report by the YWCA, "What Women Want 2012: A YWCA USA National Survey of Priorities and Concerns," the economic downturn continues to loom over women. The consequences concern women at an even greater magnitude. Notably, 41% of

women say they have been the primary wage earner in their homes in the last four years (Pepper, F. & Pepper, J., 2012).

One factor that adds to the gender wage disparity is that men are much more likely than women to hold business ownership positions. Of the 23,826 firms in Salt Lake City in 2007, 25.2% were women-owned (Pepper, F & Pepper, J., 2012). In other words, while half the population is female, only a quarter of the firms are women-owned.

Table 1	
Women's Business Center at the Salt Lake Chamber of Commerce	
Type of Business	2002-2012
Accommodation and Food Services	4.7%
Administrative and Support and Waste Management and Remediation Services	1.3%
Agriculture, Forestry, Fishing and Hunting	0.5%
Arts, Entertainment, and Recreation	8.6%
Construction	10.8%
Educational Services	3.4%
Finance and Insurance	2.8%
Health Care and Social Assistance	6.2%
Information	2.0%
Management of Companies and Enterprises	0.8%
Manufacturing	4.6%
Other Services (except Public Administration)	20.6%
Professional, Scientific, and Technical Services	10.3%
Real Estate and Rental and Leasing	2.0%
Retail Trade	15.8%
Transportation and Warehousing	1.3%
Utilities	0.5%
Wholesale Trade	3.9%

Table 1 reflects the results of a survey completed by new members of the Women's Business Center at the Salt Lake Chamber of Commerce. The table indicates that over the past

10 years a plurality of women-owned businesses were specified as “Other Services (except Public Administration)” followed by “Retail Trade” and “Construction.”

Lack of affordable daycare is a major issue that can determine whether or not a woman is able to work. In 2012 the National Association of Child Care Resource and Referral Agencies (NACCRRA) published a nationwide fact sheet showing the costs and need of child care by state.

According to the NACCRRA fact sheet, the median income for a family headed by a single mother is \$27,626 and the average annual cost of infant care at a child care center is \$7,848. This means that on average, a single woman would pay more than a quarter of her yearly earnings to put her infant in a child care center (“Parents and the High Cost of Childcare,” 2012).

Education is a key factor for improving the lives of women in Salt Lake City. Education creates opportunities, and evidence suggests that when women obtain higher education, they are also more likely to have higher incomes.

FUTURE RESEARCH

There are several areas in which further research needs to be done in order to better understand the condition of women in Salt Lake City and to identify ways to improve the status of women in the economic realm.

Through data collected during a series of Dialogues on Women’s Issues and from an online survey, women expressed frustration with public transportation in Salt Lake City. More

information should be compiled on public transportation to ascertain how the system needs to be changed to fit the needs of women.

While situational poverty can be traced to a specific incident in someone's life, intergenerational poverty is cyclical and refers to ongoing factors that continue over time unless outside intervention takes place. According to the piece, "Intergenerational Poverty in Utah," a report done by the Department of Workforce Services, women are twice as likely as men to fall into intergenerational poverty as men and many of these women are women of color. Further research needs to be conducted in order to create programs that assist women and children living in poverty ("Intergenerational Poverty in Utah", 2012).

An important element of adopting CEDAW principles is gender responsive budgeting.

According to "Gender Responsive Budgeting: A Path to Accountability," commissioned by the San Francisco Department on the Status of Women in 2010:

Gender responsive budgeting examines funding allocations and their impact on men and women. Gender responsive budgeting does not create separate budgets for women or men, nor does it mean that budget allocations are divided equally between the two. Instead, it determines where the needs of men and women are the same, and where they differ. Where the needs are different, budget allocations should reflect these differences. Government programs can be held accountable not only by administrative and political leaders, but by those not being served equitably. In this way, gender responsive budgeting expands transparency and accountability, and facilitates performance-based budgeting (budgeting based on measurable outcomes). Generally, gender responsive budgeting initiatives reflect a transition to more open, participatory, and responsive systems of governance. (p. 1)

By using a model similar to that of San Francisco, Salt Lake City would be able to use gender responsive budgeting in order to analyze the budgets of City departments and ensure equity in the services the City provides to its clients: the residents.

CONCLUSIONS

Our research suggests the City needs to produce new surveys and reports in order to complete a more thorough analysis of the economic condition of women in Salt Lake City.

Although further data needs to be compiled, the City can begin to address the status of women by implementing the policy recommendations in this report. Education is a key factor for improving the lives of women in Salt Lake City. Education creates opportunities, and evidence suggests that when women obtain higher education, they also are more likely to have higher incomes. The City should promote equal pay among local employers and consider an increase in the minimum wage. Also, close working relationships should be formed with local employers to expand opportunities for women. Support and encouragement should be given to any and all agencies that promote women's entrepreneurship and funding to women-owned businesses. Finally, further research is essential to determine the best way to assure adequate, affordable and accessible daycare and afterschool care.

CONCLUSIONS & RECOMMENDATIONS

POLICY RECOMMENDATIONS & ACTION ITEMS

Based on the research presented in this report, it is evident that Salt Lake City should adopt the principles of the United Nations Convention for the Elimination of All Forms of Discrimination Against Women as a top priority. To achieve a comprehensive implementation of the CEDAW principles, the Salt Lake City Human Rights Commission recommends the establishment of a Women's Commission within the City. The Women's Commission would exist to ensure diligence in regards to women's issues and to bring action, political will and clout to the cause of women's equality. The Human Rights Commission recommends that the Mayor's Office, City Council and the Human Rights Commission work together to establish a timeline for the creation of a Women's Commission and that they identify and allocate the resources required to do so.

The Committee on Women will continue in its current form and work alongside the Mayor's Office, City Council and the Human Rights Commission for the implementation of CEDAW principles, together with the policy recommendations included in this report.

Based on the forgoing information and analysis, the Salt Lake City Human Rights Commission proposes the following recommendations:

Education

1. Promote gender specific and culturally sensitive early intervention efforts in pre K-12.
2. The City should review the education status of female employees. If necessary, the City should make it a priority to provide increased support and resources for women pursuing higher education.
3. Work with higher education institutions to encourage more holistic admissions criteria.

Health and Safety

1. Provide resources for improving investigation and prosecution of sexual offenses by increasing the budgeted amount to pay overtime hours for special victims detectives to respond to crimes against women.
2. Increase access to gender responsive, coordinated affordable health care, reproductive health care and prenatal care by qualified, sensitive and specialized practitioners.
3. Partner with, promote and allocate funding for local agencies to provide evidence-based programs that will reduce the perpetration of violence and improve community safety.
4. Conduct an analysis of crimes against women reported in Salt Lake City to identify those situations that present the most risk to women; use this information to inform future

public policy and educate the public on ways to reduce these risks (metric-based decision making).

5. Increase awareness of health services for crime victims and no-cost services for low-income households.

Political and Social

1. Evaluate the role of women as City employees and volunteers. Monitor the socioeconomic status (SES) diversity of these groups in the city. Develop and integrate improvements for women on boards and commissions. Develop networks to support these women, such as women ambassador corps.
2. Incorporate priorities from Dialogues with Women into priorities in the City's strategic plan.
3. Research and work with various levels of government and private organizations to improve women's access to government.
4. Conduct further research and compile a new report on the status of women in Salt Lake City.

Economics

1. Promote equal pay among local employers to attain parity.
2. Increase the minimum wage.
3. Harness the power of local employers to expand opportunities for women.
4. Assure adequate, accessible and affordable daycare and afterschool care.
5. Support agencies that promote women's entrepreneurship and increase available funding to assist women-owned businesses.

Additional suggested action items can be found in Appendix E.

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APPENDIX A:

Race/Ethnicity (N = 638)	
Asian	21 (3.3%)
Black	15 (2.4%)
Latina	61 (9.6%)
Native American	11 (1.7%)
Pacific Islander	3 (0.4%)
White	502 (78.7%)
Other	25 (3.9%)
Age (N = 647)	
18-24	48 (7.5%)
25-34	153 (23.6%)
35-44	157 (24.3%)
45-54	133 (20.6%)
55-64	114 (17.6%)
65+	36 (5.6%)
Education (N = 636)	
Less than HSD	6 (0.9%)
HSD/GED	64 (10.0%)
Post High School	74 (11.6%)
Associate's	88 (13.8%)
Bachelor's +	404 (63.5%)

SURVEY RESULTS

General Demographics – Who Responded?

To accurately understand the results of this community survey, it is important to consider the demographic information of the 600+ women who responded. In taking a closer look at the information provided by the respondents, it is clear there are limitations to this data simply because the group of participating women is fairly homogenous.

The vast majority of the women surveyed are white, middle-aged, and report an annual income of over \$40,000 per year.

Additionally, this group of women is *highly* educated. Over 63% of respondents reported

having obtained at least a bachelor's degree or higher.

While the perspectives expressed by this group of women are highly valuable and can contribute to an understanding of the overall experience of women in Utah, these voices cannot stand alone in the development of policy interventions. To gain a more holistic understanding of the experiences of Salt Lake City women, additional focus groups and surveys should be conducted

with oppressed subgroups of women including low-income and homeless women, women of color, LGBT women, and women with little to no educational background.

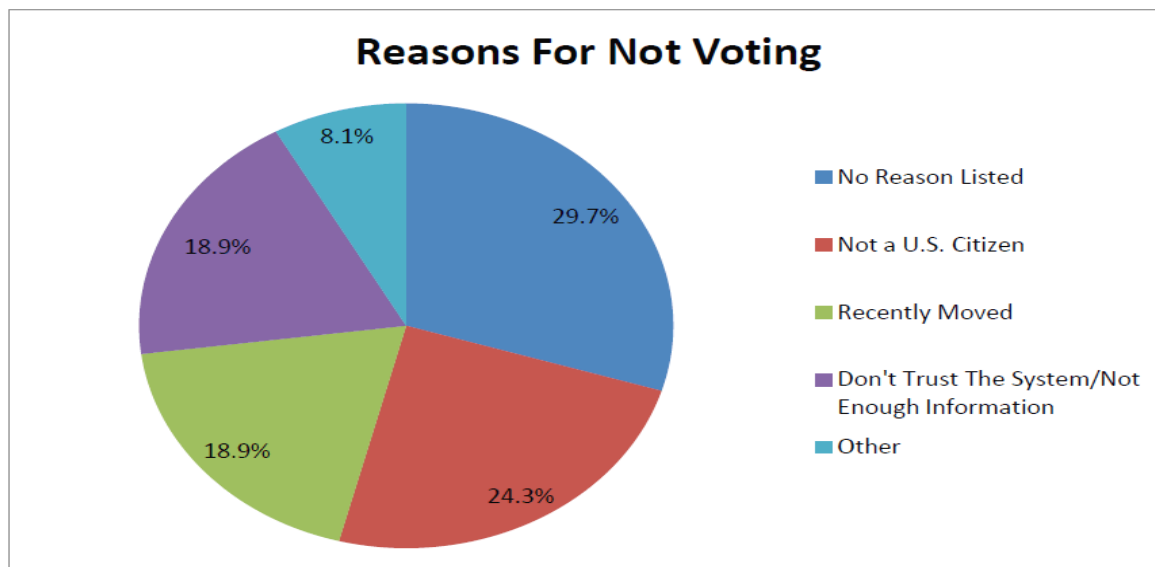
That said, the present group of women does provide Salt Lake City government a great opportunity to start developing new ways of promoting women's empowerment and raising awareness through policy interventions. Some of the women who participated in this survey are from outside Salt Lake City. Feedback can be relevant to city government functioning as many of their experiences seem to be universal. Additionally, these 600+ respondents had many excellent and insightful suggestions for future government efforts in this area which should be taken into consideration as this cause is pursued.

It should be noted this survey was given in two distinct forms: one group of women (N=64) received the survey in person as they participated in focus groups, while the other group (N=580) participated in the survey online. This is important in evaluating results as the online survey asked for a zip code, whereas the face-to-face surveys did not. Taking into consideration the zip code information provided, only 243 respondents can be identified as residing specifically in Salt Lake City. Information specific to Salt Lake City will be presented in each respective section.

Voting Behavior – Who Votes & Why?

The majority of women surveyed (88.3%) reported they are currently registered to vote. Of Salt Lake City women, 92.6% report being registered voters. Many women stated they vote because they want their voices to be heard, they want a say in choosing their community leaders and they are fulfilling their responsibility as citizens. Several expressed feeling as though they have the most influence at the local level, whereas their vote “doesn’t count” in national elections.

For women who reported *not* voting, the primary reasons can be categorized into several main groups including ineligibility (i.e. not a United States citizen), frequent or recent moves, and high levels of distrust associated with the political system. Many women expressed a sense of powerlessness, as though their voices would not be heard even if they were to cast their votes.



Additionally, several women noted that, generally speaking, none of the candidates running for office reflect their personal values and are thus not worth supporting.

Unsurprisingly, there were some significant demographic differences between these two groups of women. Women who reported voting were 81.9% Caucasian and 79.4% had obtained at least an associate's degree or higher. In addition, most of these women had an annual salary of more than \$40,000 per year. Women who reported not voting, on the other hand, were mostly women of color; only 59.5% had an associate's degree or higher. Most notably, over half of these women reported an annual salary of less than \$40,000 per year.

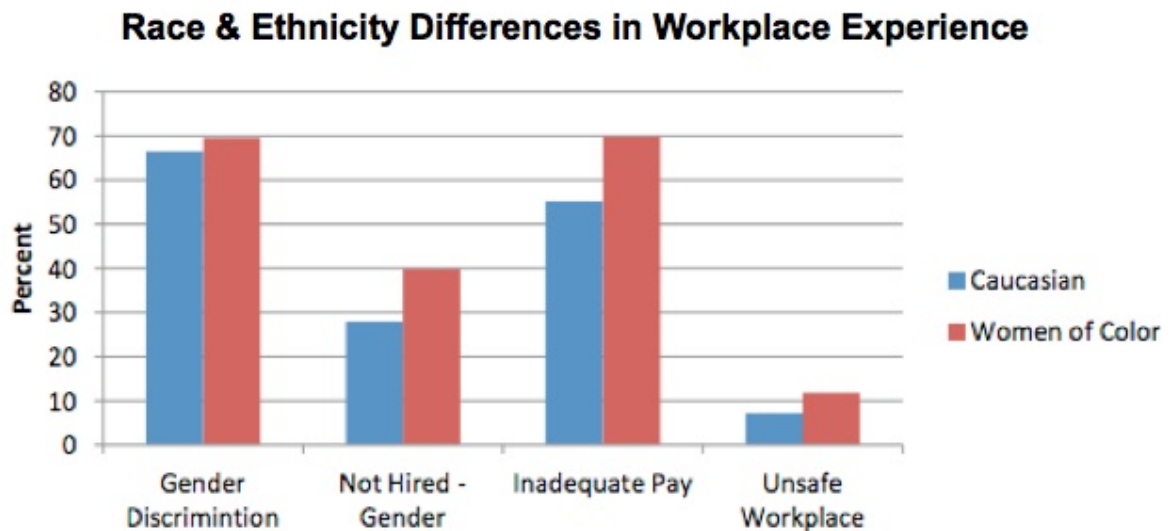
In addition to information about voting behaviors, the community survey asked whether or not respondents had considered running for office. Of the 586 women who answered this question, a whopping 453 (77.3%) stated they had not considered and would not be interested in running for public office. A variety of reasons were given for this response including lack of time, the pressure and personal scrutiny, and the general stress associated with politics. Of the 133 (22.7%) women who responded they had considered running, many of them also stated being a candidate had not worked out for similar reasons (i.e. time, stress, children, etc.). Only a handful

of women are still considering running for public office and plan to pursue that course of action sometime in the future.

Women in the Workplace & Community

Overall, when asked about their experiences in the workplace, the 600+ women included in this survey generally experienced their workplace in similar ways. Many expressed facing gender discrimination at work; over half felt they had not been hired for a particular job because of their gender. The majority of the responding women also felt as though they were not paid adequately in comparison with their male counterparts.

While similarities appeared in women's answers, it is important to note the slight difference in experience between white women and women of color. Indeed, women of color seem to experience disproportionate levels of discrimination and inadequate pay in addition to feeling less safe in their workplaces than white women. It is crucial to take this information into consideration in any policy formation to create the most equitable, culturally competent practices for Salt Lake City government and corporations within the City.



Similar racial/ethnic discrepancies can be seen in the level of safety experienced by women in their own neighborhoods. While close to 90% of white women reported feeling fairly safe in their community, only around 80% of women of color reported enjoying similar comfort. This may be due to geographic differences, but could

also be reflective of Utah's typically homogenous culture as well. As with any policy interventions associated with the workplace, cultural competency and racial equality will be an essential and hugely beneficial component of any community intervention proposed as an effort to empower women in Salt Lake City. The empowerment of women must include *all* women!

Compared to the larger group, women living in Salt Lake City report higher levels of gender discrimination, however, perceived levels of workplace safety also seem to increase for women in the city. Responses were consistent between Salt Lake City and non-Salt Lake City women in terms of hiring practices and inadequacy of pay.

	Salt Lake City Women	Non-Salt Lake City Women
Gender Discrimination	173 (71.2%)	247 (61.6%)
Not Hired Because of Gender	70 (28.8%)	122 (30.4%)
Inadequate Pay	128 (52.7%)	226 (56.4%)
Unsafe Workplace	14 (5.8%)	36 (9.0%)

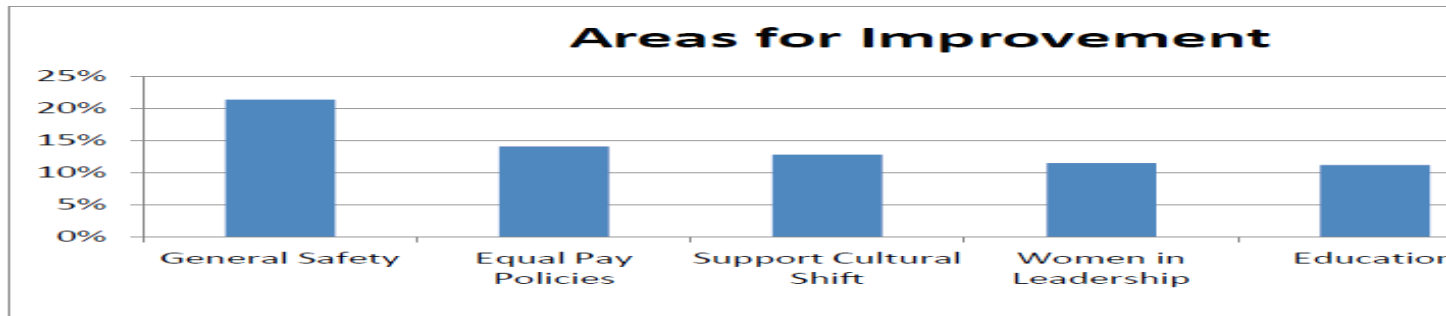
In terms of where women go for support, a variety of answers were solicited in this survey. The primary sources of information listed by the 276 women responding to this question are online searches (19.2%), family and friends (23.9%), faith communities (21.0%), and specific agencies and organizations (35.5%). Many women listed government and nonprofit organizations with which they were familiar as good starting points, however, there was a large group who noted their approach to finding support would depend entirely on what the situation entailed.

Salt Lake City Government – What Can We Do?

Overall, there seemed to be a lot of praise for Salt Lake City government (and state government) in terms of efforts to raise awareness about women's issues. That said, there were also many suggestions as to how things could be improved in the future and specific ideas about where policies and new government interventions could be most helpful to Utah's women. The top five areas for improvement included: 1) general safety, 2) equal pay, 3) supporting a cultural shift, 4) encouraging women in leadership roles, 5) supporting women's education, and 5)

violence awareness and protection. These themes were consistent between Salt Lake City women and non-Salt Lake City women.

Chart 2. Possible Areas for SLC Government Policies & Interventions



Of 304 respondents in this section, 65 (21.4%) women mentioned safety as a primary concern in their city. General safety primarily included ensuring that street lights are working, increasing police protection and training and facilitating workshops that focus on women’s safety issues and self-defense. Many women reported feeling dismissed by police officers in Salt Lake City and expressed that their concerns are not taken seriously. Several respondents suggested improving police training to ensure an appropriate and timely response to women’s concerns.

Secondly, equal pay was cited repeatedly as an area for improvement in Utah. Forty-three (14.1%) of the respondents mentioned that pay discrepancies in Utah are unacceptable and should be addressed by our governing bodies. Many women suggested universal equal-pay policies in addition to providing incentives and support for agencies and organizations that already have these types of policies in place. Additionally, enforcing any *existing* policies also seemed to be a priority as several women noted that discrepancies exist even in agencies with equal-pay policies in place.

An interesting component of this section emerged as women talked about the culture in Utah; specifically how the “good ole’ boys” system is not friendly to women in the workplace. Many women mentioned feeling social pressure to stay at home and focus on being a mother rather than pursue a career. Several women contributed this to a particularly low “glass ceiling” in Utah. Others, however, cited a need for increased separation of church and state as the dominant religion in Utah seems to have an unjustified and inappropriate role in developing policies.

Thirty-five (11.5%) respondents in this section also cited the need for more women in leadership roles including representation in the legislature, large corporations and businesses, as well as in government positions. These women expressed the need for more opportunities for women to excel in the workplace, the development of universal, equitable promotion policies and enforcement of any existing policies in this area. Many women noted feeling underrepresented in both private and public spheres.

The topic of education came up in a variety of contexts as women responded to the question of what Salt Lake City government could do to help promote equality and safety for women. Suggestions varied from providing young girls with mentoring opportunities to offering full financial support for women wishing to pursue higher education. Despite the wide variety of suggestions in this area, it is clear education as a whole is incredibly important to empowering women and should be taken into consideration as Salt Lake City government attempts to implement any new policies. Thirty-four (11.2%) women mentioned some kind of educational support as a crucial area for improvement.

Finally, 26 (8.6%) women noted domestic or sexual violence as a significant problem in Utah. Many suggested increasing awareness and prevention efforts in addition to providing ongoing support for agencies that do this work in the community such as the Rape Recovery Center, the YWCA and victims advocates associated with the Police Department. This is another area in which police education was suggested as a method of increasing awareness and empowering women.

Apart from the previously discussed themes, several other areas of possible improvement were highlighted in women's responses in this section. These additional areas include increased access to information and resources for women, mentorship and networking opportunities, assistance with healthcare and childcare concerns and special consideration of minority issues (i.e. low-income, LGBT and international women).

Discussion & Future Recommendations

The results of this survey highlight a number of insightful considerations for Salt Lake City government as it pursues equality and empowerment for women. It is clear that there are many women who feel as though significant improvements can be made to help facilitate a more egalitarian society, however, much cynicism was expressed regarding whether or not this is actually a possibility in Utah.

Additionally, it is important to keep the demographics of this group of respondents in mind when making decisions about further data collection and the development of new policies and citywide interventions. This group of women is highly homogenous and represents only a small portion of Utah's female population; it would be highly beneficial to obtain feedback and perspectives from women who do not have as much access to avenues of dialogue such as online surveys and community focus groups. Low-income women, women of color and women with less educational background are all voices that still need to be heard before the most beneficial policy decisions can be made.

That said, this dialogue has provided Salt Lake City government with a great starting point in terms of information. The findings of this report and all future research will be crucial to making truly informed decisions and promoting the success and empowerment of women across the state.

DIALOGUE SUMMARIES

Dialogues on Women's Issues

August 16, 2011

Sorenson Unity Center

SUMMARY

SOCIAL/POLITICAL:

- Several women talked about the need to create a system of support among women.
- The need to consider how women are also influenced by other factors like race, sexual orientation, size, etc. came up many times.
- Women expressed the need for more positive, powerful female role models for young girls. They talked about how important it is for girls to receive that kind of socialization so they are able to choose from the full range of possible life trajectories, not just those that are traditionally reserved for females.
- Many of the women said they were often unsure of which person or department in government to contact regarding issues like the functioning of pedestrian crosswalk signals, street lights, etc.
- Women touched on feelings of mistrust in government, feeling that government doesn't respond to the real needs of women in the community.
- One woman talked about her experiences as a refugee, and working with other refugee women. She said refugees face prejudice and discrimination because of their refugee status and because they often do not speak fluent English. She and another woman shared experiences where they had been discriminated against by police officers because of their race.
- These women were very concerned about the need to have women's voices present in government and other decision-making bodies.
 - One woman said, "I mean you begin to see the disparity and so I think part of this culture that we live in continues to only value the voices of those people at the table. So we do need to be at the table. But the other piece is, those people at the table whose voice may resonate louder than ours, they need to speak not just for themselves but for others as well." She went on to talk about how it is a risk to stand up and talk about the inequality that one sees in the community, but it is a risk that people, particularly women, must be encouraged to take.

ECONOMICS:

- Some of the women suggested that women in the workplace must be very vocal and assertive in order to be taken seriously, and must put forward a great deal of effort in order to get paid wages equal to that of their male colleagues.

EDUCATION:

- Some of the women spoke about how women and girls are discouraged from pursuing education in math and science.
- An issue that came up several times was a sort of animosity from higher education towards women with children. The women felt they were judged and spoken to harshly for pursuing their education while raising children.

PUBLIC HEALTH AND SAFETY:

- Many women discussed the need for women to have greater access to health care, for themselves as well as for their children.
 - In particular, some women talked about their frustration with the high cost of birth control and prenatal vitamins. They pointed out that these are things which affect women the most directly, but also have an impact on the community as a whole.
- Some women described the difficulty they faced in finding doctors who are willing to respond to their questions and needs; who really try to understand their unique situations.
 - One woman talked about her experience with a doctor who assumed she was just trying to get him to prescribe pain medication. As a result, the doctor did not examine her or help her to resolve the issue she was dealing with. She felt the visit had been a waste of time and money.
- One major concern of these women was the desire to be treated with dignity and respect in medical situations; to feel like their health care providers regarded them as human beings. One woman said, “It’s hard to be sick. It’s hard to be sick and go ask someone to help you that doesn’t value you as another human being. I was sick one time and I went into this urgent care and the doctor came in and as soon as he saw me, he kind of stopped and he went around to the other side of the table. And I was sitting in a chair, and he spoke to me from there. He never sat and he never treated me with any dignity. I mean you’re sick and I just wanted to get up and leave.”
- Safety:
 - Many of the women were concerned about streets in the city being adequately lit. In particular, some mentioned that there were areas that were not well lit at night, and that often lights that have burned out are not replaced very quickly.

Dialogues on Women’s Issues

Summary

August 23, 2011

Boys and Girls Club

EDUCATION:

- Some of the women pointed out that advocacy for innovative programming in elementary through high school education is inconsistent, that there are some places where it's encouraged and others where there isn't even the option to access existing resources to improve educational opportunities.
- A major area of concern for these women was the ability of the education system to respond to the diverse needs of students, particularly the need to encourage girls to be interested in and excel in all fields, especially in math and science, where they have traditionally been excluded.
 - One woman, talking about women in the engineering field said, "...and so I've kind of been doing research of the numbers, and it's still one of the fields where women are incredibly, grossly underrepresented. And I don't believe for one second it's because women don't like math."
 - A major problem identified by several women is the lack of encouragement for girls to pursue nontraditional fields at all levels of our community and society. One woman pointed out, "...if a girl is exposed to this program and gets that great, wonderful, positive message, and then she goes out in the world or her day-to-day environment and sees the exact opposite, then there's no positive reinforcement for that message. It doesn't stick, because what she sees is that in the real world that's not the way it works."
- Another barrier to equality in education for women and girls of all age groups is sexual harassment and violence in schools.
- There is a lack of funding for educational resources specifically for women – resources like the Women's Resource Center at the University of Utah.
- A representative from the Women's Resource Center talked about how women hear disparaging, sexist comments from their male professors, and are essentially powerless to seek any kind of recourse because of the power professors have to influence their career trajectories.
- Women identified several positive measures:
 - The "Go Girls" program helps connect girls to college campuses and prepare them to attend college. The program targets mostly girls who are first generation, lower SES, and young women of color.
 - On the University of Utah campus there have been interactive theater events on women's issues.

ECONOMICS:

- Some women spoke about how even with a college degree it is difficult to find full time, benefited employment that pays a wage high enough to live comfortably. One woman said, “Even with a college degree you can’t make minimum wage.”
 - Furthermore, several women indicated that once you have a job there are very few opportunities for advancement.
- Some women talked about the wage disparity between men and women. One woman said, “Well women make 73 cents on the dollar of what men make. And there are those single moms supporting all those children. And there’s no legal system that’s very effective at helping those women.”
- There was some discussion about the way women are treated in the welfare system, particularly single mothers in higher education. One woman said, “I’ll just tell you I was horrified reading how they get treated by the welfare system, and the hoops they have to jump through.”
 - There is an additional stigma that single mothers who are seeking higher education and who are women of color face obstacles while trying to get off welfare.

SOCIAL/POLITICAL:

- There seemed to be a general sense that women’s voices are not being heard or taken seriously by elected officials. Additionally, some expressed that even when politicians claim to hear and promise to respond to women’s needs, they are rarely held accountable for following through with their promises.
 - Creating and maintaining support for watchdog groups was mentioned many times as a possible solution to this barrier.
 - One woman said, “We’re kind of marginalized.”
- There was a great deal of discussion about how to get young people, particularly young women, interested in the political process and actively engaged in advocating for women in their community.
 - “But I found that really shocking about how inactive people were. And during this last legislative session, it’s almost like I, almost like an outsider’s perspective, I would say, I really didn’t feel like our young women really had a lot of say. And there was like no representation at all.” The group seemed to agree that young women have a desire to be involved politically, that they have opinions and a will to create change, but are stymied by a myriad of things including a lack of knowledge of existing organizations and efforts, differences in expectations for the kind of involvement they would like, and cultural messages that discourage women from getting involved.
 - One woman talked about how there are often plenty of ways to get involved on campus, but that most young people are not connected to

efforts being made in the larger community. She said, “I think, especially our generation is so opinionated about everything, but I don’t think they know how to like turn it into something, turn it into like change, like no facets, no ways to change that and, you know, get involved.”

- There was a sense that women might be socialized to not become politically involved.
 - “So I often ask myself, how can we reach out to young women who have had a different set of messages than what I had growing up? And then how can we engage them, because I know very well that the women in this community care about children, they care about women, they care about women prospering, having access to health care and reproductive care, and certainly access to education, and women not living in poverty. And so the question is how do we make that connection?”
- Some women were frustrated by the tendency for people to judge them based on their marital or familial status. In other words, they felt they are expected both to be mothers and active in the community, and face criticism on each front no matter what they choose.
- A lack of access to childcare limits some women’s ability to participate politically.
- Most of the women seemed to agree that part of the reason many women feel less inclined to vote and become politically engaged is a combination of too much information/news causing frustration and confusion, and a sense that women often do not feel informed enough to participate.
- Some women expressed frustration with the political process. They indicated that though there is a desire for positive change and progress, there is a lack of faith that progress will actually be made.
 - Other women responded to this sentiment by suggesting that we are much more likely to hear about the fight for positive change or against negative change than we are to hear about the successes of these fights. One woman said, “And then once there’s success, everyone starts breathing, and we forget to advertise that we seriously succeeded.”
 - There was talk of the need to celebrate these successes and honor successful women.
- The women were asked to identify some positive measures that are already being taken:
 - One woman talked about making outreach and education on women’s issues more accessible.
 - One woman spoke about the success of events like the Slut Walk, which was meant to communicate the message that there is no excuse for sexual violence.
- An issue that came up over and over was the need to reach women who are stay-at-home moms and give them the tools and support to be more politically active.
 - One method suggested for achieving this goal was to engage these women through blogging, which is becoming increasingly popular for this demographic.

PUBLIC HEALTH AND SAFETY:

- A few women mentioned the success of victims' advocates who work with police officers who respond to domestic violence situations. These advocates and activists in the community have been able to get legislation passed requiring police to provide victims of domestic violence with literature about resources, such as women's shelters, available to them.

Dialogues on Women's Issues

Summary

October 9, 2011

UNP—Middle Eastern Women

SOCIAL/POLITICAL:

- One woman communicated that when refugees arrive in the United States, their children are immediately told that America is a free country and that they are free here. She explained that the children often take this information too seriously, which causes them to rebel and get into trouble. She said, “So what we really need is that we wish they would just explain to our children that this is not the true lifestyle of the country here. Yes, you are free, but you do have your own boundaries, you do have a limit. So I wish they would understand this because as I mentioned earlier that when we first arrived here I almost lost my children.”
- Most of the women had experienced a great deal of discrimination because they are from the Middle East, often because they wear the hijab.
 - “We always notice the discrimination because we are wearing the hijab.”
 - “Yeah, so the moment they start to notice that I have a different accent, and you know first they pose and they might think that I’m kind of, you know, European let’s say because they hear Bosnian and all that. But the moment I tell them no I’m not, I’m an Arab, I notice this shrinkness in their faces. Immediately they’ll consider that – I’m sorry to say, sorry to say this, ladies – that I’m stupid, which is very irritating.”
 - One woman talked about a scary experience in which she was nearly hit by a car whose driver was yelling at her, “This is America, not the Middle East, go back home!”
 - One woman expressed a need to educate the American people in order to eliminate this discrimination that she feels is based largely on ignorance. She said, “We have our own education, we have our culture, we have our background. So there’s no need for you all to treat us like somebody who’s outcast or somebody as coming from the jungle.”
- Many of the women expressed having a difficult time working with their landlords with things such as noise complaints, moving in/out, and other issues with neighbors. In general it seemed these women had dealt with landlords who were unwilling to get involved in disagreements between neighbors, often recommending police involvement rather than intervening themselves.

ECONOMICS:

- As refugees, some of the women felt they were treated harshly upon arriving in America. They felt that the rules and requirements they were asked to follow left them with very little freedom and opportunity for growth.
 - One woman, who was sad to leave Jordan where she had been living for five years, talked about the stress she experienced and the harshness with which she was treated. She said, “America is amazing, but not for me. Maybe when I came like a tourist person. But when I came like a slave, no it’s not as amazing.”
- Other women felt, at least initially, that they were well taken care of by organizations like the International Rescue Committee (IRC) and the Department of Workforce Services (DWS).
- Several women talked about how difficult it is to find adequate employment. Though most were highly qualified professionals in their country of origin, they are required to go through the long, difficult and expensive process of getting re-certified in America.
- These women feel that when they apply for jobs, because of their status as refugees, and particularly because they are from the Middle East, they are often considered last for positions for which they are fully qualified.
 - One woman stated, “She will be the last one to be considered, or to study her application because she is a refugee and because she comes from Middle Eastern third world....So this is the problem, you’re always on constant challenging with others, trying to prove yourself, I’m as good as the others. So it can be, for refugees, you know how the circumstances in general for all of us, it can be very overwhelming, can be very stressful and distressed. I mean, you cannot just continue going on, trying to prove yourself that I’m worthy, that I matter, that I’m here, that I can do what others are doing, that maybe I can do much and way better than others are doing. So personally this is my major concern.”
- Because jobs are so difficult for these women to find, especially if their degrees or professional training are not recognized in the United States, they are forced to depend on assistance from the government or refugee organizations. A major problem identified by these women is that assistance only lasts for a short period of time.
 - Additionally, the assistance often stops once they find a job, even if it’s only a part-time job that doesn’t pay enough to live on.
 - One woman said, “When I come to the United States, on the first day, I say to my case worker I want to work, I don’t need, I don’t want to have help from anyone, because I like to work, I don’t like to sit at home like furniture.”
- Some of the women discussed how places that are supposed to help them become employed and access resources such as DWS, are often overly strict with them.
 - One woman said, “I mean sometimes you have to be more human with how you handle things. For example...every time you talk about something they immediately start with this bold phrase of threatening that we close your case, your case will be shut down.” She went on to say there are times when it is appropriate to be firm, but there are many times when these women are doing

their best, and the system should be able to be a little bit flexible to accommodate a variety of circumstances.

EDUCATION:

- Some of the women who are in the process of obtaining, or re-obtaining degrees or certification remarked they experience some challenges in school due to cultural differences.
 - A few of the women talked about how, in their culture, it is respectful to remain quiet during class, but their American professors demand that they speak up and participate. This leads professors to incorrectly assume these refugee women are disengaged or do not understand the material.
- Many women said that it is difficult for them to find the money to pay for higher education.
- One major barrier to education for these women is the fact that they have to learn English, often on their own, at the same time as they are taking classes to fulfill the requirements to have their degrees recognized in the United States.

PUBLIC HEALTH AND SAFETY:

- Many of the women talked about how their health, and the health of their families, has deteriorated since coming to America. Some suggested this is in part due to the extreme amount of stress and pressure they experience as they try to adapt to a new culture and a new environment.
- Another reason for the deteriorating health experienced by these women is limited access to quality health care.
 - One woman said that though she has health insurance, the coverage is so limited, she is unable to see a doctor about some problems she has with her feet. She cannot afford to see a specialist that isn't covered under her current insurance.
 - Many of the refugee women, especially those without children or husbands, lost not only their health insurance, but also housing assistance after being in the country for seven or eight months.
 - One woman was able to find a program called the Health Access Project (HAP), which provided both her and her husband with much needed health care. However, once she found a part-time, minimum wage job, the program would no longer assist them even though they were unable to afford health insurance on her income. Once this same woman was able to find full-time, benefited work, she was unable to afford the cost of including her husband in her coverage. She is very worried because of her husband's poor health and said, "So you know you're always living in fear that the person lying next to you might not be awake."
- Safety:

- Several of the women talked about how they have to live in very dangerous parts of the city either because they cannot afford to live in more secure areas, or because the housing assistance they receive requires them to live in specific buildings or areas.
 - One woman said, “Because I came to the United States I think I get safe, but for one year that’s where I live I feel no safe, and I feel scared. When I want to go outside and come back I faced a lot of problems.” She then related a story about how she was harassed one night while walking home from school and the police weren’t able to do anything to help her.

Dialogues on Women's Issues

November 9, 2011

Hartland Center

SUMMARY

Facilitator:

- Yolanda Francisco-Nez, Salt Lake City Office of Diversity and Human Rights
- Kimberly Schmitz, University Neighborhood Partner

PUBLIC HEALTH AND SAFETY:

- Not having health insurance is a big concern. Several women talked about their experiences with temporary and long-term illness, and being unable to seek medical treatment because they had no insurance and could not afford to even see a doctor.
 - “Sickness, you cannot stop it. I can’t say don’t come because I don’t have Medicaid.”
- A few women talked about how free clinics are not an option in this area because the places they’ve found will make you wait as long as three months to even get an appointment.
- Some women indicated that they have found resources for lowering or even helping to pay medical bills from Intermountain Health Care.
- Medicaid is also a big concern for these women. They find their Medicaid benefits get dropped without warning, even when they are unable to afford their own health insurance.
 - In particular, some women pointed out that once they were employed part-time, they were suddenly ineligible for Medicaid, despite the fact that they did not get health insurance from their jobs and were unable to buy their own insurance.
- The women discussed how stress relating to health and financial worries often takes a toll on their health.
- Safety:
 - Some of the women feel safe in their own neighborhood, but are aware of the safety problems in areas close by.

- They mentioned not feeling safe being alone at night, traveling from place to place.
 - “I don’t feel safe like driving home alone especially at night.”
- Gang violence was mentioned as a concern of these women, particularly when it comes to their children.
- Police:
 - Most of the women seemed to trust the police and spoke favorably of their encounters with the police.
 - They see the police as a possible resource when they have problems or see things going on around them that are wrong.
 - A few seemed unwilling to call the police because it’s not a service the government provided in the country from which they came.
 - All the women seemed shaken by two deaths in their community that happened within the last year. They feel they don’t know what goes on with their kids when they’re outside of the home.
 - The women worry about their children and have had the police give an orientation to keep them informed about what is happening in their community in regards to gangs and youth safety. One woman indicated this orientation raised awareness, but didn’t necessarily do anything to stop the problem. In fact, she went on to suggest the police are sometimes not present when they should be.

SOCIAL/POLITICAL:

- The need for a good job is an important concern for these women.
- Many have been discriminated against as they search for employment because of their status as refugees. They have seen refugees get passed over for jobs just because they are refugees, not because they are less qualified for the job.
- A big problem for refugees is that they will come to this country with degrees or certificates from their country of origin, which, they find, are essentially meaningless in the United States.
- Some women felt the people in their neighborhoods could be friendlier to one another, but for the most part they seemed satisfied with the kindness of their neighbors.
- The issue of public transportation was raised. Some feel that buses do not run often enough and that it is difficult for people to get around using public transportation.
- In terms of political participation, the women expressed they often don’t know who to go to with their concerns, or really how to request that their needs be met.
 - They aren’t sure when or where community councils or the City Council meet.
 - They also suggested that language is a barrier to political participation.
 - Some women expressed a level of mistrust in the government. They would like to go to government to seek help, but are unsure if they can trust people to help

them. It sounded like at least some of the women had encountered some racial discrimination in the past when trying to seek government help. Speaking with Yolanda and Miranda did seem to instill confidence in the ability and willingness of the Office of the Mayor, at least, to help.

- Another challenge to political participation for these women is finding the time to attend meetings. They are so busy raising children, working and going to school, there is little time for political participation.
- One woman observed that the most common form of political participation for refugees, once they become citizens, is voting in elections.

ECONOMICS:

- Once again, the issue of jobs was brought up. The women expressed frustration with the long, difficult process of recertifying in a skill or profession they held in their country of origin. They questioned whether there was a way to make it easier for these people to recertify in their particular profession, rather than start from the beginning.
- A major challenge the women identified is that in this country, in order to do things like get a good job and fill out essential paperwork, one must undertake the difficult task of learning English.
- These women recognize how essential it is to get a good education if they want to get a better job to improve their status in life.
- The women often expressed that the responsibility of taking care of children takes up time needed to learn English, look for a job and go to school. Once again, the high cost of childcare is a huge obstacle.
 - Some women suggested that having family members, or others from their countries of origin, take care of their children while they work is an alternative to paying the high costs of daycare.
 - One woman has taken care of her neighbor's daughter while the neighbor has worked for the past five years or so. The neighbor woman wanted to keep her daughter out of daycare and didn't want daughter to be raised outside of a home. The woman sharing this story indicated that some African children have many problems in daycare, making this alternative to daycare the best option for them. She went on to say, "Now the baby, she is now five years old, she's still with me. And after you come in like everyone say 'that is your family?', and I say 'yeah.' And the baby now many time ask me, 'Mama, you is my family?' And I say 'yeah.'"
- One woman spoke about her efforts to encourage people in her neighborhood to attend English classes. She has spoken to people from Somalia, Sudan and Bosnia, as well as Burmese and Kurdish people. She was excited to inform them of this opportunity, but was met with some suspicion.

- Another challenge for these women is being able to speak with people on the telephone at places like Workforce Services and 2-1-1. Many are placed on hold for a significant length of time and then bounced back and forth to different people and departments. One woman pointed out that this is a recent development; that it wasn't always so difficult to get in touch with people over the phone.
 - "So I feel like constantly there's a huge barrier to like getting, accessing services because you're constantly just waiting to get help or to talk to anybody."
- Receiving mail and paperwork in English is also an obstacle to financial stability for these women. Even something as simple as renewing a driver's license is infinitely more difficult and complicated when everything is in English.
- A few times the women mentioned services that are only available to refugees who are new to the country. They indicated there is some decrease in the level of resources available to refugees once they have been in the country for a certain length of time.
- Once again, the women discussed the gap in services that occurs when one is employed enough to not qualify for Medicaid, but not enough to get health insurance through one's job.
- The women noted that it seems to be increasingly difficult to even find businesses that are hiring right now. Additionally, they have noticed that many businesses require a higher level of education or training than previously required.

EDUCATION:

- The first issue raised with education is that schools are not equipped with enough translators to keep parents informed about what is happening with their children at school.
- These women expressed a high level of dedication to getting an education and ensuring their children receive an education.
 - "Going back to school, that is very important for everyone is finish in school and after that you can have better life and everything you want to do you can do that. But how you can do that, I don't know yet."
- The primary obstacle in attending school for these women is the cost of childcare.
 - Women pointed out that a woman who works will often have to put most of her paycheck toward daycare.
 - Even older women whose children are grown take on the responsibility of taking care of their grandchildren in order to give their own children the opportunity to go to school and get an education.
- Another obstacle is the cost of education itself.

- As in the other three categories, the ability to speak English has a tremendous impact on these women's educational opportunities.

One woman spoke about how she would go door to door in her neighborhood imploring her refugee neighbors to attend classes so they could learn English. She was met with some resistance, to which she replied, "And I say, and I tell some people, see I'm old and I'm coming here and I'm not speak English, but now I learn English here. And that is good for everyone can learn English. After maybe sometime you cannot find anyone to help you out."

Dialogue on Women's Issues

Summary

November 21, 2011

University of Utah

EDUCATION:

- Some women, particularly those with children and/or pursuing graduate degrees, expressed feeling and hearing from professors and other students that they don't belong in school, and that they should be home taking care of their children.
- Most of the women talked about the importance of having resources such as mentoring and tutoring. One woman, talking about her experience of leaving school and then coming back a year later, said, "But I think I had a lot of support, a lot of mentoring to come back. Because I don't think you can do it by yourself. It's impossible, I don't see it. You need resources."
 - Several women suggested that orientation for college could do a much better job to prepare students.
 - One woman talked about how helpful it was to go through Upward Bound, a college bridge program that takes place the summer before participants' freshman year.
- Several of the women spoke about their experience in higher education as women of color. These women were particularly grateful for resources like the Women's Resource Center. One woman said, "But you can't do it by yourself, especially being a woman of color." She noted that at a school where students are overwhelmingly white, it is difficult for women of color to feel connected and accepted at their educational institution.
- The ability to pay for school was an issue that came up over and over for these women.
 - Some expressed frustration that they didn't feel like there were very many scholarships available to them, making it nearly impossible for them to pay tuition and other bills.
 - A few women pointed out a gap in financial aid for people who are not first-generation college students and whose families make just enough to disqualify them from most grants and scholarships, but still depend on financial aid to be able to attend college.
- Many of the women talked about how they felt their professors weren't interested in helping them understand the course material, and how they felt too intimidated, or were unaware that they could ask their professors for help outside of class.

- “You have to be so assertive, like almost to the point where you feel annoying, like going to people all the time asking. But if you don’t do that then people are just like nope, it won’t work. So it’s like you have to continually, it’s exhausting.”
- Some women expressed feeling a lack of concern from their professors. One woman said, “I feel like my experience has been there’s no empathy or sympathy. When you say, ‘I’m having a problem,’ they’re like, ‘Well, all these other students are doing it, they’re all paying for it, why can’t you figure it out?’ you know? So it’s like, ‘I’m trying to explain to you my specific circumstances and you’re not listening to me. I’m different from everybody else here.’ And they’re like, ‘No you’re not.’ Just because I can’t make this particular situation work doesn’t mean there’s something wrong with me.”

ECONOMICS:

- Most of the women at this particular dialogue worked on campus, but they each had very unique experiences in terms of how understanding their employers had been about juggling school and work.
 - “But also I kind of think there are some mixed messages about like my school work. Like when I would first come in it would be okay to like study... But then at both of the jobs at some point it became a problem where they said... ‘Oh no, you can’t study on the job anymore.’ So that became really frustrating for me because you know having those jobs and being able to study...having that extra time, was helpful...It was like, well I need this income, but I need the grades too, I need to pass this test too, so it becomes kind of this battle.”
 - “So I think I get this feeling like they understand...but they’re not willing to be flexible themselves and they want everybody else to be flexible.”
 - One woman, speaking about how difficult it has been for her to simultaneously work and go to school full-time said, “And you don’t want to leave that job because the pay is good, because you know if you stop working it’s not only going to hurt you, it’s going to hurt your family, too.”
- Many of the women talked about how they did not feel justly compensated for the work they do. Some of them mentioned they were working at jobs that were beneath their level of education and experience.
 - A few of the women mentioned that their male partners, who had attained a level of education much lower than theirs, were making more money than they were.
 - One woman who has earned a master’s degree said, “And then, you know, my partner, I love him, but he makes, he makes almost a little bit more than I do, and just, he, you know, he has his associate’s. ...Again, it’s like damn, it’s like damn, why did I put all this, you know, work for, when it’s not like really paying off, I feel like.”
- Many of the women expressed a desire for some sort of opportunity to learn how to negotiate their salaries. Most spoke of being afraid to enter into a salary negotiation with their employers, often because they were afraid to lose their jobs as a result.

- One woman said, “But isn’t it a risk to ask and then maybe lose my job? I mean, I can’t, I’m not in a position to take that risk.”
- Many of the women at this dialogue worked on campus and/or in the field of social justice. They talked about how they will compromise their mental health and educational success in order to work because they feel guilty asking for a raise or time off.
- One woman said, “I’ve asked for flexibility, and with my other employer too, where it’s like I don’t want to be put in this place where I’m forced to choose between my own mental health and somebody else’s mental health. Because just me being me, I care about that other person just as much as I care about myself. So I’m going to feel like shit either way, you know?”

SOCIAL/POLITICAL:

- Most of the women expressed feeling that their voices are not taken seriously by elected officials and government in general. Here are a few of their comments:
 - “Do they listen? That’s my thing.”
 - “That’s what I’ve always wondered. I mean I’ve done that before, where you like write an email or you call them, and it’s like do they even get it?”
 - “I don’t think they care.”
 - “Did they have a reaction, did they just delete it?”
- Several women talked about how seeing government use their suggestions to make actual changes would help motivate women to be more politically active.
- There were some who said they don’t feel like government represents the diversity present in its constituents. In particular, they felt women were quite underrepresented in government.
- Not having enough time to get politically involved between school, work and family responsibilities is a big obstacle for these women.
 - One woman said, “I feel like it’s just like one more battle that you have to fight. And it’s like I’m already fighting so many battles already, I don’t really want to engage in another, you know, engage in another fight, when I’m tired from, you know, from the day-to-day fights that I have to deal with.”
- Some women mentioned that they would like to see change in traditionally contentious areas. One woman said, “I think that like LGBT issues, race issues, you know gender issues, all these things that nobody wants to deal with, like I want to see change in those areas.”

PUBLIC HEALTH AND SAFETY:

- Most of the women pointed to the lack of access to affordable health care as a huge barrier to them.
 - First, some women talked about how their decision to go back to school hinged on their ability to afford health insurance.

- One woman related a story about visiting the doctor and asking him to only do the bare minimum so that she wouldn't have to go without food in order to pay for the visit.
- One woman talked about her experiences receiving care in a doctor's office or emergency room both with and without insurance. She said, "..., I've been with my sisters to the ER, where they just treat you different if you don't have insurance. Like, that's their first question, that's all they care about, how are you going to pay. After that it's how can we take care of you." She felt that her treatment should not vary depending on her ability to pay. She went on to say, "It's just the way that they take care of you and the way they approach you and like do their job, like, when you have insurance and when you don't. To me it's like, 'Well don't do too much to them because they can't pay for it.' That's my life, like if I'm at the ER it must be serious."
- Safety:
 - A few women talked about a frightening experience at the Women's Resource Center in which they felt unsafe.
 - Most of the women indicated they did not feel safe on the University of Utah campus, particularly at night. They talked about how emergency stations around campus and campus security are of little help because of the often lengthy response time for each method.
 - One woman said, "...you're just like hyper-vigilant, and hyper-, I don't want to say paranoid, but you're just like kind of on edge, you know. It's like, let me get to my car, you know, as fast as I can."
 - The women felt the university doesn't care about their safety and seems to ignore their pleas for things like better lighting.
 - There was a great deal of discussion about women feeling unsafe walking around in the city, especially when it's dark outside. They talked about how it is unfair that women must always worry about what might happen to them, through no fault of their own, when they do things like walk to their car or take public transportation, whereas men are generally able to go where they want, when they want to, without fear of unwarranted violence or harassment.
 - One woman said, "Well that's the thing, it's not like we're irrational. We know that it happens. I mean we talk with women who've been assaulted every day. We know that it happens, and yet somehow we're made to feel like, 'Oh, you're just being paranoid, you're just crazy.' but this happens!"
 - Another woman said, "So it's like when I'm alone, or don't have someone with me, then I do feel less safe. But whereas if I have, you know, someone with me, particularly a man, because if you're with a man most of the time other men are not going to harass you or mess with you or approach you, I feel more safe."

Dialogues on Women's Issues

Summary

November 28, 2011

Horizonte Instruction and Training Center

EDUCATION:

- The women agreed about the importance of education, particularly for women, but many felt that their children are discouraged from pursuing higher education because they see their parents working so hard and making so little.
- These women identified a major barrier to education to be a lack of a support system that provides realistic expectations and specifically helps those for whom English is not their first language.
- Many participants felt that English-only policies, particularly when it comes to obtaining licenses and skill training, limit the educational opportunities of those who primarily speak Spanish.
- Many women expressed a desire to learn how to help their children continue their education.

ECONOMICS:

- Overall, the women felt they experienced discrimination in the workplace. Several expressed they were paid less in all kinds of jobs.
- One woman talked at length about how immigration policy has placed an increased burden on mixed-status Latino families. She also addressed the fact that stereotypes about Latinos in the workplace hurt their ability to get and keep the jobs they need to support their families.
- They talked about how all women have a difficult time keeping full-time employment when they become mothers. They expressed a need to have workplaces more family oriented.
- All of the women agreed that a change or reform in the immigration policies would be the most salient measure to help all Latina women and their families improve their economic opportunities.

SOCIAL/POLITICAL:

- These women commented that they did not feel welcome to contribute to bettering their communities. Some suggested that immigration policies have created an environment that is disrespectful and discriminatory towards Latina women.

- Some women felt they were unable to participate in their communities and schools because they work long hours to provide for their families and as a result do not have the time or energy to participate.
- Many women expressed the need to have announcements and services available in languages other than English, particularly in Spanish.
 - Some women felt that event announcements and invitations are currently too impersonal to encourage their participation and attendance.
 - Many felt these kinds of dialogues or conversations were much more productive when conducted in one's own language. They expressed a desire to hear from the City what will happen with their suggestions.
- Several of these women spoke about how they have been involved in bettering their schools and communities for many years.

PUBLIC HEALTH AND SAFETY:

- One major concern for these women is the cost of health services.
- Many of the women discussed the need for better and more comprehensive sex education in schools, citing high rates of teen pregnancy as a particular concern for them.
- Many of the women felt they were not treated with respect and dignity in medical situations. More specifically, they felt they were discriminated against because of assumptions or suspicions about their citizenship, and because they prefer to speak Spanish when visiting health care providers.
- In discussing what the City could do to alleviate these health concerns the women agreed that women's issues are generally inseparable from their family's issues.

APPENDIX C:**RESOURCE LIST**

American Civil Liberties Union of Utah
355 North 300 West, Suite 1
Salt Lake City, Utah 84103
Phone: (801) 521-9862
<http://www.acluutah.org/>

American Federation of State, County, and
Municipal Employees
868 S. McClelland Street
Salt Lake City, Utah 84102
Phone: (801) 532-1009
<http://www.afscme.org/union/directory/utah>

Business and Professional Women Utah
Foundation
150 McClelland Street
Salt Lake City, Utah 84102
Phone: (801) 364-9688
<http://www.bpwutah.org>

Central City Health Center
461 South 400 East
Salt Lake City, Utah 84111
Phone: (801) 539-8617
<http://www.chc-ut.org/>

Central Utah Federation of Labor
2261 South Redwood Road
Salt Lake City, Utah 84119
Phone: (801) 509-1305
<http://utahafcio.org/>

Chamber of Commerce Women's Business
Center
175 East 400 South, Ste 600
Salt Lake City, Utah 84111
Phone: (801) 364-3631
Email: infowbc@slchamber.com

www.slchamber.com/section/list/view/womens_business_center

Disabled Rights Action Committee
3536 South West Temple
Salt Lake City, Utah 84115
Phone: (801) 685-8214
<http://www.disabledrightsaction.org/>

Downtown Alliance
175 East 400 South Room 600
Salt Lake City, Utah 84111
Phone: (801) 359-5118
<http://www.downtownslc.org/>

El Centro De La Familia
525 South 300 West
Salt Lake City, UT 84101
Phone: 801-521-4473
Info@cldfu.org

Equality Utah
175 West 200 South, Suite 3001
Salt Lake City, Utah 84101
Phone: (801) 355-3479
<http://www.equalityutah.org/>

Fourth Street Clinic
404 South 400 West
Salt Lake City, Utah 84101
Phone: (801) 364-0058
www.fourthstreetclinic.org/

Go Girlz Community Initiative
A. Ray Olpin University Union, Rm 411
200 South Central Campus Drive
Salt Lake City, Utah 84112

Phone: (801) 581-8030
www.womenscenter.utah.edu/program/community
Intermountain Community Benefit
Department
36 South State Street, Suite 2200
Salt Lake City, Utah 84111
Phone: (801) 442-3558
<http://intermountainhealthcare.org/>

League of Women Voters- Utah
3804 Highland Drive, 8-D
Salt Lake City, Utah 84106
Phone: (801) 272-8683
www.lwvutah.org

Legal Aid Society of Salt Lake
205 North 400 West
Salt Lake City, Utah 84103
Phone: (801) 328-8849
<http://legalaidsocietyofsaltlake.org/>

NAACP Salt Lake City Branch
P.O. Box 25414
Salt Lake City, Utah 84125-0414
Phone: (801) 250-5088
<http://www.naacp-saltlakebranch.org/>
National Association of Women Business
Owners- SLC Chapter
PO Box 526095
Salt Lake City, Utah 84152
Phone: (801) 487-4600
www.nawboslc.org

Planned Parenthood Association of Utah
654 South 900 East
Salt Lake City, Utah 84102
Phone: (801) 532-1586 or (800) 627-9558
Email: info@ppau.org
www.plannedparenthood.org/utah

Rape Recovery Center
2035 South 1300 East
Salt Lake City, Utah 84105
Phone: (801) 467-7279

www.raperecoverycenter.com/
Refugee and Immigrant Center
[Asian Association of Utah]
155 South 300 West
Salt Lake City, Utah, 84101
Phone: (801) 467-6060
<http://www.aau-slc.org/>

Salt Lake Area Family Justice Center
344 East 300 South
Salt Lake City, Utah 84111
Phone: (801) 236-3370
<http://www.familyjusticecenter.org/>

Salt Lake City Council
451 South State, Room 304
Salt Lake City, Utah 84114
Phone: (801) 535-7786
<http://council.slcgov.com/>

Salt Lake City Corporation
Human Resources Department
451 South State, Room 115
Salt Lake City, Utah 84114
Phone: (801) 535-6405

Salt Lake City Corporation
Office of the Mayor
P.O. Box 145474
451 South State, Room 306
Salt Lake City, Utah 84114
Phone: (801) 535-7939

Salt Lake City Corporation
Mayor's Office of Diversity & Human
Rights
P.O. Box 145474
451 South State, Room 306
Salt Lake City, Utah 84114
Phone: (801) 535-7734
<http://www.slcclassic.com/mayor/divHR/default.htm>

Salt Lake City Police Department
315 East 200 South
Salt Lake City, Utah 84114
Phone: (801) 799-3000

www.slcpd.com

Salt Lake City Public Services
451 south State
PO Box 145469
Salt Lake City, Utah 84114
Phone: (801) 535-7116

<http://www.slcclassic.com/publicservices/>

Salt Lake County Community Services
2001 South State Street
Salt Lake City, Utah 84190
Phone: (801) 468-3000

<http://www.slco.org/>

Salt Lake Juvenile Court
450 South State
Salt Lake City, Utah 84111
Phone: (801) 238-7899

<http://www.utcourts.gov/>

Salt Lake Sexual Assault Nurse Examiners
2035 S. 1300 East
Salt Lake City, Utah 84105
Phone: (801) 350-8134
Email: slsane@comcast.net
Fax: (801) 467-7280

www.slsane.org

Scalley Reading Bates Hansen &
Rasmussen

15 West South Temple Suite 600
Salt Lake City, Utah 84111
Phone: (801) 531-7870

<http://www.scalleyreading.com/>

The White House Project
12 MetroTech Center, 26th Floor
Brooklyn, New York 11201
Phone: (212) 709-4450
Fax: (718) 852-6033

Email: info@thewhitehouseproject.org

www.thewhitehouseproject.org

University of Utah's Women's Resource
Center

A. Ray Olpin University Union, Rm 411
200 S Central Campus Dr.
Salt Lake City, Utah 84112

www.womenscenter.utah.edu

Urban Indian Center of Salt Lake
120 West 1300 South
Salt Lake City, Utah 84115
Phone: (801) 486-4877

<http://www.iwic.org>

Utah Coalition Against Sexual Assault
284 West 400 North
Salt Lake City, Utah 84103
Phone: (801) 746-0404
Fax: (801) 746-2929

www.ucasa.org

Statewide 24-hour Rape Crisis and
Information Hotline 1-888-421-1100

Utah Coalition of La Raza
P.O. Box 389
Salt Lake City, Utah, 84110
Phone: (801) 446-9067

<http://www.nclr.org/>

Utah Commission for Women and Families
140 East 300 South
Salt Lake City, Utah 84111
Phone: (801) 526-9281

<http://www.families.utah.gov/women.html3>

Utah Commission on Criminal and Juvenile
Justice
State Capitol Complex
Senate Building Suite 330
PO Box 142330
Salt Lake City, Utah 84114
Phone: (801) 538-1031

Utah Domestic Violence Council
205 North 400 West
Salt Lake City, Utah 84103
Phone: (801) 521-5544
<http://udvc.org/>

Utah Pride Center
355 North 300 West, 1st floor
Salt Lake City, Utah 84103
Phone: (801) 539-8800
<http://www.utahpridecenter.org/>

Utah State Senate
320 State Capitol
PO Box 145115
Salt Lake City, Utah 84114
Phone: (801) 538-1035
<http://www.utahsenate.org/>

Utah Women and Education Initiative
60 South 400 West, Board of Regents
Building
Salt Lake City, Utah 84101
Phone: (801) 456-7370
<http://www.utahwomenandeducation.org/>

Utah Women's Health Coalition
Leanne Johnston, Executive Director
30 North 1900 East, Rm 2A-247
SLC, UT 84132
Ph: 801-585-9971
<http://uwhc.utah.edu/>

Women Veterans Program at the Utah
Department
550 Foothill Blvd. #202
Salt Lake City, Utah 84113
Phone: (801) 326-2372
<http://veterans.utah.gov/homepage/womenVeterans/index.html>

APPENDIX D:**WOMEN'S LEADERSHIP FORUM****MEMO**

To: Mayor Ralph Becker
Cc: David Everitt, Deb Alexander, Rick Graham
From: Salt Lake City Women's Forum Participants
Date: May 11, 2012
Re: Women's Forum Summary and Recommendations

Background

In 2011, the [Public Services] Department requested information on the number of women currently employed in the Department. Though the City and the Department are pretty good at having employee ratios equal to the public makeup, the one place the City lacks equality is women. The initial report showed that the Department is made up of only 16 percent full-time female employees, even though women make up 50 percent of the valley's population and 44.8 percent of the valley's workforce. In response, the Department leadership met to discuss opportunities for increasing the number of women applying for positions, as well as supporting those women once they arrive. Through a facilitated discussion, we decided that the lack of women in the programs was detrimental to the programs and that some time and resources need to be dedicated to better understanding the culture.

To manage this process, the Department hired Jill Carter, a local Human Resources consultant, to lead a percentage of the women in the Department through a leadership program. Though the program had been designed for the Public Services Department, a number of Department Directors believed that women within their portfolios would benefit from the experience as well. Therefore, the program was opened up to all areas of the City government. The meetings allowed participants to benefit from each other's experiences, as well as opened doors for career mobility and growth.

The initial February 24 meeting introduced the women to each other and created a safe space for the women to discuss their expectations of the forum. Subsequent meetings focused on developing the women personally and professionally. We used these new skills in the final meeting to openly discuss what it would take to change the culture in some of our work environments, to develop more women leaders and to support the women we have currently on staff. Through this process, the women came up with eight items, some of which overlap, that they believe would greatly improve the experience of women at the city and would assist in the recruitment of new women. The items are listed in priority for the women, with the most important item at the start of the report.

It should be noted that some of this programming already exists. However, the fact that the issues were raised in the forum leads us to believe that a component of the needed work involves communication to employees. The following items are listed in order of importance to the group:

Creation of a Women's Development Committee

Ideally, the committee would be made up of staff from throughout the City government structure, with one to two staff people dedicated to doing the work associated with the group's recommendations. Issues that would be managed by the committee and staff would include

- Training opportunities for women
- Training opportunities for all employees around issues of women in the workforce
- Leadership role in a pay equity study (See recommendation #2)
- Continuation of the women's forum for other women at the City
- Implementation of the findings of this and future reports

Recognizing that there are limited resources within the city, this board could report under the auspices of the Diversity Affairs office and could work in conjunction with the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) committee already in place at the City. Further, staffing could be managed by a combination of existing staff. This could include individuals such as Yolanda Nez, Diversity Affairs Director in the Mayor's Office, Ann Ober, Administrative Services Division Director in the Public Services Department and/or Rachel Hernandez, Human Resources consultant.

Included in the list of tasks are some issues that the women felt were important to address with or without the committee. There was a general agreement that the Women's Forum should be offered again for new participants and that a program be developed to allow the existing and new members to network and learn together in the coming months and years. A structure for that process was not determined.

Process which assures equitable pay

A focus for the Human Resources Department and the Women's Forum was assuring those women are paid equal to their male counterparts. A recent Salt Lake Tribune article stated:

"Data released Tuesday for Equal Pay Day show that wages for Utah women remain considerably lower than for men, which is costing families throughout the state thousands of dollars each year. Women in Utah are paid 69 cents for every dollar paid to men — amounting to a yearly gap of \$14,446. And with nearly 85,500 Utah households led by women, the new data show that these gaps harm families and the state economy, according to a report by National Partnership for Women & Families, a Washington, D.C.-based advocacy group. If the gap between men's and women's wages were eliminated, each full-time working woman in Utah could afford to pay for groceries for an additional 2.1 years, buy 3,890 more gallons of gas, pay mortgages and utilities for 10 more months, pay rent for 18 more months or purchase family health insurance premiums for 4.1 more years... And in public administration, women are paid 79 cents for every dollar paid to men." (House)

It should be noted that the Human Resources Department is currently working to eliminate such discrepancies. However, it may be useful for a study to be done looking throughout each pay grade to see if there are discrepancies which should be addressed.

The women also expressed interest for items that could be useful for all Salt Lake City employees, not just women, including performance evaluations and job training under this category. The women were interested in receiving feedback in their current position and potentially having their pay reflect their performance. The other aspect of their job performance is job training in their current position or in training for future positions, which would also help them to be in higher compensable positions.

Mentoring

Mentoring plays an important role for all individuals who chose to grow within their career. Women and men have long been supporting those younger and newer to their career path, helping them grow into higher and higher positions. However, with women, there are fewer women in senior levels of management for the younger generation to work with. Further, recent studies have found that where women often mentor other women, men are much more likely to sponsor other men. The key differences:

Mentors

- Can sit at any level in the hierarchy
- Provide emotional support, feedback on how to improve, and other advice
- Serve as role models
- Help mentees learn to navigate corporate politics
- Strive to increase mentees' sense of competence and self-worth
- Focus on mentees' personal and professional development

Sponsors

- Must be senior managers with influence
- Give protégés exposure to other executives who may help their careers
- Make sure their people are considered for promising opportunities and challenging assignments
- Protect their protégés from negative publicity or damaging contact with senior executives
- Fight to get their people promoted

(Ibarra, Carter, and Silva)

Women and men in leadership roles at the city must find opportunities to sponsor women with potential.

Training Opportunities and Apprenticeships

Recently, Salt Lake County was struggling with the issue of getting women into the County for jobs that are male dominated. In response, John Webster, Director of County Fleet, developed

an apprenticeship program to encourage more women to come to his Division following completion of their training. Though the program is young, John has already seen some success. Two of his recent hires stem from the apprenticeship program. Creating the positions as apprenticeship positions also gave both John and the new staff a chance to test the waters prior to hiring. Those trial periods have left John with two exceptional new female mechanics.

Such a program could work for the Public Services Department and other departments that are heavily dominated by men. This would be the first step to getting new women in the door. There are some programs that all employees could benefit from including an increase in funds for training and tuition reimbursement. These programs would be especially appreciated by heads of households in single-parent families. Increased reimbursement would remove another wall to increased family prosperity.

Finally, once in the positions and once fully trained for existing roles, employees could benefit from a career mobility program that allows employees an opportunity to try out new positions while remaining in their existing work. Though these programs would not work for all employees, individuals interested in taking a new track will have an opportunity to make such moves internally, instead of leaving and taking their years of experience with them. A sample policy has been added as an addendum to the end of this report and was taken from Salt Lake County's existing career mobility program.

Instilling a family-first ethic in management

Women are more likely to be the heads of single parent households. In 2002, approximately 16.5 million children were being raised in single-parent households. In comparison, only 3.3 million children were being raised by single fathers. (1) As such, women are more likely to need flexible schedules. The good news is that women are looking to the public sector to provide job opportunities with that flexibility and security.

“The biggest attraction of the public sector is that, for women with the same qualifications and skills, it almost always pays better than does private industry... Hours and conditions too are usually more congenial and maternity arrangements more generous. So with better pay, conditions and promotion prospects, it is no wonder that the public sector is the employer of choice for so many women.” (Fields)

We should be maximizing these qualities to increase the number of women in Salt Lake City Corp.

Statement from the Mayor regarding his priority of hiring women citywide

One of the simplest things that the City could do following the Women's Forum is a statement by the Mayor expressing his interest in correcting the existing inequities. This could be done as a resolution, press release or through the Diversity Affairs office in conjunction with the CEDAW board. Though this is the ethic of the existing administration, staff that is several levels removed from the office would benefit from hearing the vision from the top down.

Training on women's issues for management

Women have come a long way in the past fifty years, but the work is not done and the game board continues to shift as women grow through the ranks. Managers need the tools and skills to deal with this changing world. Salt Lake City has a strong statement regarding the availability of unpaid time for new parents, both men and women. This opportunity needs to be passed regularly through the ranks so managers and supervisors at all levels know the opportunities available for their staff. As women begin to apply for these jobs, work must also be done with those hiring and the other team members to create a positive workspace for these women to enter. All of these pieces require additional training.

Include women in all hiring processes

The focus on hiring was directed toward both seasonal and full-time employee hiring processes. The city has long struggled with creating a quick, easy and appropriate hiring process for seasonal employees. The lack of process has led to individuals hiring friends and family instead of doing a thorough review of employee qualifications. People tend to hire like-minded individuals; people who think, dress and act as they do. There is some agreement that this thought process works to exclude women. Further, we often hire entry-level, full-time staff from the seasonal staff. When those pools are dominated by men, there are few opportunities for women to qualify.

In the full-time hiring processes, we are sending a message of exclusion when hiring committees are solely or predominantly made up of male staff. Finding opportunities to include women on hiring teams will make women feel more welcome.

Conclusion

Since the conclusion of the Women's Forum, the leadership of the Forum has been meeting with key managers throughout the City to find opportunities to improve the culture for women. We are intending to do a second round of the Forum this fall to assure that more women at the City are supported and provided with opportunities to grow within the City. We are looking to you, Mayor, for direction on these eight items with hopes that we can start shifting the City culture even more to allow for further hiring and development of women throughout the various Departments.

Fields, Jason. "Children's Living Arrangements and Characteristics: March 2002." *Current Population Reports*. United States Department of Commerce Economics and Statistics Administration, June, 2003.

House, Dawn. "Utah's wage gap for women is the third largest in U.S.." *Salt Lake Tribune* [Salt Lake City] 17 April 2012, n. pag. Web. 1 May. 2012.

<<http://www.sltrib.com/csp/cms/sites/sltrib/pages/printerfriendly.csp?id=53924753>>.

Ibarra, Herminia, Nancy M. Carter, and Christine Silva. "Why Men Still Get More Promotions Than Women." *Harvard Business Review*. (2010): n. page. Web. 1 May. 2012.
<<http://hbr.org/2010/09/why-men-still-get-more-promotions-than-women/ar/pr>>.

Attachment A

SALT LAKE COUNTY HUMAN RESOURCES POLICY AND PROCEDURE

CAREER MOBILITY ASSIGNMENTS

REFERENCE

Human Resources Policy and Procedure: Employment Status
 General Definitions

PURPOSE

Career mobility assignments are intended to provide career development opportunities for County employees. Career mobility assignments provide employees with increased knowledge of County and other government operations, job skills necessary for advancement or greater competency in their current positions. Career mobility assignments may also provide assistance to Divisions, Departments or Elected Offices with specific short-term needs.

PROCEDURE

1.0 ELIGIBILITY

1.1 County employees eligible for career mobility assignments must be merit employees of Salt Lake County and have the approval of their Administrator. Prior to any negotiations regarding a career mobility assignment, the respective Administrator must obtain written approval of the Department or Elected Official. Career mobility assignments are to be considered a voluntary action by the employee and must have the contractual agreement of each career mobility assignee and agency officials.

1.2 Career mobility assignments may be exchanges between employees in two different Sections, Divisions, Departments or Elected Offices of the County, other public jurisdictions, or private agencies.

1.3 Career mobility assignments may be unilateral employee assignments to other Sections, Divisions, Departments or Elected Offices of the County, other public jurisdictions, or private agencies.

1.4 The length of career mobility assignments should not exceed one (1) year without a revised career mobility agreement.

1.5 The assignment may be full-time or part-time.

1.6 If the career mobility does not involve an exchange of employees, the vacated allocation may not be reclassified or abolished until the career mobility assignment has been terminated.

2.0 Implementation of Career Mobility Assignments

2.1 A career mobility assignment shall be initiated and reviewed for approval by forwarding to the Human Resources Division Director a copy of the career mobility agreement which shall contain the following information:

2.1.1 description of the career mobility position;

2.1.2 benefit to be derived by the employee(s) and Salt Lake County;

2.1.3 proposed duration of the assignment specifying in writing the beginning and ending dates;

2.1.4 proposed financial arrangements;

2.1.5 name(s) of affected employee(s) and his or her signature signifying consent to participate;

2.1.6 a statement of agreement as to the terms and conditions of the assignment, including what the salary and employee benefits will be and the conditions upon which the assignment can be terminated;

2.1.7 any additional information deemed necessary or informational.

2.1.8 a statement specifying the employment conditions and status, including whether the position will be encumbered, under which the career mobility assignee will return to regular employment.

2.2 All career mobility assignments shall be submitted on a Notice of Personnel Action (CP4)

2.3 Employees selected for career mobility assignments may be paid part or all of their salary by **either** the old or new payroll unit. Salaries shall be determined by mutual agreement of the affected agencies

3.0 An employee from a public jurisdiction other than the County assuming a career mobility assignment shall be considered a Merit Exempt Employee.

3.1 For employees from an outside jurisdiction or private organization, all benefits and other conditions of employment shall be as outlined in the Career Mobility Assignment Statement of Agreement which must be pre-approved and signed by the Department or Elected Official and the County Human Resources Director.

Approved and passed this 29th day of July, 2008

APPENDIX E:

SUGGESTED ACTION ITEMS

Suggested Action Items			
Category	Item	Who	Estimated Completion Date
Education/P1	Identify current initiatives and support/supplement efforts as appropriate.	Education Liaison	6 months (identification of initiatives) to 24 months
Education/P1	Have students and other pro-bono volunteers work with afterschool programs to promote girls in education and support parents who need advocates in schools.	Education Liaison	12-24 months
Education/P1	Monitor and review ongoing research related to the effectiveness of early intervention programs to identify best practices, to get a better picture of educational attainment of girls in Utah, and to understand the impact of socioeconomic status and other demographic factors on girls' education.	Committee on Women, Education Liaison	Ongoing
Education/P2	Evaluate current efforts to promote the ongoing education of staff members and take steps to enhance those initiatives. Consider having city managers collaborate and share ideas throughout various departments.	Education Liaison or other city representative	6 months
Education/P2	Provide increased support and resources for women pursuing education and educate staff members about the benefits/resources available to them.	Education Liaison or other city representative	6-12 months
Education/P2	Create safety for women on campus by partnering with the police department and increasing awareness of safety issues. This could be conducted in conjunction with health and safety priorities.	City representative	Ongoing
Education/P2	Establish partnerships with universities and other educational entities to provide flexible employment opportunities for women pursuing educational goals.	Education Liaison	12-24 months
Education/P2	Ensure city employees have access to adequate benefits and resources to support their educational goals (e.g. childcare, reasonable wage, flexible work hours, etc.)	City representative	12-24 months
Health & Safety/P1	Identify cost to provide 24-availability and over-time pay for Salt Lake Police Department Special Victims Unit.	Salt Lake City Police Department	Funding amount identified: April 1, 2012

Health & Safety/P2	Create an ad hoc working group to survey existing health care services for women in Salt Lake City and develop a health care matrix for women to identify a qualified health care provider.	Salt Lake Human Rights Commission Committee on Women	<i>Salt Lake Specialized Health Care Providers</i> matrix released December
Health & Safety/P3	Identify appropriate SLC staff member to partner with Rape Recovery Center and Utah Coalition Against Sexual Assault through participation in the Salt Lake County Sexual Violence Prevention Coalition.	City staff	Staff member assigned – July 1, 2013
Health & Safety/P4	Identify university-based research partners to work with SLCPD (eg: U of U Criminal Justice Institute, Women's Resource Center) on data analysis; Use existing public information channels to distribute information	Health & Safety subgroup, SLCPD, City Staff	Analysis complete: January 1, 2014 Information distributed July 1, 2014
Health & Safety/P5	Police department's Domestic Violence unit and/or Victim Advocate Unit working at the Family Justice Center	n/a	n/a
Political/Social	Evaluate the roles of women as staff and volunteers. Report on SES diversity of individuals serving (especially as officers) on boards and commissions and staff placements.	Salt Lake City Human Rights Commission, Salt Lake City Boards and Commissions staff liaison	Report every six months-June 2013 and December 2013
Political/Social	Incorporate priorities from Dialogues on Women into the City's Strategic Plan based on education, health and safety, political and social, and economics.	Each Cabinet member reports how the priorities are incorporated into their department's strategic plan when compiling already delineated regular reports	Incorporated into existing reporting deadlines.
Political/Social	Work with other government research institutions, i.e. University of Utah Gender Studies Project.	Mayor's Office Community Liaisons, City Council Liaisons, Salt Lake City Human Rights Commission	Status reporting every six months
Political/Social	Establish a "one-call" government mechanism referral for constituents.	Mayor's Office Community Liaisons, City Council Liaisons, Salt Lake City Human Rights Commission	Status reporting every six months

Political/Social	Increase education about voter registration and citizenship for City residents by working with existing organizations conducting these efforts.	Mayor's Office Community Liaisons, City Council Liaisons, Salt Lake City Human Rights Commission	Status reporting every six months
Political/Social	Establish a Women Ambassadors Corps: Using existing informal networks of neighborhood women leaders and those organized by other CBOs (i.e. U of U Gender Studies Program efforts), train women leaders to help their neighbors navigate city systems	Office of Diversity & Human Rights, Salt Lake City Human Rights Commission, Salt Lake City community and government	Status reporting every six months
Economics/P1	Promote equal pay among local employers to attain parity by holding Equal Pay Day	The mayor and city council could declare equal pay day and work with women's organizations to hold a major event on that day	Several months of planning
Economics/P1	Ensure that employers registered with the city are aware of current equal pay standards and wage theft laws	Business Licensing	A couple of months to establish and then it should be ongoing.
Economics/P1	Review city departments in light of how budget allocation, etc(gender analysis)	HRC implementation body(women's committee or commission)	Long Term, since a lot of interviewing and data gathering is involved.
Economics/P1	Perform more in-depth studies of the economic inequities and barriers that affect women in Salt Lake City and suggest legislation to eradicate them	HRC implementation body(women's committee or commission)	A series of projects that would involve more focus groups. Setting up is short term, projects would vary in length
Economics/P1	Support of raising the minimum wage:The time line for Equal Pay Day event should designate April 29, SL women's Equal Pay Day based on 69 cents to a man's dollar (April 17 National Equal Pay Day based on 77 cents). Consider idea of issuing coupons for 31 cents off or percent off to major employers and the SL Chamber to highlight the issue.	n/a	n/a
Economics/P2	Create a brochure touting the fields that offer the best pay and job opportunities and addressing the current status of women. Use organizational and community events to distribute them (note: detailed implementation in document Use examples like Lily Ledbetter and incidents from the book, <i>Half the Sky</i> .	HRC implementation body(women's committee or commission)	Creating the brochure would take several months , distributing it would be ongoing

Economics/P2	Inform the community using various media of city efforts made on the behalf of women and of the resources available to them.	n/a	n/a
Economics/P2	Assure adequate, accessible, and affordable daycare and afterschool care. A productive workforce is a healthy workforce supporting healthy families.	City hosted programs	n/a
Economics/P3	Enlist the mayor and city council members to educate corporations on our local work workforce issues	Women's Committee, Commission and Mayor	Development is short-term, use is on-going
Economics/P4	Review SL City corporation's hiring and support of women-owned businesses when contracting out work.	Women's Committee or Commission	A couple of months to set up, but needs to be monitored on an ongoing basis.
Economics/P4	Partner with the SBA, Women's Business Center and others to encourage women to start and maintain local businesses and provide micro-lending.	Women's Committee or Commission	Short-term set up with ongoing administration

APPENDIX F:

ACKNOWLEDGEMENTS

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Consultant*

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