The 2020 year will not be easily forgotten, marking the onset of the COVID-19 pandemic which has altered many of our lives. I am proud of our team of committed Council for Women & Youth Involvement professionals who persevered every day to serve with distinction, innovation, and flexibility. NC Council for Women & Youth Involvement reached many milestones despite the challenges faced during 2020. This fiscal year, we were able to accomplish the following through our various programs and services:

- First virtual State of North Carolina Internship Program. A total of 50 college students participated and completed the 10-week program, working on various assignments with state government agencies.
- First virtual State Youth Conference Service Days engaging Youth Council members from middle and high schools across the state to celebrate and recognize their peers for outstanding community service initiatives and leadership.
- First webinar series launching the *Status of Women in North Carolina: Political Participation Report*. The report launch series includes North Carolina women who are trailblazers, making history and supporting the improvement of political participation among women across the state.
- First Coronavirus Aid, Relief, and Economic Stimulus Act (CARES Act) grants awarded by the Administration for Children Youth and Families to the Family Violence Prevention Services Act (FPVSA) program. These grants provided funding to domestic violence programs during the pandemic.
- First change to state grants contract amendment process which introduced DocuSign, successfully allowing $11.6 million in funding appropriated by the North Carolina General Assembly to be distributed to eligible agencies.
- First implementation of the human trafficking initiative Project LEAD to engage youth and adults living in rural communities including Person and Vance counties.

As we celebrate the inauguration of Kamala Harris, the first woman to hold the office of Vice President of the United States of America, I am mindful of the many women who have advocated for the Council for Women & Youth Involvement. Because of their efforts, the Department of Administration (DOA) is now administering $12 million in CARES Act grants to domestic violence and sexual assault programs. We are encouraged to see the continued advocacy work of the Domestic Violence Commission and state coalitions for domestic violence and sexual assault to provide services for victims and those working on the front lines to provide services. Together we are creating a North Carolina where all women can thrive and live their best lives.

Sincerely,
Mary Williams-Stover, Executive Director

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Raising awareness of the impact of violence against women and directing available resources to serve victims across the state.

Acting as a resource for local and regional councils and commissions for women.

Assuring that necessary services, policies, and programs are provided to residents in need and strengthening existing programs.

Reviewing applications, awarding grants and monitoring domestic violence and sexual assault programs for North Carolinians and families in transition.

Enhancing the quality of the lives of children and youth through leadership development and experiential education.

The North Carolina Council for Women & Youth Involvement advises the Governor, the North Carolina legislature, and state agencies on the issues impacting women and youth in North Carolina by:

DIVISION IMPERATIVES

- Explore new and improved ways to deliver effective and efficient services to create value for taxpayers.
- Provide superior customer service.
- Create a culture of trust through enhanced employee engagement, openness, and inclusiveness.
BOARDS AND COMMISSIONS

North Carolina Domestic Violence Commission

Chair: April Burgess-Johnson

Carolina Alzuru
Tiffany Bell
Shelby Benton
David Byrd
Cathy Cloninger
Hilary Cooper
Kriquette Davis
Kristy Dickerson
Jacqueline Dienemann
Saira Estrada
Sherry Everett
Karen Fairley
Surabhi Gawande
Regina Gurley
Casandra Hoekstra
Tonya Horton
Cheryl Howell
Jennifer Howell
Holly Jones
Hans Miller
Maureen Krueger
Vickie Pait
Larry Pierce
Starleen Scott Robbins
Nora Salinas
Terri Sharp
Catherine Stevens
Annette Taylor
Deborah Weissman
Robert M. Wilkins

North Carolina Council for Women & Youth Involvement

North Carolina Council for Women Advisory Board

Chair: Jenny Black

Candace Gingles
Andreina Hall
Elsa Jimenez-Salgado
Emily Kirby
Del Mattioli
Catherine McDowell
Settle Monroe
Kimberly Moore
Mindy Oakley
Dana O'Donovan
Patricia Parker
Joyce Payne
Robin Robinson
Adrienne Spinner
Carrie Stewart
Annette Taylor
Lyric Thompson
Kate Woodbury

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North Carolina Council for Women & Youth Involvement

State Internship Council
Chair: Dr. Susan McCracken

Sec. Machelle Sanders
Alan Briggs   Dr. Monty Hickman   Shrikar Nunna   Hon. Donna White
Elizabeth Goodwin  Dr. Patrick Madsen  Melissa Parks    Paul Worley
Dr. Bryle Hatch  Edwin Moore  Dr. Ashley Wells  Shawna Young

North Carolina Youth Advisory Council
Chair: Veronica Butcher

Naveed Aziz   Henry Cruz Reyes   Kendall Leigh   Caroline Searcy
Siva Bodavula  Alexis Diana   Carter Lewis  Nyanna Sherrod
Rhyan Breen  John Easterling III  Theresa Mathis  Marion Summers
Beth Brody  Deborah Effon  Greg Moore  Amaya Williams
Kendyl Brown  Justin Garcia  Todd Rosendahl

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Women in North Carolina earn a median income of $36,400, and an average of $8,600 less than men. The gender earnings ratio narrows from 73.7 percent in 2002 to 80.9 percent in 2016. Equal pay would cut the poverty rate among working women in North Carolina by more than half. Governor Cooper issued Executive Order 95 in May 2019, which extended paid parental leave to state employees in cabinet agencies.

North Carolina received a D grade on the Institute for Women's Policy Research's (IWPR) health and well-being index, which analyzes issues relating to chronic disease mortality rates, sexual and reproductive health, reproductive rights, and violence and safety. 35 percent of North Carolina women have experienced intimate partner violence and/or sexual violence in their lifetime. The number of reported sexually transmitted infection (STI) diagnoses in North Carolina is among the highest in the nation, ranking 10th in the US. North Carolina's teen pregnancy rate has decreased nearly seven percent since 2014.

While North Carolina women have been voting at slightly higher rates in recent years, their representation in elected office has declined. While women make up 51 percent of our state's population, the majority of North Carolina political office holders at the state and federal levels remain male. At the current rate of change, it will be the year 2084 before women reach parity in the Legislature.

**Key Findings:**
- Women of color, particularly Black and Indigenous women, are disproportionately impacted by COVID-19.
- Due to the pandemic, women in North Carolina are taking on additional caregiving responsibilities.
- Women are leaving the workforce at significantly higher rates than men.
- Women represent a disproportionate share of the essential workforce.

"The pandemic has put a spotlight on many long-standing inequities and disparities facing both women and communities of color. It’s long overdue and it’s time that we address the issues that plague these communities for a brighter and better North Carolina."

**Secretary Machelle Sanders**
North Carolina Department of Administration

**Policy Recommendations:**
- Medicaid expansion
- Mandate paid leave for North Carolina families
- Sustain CARES Act level funding for domestic violence and sexual assault programs and provide emergency support for child welfare
- Increase public and private sector investment in women- and minority-owned businesses and provide technical assistance to women

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Our region offices provide program development, technical assistance and consultation to grantees and un-funded non-profits in order to address family self-sufficiency, domestic violence, and sexual violence. Our region staff work directly with grantees across the state to ensure they are receiving the support they need.

$11,661,493
Distributed to grantees

204
Programs funded

96%
Customer satisfaction

Western Region:
Region Director Lori Gerber
Administrative Associate
Gabrielle Smith

Northern Piedmont Region:
Region Director Bernetta Thigpen
Administrative Associate
Toshia Dunlap

Southern Piedmont Region:
Region Director Diane Blumel
Administrative Associate
Rose Saltz

Eastern Region:
Region Director Philisa Fowler
Administrative Associate
Deatrice Williams

"We cannot express our gratitude enough for the assistance our Region Director has provided to our program. We look to her for guidance and her vast knowledge knowing that she is always and readily available to assist us."
~ Testimonial from 2019-2020 grantee

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2019-2020 DOMESTIC VIOLENCE AND SEXUAL ASSAULT CLIENT SERVICES

The information provided below is collected from the annual client services statistical data for North Carolina domestic violence and sexual assault services from fiscal year 2019-2020.

**Domestic Violence Services**

- **$4,872,492.45** Distributed to grantees
- **59,239** Clients served
- **104,299** Crisis calls

**Age of Clients Served**

- 0-17 yrs
- 18-24 yrs
- 25-59 yrs
- 60+ yrs
- Unknown

**Gender of Clients Served**

- Men
- Women

**Services Provided**

- 9,341 victims received shelter services, with **41 percent** being children.
- 6,359 support groups were provided to clients, **30 percent** of which were provided for children.
- Over **10,345** education presentations and professional trainings were provided to community organizations and community partners, such as law enforcement, nurses, etc.
Sexual Assault Services

$2,889,103.76
Distributed to grantees

10,696
Clients served

22,404
Crisis calls

Age of Clients Served

<table>
<thead>
<tr>
<th>Age</th>
<th>Number</th>
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<tbody>
<tr>
<td>0-17 yrs</td>
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<td>18-24 yrs</td>
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<tr>
<td>25-59 yrs</td>
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<tr>
<td>60+ yrs</td>
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<tr>
<td>Unknown</td>
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</tbody>
</table>

Gender of Clients Served

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td></td>
</tr>
<tr>
<td>Women</td>
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</tbody>
</table>

Services Provided

- **2,133** support groups were provided to clients, **30 percent** of which were provided for children.
- More than **11,000** education presentations and professional trainings were provided to community organizations and community partners, such as law enforcement, nurses, etc.
- **350** victims of human trafficking were served.

"I really appreciate the swiftness in returning my initial call. The gentleness and kindness that was given each time by all interactions with the staff and counselors was very soothing. During the most intense crisis of my family it was meaningful to have appointments made, so I could just do the next step."

Testimonial from Client of Grantee

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FAMILY VIOLENCE PREVENTION AND SERVICES ACT PROGRAM

The Family Violence Prevention and Services Act (FVPSA) Program administers the primary federal funding stream dedicated to the support of emergency shelter and related assistance for victims of domestic violence and their children.

75 Domestic violence programs funded
$3.97 million Awarded to FVPSA programs
13 Prevention/specialized service programs

FVPSA Priorities

- Coordinating statewide improvements within local communities, social service systems, and programming regarding the prevention and intervention of family violence, domestic violence, and teen dating violence through the leadership of state domestic violence coalitions and FVPSA state administrators.
- Providing accessible services to unserved, underserved, or inadequately served populations, including culturally and linguistically specific populations in rural areas of the state.
- Prioritizing economic empowerment, culturally specific communities including American Indian populations, and services related to trauma-informed care, language translations, mental health, and transportation.

CARES Act Supplemental Grant

$1 million in CARES Act supplemental funds was distributed to FVPSA grant recipients. Agencies will use the funds to prevent, prepare, and respond to the spread of COVID-19. Examples include:

- Assisting clients impacted by COVID-19 with rent, utilities, and food costs.
- Offering hotel accommodations for safe housing.
- Providing therapy through telehealth services.

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DOMESTIC VIOLENCE INTERVENTION PROGRAMS

In 2002, the North Carolina Domestic Violence Commission granted the NC Council for Women & Youth Involvement the authority to oversee the Domestic Violence Intervention Programs (DVIP) utilized by the North Carolina court system. The program provides educational resources to domestic violence offenders to help in the development of skills necessary to effectively communicate and interact with loved ones through nonviolence.

26 Week program
71 Counties served
42 Approved programs

DVIP 2019-2020 Statistics

946 Clients completed DVIP classes
1,509 Court ordered intakes

Gender of Participants

<table>
<thead>
<tr>
<th>Male</th>
<th>92%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>8%</td>
</tr>
</tbody>
</table>

Civil Court 6%
Probation/Parole 13%
Criminal Court 81%

“Y’alls approach is perfect...the program has truly changed my life.”
Testimonial from Client of Grantee

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Hosted a simulation training for 20 participants from Alliance Health.

Collaborated with PLM Families Together, Inc. and Beloved Haven, Inc. to provide housing and other support services of human trafficking.

Working with Radio One to conduct media campaigns informing audiences about family violence, human trafficking, and the resources available to survivors.

Adapted in-person trainings to virtual resources. Trainings focus on marginalized populations, and underserved and unserved communities.

**Seek, Engage, and Empower (SEE) NC Program**

- Hosted a simulation training for 20 participants from Alliance Health.
- Collaborated with PLM Families Together, Inc. and Beloved Haven, Inc. to provide housing and other support services of human trafficking.
- Working with Radio One to conduct media campaigns informing audiences about family violence, human trafficking, and the resources available to survivors.
- Adapted in-person trainings to virtual resources. Trainings focus on marginalized populations, and underserved and unserved communities.

**Leading, Empowering, Advising and Developing (LEAD) Initiative**

- Hosted workshops for students related to community engagement, destructive decisions, physical fitness, healthy relationships, and career development.
- Hosted events in Person and Vance counties to bring opportunities and resources to marginalized youth in rural communities.
Each summer, the State of North Carolina Internship Program provides students with professional work experience that connect classroom experiences and potential career choices.

**Intern Race**
- White: 66%
- Black: 18%
- Multiracial/Other: 9%
- Asian: 7%

**Intern Gender**
- Female: 68%
- Male: 32%

As a safety precaution, all summer 2020 internship assignments were virtual due to COVID-19. While this narrowed the number of summer projects from 100 to 44, participating students were still able to obtain valuable government work experience, serving as public servants for the State of North Carolina.
STATE YOUTH COUNCIL

North Carolina State Youth Councils provide students with an opportunity to work with local government agencies, community organizations and advocates to address the needs of peers within their communities.

- 23 Youth councils in 20 NC counties
- > 5,000 Hours of community service performed
- $6,292 Allocated for youth mini grants

These young leaders organize programs and projects to enhance their communities and well-being of other youth in their communities.

Members of Youth Councils learn the value of teamwork, respect for self and others, a strong work ethic and what it means to be a responsible North Carolina resident.

"State Youth Council means bringing together teens to make change within their community."

Nyanna Sherrod
Chair of the State Youth Council Executive Board

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LADY CARDINAL MENTORSHIP PROGRAM

The Lady Cardinal Mentorship Program is a **5-week summer enrichment opportunity** for high school girls in North Carolina who are interested in exploring careers in **science, technology, engineering, and/or mathematics (STEM)** within state government.

Due to the COVID-19 pandemic, the Lady Cardinal Mentorship Program was postponed for summer 2020. The NC Council for Women & Youth Involvement is following health and safety guidelines from the Centers for Disease Control and Prevention and NC Department of Health and Human Services.

NC SADD

NC SADD’s (Students Against Destructive Decisions) mission is to **empower youth** to successfully confront the risks and pressures that challenge them throughout their daily lives.

"As a SADD Advisor, I have taken on the responsibility of being a part of these students’ lives; teaching them how to use their talents and life lessons to promote a healthy lifestyle that will ensure greater opportunities for their future."

*Sgt. Raymond Vaughan*
SADD Advisor of the Year, Weldon Middle School

Annual SADD Conference
November 22-24, 2019
Concord, NC

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THANK YOU TO OUR DEDICATED PARTNERS

North Carolina Council for Women & Youth Involvement

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