



2022 Report on the Status of Women in Westchester

BY THE TEAM AT WESTCHESTER WOMEN'S AGENDA

Launch Agenda

- ▶ **Welcome – Colleen Brathwaite**
- ▶ **Executive Summary – Lisa Boillot**
- ▶ **Sociodemographic Highlights– Sheila Klatzky**

Section Speakers:

- ▶ **Health and Women – Andrea Ruggiero**
- ▶ **Violence Against Women – CarlLa Horton**
- ▶ **Women & Housing. – Tiffany Zezula**
- ▶ **Women & Immigration. – Carola Otero Bracco**
- ▶ **Family Care – Nicole Masucci**
- ▶ **Q & A**
- ▶ **Call-to-Action Tables**

Executive Summary

SPEAKER: Lisa Boillot

2022 Report Sections – Team Leaders

WOMEN AND HEALTH	Kate Permut, Lindsay Baker
VIOLENCE AGAINST WOMEN	CarlLa Horton
WOMEN AND HOUSING	Rose Noonan, Richard Nightingale
WOMEN AND IMMIGRATION	Carola Bracco, Esmeralda Hoscoy, Janet Rolon Fry
FAMILY CARE	Kathy Halas



2022 Report Sections – Team Leaders

WOMEN'S ECONOMIC EMPOWERMENT	Kim Meyers, Sally Pinto
EDUCATION, DIGITAL EQUITY AND STEM	Cheryl Brannan, Margaret Käufer
WOMEN IN LEADERSHIP	Kathy Meany, Leslie Chervokas, Robi Schlaff
KINSHIP CARE AND ELDER CARE	Anietra Guzmán-Santana



Two Biggest Problems

Affordable Housing

- ▶ **There is no municipality where the market rate rent for a 2-bedroom unit is affordable to households earning the renters' local hourly wage.**

Childcare

- ▶ **Childcare remains unaffordable for working families, availability is limited, and quality is uneven.**



Signs of Progress

ACHIEVEMENTS:

- ▶ Lower rates of poverty
- ▶ Improved Education
- ▶ Lower rates of unemployment
- ▶ Decreased wage disparities
- ▶ Improved longevity

- ▶ Passage of Green Light Bill (allowing all New Yorkers opportunity to obtain a driver's license regardless of immigration status)
- ▶ Passage of Westchester County's Pay Transparency Law (requiring employers to include expected salary range in job postings)

ADVOCACY:



The Factors of Intersectionality

- ▶ **Black or Hispanic**
- ▶ **Unmarried**
- ▶ **Low-income / in Poverty**
- ▶ **Homeless**
- ▶ **Mother, especially with young children**
- ▶ **Elderly**
- ▶ **Disabled**



Ongoing challenges

- ▶ **Wage disparities and pay inequities between men and women persist.**
- ▶ **Black and Hispanic women lag behind White women in higher education attainment.**
- ▶ **Health Disparities for Black and Hispanic women**
- ▶ **A significant gap exists in STEM opportunities for girls and women.**
- ▶ **Declining representation in positions of leadership, both corporate and non-profit**



PRIORITIES

- ▶ **Affordable Housing**
- ▶ **Child Care**
- ▶ **Women's Health & Mental health**
- ▶ **Violence Against Women**
- ▶ **Poverty**
- ▶ **Wage Disparities**
- ▶ **Education & Digital Divide**



RECOMMENDATIONS – Collaborative Teamwork

THIS REPORT WAS
CREATED WITH HELP
FROM THE FOLLOWING
ORGANIZATIONS:

Birth From the Earth,
Cancer Support Team,
Childcare Council of
Westchester, Community
Capital NY,
Community Resource Center,
Family Service Society of
Yonkers, Hope's Door,
Housing Action Council,
Latino U College Access,

League of Women Voters,
Legal Services of the Hudson
Valley Lower Hudson Valley
Perinatal Network, My Sisters'
Place, Neighbors Link,
Office of Economic
Development Westchester
County,
Open Door Family Medical
Center, Pace Women's Justice
Center, Planned Parenthood
Hudson Peconic, Quills of Care,
Sister to Sister International,

STEM Alliance, Westchester
County Office for Women,
Westchester Children's
Association, Westchester
County Association,
Westchester County
Community Mental Health
Dept., Westchester County
Department of Senior
Programs and Services,
Westhab Inc., Westchester
Medical Centre Health
Network, Women's Enterprise
Development Center, Yonkers
Partners in Education

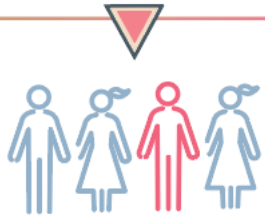
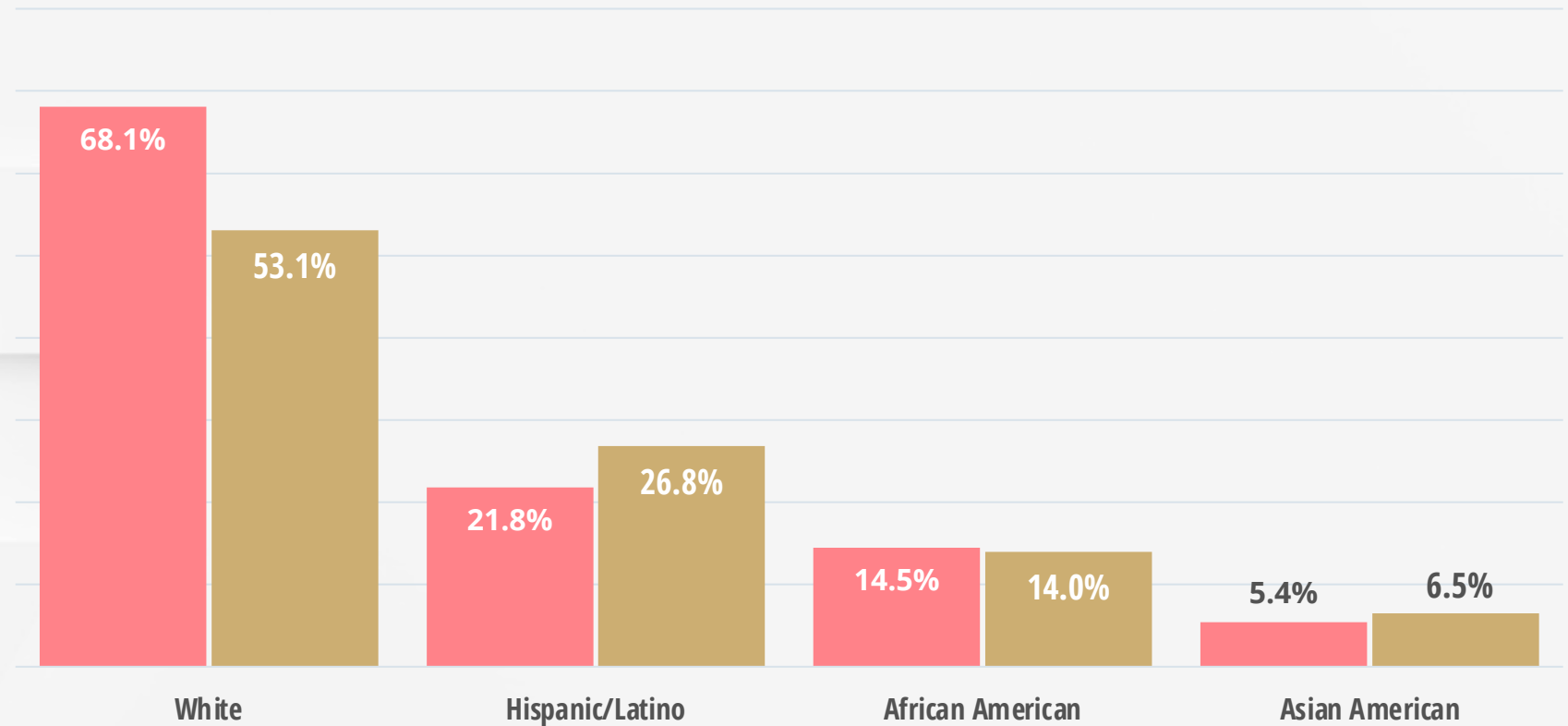
Sociodemographic Highlights

SPEAKER: Sheila Klatzky

More than one in four people in Westchester are Hispanic

Population Growth by Race/Ethnicity, Westchester, 2010 and 2020¹

2010 2020



More than 1 in 4 people in Westchester consider themselves Hispanic.

Demographic Highlights Sample Highlight +Text

- ▶ **The population in Westchester has grown by 5.8% (from 949,113 in 2010) to just over 1 million (1,004,457) in the last decade.**
- ▶ **Westchester is becoming increasingly multiracial, with the multiracial population more than tripling since 2010; from 3% to almost 11%.**
- ▶ **The population in Westchester continues to age.**
- ▶ **The birth rate has fallen dramatically.**

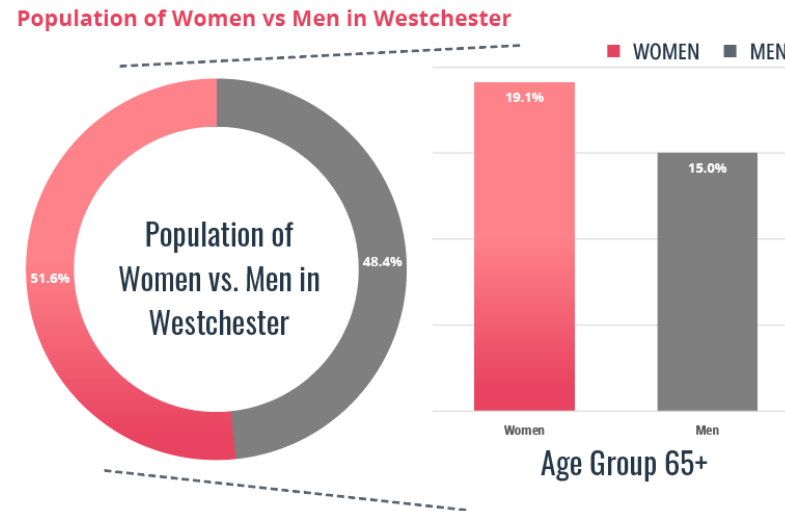
The population in Westchester is aging.



The growth rate for seniors over 85 years of age is

29%

over the last decade

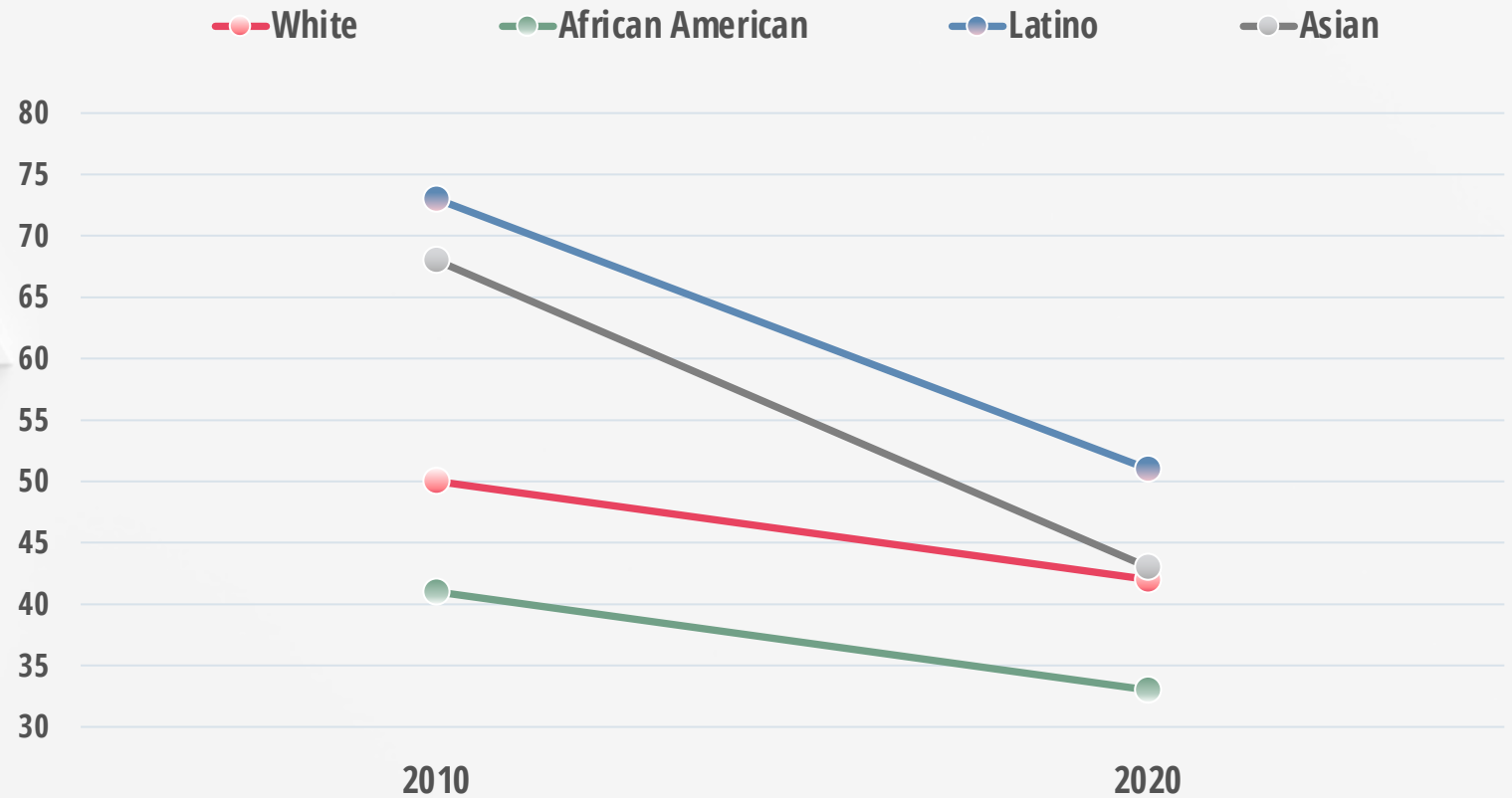


- ▶ The median age in Westchester in 2020 was 41.1, compared to 39.7 in 2010.
- ▶ 19.1% of women in Westchester are age 65+, compared to 15% of men.

The birth rate in Westchester has declined

From 52 per 1000 in 2010 to 43 per 1000 in 2020

Births in Last 12 Months, Westchester, 2020 and 2010¹





Women & Health

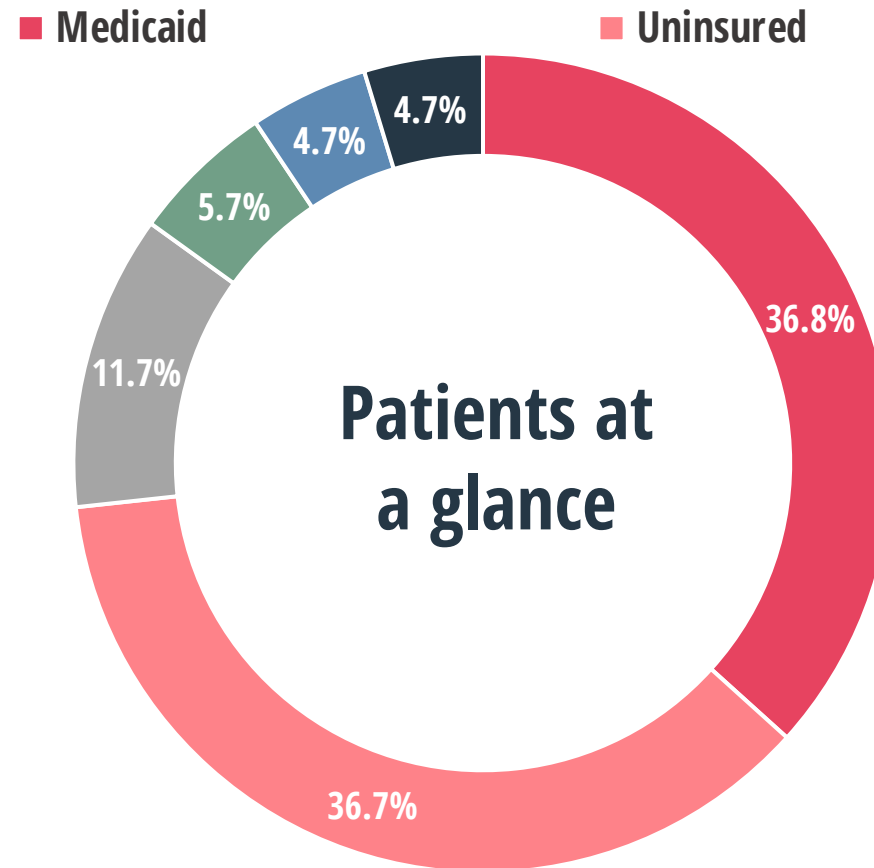
ANDREA RUGGIERO

Executive Vice President

Open Door Family Medical Center

Women and Health

- ▶ Low income (200% or below Federal Poverty level)
- ▶ Uninsured or underinsured populations
- ▶ Underserved minorities
- ▶ High risk populations
- ▶ Women of child-bearing age



Women & Health

PROGRESS

- ▶ In 2022, we experienced an increase in routine care, especially among women and children
- ▶ Disparities in Black health recognized
- ▶ Improved health insurance coverage
- ▶ Increased awareness of Mental Health issues
- ▶ Telehealth, virtual care & innovation

ONGOING CHALLENGES

- ▶ Social determinants of health continue to impact the health and wellness – Continued Disparities
- ▶ Mistrust and misinformation plagues health care – Covid impact on mental health and substance abuse
- ▶ Access to affordable health care

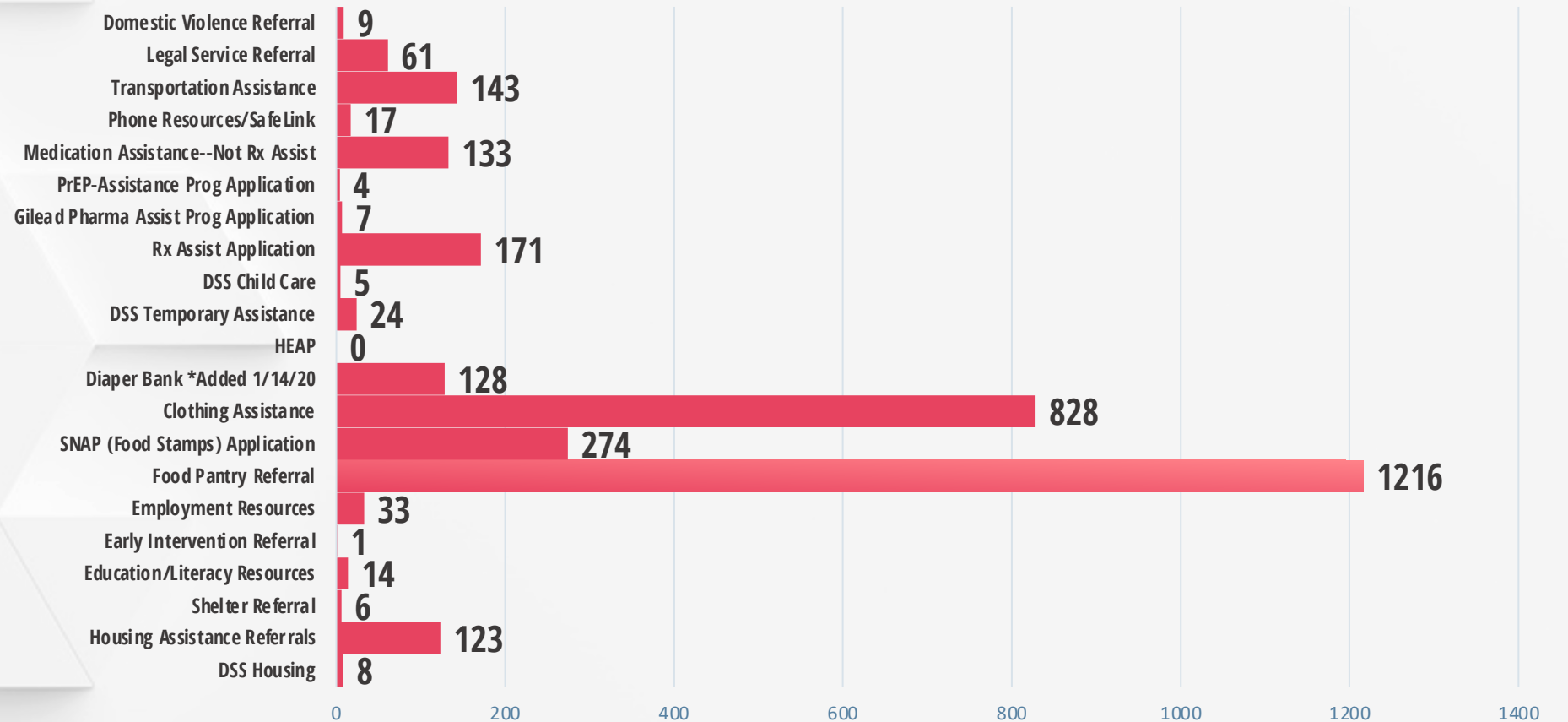


RECOMMENDATIONS

- **Improve Social Determinants of Health- Build trust in our communities by identifying key priorities and working collaboratively with partners on solution-oriented programing**
- **Expand Healthcare Access**
- **Expand Healthcare Workforce**
- **Expand Anti-bias Training**
- **Fund programs to increase healthcare access in Black and Brown communities**
- **Physical and emotional health are interconnected, which is why we must continue to expand mental health programs**



Social Determinants of Health- All Pts



Social Determinants of Health

- 12,325 individuals received assistance with a total of 23,039 visits and 32,902 services provided
- 61% of those served were women

CARE COORDINATION PROGRAMS

Provided to active Open Door patients No out of pocket costs to patients

HIV Case Management

WHO

- Patients with an HIV diagnosis who receive their HIV care at Open Door (Ossining, Sleepy Hollow, Port Chester)

WHAT

- Ongoing case management
- Comprehensive assessment and care planning/goal setting
- Health education (emphasis on medication adherence and safer sex practices)
- Coordination of medical, behavioral and social services (internal and external)
- Accompany to appointments

WHEN

- Ongoing as long as patient remains in HIV medical care at Open Door

HOW

- As soon as a patient tests positive for HIV or shares their status, call or send a Telephone Encounter to **Karin Palencia** who will assign a Case Manager to outreach the patient

PrEP (HIV Prevention)

WHO

- Patients at risk for HIV

WHAT

- Risk screening (HIV and STIs)
- Education on safe sex practices/harm reduction
- Enrollment in programs to cover PrEP care and medications

WHEN

- Ongoing as long as patient remains in care at Open Door and is need of the services

HOW

- Send a Telephone Encounter to the PrEP Navigator

Care Management

WHO

- Patients with 2+ poorly controlled chronic conditions
- OR 2+ hospitalizations / 2+ avoidable ED visits in the last 6 months
- OR 1+ poorly controlled acute condition
- AND unable to coordinate their own care and services

WHAT

There are many different program options, don't worry about making a referral to a specific program

- Ongoing case management (short or long-term)
- Comprehensive assessment and care planning/goal setting
- Health education (emphasis on medication adherence and management of chronic conditions)
- Coordination of medical, behavioral and social services (internal and external)
- Accompany to appointments and home visits as needed

WHEN

- Ongoing as long as patient remains in care at Open Door
- AND patient continues to meet program criteria

HOW

- If the patient has not yet seen an Advocate, put the patient on the Advocate's schedule for a "PRAPARE assessment/referral for case management"
- OR if the patient has already seen an Advocate, send a Telephone Encounter to **Yanira Padilla-Cruz** (high priority Telephone Encounter if patient needs are urgent)

Patient Advocacy & Prenatal Patient Advocacy

WHO

- Any patient who cannot navigate the health care system independently

WHAT

- Chronic disease education and care management (e.g., diabetes, asthma, hypertension, hyperlipidemia)
- Concrete service navigation (e.g., housing, food, clothing, childcare, access to medication, transportation)
- Linkage and navigation to outside medical services
- Cancer screening navigation and Cancer Services Program (CSP) enrollment
- Prenatal Medicaid enrollment (Prenatal Patient Advocates)

WHEN

- As needed, not ongoing

HOW

- Put the patient on the Advocate's schedule directly



Violence Against Women

CARLLA HORTON

Executive Director

Hope's Door

DATA HIGHLIGHTS – Domestic Violence

From 2020 to 2021, original and supplemental petitions for Orders of Protection in the Family Courts increased by **16%** — from 2,546 to 2,954.

Crisis calls are up

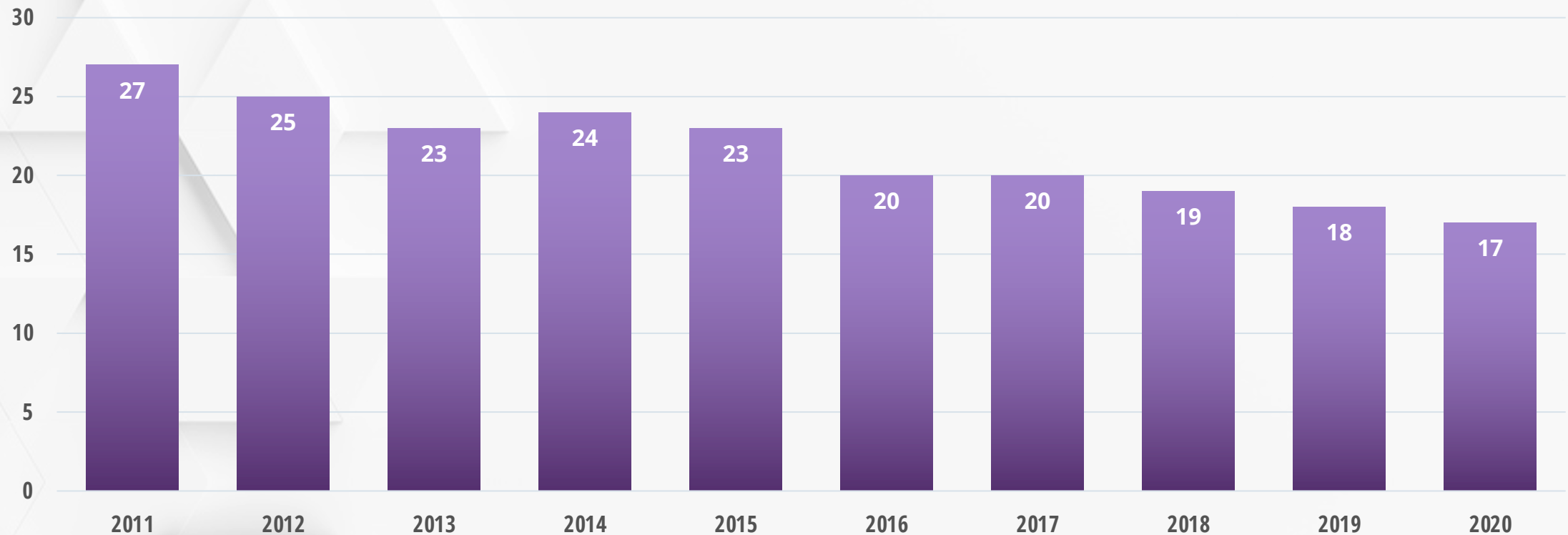
39%

over
pre-pandemic
levels

- NYS data show a steady decrease between 2011 and 2020 - down 37%. In 2021, reports begin to inch up.
- County Domestic Incident Reports also show a decrease – down 15% between 2010 and 2020.
- Not every victim calls the police. Stark racial differences.
- Calls to the local crisis lines are up 39% over pre-pandemic levels.
- Female Victims 85%
- Male Victims 15%
- Requests for orders of protection in Family Court were up 16% in 2021 over 2020
- Fatalities are overwhelmingly women and children

Reports of Domestic Violence 2011-2020

Criminally Reported Victims of Domestic Violence, Westchester County, 2011-2020 per 10,000 residents

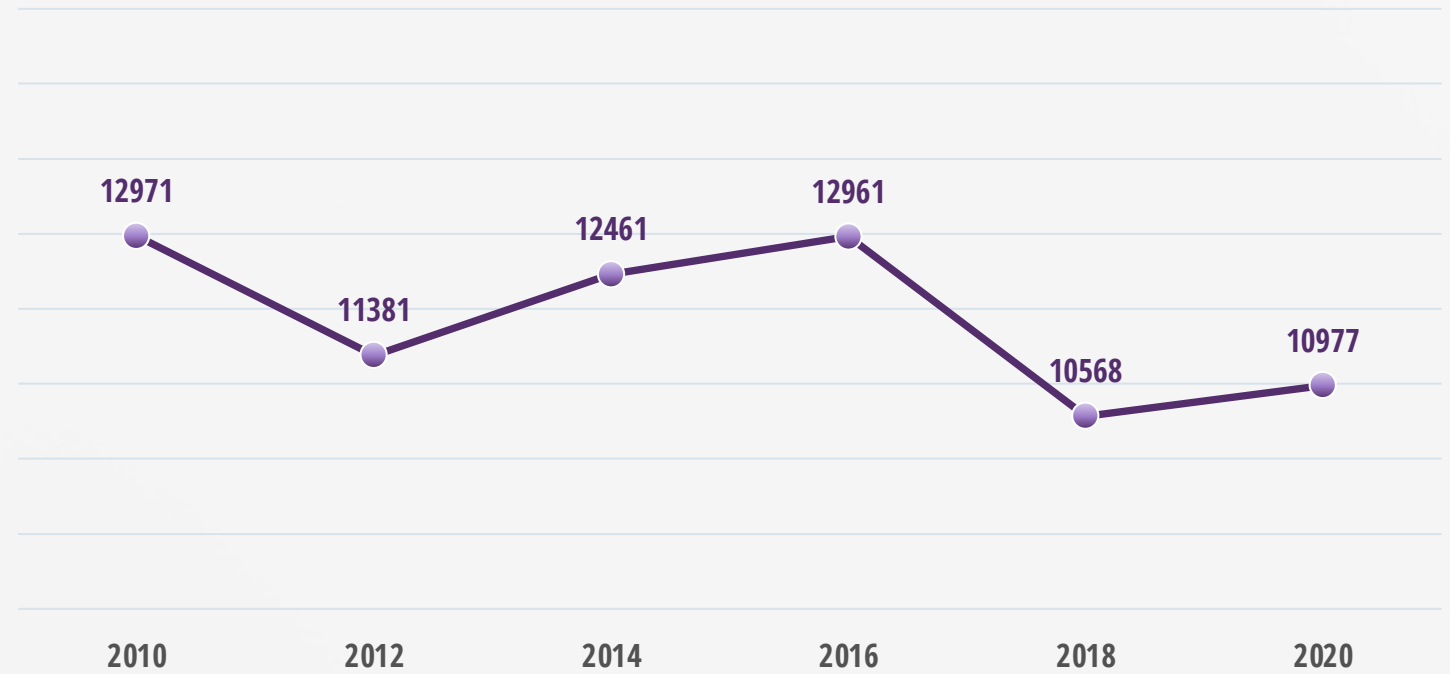


Source: NY State Division of Criminal Justice Services. Data obtained from WestchesterIndex.org



Domestic Incident Reports

Domestic Incident Reports, Westchester County, 2010-2020



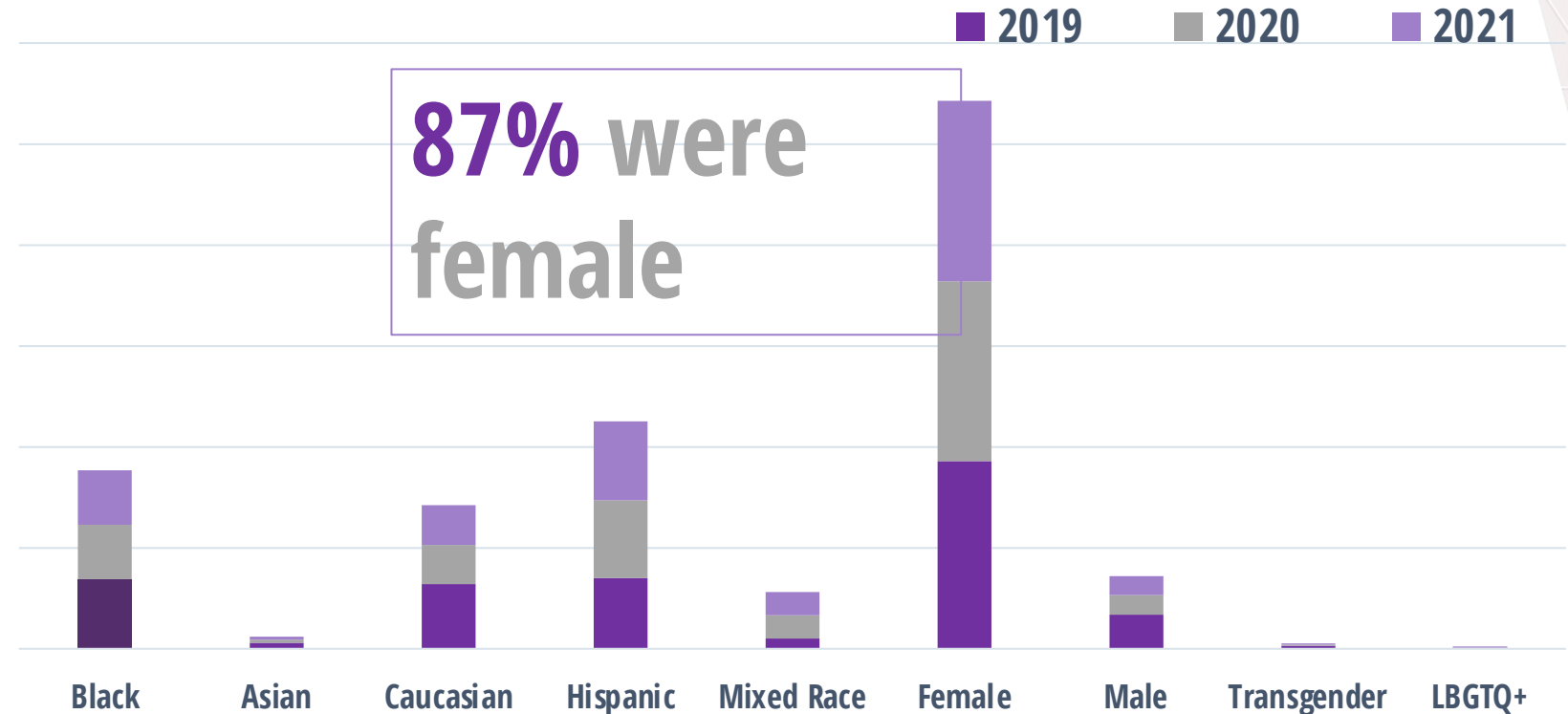
Source: Westchester County Office for Women

The DIR data from local police departments were compiled by the Westchester County Office for Women and are tabulated every two years.

DATA HIGHLIGHTS – Sexual Violence

- ▶ 622 victims (2019 thru 2021).
- ▶ Blacks: 14% of the population - 28% of victims
- ▶ Hispanics: 27% of the population – 36% of victims.
- ▶ 64% knew their assailants.

Sexual Assault Accompaniments by Race/Ethnicity/Gender Identity in WMC Emergency Department



Violence Against Women

PROGRESS

- ▶ Westchester County DV High Risk Team
- ▶ Westchester County Safe Time Leave
- ▶ Domestic Violence Survivors Justice Act
- ▶ Adult Survivors Act
- ▶ DV Advocate – Victim Privilege
- ▶ Human Rights Law
- ▶ OVS Compensation Increase
- ▶ Forensic Evaluators – Required Training
- ▶ Extreme Risk Protection Orders
- ▶ Search and Seizure of Firearms
- ▶ Firearms Disclosure



RECOMMENDATIONS

- ▶ **Make the safety of women and children a priority in court proceedings.**
- ▶ **Support outreach and prevention.**
- ▶ **Increase availability of trauma-informed and multilingual attorneys, advocates, and mental health providers.**
- ▶ **Simplify the courts.**
- ▶ **Expand training for judges.**
- ▶ **End abusive litigation.**
- ▶ **Eliminate forensic evaluators in custody cases.**
- ▶ **Expand low-income affordable housing and childcare.**
- ▶ **Establish an adequate, dedicated funding stream in NYS for victim services providers – enough to support hiring and retention of expert staff.**
- ▶ **Restructure/streamline number of state agencies that fund victim services.**





Women in Housing

TIFFANY ZEZULA

Staff Consultant

Housing Action Council

DATA HIGHLIGHTS



 The gap between affordable monthly rent and the average market rent in Westchester County is
\$1,578

TABLE 9.

Monthly Gap between Average 2BR Market Rent and Affordable Rent based on Renter Wage Rate in Westchester Cities

	Market Rent 2BR	Annual Wage to afford Market Rate 2BR	Hourly Wage for afford	Hourly Renter Wage	Monthly Rent Affordable at Renter Wage	Monthly Gap between affordable Rent and Market Rent	# of Hours Per Week at Renter Wage Rate to Afford a 2BR
Mount Vernon				\$15.59	\$811	-\$1,684	123.1
New Rochelle				\$18.89	\$977	-\$1,518	102.1
Peekskill				\$14.60	\$759	\$1,736	131.5
Rye	\$2,495	\$99,800	\$47.98	\$30.99	\$1,612	-\$883	61.91
White Plains				\$18.77	\$976	-\$1,159	102.2
Yonkers				\$16.82	\$874	-\$1,621	114.1
Westchester County	\$2,495	\$99,800	\$47.98	\$17.64	\$917	-\$1,578	108.8

Source: Housing Needs Assessment, 2019
<https://homes.westchestergov.com/images/stories/HNA/1125fullrep.pdf>

Women & Housing

PROGRESS

- All levels of government are recognizing the crisis of not having affordable housing – it's the State and Westchester County's top priority
- More funding for affordable housing
- Developers are looking at office space and converting it to residential – use of surplus properties
- Through organizations like Welcome Home Westchester – more attention is on the housing crisis – more community discussions
- 31 communities have inclusionary zoning ordinances

ONGOING CHALLENGES

- Half of rental households are cost-burdened
- 11,703 new affordable housing units needed
- Infrastructure improvements needed
- Still not reaching low-income households



RECOMMENDATIONS

- 1. Continue to increase annual County funding levels for affordable housing production**
- 2. Establish developer incentives**
- 3. Advocate for ESSHI rental subsidy programs**
- 4. Advocate to expand the definition of special needs population to include kinship housing**
- 5. Incentivize municipalities to develop and implement local affordable housing plans**
- 6. Provide ongoing rental subsidies similar to Section 8**
- 7. Promote Model Accessory Dwellings Ordinance (ADUs)**
- 8. Create a grant program for multifamily preservation and revitalization**





Immigration

CAROLA OTERO BRACCO

Executive Director

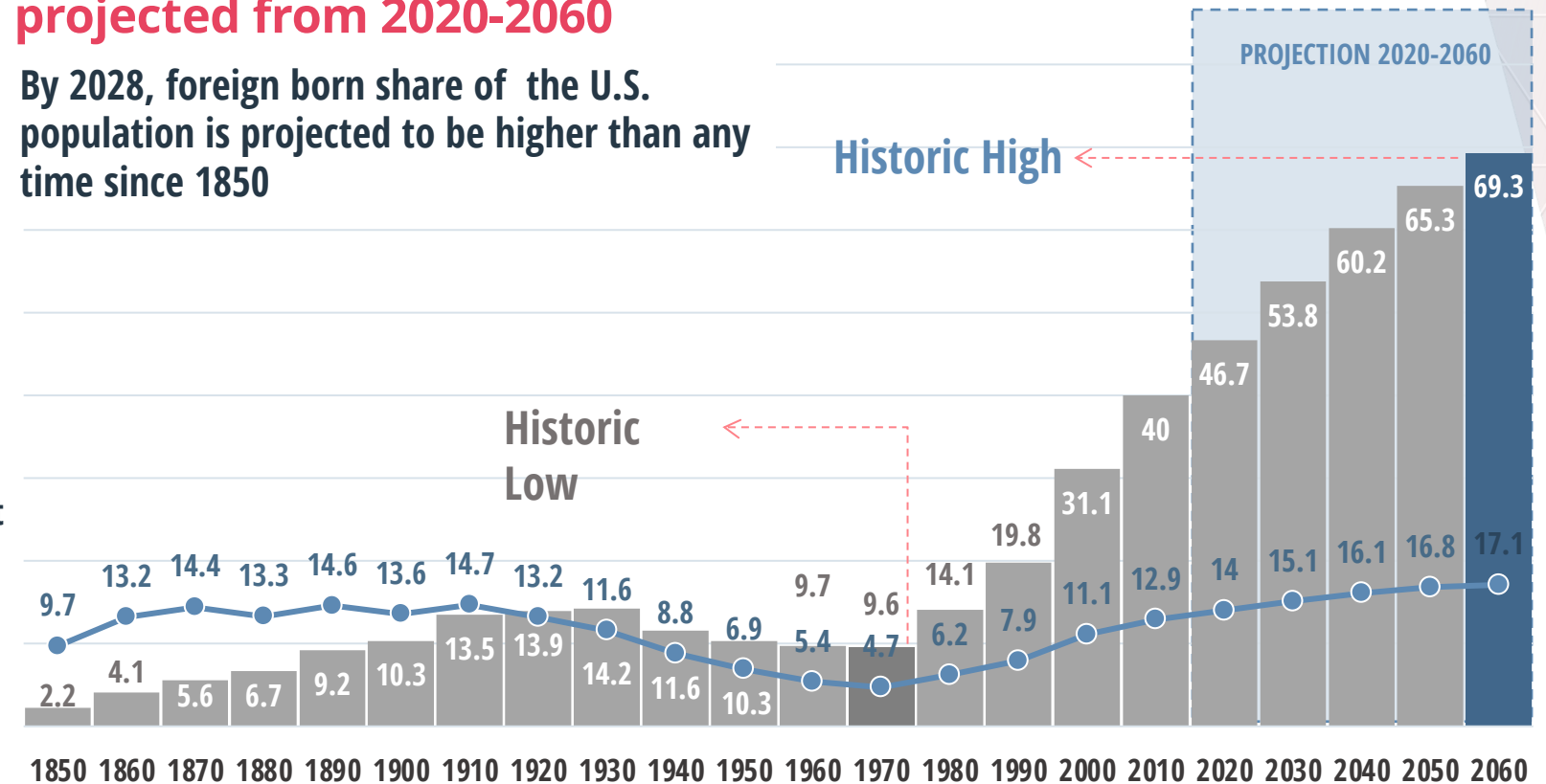
Neighbors Link

Immigration growth in the U.S. is not a surprise. Women migrate to end the cycle of poverty for their families.

- ▶ Immigrant women living in Westchester leave their homes to escape violence and poverty
- ▶ Women come to U.S. because of our significant thirst for this workforce
- ▶ Labor shortage in US
 - ▶ Across all industries from domestic workers to restaurant workers, teachers, nurses, doctors, lawyers, entrepreneurs
- ▶ Barriers to access

Foreign Born people living in the US from 1850-2010, projected from 2020-2060

By 2028, foreign born share of the U.S. population is projected to be higher than any time since 1850



Women & Immigration

PROGRESS

County:

- Immigration Protection Act passed in 2018
- Anti Wage Theft in 2018

State:

- Drivers License passed in 2019
- Fund for Excluded Workers for \$2.1 Billion
- Office for New Americans (ONA)

ONGOING CHALLENGES

- Significant barriers to qualify for services
- Housing, child care, healthcare, mental health, workforce abuses
- Few pathways to citizenship/ work permits
- Lack of linguistically and culturally appropriate training results in underutilized skills



RECOMMENDATIONS

- ▶ **Access to Representation Act**
- ▶ **Unemployment Bridge Program (Excluded No More)**
- ▶ **Fund Immigration Legal Services**

- ▶ **Coverage for All**
- ▶ **New York For All (IPA at the state!)**
- ▶ **Language Access**

Key Point: Leverage intense power at state level to provide access to important services that are not predicated on immigration status, for example: child care benefits and college loans



Emphasize to the country that our county and state economy need an immigrant workforce

Westchester County and NY State should take the lead in the U.S. emphasizing that our economy and immigration system are intertwined and that our labor shortage can be successfully addressed by creating a path to citizenship for undocumented and those seeking asylum.





Family Care

NICOLE MASUCCI

**Director of Family &
Employer Services**

**Child Care Council of
Westchester**

DATA HIGHLIGHTS

- Westchester has one of the highest rates of child care deserts in the U.S. (nearly 60% of census tracts)
- Westchester lost nearly 50 child care businesses during the pandemic
- 710 NYS-OCFS regulated child care and after school programs in Westchester
- 8% of the 36,500+ slots are for infants
- Child Care is often the biggest bill in the household, more than rent, mortgage or public college tuition
- Mean cost of center-based infant care in Westchester is nearly \$23K

Family Care

PROGRESS

- More parents are eligible for child care assistance via DSS (up to 300% FPL)
- Westchester County created Westchester Works Child Care Scholarship Program for ALICE parents (up to 400% FPL)
- NYS increasing the supply of child care in child care deserts, prioritizing new infant/toddler and non-traditional hours slots

ONGOING CHALLENGES

- Child care still unaffordable for some families
- Child care workforce still poorly compensated, staff shortage and turnover depress enrollment
- Care for infants/toddlers and for evenings and weekends still in short supply



RECOMMENDATIONS

- **Westchester County should maintain the Westchester Works Scholarship Program**
- **Westchester County should prioritize increased child care funding from state and federal**
- **Create incentives to attract and retain qualified child care staff**
- **Fund apprenticeship programs to expand the child care workforce pipeline**



Expand Recommendations

- ▶ **When NYS raises income eligibility for child care assistance to 350%, Westchester County should raise income eligibility for Westchester Works over 400%**
- ▶ **Westchester County should call for both NYS and Washington to increase child care investment to protect and expand our child care system**
- ▶ **NYS should fund a short-term child care workforce compensation fund this year and pass legislation for a new pay scale by 2025**
- ▶ **NYS should increase the revenue stream to child care by reimbursing on enrollment rather than attendance, and paying rates based on costs rather than fees charged**

