

2023 CSWG Compiled Reviewed Policy Recommendations

Original Year	Original Committee	Topic/Idea	Original Language	Notes	Original #
Political Equity Committee					
2013-2014*	EESC	Childcare	The City Commission and the Board of County Commissioners explore options for expanding civic participation in local government by providing childcare during public meetings.	<u>Head start policy council meetings are the only public meetings that offer childcare during their meetings</u> (http://capitalareacommunityactionagency.com/)	Policy #125
Economic Security Committee					
2013-2014	ESC	Childcare	The CSWG should partner with Florida A&M University (FAMU), Florida State University (FSU), and Tallahassee Community College (TCC) and others to examine ways high costs of childcare and lack of reliable transportation negatively affect the ability of women to enter and remain in the workforce and offer suggestions for ways this can be addressed.		Policy #5
2013-2014	ESC	Living Wage	Non-profits, the business community and others in the community who care about economic security should campaign to advocate for a local living wage ordinance.		Policy #8
2013-2014	ESC	Summit	The CSWG should host and/or partner with the City, County, local chambers of commerce, local institutions of higher learning, women's organizations and all other community groups to host a Summit to focus on women's economic security issues, at least every two years.		Policy #32
2013-2014	ESC	Workshops	The CSWG, in partnership with local organizations, such as United Way of the Big Bend, the Oasis Center for Women & Girls, local Chambers of Commerce, and Leon County Schools, should promote programs that provide financial literacy training and credit counseling for lower-wage employees.		Policy #71
2014-2015	ESC	Economic/Public Transportation	Enlarge public transportation service options to meet the needs of women and other low-income individuals to a greater degree		Policy #116
2017-2018	ESC	Financial Literacy	Extend financial education to girls starting in middle school to establish healthy financial habits early, and for women age 35-50 regarding retirement savings and investment options.		Policy #118
2018-2019	ESC	Economic Security	The City of Tallahassee and Leon County governments collaborate with the CSWG to develop an action plan that addresses economic security for women, based on outcomes of the 2019 Women's Economic Security Summit.		Policy #126

2023 CSWG Compiled Reviewed Policy Recommendations

Original Year	Original Committee	Topic/Idea	Original Language	Notes	Original #
2018-2019	ESC	Training	Implement a Risk Mitigation Fund as a Landlord Incentive Program for mixed-income housing developments in order to increase the accessibility of affordable housing to applicants struggling with housing insecurity.		Policy #138
Health & Development Committee					
2013-2014	HDC	Collaboration, PSAs, Marketing	Number of positive HIV cases		Policy #14, #21, #22, #23, #114
2013-2014	HDC	Food Security	Maternal mortality rates		Policy #15
	HDC		Number of scheduled deliveries, particularly cesarean sections		
2013-14, 2019-20	HDC	Health	Mental health services requested via 211 Big Bend		Policy #26, Policy #140
Education Committee					
2013-2014	EDU	Mentorship	Internships, resources, options for STEAM involvement Mentor/sponsor young girls participation in various opportunities Information about male-dominated industries Professional networks GOAL: The Education Committee will search out and promote opportunities, resources, and options for women and girls to participate in internships for STEAM involvement.		Policy #75
2014-2015	EDU	Economic	Resources for women seeking job skill development High-quality training/learning courses Training/resources/technology for entrepreneurship Knowledge-building and skill development GOAL: The Education Committee will search out and promote training and technology resources for women seeking job skill development.		Policy #115
2017-2018	EDU	Childcare	Strategies for employers to assist with childcare Identify cash grants for childcare assistance Identify programs with childcare subsidies Identify schools with built-in childcare POLICY: The Education Committee will present to the city/county the recommendation to develop a program that could allow employers to identify grants and programs to assist with childcare for employee's children		Policy #119

Original Year	Original Committee	Topic/Idea	Original Language	Notes	Original #
2013-2014		Health, Database	Percentage of: Girls tracking with kindergarten cohort Girls graduation 4-year university within 6 years or fewer Girls applying for federal financial aid Girls who applied for financial aid who also enroll in post-secondary institution within 3 months Girls proficient on state testing Girl suspension rates Girl absenteeism Girl referral rates in K-12 Girl post-secondary course/program completion		Policy #29, #79, #97
2013-2014		PSAs	Technology access		Policy #110
2013-2014		Girls Empowerment, Workshops	Technology use proficiency		Policy #69, #77
Violence & Safety Committee					
2018-2019	VSC	training	The City of Tallahassee and Leon County governments host a Green Dot training for staff, at least annually, to foster a supportive and inclusive workplace culture that does not abide any actions along the continuum of violence.	make sure not specific or is it more general?	Policy #137 -
2017-2018	VSC	Database	Establish partnerships to collect representative sample data on sexual violence to determine actionable prevention options.	Goal	Policy #123 -
2017-2018	VSC	Training	Train municipal (Change lag. City and County) employees (DELETE - utilities, parks) to recognize and report signs of human trafficking.	Potential break down into more bc of business and city. Add more wording and see what "train" actually means and encourage STAC and encourage that they become STACPro Certified. How will we measure? This direct correlation to indicator. Is there a way of incentives to businesses for contracts with City and County. Work with a way to open the conversation with LCSB.	Policy #124 -
2013-2014	VSC	Training/Violence (More Data Collection than training)	Local law enforcement agencies, Leon County Schools, the City, the County, Tallahassee Memorial Hospital, Capital Regional Medical Center, the FSU College of Medicine, Refuge House, and other organizations to identify appropriate resources for professional and staff education that reflect the most up-to-date information about factors that contribute to violence against women and girls, effective prevention strategies and appropriate service responses for individuals who have experienced violence.		Policy #40

2023 CSWG Compiled Reviewed Policy Recommendations

Original Year	Original Committee	Topic/Idea	Original Language	Notes	Original #
2013-2014	VSC	Database	The CSWG should work with the newly formed anti-human trafficking coalition, where relevant to establish a common understanding on how the number of local human trafficking cases will be defined and tracked and how human trafficking awareness and prevention efforts will be taking place in our area.	Goal Big Bend Coalition Against Human Trafficking	Policy #44 -
2013-2014	VSC	Policies	The CSWG should work with law enforcement agencies, the Office of the State Attorney, and local service providers to establish a common understanding on how the number of local cases human trafficking will be defined and tracked.		Policy #45
2013-2014	VSC	Reporting	The CSWG should focus on the gap between the number of sexual battery cases reported to law enforcement and the successful prosecution of these cases, including hosting public hearings and interviewing key informants on this topic in order to develop strategies to close this gap.		Policy #46
Employment & Earnings Committee					
2013-2014	EESC	Economic	The City and County should increase funding for services for individuals who are economically insecure – particularly women and children.		Policy #3
2013-2014	EESc	Economic/ Pay Gap	The Economic Development Council of Tallahassee/Leon County and others in the community who promote economic development should make it a top priority to assist employers in creating jobs that pay living wages and where gender pay disparity is reduced and eliminated.		Policy #7
2014-2015	NA	Economic	Increase focus on employment opportunities for women, including entrepreneurship and resources for women seeking job skill development		Policy #115
2013-2014		Workshops	The CSWG, in partnership with the local Chambers of Commerce and the Economic Development Council of Tallahassee/Leon County, should promote, advertise, and host opportunities for women to grow professionally and personally. Specifically, these entities should collaborate to create a women's curriculum to learn important aspects of business that lend to the success of entrepreneurship.		Policy #68

2023 CSWG Compiled Reviewed Policy Recommendations

Original Year	Original Committee	Topic/Idea	Original Language	Notes	Original #
2013-2014		workshops	The CSWG, in partnership with local Chambers of Commerce, Economic Development Council of Tallahassee/Leon County, the City, and the County should support women being informed and empowered by taking advantage of training, resources, and technology, including reaching out to part-time workers to help them grow and advance. One potential strategy is to hold workshops that reach diverse residents from all walks of life (with childcare provided) and training about basic business practices, then practicing what is learned, including negotiation skills		Policy #69
2013-2014		collaboration	The CSWG, in partnership with local Chambers of Commerce, should examine potential collaborations between businesses and organizations to promote entrepreneurial women.		Policy #70
2013-2014		Mentorship	The Girls Services Coalition should develop and host a speaker's bureau made up of women who are willing to make presentations and mentor and sponsor young girls; the list should be available to groups that serve girls via the Internet or a website.		Policy #74
2013-2014		Mentorship	The CSWG and local Chambers of Commerce should encourage private businesses to develop and fund internships for girls in science and technology and develop a program to expose girls to women who are active in these fields to envision what is possible for them to achieve.		Policy #75
2013-2014		Mentorship	Businesses and organizations should be encouraged to partner with educational institutions to provide more internship opportunities for a broad range of female students, to allow them to gain valuable experience and shape future career choices		Policy #80
2013-2014	EESC	Pay Gap	The CSWG should review data from the first CSWG report on wages of men and women to point out wage inequalities and provide a break them into pay ranges. This can include describing current wage information and compare profit and non-profit jobs.		Policy #9
2013-2014	EESC	Poverty	The 2014-2015 CSWG should have a poverty committee to specifically examine how poverty impacts women and girls.		Policy #10

2023 CSWG Compiled Reviewed Policy Recommendations

Original Year	Original Committee	Topic/Idea	Original Language	Notes	Original #
2013-2014	EESC	Workshops	Public and private schools and appropriate community-based organizations should be encouraged to educate youth about wage realities, using social media, schools, and community outreach, including educating girls about how their choices affect their future economic success and security.		Policy #11
2018-2019	EESC	Economic Security	The City of Tallahassee and Leon County governments collaborate with the CSWG to develop an action plan that addresses economic security for women, based on outcomes of the 2019 Women's Economic Security Summit.		Policy #126
2018-2019	EESC	Economics/Pay Gap	The City Commission conduct a gender pay equity study of its staff and publish the findings.		Policy #128
2013-2014		Database	The CSWG should collect gender-specific data on STEM-related educational programs across all public schools, as well as course completion rates and college enrollment.		Policy #79