

Sunset Public Hearing Questions for
Economic Council on Women
Created by Section 4-50-101, *Tennessee Code Annotated*
(Sunset termination June 2015)

1. Provide a brief introduction to the Economic Council on Women, including information about its purpose, statutory duties, staff and administrative attachment.

- i. The Tennessee Economic Council on Women is an economic advocate for women.

Its purpose is to assess the economic status of women in Tennessee in order to develop and advocate for solutions that will address their economic needs and promote economic autonomy. The Council's areas of study include, but are not limited to: employment policies and practices, educational needs and opportunities, child care, property rights, health care, domestic relations, and the effect of federal and state laws on women.

The Council's vision is economic equality, literacy, impact, opportunity and stability for every woman in Tennessee.

- ii. The Economic Council on Women is a state agency created under TCA § 4-50-101, et seq. by the One Hundredth General Assembly in 1998 to address the economic needs of Tennessee women. The Economic Council on Women is attached administratively to the Office of the Secretary of State. Following the legislation in 1998, 21 members of the Council were appointed by the Governor, the Speakers of the House and Senate, the Tennessee Black Legislative Caucus and the Tennessee Women's Legislative Caucus. Members of the Council represent each of the nine Development Districts of the State, the State's public and private colleges and universities, The University of Tennessee System, the Governor's Cabinet, women's organizations, the Black Caucus and the Women's Caucus, along with other members from the Senate and the House. The Council first met in June 1999.
- iii. The Council's permanent staff consists of an Executive Director, Senior Research Manager and Administrative Assistant. Additionally, the staff currently includes two interns from AmeriCorps VISTA and the National Council on Aging.

2. Provide a list of current council members and describe how membership complies with 4-50-101, *Tennessee Code Annotated*. Who appoints council members? Please indicate each member's county of residence, race, gender, and which members, if any, are 60 years of age or older. Are there any vacancies on the council? If so, what steps have been taken to fill the vacancies?

- Ann Ayers, *Campbell County, Caucasian, East TN Development District, appointed by House & Senate Speakers*
- Dr. Mimi Barnard, *Davidson County, Caucasian, Independent Colleges/Univ. Representative, appointed by Tennessee Independent College & University Association*
- Rep. Karen Camper, *Shelby County, African-American, Appointed by Women's Legislative Caucus*

- Dr. Carol Danehower, *Shelby County, Caucasian, Board of Regents Representative, appointed by the Governor*
- Maleia Evans, *Dyer County, Caucasian, Northwest Development District, appointed by House & Senate Speakers*
- Veronica Marable Johnson, *Davidson County, African-American, Middle TN/At-Large Group - 100 Black Women, appointed by the Governor*
- Sen. Becky Massey, *Knox County, Caucasian, Appointed by Speaker of Senate*
- Rep. Sherry Jones, *Davidson County, Caucasian, Appointed by Speaker of the House*
- Ruby Miller, *Roane County, African-American, At-Large Group - League of Women Voters, appointed by Governor*
- Jane Powers, *Cumberland County, Caucasian, Upper Cumberland Development District, appointed by the Speakers of the House & Senate*
- Dr. Janet Smith, *Maury County, Caucasian, South Central Development District, appointed by the Speakers of the House & Senate*
- Robin Smith, *Hamilton County, Caucasian, Southeastern Development District, appointed by the Speakers of the House & Senate*
- Rep. Johnnie Turner, *Shelby County, African-American, Appointed by Black Caucus*
- Kathleen Armour Walker, *Haywood County, Caucasian, Southwest TN Development District, appointed by the Speakers of the House & Senate*
- Comr. Susan Whitaker, *Williamson County, Caucasian, Governor's Cabinet, appointed by the Governor*
- Rep. Dawn White, *Rutherford County, Caucasian, Appointed by Speaker of the House*
- Dr. Dena Wise, *Knox County, Caucasian, University of Tennessee Representative, appointed by the Governor*
- Yvonne Wood, *Wilson County, Caucasian, Greater Nashville Regional Council, appointed by the Speakers of the House & Senate*

The Council includes several members who are more than sixty years old.

There are currently 18 members on the Economic Council on Women, with three vacancies. When vacancies occur, the Council's Chairperson meets with the relevant appointing authorities to make them aware of the vacancies, and traditionally offers recommendations to fill positions with qualified individuals who have expressed an interest in serving. This process has been completed with the current vacancies, and the Council awaits the appointment of new members.

- 3. Section 4-50-102(a), *Tennessee Code Annotated*, specifies that the council hold regular meetings at least quarterly. How many times did the council meet in fiscal years 2013 and 2014, and how many members were present at each meeting? The same code section also provides for special called meetings. How many special meetings were held over the same time and what provisions were exercised in calling those meetings?**

Meetings in 2012-2013

August: 13 members present
 October: 13 members present
 January: 13 members present
 May: 11 members present

Meetings in 2013-2014

August: 11 members present
 October: 11 members present
 January: 14 members present
 May: 12 members present

In addition to council members, guest speakers and other members of the public frequently attend Council meetings.

Apart from quarterly meetings, conference calls were held each month by the executive board.

During 2013, there were 3 members who had not attended meetings as required (4 meetings per year), and they were subsequently separated from the board in late 2013 and early 2014 in conjunction with the bylaws that state “If a Member is absent, without good cause from three (3) consecutive Economic Council meetings, the Executive Committee members may remove the absentee member by a vote of two-thirds of the other members of the Executive Committee present at a meeting at which there is a quorum.”

4. How does the council ensure that its members are operating in an impartial manner and there are no conflicts of interest? If there are formal conflict of interest policies, please attach them.

The TECW follows the state laws, guidelines and policies regarding conflicts of interest for all Council and staff activities.

5. What per diem or travel reimbursement do members receive? How much was paid to council members during fiscal years 2013 and 2014?

- i. Per diem and travel reimbursements for the council members follow the state of TN guidelines.
- ii. **\$8,936.06** paid in FY2013 for council travel, lodging, and food for four quarterly board meetings: *August 2012, October 2012, January 2013 & May 2013*
- iii. **\$5,703.09** paid in FY2014 for council travel, lodging, and food for four quarterly board meetings: *August 2013, October 2013, January 2014 & May 2014*

6. What were the council’s revenues (by source) and expenditures (by object) for fiscal years 2013 and 2014? Does the council carry a fund balance and, if so, what is the total of that fund balance? If expenditures exceeded revenues, and the council does not carry a fund balance, what was the source of the revenue for excess expenditures?

All funds are appropriated from the State of Tennessee General Fund

2012-2013 Revenues:

Source: State funds \$207,400

Expenditures June 30, 2013:

\$207,400

2013-2014 Revenues:

Source: State Funds \$234,700

Expenditures June 30, 2014

\$234,700

7. Section 4-50-102(a), *Tennessee Code Annotated*, states that the council is subject to Sunshine law requirements (Section 8-44-101 et seq., *Tennessee Code Annotated*) for public notice of meetings, prompt and full recording of minutes and public access to minutes. What procedures does the council have for informing the public of its meetings, who keeps the official minutes of council meetings and what steps are taken to make the minutes available to the public?

- i. Members of the public are notified of the Council's meetings and other events via its monthly newsletter, which is distributed via email as well as prominently available at www.tennesseewomen.org. The date, place, and time of meetings are included in TECW newsletters as soon as it is available. All meetings are open to the public and media.
- ii. Minutes are recorded by Council staff, retained at the Council office (Snodgrass Tower), and are distributed to members following meetings. The TECW website also clarifies that minutes are available to the public upon request.

8. What were the major accomplishments of the council during fiscal years 2013 and 2014? Specifically what recommendations, findings, advice, consultations, advocacies and or assistance were issued during that period pursuant to each of the specified duties set forth in Section 4-50-102(d) through (h), *Tennessee Code Annotated*, during that period?

- i. The Economic Impact of Violence Against Women in Tennessee (2013)

In 2013, the TECW performed a study of the Economic Impact of Violence Against Women (VAW) and found that, in 2012, Tennesseans spent or lost at least \$886,171,950 as a result of nearly 65,000 reported instances of domestic violence, human sex trafficking, and sexual assault targeting women. The majority of this expense was manifest in tax dollars and health care payments, but charity, lost wages, workplace expenses and inefficiency played significant roles as well. Notably, these expenses are not limited to abusers or victims; every Tennessean shares the burden of these crimes regardless of their proximity.

However, the cost to victims is often greater than we imagine as well. Domestic and sexual violence (particularly over a prolonged period) foster dependency and isolation in victims; they derail careers, educations, personal and professional development; and their effects create a global cost to the community by dealing significant immediate damage and immense lasting trauma to an estimated one in three women in their lifetime.

Data was collected through a statewide hearing series, a statewide survey of professionals, and a review of existing research on the subject. This effort supports a growing recognition that the issues of domestic/sexual violence and human sex trafficking are not only pervasive in our state, but have a significant impact on our economy and the collective means of both women and men in Tennessee.

Hearing Series: the Economic Council hosted a statewide hearing series that included events in each of Tennessee's nine development districts. These events drew in more than 130 witnesses with expertise in healthcare, the business sector, law enforcement,

children's services, the legal system, and social services. In addition to drawing more than 750 attendees from the public, these events regularly brought advocates and professionals together for the first time to address the common goal of improving response to these crimes. In this way, the Council's research method itself had a positive impact on VAW matters in many communities.

Surveys: Council staff conducted a series of surveys that collected data from hundreds of those closest to these violent crimes: law enforcement officials, social service providers, courts and legal advocates, and survivors.

Partners: Throughout this study, the Council worked closely with partners like the Tennessee Bureau of Investigation, the Coalition to End Domestic and Sexual Violence, the YWCA of Nashville and Middle Tennessee, the state's Family Justice Centers, Police Chief's Association, Sheriffs' Association, among others. These partnerships were not only vital to this effort, but will continue to be fruitful for Tennesseans in ongoing projects such as the VAW Resource Center (below).

Distribution: The report and related materials were delivered in person to the Office of the Governor and to each member of the General Assembly. Additionally, copies have been sent to state and local law enforcement agencies, social service providers, educators, local officials and other entities statewide with an interest or role in this matter.

Response: The VAW Report has received strong and positive support across the state and nation. Advocates and officials are using its findings to better understand the nature of these issues in their communities as well as to promote better prevention and response. The Council looks forward to continuing its unique role as an economic advocate in the area of Violence Against Women.

ii. Website Redevelopment (2013-2014)

The TECW's website is the primary means by which it disseminates its research and shares valuable resources with Tennesseans, but a number of factors have diminished its impact in the past. Chief among these were the outdated function and appearance of the website itself, and the agency's own lack of in-house expertise, which restricted the website's use as a timely multiplier of the Council's work.

In response to this barrier, Council staff worked with the Secretary of State's Publications Department to migrate control of the website from the SOS to the Council, and to purchase the software needed to redevelop and manage the site in-house indefinitely. The TECW site was completely redeveloped and re-launched in February 2014, featuring a more intuitive and useful structure, as well as a more modern appearance.

This effort has not only provided clearer paths for users to the valuable resources and research that the TECW has to offer, it has established a capacity on-staff to create dynamic, web-based resources that can grow and change in real-time, such as the *VAW Resources Center* and *Women & Work Information Hub* below.

iii. Roundtable on Women's Studies and Services (2014)

The Roundtable on Women's Studies and Services successfully brought university and college representatives together to discuss barriers, needs, successes, and common goals for women's studies and services across the state. By bringing together professionals from *both* the academic and student service worlds, the Roundtable was one of the first events of its kind in Tennessee.

In addition to providing a forum in which partnerships could develop between campuses, the Council's intent for the day was to assess the type and volume of research being performed by these entities. Somewhat surprisingly, only one participating university reported any current research, while most attendees noted that offering services to women and minority groups on campus often required too much time to allow for research.

Participants valued the opportunity to share experiences and learn from one another, and the idea of an ongoing "exchange" in this style was embraced. This exchange would expand the scope of gatherings to include students and could meet in various locations across the state, including on participating campuses.

iv. Current Project: Violence Against Women Resource Center (2014-2015)

The TECW's primary goal in this project is to increase the economic stability of Tennesseans (specifically women and girls), and it will do so by: (1) increasing victim access to local emergency and support services in a timely and intuitive manner; and (2) providing a statewide database of information about the availability and need for services that can drive understanding and response planning.

Apart from the immediate response of law enforcement officials and emergency medical attention, the current system by which Tennesseans receive assistance after victimization consists largely of a patchwork of independent, varied, and tenuously funded non-profit organizations across the state. Services provided include emergency and transitional housing, clothing and food, legal advocacy and case management, counseling, sexual assault forensics, and job assistance, to name a few. Unfortunately, the provision of these services is not uniform across the state, nor is there a deliberate method to find available resources—particularly in the hurried or otherwise limited environments that victims often experience. While some exceptions exist in the form of local YWCAs and other large-scale providers, few organizations have a robust web presence, and even fewer market to their community, leaving it up to victims to assess their needs, search independently among disparate offerings, and determine what the best and nearest solution is for their situation—all while enduring violence and coercion that frequently imposes limits on a victim's access to information.

During its study in 2013, the TECW determined that a single point of entry into a database of available servicers, provided by a trustworthy source, would allow victims to quickly identify and connect with the local resources that they need, and would have a positive impact on the rate of recovery as well as the rate of reporting.

While the most important goal of the VAW Resource Center may be to collect and present information about services offered, it can also function as a tracking system for the availability of services in each Tennessee county, highlight weaknesses where service providers can focus expansion efforts, and present the clearest available information to policymakers about the state of care in Tennessee. In this way, the TECW seeks not only to help victims directly, but also to enhance Tennessee's method of response to these heinous crimes as a policy and budget tool.

Council staff is currently building a web home for the Resource Center as well as gathering information for the statewide database itself. This work involves locating assault centers, emergency shelters and other sources of assistance at the city, county, and regional level, and gathering information directly from providers about the specific services they offer, the volume of survivors served, and other details that will assist in the creation of the database, including contact information for use by victims in need.

In addition to providing easy access to local resources, the VAW Resource Center will feature a map display that the TECW, VAW advocates, legislators, and interested Tennesseans can utilize to identify service gaps, statistical patterns (i.e. VAW incidents per capita), and other information at the statewide, district, and county level. As information and resources become available, city-level data may also be presented.

The TECW believes that the volume of incidents can be lessened through education; that victims can more frequently and more confidently escape violence when existing services are made readily available to them; that additional resources are more likely to be committed if a fuller understanding of need is available; and that Tennesseans are vastly more likely to reach their full earning potential in the absence of, or successful recovery from domestic and sexual violence.

v. Current Project: Women & Work Information Hub (2014)

The Women & Work Information Hub is an online workforce resource center created to provide specialized employment, entrepreneurial, and concept commercialization services to women in Tennessee. Beyond the goal of simply collecting and providing resources that may be of use to Tennesseans, the Information Hub will offer an intuitive and inviting series of narrative paths designed to provide a uniquely helpful experience to users.

The Hub's basic functions are to direct users to the specific information that they need with minimal searching, and to ensure that the resources provided are both robust and legitimate. Secondly, the Hub's search paths will be infused with narrative information and advice provided by experts in various fields (through interviews, etc.), with specific relevance to Tennessee and to the subject matter searched for.

Presently, a significant number of resources have been identified, with primary categorical focuses including jobseeking, business start-up, and innovation; with further breakouts into categories like resume tips, financing, professional assistance, and skills enhancement. In addition to outside resources, the site is a collection of the many resources that made

available by state entities such as the Departments of Labor and Workforce Development, Economic and Community Development, and Education, the Treasurer, and others.

Additionally, the Workforce Information Hub will provide information that is tailored to women in Tennessee (i.e. Beyond Jobs by Goodwill Industries of Middle Tennessee, BERO resources, etc).

Lastly, a more direct listing of various resources will be available on the site in the format of a resource map, so that its narrative paths are not the only way to access the information.

- vi. Current Project: Review of Drive to 55, Tennessee Promise, Tennessee Pathways (2014)

Council staff is currently reviewing a number of state programs that link education to the workforce. In addition to providing Council members with a comprehensive report on these projects, this review seeks to identify opportunities to promote female participation, success, and transition into growing Tennessee industries.

9. Section 4-50-102(b), *Tennessee Code Annotated*, authorizes the council to promulgate rules. Has the council promulgated rules? If so, cite the reference.

The Council has not promulgated any rules.

10. Has the council hired an executive director as authorized at Section 4-50-102(c), *Tennessee Code Annotated*?

There have been four (4) executive directors since the Council was established in 1998.

Barbara Devaney 1999-2003
Michelle Chambers 2003-2005
Jennifer Rawls, J.D. 2005-2011
Dr. Phyllis Qualls-Brooks 2012- Present

11. Section 4-50-103, *Tennessee Code Annotated*, required the publication of a biennial report beginning in 2000 and provides for the inclusion of certain specific information. Are these reports been issued as directed? If so, where are copies available? What other reports does the council prepare on its recommendations, operations, activities and accomplishments and who receives the reports?

- i. Beginning in 2000, biennial reports have been produced every two years and distributed as directed in physical form. The report for 2014 is currently in development.
- ii. In addition to its biennial reports, the TECW regularly produces research that is provided to the Governor and to members of the General Assembly physically. Printed copies are also available to the public at request, where resources permit. *All* reports produced by the Economic Council are available digitally at www.tennesseewomen.org.
- iii. Lastly, reports are regularly presented at regional summits, conferences, the annual Economic Summit for Women, presentations, and speaking engagements across the state.

Students, other researchers, staff of various organizations—local, regional, and national—seek and use the research produced by the Council.

12. Provide a brief introduction to the Women’s Economic Council Foundation, Inc., including information about its purpose, statutory duties, staff and administrative attachment. What is the relationship between the foundation and the council?

- i. The Women's Economic Council Foundation supports the Tennessee Economic Council on Women in its mission to study and promote the economic needs of women in Tennessee.

In particular, the purposes for which the Foundation is organized are:

- As authorized in the enabling legislation of the Tennessee Economic Council on Women, the Foundation carries out its public purpose as a 501 © (3) organization to make and receive distributions to, or on behalf of, the Tennessee Economic Council on Women.
- To promote and provide health, welfare and character building services, without regard to race, color or creed, to the women of Tennessee.
- To assist the Tennessee Economic Council on Women (i) to study the health, welfare, character building and economic needs of the women of Tennessee, and (ii) to develop constructive and cost-effective programs of service and education to meet those needs.
- To promote public understanding, visibility, and support for these programs, and to stimulate voluntary participation.
- To secure adequate funds for the support of these programs and to provide for their distribution to the Tennessee Economic Council on Women;

a) Provide a list of current foundation board members and describe how foundation and foundation board membership relates to council membership.

- i. **Foundation Members** listed alphabetically

Rep. Karen Camper
Paula Casey
Susanne Dupes
Marcia Eason
Rep. Brenda Gilmore
Ruby Miller
Wisty Pender
Pat Pierce
Phyllis Qualls-Brooks
Dr. Janet Smith
Kathleen Walker
Rep. Dawn White

Dr. Dena Wise
Yvonne Wood

ii. **Management:** The management and administration of the affairs of the Foundation shall be conducted by a Board of Directors consisting of:

- A chair, Vice-Chair, Secretary, Immediate Past Chair and the three (3) representatives of the respective Grand Divisions of Tennessee, who shall be the same individuals serving in such positions on the Tennessee Economic Council on Women;
- The person serving as Executive Director of the Tennessee Economic Council on Women;
- Two members of the Tennessee Legislature selected by the Officers of the Tennessee Economic Council on Women, one of whom shall be a member of the Tennessee Economic Council on Women; and
- Five (5) other members selected by the Officers of the Tennessee Economic Council on Women among individuals residing across the State of Tennessee.

b) What ties exist, if any, between the funding and activities of the foundation and the funding and activities of the council?

The Foundation is the support arm of the Council. The organization's by-laws allow for the solicitation of funds on behalf of programs of the Council. These programs, which extend beyond the budget of the Council, study the health, welfare, character building and economic needs of women of Tennessee and develop constructive and cost-effective programs of service and education to meet those needs. One prominent program funded by the Foundation is the annual Economic Summit for Women. As a result of the Economic Summit for Women, the East Tennessee Economic Summit was spun off and developed by former Council members from East Tennessee. As a result, programs about issues affecting women and families in that area of the state have been presented, growing in attendance annually and completely privately funded.

c) Has the council developed and implemented quantitative performance measures for ensuring it is meeting its goals? (Please answer either yes or no). If the council has developed and implemented quantitative performance measures, answer questions sixteen through twenty-three. If the committee has not developed quantitative performance measures, proceed directly to question twenty-four.

No, the Council has not implemented formal quantitative performance measures. Agency performance is evaluated by the Council Quarterly; and by the Council Chair, Executive Committee, and staff on a continuing basis.

- d) What are your key performance measures for ensuring the council is meeting its goals? Describe so that someone unfamiliar with the program can understand what you are trying to measure and why it is important to the operation of your program.
- e) What aspect[s] of the program are you measuring?
- f) Who collects relevant data and how is this data collected (e.g., what types information systems and/or software programs are used) and how often is the data collected? List the specific resources (e.g., report, other document, database, customer survey) of the raw data used for the performance measure.
- g) How is the actual performance measure calculated? If a specific mathematical formula is used, provide it. If possible, provide the calculations and supporting documentation detailing your process for arriving at the actual performance measure.
- h) Is the reported performance measure result a real number or an estimate? If an estimate, explain why it is necessary to use an estimate. If an estimate, is the performance measure result recalculated, revised, and formally reported once the data for an actual calculation is available?
- i) Who reviews the performance measures and associated data/calculations? Describe any process to verify that the measure and calculations are appropriate and accurate.
- j) Are there written procedures related to collecting the data or calculating and reviewing/verifying the performance measure? Provide copies of any procedures.
- k) Describe any concerns about your committee's performance measures and any changes or improvements you think need to be made in the process.
- l) Describe any items related to the council that require legislative attention and your proposed legislative changes.**

The Council has no proposed legislative changes.

- m) Should the council be continued? To what extent and in what ways would the absence of the council endanger the public health, safety or welfare?**

- i. The Tennessee Economic Council on Women should be continued. Since 1998, the TECW has been one of the only state entities in America that is actively committed to the welfare of its female constituents. Moreover, the Council remains one of, if not the only such agency that addresses the needs of its citizens through a uniquely economic lens. The information that the Council provides is often first-of-its-kind, state-specific, and vitally helpful to ensuring that: Tennessee women reach their full earning potential as taxpayers and professionals; and enjoy the safest possible environment as private citizens. The Council's work is regularly utilized by state agencies and advocates, such as the Tennessee Bureau of Investigation, the YWCA, and the Coalition to End Domestic Violence; but is also useful to outside entities like the Federal Reserve,

which uses the Council's Status of Women in Tennessee Counties report to direct its Community Development Bank Grant (CDBG) allotments to Tennessee.

The TECW's research and resources are of vital and direct use to Tennesseans, their representatives in the General Assembly, and officials at every level of government. Through its tireless and expanding efforts, the TECW provides a valuable competitive advantage to the state of Tennessee.

ii. Safety

In its recent report on the Economic Impact of Violence Against Women in Tennessee, the TECW found that, in 2012, Tennesseans spent or lost at least \$886,171,950 as a result of domestic violence, human sex trafficking, and sexual assault. The majority of this expense was manifest in tax dollars and health care payments, but charity, lost wages, workplace expenses and inefficiency played significant roles as well. Additionally, while the Economic Council cannot provide an exact estimate, it appears that domestic and sexual violence committed against women likely influenced the needs of the children who received a majority of the Department of Children's Services 2012 operational spending, which, itself, totaled approximately \$527.6 million.

More shocking than this annual cost to the community—which likely exceeds \$1 billion, in truth—is the comprehensive and devastating impact that these crimes have on women and girls in Tennessee. Estimated to target women in 70 to 80 percent of cases, and measuring in excess of 82,000 incidents annually in this state, domestic and sexual violence foster dependency and isolation; they derail careers, educations, and personal development; and their effects create a global cost to the community by dealing significant immediate damage and immense lasting trauma to one in three women in their lifetime.

Unfortunately, recent information indicating an overall decrease in criminal reports between 2012 and 2013 does not paint so positive a picture regarding domestic violence. Contrasting with an 8.8% decrease in non-domestic violence-related Class A crimes between 2012 and 2013, domestic violence reports decreased by just 5.5%, with more than 77,600 cases reported (55,800 of which targeted women). Safety for women in Tennessee remains a paramount obstacle to economic and social health, and the Council's ongoing efforts as a researcher and a source of information via its VAW Resource Center are crucial to overcoming this obstacle.

iii. Public Health

The Council's 2008 study, "The Economic Impact of Insufficient Preventive Healthcare for Tennessee Women," explored the prevalence, accessibility, and significance of preventive healthcare for Tennessee women. The magnitude of women's health issues—mortality rates from cardiovascular diseases rivaling those of men, with absolute population losses eclipsing the male population loss—is complicated by women's increased barriers to healthcare. This research explores the health significance of preventive care, its availability in Tennessee, and the economic benefits of prevention. Emphasis was placed on programs that target smoking

cessation, diabetes, heart health, cancer and prescription and other drug abuse. This study identified shortcomings, consulted experts, and made possible, plausible recommendations to promote better health care for Tennessee women and their families.

iv. Welfare

Studies conducted by the council on “The Impact of Women’s Political Participation” (2007), “Women’s Wages & Earnings” (2009), “The Impact of Women Owned Businesses” (2010) and the ELIOS Report (2011) are just a few of the many significant works of the TECW that reveal information about the status of women in Tennessee and ways to improve it. Through active participation in civics and the workforce, independent financial stability, and personal safety, the welfare of women translates into the welfare of children, families and society as a whole.

In closing, the absence of the Council would present a significant loss to Tennesseans who rely on it for Tennessee-specific data, and as a common point of entry for resources ranging from violence against women to workforce development. The council’s absence would also restrict informed policy development at the state and local levels by ending relevant research, and would create a void in advocacy for a gender that continues to suffer from disparities in wage, employment, and safety. Moreover, the loss of the Council’s ongoing work would negatively impact Tennessee’s capacity to draw down federal dollars such as CDBG funds, and would limit the state’s ability to market itself to businesses, tourists, and families as a modern state with a strong commitment to each of its citizens.

The Council is a respected example of advocacy in this nation that works daily to expand its positive impact and, for the betterment of the state, must be continued.

- n) **Please list all council programs or activities that receive federal financial assistance and, therefore are required to comply with Title VI of the Civil Rights Act of 1964. Include the amount of federal funding received by program/activity.**

The Council did not receive any federal funds in 2013 or 2014.

If the council does receive federal assistance, please answer questions 27 through 34. If the council does not receive federal assistance, proceed directly to question 33.

- o) Does the council prepare a Title VI plan? If yes, please provide a copy of the most recent plan.
- p) Does the council have a Title VI coordinator? If yes, please provide the Title VI coordinator’s name and phone number and a brief description of his/her duties. If not, provide the name and phone number of the person responsible for dealing with Title VI issues.

- q) To which state or federal agency (if any) does the council report concerning Title VI? Please describe the information your council submits to the state or federal government and/or provide a copy of the most recent report submitted.
- r) Describe the council's actions to ensure that association staff and clients/program participants understand the requirements of Title VI.
- s) Describe the council's actions to ensure it is meeting Title VI requirements. Specifically, describe any association monitoring or tracking activities related to Title VI, and how frequently these activities occur.
- t) Please describe the council's procedures for handling Title VI complaints. Has your association received any Title VI-related complaints during the past two years? If yes, please describe each complaint, how each complaint was investigated, and how each complaint was resolved (or, if not yet resolved, the complaint's current status).
- u) Please provide a breakdown of current council staff by title, ethnicity, and gender.**

The current Council staff consists of:

- Dr. Phyllis Qualls-Brooks, Executive Director, African-American, Female
- William Arth, Senior Research Manager, Caucasian, Male
- Tracey Roberts, Administrative Assistant, Caucasian, Female
- Noel Blackmire, AmeriCorps VISTA Intern, Caucasian, Female
- Annette Kemp, National Council on Aging Intern, African-American, Female

- v) Please list all council contracts, detailing each contractor, the services provided, the amount of the contract, and the ethnicity of the contractor/business owner.**

The Council does not maintain any standing contracts separate from those in which it participates through state procurement and administration. However, the Council contracted with Printing & Media Services, a Tennessee state agency, several times during 2013 and 2014 to produce its studies and other professional documents.