



Tennessee Economic Council on Women

**Biennial Report
2010**

Welcome

The Honorable Phil Bredesen
The Honorable Ron Ramsey
The Honorable Kent Williams
The Honorable Tre Hargett
Members of the Tennessee General Assembly
Members of the Women's and Black Legislative Caucuses
Fellow Citizens of Tennessee

Greetings!

On behalf of the Tennessee Economic Council on Women, we are proud to present the sixth Biennial Report highlighting the Council's accomplishments.

Over the course of the past two years, the Economic Council has had tremendous opportunities to continue the mission of assessing and addressing the economic issues that impact Tennessee's women and Tennessee's growth. This report is a summary of our activities and achievements. As we celebrate the 90th anniversary of the ratification of the 19th Amendment this year, we appreciate how far we have come even as we make plans for continued growth for all Tennesseans.

This work, which is increasingly important, would be virtually impossible without the dedication and support of our colleagues and partners. They have our deepest appreciation and we look forward to continuing our efforts together.

Growing our economy greatly depends on the involvement of Tennessee's women. It is an honor to be a part of their education and advancement and we look forward to continuing this work.

Sincerely,



Janis Sontany
Chair



Jennifer Rawls
Executive Director



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In 2010, 90 women serve in the U.S. Congress. Seventeen women serve in the Senate, and 73 women serve in the House. The number of women in statewide elective executive posts is 73, while the proportion of women in state legislatures is at 24.4 percent.

Council Mission

Mission

The Tennessee Economic Council on Women is an economic advocate for women. It assesses Tennessee women's economic status, and develops and advocates solutions to address women's needs and helps them achieve economic autonomy. It sets priorities that are timely, cost-effective, and likely to result in positive changes for women.

Vision

The Tennessee Economic Council on Women is *the* information source for Tennessee women.

Who We Are

The Tennessee Economic Council on Women is a state agency with 21 appointed members and an Executive Director. The Governor appoints six (6) members. The Speakers of the House of Representatives and the Senate jointly appoint nine (9) representatives of the State's Development Districts. The Speaker of the Senate appoints two (2) Senators and the Speaker of the House appoints two (2) Representatives. The Tennessee black caucus of state legislators and the legislative women's caucus make one appointment each.

What We Are About

The One Hundredth General Assembly created the Tennessee Economic Council on Women (TCA § 4-5-101, et seq.) to address the economic concerns and needs of women in Tennessee. These concerns and needs 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 conducts research, holds hearings, develops recommendations and policy, educates the public, and engages in activities for the benefit of women. It is authorized to request funds from the federal government and private sources. The Council consults with and reports to the Governor, the Women's Legislative Caucus, the General Assembly and the pertinent agencies, departments, boards, commissions and other entities of State and local governments on matters pertaining to women.



Above: Joan Chandler, Summit Treasurer and presenter Rosemary Frank and Constance Smith-Burwell visit the vendor booths at the 2008 Economic Summit for Women

Below: Jenni Berz of Chattanooga and LaRita Mitchell of Memphis at the 2008 Economic Summit reception



Council Members, Staff & Interns

Executive Committee

Rep. Janis Sontany, Chair, Tennessee House Representative

Carol Danehower, Vice-Chair, Tennessee Board of Regents Representative

Margaret Jane Powers, East Tennessee, Upper Cumberland Development District Representative

Tommie Morton-Young, Middle Tennessee, At-Large Women's Group Representative

Shawn Francisco, West Tennessee, Northwestern Tennessee Development District Representative

Sandra Bennett, Secretary, At-Large Women's Group Representative

Yvonne Wood, Treasurer, Greater Nashville Regional Council Representative

Carol Berz, Immediate Past Chair, Southeastern Tennessee Development District Representative

Council Members listed alphabetically

Ann Ayers, East Tennessee Development District Representative

Gwendolyn Sims Davis, Governor's Cabinet Representative

Rep. Sherry Jones, Tennessee House Representative

Linda Manning, Independent Colleges and Universities Representative

Elliott Moore, First Tennessee Development District Representative

Rep. Mary Pruitt, Tennessee Women's Legislative Caucus Representative

Ellen Vergos, Memphis Area Associated Governments Representative

Dena Wise, University of Tennessee Board of Trustees Representative

Senator Jamie Woodson, Tennessee Senate Representative

Senator Ken Yager, Tennessee Senate Representative

Council Staff

Jennifer Rawls, Executive Director

Julia Reynolds Thompson, Research Assistant

Tracey Roberts, Secretary

Former Council Members (with service Sept. 2008- Sept. 2010)

Arlene Garrison, University of Tennessee Board of Trustees Representative

Wendy Pitts Reeves, East Tennessee Development District Representative

Sandra Silverstein, Southwest Tennessee Development District Representative

Brenda Speer, South Central Tennessee Development District Representative

Nathan Vaughn, Black Legislative Caucus Representative

Mike Williams, Tennessee Senate Representative

“It is always more rewarding to watch money change the world than to watch it accumulate.”

Gloria Steinem

Sixth Biennial Report Overview

The Council's establishing legislation charges the Council to submit a biennial report. We are pleased to present this, our Sixth Biennial Report. During the past twenty four months, the Council's focus has been threefold:

- I. Assessing the economic issues facing Tennessee's women and developing recommendations to address those issues, including educate policy makers and the general public about women and the economy;
- II. Increasing women's representation on state boards and commissions by recommending, to the Governor and others, qualified women to serve on state boards and commissions; and
- III. Increasing the Council's outreach, programs and activities across the State through strategic partnerships with other governmental agencies, community groups, businesses, colleges and universities, women's advocates and others to provide research and/or programs that advance women's economic status.

About this Report

This report is organized around the Council's primary activities over the past two years. Following are summaries of its research on the impact of wages and earnings for Tennessee women, the economic impact of the lack of preventive healthcare for women, and information on updated listings of county resources for women. Also included in the report are summaries of Council initiatives to bring experts from various industries together with women in Tennessee communities to offer education, networking and mentoring opportunities. The Council's work to increase the number of women on state boards and commissions is also detailed here.



Above: 2009 "E" Award Winner Mary Clement (left) with Summit keynote speaker Gloria Steinem

Below: At the 2008 Economic Summit for Women, Senator Jamie Woodson addresses legislation affecting Tennessee women



Research and Publications

Research is at the heart of the Council's work to educate. Past publications such as the *The Impact of Domestic Violence on the Tennessee Economy* have been useful tools in working for women-positive policy and public awareness of how issues impact Tennessee's economy.

The bulk of our research work in 2009 was focused on the report ***The Economic Impact of Wages & Earnings for Tennessee Women***. This report, the Council's second report on the wages and earnings of women in Tennessee, provides a history of wages, statistical analysis of the relationship between income, occupation and gender in Tennessee and ideas for closing the wage gap and providing economic stability. The Council continues to use the information in this report to educate Tennesseans about the essential role women's wage equity plays in our states economy.

The Council has also updated county-by-county resource guides for Tennessee women on topics such as domestic and sexual violence, health-care and childcare which are available on the Council's website (www.tennesseewomen.org).

The Council recently began its newest project on the economic impact of women-owned businesses in Tennessee. This research will be released October 20, 2010.



Left: Council Member Ellen Vergos, Marietta Shipley, Tennessee Supreme Court Justice Cornelia Clark and at the 2008 Summit reception

Right: University of Memphis President Dr. Shirley Raines (left), a 2009 "E" Award Winner, with University of Memphis student April Forte-Ardaway



The Economic Impact of Wages & Earnings for Tennessee Women

Report Overview

Questions were immediately raised when the number of women joining the waged labor force began to increase. World War I and the passage of the 19th Amendment were among the many social and political changes leading more women to the workplace. Beginning in 1912, efforts were made, some successful, to pass legislation aimed at creating a fair and safe workplace for women despite continued legal challenges and an unwillingness to include protections in a broad number of industries. The arguments for a women-specific minimum wage, for example, ranged from assertions of women worker's inability to bargain for adequate wages to the need to protect women's health to ensure their roles as mothers.

When the Fair Labor Standards Act was passed, thanks in large part to then Secretary of Labor Francis Perkins, the idea that workers' needs and living standards mattered in setting wages became an issue to be considered rather than a theory that could be easily dismissed. In 1942, President Roosevelt charged the National War Labor Board with determining wage stabilization policies and companies were asked to adjust salaries paid to women to equal rates paid to men for comparable work and time. This voluntary program resulted in changes to those jobs traditionally filled by men who were then fighting WWII. Efforts to expand the practice of "equal pay for equal work" failed at the time but the theory became the foundation for the discussion that continues today.

A federal equal pay bill was introduced in Congress in 1945 and had support of numerous labor organizations. That legislation, however, failed and the continued policies from previous attempts to equalize pay through voluntary efforts and legislation passed in the States resulted in the drop of the ratio of women's to men's earnings to 59 cents for every dollar.

In 1974, Tennessee passed legislation prohibiting discrimination based on gender for comparable work with comparable skill requirements, effort and responsibility and that are performed under similar working conditions.

Despite national and state legislation, lawsuits and the general acceptance of women in many traditionally male-dominated fields, gender discrimination still exists and has a significantly negative effect on the overall economy of Tennessee and the nation.

A statistical analysis of Tennessee wage data demonstrates:

- When men and women at the same level of education are compared, the wage gap persists.

“Whether the wage gap, occupational segregation of women, and their resulting lower status is due to discrimination by the employers or due to socialization that affects their choices, or both, there is a pressing need to address it in a multi-faceted way with involvement from all of the stakeholders.”

The Economic Impact of Wages & Earnings for Tennessee Women

- When the earnings of men and women in the same occupational fields are analyzed, it is clear that jobs held by women are heavily segregated into three of eight broad occupational categories and that these jobs pay less.
- Women comprise 80-97% of the workers in these occupations: secretaries and administrative assistants, cashiers, elementary and middle school teachers, registered nurses, bookkeeping and accounting/auditing clerks, nursing, psychiatric and home health aides, child care workers and office clerks.
- Theories explaining the earnings differential between men and women at similar levels of education and in similar occupations offer the greater likelihood of women's early withdrawal from the labor force, labor market discrimination, discrimination based on generalizations about gender, and the overcrowding of 'female' jobs as explanations for women's lower wages. These theories can now be assessed by statistical data accounting for marital status, children (both number and ages), race, and level of completed education.
- Consistent with other studies utilizing national data, the Tennessee data demonstrates that a large portion of the wage gap is attributable to the gender of the employee.

Whether the wage gap, occupational segregation of women, and their resulting lower status is due to discrimination by the employers or due to socialization that affects their choices, or both, there is a pressing need to address it in a multi-faceted way with involvement from all of the stakeholders.

Recommendations: Toward Closing the Wage Gap & Economic Stability

Leadership must lead: men and women who are currently in positions of leadership and authority must make wage equity a priority. can include setting and publishing clear standards for pay, developing an internal audit procedure for comparing wages paid to employees in every position and developing a plan to increase wages, if necessary, over a reasonable period of time.

Right: 2008 "E" Award Winners (l to r) Susan Lodal of Kingsport, Betty Nixon of Nashville, Cynthia Moxley of Knoxville, Kathy Walsh of Nashville, Joan Bolden of Jefferson County, Carolyn Baldwin Tucker of Nashville, and Mary Wilder of Memphis



Women must be encouraged to move into higher paying work and girls must be encouraged, mentored and taught to seize opportunities in science, math, engineering and technology. While mobility leading to true equality in higher-paying fields may require an investment for generations, the current economy provides opportunities for women who are seeking to further their education and be involved in “green” sector jobs and businesses.

The negative impact of child rearing on women’s incomes must be reduced. Women in the workforce need affordable child and elder care, as well as access to quality flexible work and paid family leave. Women need support through expanded tax credits to help meet the costs of raising their families. Such policy changes would not just improve the wages of women. Flexible hours, making full use of the technological advances to work from remote sites and access to paid family leave would benefit both men and women, allowing men to make the same family choices women have made for years.

Family-friendly policies must be made available and expanded. Employers should reconsider remote working opportunities, flexible time policies and incorporating safe child care facilities into their current practices. Such policies are a matter of common sense and profitability.

Legislation must be strengthened; legislation and self-policing by employers is necessary to negate gender pay discrimination. The first federal equal pay was introduced over 60 years ago. One of the most overlooked aspects of the women’s wage issue is the difference between government spending for poverty-based programs and overall spending which would increase government coffers. Women’s wages, like all other economic issues, have an impact on the overall health and future of our economy.

For a full copy of this report, and for all previous Council reports, visit www.tennesseewomen.org.

The Economic Impact of Insufficient Preventive Healthcare for Tennessee Women

Report Overview and Recommendations

Although the report *The Economic Impact of Insufficient Preventive Healthcare for Tennessee Women* was released in 2008 the details of this report were not available at the publication date of the previous Biennial Report. In view of the role that healthcare has played in our national debate over the past two years and the increasing role that preventive healthcare plays in this discussion, especially regarding health insurance, the Council would like to share some of the details of the report at this time.

The United States spends the majority of its healthcare dollars on the direct care of medical conditions, while only a small portion is targeted on preventing debilitating conditions. Lack of preventive care in America means we spend increasing amounts on medical care while having very little impact on the social circumstances, environmental conditions, and behavioral choices that have an even more profound effect on health.

The health status of Tennessee women is surpassed by the majority of states. In 2007 the National Women's Law Center examined women's health and well-being in each of the states using twenty-seven health status indicators including heart disease mortality, lung disease mortality, breast cancer mortality, incidence of diabetes, incidence of Chlamydia, incidence of AIDS, poor mental health, access to healthcare services (including insurance coverage), available health screenings, and physical activity and behavior indicators. Benchmarks for each of these indicators were set and evaluated nationally and using specific state information. Tennessee's rank was 45th among states with a grade score of F.

Stated simply, prevention is indeed essential for women to meet basic healthcare standards. However, the role of preventive care in society is not merely about meeting a medical standard, but obtaining a higher quality of life. Women's health status and quality of life is central to their ability to earn money and fulfill responsibilities.

For Tennessee's women, the health-related rankings offer little encouragement. Tennessee women rank 47th for high blood pressure and 48th for diabetes, for example. Not surprisingly, Tennessee ranks 50th in leisure time physical activity, 42nd in obesity and 48th in smoking. As a nation, we spend about \$2.1 trillion a year on healthcare. Of that about \$924 billion is government funded, \$1.176 trillion is private insurance/private pay based, and \$210 billion is spent yearly on pharmaceuticals and diagnostic testing. Tennessee is fortunate to have a variety of programs designed to improve the health and life of women who face significant socioeconomic barriers. The Council recommends an extension of these services, especially as they relate to screening programs for cancer, nutrition, parenting skills,



Above: 2006 Economic Summit for Women keynote speaker Helen Thomas (right), First Lady of the Press, with (l to r) Tennessee Senator Thelma Harper and Council Member Yvonne Wood

Below: 2007 Summit attendees Stacy Nunnally (left), Director of Gender Matters Programming at the Vanderbilt University Margaret Cunniggin Women's Center, with student Paige Allen



basic healthcare and prenatal care. These programs not only provide essential diagnosis and treatment information, they also assist in developing health maintenance habits that lead to healthier women and children.

Federal funding for prevention is available at the state level through multiple grant sources, but preventive care is rarely extricated from the complexities of a multifaceted healthcare system. For example, the Preventive Services Block Grant contributes to activities covered by this report, such as screening for cancer, cholesterol, and diabetes, as well as more broadly defined prevention: fluoridation of water, providing bicycle helmets, and supporting the construction of walking trails. Other prevention programs include smoking cessation and diabetes treatment. The Council recommends full application and use of these funds to continue basic preventive healthcare.

The Council also recommends that all municipalities, regardless of size or population, review their approach to preventive healthcare and continue to prioritize healthcare as they change and grow. Issues regarding transportation options, school curriculum and after-school programs, employer benefits and zoning, for example, have an impact on the health of the citizenry.

Technological advancements have been made not only the diagnosis and treatment of illnesses but in the administration of healthcare. The Council recommends that the dialogue regarding the implementation of an online system of patient record maintenance continue. Time is a significant factor, especially for women, when accessing necessary healthcare – both preventive and diagnostic/treatment. The ability to access complete patient history, prescribed medications and physician contact information in one place would alleviate many of the barriers women experience in accessing healthcare. Technological advancements also allow better physician-to-physician communication and the Council applauds and recommends the further development and use of programs such as the Governor's e-Health Advisory Council's TeleHealth project.

Good health is about more than treating disease: it is about quality of life. Comprehensive Health Programs address the roots of quality of life, the barriers to consistent preventive care and behavioral risk factors. These programs reach women where the obstacles to health care have left them, often visiting them in their homes and providing education about preventative measures and service access. Good health requires education in order for the individual to become her own best advocate for health. Long-term patient/physician relationships help encourage overall healthy lifestyles by addressing behavior-based risk factors such as obesity and tobacco use. Good health for women is important not only during prenatal and postpartum periods but throughout a woman's life. Programs that acknowledge the roots of health, a woman's lack of financial ability to access services, her insurance status, transportation availability, care giving responsibilities, and time and attitudinal barriers, give her a better chance at good health, longevity and productivity.

“Good health is about more than treating disease: it is about quality of life.”

The Economic Impact of Insufficient Preventive Healthcare for Tennessee Women

Conferences & Training

Economic Summit for Women

Beginning in 2004, the Economic Council presented the first Economic Summit for Women in Nashville. The goals of the Summit are to develop a statewide platform for the economic issues of Tennessee women and their families, assess the impact of women's economic issues on Tennessee's overall economy, build upon a statewide network and create new partnerships and collaborations, and honor individuals and organizations that have illustrated exemplary support of women in Tennessee. The Summit brings together women from across the State and internationally recognized leaders in business, industry, government, the medical and legal fields and educators to focus their ideas and question about the status of women's economic autonomy. Information is given in both general and small group sessions about all aspects of professional success and financial independence.

Recent keynote speakers include Justice Sandra Day O'Connor, DeLores Pressley, Robin Gerber, Gloria Steinem, Governor Madeline Kunin, and Dr. Carole Leland. Sessions have included presentations on career advancement, networking, political participation and legislative issues, leadership and the economic status of women in Tennessee. The Council also presents "E" Awards ("E" for "Excellence and Equity") to women from across the State who have distinguished themselves in a specific field or life commitment that has contributed to improving the lives of girls and women in Tennessee. We are proud that the annual Summit has become the premier event focused on women's economic issues in the State. It is a unique opportunity to hear directly from women about the economic issues that continually affect their lives.

Women Business Owners Opportunities Conference

In May of 2005, the Economic Council on Women, supported initially by a grant from the Tennessee Department of Economic and Community Development, the Council co-hosted the first Women Business Owner's Opportunities Conference in Memphis. With the tremendous success of the first event came a commitment to continue this program in West Tennessee and WBOOC events were held in 2006 and 2008. In 2009 and 2010, a decision was made to move the conference location to Jackson in order to reach women entrepreneurs from all of West Tennessee. The WBOOC differs from other conferences in that its sole focus is creating business and procurement opportunities and providing information about starting and staying in business. Along with our new partners, the WestStar leadership program at UT Martin and the Tennessee Small Business Development Centers, hundreds of women from 21 counties in West Tennessee have participated in the WBOOC and the Council remains committed to work with organizations and companies in the area to better inform and equip women business owners.



Above: 2008 Economic Summit for Women speaker DeLores Pressley inspires attendees to seek opportunities for collaboration and to be women of action

Below: 2009 Summit keynote speaker Gloria Steinem and Tennessee State Senator Thelma Harper



Regional Mini-Summits and Other Projects

Working with the Department of Economic and Community Development's Business Enterprise Resource Office (BERO), the Council has presented mini-summits, or regional conferences, throughout the State. This ongoing partnership underscores the Council's commitment to building agency and business relationships to bring important and timely information to Tennessee's women.

Moving On, Moving Up!

Blount County hosted the first East Development District summit in 2007 at the Blount County campus of Pellissippi Community College and at Maryville College in 2008. The 2009 and 2010 events were again held at Maryville College and presented with the College's Center for Strong Communities. Following the model of the Economic Summit for Women, these conferences provide expert leaders, motivational speakers and questions and answer sessions for women who seek to be a part of Tennessee's economic growth. In addition to extremely talented local presenters, Justice Sharon Lee of the Tennessee State Supreme Court provided the keynote address at the 2009 *Seize the Day: Getting Ahead When Times are Hard* event and Pam Fansler, President, First Tennessee Bank provided the special keynote at the 2010 *Women & Power: Plug into the Power in You* event. Through the efforts of our local volunteer host committee, these events are vital to the Council's outreach and bring in speakers, presenters and partners from all over east Tennessee.

Tri-Cities Regional Women's Business Summit

May 2008 saw the first Tri Cities Regional Women's Business Summit in the First Tennessee Development District. The summit was held again in 2009 at Northeast State Technical Community College and produced in partnership with the Kingsport Office of Small Business Development & Entrepreneurship. This event included sessions addressing the virtual networking, brand management, accessing capital, negotiation skills, the economics of women's health, and the economics of women's political participation in Tennessee. These conferences have allowed the Council to work with incredibly talented entrepreneurs, community leaders and the Chambers of Commerce in the Tri-Cities. The Council's plan is to expand the reach of this event to include more women from the First Tennessee Development District.



Left: Melissa Cox-Raynor (left) of Crockett County and Yvonne Neely of Shelby County attend the 2010 Women Business Owners Opportunities Conference in Jackson, TN.



Right: Charley Deal of Weakley County, Deidre Beene of McNairy County and Deborah Reed of Shelby County at the 2010 WBOOC in Jackson.

Women's Business and Finance Day

It has been a continuous goal of the Council to create opportunities to teach women about financial growth, the monetary process and financial literacy. For this reason, at least one of these topics is the focus of a session in each of the Council's events. In June of 2009, the Council took another step toward reaching this goal with the presentation of the Women's Business and Finance Day. Women business owners and executives were invited to hear financial experts Susie Gharib, a leading business news journalist and co-anchor of PBS' *Nightly Business Report* — television's most watched evening business news program, and financial journalist and author Jean Chatzky. These internationally recognized women provided invaluable information regarding financial opportunities and the importance of financial literacy for women. Importantly, this event was geared toward helping leaders take the information back to their circles of influence to begin teaching other women about the importance of economic autonomy.

Run Women Run!

In February of 2010, the Council co-hosted a day-long training, "Run Women Run!" at Rhodes College for women who are interested in running for elected office. The Council's focus on this topic began with the publication of the report, "Achieving an Equally Gendered Government: The Economic Impact of Women's Political Participation in Tennessee." Organized with partners including the Memphis Area Women's Council, the League of Women Voters of Memphis and Shelby County, the National Association of Women Business Owners Memphis Chapter and the Tennessee and Memphis Women's Political Caucuses, the non-partisan event brought together elected officials and campaign experts to provide insight into the political campaign process and to offer encouragement and ideas to women who are interested in public service.

GRITS (Girls Raised in Tennessee Science)

The Council is honored to serve on the leadership team of the GRITS program with Middle Tennessee State University and a host of other organizations who seek to encourage and assist young women to prepare themselves for a dynamic and profitable career in the science-related industries. The GRITS Collaborative Project collectively pulls resources together to build a stronger community across Tennessee in support of girls and women in science, technology, engineering and math (STEM). Established through a National Science Foundation dissemination grant supporting research on gender in science and engineering, the program seeks to help Tennessee become the premier state in the nation for women in STEM degrees and careers. Specific programs include:

- **GRITS Traveling Road show:** Power Point presentations and videos that target middle and high school girls and their parents, teachers and guidance counselors. Topics include gender bias, careers in **STEM**, best practices in **STEM** education, how to succeed in **STEM** classes, advice on how to ask the right questions in **STEM** classes, what classes are needed to be best prepared for college, information about study habits and test taking hints along with information on how to find out information about applying to college and for financial aid.
- **Video conferencing** with a panel discussion featuring women **STEM** majors who answer questions from middle school and high school girls viewing from remote locations across the state.
- **Math and Science Conferences: Expanding Your Horizons** for middle school girls in Middle, East and West Tennessee. Half day conferences-- 9th and 10th graders and one for 11th and 12th graders.

Boards and Commissions

The enabling legislation directs the Council to set up a process for recommending qualified women to serve on State boards and commissions and to advocate for women to be appointed in these roles. To meet this need, the Council created a process to identify, recruit and recommend qualified female candidates for administration boards and commission posts. This process allows the Council to work closely with the administration and the Speakers of the House and Senate to assist in increasing the number of women who serve on Tennessee's boards and commissions.

The Council's contributions to this effort have resulted in the appointment of Mary Jinks and Reba McBride to the Tennessee Community Services Agency Board of Directors and Valisa Thompson to the Tennessee Board of Veterinary Medical Examiners. Other recent appointees include Karen Williams to the Humanities Tennessee Board of Directors, Jaque Hillman to the Regional Delta Authority, Jean Schmidt, Echell Eady and Shirley Frierson to the Tennessee Workforce Development Board and Carol McCoy to the Tennessee Arts Commission. These women learned of the open positions on state boards and commissions through the Council's statewide communications and submitted their names for consideration. All were appointed by Governor Phil Bredesen.

The Governor's Office of Boards and Commissions routinely sends the Council's office a report of vacancies on state boards and commissions. The Council utilizes its statewide database of women advocates to announce the vacancies and encourages qualified women to apply for these positions. Women are asked to send background information, including a biographical sketch and a statement explaining their interest in serving on a particular board, to the Council's Board and Commissions Chair, Yvonne Wood. A letter is then prepared for the Governor with the pertinent data. The Council's Executive Director maintains a file reflecting the name of each woman recommended by the Council for each specific vacancy and, if she is selected, the date the appointment was made by the Governor.

It is the Council's belief that giving women greater voice on Tennessee's Boards and Commissions helps increase the visibility of the economic issues facing Tennessee women which fosters more discussion and implementation of women's economic development. Additionally, serving on these boards and commissions provides invaluable training for service on community and for-profit boards. Currently, the number of women serving on State boards and commissions far exceeds the number of women on corporate boards.

“I think the important thing about my appointment is not that I will decide cases as a woman, but that I am a woman who will get to decide cases.”

Sandra Day O'Connor



Left: Speakers at the 2008 “Everyday Politics for Everyday Women” workshop (l to r) Clarksville Mayoral candidate Kim McMillan, lobbyist Leslie Hafner, attorney and former lobbyist Mary Frances Lyle, and Gallatin Mayor Jo Ann Graves

Moving Forward

Over the past two years, the economic struggles faced by everyone have re-emphasized the need for financial education and economic autonomy. Across Tennessee, women are being asked by their families and employers to do more with fewer resources. The need for programs that encourage women to be active, vocal and knowledgeable participants in our overall economic planning has never been greater.

It is expected that the upcoming census data will reveal that one of fastest growing demographics is single-female householders with children. According to some reports over the past 8—12 months, women now make up more of the workforce than men. Additionally, many women are starting their own businesses, either as a hopeful answer to unemployment or as a way to earn a second income. All of these women face their own economic issues: childcare, tuition, transportation to and from work, rising mortgage costs and on and on. But they are making every effort to get and stay ahead and they need reliable, timely and practical information to meet their goals.

It is gratifying to witness an increase in the number women who understand the need for financial education and who are committed to improving their economic status. The partnerships the Council has established between women from all across Tennessee and businesses, agencies and organizations that are dedicated to helping women succeed are making real and important changes. The Council's plan of work will focus on continuing to build these bridges.

Research will also continue to be a primary focus of the Council's activities for the next two years. The Council's unique mission in focusing on *economic* issues makes Tennessee a leader in the ongoing public discussions about women's roles, women's contributions and public policy. The research completed by the Council has, and continues to be, used by other states and local agencies as the basis for their research and replication.

By building on our successes and continuing to work together, the future looks brighter for Tennessee's women and economy.



Above: Volunteer State Community College Professor Carole Bucy, 2009 Summit luncheon keynote speaker Gloria Steinem and Gallatin educator Jill Groce (l to r)

Below: 2008 Economic Summit for Women keynote speaker Robin Gerber



Partnerships

The Council is committed to building partnerships with other governmental agencies, businesses and other organizations in order to educate women and girls about economic issues, initiatives and methods of improving their economic autonomy. Listed below is a representation of those groups from all across the state with whom the Council has worked over the past two years.

Government Agencies

- Governor's Office of Diversity Business Enterprise
- Tennessee Department of Economic and Community Development
- Business Enterprise Resource Office
- Tennessee Department of Commerce and Insurance
- Tennessee Department of Education
- Tennessee Department of Environment and Conservation
- Tennessee Department of General Services
- Tennessee Department of Health
- Tennessee Department of Human Resources
- Tennessee Human Rights Commission
- Tennessee Department of Labor and Workforce Development
- Tennessee Office of the First Lady
- Tennessee Small Business Development Centers
- Tennessee Department of State
- Tennessee Department of Tourist Development
- Tennessee Valley Authority
- US Department of Labor – Women's Bureau
- USDA Rural and Community Development
- US Small Business Administration

Business Community

- Afr-Agenda Literary Management and Publishing
- AllState
- Ann Ellington Jewelry
- BeCe Enterprises, Inc.
- Beijo Bags
- Big Mean Kitty
- Blount Memorial Wellness Center
- Blount Today
- Business Journal of Tri-Cities Tennessee/Virginia
- Campus Cargo/ The Steamer Trunk
- Carol J. LaRue Investments
- Cerese D Jewelry
- Chumley Communications
- The City Paper



Above: Amy Marsalis moderates “A Conversation with Health Care Professionals” sponsored by St. Thomas Health Services at the 2009 Summit

Below: Summit Attendees (l to r) Diana Wynne, Senior Vice President, CBRL, and Agenia Clark, CEO, Girl Scouts of Middle Tennessee, at the 2008 Economic Summit in Nashville



Cindy David Jewelry
Clement and Associates
Community Bank & Trust of Cheatham County
Cookie Lee Jewelry
Cove Mountain Counseling
Cracker Barrel Old Country Store
The Creative Trust
Dell
Deloitte
DENSO
Direct Link, Inc.
Divine Café & Catering
Eastman Chemical Company
Ebon Quilts
Education Networks of America
Elixer Group
The Entrepreneur’s Source
FedEx Corporation
The Ferrell-McDaniel Company
Financial Advantage, Inc.
Finer Things for Her
First Tennessee Bank
Flowers and Such
Foursquare Consulting Group, LLC
Ganick Communications
GDCD
Geiger Innovative Marketing
GiGi Bags
Gilbert Advanced Asset Management
Glenda Copeland & Associates, Inc.
Green Frog Coffee Company
H+M Company
Haven House
Health Spectrum Worksite Solutions
Hedstrom Design, LLC
Hill Financial Services
I See Beauty for You
Impact Associates
The InnerResource Center
International Paper Company

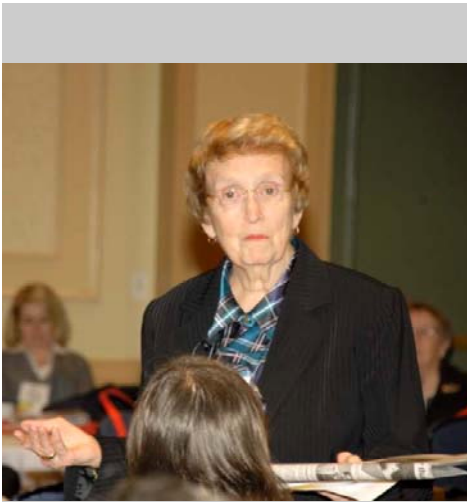
Jump in the Box.com
Jyl Walker Jewelry Designs
Knoxville TVA Employees Credit Union
KS Tax & Accounting Inc.
LCHAM Company
LEARN Consulting
LeBlanc Financial Group
Legal Aid of East Tennessee
LeScot Enterprises, Inc.
LulaRuth Online Boutique
MapSync
Mary Kay Independent Consultants
Master Plan Security Services LLC
Memphis Business Journal
Methodist LeBonheur Healthcare
MetLife
Miller & Martin PLLC
Morgan Keegan
Mountain States Health Alliance
Nashville Business Journal
Nashville Electric Service
NetGain Corporation
The New Tennessee Woman
News Channel 5
News Channel 11
Pathways With Purpose and Conscious Corporate Concepts
Pinnacle Bank
The Powers Law Firm
Private Dispute Resolution Services, LLC
Pugh & Company, PC
Regency Consulting Group
Rivers Advertising
RJS Leadership Coaching
Simms
Smith, Harris & Carr
SRW Associates
Staffing Solutions
Socle' Medical Spa
Southeast Community Capital
St. Thomas Health Services



Above: Christi Granstaff and Council Member Sandra Bennett with 2008 Summit luncheon speaker Sandra Day O'Connor

Below: Lanette Wagster and Olivia Wilson from Weakley County show off their swag at the 2010 Women Business Owner's Opportunities Conference in Jackson.





Above: International Leadership Consultant Dr. Carole Leland wraps up the 2009 Economic Summit for Women in Nashville.

Below: Dee Henderson, Brandi Wilson and Lisa Silver, all from Madison County, attend the 2010 Women Business Owners Opportunities Conference in Jackson.



Susan Limor, Attorney at Law
Sterling Graphics
SunTrust Bank
TradeBank of Knoxville
Vision3 Interactive Media
Voice Magazine for Women
Waller Lansden Dortch and Davis, PLLC
WATE.com
Wells Fargo Advisors
West Tennessee Healthcare
Wood Conference and Event Planning
WUOT

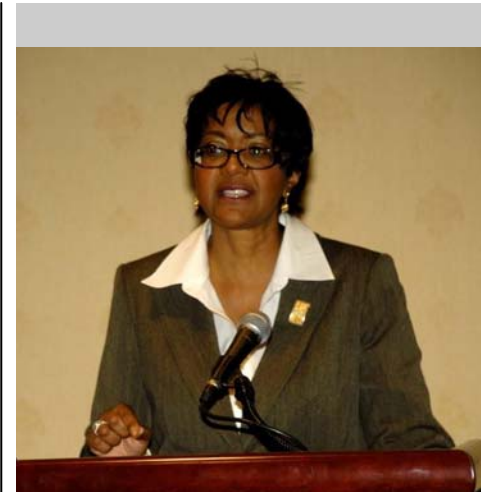
Organizations

AAUW (American Association of University Women)
Athena International
Business & Professional Women/USA
CABLE Nashville
Chi Chapter of Gamma Phi Delta Sorority, Inc.
Child and Family Tennessee
Chiropractic Association in Jackson
Davidson County Democratic Women
East Tennessee Lawyer's Association for Women
Girl Scouts of Middle Tennessee
Governor's Books from Birth Foundation
Jackson Area Chamber of Commerce
Jackson Convention & Visitor's Bureau
Kingsport Office of Small Business Enterprise
Knoxville Area Urban League
Lawyer's Association for Women
League of Women Voters of Tennessee
Margaret Cunningham Women's Center at Vanderbilt
Memphis Area Women's Council
Memphis Convention & Visitors Bureau
Memphis Women's Political Caucus
MLK Celebration Blount County
Nashville Women's Political Caucus
National Association of Women Business Owners
National Association of Women in Construction
National Organization for Women, Tennessee

Planned Parenthood
Regional Entrepreneur and Economic Development (REED) Center
Safe Haven Crisis & Recovery Center for Sexual Assault
Tennessee Coalition Against Sexual and Domestic Violence
Tennessee Equality Project
Tennessee Federation of Business & Professional Women
Tennessee Housing Development Agency
Tennessee Primary Care Association
Tennessee Women's Forum
Tennessee Women's Political Caucus
United Way of Blount County
WestStar
Women in Higher Education
Women In Numbers
Women's Economic Council Foundation, Inc.
Women's Foundation of Greater Memphis
YWCA of Nashville

Colleges and Universities

Bethel University
Center for Calling and Career at Maryville College
Center for Strong Communities at Maryville College
Howard H. Baker, Jr. Center for Public Policy at the University of Tennessee
Maryville College
Middle Tennessee State University
Milligan College
Northeast State Technical Community College
Rhodes College
Tennessee State University
University of Memphis Center for Research on Women
University of Memphis – Jackson
University of Memphis Alumna
University of Tennessee
University of Tennessee - Martin
University of Tennessee Center on Disabilities
University of Tennessee Extension Services
University of Tennessee at Kingsport Center for Higher Education
University of Tennessee Institute for Public Service
Vanderbilt University
Vanderbilt University School of Law



Above: Diana Wynne at the 2009 Economic Summit for Women.

Below: Betty Nixon and Representative Janis Sontany enjoy Sunday's reception at the 2008 Economic Summit for Women.



Appendices

I. Enabling Legislation

4-50-101. Council created - Membership - Term of service.

(a) A Tennessee economic council on women, hereinafter referred to as the "economic council," is created. The economic council shall be composed of twenty-one (21) members. Nine (9) members shall be jointly appointed by the speaker of the senate and the speaker of the house of representatives, one (1) such member to be so appointed from each of the nine (9) multi-county development districts created under title 13, chapter 14, part 1. Two (2) senators shall be appointed by the speaker of the senate and two (2) representatives shall be appointed by the speaker of the house of representatives. One (1) member shall be appointed by the Tennessee black caucus of state legislators and one (1) member shall be appointed by the legislative women's caucus. One (1) cabinet member shall be appointed by the governor. Three (3) members shall be appointed by the governor, one (1) such member to be so appointed from nominations received from each of the following: the board of trustees of the university of Tennessee, the Tennessee board of regents and the Tennessee independent colleges and universities, which nominees shall be academic faculty or staff:

- (1) From state or private four-year universities or colleges having a graduate program; and
- (2) With research and teaching experience in the field of economic concerns of women.

(b) The governor shall appoint two (2) members at-large from a slate of six (6) nominees jointly recommended through Links, one hundred (100) black women, league of women voters of Tennessee, Tennessee women's political caucus, Tennessee lawyers association for women and housing authority tenant associations. The recommending groups shall actively seek nominees from as broad a range as reasonably possible of local, civic and business groups. The appointing authorities shall ensure that their appointments broadly represent the community in such areas as age, sex, minority groups, economic levels, employment and political affiliation.

(c) The first appointive members shall hold office for staggered terms. Of the nine (9) appointees from the development districts, the speakers shall jointly appoint three (3) for two-year terms, three (3) for four-year terms, and three (3) for six-year terms. Of the three (3) academic appointees of the governor, one (1) academic member shall be appointed for a two-year term, one (1) for a four-year term, and one (1) for a six-year term. One (1) of the members at-large appointed by the governor shall serve an initial four-year term. The other member at-large appointed by the governor shall serve an initial six-year term. All other appointees shall be for six-year terms. All subsequent appointments of members shall be for full six-year terms. No appointed member shall be appointed to more than two (2) consecutive six (6) year terms. Vacancies shall be filled by appointment pursuant to the criteria in this section only for the remainder of the unexpired term. Any member initially appointed for a six-year term shall not be eligible for reappointment without a two-year absence from commission membership. All other members shall be eligible for reappointment for a six-year term. A two-year absence from the economic council membership qualifies any member for reappointment following the criteria of this section.

[Acts 1998, ch. 1045, § 1.]

4-50-102. Meetings - Officers - Bylaws - Rules - Executive director - Duties of council.

(a) (1) The economic council shall meet as necessary to transact business; provided, that meetings shall be held at least quarterly. Special meetings may be called by the chair or by three (3) members of the economic council, upon delivery of written notice to each member of the economic council. All members shall be duly notified of the time and place of any regular or special meeting at least seven (7) days in advance of such meeting. The economic council may conduct meetings which must be open to the public by:

- (A) Telephone conference calls with speaker phones; and/or
- (B) Electronic conferencing.

Such meetings shall conform to the requirements of title 8, chapter 44, part 1. The economic council shall elect at the first regular meeting of each calendar year a chair, a vice chair, and three (3) representatives, one (1) from each of the three (3) grand divisions, who shall comprise the five-member executive committee to function between quarterly meetings. The chair or the executive director may call meetings of the executive committee. The executive committee shall carry out the matters delegated to it by the full economic council. The majority of the members of the economic council shall constitute a quorum and the concurrence of a majority of those present and voting in any matter within its duties shall be required for a determination of matters within its jurisdiction.

(2) Each member shall serve without compensation. Each member is eligible for expense reimbursement only for attendance at the regularly scheduled quarterly meetings. All reimbursement for travel expenses shall be in accordance with the provisions of the comprehensive travel regulations promulgated by the department of finance and administration and approved by the attorney general and reporter.

(b) (1) The economic council shall promulgate bylaws to provide for the election of officers, establishment of committees, meetings and regulations as to procedural matters of the economic council. The economic council shall conduct its meetings using Robert's Rules of Order.

(2) The council is also authorized to promulgate, amend, revise and rescind rules for its own functioning in accordance with the Uniform Administrative Procedures Act compiled in title 4, ch. 5.

(c) The economic council has the authority to hire an executive director who shall serve at the pleasure of the economic council.

(d) The economic council shall address the economic concerns and needs of women in Tennessee, which concerns and needs 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. In order to address these concerns and needs of women, the council may conduct research, hold hearings, develop recommendations and policy, educate the public and engage in activities for the benefit of women.

(e) The economic council is authorized to request funds from the federal government and private sources to implement subsection (d).

(f) The economic council shall consult with and report to the governor, the women's legislative caucus, the general assembly, and the pertinent agencies, departments, boards, commissions and other entities of state and local governments on matters pertaining to women. Furthermore, the economic council may request assistance from the departments of state and local governments, and advisory committees as needed.

(g) (1) The economic council shall serve as an advocate for women.

(2) It shall, further, set up and execute a program to find and encourage women to serve on state boards and commissions.

(h) To the extent resources to do so exist, the economic council shall evaluate and quantify the results of job training programs that currently exist, and evaluate whether they are helping women to obtain better employment.

(i) For administrative purposes, the economic council on women is attached to the department of state for all administrative matters relating to receipts, disbursements, expense accounts, budget, audit, and other related items.

[Acts 1998, ch. 1045, § 2.]

4-50-103. Biennial report - Other recommendations.

Beginning in the year 2000, the economic council shall submit a biennial report to the governor, the women's legislative caucus and the general assembly by September 1 following the conclusion of any regular annual session occurring in an even-numbered year. Such report shall summarize the economic council's activities, and finding on the economic status of women in the state of Tennessee during the preceding two (2) years. The report shall include recommendations for more effective use of existing resources and services for women, and proposals for the development of programs, opportunities and services, which are not otherwise provided, with the aim of development of a comprehensive and coordinated system of services for women. Furthermore, the economic council may make such other recommendations as the economic council deems appropriate. A copy of such report shall be published and disseminated to the public as well as copies made available in the offices of the economic council for review by the public.

[Acts 1998, ch. 1045, § 3.]

4-50-104. Executive director - Duties and responsibilities.

(a) The executive director shall be chief administrative officer of the economic council and pursuant to § 4-50-102(c), shall serve at the pleasure of the economic council. The executive director shall be a full-time employee of the economic council and shall have education as deemed necessary by the economic council. The economic council shall fix the executive director's duties and responsibilities, which are in addition to those specified in this chapter. The economic council shall evaluate periodically the performance of the executive director. The executive director has the authority to conduct the ordinary and necessary business in the name of the economic council in accordance with the provisions of this part or as determined by the economic council.

(b) The executive director has the following duties:

(1) Supervise the expenditure of funds and be responsible for complying with all applicable provisions of state and federal law in receipt of and the disbursement of funds;

(2) Serve as an advocate for women;

- (3) Serve as the executive officer of the economic council; and
- (4) (A) Employ personnel as authorized by the economic council.
(B) The executive director shall hire and remove any clerical personnel in accordance with the civil service system.

[Acts 1998, ch. 1045, § 4.]

4-50-105. Conflict of interest.

The conflict of interest provisions set forth in § 12-4-101, shall apply to members of the economic council.

[Acts 1998, ch. 1045, § 5.]

II. Amended By-Laws

ARTICLE I NAME, OFFICE AND PURPOSE

Section 1.1: Name and Principal Office: The name of this body shall be the Tennessee Economic Council on Women (“Economic Council.”). The principal office shall be in Nashville, in such location as assigned by the state of Tennessee. The Economic Council is established and governed by Tenn. Code Ann. Section 4-50-101 et seq., as it is amended or will be amended from time to time and is hereafter referred to as the “Statute.”

Section 1.2: Purposes: The purposes of the Economic Council as set forth in the Statute and related purposes, i.e., are:

To address the economic concerns and needs of women in Tennessee, including, but not limited to the following:

- a. employment policies and practices,
- b. educational needs and opportunities,
- c. child care,
- d. property rights,
- e. health care,
- f. domestic relations, and
- g. the effect of federal and state laws on women;

To serve as an advocate for women with economic needs and concerns;

To set up and execute a program to find and encourage women to serve on state boards and commissions; and

To the extent resources exist, to evaluate and quantify the results of job training programs that currently exist, and evaluate whether they are helping women to obtain better employment.

Section 1.3: Means of accomplishment of purposes: In order to address the concerns and needs of women, the Economic Council:

- a. is authorized to request funds from the federal government and private sources to implement the Economic Council's purposes;
- b. may conduct research, hold hearings, develop recommendations and policy, educate the public and engage in activities for the benefit of women;
- c. may request assistance from the departments of state and local governments, and advisory committees as needed; and
- d. form local "advisory councils" as defined in these Bylaws, to advise and assist the Economic Council in fulfilling its purposes.

Section 1.4: Reports: The Economic Council shall consult with and report to the governor, the women's legislative caucus, the general assembly, and the pertinent agencies, departments, boards, commissions and other entities of state and local governments on matters pertaining to women.

ARTICLE II MEMBERSHIP AND MEETINGS

Section 2.1: Members: The Economic Council shall be comprised of up to twenty one members, appointed in accordance with the Statute. The terms of the members and the procedure for filling vacancies is prescribed by Statute. The Members shall, to the extent possible, assist the appointing officials in filling vacancies by seeking out and recommending qualified candidates who are qualified and who desire to serve on the Economic Council.

Section 2.2: Meetings: (a) Regular Meetings: The Economic Council shall meet at least quarterly, on such dates as may be set by the Executive Committee. Regular meetings must be preceded by at least seven (7) days written or electronic notice to all Members of the date, time and place of the meeting. In order to rely on electronic notice to a particular member, such member shall indicate consent in writing to receive notice at a particular email address.

(b) Special meetings: Special meetings of the Economic Council may be called by the Chair or at least three Members of the Economic Council. Special meetings must be preceded by at least seven (7) days written or electronic notice to all Members of the date, time and place of the meeting and the business transacted at these meetings shall be confined to the business stated in that notice.

Section 2.3: Quorum: Pursuant to the Statute, the presence of a majority of the Members shall constitute a quorum and the concurrence of a majority of those present and voting in any matter within its duties shall be required for a determination of matters within its jurisdiction. Members attending by telephone shall be considered to be present for the purposes of this section. A quorum, once established, will not be broken by the withdrawal of enough votes to leave less than a quorum and the votes present may continue to transact business until adjournment.

Section 2.4: Vacancies: A vacancy shall occur on the Economic Council when a member dies, resigns, moves from Tennessee or moves from the district the member represents, is removed because she does not perform her duties, whether because of illness, disability or other reason, or if her term on the Economic Council expires and she is not reappointed by the appointing authorities. If a member is absent, without good cause, from three (3) consecutive Economic Council meetings, the Executive Committee members may remove the absentee Council 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.

ARTICLE III
DEFINITIONS

Section 3.1: Definitions: Descriptive terms used in these Bylaws shall have the meaning or meanings set forth in the Statute, which statute is incorporated in and made a part of these Bylaws and as set forth herein.

Section 3.2: Council Member: An individual, duly appointed to the Economic Council, whose term of office has not expired or who has not been removed, shall be considered a Council Member, entitled to vote on the business of the Economic Council.

Section 3.3: Advisory Council: Each development district is authorized and encouraged to form an “advisory council” comprised of individuals and organizations interested in accomplishing the purposes of the Economic Council within a particular development district within the state. Such advisory councils shall assist the Economic Council in determining specific needs and concerns of women in a particular development district; may, under the auspices of the Economic Council, assist the Economic Council in determining and implementing projects in development districts to accomplish one or more of the purposes of the Economic Council; and may report on particular projects developed by such advisory councils to accomplish the purposes of the Economic Council. The advisory councils may request that the Economic Council use its powers and authority to assist in conducting research, holding hearings, developing recommendations and policy, educating the public and engaging in discussions and research. The advisory councils are not autonomous. The Executive Committee shall approve all activities, projects, events, public statements and press releases of the advisory councils.

Section 3.4: Conflicts: The conflict of interest provisions set forth in TCA § 12-4-101, which statute is incorporated by reference, shall apply to members of the Economic Council. In order to implement these provisions, members shall be required to fill out and sign written disclosure of conflicts forms to be submitted annually and placed on file in the principal office of the Economic Council. In the event that a conflict or potential conflict is disclosed, the members may require the conflicted member to take appropriate action to address the particular conflict (e.g., recusal from discussion and/or voting on any action deemed to present a conflict of interest).

ARTICLE IV
EXECUTIVE COMMITTEE

Section 4.1: Selection : The Executive Committee comprised of the Chair, Vice-Chair, and a representative from each of the three Grand Divisions, will be selected at the last meeting of the calendar year. In accordance with the Statute, the Economic Council shall elect the Executive Committee at the first regular meeting of the following calendar year. The immediate past chair of the Executive Committee, shall serve as a nonvoting member of the Executive Committee if she is still a member of the Economic Council.

Section 4.2: General Powers and Duties: The Executive Committee has all the powers and duties allowed by the Statute and these Bylaws. The final responsibility for the management, control and conduct of the affairs of the Economic Council shall belong to the Executive Committee, whose responsibilities shall include, but not be limited to the following:

- (a) The management of business and affairs of the Economic Council between scheduled Economic Council meetings. The Executive Committee may implement and exercise all powers of the Economic Council and do all such lawful acts and things as

are not prohibited by the Statute or these Bylaws, or are not reserved to the Members;

- (b) Policy-making necessary to manage the affairs of the Economic Council;
- (c) Economic Council fiscal responsibility and oversight;
- (d) Authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument or instruments, in the name of, and on behalf of, the Economic Council and such authority may be general or confined to specific instances;
- (e) Confirm the maintenance of all Economic Council books and records, including the books of membership of the Economic Council, at the principal office of the Economic Council, or at a place in Davidson County, Tennessee which is reasonably accessible to the members; and
- (f) Periodic review of programs to maintain consistency with the mission.

Section 4.3: Term of Office: The Executive Committee members shall serve until the first regular meeting of the Economic Council in the following calendar year, or until their successors are duly elected and qualified. Each Executive Committee member may succeed themselves for one additional one-year term in the same positions. Members who fill vacancies on the Executive Committee shall be deemed to have served a full one-year term if such member takes office before July 1, and in that case, such member may serve one additional full year in that position. Members who fill vacancies on the Executive Committee shall be deemed not to have served a full one-year term if such member takes office on or after July 1, and such member may serve two additional full years in that position.

Section 4.4: Vacancies: A vacancy on the Executive Committee shall be filled by the Economic Council, to serve the balance of the unexpired term of the vacating Executive Committee member.

Section 4.5: Meetings: A meeting of the Executive Committee may be called by the Chair or any three (3) members of the Executive Committee. Meetings must be preceded by at least seven (7) days written or electronic notice to all Members of the date, time and place of the meeting. Executive Committee members may waive notice before, during or after any meeting of the Executive Committee. Whenever the Executive Committee is required or permitted to take any action by vote, such action may be taken without a meeting, upon the written consent signed by all of the Executive Committee members entitled to vote thereon.

Section 4.6: Quorum: At all meetings of the Executive Committee, the presence of a majority of the Executive Committee members then in office shall constitute a quorum and the concurrence of a majority of those present and voting in any matter within its duties shall be required for a determination of matters within its jurisdiction. Members attending by telephone shall be considered to be present for the purposes of this section. A quorum, once established, will not be broken by the withdrawal of enough votes to leave less than a quorum and the votes present may continue to transact business until adjournment.

ARTICLE V OFFICERS

Section 5.1: Officers: In addition to the Executive Committee, the Economic Council shall have the following officers: Secretary and Treasurer.

Section 5.2: Selection: A proposed slate of officers will be presented to the Economic Council by a Nominating Committee, appointed by the Chair, at the fourth meeting of the calendar year. Additional nominations may be made from the floor by the Council Members in attendance at the meeting. The Economic Council shall elect the slate of officers at the fourth meeting and shall elect the officers at the first regular meeting of the following calendar year.

Section 5.3: Term of Office: Officers shall serve for terms of one year and may succeed themselves twice in the same office.

Section 5.4: Powers and Duties of Officers:

A. The powers and duties of Secretary are to:

1. Attend all meetings of the Economic Council and of the Executive Committee;
2. Ensure that all votes and proceedings of meetings are recorded and maintained, all notices are of meetings are given in accordance with these Bylaws; and
3. Other similar duties as requested by the Chair and/or Executive Committee.

B. The powers and duties of Treasurer are to:

1. Monitor the funds of the Economic Council;
2. Report on the financial status of the Economic Council at each of the quarterly meetings;
3. Serve as Chair of the finance committee, if appointed; and
4. Other duties as from time to time may be requested by the Chair and/or the Executive Committee.

ARTICLE VI EMPLOYEES

The Economic Council shall employ those persons it deems necessary to the implementation of its mission, goals and activities. The job descriptions of the employees shall be determined by the Chair and will be available upon request at the offices of the Economic Council. At a minimum, the Economic Council shall employ an Executive Director. All employees of the Economic Council will be subject to the rules, terms of employment and policies applicable to all employees of the State of Tennessee.

ARTICLE VII
COMMITTEES

The Council or the Executive Committee may designate standing and ad hoc Committees to carry out the purposes and business of the Economic Council. The existing standing committees are the Legislative Committee and the Advisory Councils.

ARTICLE VIII
CONDUCT OF BUSINESS

Any contract, conveyance or other instrument to be executed by the Economic Council shall be executed by the Chair or the Chair's designee.

ARTICLE IX
REVIEW OF BYLAWS

These Bylaws may be amended at any regular or special meeting of the Economic Council. A copy of any proposed amendments shall be included in the written notice of the meeting.

III. Council Members

Executive Committee Members

Representative Janis Sontany, Chair, is in her fourth term in the Tennessee General Assembly and was previously a member of Metro Council for 8 years. She recently retired from DuPont with 21 years of service in government affairs and customer service. She is a past president of the Nashville Women's Political Caucus and was their 2002 Athena Nominee. She served as a board member of Outlook Nashville and was awarded the CMRA Public Leader of the Year in 1998. Rep. Sontany is a Representative of the Tennessee House on the Council.
rep.janis.sontany@legislature.state.tn.us

Carol Danehower, Ph.D., of Memphis, is Associate Professor of Management in the Fogelman College of Business and Economics at The University of Memphis. She was most recently Associate Dean for Academic Programs in the College and has served in several administrative positions. She received her doctorate in Management from the University of Kentucky and MA in Economics from the University of Arkansas. Dr. Danehower represents the Tennessee Board of Regents on the Economic Council for Women and serves as the Council and Foundation's Vice-Chair. vdanehwr@memphis.edu

Margaret Jane Powers, J.D., East Tennessee, of Crossville, is an attorney representing individuals and corporations in industry, insurance and other businesses. She is the Council's Upper Cumberland Development District Representative and chairs its Legislation and Policy Committee. She serves on the Women's Economic Council Foundation Board, and serves as the President of the Tennessee Lawyers' Association for Women. mjp@margaretjanepowers.com

Tommie Morton-Young, Ph. D, Middle Tennessee, of Nashville, currently owns and operates AfrAgenda Literary Management and Publishing and Authentic Tours of Historic Nashville and Middle Tennessee and serves as Chair of the Education Committee for the NAACP. Dr. Morton-Young has previously been a professor and administrator, worked for the Library of Congress and for the YWCA. She has served on the National Institute of Health Advisory Council, as Chair of the North Carolina Advisory Committee to the U.S. Commission, as President of Davidson County Democratic Women and on the National Coalition of 100 Black Women. Dr. Morton-Young has broad service experience, is a Past-president of the Southeast branch of the Association of American University Women and has worked with the Commission on the Status of Women. aagen1@msn.com

Shawn Francisco, West Tennessee, was appointed in 2001 to serve as the Weakley County Director of Finance. She has twice received the nationally-recognized Government Finance Officers Association Distinguished Budget Presentation Award, making Weakley County one of only five Tennessee counties to receive this award. She also serves on the Everett-Stewart Regional Airport Board, is active in numerous political and professional organizations and is an alumnus of the Tennessee Local Government Leadership Program & Leadership Weakley County. franciscos@k12tn.net

Sandra Bennett, Secretary, of Manchester, is President of the Tennessee Women's Political Caucus and currently serving her third term as Vice President of Legislation for the Nashville Women's Political Caucus. In 2003 and 2004, as President of Greater Nashville Business & Professional Women, Ms. Bennett spearheaded a grassroots effort for the passage of the Tennessee Equal Pay Remedies & Enforcement Act. In June of 2004, she was presented with Tennessee Joint Resolution No. 955 to acknowledge her efforts on behalf of the women of Tennessee. Ms. Bennett was appointed to serve on the Council in 2006 representing At-Large Women's Groups and is Chair of the Legislative Committee. She served two years as Chair of the legislative workshop "Everyday Politics for Everyday Women." sbennett-tecw@hotmail.com

Yvonne Wood, M.Ed., Treasurer, of Lebanon, is Chair of the Boards and Commissions Committee and the Council's Middle Tennessee Development District Representative. She is owner of Wood Conferences & Event Planning. She earned a BA from the University of Tennessee and M.Ed. From Vanderbilt University. She serve as Chair of the Council Boards & Commissions Committee and has been a lifelong advocate for equity for women and girls. She is a past chair of the Council and has served as President of CABLE, Nashville Women's Political Caucus and ATHENA International. ycwood@aol.com

Carol Berz, L.C.S.W., J.D., Ph.D., B.C.D., Immediate Past Chair, owns Private Dispute Resolution Services, a mediation services and training organization. Dr. Berz is a TN. Supreme Court Rule 31 Listed mediator and trainer in both general civil and family mediation. The Council's Southeast Development District representative, she organized and produced the Council's first Economic Impact of Domestic Violence forum in Chattanooga in November 2002. She chairs the Council's Economic Impact Committee. cbb4pdrs@aol.com

Council Members

Ann Ayers, of Jacksboro, represents the East Tennessee Development District on the Economic Council on Women.

Gail Binion, of Shelbyville, is a retired RN who is married to retired AEDC aeronautical engineer, Travis Binion. She has served on the Community Clinic Board of Directors as well as volunteering as Community Clinic nurse for which she was awarded The Deery Eakin Volunteer of the Year in 2005. She is a past Chair of the Community Clinic, past Co-Chair of Habitat of Humanity Ball, and past Chair of Bedford County Republican Women and the Bedford County Republican Party. She currently volunteers her time at the First Choice Pregnancy Center as a counselor and will soon be assisting with free sonograms. Gail is a member of the First Baptist Church of Shelbyville, Shelbyville Women's Club and past member of Shelbyville Rotary Club. Gail has two children and four stepchildren. She represents South Central Tennessee on the Council.

Hon. Gwendolyn Sims Davis is Commissioner of the Tennessee Department of General Services and represents the Governor's Cabinet on the Council. Prior to her role as Commissioner, she was President and Chief Consultant of Sims Associates, a Nashville-based consulting firm specializing in human resources management, government compliance and corporate diversity programs.
gwendolyn.s.davis@tn.gov

Representative Sherry Jones, of Nashville, has been a House member of the 99th through 105th General Assemblies. Rep. Jones is a member of the Nashville Women's Political Caucus and Davidson County Democratic Women. She also volunteers for Court Appointed Special Advocates. Prior to her work in the General Assembly, Rep. Jones was a member of the Metro Nashville Council for the 30th District from 1987 to 1995. She has received leadership awards from the Mid-Cumberland Council on Children and Youth, Tennessee Trial Lawyers Association, Tennessee AFL-CIO, Tennessee Citizen Action, Tennessee March of Dimes, and Vanderbilt Law School, among others.
rep.sherry.jones@capitol.tn.gov

Linda Manning is an Assistant Professor in the Department of Psychiatry at Vanderbilt University. As a Clinical Psychologist at the Vanderbilt Center for Integrative Health, she provides mind-body therapy and integrative health consultations for adults who are struggling with chronic illness, trauma, and emotional and physical pain. In addition, she is involved in integrative health research and medical education, as well as facilitating groups and seminars. Dr. Manning received her PhD from the University of Texas at Austin and has completed advanced training in body-centered psychotherapy, mindfulness based practices, and the treatment of trauma. Her practice and teaching have focused on the psychology of women and gender, transpersonal psychology, and culturally-sensitive therapy. In addition to her clinical work, she is a tireless servant of the disadvantaged and has long been an advocate for women's and minority rights. linda.g.manning@vanderbilt.edu.

Elliott Moore, M.S.S.W., of Bristol, is the Director of Community and Government Relations for Mountain States Health Alliance (MSHA), a hospital healthcare system based in Johnson City. She is National Chair of the Family ReUnion Conference, an initiative that addresses family issues, and Past President of the Tennessee and Nashville Women's Political Caucuses. She has previously served on the Council's Executive Committee. mooreeg@msha.com

Representative Mary Pruitt, of Nashville, is a retired educator and has served in the 94th through the 105th Tennessee General Assemblies. Rep. Pruitt is a member of 100 Black Women of Nashville and an honorary member of Sigma Gamma Rho. She is Past President of the Nashville Club-Nashville Association of Negro Business and Professional Woman's Clubs, Inc. and the Tennessee Middle District Civil Liberties League. Rep. Pruitt is a board member of Meharry Medical College, the Rochelle Center, and the Bethlehem Centers of Nashville. On the Economic Council, she represents the Women's Caucus of the state legislature. rep.mary.pruitt@capitol.tn.gov

Ellen Vergos represents the Memphis Area Development District on the Council. She is a partner in the Memphis office of Wyatt, Tarrant & Combs, LLP, where she practices in the areas of creditors' rights, business bankruptcy and commercial litigation. Ms. Vergos is a certified specialist in business bankruptcy law and is listed by the Tennessee Supreme Court as a Rule 31 general civil mediator. Her career includes public service in the U.S. Department of Justice as United States Trustee for Region 8 (Tennessee and Kentucky) by the appointment of former Attorney General Janet Reno, from 1995 to 2003; private law practice in Memphis and Nashville, and a judicial clerkship in the U.S. District Court for the Honorable Harry W. Wellford (retired Sixth Circuit Court of Appeals judge.) She is a member of the boards of directors of the Tennessee Justice Center, the Shelby County Health Care Board, and the Memphis Convention Center. evergos@wyattfirm.com

Dena Wise, of Knoxville, is an Associate Professor and Extension Specialist with the University of Tennessee focusing on Family Economics. She works with county extension agents and partners across the state to reach more than 3 million Tennesseans each year with information about money management, consumer education and fraud prevention. Dr. Wise is state coordinator of Tennessee Saves and gives statewide leadership to Extension's bankruptcy educator program and support to homebuyer education. She is principle author and project coordinator of On My Own, a financial education simulation conducted with 20,000 junior high and high school youth across Tennessee each year and coordinates a multi-state project funded by the FINRA Foundation to reach young adults with financial and investor education. dkwise@utk.edu

Senator Jamie Woodson, of Knoxville, represented Tennessee Senate District 6 in the 104th General Assembly. Woodson served as a member of the House of Representatives for the 101st through the 103rd General Assemblies. She is Secretary of the Senate Republican Caucus, Chair of the Senate Education Committee, and serves on the Senate Judiciary Committee and the Senate Transportation Committee. She is a representative to the Council for the Tennessee Senate. sen.jamie.woodson@capitol.tn.gov

Senator Ken Yager has committed his life to public service as an educator, government official and community leader. In 2006, Yager completed 24 years of service to Roane County as its County Executive. Two years later, he was elected to the State Senate representing District 12 consisting of Roane, Rhea, Campbell, Morgan, Fentress and Scott Counties. Yager brought his county government experience to his appointment as Vice-Chairman of the Senate Environment, Conservation and Tourism Committee. He was also elected by his peers to be on the Joint Fiscal Review Committee and serves on the Senate Transportation Committee and the Senate State and Local Government Committee. Ken is active in the life of his community serving in many volunteer capacities and on several non-profit boards. He is a representative of the Tennessee Senate to the Council. sen.ken.yager@capitol.tn.gov

IV. Council Members Donations In-Kind

The twenty-one members of the Economic Council serve on a completely volunteer basis. Their dedication to the Council's mission and their attention to the Council's work is a testament to the extraordinary leadership they provide to the state of Tennessee. The information presented here is only an overview of the time and effort the members provide.

Council Member with Position	Services
Ann Ayers , East Tennessee Development District (recently appointed)	Attends Council meetings; consults on program development in the East Tennessee Development District
Sandra Bennett , At-Large Women's Group Representative	Attends Council meetings; meets with legislators and staff on behalf of the Council; serves as Secretary on the Executive Committee; served as Chair of the "Everyday Politics for Everyday Women" political participation workshop
Carol Berz , Southeast TN Development District Representative	Attends Executive Committee and Council meetings; serves as Chair of the Economic Impact Committee; meets with legislators on behalf of the Council; led Advisory Council; speaks to area groups on the status of women
Carol Danehower , Vice-Chair, Tennessee Board of Regents Representative	Attends Executive Committee and Council Meetings; serves as Vice-Chair to Executive Committee; assists in building partnerships with other organizations
Gwendolyn Sims Davis , Governor's Cabinet Representative	Attends Council meetings; consults with Council on policy and governmental issues that impact women; serves as Middle Tennessee Representative to Executive Committee; speaks to area groups on the status of women and youth issues
Shawn Francisco , Northwest TN Development District Representative	Attends Council and Executive Committee Meetings; serves as West Tennessee representative to the Executive Committee
Sherry Jones , Tennessee House Representative	Attends Council meetings. consults Council on legislative issues that impact women, advocates to governmental leadership about Council initiatives
Linda Manning , Independent Colleges and Universities Representative	Attends Council meetings; advises Council on educational matter relating to women; assists in building corporate/educational partnerships with Council
Elliott Moore , First TN Development District Representative	Attends Council meetings; consults on program development in First Tennessee Development District

Tommie Morton-Young , At-Large Women's Group Representative	Attends Executive Committee and Council meetings; serves at Middle Tennessee representative to the Executive Committee; consults with Council on policy issues that impact women; assists in building partnerships with other organizations
Margaret Jane Powers , Upper Cumberland Development District Representative	Attends Executive Committee and Council meetings; speaks to public groups on behalf of the Council; meets with legislators and staff on behalf of the Council; Chair of Legislative Affairs Committee; serves on Executive Committee as East Tennessee Representative
Mary Pruitt , Legislative Women's Caucus Representative	Attends Council meetings; consults Council on legislative issues that impact women
Janis Sontany , Chair, State House Representative	Plans and attends Council and Executive Committee meetings; consults Council on legislative issues that impact women; advocates to governmental leadership about Council initiatives; speaks to area groups on the status of women
Ellen Vergos , Memphis Area Assoc. Governments Representative	Attends Council Meetings; consults with program development in the Memphis Area;
Dena Wise , University of Tennessee Board of Trustees Representative	Attends Council Meetings; assists in building corporate/educational partnerships with Council
Yvonne Wood , Greater Nashville Region Representative	Attends Executive Committee and Council meetings; speaks to groups on the status of women; meets with legislators and staff on behalf of the Council; serves as Treasurer on Executive Committee; serves as Director of the annual Economic Summit for Women
Jamie Woodson , Tennessee Senate Representative	Attends Council meetings; consults Council on legislative issues that impact women, advocates to governmental leadership about Council issues
Ken Yager , Tennessee Senate Representative (recently appointed)	Attends Council meetings; consults Council on legislative issues that impact women