

In Recognition of
Women's History Month



*The Kent County Cultural Insight Council's Brown Bag
Luncheon Series Presents:*

**KENT COUNTY'S WOMEN
IN LEADERSHIP**

Thursday, March 10, 2011
12:00 PM - 1:15 PM
Kent County Courthouse
Employee Conference Center – 5th Floor

Discussion moderated by Linda Likely, Director
Housing & Community Development

“Kent County... Where Diversity & Inclusion Matter”

**The Kent County Cultural Insight Council's
Brown Bag Luncheon Series Presents
KENT COUNTY'S WOMEN IN LEADERSHIP**

The goal of this program is to celebrate the achievements of women in Kent County's workforce and to promote, encourage and inspire women to leadership. This luncheon will feature *just a few* of Kent County's women in leadership as they address cutting edge issues of gender and leadership.

Panelists:

Helen Gutierrez, Administrator - Kent/MSU Extension Office

- **Support Systems & Mentors**

Stacy McGinnis, Superintendent - Kent County Juvenile Detention

- **Progressing in Kent County**

Sandi Parrish, Chair - Kent County Board of Commissioners

- **Charting the Course for the Future**

Nadine Schut, Administrator - Kent County Prosecutor's Office

- **Women in Leadership**

Michelle Young, Chief Deputy - Kent County Sheriff's Office

- **Women in Non-Traditional Roles**

Discussion moderated by Linda Likely, Director - Housing & Community Development

Women's History Month: March 2011

National Women's History Month dates back to March 8, 1857, when women from New York City factories staged a protest over working conditions. International Women's Day was first observed in 1909, but it wasn't until 1981 that Congress established National Women's History Week to be commemorated the second week of March. In 1987, Congress expanded the week to a month. Every year since, Congress has passed a resolution for Women's History Month, and the President has issued a proclamation.

157.2 million

The number of females in the United States as of Oct. 1, 2010. The number of males was 153.2 million.

At 85 and older, there were more than twice as many women as men.

Motherhood

82.8 million

Estimated number of mothers of all ages in the United States.

1.9

Average number of children that women 40 to 44 had given birth to as of 2008, down from 3.1 children in 1976, the year the Census Bureau began collecting such data. The percentage of women in this age group who had given birth was 82 percent in 2008, down from 90 percent in 1976.

Earnings

\$36,278

The median annual earnings of women 15 or older who worked year-round, full time, in 2009, up 1.9 percent from \$35,609 in 2008 (after adjusting for inflation). Women earned 77 cents for every \$1 earned by men.

88%

The ratio of women's-to-men's earnings in the District of Columbia in 2009, among the highest of any state or state equivalent in the nation, with a ratio at or above 80 percent, along with Arizona, California, Nevada, New York, Florida, North Carolina, Texas and Maryland.

Education

29.9 million

Number of women 25 and older with a bachelor's degree or more education in 2009, higher than the corresponding number for men (28.7 million).

Women had a larger share of high school diplomas, as well as associate, bachelor's and master's degrees. More men than women had a professional or doctoral degree.

30%

Percentage of women 25 and older who had obtained a bachelor's degree or more as of 2009.

55%

Percentage of college students in fall 2008 who were women.

Businesses

\$1.2 trillion

Receipts for women-owned businesses in 2007. There were 141,893 women-owned businesses with receipts of \$1 million or more.

7.8 million

The number of women-owned businesses in 2007. Women owned 29 percent of all non-farm businesses; 910,761 of these were employer firms. Women were also equal owners with men of another 4.6 million businesses.

7.6 million

Number of people employed by women-owned businesses in 2007. There were 7,644 women-owned businesses with 100 or more employees, generating \$357.9 billion in gross receipts.

More than 45 percent of women-owned businesses operated in health care and social assistance, and other services, such as personal services; professional, scientific, and technical services; and repair and maintenance. Women owned 52 percent of all businesses operating in the health care and social assistance sector. Wholesale and retail trade accounted for 36 percent of women-owned business revenue.

13%

Percentage of women-owned businesses in California in 2007, which had the most women-owned businesses at 1 million. Texas was second with 610,162 or 8.0 percent of all women-owned businesses. New York was third in number with 594,421, accounting for 7.8 percent of all women-owned businesses.

Voting

66%

Percentage of female citizens 18 and older who reported voting in the 2008 presidential election. Sixty-two percent of their male counterparts cast a ballot. Additionally, 73 percent of female citizens reported being registered to vote.

Jobs

59%

In 2009, the percentage of females 16 and older who participated in the labor force, representing about 72 million women.

Source: Bureau of Labor Statistics <<http://www.bls.gov/cps/cpsaat2.pdf>>

39%

Percentage of females 16 or older who worked in management, professional and related occupations, compared with 33 percent of males.

23.9 million

Number of female workers in educational services, health care and social assistance industries. More women worked in this industry group than in any other. Within this industry group, 12 million worked in the health care industry, 9.1 million in educational services and 2.8 million worked in the social assistance industry.

111,000

Number of female police officers across the country in 2009. In addition, there were about 9,700 women firefighters, 338,000 lawyers, 294,000 physicians and surgeons, and 38,000 pilots. (Note: Number of pilots pertains to 2008.)

Military

197,900

Total number of active duty women in the military, as of Sept. 30, 2008.

14%

Proportion of members of the armed forces who were women, as of Sept. 30, 2008.

1.5 million

The number of military veterans who were women in 2009.

Marriage

65.1 million

Number of married women 18 and older (including those who were separated or had an absent spouse) in 2010.

20.7

Percentage of married couples in which the wife earned at least \$5,000 more than the husband in 2010.

5 million

Number of stay-at-home mothers (where spouse is in the labor force) nationwide in 2010. In comparison there were 154,000 stay-at-home fathers.

Sports

3.1 million

Number of girls who participated in high school athletic programs in the 2008-09 school year.

182,503

Number of women who participated in a National Collegiate Athletic Association sport in 2008-09.

SOURCE: U.S. Census Bureau, <http://www.census.gov>

Presidential Proclamation

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release March 2, 2010

WOMEN'S HISTORY MONTH, 2010

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA
A PROCLAMATION

Countless women have steered the course of our history, and their stories are ones of steadfast determination. From reaching for the ballot box to breaking barriers on athletic fields and battlefields, American women have stood resolute in the face of adversity and overcome obstacles to realize their full measure of success. Women's History Month is an opportunity for us to recognize the contributions women have made to our Nation, and to honor those who blazed trails for women's empowerment and equality.

Women from all walks of life have improved their communities and our Nation. Sylvia Mendez and her family stood up for her right to an education and catalyzed the desegregation of our schools. Starting as a caseworker in city government, Dr. Dorothy Height has dedicated her life to building a more just society. One of our young heroes, Caroline Moore, contributed to advances in astronomy by discovering a supernova at age 14.

When women like these reach their potential, our country as a whole prospers. That is the duty of our Government -- not to guarantee success, but to ensure all Americans can achieve it. My Administration is working to fulfill this promise with initiatives like the White House Council on Women and Girls, which promotes the importance of taking women and girls into account in Federal policies and programs. This council is committed to ensuring our Government does all it can to give our daughters the chance to achieve their dreams.

As we move forward, we must correct persisting inequalities. Women comprise over 50 percent of our population but hold fewer than 17 percent of our congressional seats. More than half our college students are female, yet when they graduate, their male classmates still receive higher pay on average for the same work. Women also hold disproportionately fewer science and engineering jobs. That is why my Administration launched our Educate to Innovate campaign, which will inspire young people from all backgrounds to drive America to the forefront of science, technology, engineering, and math. By increasing women's participation in these fields, we will foster a new

generation of innovators to follow in the footsteps of the three American women selected as 2009 Nobel Laureates.

Our Nation's commitment to women's rights must not end at our own borders, and my Administration is making global women's empowerment a core pillar of our foreign policy. My Administration created the first Office for Global Women's Issues and appointed an Ambassador at Large to head it. We are working with the United Nations and other international institutions to support women's equality and to curtail violence against women and girls, especially in situations of war and conflict. We are partnering internationally to improve women's welfare through targeted investments in agriculture, nutrition, and health, as well as programs that empower women to contribute to economic and social progress in their communities. And we are following through on the commitments I made in Cairo to promote access to education, improve literacy, and expand employment opportunities for women and girls.

This month, let us carry forth the legacy of our mothers and grandmothers. As we honor the women who have shaped our Nation, we must remember that we are tasked with writing the next chapter of women's history. Only if we teach our daughters that no obstacle is too great for them, that no ceiling can block their ascent, will we inspire them to reach for their highest aspirations and achieve true equality.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim March 2010 as Women's History Month. I call upon all our citizens to observe this month with appropriate programs, ceremonies, and activities that honor the history, accomplishments, and contributions of American women.

IN WITNESS WHEREOF, I have hereunto set my hand this second day of March, in the year of our Lord two thousand ten, and of the Independence of the United States of America the two hundred and thirty-fourth.

Cultural Insight Council Background

For many years Kent County has recognized the value of visionary leadership in the area of diversity and inclusion. Kent County's activities and efforts in this area have not only existed so that we may be viewed as a visionary leader in all aspects of business, but we have also strived to transform this vision into reality by working to create an environment where all employees feel accepted and valued. The County's leadership realized early on that to achieve its vision in the area of diversity and inclusion, it must be shared and owned collectively by many of the approximately 1,700 employees who make up the organization known as Kent County.

In 2000 County Administrator, Daryl Delabbio, led the way for all County employees to embrace a diverse workforce. To help obtain this goal, the Cultural Insight Council was formed in January 2001. The council was and remains comprised of employees from various County departments and levels; bargaining unit employees and members of management. During the formation of the council, each member went through intensive diversity training to equip him or her with additional knowledge to increase their cultural competency. Subcommittees were formed to identify ground rules, to generate ideas, to discuss expectations and to develop plans on how the council would reach out to employees and the community to let them know that "we" value diversity and inclusion.

The mission of the CIC is "To act as a catalyst to foster a culture which recognizes, accepts and values the individual differences of its employees and is responsive to the changing need of our diverse community." Our vision is "To have a culture where employees understand, value and sustain diversity and inclusion." In order to realize our vision, the CIC hosts several educational and entertaining events designed to create a greater awareness among our employees about the various cultures that exist within our workplace and in our community.

For More Information about the Cultural Insight Council Please Contact:
Kent County Human Resources Department
300 Monroe Avenue NW, Grand Rapids, MI 49503
616-632-7440

2011 CIC MEMBERS

| | |
|------------------------|---------------------------------|
| Gerard Akkererhuis | Circuit Court |
| Kim Alexander | Public Works |
| Jill Bancheri | Human Resources |
| Jim Bartusch | Sheriff's Office |
| Teresa Branson | Health Department |
| Wayman Britt | Administrator's Office |
| Matthew Budd | Juvenile Detention |
| Michelle Burt | Fiscal Services |
| Raji Daniel | Fiscal Services |
| Sonya Dean | County Clerk's Office |
| Jon Denhof | Fiscal Services |
| Anthony Edozie | Juvenile Detention |
| Sangeeta Gosh | Administrator's Office |
| Helen Gutierrez | Kent/MSU Cooperative Extension |
| Lynette Guydon | Circuit Court - Family Division |
| Jon Hess | Sheriff's Office |
| Linda Likely | Community Development & Housing |
| Michael Loxterman | Information Technology |
| Stacy McGinnis | Juvenile Detention |
| Lisa Plowman | Sheriff's Office |
| Darius Quinn | Human Resources |
| Rebecca Ramirez-Barnes | Circuit Court - Family Division |
| Ruben Ramos | Health Department |
| Cynthia Robinson | Information Technology |
| Elissa Soto | Public Works |
| Diane Stancle | Health Department |
| Kathleen VanderWeert | Circuit Court - Family Division |
| Dan Villalobos | Department of Aeronautics |
| Reunell Ward | Health Department |



“Kent County...Where Diversity & Inclusion Matter”