

Women in America

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1. POPULATION CHARACTERISTICS

Population:

Year	Total Population	Male Population	Female Population	Female Population Percentage
1940	131,669,275	66,061,592	65,607,683	49.8%
1950	152,271,417	75,849,012	76,422,405	50.1%
1960	180,671,158	89,319,511	91,351,647	50.5%
1970	203,211,926	98,912,192	104,299,734	51.3%
1980	226,545,805	110,053,161	116,492,644	51.4%
1990	248,709,873	121,239,418	127,470,455	51.3%
2000	281,421,906	137,916,186	143,505,720	50.9%
2010	308,745,538	151,781,326	156,964,212	50.8%

Female Population by Race (in thousands):

	2000	2009	Percent Change
White, non-Hispanic	126,224	132,195	+4.7%
Black or African American	18,733	20,705	+10.5%
Asian	5,461	7,244	+32.6%
Hispanic	17,144	23,362	+36.3%

2. WOMEN AND THE FAMILY

a. Marriage

i. General Numbers

	Married Americans 18 or older	Married Americans 18-29
1960	72%	≈60%
2010	51%	20%

ii. Decreasing Marriage Rates

- In 2010, roughly 4 out of 10 Americans thought matrimony was becoming obsolete.

- More than half the women under age 30 who give birth in the United States are single.
- One in four Americans are now going it alone, or remaining single and living by themselves.

iii. Age at First Marriage

Year	Female Median Age at First Marriage	Mean Age at First Birth	Male Median Age at First Marriage
1970	20.8 years	21.4 years	23.2 years
1975	21.1	21.8	23.5
1980	22.0	22.7	24.7
1985	23.3	23.7	25.5
1990	23.9	24.2	26.1
1995	24.5	24.5	26.9
2000	25.1	24.9	26.8
2005	25.3	25.0	27.1
2010	26.1	--	28.2

Source: U.S. Census Bureau; CDC

iv. Unmarried Women:

Percent of the population that has never been married- by age:

Year	Women (20-24 years)	Women (25-34 years)	Women (35-39 years)	Men (25-34 years)
1970	35.8%	10.0%	5.4%	15.5%
1980	50.2%	16.3%	6.2%	23.9%
1990	62.8%	25.0%	10.4%	36.1%
2000	69.1%	29.7%	13.4%* (35-44)	39.1%
2011	80.7%	39.3%	18.8%	51.6%

- From 1970 to 2011 the institution of marriage changed drastically. In 1970, well more than half of women between the ages of 20-24 were married, whereas in 2011 less than one in five were married.
- The big losers within the marriage data are children who are increasingly raised with fewer resources.

Source: *Gender Wars*, *National Journal/the Atlantic: The Next Economy*, spring 2012; US Census Data

v. Marriage and Education Level

Marriage is increasingly more common among college graduates than among Americans with less education (2007):

College Grads	69% are married
Americans with less education	56% are married

Increasingly, Americans are choosing spouses like themselves:

	% of married, college-educated men with a wife with a bachelor's degree
1970	37%
2007	71%

b. Motherhood and Childbirth

i. Births to Unmarried Women

Year	Percentage of Births to Unmarried Women
1970	10.7%
1975	14.3%
1980	18.4%
1985	22.0%
1990	28.0%
1995	32.2%
2000	33.2%
2005	36.9%
2010	40.8%

As women wait longer and longer to get married, more and more children are born out of wedlock. In 1970 one in ten children were born to unmarried women. By 2010, for every three children born to a married couple, two were born to an unwed woman.

ii. Declining Birthrate

- American women have one of the highest rates of childlessness in the world, at 19% (Only 6 countries have higher rates with Singapore having the highest at 23%).

- American women have one of the lowest average number of births in their lifetime at 1.9 children (Germany and Ukraine tie for the lowest at 1.6).
- About 47% of women 15 to 44 do not have children, which is a record low.
- 2013 finally saw a slight uptick in births after a five-year span where the birth rate dropped each year (including a drop of nearly three percent per year from 2007 to 2010). The number of births in 2013 rose by 4,700.
- The teen birthrate (from 15 to 19 years) is at a record low as well, dropping below 30 births per 1,000 teen females. The peak was in 1960 when the rate was at 96.3/1,000, but at that time only 15% of those births were to unmarried mothers, while today, even though the teen birthrate has fallen, 89% of the births are to unmarried mothers.
- A new Urban Institute Study found that millennial women are the slowest to have kids or any generation in U.S history:¹
 - Between 2007 and 2012 (basically right before and just after the recession) birth rates among American women in their twenties declined by 15 percent.
 - By 2012, millennials reproduced at a pace that would lead to 948 births per 1,000 women: “By far the slowest pace of any generation” the report said.
 - All races experienced a birth decline. Hispanics saw the largest- a 26% drop, the rate for African Americans fell 14% and 11% for white women.

Sources: US Census Data; *ChildTrends Data Bank*

iii. Single Mothers

- 15 million U.S. children—or 1 in 3—live without a father.
- Single mothers comprise 83.3% of all single parent families.
- Single mothers have an average income of \$24,000, compared to married couples with children who have an average income of \$80,000
- Inner cities have particularly high rates of men leaving their children: In Baltimore, only 38% of families have two parents and in St. Louis, 40% do.

¹ Nan Marie Aston, Steven Martin, H. Elizabeth Peters, *Millennial Childbearing and the Recession*, Urban Institute, 4/28/2015; Danielle Pauquette, *Millennial women are the slowest to have babies of any generation in U.S. History*, The Washington Post, 4/28/2015.

- Among black families, nearly 5 million children, or 54%, live only with their mother.
- The number of single-mother households is increasing across all races and in every part of the United States.
- 27% of absent fathers say they have not seen their children at all in the past year

The Makeup of Single Mothers:

	Never Married	Divorced, separated, widowed	Spouse Absent
1960	4%	82%	14%
2011	44%	50%	6%

Children Living Apart from their Father

	% of children living apart from their father
1960	11%
2010	27%

- “Single Mothers by Choice”: The birthrate for unmarried women ages 35 and older has been rising. Many of these women are well-off and have purposefully decided to become pregnant even though unwed, often using donor sperm.

Section sources: Washington Times, Luke Rosiak, 12.25.12; The Daily Beast, Paula Szuchman, 8.12.13.

iv. Women and Family Planning

- “Enabling couples to determine whether, when and how often to have children is vital to safe motherhood and healthy families. Increasing access to reproductive health services including voluntary family planning, has profound health, economic and social benefits for family and communities, such as:
 - Protecting the health of women by reducing high-risk pregnancies.
 - Protecting the health of children by allowing sufficient time between pregnancies.

- Fighting HIV and AIDS
- Reducing abortion
- Supporting women's rights and opportunities for education, employment and full participation in society.
- Mitigating the impact of population dynamics on economic growth, natural resources and both family and state stability."
- The last 100 years have seen much progress in the United States when it comes to women and family planning. However, the issues are ongoing and controversial on all sides. Research shows that while access to contraception is getting better, there are still inequalities and difficulties that must be overcome to keep contraception available to all women.
- Contraceptive care provided during publicly supported (where government funds were used) family planning visits in 2010 helped women prevent an estimated 2.2 million unintended pregnancies, which would have led to 1.1 million unplanned births:
 - 288,000 of these births would have been spaced more closely than is medically recommended
 - 164,000 would have been preterm, low birth weight or both.
- Contraception is also important for women's health, as condoms prevent the spread of many sexual transmitted diseases, as well as the HPV virus which can cause cancer in women.

Sources: Rebecca Wind, *U.S. Family Planning Effort Improves Women's Health*, Guttmacher Institute, 10/14/2014; Amnestyusa.org: *Women's Health, Sexual and Reproductive Rights*; USAID.gov, *Family Planning and Reproductive Health*, 1/28/2015.

History of Contraception in America:

- 1734- Condoms have been around since ancient times and were used both for disease and pregnancy prevention, with varying degrees of success.
- 1844- Rubber condoms were mass produced and the U.S. contraceptive industry flourished. However, these forms of contraception were primarily dependent on the man.
- 1873- Congress passed the Comstock laws which made all forms of contraception illegal.
- 1916- Margaret Sanger opened the first birth control clinic in the United States.
- 1930-1960- The most popular female contraceptive was Lysol disinfectant, which was later discovered to not work and cause health problems.

- 1960- “The Pill” received FDA approval and revolutionized contraception.
- 1965- The Supreme Court gave the right to use birth control to married couples only.
- 1968- FDA approves IUDs, which brought more contraceptive options to the market.
- 1972- The Supreme Court legalized birth control for all, irrespective of marital status.
- 2000s- Rapid expansion in method availability and improvements to safety and effectiveness.
- 2013- Plan B, or the “morning after pill” became available without a prescription in drug stores.
- Today: More research is needed in woman-controlled methods that protect against STIs and birth control for men. Barriers to accessing reliable contraception remain for women worldwide.

A recent study found that virtually all women of reproductive age from 2006-2010 who had ever had sexual intercourse have used at least one contraceptive method at some point in their lifetime. During this timeline, the most common methods that women or their partners had ever used were: the male condom (23%), the pill (82%), withdrawal (60%), and the injectable, Depo-Provera (23%).

Sources: Kimberly Daniels, William Mosher, and Jo Jones; *National Health Statistics Report: Contraceptive Methods women have Ever Used: United States, 1982-2010*; U.S. Department of Health and Human Services, 2/14/2013; Daniel DeNoon, *Birth Control Timeline*, medicinenet.com, 2003; Kirsten M.J. Thompson, *A Brief History of Birth Control in the U.S.*, 12/14/2013.

Contraception and Inequality

- In the United States, half of all pregnancies are unintended, and unintended pregnancy is highly concentrated among low-income women.
- A recent study found that a poor woman is about five times as likely as an affluent woman to have an unintended birth, which further deepens the divides in income, family stability, and child outcomes.
- The data shows that it is the use of contraception and/or abortion that may explain variations in unintended birth rates.
- Lower income is linked to an increased likelihood of non-use of contraception: 15.9% of women with an income level below the federal poverty line had unprotected sex in the year prior, compared to women with an income level 400% the federal poverty level, where only 7.9% had unprotected sex.

- Abortion rates for women with incomes 400% the federal poverty level or higher were much higher than those below the federal poverty level: 31.9% versus 8.6%, resulting in larger income gaps in unintended birth rates.
- The birth rate is almost 5 times higher for women with low incomes than for women with the highest incomes.
- If all women adopted the same rates of contraception use as high-income women, the ratio of unintended births between affluent and poor women would be cut in half.
- If all single women had the same abortion rates as high-income single women, the ratio the ratio of unintended births between affluent and poor women would be reduced by one-third.
- Most unmarried women are sexually active regardless of income. But women with higher incomes are much more successful at ensuring that sex does not lead to an accidental baby.
- The study concluded that “access to affordable abortion also matters, and this is currently limited for many low-income women. Abortion is a difficult choice, but it is not one that should be influence by financial status.”

Source: Jennifer J. Frost, Adam Sonfield, Mia R. Zolna, and Lawrence B. Finer, *Return on Investment: A Fuller Assessment of the Benefits and Cost Savings of the US Publicly Funded Family Planning Program*, The Milbank Quarterly, 10/2014; Joanna Venator and Richard V. Reeves, *The implications of inequalities in contraception and abortion*, Brookings Institute, 2/26/2015.

c. Women as Caregivers

- Women are significantly more likely than men to leave their jobs to stay at home with children or to care for elderly or sick family members.
- The choice to leave the workforce can have a considerable negative impact on economic stability and getting back into the workforce can be difficult.
- A 2001 study found that having a child costs the average college-educated woman more than a million dollars in lifetime income.

i. Stay-at-home Moms

1999	23% of all mothers were stay-at-home*
2012	29% of all mothers were stay-at-home

*a modern-era low

- In 2012 there were 10.4 million stay-at-home mothers.
- Two-thirds of stay-at-home moms are “traditional” married stay-at-home mothers with working husbands.
- A growing share of stay-at-home mothers (6% in 2012, compared with 1% in 2000) say they are home with their children because they cannot find a job.
- The cost of out-of-home childcare:
 - The average cost of center-based daycare in the U.S. is \$11,666 per year (\$972 a month), but prices range from \$3,582 to \$18,773 a year (\$300 to \$1,564 monthly)

Stay-at-Home and Working Mothers with child(ren) younger than 18 who: (2012)

	Stay-at-Home	Working
Are non-white	49%	40%
Are foreign born	33%	20%
Have a high school diploma or less	49%	30%
Are living in poverty	34%	12%

- No matter what their marital status, mothers at home are younger and less educated than their working counterparts.
- Stay-at-home mothers are less likely than working mothers to be white (51% stay-at-home moms are white, compared with 60% of working mothers).

	Working	Stay-at-Home		
		Total	Married with a working husband	Other
1970	53%	47%	40%	7%
2012	71%	29%	20%	9%

Sources: D'Very Cohn, Gretchen Livingston, Wendy Want, PEW Social Trends, 4.8.14.; Katy Read, Salon, *Regrets of a stay-at-home mom*, 1.5.11; Ann Crittenden, *The Price of Motherhood*, Metropolitan Books: New York, 2001.

ii. Women Caring for their Parents and Elderly Relatives

- Women provide the majority of informal care to spouses, parents, parents-in-law, friends and neighbors, and they play many roles while caregiving—hands-on health provider, care manager, friend, companion, surrogate decision-maker and advocate.
- Some 20% of all female workers in the United States are family caregivers.
- The average caregiver is a 49 year old woman, caring for her 60 year old mother who does not live with her. She is married and employed.
- Increasingly, women in their 40s and 50s are sandwiched between caring for aging parents and their own dependent children.
- Women 50 and over who leave the work force permanently to care for a parent lose nearly \$325,000 in wages and benefits on average.
- Increases in depression and anxiety are common among women who care for an older relative.
- Since the start of the recession, the number of working women 45-54 has dropped more than 3.5%.
- There are now about one million fewer women ages 45-54 in the labor force than at the end of 2009, when the number peaked.
- The value of the informal care that women provide to elderly family members ranges from \$148 billion to \$188 billion annually.
- Women who are family caregivers are 2.5 times more likely than non-caregivers to live in poverty and five times more likely to receive Supplemental Security income (SSI).
- Caregiving can also have a serious effect on women's mental and emotional stability due to the stress of juggling it all.

Source: Dionne Searcey, *For Women in Midlife, Career Gains Slip Away*, New York Times, 6.24.14; *Women and Caregiving: Facts and Figures*, caregiver.org, accessed 4/2/2015; Lynn Feinberg and Rita Choula, *Understanding the Impact of Family Caregiving on Work*, AARP Fact Sheet, October 2012.

d. Mothers in the Workforce

- In 1975, half of all mothers with children under 18 were in the workforce
- In 2009, nearly three-fourths were in the workforce
- In 2008, 39% of mother of children under 18 said they wanted jobs with greater responsibility. In 1992, that number was at 51%. Fathers' desires for jobs with greater responsibilities also decreased: in 1992, 64% of fathers wanted greater responsibility, while in 2008, that number fell to 44%. This is in part to a shift in gender roles within the home, with more fathers taking on child-care, cooking and house cleaning roles.

i. Breadwinner Moms

- A record 40% of all households with children under the age of 18 include mothers who are either the sole or primary source of income for the family.

Percentage of all households with children under-18 where the mother is the primary or sole provider:

	Total	Married	Single
1960	11%	4%	7%
1970	15%	4%	11%
1980	23%	7%	16%
1990	29%	10%	19%
2000	33%	12%	21%
2011	40%	15%	25%

- Breadwinner moms are made up of two very different groups:
 - 5.1 million (37%) are married mothers who have a higher income than their husbands
 - 8.6 million (63%) are single mothers

	Share of married mothers who out-earn their	Share of single mothers who are sole
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	husbands	providers for their families
2011	15%	25%
1960	4%	7%

- The Great Recession accelerated the trend of mothers pulling in the biggest part of the family income

Education and Breadwinner Moms:

Husbands and wives in dual-earner households- Education Level:

Similar education levels	Mothers better educated than their spouses
61%	23%

Family Income by Who Provides More (Median family income for married couples with children- 2011)

Mother makes more	\$79,800
Father makes more	\$78,000
Same income	\$70,000

Source: Pew Research Social & Demographic Trends: Breadwinner Moms, May 29, 2013; Catherine Rampell, *Office Advancement vs Home Duties*, NY Times, 7/8/13.

ii. Single-mother Breadwinners

The Makeup of Single Mothers:

	Never Married	Divorced, separated, widowed	Spouse Absent
2011	44%	50%	6%
1960	4%	82%	14%

Family Income in American Households:

	Median family income in 2011	Education
All households with children	\$57,100	---
Single Mother Households: Divorced, Separated, Widowed	\$29,000	35% have a high school education or less
Single Mother Households: Never Married	\$17,400	49% have a high school education or less

- Single mother breadwinners make up 63% (8.6 million) of all breadwinner moms.
- They earn an average of \$23,000 and are more likely to be younger, black or Hispanic, and have less education than a college degree.

Section source: Pew Research Social & Demographic Trends: Breadwinner Moms, May 29, 2013

iii. **Maternity Leave**

	U.S. Companies Offering Benefit (2013)
Paid maternity leave	16%
Paid paternity leave	15%
Paid adoption leave	16%
On-site lactation rooms	34%
Paid sick leave	34%

Source: Working Mother Research Institute, 2013.

- Out of 173 countries, only the U.S., Liberia, Papua New Guinea, and Swaziland have no paid maternity leave law.
- Human Rights Watch, in a 2011 report, expounded on the negative impact of the lack of paid leave: Among other problems, the group said, “scarce or no paid leave contributed to delaying babies’ immunizations, postpartum depression and other health problems, and caused mothers to give up breastfeeding early.”
- Among employers more broadly, a third (35%) of employees work for an employer offering paid maternity leave, and a fifth (20%) paid paternity leave.
- Only California, Rhode Island and New Jersey have state mandates providing paid family leave.
- In 1993, the U.S. mandated unpaid leave for new parents and other family members or for medical reasons.

Key findings from the *Family and Medical Leave Act 2012 (FMLA) Survey* on the U.S. workforce:

- “About one-third of employees (35%) work in worksites that offer paid maternity leave to all or most women employees; one-fifth (20%) of employees work in worksites that offer paid paternity leave.”
- One-third of all people who took FMLA leave received no pay.
- Nearly two-thirds (64%) of employees who needed, but did not take, leave in the past 12 months were women.
- “International research suggests that the introduction of a statutory right to paid leave for parents would improve the health and economic situations of women and children and would promote economic growth.”

Research on the impact of paid parental leave:

- Paid maternity leaves increases childhood vaccination rates
- Mothers with at least eight weeks of paid leave are less likely to experience postpartum depression and to be in better overall health than women with less than eight weeks leave.
- The introduction of California’s Paid Family Leave program led to a doubling of the overall length of maternity leave. The increases in leave-taking are especially large for mothers who are less educated, unmarried, or non-white.
- Providing paid maternity leave at the average length for high-income countries of 15 weeks would be likely to have a measurable positive impact on productivity growth in the United States.

“The United States is still trying to pretend that real workers don’t have babies. Other countries offer paid maternity leave because their facing reality – we have our head in the sand.” –Joan Williams, Law Professor, University of California Hastings

Section sources: Los Angeles Times, 1/16/2014, Michelle Maltais, *Maternity Leave in America: How do we stack up?*; Shriver Report, 2013; IWPR Briefing Paper *Maternity, Paternity, and Adoption Leave in the*

iv. Opting Out

- “Opt-out moms” are mothers who have at least a Master’s degree, an annual family income of \$75,000 or more; a working husband; and who state that they are out of the workforce in order to care for their family.
- About one-in-ten mothers with a Master’s degree or more are staying at home in order to care for their family.
- Among all moms 29% are stay-at-home moms and among those mothers, 4% are opt-out moms.
- Many opt-out moms choose to leave their jobs solely because they want to be home with their children. Others, however, leave because of the difficulties of balancing work and family in the U.S.
 - A 2009 study found that among “highly qualified women” who had stepped away from their careers, fully 69% said they would not have done so if their workplace offered more flexible work arrangements.
- 89% of opt-out moms plan to return to work
- In 37% of families with opt-out moms the stay-at-home wives actually have a higher level of education than the breadwinner dad.
- Of opt-out mothers: 69% identify as white, 19% Asian, 7% Hispanic, and 3% black.

v. Working While Pregnant: Expectant Mothers in the Workplace

Working while pregnant is much more common today than it used to be:

- Among women who had their first child in the early 1960s, just 44% worked at all during pregnancy.
- By the late 1980s, 67% of women pregnant with their first child remained on the job.

- For women who gave birth to their first child between 2006 and 2008, 66% of women remained on the job.

Women are returning to work much sooner after their first birth than in previous decades:

- In the 1960s, just 21% of women had returned to work six months after their first child's birth.
- For those who had their first birth between 2005 and 2007, 73% had returned to work six months after giving birth.

Education affects who continues to work while pregnant and who stops working:

- 87% of women with a bachelor's degree or higher worked while pregnant with their first child.
- 28% of women without a high school diploma worked while pregnant with their first child.

Taking time out of work to care for the child once it is born:

- A higher share of U.S. women who had their first child between 2006 and 2008 used unpaid leave (42%) than in the early 1980s (34%).
- Good news: The share of women who were fired or quit their jobs declined from 39% to 27% during that same time period.
- **Mothers, more than fathers, say they faced career interruptions to care for their family – reducing work hours, taking a significant amount of time off, or quitting their jobs. These interruptions often turn to be linked to long-term earnings.**

Source: George Gao, Pew Research Center, *Working while pregnant is much more common than it used to be*, 3/31/2015.

e. Women and Finances in the Home

	2011	2013
Percent of women claiming primary responsibility for day-to-day financial decisions	15%	24%
Percent of women claiming primary status for long-term retirement decisions	9%	19%

- Men are more likely than women (53% vs. 45%) to be very confident in their own ability in taking full financial responsibility of retirement decisions.
- While one in four, or 24%, of Baby Boomer women (born 1948-1966) identify themselves as the primary decision maker for day-to-day financial decisions, only 12 percent of Gen Y women (born 1979-1988) feel the same way.
- Only 45 percent of Gen Y women (born early 80s to early 2000s) say they are a joint decision maker when it comes to retirement savings decisions, compared to 58 percent of Boomer and Gen X women (born 1967-1978).
- Lack of confidence appears to be a major contributing factor to the low levels of engagement in financial and retirement decisions.

3. WOMEN AND EDUCATION

a. Women in High School

i. High School Dropout Rates

	Male Dropout Rate	Female Dropout Rate
1960	27.8%	26.7%
1970	14.2%	15.7%
1975	13.3%	14.5%
1980	15.1%	13.1%
1985	13.4%	11.8%
1990	12.3%	11.8%
1995	12.2%	11.7%
2000	12.0%	9.9%
2005	10.8%	8.0%
2010	8.5%	6.3%
2012	7.3%	5.9%

- Over 520,000 of the estimated dropouts from the Class of 2007 were female students.
- One in four girls overall do not finish high school
 - One in two Native American female students does not finish high school (50%)
 - Four in ten black female students do not finish high school (40%)
 - Nearly four in ten Hispanic female students do not finish high school (37%)

Top States with the Lowest Dropout Rates for Girls (2003-2004)

1.	Utah	12%
2.	Minnesota, Connecticut, New Jersey	17%
5.	Iowa	18%
6.	Nebraska	20%
7.	Wisconsin, North Dakota, Maryland, South Dakota	21%

Worst States with the Highest Dropout Rates for Girls (2003-2004)

34.	Louisiana, Delaware, Mississippi	31%
37.	Hawaii, Alaska	32%
39.	Florida	35%
40.	Alabama, New Mexico	36%
42.	Arizona	40%
43.	Georgia	41%

*Data for DC, NH, NV, NY, OR, PA, SC, and TN were not reported to the US. Department of Education

Effects of dropping out:

- Compared to their male peers, girls who fail to graduate high school have higher rates of unemployment, make significantly lower wages, and are more likely to need to rely on public support programs to provide for their families.
- Half of all female high school dropouts aged 25-64 are unemployed.
- Female dropouts who are employed are plagued by low earnings and earn considerably less than their male counterparts.
- High school dropouts have higher health risks and less access to health coverage.
- Some female dropouts are more likely to become pregnant as teenagers than females who stay in school.

- Children of high school dropouts are less likely to graduate from high school.
- Pregnancy, parenting, and/or family responsibilities are factors that put girls at risk of dropping out.

Section Sources: US D.O.E., National Center for Education Statistics, Institute of Education Sciences; National Women's Law Center: *When Girls Don't Graduate we All Fail*, 2007.

ii. SAT Scores by Gender

*In both the verbal and math sections of the SAT men averaged higher scores than women:

	Average Verbal Score			Average Math Score			Average Total Score		
	Female	Male	Gap*	Female	Male	Gap*	Female	Male	Gap*
1975	441	441	0	461	501	+40	901	942	+41
1980	428	439	+11	448	499	+51	876	938	+62
1985	436	448	+12	457	510	+53	893	958	+65
1990	496	505	+9	483	521	+38	979	1026	+47
1995	502	505	+3	490	525	+35	992	1030	+38
2000	504	507	+3	498	533	+35	1002	1040	+38
2005	505	513	+8	504	538	+34	1009	1051	+42

Note: The numbers from 1975, 1980 and 1985 are from a different study than the other numbers, and therefore have been calculated using a different method, but although they are not perfect comparisons, this raw data gives some idea about gender and test performance.

Source: collegeboard.com, SAT data tables, accessed 2013.

b. Women and Higher Education

i. College Enrollment

High School to College Enrollment Rates by Gender and Race: College enrollment= share of recent high school completers enrolled in college the following October:

	1994	2012
Hispanic men	52%	62%
Hispanic women	52%	72%

% point gap, women/men	0	+13 women
Black men	56%	57%
Black women	48%	69%
% point gap, women/men	+ 9 men	+12 women
White men	62%	62%
White women	66%	72%
% point gap, women/men	+4 women	+10 women
Asian men	82%	83%
Asian women	81%	86%
% point gap, women/men	+1 men	+3 women

Source: Pew Research Center, March 6, 2014. "Women's college enrollment gains leave men behind."

- Every group saw increases in college enrollment, some quite significant.
- In each group, women enrolled in college at higher rates than men.

ii. Education Rates

Education Rates for Women Ages 25 and Older (2012):

Less than a high school diploma	6.7%
High school diploma, no college	25.3%
Some college	17.5%
Associate's degree	12.7%
Bachelor's degree or higher	37.8%

iii. Post-Secondary Degrees Conferred by Field

General College Degrees: A college degree has served as a key to the middle class. The need for a degree to get a decent job has increased in the last 40 years.

	Associate's Degrees	Degrees to females	Bachelor's Degrees	Degrees to Females	Master's Degrees	Degrees to Females
1969-70	206,023	88,591 (43%)	792,316	341,219 (43%)	213,589	82,790 (39%)
1974-75	360,171	169,154 (47%)	922,933	418,092 (45%)	297,545	131,327 (44%)
1979-80	400,910	217,173 (54%)	929,417	455,806 (49%)	305,196	148,314 (47%)
1984-85	454,712	251,780 (55%)	979,477	496,949 (51%)	293,472	144,196 (49%)
1989-90	455,102	263,907 (58%)	1,051,344	559,648 (53%)	330,152	172,100 (52%)
1994-95	539,691	321,339 (60%)	1,160,134	634,003 (55%)	403,609	220,566 (55%)
'99-2000	564,933	340,212 (60%)	1,237,875	707,508 (57%)	463,185	267,056 (58%)
2004-05	696,660	429,124 (62%)	1,439,264	826,264 (57%)	580,151	342,996 (59%)

2009-10	849,452	526,536 (62%)	1,650,014	943,381 (57%)	693,025	417,828 (60%)
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Changes: Women went from receiving a minority of these degrees in the 70's to now earning a majority. The amount of Associate's Degrees conferred has increased 4-fold while the amount given to women has increased by almost 6 times. The amount of Bachelor's degrees doubled while the amount conferred to women increased by a shade less than 3 times. The number of Master's Degrees conferred tripled over 40 years while the amount of women receiving them has increased by about 5-fold.

Doctoral Degrees Conferred:

The Doctoral degree essentially serves as a prerequisite to a career in academia. The elite thinkers and policy makers have this degree.

	Total Degrees Conferred	Degrees Conferred to Females
1969-70	59,486	5,694 (10%)
1974-75	84,904	13,879 (16%)
1979-80	95,631	26,105 (27%)
1984-85	100,785	34,516 (34%)
1989-90	103,508	39,545 (38%)
1994-95	114,266	46,942 (41%)
1999-2000	118,736	53,806 (45%)
2004-05	134,387	67,130 (50%)
2009-10	158,558	81,953 (52%)

Changes: While the total number of Doctoral Degrees almost tripled, the number of degrees conferred to women increased by almost 15-fold.

Degrees conferred in Business & Management

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1969-70	105,000	9,234 (9%)	21,561	769 (4%)	620	10 (2%)
1974-75	133,639	21,656 (16%)	36,315	3,041 (8%)	939	39 (4%)
1979-80	186,264	62,625 (34%)	55,008	12,264 (22%)	767	117 (15%)
1984-85	232,282	104,815 (45%)	66,981	20,782 (31%)	827	142 (17%)
1989-90	248,568	116,284 (47%)	76,676	26,091 (34%)	1,093	275 (25%)
1994-95	233,895	112,232 (48%)	93,540	34,609 (37%)	1,391	380 (27%)
'99-2000	256,070	127,549 (50%)	111,532	44,454 (40%)	1,194	382 (32%)
2004-05	311,574	155,634 (50%)	142,617	60,466 (42%)	1,498	597 (40%)

2007-08	335,254	164,276 (49%)	155,637	69,379 (45%)	2,084	834 (40%)
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Changes: The number of Bachelor's Degrees in Business and Management tripled between 1969 and 2007, while the number of them conferred on women increased more than 17-fold.

The number of Master's Degrees conferred increased 7-fold, while females earning them increased by 90-fold.

The number of Doctoral Degrees conferred more than tripled, while the number of women who received them increased by the multiple of 83.

Doctoral Degrees Conferred in Law (LL.B or JD)

	Number of Institutions Conferring Degrees	Total Degrees Conferred	Degrees Conferred to Women
1969-70	145	14,196	801 (6%)
1974-75	154	29,296	4,415 (15%)
1979-80	179	35,647	10,754 (30%)
1984-85	181	37,491	14,421 (38%)
1989-90	182	36,485	15,406 (42%)
1994-95	183	39,349	16,757 (43%)
'99-2000	190	38,152	17,514 (46%)
2004-05	198	43,423	21,126 (49%)
2009-10	205	44,345	20,951 (47%)

Changes: The number of total law degrees conferred increased by just over 3 times, while the amount of those degrees conferred on women increased by 26-fold.

Doctoral Degrees Conferred in Medicine

	Number of Institutions Conferring Degrees	Total Degrees Conferred	Degrees Conferred to Women
1969-70	86	8,314	699 (8%)
1974-75	104	12,447	1,629 (13%)
1979-80	112	14,902	3,486 (23%)
1984-85	120	16,041	4,874 (30%)
1989-90	124	15,075	5,152 (34%)
1994-95	119	15,537	6,030 (39%)

'99-2000	118	15,286	6,525 (43%)
2004-05	120	15,461	7,310 (47%)
2009-10	120	16,356	7,888 (48%)

Changes: The number of women earning M.D.s increased 11-fold, while the total number of degrees conferred merely doubled.

Degrees Conferred in Architecture

Architecture is one of the more demanding college majors.

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1969-70	4,105	217 (5%)	1,427	167 (12%)	35	2 (6%)
1974-75	8,226	1,435 (17%)	2,938	595 (20%)	69	11 (16%)
1979-80	9,132	2,536 (28%)	3,139	894 (28%)	79	13 (16%)
1984-85	9,325	3,306 (35%)	3,275	1,127 (34%)	89	23 (26%)
1989-90	9,364	3,661 (39%)	3,499	1,271 (36%)	103	30 (29%)
1994-95	8,756	3,015 (34%)	3,923	1,613 (41%)	141	46 (33%)
'99-2000	8,462	3,269 (39%)	4,268	1,760 (41%)	129	44 (34%)
2004-05	9,237	4,015 (43%)	5,674	2,494 (44%)	179	69 (39%)
2009-10	10,051	4,357 (43%)	7,280	3,268 (45%)	210	94 (45%)

Changes: The total amount of undergraduate degrees conferred in this field doubled, while the amount given to women has increased by almost 20. The amount of Masters Degrees given to women in this field rose by about 20-fold and the amount of Doctoral Degrees given to women increased by a staggering 47 times.

Degrees Conferred in Education

Education degrees serve as a prerequisite to becoming a school teacher.

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1969-70	163,964	123,544 (75%)	78,020	43,188 (55%)	5,588	1,109 (20%)
1974-75	166,758	122,295 (73%)	117,841	73,411 (62%)	6,975	2,119 (30%)
1979-80	118,038	87,137 (74%)	101,819	71,519 (70%)	7,314	3,214 (44%)
1984-85	88,078	66,824 (76%)	74,667	54,128 (72%)	6,614	3,440 (52%)
1989-90	105,112	82,105 (78%)	84,890	64,421 (76%)	6,503	3,727 (57%)
1994-95	105,929	80,310 (76%)	99,835	76,324 (76%)	6,475	3,985 (62%)
'99-2000	108,034	81,931 (76%)	123,045	93,964 (76%)	6,409	4,114 (64%)

2004-05	105,451	82,938 (79%)	167,490	128,627 (77%)	7,681	5,124 (67%)
2009-10	101,265	80,539 (80%)	182,139	140,843 (77%)	9,233	6,210 (67%)

Changes: The number of education undergraduate degrees awarded to women has stayed relatively constant. The number of Master's degrees caught up with Bachelor's very quickly for women, but most interesting, is the growth of women getting Doctoral Degrees in education. Those are the people doing studies and becoming professors. Many municipalities require a Master's Degree in education to teach (NYC does) even if you already have a Master's in another field.

Degrees Conferred in Agriculture and Natural Resources

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1970-71	12,672	536 (4%)	2,457	144 (6%)	1,086	31 (3%)
1974-75	17,528	2,467 (14%)	3,067	364 (12%)	991	33 (3%)
1979-80	22,802	6,757 (30%)	3,976	894 (22%)	991	112 (11%)
1984-85	18,107	5,630 (31%)	3,928	1,082 (28%)	1,213	177 (15%)
1989-90	12,900	4,078 (32%)	3,382	1,143 (34%)	1,295	257 (20%)
1994-95	19,832	7,146 (36%)	4,234	1,693 (40%)	1,256	301 (24%)
'99-2000	24,238	10,395 (43%)	4,360	2,004 (46%)	1,168	365 (31%)
2004-05	23,002	11,015 (48%)	4,746	2,458 (52%)	1,173	410 (35%)
2009-10	26,336	12,817 (49%)	5,211	2,702 (52%)	1,147	522 (46%)

Changes: The female share of degrees in this field skyrocketed from under 4% in 1970 to well over 40% by 2000. Interestingly, more women get Master's Degrees in this field than get Bachelor's Degrees, a trend not unique to this field.

Degrees Conferred in English Language and Literature

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1969-70	56,410	37,760 (67%)	8,517	5,191 (61%)	1,213	376 (31%)
1974-75	47,062	29,373 (62%)	9,178	5,715 (62%)	1,595	621 (40%)
1979-80	32,187	20,950 (65%)	6,026	3,845 (64%)	1,196	561 (47%)
1984-85	32,686	21,491 (66%)	4,987	3,264 (65%)	915	501 (55%)
1989-90	49,803	31,366 (63%)	6,317	4,192 (66%)	986	542 (55%)

1994-95	51,170	33,589 (66%)	7,612	4,940 (65%)	1,393	804 (58%)
'99-2000	50,106	33,982 (68%)	7,022	4,707 (67%)	1,470	859 (58%)
2004-05	54,379	37,225 (68%)	8,468	5,853 (69%)	1,212	718 (59%)
2009-10	53,231	36,181 (68%)	9,201	6,195 (67%)	1,322	810 (61%)

Changes: The Percentage of English Doctoral Degrees conferred to women has almost doubled, making this the rare field where women are a majority of PhDs.

Degrees Conferred in Mathematics and Statistics

Mathematics is the theoretical background of both the science and business world.

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1969-70	27,442	10,265 (37%)	5,636	1,670 (31%)	1,236	96 (8%)
1974-75	18,181	7,595 (42%)	4,327	1,422 (33%)	975	110 (11%)
1979-80	11,378	4,816 (42%)	2,860	1,032 (36%)	724	100 (14%)
1984-85	15,009	6,929 (46%)	2,859	1,001 (35%)	699	109 (16%)
1989-90	14,276	6,602 (46%)	3,624	1,452 (40%)	917	163 (18%)
1994-95	13,494	6,340 (47%)	3,820	1,531 (40%)	1,181	262 (22%)
'99-2000	11,418	5,463 (48%)	3,208	1,459 (45%)	1,075	272 (25%)
2004-05	14,351	6,414 (45%)	4,477	1,952 (44%)	1,176	335 (28%)
2009-10	16,030	6,943 (43%)	5,634	2,258 (40%)	1,592	476 (30%)

Changes: Women as a percentage of Bachelor's and Master's degrees peaked in 2000. However the amount of women seeking these degrees has continued to increase. The trends for Doctoral degrees have not changed.

Degrees Conferred in Computer and Information Sciences

This is a newly emerging field that has created many new millionaires and billionaires. This is known as a male-dominated field.

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1970-71	2,388	324 (14%)	1,588	164 (10%)	128	3 (2%)
1974-75	5,033	953 (19%)	2,299	338 (15%)	213	14 (7%)
1979-80	11,154	3,372 (30%)	3,647	764 (21%)	240	27 (11%)
1984-85	39,121	14,384 (37%)	7,101	2,037 (29%)	248	25 (10%)
1989-90	27,347	8,188 (34%)	9,677	2,717 (28%)	627	93 (15%)
1994-95	24,737	7,053 (29%)	10,595	2,790 (26%)	887	161 (18%)

'99-2000	37,788	10,603 (28%)	14,990	5,012 (33%)	779	131 (17%)
2004-05	54,111	11,986 (22%)	18,416	5,280 (29%)	1,119	214 (19%)
2009-10	39,589	7,179 (18%)	17,953	4,936 (27%)	1,599	349 (22%)

Changes: Like math and engineering, women still have not made many strides in this well-paying field. Also similar to math and engineering, the percentage peaked several years ago and has been in decline since: As a percentage, female reception of Bachelor's Degrees peaked in the 1980s and Master's Degrees peaked around 2000.

Degrees Conferred in Engineering

One of the toughest degrees to earn, engineering degrees often provide the highest starting salaries to graduates.

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1969-70	44,479	330 (1%)	15,593	172 (1%)	3,681	24 (1%)
1974-75	47,131	1,026 (2%)	15,837	411 (3%)	3,181	68 (2%)
1979-80	69,387	6,510 (9%)	16,765	1,230 (7%)	2,546	99 (4%)
1984-85	97,099	13,108 (13%)	22,124	2,436 (11%)	3,269	214 (7%)
1989-90	82,480	11,621 (14%)	25,294	3,541 (14%)	5,030	454 (9%)
1994-95	78,483	12,326 (16%)	29,949	4,921 (16%)	6,108	730 (12%)
'99-2000	73,323	13,655 (19%)	26,648	5,601 (21%)	5,367	828 (15%)
2004-05	79,544	14,511 (18%)	34,988	7,939 (23%)	6,467	1,204 (19%)
2009-10	88,729	14,896 (17%)	39,346	8,825 (22%)	7,771	1,787 (23%)

Changes: The amount of undergraduate degrees conferred doubled while the amount given to women increased by over 4 times. There are steady increases in Doctoral degrees conferred while there were peaks and leveling off for both Master's and Bachelor's degrees.

Degrees Conferred in Psychology

In the second half of the 20th Century psychology became a female dominated field.

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
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1969-70	33,679	14,602 (43%)	5,158	2,183 (42%)	1,962	457 (23%)
1974-75	51,245	26,961 (53%)	9,394	4,359 (46%)	2,913	934 (32%)
1979-80	42,093	26,653 (63%)	9,938	5,842 (59%)	3,395	1,474 (43%)
1984-85	39,900	27,194 (68%)	9,891	6,439 (65%)	3,447	1,708 (50%)
1989-90	53,952	38,616 (72%)	10,730	7,353 (69%)	3,811	2,245 (59%)
1994-95	72,233	52,663 (73%)	15,378	11,168 (73%)	4,252	2,690 (63%)
'99-2000	74,194	56,743 (76%)	15,740	11,919 (76%)	4,731	3,202 (68%)
2004-05	85,614	66,614 (78%)	18,830	14,930 (79%)	5,106	3,640 (71%)
2009-10	97,216	74,941 (77%)	23,752	18,955 (80%)	5,540	4,062 (73%)

Changes: Women went from being a slight minority in the field of psychology to the vast majority of degree recipients. The female share of Psychology Doctorates more than tripled in 50 years.

Degrees Conferred in Physical Sciences

This category covers the fields of physics, chemistry and astronomy—all academic sciences—in addition to covering those who received degrees in science technologies.

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferred	Degrees Conferred to Females	Doctoral Degrees Conferred	Degrees Conferred to Females
1969-70	21,439	2,917 (14%)	5,908	839 (14%)	4,271	233 (5%)
1974-75	20,770	3,784 (18%)	5,782	833 (14%)	3,577	293 (8%)
1979-80	23,407	5,546 (24%)	5,167	957 (19%)	3,044	375 (12%)
1984-85	23,694	6,629 (28%)	5,752	1,327 (23%)	3,349	541 (16%)
1989-90	16,056	5,030 (31%)	5,410	1,414 (26%)	4,116	788 (19%)
1994-95	19,247	6,691 (35%)	5,798	1,740 (30%)	4,486	1,043 (23%)
'99-2000	18,427	7,408 (40%)	4,888	1,721 (35%)	4,017	1,015 (25%)
2004-05	19,104	8,039 (42%)	5,823	2,254 (39%)	4,248	1,177 (28%)
2009-10	23,379	9,517 (41%)	6,063	2,411 (40%)	5,063	1,659 (33%)

Changes: While women have made up ground in earning physical science degrees, men still receive a disproportionate amount of these degrees. Interestingly, the total amount of degree recipients in these fields has not increased over the last 40 years.

Degrees Conferred in Biological and Biomedical Sciences

	Bachelor's	Degrees	Master's	Degrees	Doctoral	Degrees
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	Degrees Conferred	conferred to Females	Degrees Conferred	Conferred to Females	Degrees Conferred	Conferred to Females
1969-70	34,034	10,115 (30%)	5,800	1,825 (31%)	3,289	469 (14%)
1974-75	51,609	17,029 (33%)	6,429	1,875 (29%)	3,334	722 (22%)
1979-80	46,254	19,457 (42%)	6,339	2,297 (36%)	3,568	917 (26%)
1984-85	38,354	18,283 (48%)	5,109	2,334 (46%)	3,465	1,130 (33%)
1989-90	37,304	18,941 (51%)	4,941	2,432 (49%)	3,922	1,444 (37%)
1994-95	55,983	29,249 (52%)	5,873	2,953 (50%)	5,069	2,057 (41%)
'99-2000	63,630	37,051 (59%)	6,850	3,679 (54%)	5,463	2,395 (44%)
2004-05	65,915	40,811 (62%)	8,248	4,923 (60%)	5,935	2,910 (49%)
2009-10	86,400	50,535 (58%)	10,725	6,114 (57%)	7,666	4,066 (53%)

Changes: Five times as many women received bachelor's degrees in biology in 2009-10 than in 1969-70.

Section Sources: Digest of Education Statistics: National Center for Education Statistics; Association to Advance Collegiate Schools of Business, Temple University, 2011 Business School Data Trends.

College Degrees Granted—by Gender and Discipline, 2011-2012

Bachelor's Degrees

	Total	Males	Females
Agriculture and natural resources	30,929	15,453	15,476
Area, ethnic, cultural, gender, and group studies	9,232	2,757	6,475
Biological and biomedical sciences	95,849	39,545	56,304
Business management, marketing, and personal services	366,815	190,082	176,733
Communications and communications technologies	88,752	33,525	55,227
Computer and information sciences and support services	47,384	38,773	8,611
Education	105,785	21,757	84,028
Engineering and engineering technologies	98,540	81,270	17,270
English language and literature/letters	53,767	16,976	36,791
Family and consumer sciences/human sciences	23,428	2,693	20,735
Foreign languages, literatures and linguistics	21,764	6,630	15,134
Health professions and related programs	163,440	24,868	138,572
Mathematics and statistics	18,842	10,723	8,119
Physical sciences and science technologies	26,663	15,972	10,691
Psychology	108,986	25,406	83,580
Public administration and social service professions	29,695	5,385	24,310
Visual and performing arts	95,797	37,158	58,639

Master's Degrees

	Total	Males	Females
Agriculture and natural resources	6,390	3,026	3,364
Area, ethnic, cultural, gender, and group studies	1,947	717	1,230
Biological and biomedical sciences	12,415	5,378	7,037
Business management, marketing, and personal services	191,571	103,253	88,318
Communications and communications technologies	9,496	3,065	6,431
Computer and information sciences and support services	20,97	15,129	5,788
Education	178,062	41,180	136,882
Engineering and engineering technologies	45,097	34,698	10,399
English language and literature/letters	9,939	3,403	6,536
Family and consumer sciences/human sciences	3,157	413	2,744
Foreign languages, literatures and linguistics	3,827	1,280	2,547
Health professions and related programs	83,893	15,625	68,268
Mathematics and statistics	6,245	3,694	2,551
Physical sciences and science technologies	6,910	4,299	2,611
Psychology	26,834	5,435	21,399
Public administration and social service professions	41,680	10,475	31,205
Visual and performing arts	17,331	7,331	10,000

Doctor's Degrees

	Total	Males	Females
Agriculture and natural resources	1,333	721	612
Area, ethnic, cultural, gender, and group studies	302	112	190
Biological and biomedical sciences	7,935	3,708	4,227
Business management, marketing, and personal services	2,531	1,460	1,071
Communications and communications technologies	567	242	325
Computer and information sciences and support services	1,698	1,332	366
Education	9,990	3,215	6,775
Engineering and engineering technologies	8,856	6,838	2,018
English language and literature/letters	134	68	66
Family and consumer sciences/human sciences	1,427	548	879
Foreign languages, literatures and linguistics	325	59	266
Health professions and related programs	1,231	497	734
Mathematics and statistics	62,090	26,074	36,016
Physical sciences and science technologies	5,370	3,609	1,761
Psychology	5,928	1,519	4,409
Public administration and social service professions	884	338	546
Visual and performing arts	1,728	790	938

Source: National Center for Education Statistics, Table 318.30: Bachelor's, master's, and doctor's degrees conferred by postsecondary institutions, by sex of student and discipline division: 2011-12.

c. Women in Academia

Percent of Faculty in Bachelor, Master, and Doctorate Institutions that are Women in the United States, 2010

	% Faculty that are Women
Bachelor's Institutions	45.5%
Master's Institutions	46.1%
Doctorate Institutions	38.1%

Of women in academia in the U.S.:

- 32.2% are in non-tenured track positions.
- 23.9% are in tenure-track positions.
- 44.0% are tenured.

Of men in academia in the U.S.:

- 19% are in non-tenured track positions.
- 19% are in tenure track positions.
- 62% are tenured.

Percent of Men's Salary that Women Earn in Academia Positions in 2012 in U.S.

Position	Percent of Men's Salary that Women Earn
Instructor	93%
Assistant Professor	91%
Associate Professor	92%
Professor	90%

Source: Catalyst, *Catalyst Quick Take: Women in Academia*. New York: Catalyst, 2012.

i. **Academics in Policy and Government**

Women as Experts in their Fields

- While women are receiving a higher and higher portions of advanced degrees and becoming leaders and experts in their fields, there is still a

need to make sure that female experts are being included in the public dialogue about these issues.

- Eliminating woman-free public events has become increasingly a priority in other fields such as the hard sciences.
- Foreign Policy
 - In 2014, six leading Washington think tanks presented more than 150 events on the Middle East that included not a single woman speaker.
 - “The vast gap between the large number of senior women in our field and their notable absence from our public discourse means it’s time for active steps to fix the latter problem.” –Tamara Cofman Wittes and Marc Lynch
 - In 2014, women made up just 22% of foreign policy guests on major news programs.
- Women are systematically cited less than their male peers.
- Writing Op-Eds
 - In 2011, women authored only 19% of op-eds in the Wall Street Journal, 22% in the New York Times and 24% in the Los Angeles Times.
 - On the front page of *The New York Times*, men were quoted three times more than women.

Sources: Tamara Cofman Wittes and Marc Lynch, *The mysterious absence of women from Middle East policy debates*, The Washington Post, 1/20/2015; Elmira Bayrasli and Lauren Bohn, *Binders Full of Women Foreign Policy Experts*, The New York Times, 2/10/15.

d. Race, Education and Marriage

- Marriage rates among the non-college educated population have fallen sharply in the last few decades, and sharpest of all in the black population.
- Marriage rates in the black community are low and falling.
- Black men are the second least likely race/gender group to gain a college education, after Hispanic men.

- Just 49% of college-educated black women marry a well-educated man (with at least some post-secondary education), compared to 84% of college-educated white women.
- 37% of white women have a bachelor's degree or more while 23% of black women have a bachelor's degree or more. For men, 29% of white men have a bachelor's or higher, but only 16% of black men do.
 - The chances for a college graduate to marry another college graduate is likely to be greater if there are more marriages across race lines, but black Americans remain the minority group least likely to marry across race lines. That number is even less for black women: three-quarters of the black-white marriages involve a black man, rather than a black woman.
 - Black women are the group who are least likely to “marry out” across race lines.
 - 29% of white women “marry level” or “marry up,” meaning they marry someone of their same education level or higher, while only 13% of black women marry level or up.
- Marriage rates are lower among black women compared to white women: 60% of black women have never married, compared to only 38% of white women.
- Married, black college graduates are much more likely to have a husband with a lower level of education, compared to whites of a similar background (58% to 48%).
- Marriages with two college graduates have a much higher total income than marriages with lower educational attainment. But due to low levels of cross-racial marriages for black women and low rates of black male college graduates, black women are less likely than their white counterparts to be in the top household income quintile. In fact, black college graduates are equally likely to be in the fourth income quintile as in the top quintile.
- “One of the benefits of a college education is a higher likelihood of marrying someone with equal education status, which typically translates

into higher household income. But as we have seen, this is a benefit that seems to accrue more often to white women than black women.”

Edward Rodrigue and Richard V. Reeves, *Single black female BA seeks educated husband: Race. Assortative mating and inequality*, Brookings Social Mobility Memos, 4/9/2015.

4. WOMEN AND RELIGION

a. Women’s Roles in Religion

Judaism²:

- In traditional Judaism, women are for the most part seen as separate but equal. Women’s obligations and responsibilities are different from men’s, but no less important.
- In Judaism, God has never been viewed as exclusively male or masculine, but has both masculine and feminine qualities.
- First female Rabbi was in Germany in 1935
- First female American Rabbi was in 1972 (Reform)
- Women cannot serve as Orthodox Rabbis, but in the last 20 years many programs have been set up that give Orthodox women religious training similar to that of a Rabbi.
- As of 2004, among conservative Jews, women make up 11% of the 1,550 Conservative Rabbis in America. Conservatives started ordaining women in 1985.

Islam³:

- The Quran explicitly states that men and women are equal in the eyes of God. It also instructs Muslims to educate daughters as well as sons, insists women have the right to refuse a prospective husband and to divorce a

² Jewfaq.org, *The Role of Women*, accessed 5/6/15.

³ Pbs.org, *What factors determine the changing roles of women in the Middle East and Islamic societies?* Accessed 5/6/15

husband in certain cases, and it gives women the right to own and inherit property.

- Muslims do not formally ordain religious leaders, but the imam serves as a spiritual leader and religious authority.
- Three of the four Sunni schools, as well as many Shia, agree that a woman may lead a congregation consisting of women alone in prayer.
- Women are allowed to lead mixed-gender congregations but only in some prayers, if they are well-versed in the Qur'an, and stand behind the men.

Christianity

- Among the ancient church, it is known that women were among Jesus' earliest followers and after His death; they continued to play prominent roles in the early movement of Christianity. Some scholars have even suggested that the majority of Christians in the first century may have been women.⁴

- Doctrinally

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Comment [1]:

Episcopalians and Anglicans:

- First woman was ordained in 1974 against church rule.
- The 1976 General Convention allowed for female ordination.
- In 2006 Katherine Jefferts Schortl was elected Presiding Bishop, the top position for an Episcopalian.
- As of 2009, women made up 33.4% of Episcopal Clergy
- In November of 2012, the Church of England, the forebear of the Episcopal Church in The United States, voted against ordaining female bishops. This decision did not affect the Episcopal Church but drew criticism both from within the Church of England and the secular government of the United Kingdom.

⁴ Karen L. King, *Women in Ancient Christianity: The New Discoveries*, PBS Frontline, April 1998. accessed 5/6/15.

- July 14, 2014 the Church of England voted to allow women to become bishops for the first time in its history. Parliament's ecclesiastical committee will next review the motion and then it will be declared formally November 17, 2014 by the Synod, the Church's leadership assembly.

Jehovah's Witnesses:

- Women can be ordained as "ministers" since 1941.
- Women cannot hold the positions of Deacon or Elder and cannot officiate at a baptism, wedding or funeral.
- Their translation of the Bible states, "I do not permit a woman to teach, or to exercise authority over a man, but to be in silence."

Church of Jesus Christ of Latter-day Saints (Mormons):

- Women cannot be ordained.
- The Relief Society, or woman's organization of the Church, is one of the largest women's organizations in the world.
- The state of Utah, which has a very high LDS population, gave women the right to vote in 1870- 50 years before national suffrage.

Eastern Orthodox

- Women cannot hold most ordained roles.
- As of 2004 women have been allowed to become deacons.

Roman Catholics:

- Women cannot formally be ordained
- 710,000 women serve as Catholic nuns world-wide

Sikhs:

- No formal clergy
- Women have full religious equality.

Methodists:

- Women have held preaching roles since founder John Wesley gave a woman a license to preach in 1761.
- In 1956 it was decided that women could be ordained with full clergy rights.
- The first female Bishop was ordained in 1980.

Southern Baptists:

- First woman was ordained in 1964.
- Determined that the pastorate ought to be male only in 2000, grandfathering in all of the previous female pastors.

Church of God in Christ (Pentecostal):

- Women are not formally ordained as elders, pastors or bishops.
- The church has created positions women can hold in the church that are not ordained.

Evangelical Lutheran Church in America:

- Founded in 1988 by a merger of 3 Lutheran Churches that had each started ordaining women as ministers in the 1970s.
- Several women have served as Synod Bishops.

Lutheran Church – Missouri Synod

- Forbids women from being ordained members of clergy.
- Women are allowed to serve as presidents or chairpersons of congregations.

Sources: The Telegraph, Josephine McKenna, 6.6.13; The Daily Beast; Mormon.org;

b. The Religious Gender Gap

- In virtually every measure of religiousness or spirituality polled by Gallup, women are more religious or spiritual than men are.

- Based on poll results from 2009 and 2010, Gallup calculated what they call their basic religiousness index.

Here are the results:

	Very Religious	Moderately Religious	Nonreligious
Men	37%	27%	36%
Women	46%	29%	25%

In 2002, Gallup concluded a deep survey into gender and religion in America. Here are some of their results:

- 68% of women consider religion very important, while only 48% of men do.
- 69% of women are members of a house of worship, 59% of men are.
- 43% of women read the bible weekly, compared to 29% of men.
- 18% of women participate in a Bible study group while 10% of men do.
- 56% of women pay attention to God when they make decisions, while 40% of men do.

The Gallup survey also measured how faith affects spirituality:

- 74% of women attribute faith to giving them inner peace, 57% of men do.
- 64% of women feel that faith gives them forgiveness, 49% of men do.
- 52% of women involved faith in their daily lives, compared to 32% of men.
- 52% of women worship or pray daily, compared to 27% of men.

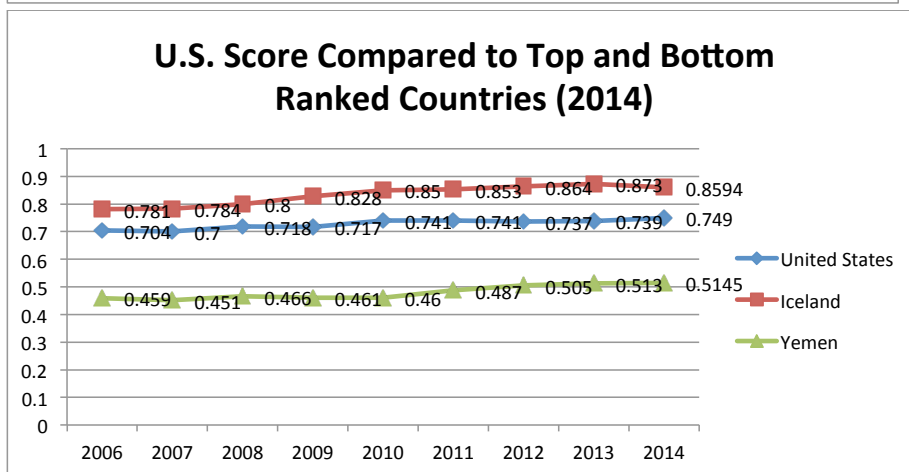
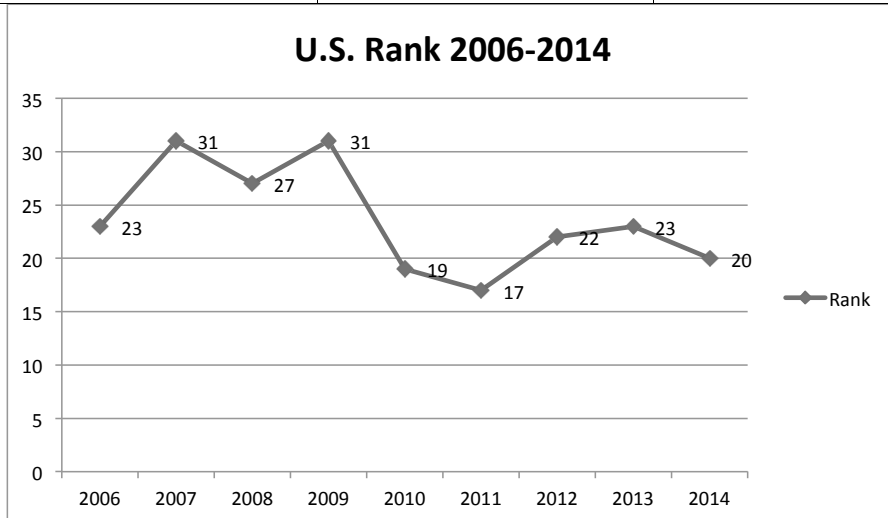
13. WOMEN AROUND THE WORLD: COMPARISONS AND LESSONS

a. Women in the United States in Comparisons to the Rest of the World

Overall Ranking of the United States in *The Global Gender Gap Index*, 2006-2013

Year	Ranking	Score (0-1, 1 being 100% gender equality)
2006	23 rd	0.704
2007	31 st	0.700

2008	27 th	0.718
2009	31 st	0.717
2010	19 th	0.741
2011	17 th	0.741
2012	22 nd	0.737
2013	23 rd	0.739
2014	20 th	0.746



- There has been little overall improvement in rank since 2006.

- Since 2006, the top 4 countries have been Iceland, Finland, Norway, and Sweden, their order changing within the top 4.

US ranking compared to other countries by income group (2013):

Countries that ranked higher than the U.S. in Overall Ranking:

- 1 “Low income” country ranked higher:
 - Burundi (#22)
- 3 “Lower-middle income” countries ranked higher:
 - Philippines (#5)
 - Nicaragua (#10)
 - Lesotho (#16)
- 2 “Upper-middle income” countries ranked higher:
 - Cuba (#15)
 - South Africa (#17)

Detailed Ranking of The United States in 2013:

Political Empowerment	Health and Survival	Educational Attainment	Economic Participation and Opportunity
60 th	33 rd	1 ^{st*}	6 th

*tied for 1st (with a score of 1.0000) with almost 20 other countries that received the same score

Source: *Global Gender Gap Index 2013*, World Economic Forum, 2013

The Status of Women’s Happiness around the World

Findings from a Gallup poll on how women around the world rate their lives and their daily experiences. Over 125,000 adults were interviewed from 136 countries:

- 26% of respondents rate their lives well enough to be “thriving.”

- At least 50% experience positive emotions daily.
- The life ratings of about 2 billion women place them in a category of “struggling” or “suffering”
- The United States ranks 7th for countries with the highest percent of “thriving” women. Iceland was the top country with 77%.
- The countries with the highest suffering for women were Bulgaria (43%), Afghanistan (40%), Armenia (37%), Greece (34%), and Ukraine (33%). These countries with the highest suffering tend to be experiencing instability and/or economic devastation.
- Globally, the percent of women who answered that the day before the interview they had :
 - A lot of worry: 35%
 - A lot of stress: 32%
 - A lot of physical pain: 29%
 - A lot of sadness: 22%
 - A lot of anger: 20%
- Globally, the percent of women who answered they had a daily positive experience the day before the survey:
 - 84% are treated with respect
 - 75% smile/laugh a lot
 - 74% have a lot of enjoyment
 - 70% feel well-rested
 - 50% learn to do something interesting. This one is of special note because it shows that there is still a high percentage of women who are not getting education opportunities which can keep them from advancing themselves and creating more stability for their families.
 - Women are still finding ways to live their lives well even among the struggles and suffering.
- In the results of the study, there was remarkable parity in how much women and men rate their lives.
- The two largest areas where all women’s lives can improve are jobs and personal safety. The global workforce consists of 50% more men than

women and men are almost twice as likely to be employed full time for an employer. Allowing for greater female participation in the workforce worldwide will create greater stability and take advantage of untapped talent. When it comes to personal safety, women are less likely than men to feel safe in the cities or areas where they live.

- Gallup studies suggest that safety and security are the foundation of a great society and an improvement in that area would greatly benefit not just women, but all of society.
- Education continues to be a major stumbling block for women around the world. Greater access to education and opportunities for job training will help prepare women to be more active in creating thriving and stable communities and nations.

Source: Jon Clifton and Julie Ray, *Nearly 2 Billion Women Worldwide are Struggling, Suffering*, Gallup, 3.4.2015.

b. Gender Inequality around the world

South America:

- In both 2013 and 2014, a wide survey found people in Latin America are the least likely to say they live in countries where women are treated with respect and dignity, ranking below the Middle East and North Africa
- *“Do you believe women in this country are treated with respect and dignity?” % Yes:*
 - 35% in South America
 - 65% in the Middle East and North Africa
 - 67% in Sub-Saharan Africa
 - 68% in Former Soviet countries
 - 72% in Europe
 - 76% in Asia
 - 77% in the United States

- Brazil: in a recent study, almost half the men surveyed said that men required more sex than women and that women should be submissive to men. Almost 80% said it would be unacceptable if the woman didn't keep her house clean. 65% of Brazilians believe that women deserve to be victims of sexual violence if they dress provocatively (both men AND women felt that way).

Sources: Lourdes Garcia-Navarro, *Which Place is More Sexist: The Middle East or Latin America*, NPR.com, 3/16/14; Bill Chappell, *Survey: Latin America Ranks Last in Respect for Women*, NPR.com, 10/14/14; Lourdes Garcia-Navarro, *A Few More Thoughts on Sexism in Latin America*, NPR.com, 3/30/14.

c. Efforts around the World to Increase Gender Equality

- Japan and 'Womenomics'

Japanese Prime Minister Shinzo Abe used his address to the UN General Assembly on September 26, 2013 to outline and advocate the principles of 'Womenomics,' a theory which asserts that the more the advance of women in society is promoted, the higher the growth rate becomes. He stated that "creating an environment in which women find it comfortable to work and enhancing opportunities for women to work and to be active in society is no longer a matter of choice for Japan. It is instead a matter of the greatest urgency." In an opinion piece in the Wall Street Journal published a day before his speech, he stated that to achieve growth Japan needed to "capitalize on the power of women." He continued on to state that Japan has "set the goal of boosting women's workforce participation from the current 68% to 73% by the year 2020. Japanese women earn, on average, 30.2% less than men. We must bridge this equality gap." Mr. Abe also outlined the importance of Womenomics in Africa and throughout the world.

Source: Shinzo Abe, *Unleashing the Power of 'Womenomics'*, The Wall Street Journal, 9/25/14; Shinzo Abe, Address to UN General Assembly, UN News Centre, 9/23/13.

d. Nobel Prizes Awarded to Women

- 46 women have been awarded Nobel Prizes. Marie Curie won twice, so a total of 47 prizes have been awarded to women.
- The first prize, The Nobel Prize in Physics, was awarded in 1903 to Marie Curie
- The first Nobel Peace Prize was awarded in 1905 to Baroness Bertha von Suttner

6. WOMEN IN CAREERS OUTSIDE OF THE HOME

a. General Labor Force Numbers

Women in the Workplace by Category (2012 and 2013 U.S. Department of Labor data):

- 2012 U.S. labor force: 47% Women
- 2013 Labor force participation (% of women of working age who are employed): 57.2%
- Overall 2012 unemployment rate for women: 7.9% (8.1% for men)
- Overall 2013 unemployment rate for women: 7.1% (7.6% for men)

i. Labor force participation

Labor force participation rate of...

	2012	2013
All Mothers with children under the age of 18	Total: 70.5%	Total: 69.9%
Mothers with children ages of 6-17	75.1%	74.7%
Mothers with children under the age of 6	64.8%	63.9%
Unmarried mothers with children under 18	75.2%	74.2%
Married mothers with children under 18	68.3%	67.8%

Among Employed Women:

	2012	2013
Women working full-time	72.7%	74%
Women working part-time	26.3%	24%

ii. Earnings

2013 Median weekly earnings for workers 16 and older, by gender and race:

	All	White	Black	Asian	Hispanic
Women	\$706	\$722	\$606	\$819	\$541
Men	\$860	\$884	\$664	\$1059	\$594

- Roughly two-thirds of all workers who were paid minimum wage or less in 2013 were female.

Sources: 2012 United States Department of Labor Women's Bureau, 2012; 2013 United States Department of Labor Women's Bureau, Latest Annual Data, Women of Working Age, 2013; Juliet Eilperin, *The Washington Post*, April 8, 2014.

iii. Unemployment Rates

	Male Labor Force Participation Rate	Male Unemployment	Female Labor Force Participation Rate	Female Unemployment
1970	79.6%	4.5%	43.1%	5.7%
1975	77.8	8.3	46.3	9.4
1980	77.4	7.6	51.3	7.6
1985	76.1	7.2	54.1	7.5
1990	76.3	5.3	57.4	5.2
1995	75.0	5.6	58.7	5.7
2000	74.8	3.8	60.0	4.1
2005	73.4	5.0	59.2	5.1
2010	71.2	10.4	58.5	8.3
2012	70.3	8.4	57.8	8.0

iv. Reemployment Rates

Worker Reemployment Rates by Gender: Every 2 years the Bureau of Labor Statistics calculates the reemployment of displaced workers from the three preceding years: If someone was laid off between the three calendar years of

2009-2011 and was employed at the date of the January 2012 survey, they count as reemployed.

	Male Reemployment Rate	Female Reemployment Rate
1994	71%	63%
1996	78%	68%
1998	79%	73%
2000	79%	67%
2002	65%	61%
2004	68%	61%
2006	74%	66%
2008	70%	64%
2010	49%	49%
2012	61%	50%
Average	69%	62%

Source: BLS, Displaced Workers Summary

v. Industries that Employ the Most/Least Women

The four Industries with the largest percentage of total employed women in 2013

- Education and Health Services industry: 36.2% women
- Wholesale and Retail Trade industry: 13.1% women
- Professional and Business Services industry: 10.5% women
- Leisure and Hospitality industry: 10.3% women

The four industries with the smallest percentage of total employed women in 2013

- Mining, Quarrying and Oil and Gas Extraction industry: 0.2% women
- Construction industry: 1.3% women
- Information industry: 1.7% women
- Transportation and Utilities industry: 2.6% women

vi. Where Working Women have it Best and Worst, by State

- Weighted Factors: median annual earnings for full-time workers, the gender earnings ratios, workforce participation, and women's share of higher-paying professional and managerial jobs.
- Conditions for working women were generally best in the Northeast and Mid-Atlantic and worst in the South.
- D.C. earned the highest rank of all, a solid A grade and a 5.33 score.
- Maryland ranked highest for states, followed by Massachusetts- both earning a B+.
- Five states earned F's: Arkansas, Mississippi, Louisiana, Idaho, and West Virginia

Projected Year for Closing Gender Wage Gap:

Longest 10		Soonest 10	
State	Year Gap will be closed	State	Year Gap will be closed
Wyoming	2159	Florida	2038
Louisiana	2106	California	2042
North Dakota	2104	Maryland	2042
Utah	2102	Arizona	2044
West Virginia	2101	Texas	2047
South Carolina	2094	Vermont	2048
Alaska	2092	New York	2049
Alabama	2088	Rhode Island	2049
Mississippi	2087	Delaware	2051
Michigan	2086	Hawaii	2051

Source: Niraj Chokshi, *Map: Where Working Women have it Best*, Washington Post, 3/12/2015.

b. Women in the Arts

- 51% of visual artists today are women. (2014)

- The National Museum of Women in the Arts estimates that five percent of art currently on display in U.S. museums was made by women. Part of the problem is that women were kept from studying and creating art during some of the greatest periods of artistic creation, producing very little historical art that exists today and can be put on display.
 - From the 16-19th centuries, women were barred from studying the nude model, which formed the basis for academic training and representation.
- Only 28% of museum solo exhibitions spotlighted women in eight selected museums throughout the 2000s.
- Though women earn half of the MFAs granted in the U.S., only a quarter of solo exhibitions in New York galleries feature women.
- Less than 3% of the artists in the Modern Art section of New York's Metropolitan Museum of Art are women, but 83% of the nudes are female.
- In the art world, women make 10-30% of what men make. (2012)

Sources: National Museum of Women in the Arts, Get the Facts, accessed 10/14; Guerrillagirls.com; Women, Art and Society, 4th edition, 2007; Brainstormers Research 2006 and Saltz, Village Voice, 9/21/06; Eleanor J. Bader, *Women Artists Still Face Discrimination*, truthout.org, 5/10/12.

i. Women in Orchestras

- None of the traditional "Big Five" American Orchestras (New York Philharmonic, Boston Symphony Orchestra, Chicago Symphony Orchestra, Philadelphia Orchestra and Cleveland Orchestra) have ever had a female Music Director.
- Of the next nine most prominent orchestras (Los Angeles, San Francisco, Atlanta, Pittsburgh, Houston, Baltimore, Washington D.C., Minnesota, and St. Louis) only the Baltimore Symphony Orchestra has ever had a female Music Director.
- Baltimore hired Marin Alsop in 2007 as music director. Musicians on the search committee lobbied heavily against her: It was reported that 90% of BSO musicians opposed her hiring. Non-Musician members of the

committee hired Alsop anyway. After 2 years she had fully smoothed over the problems with the musicians and is set to direct until at least 2015.

- Other notable female Music Directors include Xian Zhang, made head of The Giuseppe Verdi Orchestra of Milan in 2009 and JoAnn Falletta who has led the Buffalo Philharmonic since 1998.
- Most American symphonies have adopted the use of blind auditions, which has gone a long way toward resolving the problem of women being underrepresented in orchestras. Studies shows that blind auditions increased the probability that a woman would advance from preliminary rounds by 50%.

Women as Orchestra Conductors:

Percent of male vs. female conductors across all U.S. orchestras, 2012-2013

Male	Female
80%	20%

- This category includes about 800 orchestras
- These numbers include assistant and substitute conductors, and many of the women work for smaller-budget or youth ensembles

Male vs. female conductors in 103 high-budget U.S. orchestras, 2012-2013

Male	Female
91 (88%)	12 (12%)

Male vs. Female conductors in 22 highest-budget U.S. orchestras, 2012- 2013

Male	Female
21 (95%)	1 (5%)

Section Sources: Time Magazine; Washington Post; Hannah Levintova, *Here's why you Seldom See Women Leading a Symphony*, *Mother Jones*, 9/23/13; Cecilia Rouse, Claudia Goldin, Study of Blind Auditions in U.S. Orchestras, 2001.

ii. Women as Museum Directors

- As of 2012, 57% of museum directors in the United States were women.

- In Washington, DC, about 50% of museums and historical sites are led by women.
- Although more women are leading museums, they often don't command those with the largest budgets, the greatest foot traffic or the highest salaries.
- Of the 33 museums with \$20 million or more in their [annual] budgets, only five are led by women.
- Of the 20 arts, natural history and science museums with the largest budgets in the United States, only two are led by women.
- Of the 17 museums with the highest foot traffic, only three have female chief executives.

c. Women in Medicine

i. **Women in Medicine- Sorted by Median Yearly Salary**

	Specialty	Median Yearly Salary	Percentage Female (as of 2008)
1	Neurological Surgery	\$493,102	7%
2	Orthopedic Surgery	\$415,554	5%
3	Radiology	\$388,713	16%
4	Diagnostic Radiology	\$339,708	23%
5	Anesthesiology	\$337,992	23%
6	Plastic Surgery	\$325,854	13%
7	Gastroenterology	\$322,368	13%
8	Cardiovascular	\$318,932	11%
9	Otolaryngology	\$316,720	14%
10	General Surgery	\$312,101	16%
11	Urological Surgery	\$305,381	6%
12	Dermatology	\$281,477	42%
13	OB/GYN	\$256,285	46%
14	Ophthalmology	\$251,744	20%
15	Emergency Medicine	\$250,808	24%
16	Path.-Anatomic/Clin.	\$250,733	36%
17	Pulmonary Diseases	\$223,833	16%
18	Neurology	\$213,849	27%
19	Psychiatry	\$194,748	35%
20	Child Psych	\$191,923	47%
21	Internal Medicine	\$188,343	33%

22	Family Medicine	\$176,468	36%
23	Pediatrics	\$172,735	55%
24	General Practice	\$168,550	21%

ii. Women in Medicine- Sorted by Percentage Female

	Specialty	Percentage Female(as of 2008)	Median Yearly Salary
1	Pediatrics	55%	\$172,735
2	Child Psych	47%	\$191,923
3	OB/GYN	46%	\$256,285
4	Dermatology	42%	\$281,477
5	Path.-Anatomic/Clin.	36%	\$250,733
6	Family Medicine	36%	\$176,468
7	Psychiatry	35%	\$194,748
8	Internal Medicine	33%	\$188,343
9	Neurology	27%	\$213,849
10	Emergency Medicine	24%	\$250,808
11	Anesthesiology	23%	\$337,992
12	Diagnostic Radiology	23%	\$339,708
13	General Practice	21%	\$168,550
14	Ophthalmology	20%	\$251,744
15	Radiology	16%	\$388,713
16	General Surgery	16%	\$312,101
17	Pulmonary Diseases	16%	\$223,833
18	Otolaryngology	14%	\$316,720
19	Plastic Surgery	13%	\$325,854
20	Gastroenterology	13%	\$322,368
21	Cardiovascular	11%	\$318,932
22	Neurological Surgery	7%	\$493,102
23	Urological Surgery	6%	\$305,381
24	Orthopedic Surgery	5%	\$415,554

The percentage of practicing females making up each medical specialty is not distributed evenly. Females reach their highest numbers in specialties that are perhaps less time-intensive or demanding on one's schedules—specialties such as pediatrics, child psychology, and dermatology. What's more, the percentage of females practicing in each specialty declines markedly past a certain income threshold. Among those specialties with a median yearly income above \$300,000 (nearly half of all specialties listed), no one specialty reaches even 25% female, with the two highest-earning specialties comprising only 7% and 5% women,

respectively. The average percentage of women in specialties above this median income level is 13.4%.

iii. Women in Medicine by Specialty, 1975-2008

	1975		1985		1995		2008		% Change
	Total Number	% Women	Total Number	% Women	Total Number	% Women	Total Number	% Women	From '75-'08
All Specialties	35,626	9%	80,725	15%	149,404	21%	276,417	29%	+20%
Child Psychiatry	659	26%	1,193	32%	2,146	39%	3,478	47%	+21%
Dermatology	375	8%	1,082	16%	2,453	29%	4,588	42%	+34%
Family Medicine	590	5%	5,657	14%	13,971	24%	30,563	36%	+31%
General Practice	2,276	5%	2,339	9%	2,361	14%	1,969	21%	+16%
Neurological Surgery	18	1%	91	2%	213	4%	363	7%	+6%
OB/GYN	1,777	8%	5,597	18%	11,231	30%	19,698	46%	+38%
Orthopedic Surgery	60	<1%	293	2%	677	3%	1,319	5%	+4%
Pediatrics	5,135	23%	12,440	35%	22,646	45%	41,546	55%	+32%
Pulmonary Disease	166	7%	352	7%	826	11%	1,722	16%	+9%
Urology	16	<1%	98	1%	244	2%	652	6%	+5%

Sources: Salary data via SalaryWizard™ Gender Breakdown via AMA, Physician Characteristics and Distribution in the US

d. Women in Law

- In 2014, Women made up 34% of the legal profession

- In 2013, female lawyers made 78.9% of what male lawyers made weekly

i. By Gender and Employment Setting:

All Lawyers

	Total Lawyers	Female Lawyers	% Female
1971	331,567	9,947	3%
1980	552,313	44,185	8%
1985	658,015	85,542	13%
1988	727,631	116,421	16%
1991	796,885	159,377	20%
1995	842,950	202,308	24%
2000	1,066,778	288,060	27%

Federal Judiciary

	Total Lawyers	Female Lawyers	% Female
1970	878	19	2.2%
1980	2,611	347	13.3%
1991	3,118	744	23.9%
2000	3,160	939	29.7%

State/Local Judiciary

	Total Lawyers	Female Lawyers	% Female
1970	9,471	164	1.7%
1980	16,549	1,307	7.9%
1991	18,417	3,262	17.7%
2000	20,799	4,548	21.9%

Federal Government

	Total Lawyers	Female Lawyers	% Female
1970	18,710	713	3.8%
1980	20,132	3,120	15.5%
1991	27,985	7,379	26.4%
2000	28,621	10,049	35.1%

State/Local Government

	Total Lawyers	Female Lawyers	% Female
1970	17,063	602	3.5%
1980	30,358	4,523	14.9%
1991	38,242	11,423	29.9%
2000	40,174	14,476	36.0%

Legal Aid/Public Defender

	Total Lawyers	Female Lawyers	% Female
1970	*	*	*
1980	8,239	2,142	26.0%
1991	8,816	3,342	37.9%
2000	9,057	3,997	44.1%

Private-Solo

	Total Lawyers	Female Lawyers	% Female
1970	118,963	3,843	3.2%
1980	179,868	13,673	7.6%
1991	262,622	53,476	20.4%
2000	324,903	88,029	27.1%

Private-Firm

	Total Lawyers	Female Lawyers	% Female
1970	117,122	5,070	4.3%
1980	190,256	10,846	5.7%
1991	324,667	57,485	17.7%
2000	347,998	78,043	22.4%

Private Industry

	Total Lawyers	Female Lawyers	% Female
1970	33,593	542	1.6%
1980	54,624	4,097	7.5%
1991	71,022	13,042	18.4%
2000	75,945	20,973	27.6%

Educational Institutions

	Total Lawyers	Female Lawyers	% Female
1970	3,732	159	4.3%
1980	6,606	892	13.5%
1991	8,177	2,127	26.0%
2000	9,041	3,135	34.7%

Inactive or Retired

	Total Lawyers	Female Lawyers	% Female
1970	16,812	1,247	7.4%
1980	28,581	2,344	8.2%
1991	36,971	5,062	13.7%
2000	43,614	6,660	15.3%

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Men	\$1,710	\$1,748	\$1,891	\$1,783	\$1,875	\$1,934	\$1,895	\$1,884	\$2,055	\$1,986
Women	\$1,255	\$1,354	\$1,333	\$1,381	\$1,509	\$1,449	\$1,461	\$1,631	\$1,636	\$1,566
Difference	\$455	\$394	\$558	\$402	\$366	\$485	\$434	\$253	\$419	\$420

Source: All data is from versions of the American Bar Foundation's *Lawyer Statistical Review*, most recent accessible version the data-set is from 2000; ABA: A Current Glance at Women in the Law, July 2014.

ii. Women in Major Law Firms

Partners:

Year	Percent Women
1993	12.27%
2009	19.21
2011	19.54
2013	20.2

Associates:

Year	Percent Women
1993	38.99%
2009	45.66
2011	45.35
2013	44.8

- Women make up just 17% of so-called equity partners with ownership stakes at 200 top-grossing U.S. law firms.
- The average female equity partner reported \$2.3 million in billings, about 15% less than the average male in 2012.

Section Sources: National Association for Law Placement, 2013; Jennifer Smith, *Legal Fees and Gender Gap*, *WSJ*, 5/5/2014.

ii. Women in Law School

- In 2014, Women made up 47.8% of enrolled 1 Ls
- In 2013, Women received 47.3% of J.D.s awarded.

- Women make up 38% of law review editors-in-chiefs at the top 50 schools
- Women are 16% less likely to speak in class.
- Women are significantly less likely to feel that they have mentors to ask for letters of recommendation.
- Percent female enrollment for the top 10 law schools in the United States:

1. Yale	49.3%	6. New York University	42.6%
2. Harvard	48%	7. University of Michigan	44.6%
3. Stanford	45%	7. University of Pennsylvania	47.6%
4. Columbia	48.5%	9. University of California at Berkeley	52.9%
5. University of Chicago	44.3%	9. University of Virginia	44.8%

Sources: American Bar Association Statistics from the ABA Commission on Women, Updated July 7, 2014; Alison Manahan, *What no one tells you before you go to law school: you're entering a sexist profession*, Ms. JD, 4/22/12; Debra Cassens Weiss, *Men Outnumber Women at Most Top Law Schools*, ABA Journal, 5/9/11

e. Women in Business

i. Women as CEOs & Senior Executives

Women as CEOs:

Women currently hold 4.8% of S&P 500 CEO positions and 4.6% of Fortune 1000 CEO positions.

- Only 11 of the 200 highest-paid chief executives in the United States are women- 5.5% of the total.
- The probability that a female executive becomes CEO is half that of a man.
- Mary Barra became CEO of General Motors January 2014, which at #7 on Fortune's 500, makes Ms. Barra the only female CEO in Fortune's top 10.
- Over the past decade, 38% of female chief executives who left their positions did so because they were fired, compared with 27% of male CEOs.

- “Glass cliff” is a term coined by researchers to describe how women are recruited disproportionately into tough jobs in which the title is big but the odds of success are small.
- In 2013, Safra Catz, CFO of Oracle, was the highest-paid finance chief. One other woman, Pamela Craig of Accenture was in the top 10 highest paid CFOs in 2013.

Gender Bias in Investing in Companies:

- A 2012 University of Utah and Washington University in St. Louis study found that “Despite identical personal qualifications and firm financials, female founder/CEOs were perceived as less capable than their male counterparts, and IPOs led by female founders/CEOs were considered less attractive investments.”
- Researchers have also shown that executives who are women may be expected to be more likely to compromise and less likely to fight.
- A study also found that “a female CEO who talked disproportionately longer than others in an organization setting was rated as significantly less competent and less suitable for leadership than a male CEO who talked for an equivalent amount of time. Importantly, this effect was found among both male and female perceivers.”
- More women are fired from top positions than men: A PricewaterhouseCoopers study found that “among CEOs leaving over the past 10 years, a higher share of women has been forced out than men (38% of women and 27% of men).
 - Part of this phenomenon could be due to the “Glass Cliff” theory.

Women as Senior Executives:

Women in the Workplace by Category:

	% of Senior Executives who are Women
Management, professional, and related occupations	51.5%
Fortune 500 Executive Officers	14.4%
Fortune 500 Board Seats	15.7%

Fortune 500 Top Earners	7.6%
Fortune 500 CEOs	3.2%

A recent report of management positions worldwide reveals a gendered pyramid (which is also reflected in U.S. businesses):

- Women hold positions as 60% of junior managers
- 40% of middle managers
- 20% at senior levels
- <10% at chief executive levels.

One reason for the pyramid is that women are being boxed into certain roles: roles that are often classified as female specialism—offering less pay, prestige and career promotion opportunities, essentially creating “glass walls” for women.

Demographic Snapshot of *Fortune 100* Senior Executives, 1980-2011:

	1980	2001	2011
Men	100%	89%	82.3%
Women	0%	11%	17.7%

Percentage Point Increases in Number of Female Executives in Select *Fortune 100* Companies, from 1980 to 2011:

+0 points	+10 points	+20 points	+30 points	+40 points	+50 points
Caterpillar Conoco-Phillips Ford Philip Morris Dow Chemical	Exxon J&J	GM United Technologies	Chevron Dupont Honeywell Marathon Petroleum Boeing P&G	GE IBM Coca-Cola	Lockheed Martin Pepsico

- All of these companies appeared in both the 1980 and the 2011 *Fortune 100* List, none of them had any women at the top in 1980.

Background of Top Executives by Gender, 2001 and 2011:

		2001	2011
Average age	Men	52 years old	54.8 years old
	Women	47 years old	51.6 years old

Average # of years to reach current position	Men	25 years	26.7 years
	Women	21 years	23.5 years
% of top execs whose entire careers were at one company	Men	47%	31%
	Women	32%	28%
Average years with current employer	Men	15.7 years	17.2 years
	Women	10.5 years	15.3 years
Average number of jobs held	Men	5.1 jobs	7.4 jobs
	Women	4.3 jobs	7.3 jobs
Average years in each job	Men	4.0 years	5.0 years
	Women	3.4 years	4.3 years

- The women in top-tier positions had taken an average of 28 years to get there, compared with 29 years for men; women in middle-tier positions had taken 23 years to get there, compared with 26 years for men.
- One study which surveyed 461 women at the vice president level or above at Fortune 1000 companies, found that these leaders viewed “stereotypes and preconceptions of women’s roles and abilities” as a major barrier to their advancement in their companies.
- Only 11 of the 200 highest-paid chief executives in the United States are women- 5.5% of the total.
- The highest-earning female executives with small children spend 25.2 hours on child care per week, the highest-earning male executives spend 10.2 hours.
- The probability that a female executive becomes C.E.O. is half that of a man.
- Median pay for female CEOs is \$1.6 million less than the median for men.

Section Sources: Claire Cain Miller, *An Elusive Jackpot: Riches come to Women as C.E.O.s, but few get there*, NYT, 6/7/14; Jena McGregor, *Washington Post*, 5/3/14; Michelle Kelso, Naomi Cahn, & Barbara Miller, *Gender Equality in Employment: Policies and Practices in Switzerland and the U.S.*, The George Washington University, 2012; Victoria Brescoll and Jeffrey Sonnenfeld, NYT, 2014; Andrew Ross Sorkin, *Do Activist Investors Target Women C.E.O.s*, New York Times, 2/9/15; Lyda S. Bigelow, Leif Lundermark, Judi McLean Parks, and Robert Wuebker, *Skirting the Issues? Experimental Evidence of Gender Bias in IPO Prospectus Evaluations*, Social Science Research Network, 2/2012; Brescoll, Victoria L., *Who Takes the Floor and Why: Gender, Power, and Volubility in Organizations*, Administrative Science Quarterly, 12/2011; Sharon C. Bolton, *Why there are so many female managers but so few CEOs*, Washington Post, 3/11/2015.

1. Women as CEOs in Washington D.C.

National Journal's 2014 biennial salary survey of the CEOs who run nonprofit organizations with a footprint in Washington:

- Women make up 22% of the 644 current and former CEOs in the survey
- No women were among the 25 highest-paid executives, only five women landed in the top 50 and just 13 were in the top 100.
- In 2014, median compensation for female CEOs was 15% or \$59,063 less than that of their male counterparts, a lower percentage pay difference than the 30% difference from 2008.

Pay Difference for Male and Female CEOs in Washington, D.C.:

	Median Pay difference (2013)
CEOs of groups with <u>\$20 million</u> or less in revenues	Women earned \$76,147 less than men
CEOs of groups with <u>\$100 million</u> in revenues or more	Women earned \$206,856 less than men

Sources: Shane Coldmacker, *National Journal*, *Why do Washington's Women Leaders Make Less?* 4/10/2014.

ii. Women and Hedge Funds

In hedge funds:

- Women make up only 22.5% of CIOs (Chief Investment Officers)
- Women hold only 17.2% of chief executive positions

Women-owned or Managed Firms Had Higher Returns than their male counterparts, 2009:

	Change in Returns Over 6.5 years
Women owned/managed firms	6% INCREASE
S&P 500	4.2% INCREASE
HFRX Global Hedge Fund	1% DECREASE

	Cumulative Return* after 5 Years
Women- and minority-owned Hedge funds	82.4%
Non-diversity	51%

*Cumulative return is the entire amount of money an investment has earned for an investor, irrespective of time.

From 2000-2009 Average Annual Return

Women-run	9.1%
Broader Market	5.8%

*Annualized return is the amount of money the investment has earned for the investor in one year.

iii. Women and Corporate Boards

- Progress is being made for women in board rooms across the United States, but it is still a slow change and as one researcher focusing on diversity in corporate boards said, “We [have to] watch out for thinking that one [female board member] is the new safe harbor.”
- By 2014, women still made up less than one-fifth, or 19.2%, of board members in companies in the S&P 500. This number is up from 2013 when women held only 16.6% of board seats at American companies, a level that remained nearly constant since 2004.
- The recent rise in women on boards is concentrated in non-executive director positions: while more women are on boards, less are in executive director roles which is significant because “non-executive directors stand back from the day-to-day running of the office and do not have the same significant presence as executive directors who can act as mentors and agents of change.”
- In 2009, only 18% of new board members were women, by 2014 it was up to 29%.
- In 2014, the number of S&P companies with no women on their boards dropped from 25 companies in 2013 to 18.
- The average number of women joining boards is about 16 each year.

- In many fields there is a fundamental supply problem when it comes to finding qualified women to fill board seats. Women are not being successfully promoted to each new level of business in high enough numbers to prepare them for roles on boards.

Corporate Board Members for *Fortune 100* Companies:

	White/Caucasian Men	White/Caucasian Women
2010	69.9%	14.6%
2012	67.9%	15.9%

- From 2010 to 2012, women (overall) gained 22 board seats, an increase of 1.8% in two years
- In 2012, the majority of Fortune 100 companies had 31% or more board diversity- an increase of 1% since 2010

Corporate Board Members for *Fortune 500* Companies:

	White/Caucasian Men	White/Caucasian Women
2012	73.3%	13.4%

Notes: In 2012, 10% of Fortune 500 companies did not have a single woman serving on the board.

- A study of boardrooms in Canada found that the presence of even just one female board member had a positive impact on the business, especially in male dominated industries.
 - Women ask different questions, challenge the status quo and help boards see the larger picture, including the larger marketplace
 - Women, many times, also focus more on details and push their fellow board members to do the same

Why Women on Boards? The Following data comes from a report by Catalyst, the leading nonprofit organization working to expand opportunities for women in business.

- It's Good for the Bottom Line: Fortune 500 companies with the highest percentage of female directors outperformed competitors with the lowest female representation:
 - 53% higher return on equity (ROE).
 - 42% higher return on sales (ROS).

- 62% higher return on invested capital (ROIC).
- “Boards with more women surpass all-male boards in their attention to audit and risk oversight and control.”
- It’s a Wise Corporate Governance Practice:
 - 94% of boards with three or more women ensure conflict of interest guidelines, compared with 68% of all-male boards
 - 86% of boards with three or more women ensure code of conduct of the organization compared with 66% of all-male boards.
- It helps Companies Attract and Retain Female Talent
 - “When potential female employees and key existing employees see no woman on a board, it raises questions about the corporate culture and a woman’s chances for advancement.”

Sources: Study, Judy Zaichkowsky, via NBCnews.com, July, 2014; Catalyst, *The Business Case for having more Women on Boards*, 2015.

iv. Women in Business School

- Men greatly outnumber women in full-time MBA programs—often three to one.
- In the early 2000’s that number was closer to one in four.
- Women are more likely to attend law school or medical school.
- Studies find one reason for the low numbers of women in MBA programs is that women have fewer role models in business and are less aware of the career opportunities in business than in other fields and for a lot of young women, there is a lot of confusion about what a career path in business really means, leading to low numbers enrolled in MBA programs.

Percent of females enrolled at top 10 Business Schools:

1. Harvard	36.1%	6. Dartmouth	33.7%
2. Stanford	36.3%	7. Northwestern	29.8%
3. Chicago	35.4%	8. MIT	36.1%
4. Pennsylvania	39.7%	9. California-Berkeley	29.6%
5. Columbia	34.9%	10. Duke	33.7%

v. Why Women aren't making it to the top

- One reason that there are fewer women in high-level positions is institutional biases that keep women from moving up the career ladder. These biases and inequalities first need to be addressed before women in larger numbers will be able to work their way up.
 - A 2012 *Catalyst* study found that men get more critical assignments that lead to advancement than women do. On average men's projects had budgets twice as big and they had three times as many staffers as the women's projects.
 - In the same study, more than a third of the men reported that their assignments garnered them a great deal of attention from the C-suite, only about a quarter of the women could say the same.
- "The Persistent Motherhood Penalty:" In an experiment where subjects had to recommend an applicant for a job, mothers were significantly less likely to be recommended for hire, and when they were, they were offered \$11,000 less in starting salary, on average, than childless women. Fathers were not penalized at all.
 - The raters in this experiment revealed that they assumed the mothers to be inherently less competent and less committed.
- "A host of research points to the insidious effect of 'benevolent sexism' – the view that women are inherently in need of protection and special consideration—on women's advancement."

Attempts at Quotas:

- Some European countries have introduced quotas that public companies have to comply with. Norway, for example, passed a law in 2003 requiring that women make up 40 percent of the boards of public companies.

- These quotas have:
 - Not led to an increase in the overall number of female executives
 - Not led to a decrease in the gender pay gap
 - Not led to a boom in the number of young women pursuing careers in business
 - Not led to more family-friendly workplace policies
 - But, they have increased the quality of women on boards

Source: Claire Cain Miller, New York Times 6.19.2014; “Minimizing the motherhood penalty: what works, what doesn’t and why?” By Shelley J. Correll, Gender & Work: Challenging Conventional Wisdom, Harvard Business School, 2013; “Good intentions, imperfect execution? Women get fewer of the ‘hot jobs’ needed to advance,” by Christine Silva, Nancy M. Carter, and Anna Beninger, CATALYST, 2012; Harvard Business Review Staff, *Women in the Workplace: A Research Roundup*, 9/2013.

vi. Women-Owned Businesses

- As of 2014, it is estimated that there are nearly 9.1 million women-owned businesses in the United States, generating over \$1.4 trillion in sales and employing nearly 7.9 million people.
- Women-owned firms account for 30% of all enterprises and contribute 14% of employment and 11% of revenues.
- One in five firms with revenue of \$1 million or more is woman-owned.
- 4.2% of all woman-owned firms have revenue of \$1 million or more.
- Between 1997 and 2014, when the total number of businesses in the United States increased by 47%, the number of women-owned firms increased by 68%—a rate 1 ½ times the national average.
- The percent of businesses owned by women of color has increased from only 17% of all women-owned businesses in 1997 to 32% in 2014.
- The industries with the highest concentration of women-owned firms are health care and social assistance (53% are women-owned) and educational services (45%). The two with the lowest are construction (7%) and transportation and warehousing (11%).

- A 2014 Gallup poll found that female entrepreneurs are more likely to have “strong purpose well-being” (56%) than other female workers (48%).

Number and Economic Clout of Women-owned Firms Continues to Rise, 1997-2013:

Year	# Firms	Employees	Revenue
1997	5.4 million	7.1 million	\$819 billion
2002	6.5 million	7.1 million	\$941 billion
2007	7.8 million	7.6 million	\$1,202 billion
2013	8.6 million	7.8 million	\$1,335 billion

-From 1997-2013, the number of businesses in the U.S. increased by 41%, while the number of women-owned firms increased by 59%. However, women-owned firms only employ 6% of the country’s workforce and contribute just under 4% of business revenues- roughly the same shares they contributed in 1997.

-Excluding large, publicly traded firms, women-owned firms comprise 30% of the privately held firm population and contribute 14% of employment and 11% of revenues.

Top Ten states: Number of Women-owned businesses, 2013

State	Number of women-owned firms	2013 Rank
California	1,107,000	1
Texas	737,300	2
New York	669,100	3
Florida	572,900	4
Illinois	382,700	5
Georgia	308,200	6
Pennsylvania	295,200	7
North Carolina	267,000	8
Ohio	259,600	9
Michigan	246,700	10

Top Ten States: Combined ranking of Growth in number of firms, revenue & employment for female business owners, 2013

State	Combined Rank 2013
DC	1

North Dakota	2
Nevada	3
Wyoming	4
Georgia	5
Arizona	6
Virginia	7
Maryland	8
Utah	9
Idaho	10

Sources: Stats from Womenable report by American Express “OPEN state of Women-Owned Businesses 2013 and NWBC 2013 Annual Report; The 2014 State of Women-Owned Businesses Report, American Express, 2014; Rebecca Riffkin & Diana Liu, *In U.S., Female Entrepreneurs Thrive in Purpose Well-Being*, Gallup, 10/2/14.

vii. Women and Investing

- In the U.S., women control \$11.2 trillion of the nation’s investable assets as decision makers, not just influencers.
- 58% of women describe their financial situation as “increasing in assets”
- 77% of women want to be involved in day-to-day investment decisions, yet 72% say they “know less than the average investor” about investing.
- Women don’t necessarily lack moxie, skill or interest in money, but they are often turned off by how money is handled in a mostly male world of finance.
- 53% of women do not have financial advisors.
 - Of those that do, 44% feel their advisor does not understand them
- 77% of women want to invest in organizations with diversity in senior leadership.

Wealth means to me...	Women ages 40+	Women under 40	Self-creators*	Inheritors
Financial Security	72%	63%	83%	95%
Financial Independence	62%	44%	56%	64%
Career Latitude	16%	38%	25%	17%

*women who didn’t inherit, but created their wealth on their own

Financial Literacy and Confidence

Percent who feel financially literate and financially confident, by Gender in U.S.:

	Women	Men
Financial Confidence	19%	34%
Financial Literacy	35%	39%

What women want from their wealth:

- Financial security
- Financial Independence
- Latitude in career choices
- Funding to fulfill their aspirations and drive their agenda
- To invest according to their values

Section sources: New York Times, M.P. Dunleavy, 7/13/14; Center for Talent Innovation: *Harnessing the Power of the Purse*, 5/1/2014.

viii. Women in Lobbying

- Registered Lobbyists by Gender, 2012:
 - Men: 7,720 (65%)
 - Women: 4,141 (35%)
- In 2002, nearly 32% of lobbyists were women.
- Female lobbyists across sectors describe their field as a meritocracy.

Annual Weighted Average Single-person Contracts by Gender:

	2002	2007	2012
Female	\$41,191.66	\$46,086.58	\$33,289.00
Male	\$34,117.48	\$38,920.93	\$26,299.00

Data credit: Legistorm and *National Journal*/Elahe Izadi

1. CEOs of Lobbying Firms

- 84% of the CEOs at the 50 most active trade lobby groups are male.
- On average male CEOs make \$600,000 more than female CEOs.

- Female CEOs are paid considerably less than male CEOs, with the average male earning \$1.93 million a year and the average female CEO earning \$1.31 million a year.
- Among the ten CEOs with the highest compensation, there are nine men and only one woman, and that woman makes roughly 60% of what the top three male CEOs each earn.
- 32 male CEOs earned over \$1 million a year, while only 3 female CEOs earned that much.

Section Sources: *Bloomberg News* 5/16/13; *National Journal*, Elahe Izadi; Legistorm

ix. Women in Accounting

- Women have represented about 50% of new certified public accountants (CPAs) in the accounting profession for the past 20 years.
- Women are 60.9% of all accountants and auditors in the United States.
- Women only account for 21% of partners in CAP firms nationwide, although they are 45% of all accounting employees at accounting firms.
- In a 2010 study, women were 18.1% of equity partners at the Big Four accounting firms (Deloitte, KPMG, Ernst & Young, PricewaterhouseCoopers)
- As of April 2015, for the first time in history, two of the largest accounting firms in the U.S. will now have women at their helm: KPMG and Deloitte.
- The Big Four started official initiatives for retaining and promoting female employees in the 1990s and early 2000s and it has worked to some degree. These programs focused on catching women before they “opt out” and trying to actively develop them into leaders.
- “The focus on retention and advancement has led more women in the [accounting] profession to achieve that top spot.” –Lynne Doughtie, newly named CEO of KPMG

Sources: Lillian Cunningham, *Second giant firm in accounting picks a female leader*, The Washington Post, 4/21/2015; Catalyst, *Quick Take: Women in Accounting*, 12/10/2013; Jeanette M. Franzel, *Leadership in Public Accounting Firms: Why so few women?*, Speech at 8th Annual Washington Women Speak: How Women Leaders succeed in the Washington, DC Ecosystem, 3/13/2014.

f. Female Firefighters

	Total Firefighters	Female Firefighters
1983	170,000	1,700 (1.0%)
1985	186,000	1,500 (0.8%)
1990	205,000	4,900 (2.4%)
1995	237,000	6,000 (2.5%)
2000	233,000	7,000 (3.0%)
2005	243,000	8,000 (3.3%)
2010	301,000	10,800 (3.6%)

*These numbers exclude volunteers and administrators

- The number of female firefighters increased over 6-fold from 1983 to 2010.
- The first full-time female firefighter in America was hired in Arlington, Virginia in 1974.
- The first female FDNY Firefighter was hired in 1982.

Section sources: US Dept. of Labor, BLS, Household Data Survey

g. Women in Aviation

i. Women Pilots

Pilot Certificates in the U.S. (1960-2010) - Female Pilots

	Private License*	Commercial License**	Airline Transport (ATP) License***
1960	3,425 (2.45%)	738 (0.78%)	25 (0.15%)
1970	11,409 (1.58%)	1,897 (1.01%)	79 (0.23%)
1980	21,554 (6.03%)	3,993 (2.17%)	480 (0.69%)
1990	17,301 (5.78%)	5,210 (3.48%)	2,082 (1.93%)
2000	14,554 (5.78%)	5,807 (4.76%)	4,411 (3.12%)
2009	14,322 (6.76%)	8,289 (6.59%)	5,636 (4.06%)

2010	13,566 (6.71%)	8,175 (6.60%)	5,580 (3.92%)
Males (2010)	188,454	115,530	136,618

Types of Licenses:

*Private Pilot: May fly for pleasure or personal business. Private pilots cannot be paid, compensated to fly, or hired by any operator.

**Commercial Pilot: Can be paid, compensated to fly, or hired by operators and are required to have higher training standards than private or sport pilots.

***Airline Transport Pilot (ATP): An airline transport pilot is tested to the highest level of piloting ability. The certificate is a prerequisite for acting as a pilot-in-command (Captain) in scheduled airline operations. ATPs, as they are called, typically qualify to fly the major airliners of the US transit system. ATPs must qualify with a range of experience and training to be considered for this certificate.

Note: Recent FAA regulatory changes from July 2013 now require that all first officers, of co-pilots, are to hold an ATP certificate

Sources: Data from FAA via Women of Aviation (wai.org); FAA

ii. Women in other Aviation Jobs

Total Workers	Job	# of Women	Percent of Workers
707,155	NonPilot	166,294	22.52%
338,844	Mechanic	7,917	2.34%
39,952,8,491	Repairman	2,288	5.73%
72,493	Parachute Rigger	712	8.39%
22,401	Ground Instructor	5,869	8.10%
126	Dispatcher	4,115	18.37%
179,531	Flight Navigator	1	.79%
45,317	Flight Attendant	143,701	80.04%
	Flight Engineer	1,691	3.73%

Source: FAA's Aeronautical Center Data, 12/31/13, via Women in Aviation International.

h. Women in Manufacturing

- As of May 2013, fewer than 30% of all manufacturing employees were women.

From February 2010 to May 2013:

- The number of men working at all levels in manufacturing increased by 7% or 558,000 Jobs
- The number of women working at all levels in manufacturing decreased by 0.3% or 28,000 Jobs

Occupations of Women within manufacturing:

- Women make up over 62% of workers in office and administrative positions
- Women make up about 35% of sales employees
- More women work in productions occupations than in any other category, although they only occupy slightly less than 28% of those jobs.

i. Women in Science

- In 2012, out of 66,914,000 employed women, just 5.7% (3,816,000) of women had computer and mathematical occupations, and just 4.3% (2,846,000) of women had architecture and engineering occupations.
- That the disparity between men and women's representation in science and math arises from culture rather than genetics seems beyond dispute.
- Gender-based socialization and messages that tell girls science isn't for them, is in an unnatural thing for them to do, are incredibly pervasive in our culture.
- In labs there are often assumptions that women who have great research or who get published have help, an assumption that is not made of male students.

- July 2014- July 2014- Maryam Mirzakhani becomes the first woman to win the prestigious Fields Medal in mathematics for her work with geometry and dynamical systems.
- November 2014- Fabiola Gianotti was named the first woman to head the Geneva-based nuclear research center CERN. The high-profile appointment makes her one of the world's most prominent scientists.

Sexual Harassment in the field:

- In a 2014 survey of scientists engaged in field research:
 - 64% of scientists engaged in field research said they had personally experienced sexual harassment while at a field site.
 - 22 percent reported being the victim of sexual assault.
 - Most of the people reporting harassment or assault were women, and the vast majority were still students or postdocs.
 - For female victims, the perpetrator was more likely to be a superior.

Sources: The Daily Beast: Touriq Moosa, 7.17.14; NPR, Kara Manke, 7.17.14; Catalyst Knowledge Center, *Women in High Tech, Globally*, 3/8/13.

Women in Science- DEGREES GRANTED

Percent of women and men age 25 and older who hold Bachelor's Degree or higher in high tech fields in the U.S., 2011

	Women	Men
Engineering	2.1%	13.8%
Computer and information sciences	1.5%	4%

Percent of total computer and information sciences and support services degrees earned by women and men in the U.S., 2010-2011

	Women	Men
Bachelor's	17.6%	82.4%
Master's	28.2%	72.5%
Doctor's	20.2%	79.8%

Percent of total engineering degrees earned by women and men in the U.S., 2010-11

	Women	Men
Bachelor's	18.7%	81.3%
Master's	22.3%	77.7%
Doctor's	22.2%	77.8%

Percent of total computer engineering degrees earned by women and men in the U.S., 2010-11

	Women	Men
Bachelor's	8.7%	91.3%
Master's	19.9%	80.1%
Doctor's	22.9%	77.1%

Percent of Total Electrical and Electronics Engineering Degrees Earned by Women and Men in the U.S., 2010-11

	Women	Men
Bachelor's	11.2%	88.8%
Master's	18.4%	81.6%
Doctor's	15.7%	84.3%

Percent of Total Bioengineering and Biomedical Engineering Degrees Earned by Women and Men in the U.S., 2010-11

	Women	Men
Bachelor's	39.3%	60.7%
Master's	40.0%	60.0%
Doctor's	38.4%	61.6%

Source: National Center for Education Statistics, Tables 11 and 317, 2011 via Catalyst Knowledge Center, *Women in High Tech, Globally*, 3/8/13.

i. Women in Engineering

- For the last two decades women have accounted for about 20 percent of all engineering degrees, yet fewer than 11% of all engineers are women.

- For the most part, what pushes most women out of engineering are uncivil workplace climates, the expectation of long hours in the office and the perception that there is little opportunity to advance.
- Of the women who left the field around 2010: two-thirds pursued better opportunities in other fields- 72% became managers of executives; One-third said they stayed home with children because their companies didn't accommodate work-life conflicts.
- In a survey which 5,300 women responded to, women complained about a lack of supervisor support and training opportunities, as well as that their colleagues being uncivil to them.
- In the United States, women make up about 12% of engineering professors.
- Stereotypes that women are not "naturally" smart enough and implicit or unconscious bias that engineering careers are for men also contribute to the small numbers of women in engineering and other STEM fields, as well as the incivility in the workplace.

Computer Science:

- From the early 70s up until 1984, the percent of computer scientists who were women was growing, but after '84, the number has steadily decreased.
- This decrease is mostly attributed to the fact that around the mid 80's home computers started to be more common, but they were marketed to and purchased for men and boys. Therefore, fewer women grew up using computers and learning the skills necessary to succeed in computer science programs.
- No female high school students took the Advanced Placement test in computer science in 3 states (Mississippi, Montana, and Wyoming) in 2013. Around 30,000 students took the exam and only 20% were female, 3% were black and 8% Hispanic.

Source: Brigid Shulte, Washington Post, 8/10/14, A3; National Science Foundation report; Steve Henn, *When Women Stopped Coding*, NPR, 10/21/14; Karyne Levy, *Not One Girl took the AP Computer Science Test in Some States*, Business Insider, 1/15/14.

ii. Women in the Tech Industry

Percent of Computer Science Graduates who were Female:

1985	2013
37%	14%

- 89% of start-ups' founding teams are all-male
- At 133 start-ups reviewed, an average of 12 percent of the engineers are women.
- Just 3% of venture capitalists are women.
- Women in Silicon Valley make 49 cents to the male dollar.
- Only 20% of software developers are women.
- Among the women who join the tech field, 52 percent leave by midcareer- an attrition rate that is double that for men.
- "You may have to work twice as hard, and often women have to over-credential themselves to be considered half as good as men, which is really exhausting. It's not fair. It is the reality at the moment because of the culture inside these tech companies." –former Michigan Governor Jennifer Granholm

Women Employed in High Tech Occupations:

Computer & Information Systems Managers	26.8%
Computer & Mathematical	25.6%
Computer Hardware Engineers	15.1%
Electrical & Electronics Engineers	9%
Engineering Technicians, Except Drafters	16.3%

Quit Rates for Women in Science:

Field	Quit Rates for Women
Science	47%
Engineering	39%
Technology	56%

Barriers for women in Tech- Percentage of women responding that barrier affected career advancement to a great or very great extent:

- 38%- “Lacking role models in the company who are similar to me”
- 34% “Not having a mentor, sponsor, or champion who makes my accomplishments known to important people in the company”
- 32% “Being excluded from the important networks of key decision-makers”
- 19% “Facing stereotypes about my commitment or abilities based on my gender.

Source: Heather Foust, *Women in Tech: Maximizing Talent, Minimizing Barriers*, Catalyst, 2008.

Women in Tech vs. Women in Other Types of Business:

	% of companies with at least 1 woman director	% of companies with at least 1 woman executive officer
Silicon Valley 150	56.7%	54.7%
S&P 100	98%	84%

High-Tech Pay Gap: Predicted average yearly salaries of software developers:

White male	\$102,305
White female	\$95,947
Black female	\$92,291
Asian Female	\$87,801
Hispanic Female	\$79,594

*For developers who are U.S. citizens or perm. Residents, with college degree or higher, age 35-44, unmarried, without children.

Section Sources: The Huffington Post, Mark Gongloff, 2.5.14; Fenwick & West study; Ann Friedman, [Not as Alone as She Looks](#). *The Washington Post*, C1-C2, 1/9/214; Claire Cain Miller, [Technology's Man Problem](#), *The New York Times*, 4/6/14; Jessica Guynn, *High-Tech pay gap: minorities earn less*, USA Today, 10/10/14.

a. Apple

- Fewer than a third of its workers globally are female.
- In the U.S. more than half of its staff are white and 15% are Asian.
- The number of black and Hispanic employees in higher at Apple than other major high-tech companies: Hispanics account for 11% and blacks account

for 7% of staffers. (But these numbers might be higher due to greater diversity among retail workers in its company stores)

- Only 20% of Apple's technical staff are women: 77% are white or Asian.
- Just 28% of its managers and executives are women.
- Twitter (30% female), Yahoo (37% female), Google (30% female), Facebook (31% female) and LinkedIn (39% female) have reported that their staffs are overwhelmingly male.

Source: Jessica Guynn, *Apple's Not Diverse – yet*, USA Today, 8/15/14

j. Women in Fundraising

- Women dominate fundraising in the nonprofit and philanthropic world, and account for 74% of members in the Association of Fundraising Professionals.
- While men still dominate top jobs in politics, government, and lobbying, professional fundraising represents an arena in which women play on level turf.

Source: Elahe Izadi, *No Glass Ceiling in Fundraising*, *National Journal Daily*, 11/12/13

k. Women in the Federal Government

Male and female ratio of federal workers	1992		2012	
	M	F	M	F
Professional	67%	33%	55%	45%
Administrator	60%	40%	57%	43%
Technical	43%	57%	42%	58%
Clerical	14%	86%	31%	69%
Other	90%	10%	88%	12%

	1992	2002	2012
Average pay gap of male and female federal workers	30%	19.8%	12.7%

i. **White House Fellows**

“Founded in 1964, the President’s Commission on White House Fellowships is one of America’s most prestigious programs for leadership and public service. White House fellowships offer exceptional young men and women first-hand experience working at the highest levels of the Federal government. Selected individuals typically spend a year working as a full-time, paid Fellow to senior White House Staff, Cabinet Secretaries and other top-ranking government officials.” –White House Press Release

2014-15 White House Fellows:

Total Fellows	15
Total Women	7
Women who are active military	3*
Women who are ex-military	1
Men who are active military	2
Men who are ex-military	2

*The ranks of the women who are active military are: Major in the Air Force, Lieutenant Commander in the Coast Guard, and Captain in the Marine Corps

Female White House Fellows since 1965, selected years:

Year	President	Women/Total Fellows	
1965-66	Lyndon B Johnson	0/15	0%
1970-71	Richard Nixon	2/17	12%
1975-76	Gerald Ford	2/14	14%
1980-81	Ronald Reagan	7/17	41%
1985-86	Ronald Reagan	4/14	29%
1990-91	George H W. Bush	2/12	17%
1995-96	Bill Clinton	5/14	36%
2000-01	George W. Bush	5/15	33%
2005-06	George W. Bush	2/12	17%
2010-11	Barack Obama	5/13	38%
2014-2015	Barack Obama	7/15	47%

Number of Women awarded fellowships since the beginning of the program in 1965, per President:

President	Total Number of Women/Total Fellowships Granted	
Lyndon B. Johnson	4/46	9%
Richard Nixon	8/87	9%
Gerald R. Ford	10/46	22%
Jimmy Carter	23/62	37%
Ronald Reagan	29/107	27%
George H. W. Bush	11/56	20%
Bill Clinton	45/128	35%
George W. Bush	34/110	31%
Barack Obama	41/103	40%

7. WOMEN AND RETIREMENT

Because women often take time away from the workforce to care for children or aging family members, they work fewer years and contribute less toward their retirement, resulting in lower lifetime savings and causing serious concern about being able to provide for a secure and comfortable retirement.

- Women are more likely to work in part-time jobs that don't qualify for a retirement plan.
- Of the 62 million wage and salaried women (age 21 to 64) working in the United States, just 45% participated in a retirement plan.
- Almost 11% of older women (defined as being 65 and older) lived in poverty in 2011, compared with 6% of older men.
- Social Security income is especially important for older women because they are less likely than older men to have pensions, savings, or other sources of retirement income.
- More than a quarter of women aged 65 and older rely on Social Security for nearly all of their family income.
- In 2011, Social Security kept roughly 38 percent of older women out of poverty.

- Married and widowed women are more likely to have income from Social Security than divorced or never-married women.
- The 2012 elderly poverty rate for widowed and divorced women was nearly three times that for married women and the elderly poverty rate for divorced women stood at nearly twice that for divorced men.
- Part of that disparity is due to the fact that men earn more than women during their lifetimes- both because of the time taken off by women and also due to the gender wage gap. The other issue is that women tend to live longer than men- leading to more widows who find retirement benefits cut.

In 2012:

Women who received retired worker benefits	18.2 million
Women who received spousal benefits	2.4 million
Women who received survivor benefits	4.2 million

Women kept out of poverty by Social Security- by race and ethnicity (2011)

White	39.6%
African American	33.7%
Hispanic	30.3%
Asian	19.0%

Women kept out of poverty by Social Security- by marital status (2011)

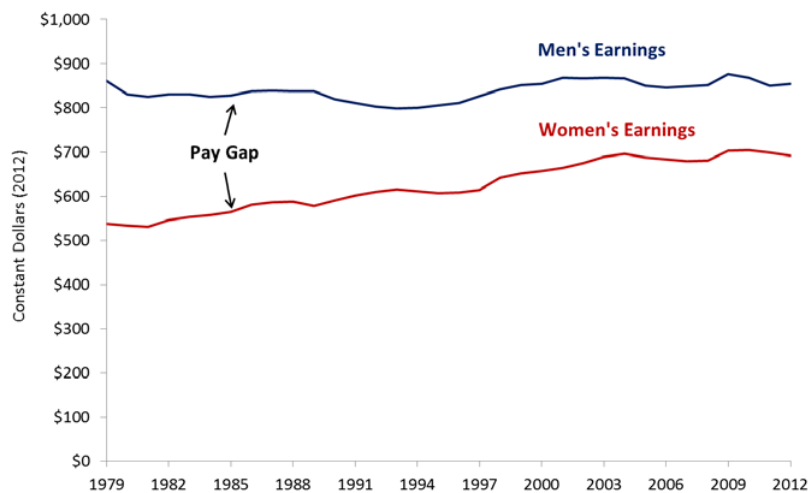
Divorced	32.3%
Married	33.9%
Never Married	27%
Widowed	45.2%

Source: AARP Fact Sheet, 2013.

11. THE GENDER WAGE GAP

Figure 1. Gender Pay Gap Narrows Over Past 30 Years

Median Weekly Earnings of Full-Time Working Men and Women, 1979-2012



Source: JEC Democratic Staff based on data from the Bureau of Labor Statistics.

Cited from Joint Economic Committee Fact Sheet: 4th Anniversary of the Fair Pay Act of 2009

From 1979 to 2011:

- The gap between men and women shrank by 32%
- For women aged 55 to 64 it only shrank 24% and for workers over 65 it only shrank 4%
- White women saw their pay gap shrink by 33%, African American women by 22% and Latina women by 26%
- Current figure: Women earn 77¢ for every \$1 men make*

*Note: This figure is highly disputed as a fair measure of the differences in earnings between men and women.

Facts:

- The gender pay gap starts for many women in the first year of their careers.
- The gap remains even when taking college majors and job preferences into account. Even within the same field, women still earn less than men.

- The gender pay gap increases the student debt loan burden for women early in their careers, due to smaller earnings.
- Women earn less than men at every level of education attainment.
- The gender pay gap exists in every state and the District of Columbia: the gender gap is widest in Wyoming (34.5%), Louisiana (28%) and West Virginia (27.4%). Women in DC (5.2%), Arizona (13.2%), and California (14%) experienced the narrowest pay gap.
- Once women leave the labor force they face the compounded effect of years of these challenges and they face new challenges on top of that:
 - Women have lower Social Security benefits due to their time spent as caretakers outside of the labor force. With this deduction and since women earn less money while in the labor force, they leave the job field with less retirement security

Sources: Joint Economic Committee *Fact Sheet: 4th Anniversary of the Fair Pay Act of 2008*; Transamerica.org.

The following tables are from the Institute for Women's Policy Research Fact Sheet- updated 2011

Top 5 occupations with the largest gender wage gap (2011)

(Median usual weekly earnings of full-time wage and salary workers)

Occupation	Women's Earnings as a percent of men's	Difference in women's median weekly earnings	Percentage of women in occupation
Property, real estate, and community association managers	60.6%	\$473	57.4%
Personal financial advisors	61.3%	\$594	35.9%
Credit counselors and loan officers	61.6%	\$516	52%
Insurance sales agents	64.4%	\$368	52.3%
First line supervisors of housekeeping and janitorial workers	64.6%	\$350	37.4%

The Wage Gap for the 5 Most Common Occupations for Women (2010)

	Men's Median weekly earnings	Women's Median Weekly earnings	Women's earning as percentage of men's
Secretaries and administrative assistants	\$725	\$657	90.6%
Registered nurses	\$1,201	\$1,039	86.5%
Elementary and middle school teachers	\$1,024	\$931	90.9%
Nursing, psychiatric, and home health aides	\$488	\$427	87.5%
Customer service representatives	\$614	\$586	95.4%

The Wage Gap for the 5 Most Common Occupations for Men (2010)

	Men's Median weekly earnings	Women's Median Weekly earnings	Women's earning as percentage of men's
Drivers/sales workers and truck drivers	\$691	\$492	71.2%
Managers, all other	\$1,395	\$1,045	74.9%
First-line supervisors/managers of retail sales workers	\$782	\$578	73.9%
Janitors and building cleaners	\$494	\$400	81.0%
Retail salespersons	\$651	\$421	64.7%

The Wage Gap for the Occupations with the Highest Median Weekly Earnings for Women (2010)

	Men's Median weekly earnings	Women's Median Weekly earnings	Women's earning as percentage of men's
Physicians and Surgeons	\$1,618	\$2,278	71%
Pharmacists	\$1,605	\$1,930	83.2%
Chief executives	\$1,598	\$2,217	72.1%
Lawyers	\$1,461	\$1,895	77.1%
Computer software engineers	\$1,445	\$1,590	90.9%

The Wage Gap for the Occupations with the Lowest Median Weekly Earnings for Women (2010)

	Men's Median weekly earnings	Women's Median Weekly earnings	Women's earning as percentage of men's
Dining room and cafeteria attendants and bartender helpers	\$343	\$396	86.6%
Miscellaneous agricultural workers	\$349	\$415	84.1%
Cashiers	\$366	\$400	91.5%
Food preparation workers	\$367	\$390	94.1%
Maids and housekeeping cleaners	\$376	\$455	82.6%

Education and the Income Gap:

Degree	Median weekly earnings, women	Median weekly earnings, men	Women's Earnings as a % of men's
Doctoral	\$1,243	\$1,754	71%
Professional	\$1,269	\$1,772	72%
Master's	\$1,126	\$1,458	77%
Bachelor's	\$891	\$1,200	74%
Associate's	\$674	\$878	77%
High school graduate, no college	\$542	\$716	76%

Section sources: Institute for Women's Policy Research Fact Sheet- updated 2011, <http://www.iwpr.org/publications/pubs/the-gender-wage-gap-2010-updated-march-2011>>. IWPR compilation of data from the U.S. Department of Labor, Bureau of Labor Statistics. 2010. "Household Data Annual Averages."; Michelle Kelso, Naomi Cahn, & Barbara Miller, Gender Equality in Employment: Policies and Practices in Switzerland and the U.S., The George Washington University, 2012

a. Bias against Women

Whether women have personally experience gender discrimination:

Yes	No
53%	46%

Percentage of Women who have faced discrimination in:

Workplace	35%
Social Setting	15
Shopping	14
School	8
Bank	6
Hotel/Restaurant	5

b. Women and Negotiating

- Studies find that women are less likely to negotiate their wages or ask for a raise- an issue that contributes to the pay gap.
- In a study of Carnegie Mellon University business school graduates, men's starting salaries were an average 7.6%, or almost \$4,000, higher than those of women, in part because 57% of men negotiated their pay while only 7% of women did.
- Another study found that people penalized female job applicants more severely than men for negotiating.
- A study examining gender biases in negotiating found that women are perceived to be less competent and as a result, people are four times as likely to mislead and deceive a woman during a business negotiation.
- The reasons for women being less likely to negotiate are several: First, women are socialized from an early age not to promote their own interests. Second, company culture often penalizes women when they do ask or are ambitious- labeling them bitchy or pushy- discouraging women from speaking up out of fear of these labels.

Sources: Clair Cain Miller, *Tech Executive's Remark Highlights a Paradox on Women's Wages*, The New York Times, 10/11/14; Linda Babcock, Sara Laschever, Michele Gelfand, and Deborah Small, *Nice Girls Don't Ask*, Harvard Business Review, 10/03.

9. WOMEN IN THE MILITARY

a. Historical Timeline

1918 – The Secretary of the Navy allowed women to enter the Marine Corps Reserve and perform clerical work. The first woman to officially join the US Armed Forces was Opha Mae Johnson; Johnson was followed by over 300 women who served during World War I.

1941-43 – The United States created the Woman's Army Auxiliary Corps. By the next year there were 800 recruits training. In 1942 the Woman's Naval Reserve and the Marine Corps Women's Reserve were established. Over 350,000 women served during World War II, earning over 1,500 medals, citations and commendations. By the end of World War II, over 150,000 women were in the Woman's Army Corps.

1948 – President Harry Truman signed the Women's Armed Services Act, integrating women fully during peacetime and eliminating all female divisions besides the Woman's Army Corps.

1950-1953 – Over 120,000 women served in the Korean War.

1978 – WAC (Women's Army Corps) officially disbanded.

1980 – Secretary of Defense orders the increase of army's enlisted women strength from 65,000 to 70,000 and officers from 9,000 to 13,000

1989 – Captain Linda Bray becomes the first woman to command soldiers in battle during the Invasion of Panama.

1991 – Over 40,000 women serve in virtually every non-combat capacity during the Gulf War.

1994 – Department of Defense implements a barrier prohibiting women from certain jobs that take place near combat units

1996 – The US Supreme Court decided it was unconstitutional for the Virginia Military Institute to only enroll male students.

2008 – Ann Dunwoody of the Army becomes the first woman of any branch to achieve the rank of 4-star general.

2011 – Major General Margaret Woodward commands the air component of the United States' foray into Libya. This makes her the first woman to command an air combat campaign.

Feb 2012 – The 1994 the DOD barrier is lifted, opening up more than 14,000 new jobs and assignment opportunities to women

Aug 2012 – The second woman is named as a 4 four-star general bringing the total to two females out of 38 total four-star generals in the service. However, shortly after the promotion of Air Force General Janet Wolfenbarger, Army General Ann Dunwoody retired and there is once again only one female four-star general out of 38 (2.6%).

2013 – Secretary of Defense Leon Panetta lifted the ban on women serving in combat.

Jan 2013:

- 36,000 women in the officer corps (16.6% of the officer corps)
- -Among the top ranks, 69 of the 976 generals and admirals (7.1%) are women: 28 female generals in the Air Force; 19 in the Army, one in the Marine Corps, and 21 female admirals in the Navy
- -18% of the 722,000 enlisted reservists and National Guard troops and 19% of their 113,000 officers are women.

Sept 2013– The army swears in first woman as Judge Advocate General- the service's top lawyer.

2014- Lt. Gen. Michelle Johnson becomes first Air Force Academy Superintendent

2014- Lt. Gen. Lori J. Robinson was nominated to lead Pacific Air Forces, the first female commander of the Air Force component of the U.S. Pacific Command

July 1, 2014- The navy promotes its first woman 4 star admiral- Adm. Michelle Howard

Section sources: Mark Thompson, Time.com, *Female Generals: The Pentagon's first Pair of Four-Star Women*, 8/13/12; All January 2013 figures from CNN, *By the Numbers: Women in the U.S. military*, January 24; Dan Lamothe, Washington Post, 7.1.14; J.D. Leipold, *army.mil*, *Army swears in first woman as Judge Advocate General*, 9/4/2013.

b. Numbers

All Branches

Year	Total Enlistees	Female Enlistees	Total Officers	Female Officers
2000	1,152,997	169,084 (14.7%)	217,102	31,356 (14.4%)
2010	1,182,657	166,729 (14.1%)	234,713	36,966 (15.7%)

Army

Year	Total Enlistees	Female Enlistees	Total Officers	Female Officers
2000	401,572	62,491 (15.6%)	76,876	10,791 (14.0%)
2010	467,126	60,411 (12.9%)	94,442	15,096 (16.0%)

Navy

Year	Total Enlistees	Female Enlistees	Total Officers	Female Officers
2000	314,083	42,750 (13.6%)	53,288	7,816 (14.7%)
2010	270,460	43,153 (15.9%)	52,679	8,232 (15.6%)

Marine Corps

Year	Total Enlistees	Female Enlistees	Total Officers	Female Officers
2000	155,038	9,499 (6.1%)	17,917	930 (5.2%)
2010	181,221	12,218 (6.7%)	21,391	1,275 (6.0%)

Air Force

Year	Total Enlistees	Female Enlistees	Total Officers	Female Officers
2000	282,304	54,344 (19.3%)	69,021	11,819 (17.1%)
2010	263,439	50,947 (19.3%)	66,201	12,363 (18.7%)

c. Female Officers

Women Officers in the U.S. Military (2009)

Ranking/Grade	Total for All Services	
	Total: Men & Women	Women
General-Admiral	40	1
LT General-Vice Admiral	150	3
MAJ General- Rear Admiral	292	22
BRIG General- Rear Admiral	475	41
Colonel-Captain	11,961	1,312
Enlisted- E9 or below	1,176,655	165,340
Grand Total	1,418,542	203,375
% of Women Officers at the rank of Admiral	7.0%	
% of Women Officers at the rank of W-1* or above	15.5%	
% of Women Enlisted at the rank of E9* or below	14.1%	
Total Percent of Women	14.3%	

Ranking/Grade	Army		Navy	
	Total: Men & Women	Women	Total: Men & Women	Women
General-Admiral	11	1	11	0
LT General-Vice Admiral	52	1	42	1
MAJ General- Rear Admiral	95	4	68	7
BRIG General- Rear Admiral	163	13	115	10
Colonel-Captain	4,280	494	3,319	398
Enlisted- E9 or below	457,980	59,401	273,177	42,225
Grand Total	553,044	74,411	329,304	51,029
% of Women Officers at the rank of Admiral	5.9%		7.6%	
% of Women Officers at the rank of W-1* or above	15.8%		15.3%	
% of Women Enlisted at the rank of E9* or below	13%		15.5%	
Total Percent of Women	13.5%		15.4%	

Ranking/Grade	Marine Corps	Air Force
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	Total: Men & Women	Women	Total: Men & Women	Women
General-Admiral	4	0	14	0
LT General-Vice Admiral	17	0	39	1
MAJ General- Rear Admiral	23	1	106	10
BRIG General- Rear Admiral	41	1	156	17
Colonel-Captain	686	19	3,676	401
Enlisted- E9 or below	182,147	11,749	263,351	51,965
Grand Total	202,786	12,951	333,408	64,984
% of Women Officers at the rank of Admiral	2.4%		8.9%	
% of Women Officers at the rank of W-1* or above	5.8%		18.5%	
% of Women Enlisted at the rank of E9* or below	6.5%		19.7%	
Total Percent of Women	6.4%		19.5%	

*W-1 and E9 indicate levels of rank and pay grade

Women in the U.S. Military by Branch (1960-2008):

Year	Army		Navy		Marine Corps	
	Officers	Enlisted	Officers	Enlisted	Officers	Enlisted
1960	4.2%	1.1%	3.9%	1%	0.6%	1%
	Total: 1.4%		Total: 1.3%		Total: 0.9%	
1970	3.1%	1%	3.5%	1%	1.9%	0.9%
	Total: 1.2%		Total: 1.3%		Total: 0.9%	
1980	7.7%	9.2%	7.8%	6.5%	2.7%	3.6%
	Total: 8.9%		Total: 6.7%		Total: 5.6%	
1990	11.9%	11.4%	10.9%	10.4%	4.6%	4.9%
	Total: 11.4%		Total: 10.4%		Total: 4.8%	
2000	14%	15.7%	14.5%	13.9%	5%	6.1%
	Total: 15.3%		Total: 14%		Total: 6%	
2008	15.4%	13.2%	14.9%	15%	5.9%	6.2%
	Total: 13.5%		Total: 15%		Total: 6.3%	

Year	Air Force		Total Services	
	Officers	Enlisted	Officers	Enlisted
1960	2.9%	0.8%	3.4%	1%

	Total: 1.2%		Total: 1.3%	
1970	3.4%	1.4%	3.2%	1.1%
	Total: 1.5%		Total: 1.4%	
1980	6.5%	11.4%	7.7%	8.5%
	Total: 10.9%		Total: 8.4%	
1990	13.3%	14.1%	11.5%	11.1%
	Total: 17.2%		Total: 11.1%	
2000	17.2%	19.5%	14.4%	14.9%
	Total: 19.6%		Total: 14.6%	
2008	18.3%	19.9%	15.3%	14%
	Total: 19.6%		Total: 14.1%	

Section Sources: U.S. Census Bureau and Department of Defense: Selected Manpower Statistics-- via Rutgers Institute for Women's Leadership; Department of Defense: *DoD Personnel and Procurement Stats*-- via Rutgers Institute for Women's Leadership; Women in the Military, Highlights in the History of Military Women, accessed 2013.

d. Getting Combat-ready in the Marines

Female Marines Begin Journey to Combat Roles:

- In April, 2015, eight women made it through the initial, grueling four-day assessment at Ranger School:⁵
 - 381 men and 19 women started on Day 1, meaning 48.3% of men and 42.1% of women made it through RAP (Ranger Assessment Phase) week. Both figures are within historic norms for Ranger school.
 - Soldiers have to complete at least 49 push-ups, 59 sit-ups, six chin-ups, and a five mile run in under 40 minutes.
 - Any woman who graduates will be allowed to wear the Army's prestigious Ranger tab, but not permitted to serve in the 75th Ranger Regiment.
 - The opening of Ranger School to women is part of the Defense Department directive to research more fully integrating women into the service.
- The first three women passed the Marine Corps Infantry Course November 2013:⁶

⁵ Dan Lamothe, *In Major Step, eight women make it through Ranger School's Grueling 'RAP Week'*, The Washington Post, April 23, 2015.

- 3 out of 15, about 20%, of the women who attempted, successfully passed the Marine Corps' grueling infantry course.
- 221 out of 266 men in this same group, about 83%, passed
- 14 women have tried the Marines' Infantry Officer Course, none of them have passed.
- Male Marines who fail the Course are able to try again, women, however, are not given that opportunity.
- Successful male graduates join infantry units right away, but women have to take other jobs while they wait until the Corps is ready to implement the change in policy.
- In October 2014, three women passed the Marine Corps' grueling combat endurance test for the first time ever.

e. Military Sexual Assaults

2014 Figures:

- The percentage of Active Duty women who experienced unwanted sexual contact in the past year declined from 6.1 percent in 2012 to 4.3 percent in 2014.
- Reporting of Military Sexual Trauma (MST) by victims has increased: Fiscal Year 2013 featured a 50% increase in sexual assault reporting from 2012. Whereas only one in 10 victims (10%) was reporting just two years ago, that rate has increased to one in four (25%).
- 62% of women who reported being sexually assaulted said they have experienced social or professional retaliation, primary from their colleagues or peers.
- Men are also victims of military sexual assaults: The majority of service members who are sexually assaulted each year are men. Of the estimated 26,000 service members who experienced unwanted sexual contact in

⁶ Craig Whitlock, *Three women pass Marine 'grunt' test, but Corps holds letting them in infantry*, *Washington Post*, November 21, 2013; *The Washington Post*, 3/30/14.

2012, the Pentagon says 53% involved attacks on men, mostly by other men.

The Progress:

- The military created a Special Victims' Counsel/Victims' Legal Counsel Program to help victims as they navigate the difficulty of court proceedings.
- Commanders are no longer free to reverse court-martial convictions.
- Each alleged victim is assigned a lawyer.
- When a commander and prosecutor disagree over whether a court martial is warranted, civilians are call in to review such cases.
- Statutes of limitations on sexual abuse crimes have been scrapped.
- Anyone convicted of sexual assault in the U.S. military gets at least a dishonorable discharge.

The Persistent Problems and Possible Solutions:

- "The problem of sexual assault in the military is not new, neither are the pledges of 'zero tolerance' from commanders, which date all the way back to then-Secretary of Defense Dick Cheney in 1992." –Kristen Gillibrand
- The tribal nature of military service persists: 62% of the women alleging unwanted sexual contact felt they had been shunned or punished for complaining, or had received some other form of retaliation.
 - This two-thirds figure is the same as in 2013, despite a new law making retaliation a punishable offense. Clearly, more must be done.
- "Sexual harassment stems from certain widespread cultural attitudes that have been prevalent through the ages. Women have lived under male protection—benevolent or otherwise—thereby being forced to live by the rules of men who dominate them." -1993 Army report.
- In 2014, the military authorized "special victims' counselors" to be assigned to cases of sexual assault in the military. While this is seen in some ways as a positive move forward, the experiences of some of counselors reveals pushback from the military establishment. One special victims' counselor said after working hard on behalf of her clients, she quickly began to suffer blowback and evaluations far below her previous ratings. She was even criticized for being "too victim-centered." This counselor has since been

effectively forced into separation from the Air Force by low performance ratings.

- A bipartisan coalition of 55 senators is working to move the decision whether to prosecute any crime punishable by one year or more in confinement to independent, trained, professional military prosecutors-taking that power away from the chain of command.

Military Sexual Assault Detailed Report- 2011

Total Reports filed in 2011: 3,192 Reports of Sexual Assault

Completed Investigations in 2011: 2,449 Investigations involving 2,933 perpetrators

Unfounded Reports: 349 accused

Outside of the DoD Authority: 486 perpetrators (meaning they were unknown offenders, foreign perpetrators, foreign prosecutions, or the perpetrator died.)

Investigations reviewed for possible action: 1,518 accused perpetrators

Types of Assault:

Service Member on Service Member: 56%

Service Member on non-Service Member: 26%

Unidentified Perpetrator on Service Member: 12%

Non-Service Member on Service Member: 12%

Victim Demographics:

Male: 12%

Female: 88%

Age 16-19: 17%

Age 20-24: 51%

25-34: 23%

35-49: 6%

Perpetrator

Demographics:

Male: 89%

Unidentified: 9%

Female: 2%

Age 16-19: 5%

Age 20-24: 35%

Types of Assaults:

Rape: 31%

Aggravated Sexual

Assault: 30%

Wrongful Sexual Contact:
25%

Non-Consensual Sodomy:

Age 50+: 1%	Age 25-34: 28%	7%
Age Unknown: 2%	Age 35-49: 10%	Abusive Sexual Contact:
	Age 50-64: 1%	4%
	Age Unknown: 21%	Aggravated Sexual
		Contact: 3%
		Indecent Assault: <1%
		Attempts to Commit
		Offenses: <1%

Section Sources: Department of Defense, Sexual Assault Prevention and Response Report, 2011; Department of Defense: *Report to the President of the United States on Sexual Assault Prevention and Response*, 2014; Mark Thompson, *Military's War on Sexual Assault Proves Slow Going*, Time, 12/4/14; Kristen Gillibrand, *Comprehensive Resource Center for the Military Justice Improvement Act*, 2014; James Dao, *In Debate over Military Sexual Assault, Men are overlooked as Victims*, New York Times, 6/23/2013; Ruth Marcus, *An Advocate Under Fire*, The Washington Post, 1/11/2015.

10. WOMEN IN MEDIA

a. General Information

- Only 17 women at media and technology companies are on Fortune's 50 Most Powerful Women in Business
- By a nearly 3 to 1 margin, male front-page bylines at top newspapers outnumbered female bylines in coverage of the 2012 presidential election.
- Men were more likely to be quoted than women in newspapers, television and public radio during the 2012 election (that is also the case with coverage of topics generally considered "women's issues" such as birth control, abortion, and women's rights)
- In both legacy and online news sites, women are too often relegated to writing about the "pink topics" of food, family, furniture and fashion
- The percentage of women who are television news directors edged up, reaching 30% for the first time
- Overall employment of women in TV news remains flat
- The percentage of women employed as radio news directors is up, along with the overall percentage of female employees

- Female characters are stereotyped and sexualized in media popular with youth
- Male directors outnumbered females 4 to 1 in a review of 3,100 episodes of prime-time television
- Out of 100 honorees, the Newsweek Daily Best Digital Power Index includes only seven women.

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*, 2013.

b. Women in Broadcast News

- Between 1983 and 2002, men's tenure as correspondents on network news averaged eight years, versus five for women.
- Of the thirty correspondents who reported during the twenty years of a recent study, twenty-eight were male
- The "ideal" television anchor-couple is still the older man and the much younger woman.
- Concerning female broadcast news reporters and anchors: "They cannot age gracefully within their profession; to stay viable they cannot age at all." (Ginger Casey)
- "The latest career path to fall victim to this obsession with style over substance is the nightly news, where female news anchors have sadly become complicit with their own oppression by dressing in tight, sleeveless dresses hiked halfway up their thighs." (Ginger Casey)
- "Meanwhile, the men are not being told to show more skin – no one is telling them to show off their muscles in short-sleeve shirts. In fact, with their sharp suits and ties, they now stand in stark professional contrast to the women sitting next to them who are dressed like they are at a summer wedding or cocktail party, even in the dead of winter." (GC)

i. Female News Anchors

eoliphant 5/11/2015 4:09 PM

Comment [2]: Add general details and the separate the bullets there now to new section on Double standard for women

- Diane Sawyer, currently the only female major-network nightly news anchor is retiring in 2014. She will be replaced by a man.
- In 2011, there were two female anchors- Katie Couric for CBS and Diane Sawyer for ABC.
- Gwen Ifill and Judy Woodruff became the first all-female co-anchors of a network broadcast in 2014.

c. Women on the Radio

Talk Radio

Number of Women on *Talkers Magazine's* "Heavy Hundred" list of the nation's most important radio talk show hosts:

	Top 10	Total in Top 100
2012	1	15 (12 solo/3 cohosts)
2013	0	13 (10 solo/3 cohosts)

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*, 2013.

d. Time Magazine Covers

- *Time Magazine* is a staple of American media. First published in 1923 the magazine has tried to appeal to a broad range of the populace. Every year the magazine lists a person of the year, an honor which has been bestowed on every elected U.S. president since FDR.

	Issues Released	Covers with Males	Covers with Females	Cover with both Males and Females	Cover neither Males nor Females
1970	52	32	5 (10%)	5 (10%)	10
1975	52	35	8 (15%)	5 (10%)	4
1980	52	30	2 (4%)	3 (6%)	17
1985	52	26	3 (6%)	3 (6%)	20
1990	54	34	5 (9%)	5 (9%)	10
1995	52	30	5 (10%)	3 (6%)	15
2000	52	33	7 (13%)	2 (4%)	10
2005	51	21	15 (29%)	5 (10%)	10

2010	51	17	7 (14%)	4 (8%)	23
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CHANGES: The amount of women on the cover has not changed drastically over the last 40 years. Many of the covers are national or international political leaders, and women lag behind men when it comes to holding those positions.

e. Pulitzer Prize Winners

- Every year Columbia University honors the best in journalism, literature and music by awarding Pulitzer Prizes. The number of prizes awarded varies from year to year.

	Male Winners	Female Winners	Institutional Winners
1970	14	2 (12%)	1
1975	15	2 (10%)	3
1980	19	4 (16%)	2
1985	23	5 (17%)	1
1990	22	3 (10%)	4
1995	14	6 (26%)	3
2000	17	5 (20%)	3
2005	13	7 (30%)	3
2010	15	10 (37%)	2

f. Saturday Night Live Guests

- Saturday Night Live, or SNL, is a sketch comedy show that debuted in 1975. The show started out with counter-culture humor aimed at the Baby Boom generation and as that generation has aged the show has cemented its place in American pop culture.

	Episodes	Male Hosts	Female Hosts (Approx. %)	Male Musical Guests	Female Musical Guests	Coed Musical Guests
1975-76	24	17	8 (33%)	19	10	4
1980-81	13	7	6 (46%)	13	2	1
1985-86	18	16	6 (33%)	12	6	2

1990-91	20	16	4 (20%)	15	3	2
1995-96	20	14	6 (30%)	15	5	0
2000-01	20	10	10 (50%)	16	4	0
2005-06	19	13	6 (31%)	14	4	1
2010-11	22	13	9 (41%)	14	6	2

g. Sunday Morning Talk Show Guests

- These shows generally feature national leaders in politics and public life as guests
- They include: ABC's This Week; CBS' Face the Nation; Fox News Sunday; NBC's Meet the Press; CNN's State of the Union

One-on-one Interviews (2013):

	Total Number	Percent
Men	228	86%
Women	36	14%

- Women were just 29% of roundtable guests

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*, 2013.

h. Women and Late Night Television

- "Women can't prove they can do the job until they get it, and they can't get it until they prove they can do it." –writer Nell Scovell on women being passed over for late-night host positions
- Broadcast late-night television has only had ONE female host: Joan Rivers whose tenure as host lasted only a year.
- Cable television has had very few female late-night hosts, including Chelsea Chandler, whose show ended in 2014 leaving no current female late-night hosts on the air.
- 3 late-night seats opened up in 2014 and 2015 and all three were filled with white men.

- During the intermediary between Craig Ferguson's retirement from the Late Late Show and when his replacements starts, out of 15 guest host slots, only 3 were filled by women.
- Women Writers:
 - In 27 years, Late Night and Late Show hired only seven female writers. Those seven women spent a total of 17 years on staff *combined*, compared to an estimated collective 378 years for male writers.
 - Chelsea Handler, before ending her show, had a 50-50 gender mixed-gender writing staff.
 - Jon Stewart, who will be ending his show in 2015, has four female writers on a staff of 11.
 - Jay Leno went off the air with zero female writers.
 - David Letterman will end his show in 2015 with one female writer on staff.
 - Ratios of female to male writers on late night TV shows, 2011:
 - Conan: 1:17
 - The Colbert Report: 1:16
 - Lopez Tonight: 1:12
 - Late Late Show with Craig Ferguson: 1:8
 - Late Night with Jimmy Fallon: 2:16
 - The Daily Show with Jon Stewart: 2:13
 - Chelsea Lately: 5:5
 - Part of the issue is that fewer women apply for writing jobs. The Late Show claimed that they get about 25 submissions from men for every one submission from a woman.

Sources: Abigail Pesta, *Conan's First Lady of Comedy*, Marie Claire Magazine, 3/21/2011; Nell Scovell, *Letterman and Me*, Vanity Fair, 11/2009; Nell Scovell, *A woman's Place is on Late Night*, Ny Times, 2/13/2015.

i. Women and Gaming

- In 2013, women were almost half of video-game buyers, but remain a fraction of the industry's developers
- Women make up roughly 12% of game developers.
- When asked in a Pew survey how welcoming online "neighborhoods" are to men and women, only 44% of respondents said that online gaming is more welcoming toward men. For all the other "online neighborhoods" they were 66%-78% considered to be equally welcoming toward both men and women.

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013, 2014*;

j. Women in Film

- In 2013, females represented just 29.2% of all speaking characters in films.
- In 2012, less than a quarter of the characters in action/adventure films were female.
- Female characters are significantly more likely than male characters to be shown in sexually revealing clothing or partially naked, a trend that has been consistent over the past six years.
- Teen female hypersexualization on screen decreased by around 17 percent in 2013 from a high in 2012.
- In 2013:
 - Just two of 107 directors were female- or 1.9%.
 - 7.4% of writers were female.
 - 19.6% of producers were female.
- In 2009, when director Kathryn Bigelow became the first woman to win an Academy Award for best director, women made up 7 percent of the directors on the top 250 domestic grossing films. As of December 2014, only 21 women—8.4%—were directors on the top 250 grossing features released that year.
- "Women [in film] don't always get second chances if they stumble." – Manohla Dargis, New York Times Reporter

Source: USC News, 7/24/14; USC Media, Diversity, & Social Change Initiative study; Manohla Dargis, *Making History*, NYT, 12/3/2014.

11. WOMEN IN SPORTS

- Sports and athletics are generally deemed to be a man's domain, but in recent years women have made great strides in sports- as athletes, coaches, broadcasters and fans. However, there is still much progress to be made to overcome the inherent biases women face and the male mentality that women's sports are secondary to men's.

a. US Olympic Participation and Medaling

i. Summer Olympics:

	American Male Participants	American Female Participants	American Male Medalists	American Female Medalists	Male Olympic Disciplines	Female Olympic Disciplines
1972	316	84	105 (35% of male participants)	27 (32% of female participants)	31	17
1976	278	118	88 (32%)	41 (35%)	31	20
1980*	0	0	0	0	31	21
1984**	339	183	181 (53%)	109 (60%)	31	24
1988	332	195	118 (36%)	55 (28%)	32	26
1992	355	190	106 (30%)	89 (47%)	34	28
1996	375	271	120 (32%)	106 (39%)	36	31
2000	333	253	104 (31%)	110 (43%)	39	37
2004	279	254	90 (32%)	126 (50%)	39	38
2008	306	282	129 (42%)	132 (47%)	40	39
2012	261	268	72 (28%)	134 (50%)	39	40

* USA BOYCOTT

** USSR BOYCOTT

- From 1972 to 2012 there was a 314% increase in American female participants in the Olympics.

- The percentage of American Olympians that are female has more than doubled from 1972 to 2012.
- 2012 will be the first year that more women than men compete in the Olympics for the United States. China sent more women than men in 1992, 1996, 2000 and 2004.

Note: The medal totals from 1984 seem inflated because the Soviet Union did not participate. In every Olympics that the USSR competed (72, 76, and 88) more Soviet women earned medals than American women.

ii. Winter Olympics

	American Male Participants	American Female Participants	American Male Medalists	American Female Medalists	Male Olympic Disciplines	Female Olympic Disciplines
1972	77	26	1 (1% of male participants)	7 (27% of female participants)	10	5
1976	76	30	4 (5%)	7 (23%)	10	5
1980	76	25	8 (10%)	4 (13%)	10	5
1984	77	30	5 (6%)	4 (13%)	10	5
1988	86	31	3 (3%)	4 (13%)	10	5
1992	97	50	2 (2%)	9 (18%)	12	8
1994	95	52	4 (4%)	9 (17%)	12	8
1998	105	81	5 (5%)	8 (10%)	14	11
2002	115	87	23 (2%)	11 (13%)	15	13
2006	117	87	17 (15%)	9 (10%)	15	13
2010	120	92	25 (21%)	13 (14%)	15	13
2014	122	101	15 (12%)	15 (15%)	15	14

Medal count for male and female athletes do include mixed medals (example: pairs figure skating)

Source: *Sports-reference.com*; Jon Schleuss, LA Times, A History of Winter Olympic Medals, 2014.

b. Title IX and Sports Participation

- Women in sports face different challenges than men. With the passing of Title IX in 1972, which protects people from discrimination based on sex in education programs and activities and has had a particular effect on female

participation in sports, women have entered the sports arena in the thousands and are pushing the boundaries of athletic achievement.

High School Sports

	Male Participants	Female Participants
1971-72	3,666,917	294,015 (7% of participants)
2007-08	4,372,115	3,057,266 (41%)

All NCAA Varsity Athletes

	Male Participants	Female Participants
1971-72	170,384	29,972 (15% of participants)
2007-08	222,838	166,728 (43%)

NCAA 10 year/738 Institution Study

	Male Participants	Female Participants
1995-96	126,401	69,386 (35% of participants)
2001-02	130,377	85,738 (40%)
2004-05	132,741	88,329 (40%)

- Since the passage of Title IX, female participation in high school athletics is up 940%, while male participation is up 19%.
- Female participation in college athletics is up 456%, while male participation is up 31% at the college level.
- Women's teams receive only 38% of college sport operating dollars and 33% of college athletic team recruitment spending.

i. Men and Women in Sports:

- Even with this increased participation, however, sports continue to be a male-dominated arena. The power for promoting teams and athletes still mostly lies in the hands of men, such as those who own and operate ESPN or Sports Illustrated.
 - Only every once in a while does the rare female athlete come along who sustains male interests. Billie Jean King, after being put on the cover of Sports Illustrated when she beat fellow tennis player Bobby

Riggs, a man, said this: “It’s about them. You’re in a male arena.” The women who get attention often do so for competing with men. She goes on to say, “those are the things that get attention because we’re in the all-male arena, and the males are now interested because it’s about them. That’s the essence of it.”

- Men, and some women, often bring up the “muscle gap” or the physical differences between men and women that keep them at odds in the athletic world. But, as Sally Jenkins, a Washington Post reporter says, “What all these “muscle gap” considerations really amount to is the same old backhanded statement: Women’s sports are less worthy and valuable.”
 - “The “muscle gap” analysis is completely misguided because it obscures the fact that scores of women regularly outperform men physically in all kinds of ways. A relentless focus on muscle ignores that great performance is as much about head and heart and perpetuates artificial barriers to female improvement. Sex segregation in sports doesn’t protect women so much as it protects men.” —Mary Jo Kane, director of University of Minnesota’s Tucker Center for Research on Girls and Women in Sport.
- In 2007, Wimbledon announced for the first time, it will provide equal prize purses to male and female athletes.
- Even though tennis has made strides in equal pay and is considered “the sport of equality,” there is still room for improvement: There is not one woman on the International Tennis Federation Board
- For a WNBA player in the 2005 season, the minimum salary was \$31,200, the maximum salary was \$89,000 and the team salary cap was \$673,000. For NBA players in the 2004-2005 season, the minimum salary was \$385,277, the maximum salary was \$15.355 million, and the team salary cap was \$46 million.

Section sources: Women’s Sports Foundation, Pay Inequity in Athletic Fact Sheet, 2011; Sally Jenkins, Washington Post, *Moment for Mo’ne is fleeting*, 8/23/2014.

c. Men's and Women's College Basketball Coaches' Salaries

- In NCAA Division 1-A, head coaches for women's teams receive an average salary of \$850,400 while head coaches for men's teams average \$1,783,100. This is a difference of \$932,700.

Top 10 Women's Basketball Salaries (compared to other institutional salaries)

	Women's B-Ball	Men's B-Ball	University President
Tennessee	\$2.0 million	\$1.5 million	\$345,000
Connecticut	\$1.6 million*	\$2.7 million	\$370,833
Baylor	\$1.1 million	\$1.8 million	\$413,865
Rutgers	\$1.1 million	\$650,000^	\$550,000
Texas	\$1.1 million	\$2.4 million	\$667,212
Oklahoma	\$948,400	\$2.1 million	\$527,265
Texas A&M	\$827,737*	\$1.6 million	\$525,000
Maryland	\$806,239	\$1.6 million^	\$300,000
Ohio State	\$798,200*	\$3.2 million	\$1.99 million
Louisiana State	\$666,000*	\$1.1 million^	\$525,000

*Coaches are male (43% of women's coaches are male; all the men's basketball coaches and university presidents listed here are male)

Data from *USA Today* databases unless otherwise listed, university president salaries are from *Chronicle of Higher Education*; ^data via local media

d. Sports Illustrated Covers

Sports Illustrated Magazine has served as the standard bearer in sports journalism from the second half of the 20th century through today. *SI* covers sports with an intellectual bend unlike most other sports magazines. Reaching the cover of *Sports Illustrated* means you have been recognized as elite in your field.

	Issues Released	Covers with Men	Covers with Women	Covers with Animals
1970	51	48	2* (4%)	--
1975	51	47	1 (2%)	2
1980	52	48	3 (6%)	1

1985	53	51	3 (6%)	--
1990	52	45	4 (8%)	--
1995	58	54	4^ (7%)	--
2000	60	53	5 (8%)	--
2005	59	55	4 (7%)	--
2010	59	55	5 (8%)	--

*In 1970, one of the women featured on the cover was an actress starring opposite Joe Namath in a movie. The other woman was the cover model for the *Sports Illustrated* Swimsuit Issue: every year one of the women on the cover is the cover model for the swimsuit issue.

^One of the women in 1995 is Joe Montana's wife, who was on the cover because she was his wife, not as an athlete

e. Women and Sports Journalism

i. General Statistics (2010-2011)

- 96% of sports editors are men (2014)
- 90% of assistant sports editors are men
- 90% of sports columnists are men
- 89% of sports reporters are men

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*, 2013.

ii. Sports Radio

Number of Women on *Talkers Magazine's* "Heavy Hundred" list of the nation's most important sports radio talk show hosts:

	Top 10	Total in Top 100
2012	0	2 (highest ranked at #62, cohosts with 3 men)
2013	0	2 (highest ranked at #76, cohosts with a man)

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*, 2013.

iii. History of Women and Sports Reporting

Women have a long history of struggling within sports media. More so than other journalistic fields, those who cover sports and those who consume sports

journalism have been hostile to female reporters. In 1978 courts determined it was illegal to bar female reporters from entering locker rooms- a ruling meant specifically for Major League Baseball (MLB) and the National Football League (NFL) since the National Basketball Association (NBA) and the National Hockey League (NHL) both already had open access policies.

The first female color commentator—a commentator who assists the main play-by-play announcer—in the MLB was Betty Caywood in 1964 and the first play-by-play announcer was Mary Shane in 1977. Sherry Ross was the first woman to serve as a color commentator for a NHL game in 1992 and was the first female NHL play-by-play announcer in 2009. The first female NFL color commentator was Lesley Visser in 2001 and the first and only play-by-play announcer was Gayle Sierens in 1987.

Suzyn Waldman has been on the New York Yankees radio broadcast since 2005. She has faced much discrimination in her position, routinely being ranked as one of the least liked New York Sportscasters by fans and suffering routine derision from other New York sports personalities.

A new, all-woman sports show premiered Fall of 2014 on the CBS Sports Network. The show, called “We Need to Talk,” will be a weekly, hour-long, prime-time program and it will be the first all-female sports show. The panel will feature CBS Sports announcers as well as former athletes and other journalists. It is expected that the show “will offer a different perspective than is currently available on television.”

Sources: foxsports.com, CBS Sports Network to launch all-women sports show, August 2014;

iv. ESPN SportsCenter Anchors

SportsCenter is the leading show on ESPN, the self-described “World Wide Leader in Sports.” Airing throughout the day, *SportsCenter* is the go-to news show for die-hard sports fans throughout America. ESPN first went on air in 1979 and has employed female *SportsCenter* anchors since its first day.

	Male Anchors	Female Anchors
1980	6	1 (14%)
1985	5	2 (29%)
1990	11	3 (21%)
1995	20	3 (13%)
2000	29	6 (17%)
2005	25	4 (14%)
2010	38	6 (14%)
2012	37	10 (21%)

- ESPN has had just two female panelists among the 33 regular guest panelists who have appeared on their signature daily debate show “Around the Horn” which started in 2002.
- The ESPN show “The Sports Reporters” has had only seven women on as regular or semi-regular panelists over the program’s 26-year run.

f. Women as Sports Fans

- General Statistics/Facts:
 - The average woman aged 35-49 spends 92 hours a year watching sports
 - The number 3 television show for women in January 2011 was “Sunday Night Football”
 - Women have a different relationship with sports than men do. In spite of how much they know, women must constantly prove they are real sports fans.
 - Men and women differ in the sports information they like to consume. Men look for nitty-gritty statistics and past performance history. Women like basic statistics and personal narratives.
- National Football League:
 - Men and women are both big fans of the NFL
 - Women represent approximately 45% of the NFL fan base
 - Women represent approximately 33% of the NFL viewing audience

- In a survey given to 1600 female spectators at two NFL games women responded:
 - 72% felt that they are a “valued participant” of the NFL or a specific team, while 20% did not feel valued
 - 30% have been a fan of the NFL (and/or their specific team) for their entire lives

-Why are some men threatened by women who are more interested in watching sports rather than other more “female-focused” content? Perhaps it is because there are so few male-only spaces left in our culture that sports is a sacred realm?

-There are two general fields of thought when it comes to making sports more accessible to women: there are those who appreciate the specialized approaches (such as “women’s days” that often mean wearing pink and raffle awards like diamonds or hair extensions), and then those who simply want to be treated as any other fan, not having to deal with sexism in the stands and having enough stalls in the bathroom.

Sources: David Broughton, *Sports Business Journal*, 10/14/2013; Kelly McBride, *ESPN.com*, Letter of Intent, 12/27/2011; Teresa Genaro, *Forbes*, On Being a Female Sports Fan, 8/22/12; Aisha Sultan, *NewsObserver.com*, 3/24/14.

12. WHAT WOMEN FACE IN AMERICA

a. Violence against Women

i. Homicide Rates by Gender

Year	Female Victims	Male Victims
1976	4,590 (24%)	14,171
1980	5,232 (23%)	17,788
1985	4,880 (26%)	14,079
1990	5,115 (22%)	18,304
1995	5,022 (23%)	16,552
2000	3,733 (24%)	11,818
2005	3,545 (21%)	13,122

2010	2,918 (22%)	10,058
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Bureau of Justice Statistics (1976-2005), and United States Census (2010)

ii. Domestic Violence

In the United States:

- Every 9 seconds a woman is assaulted or beaten.
- One in four women will experience domestic violence in her lifetime.
- Among female rape victims, perpetrators were reported to be intimate partners 51.1% of the time and family members 12.5%.
- Every day more than three women are murdered by their husbands or boyfriends.
- Nearly 1 in 5 teenage girls who have been in a relationship said a boyfriend threatened violence or self-harm if presented with a breakup.
- Almost one-third of female homicide victims that are reported in police records are killed by an intimate partner.
- Intimate partner violence (IPV) results in more than 18.5 million mental health care visits each year.
- In 2010, there were 1,800 females murdered by males in single victim/single offender incidents that were submitted to the FBI for its Supplementary Homicide Report. Other findings are as follows:
 - Sixteen times as many females were murdered by a male they knew than were killed by male strangers.
 - For victims who knew their offenders, 65 percent of female homicide victims were wives or intimate acquaintances of their killers (2003-2012).
- Intimate partner violence has decreased since 1993 by 64%- from 9.8 victimizations per 1,000 persons age 12 or older to 3.6 per 1,000 in 2010.
- From 1994 to 2010, about 4 in 5 victims of intimate partner violence were female.
- Females, ages 18 to 34 generally experienced the highest rates of intimate partner violence.

- 95% of men who physically abuse their intimate partners also psychologically abuse them.
- In 15 states, more than 40 percent of all homicides of women involved intimate partner violence.
- Sexual assault or forced sex occurs in approximately 40-45% of battering relationships.
- Approximately one homeless woman in four is homeless mainly because of her experiences with violence.
- Children may become injured during inter-partner violence incidents between their parents. A large overlap exists between IPV and child maltreatment.
- Females living in households comprised of one female adult with children experienced intimate partner violence at a rate more than 10 times higher than households with married adults with children and 6 times higher than households with one female only.*
- Domestic and sexual violence can push women into a cycle of poverty.
- In 2013, in Washington, D.C. alone, police received nearly 33,000 calls reporting domestic abuse.

“Evidentiary constraints, myths and misconceptions about domestic violence, women’s perceived lack of credibility, and a tendency to view domestic violence cases as less serious than stranger assaults all present significant challenges to prosecuting domestic violence related cases.” -1998 Study on Prosecution Strategies in Domestic Violence Felonies.

“The criminal justice system has only recently begun to respond to domestic violence as a public offense. Although wife beating was declared illegal in all states in 1920, domestic violence was largely ignored in the criminal justice system.” 1998 Study on Prosecution Strategies in Domestic Violence Felonies.

“Historically, police and prosecutors have viewed battering as a family problem. The criminal justice system created a figurative ‘curtain of privacy’ to shield husbands who beat their wives from public view, in the belief that the parties should be left to work out their differences privately. It was only in the

1970's that the criminal justice system began to treat domestic violence like other assaults." MN Center Against Violence and Abuse

*Note: This is only one variable and does not take into account education, income, or race.

Percent of Homicide Victims by Gender: Victim/Offender Relationship

Total	100%
Intimate	30.1%
Other family	11.7%
Acquaintance/Known	21.8%
Stranger	8.8%
Undetermined	27.7%

iii. Gun Violence

- Every day in the United States five women are murdered with guns.
- From 2001 to 2012, 6,410 women were murdered in the United States by an intimate partner using a gun—a figure which is more than the total number of U.S. troops killed in action during the entirety of the Iraq and Afghanistan wars combined.
- Women in the United States are 11 times more likely to be murdered with a gun than are women in other high income countries.
- In 36 states, more than 50% of intimate partner-related homicides of women in each state involved a gun.
- There are at least 11,986 individuals across the country who have been convicted of misdemeanor-level stalking but are still permitted to possess guns under federal law.
- Firearms – especially handguns – were the most common weapon used by males to murder females in 2010.
- Female intimate partners are more likely to be murdered with a firearm than all other means combined.

Homicide Rates, Domestic Violence and Gun Violence Section Sources: Center for Disease Control; Shannon Catalano, U.S. DOJ Report, Intimate Partner Violence, 1993-2010; NCADV.org; Federal Bureau of Investigations; Violence Policy Center, "When Men Murder Women: An Analysis of 2010 Homicide Data," September 2012; American Association of University Women; Arkadi Gerney and Chelsea Parsons, *Women Under the Gun*, Center for American Progress; FBI, CDC, Office of Violence Against Women; National Institute of Justice and the Centers of Disease Control Study "Extent, Nature and Consequences of Intimate Partner violence: Findings from the National Violence Against Women Survey, 2000; Petula Dvorak, *Why D.C.'s patriarchy matters- and the rest of the country needs to catch up*, Washington Post, 1/5/2015; Carolyn Copps, Roxann Ryan, *Prosecution Strategies in Domestic Violence Felonies: Telling the Story of Domestic Violence*, National Institute of Justice, April 1998; Linda A. McGuire, *Criminal Prosecution of Domestic Violence*, Minnesota Center Against Violence and Abuse, 1999.

iv. Sexual Abuse

1. Rape and Sexual Assault

- 1 out of every 6 American women has been the victim of an attempted or completed rape in her lifetime (14.8% completed rape; 2.8% attempted rape).
- 17.7 million American women have been victims of attempted or completed rape.
- Approximately 1 in 20 women experienced sexual violence other than rape in the 12 months prior to a 2012 CDC survey.
- 9 out of every 10 rape victims were female in 2003.
- 7% of girls in grades 5-8 and 12% of girls in grades 9-12 said they had been sexually abused.
- 93% of juvenile sexual assault victims know their attacker.
- In 2012, 346,830 women were raped (only includes **reported** cases)
- Sexual assault or forced sex occurs in approximately 40-45% of battering relationships.
- Worldwide, around 120 million girls, close to one in 10, have been raped or sexually assaulted by the time they turn 20. (In Cameroon the portion of girls 15 to 19 who have ever experienced forced sexual intercourse or other sexual acts in their lifetime is 22%- over 1 in 5).
- Among sexual violence victims raped since their 18th birthday, 31.5% of women reported a physical injury as a result of rape.

2. Human Trafficking of Women and Girls

- Victims of sex trafficking are overwhelmingly female: 94% of the confirmed sex-trafficking victims identified by the Human Trafficking Reporting System between January 2008 and June 2010 were female and women consisted of 85% of sex trafficking cases based on the Polaris Project's estimates.
- Roughly 293,000 American youth are at risk of becoming victims of sex trafficking.
- The FBI has rescued more than 2,700 children from sex trafficking since 2003.
- Law enforcement across the country has been slow to recognize that sex-trafficked teenagers are victims of a serious crime rather than voluntary participants in a consensual sex trade. Too often, instead of being helped and protected, victims are often prosecuted and locked up or released right back into the control of their pimp.
- "By and large, the enforcement of laws against the individuals who are the ultimate "consumers" of the "product" offered for sale by trafficking—in other words, the individuals who pay to rape and sexually abuse children and teenagers—is nonexistent." —American Progress Report
 - In New York City in 2014, over 400 people were taken to court, accused of prostitution, but only 10 people were accused of being pimps or "Johns."
- Victims as young as 5 years old have been reported, but the mean age for victims between 2000 and 2009 was 15 years old.

3. Female Genital Mutilation

- "Female genital mutilation (FGM) is any procedure involving the partial or total removal of the external female genitalia or other injury to the female genital organs and is often performed on girls between the ages of 4 to 14 to ensure their virginity until marriage." —AHA Foundation
- More than 125 million girls and women alive today have been cut in 29 countries in Africa and the Middle East where FGM is concentrated.

- There is no way of knowing exactly how prevalent FGM is in the United States.
- Approximately 228,000 women and girls in the U.S. have either suffered the procedure or are at risk of FGM- a number that increased about 35% from 1990 to 2000 due to increased immigration from some African countries where FGM is still commonly practiced.
- “Vacation cutting” is a term used to describe when girls living in the United States are taken to their parents’ country of origin (typically during school breaks) to undergo FGM.
- FGM is illegal in the United States, but still occurs secretly. Many authorities are unaware or lack the training to effectively stop it and prosecute offenders.

4. Sexual Harassment

- Of the 11,364 complaints of sexual harassment made in 2011, 84% were filed by women.
- 31% of female workers reported that they had been harassed at work .
- 100% of the women harassed reported that the harasser was a man.
- Of the women who had been harassed:
 - 43% percent reported that their harasser was a supervisor.
 - 27% were harassed by an employee senior to them.
 - 19% were harassed by a co-worker at their level.

Sexual Abuse Section Sources: AHA Foundation fact sheet; The Daily Beast, *America’s Underground Female Genital Mutilation Crisis*, 6/11/14; American Association for University Women; Chelsea Parsons, *3 Key Challenges in Combating the Sex Trafficking of Minors in the United States*, Americanprogress.org; Polaris Project, National Center for Missing and Exploited Children, FBI, Human Trafficking Support System; National Institute of Justice & Centers for Disease Control & Prevention; U.S. Department of Justice; U.S. Bureau of Justice Statistics; *1998 Commonwealth Survey of the Health of Adolescent Girls*; American Association of University Women; UN Study “Hidden in Plain Sight,” August 2014 via MSN news; CDC 2012 Survey Fact Sheet, Sexual Violence: Facts at a Glance

a. Street Harassment

- Street harassment is defined as “anything that makes you feel uncomfortable, degraded, or like an object.” It is a form of sexual

harassment that consists of unwanted comments and other actions by strangers in public areas.

According to a 2014 Study:

- 96% of American women 40 years of age and under experienced street harassment in the past year.
- At least one fifth were harassed 21 or more times.
- 85% of women in the United States experience street harassment before the age of 17.
- 77% of women under age 40 reported being followed by a man or group of men in the past year in a way that made them feel unsafe.
- Half reported they had been groped or fondled during the past year.
- Often, it is not taken as a serious issue by police and society because it is so common.
- “More than half of survey respondents altered their style of dress, refused social invitations, or changed their commute after being catcalled or worse.”
- “[If] the harassment is frequent or severe enough, women may become highly critical of their bodies and develop depression, anxiety, and eating disorders.” It can also produce extreme feelings of fear, anger or shame.
- 3% of respondents found street harassment flattering.

Roxanne Gay, *How to Handle Street Harassment: Don't "Hey, Baby" Me*, Glamour, April 2015; Beth Livingston, KC Wagner, Sarah Diaz, Angela Liu, *Researching Street Harassment*, IRL School Cornell University, 4/17/2015.

v. Believing Women: Victim Doubting and the Challenge of Getting Convictions

- About 55% of rape victims never report being raped.
- The most common reason given by victims who do not report their rapes is that rape is a “personal matter.” Another 16% say that they fear reprisal,

while about 6% don't report because they believe that the police are biased.

- Another common reason for not reporting assault is that victims think they won't be believed.
- Many survivors who do decide to press charges take years or decades to come forward.
- According to some estimates, between 180,000 and 400,000 rape kits remain untested nationwide, despite DNA technology that can swiftly link rapists to crimes.
- In August 2009, 11,303 untested rape kits were discovered in a now-closed crime lab in Detroit. Some of the cases were from as far back as the 1980s.
 - Rapists whose DNA were in these kits but not tested went on to rape in 23 other states in the United States.
 - By 2014, about 1600 of the rape kits had been processed.
 - 100 serial rapists have been identified from the old rape kits.
- The Department of Justice reports that only between 8% and 37% of rapes ever lead to prosecution, and just 3% to 18% of sexual assaults lead to a conviction.
 - The group End Violence Against Women International concluded that roughly 5% of rapes are ever prosecuted (they take into account the underreporting of sexual assault, hence the much lower number than the DOJ figure).
- Many cases are not pursued because prosecutors do not think there is a likelihood of conviction.
 - The reality is the criminal justice system often decides against prosecuting cases in acquaintance rape and date rape.
- For every 100 rapes, 5 rapists will go to prison.
- 34 states have statutes of limitations on filing rape or sexual-assault charges, ranging from just 3 years to 30 years.
 - Considering the trauma and stigma that prevent rape survivors from immediately coming forward, many of the statutes of limitations are just not long enough.

- “The idea behind imposing short statutes of limitations on rape cases in particular can be traced back to English common law. Under the doctrine of the “fresh complaint rule,” rape victims were obligated to raise a “hue and cry” immediately after being attacked; waiting too long to lodge a complaint would invalidate the charge. An influential 17th-century British jurist Sir Matthew Hale argued, ‘the party ravished’ must promptly pursue justice; **‘otherwise it carries a presumption that her suit is but malicious and feigned.’**” –Jordan Michael Smith, Mother Jones
- “Domestic violence-related cases are often viewed as notoriously difficult to prosecute, in part because our criminal justice system is not structured to respond well to domestic violence-related crimes. [Domestic] violence victims are perceived as weak or responsible for the abuse. [Domestic] violence cases also are difficult to prosecute because of the perceived lack of credibility of women as witnesses. [Women] are often seen as “less credible” witnesses in the criminal justice system.” 1998 Study on Prosecution Strategies in Domestic Violence Felonies.

Believe Women Section Sources: RAINN.org; Corey Williams, *Detroit’s Untested Rape Kit Backlog could Bring Justice, but Reopen Old Wounds*, HuffPost Detroit, 3/19/2012; NBC News, *More than 10,000 forgotten Detroit rape kits to be tested*, 6/5/13; Jordan Michael Smith, *These Laws let Accused Rapists off the Hook*, Mother Jones, 11/20/2014; The Sexual Victimization of College Women, U.S. Department of Justice Office of Justice Programs, National Institute of Justice; National Violence Against Women Survey, US DOJ Office of Justice Programs; Kim Craig, WXYZ Detroit, *100 Serial rapists identified after rape kits from Detroit Crime Lab are finally processed*. 2014; Carolyn Copps, Roxann Ryan, *Prosecution Strategies in Domestic Violence Felonies: Telling the Story of Domestic Violence*, National Institute of Justice, April 1998.

b. Poverty

i. General Statistics

- Women in America are more likely to be poor than men.
- One in seven women, nearly 17.8 million, lived in poverty in 2012.
- In 2012, the poverty rate among women was 14.5%- the highest rate in two decades; the rate for men was 11%.
- The poverty gap between men and women widens significantly between ages 18 and 24 where 20.6% of women are poor at that age, compared to 14.0% of men.
- The poverty rates in 2012 were particularly high for black women (25.1%), Hispanic women (24.8%), and women who head families (40.9%).
- Some reasons why women face such a greater risk of poverty:
 - The wage gap
 - Women tend to work low paying jobs, or “pink-collar” jobs such as teaching and child care.
 - Women spend more time providing unpaid caregiving than men.
 - Domestic and sexual violence can push women into a cycle of poverty: Half of the cities surveyed by the U.S. Conference of Mayors identified domestic violence as a primary cause of homelessness.
- When parents are not living together, women are more likely to take on the economic costs of raising children. Eight in ten custodial parents are women, and custodial mothers are twice as likely to be poor as custodial fathers.
- Low income is a risk for partner violence.
- Children growing up poor can create psychological stress and hurt development.

ii. **Single Mothers and Poverty**

- 80% of single parents in the United States are single mothers.
- The poverty rate of households led by single mothers in 2010 was 40.7%.
- Single mothers in the United States—most of whom are either separated or were previously married—are employed more hours and yet have much higher poverty rates than their peers in other high-income countries.

- 62% of custodial mothers do not receive child support. There are many different reasons for this, including mothers not wanting it, having different financial agreements with the father, or not knowing where the father is. This means that there is a large population of mothers who are providing for their children without any assistance from a partner.
- The U.S. lags behind other high-income countries in support of “jobholding and caregiving,” meaning that the lack of paid leave, affordable childcare and early childhood education options are a significant barrier to single mothers finding employment and keeping it.
- Over half of all children growing up in the US today will spend some time in a single-parent family.

Poverty Section Sources: Greg Kaufmann, The Nation, 12/21/12; Katie Wright, Americanprogress.org, 5/11/12; U.S. Department of Commerce; Center for American Progress, Washington Times; American Association of University Women; National Women’s Law Center; Vox, Danielle Kurtzleben, 6/12/14

c. The Pressure to be Perfect

i. The Culture of Beauty

- 90% of all women want to change at least one aspect of their physical appearance.
- One in four people is depressed about their body.
- Up to 8 in 10 women will be dissatisfied with their reflection, and more than half may see a distorted image.
- Almost half of girls in a recent survey think the pressure to look good is the worst part of being female.
- Top models and beauty queens weigh 23% less than the average woman
- Almost nine in 10 teenage girls say they feel pressured by the fashion and media industries to be skinny and that an unrealistic, unattainable image of beauty has been created.

- One study reports that at age thirteen, 53% of American girls are “unhappy with their bodies.” This grows to 78% by the time girls reach seventeen.
- 58% of female characters in movies have comments made about their looks; the appearance of men and boys is talked about significantly less often- just 24%.
- One in three (37%) of articles in leading teen girl magazines included a focus on appearance.
- Girls grow up believing that they should fit into some sort of category, not appreciating diversity and uniqueness that truly makes someone beautiful.
- 80% of women are made insecure by images they see of women on television and more than two-thirds of women are influenced by underweight models in magazines.
- The body type portrayed in advertising as the ideal is possessed naturally by only 5% of American females.
- Fat-phobia and prejudice against the overweight in our culture is such that obese people (particularly women) tend to have very poor body image, not to mention severe anxiety and depression.
- Girls as young as age six are starting to see themselves as sex objects.
- Recent research has found that being overweight is a far greater disadvantage for women than it is for men: Women are increasingly less likely to work higher paying jobs and increasingly more likely to work the lower paying jobs as they become heavier. Men, on the other hand, see no such gradual effect.

ii. Eating Disorders

- At any given time one in every three women is on a diet.
- 9 out of 10 high school junior and senior girls diet while only 1 in 10 of high school girls are overweight.
- In a survey of girls 9 and 10 years old, 40% have tried to lose weight
- One in four females aged between 11 and 17 are weighed down by pressure to conform to an ‘ideal notion’ of how they should look, a survey suggests:

- More than half of the girls studied said they would be happier if they were more physically attractive.
- One in three girls said they have starved themselves or refused to eat in an effort to lose weight.
- About 1 in 100 adolescent girls suffer from anorexia. (an estimated 10-15% of people with anorexia are male)
- According to the Center for Mental Health Services, 90% of those who have eating disorders are women between the ages of 12 and 25.
- 15% of young women have substantially disordered eating attitudes and behaviors.
- An estimated one thousand women die each year of anorexia nervosa
- As many as one in ten college women suffer from a clinical or nearly clinical eating disorder.
- Five to ten million adolescent girls and women struggle with eating disorders and borderline eating conditions.

The Pressure to be Perfect Section Sources: National Institute on Media and the Family; National Institute of Mental Health; National Center for Health Statistics; depts.washington.edu; National Eating Disorders; Tru Youth Research Firm; CNN; The ReThink Beauty Campaign; Social Issues Research Center; Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*; Roberto A. Ferdman, *Why overweight women are more likely to earn less than overweight men*, The Washington Post, 10/28/14; Carlat, D.J., Carmago. Review of Bulimia Nervosa in Males. American Journal of Psychiatry, 154. 1997.

d. Psychological Factors

i. Psychological Effects of these Issues

- Women with low self-esteem are more likely to be victimized by abusive partners
- Almost half the women reporting serious domestic violence also meet the criteria for major depression; one-fourth for post-traumatic stress disorder (PTSD), and 28% had symptom scores as high as a norming group of persons entering outpatient treatment

- Intimate partner violence (IPV) results in more than 18.5 million mental health care visits each year.
- Victims of sexual assault are:
 - 3 times more likely to suffer from depression
 - 6 times more likely to suffer from PTSD
 - 4 times more likely to contemplate suicide
- Eating disorders are the most deadly mental illness
- Almost 50% of people with eating disorders meet the criteria for depression
- Sexual harassment can have severe impacts on victims: increasing their time away from work, decreasing productivity, resulting in job turnover, and even increasing rates of stress, depression, and other emotional and physical consequences

Sources: American Association of University Women; Rape, Abuse & Incest National Network; Think Progress, Bryce Covert, 8.21.13;

ii. **Women and Confidence**

A lack of confidence in the workplace can be a huge detriment to women as they work to rise up the ranks. Women are less likely than men to offer themselves as viable candidates for promotions, to negotiate a higher salary, to think their ideas will be taken seriously and respected. This crisis of confidence begins at a young age and continues through adolescence and into adulthood, stifling the immense potential of many women and girls.

- From grade school on, girls learn to avoid taking risks and making mistakes. They come to see mistakes as a reflection of their deeper qualities. This mindset can become a great detriment to girls and women as they are in the work force where confidence is often valued as much as competence.

- Girls don't raise their hands as often as boys when answering math problems, even though they have a higher rate of accuracy when they do.
- Women don't offer up their ideas as often as men in business meetings, even though observers say their thoughts are often better than the many offered by their male colleagues.
- Among girls who are "high-achieving," those with lower self-esteem were significantly less likely to be aiming for "high-profile" careers in the future.

"I think a lot of women don't [know how to present themselves as candidates]. And it's hard. It's definitely against my nature. You think that if you're good enough, they're going to realize that. But they're not always going to realize that, and there are other people at the table who are raising their hands. So I've really tried to say to other women: "A job has opened up. This could be a good opportunity for you."

"I also worked briefly in personnel at the White House. I noticed that a lot of men would come to see me who were very inexperienced, but they were convinced they should be the next secretary of defense. Very rarely would a woman do that. They would come hesitantly. You would almost have to seek them out to push them into bigger jobs."

-Julie Myers Wood, C.E.O. of Guidepost Solutions

Sources: Katty Kay and Claire Shipman, *The Confidence Gap*, *The Atlantic*, May 2014; The Future Foundation study commissioned by Dove Self Esteem, via Luke Salkeld, *Dailymail*, 4/1/2012; Adam Bryant, *The New York Times*, *Corner Office*, 8.24.14.

iii. Speaking While Female

In the Workplace

- Unlike men, women in the workplace have to strike a delicate balance when it comes to voicing ideas and opinions: “When a woman speaks in a professional setting, she walks a tightrope. Either she’s barely heard or she’s judged as too aggressive. When a man says virtually the same things, heads nod in appreciation for his fine idea. As a result, women often decide that saying less is more.”
- A 2014 study by Yale professor Victoria L. Brescoll, found that powerful women are in fact correct in assuming that they will incur backlash as a result of talking more than others—an effect that is observed among both male and female perceivers.
- Within American gender norms is the expectation that women should be modest and it is often seen as violating this “modesty norm” by boasting about one’s accomplishments. This fear of violating modesty norms can be a factor in women being less likely to self-promote and speak up in the workplace.
- Women worry that talking “too much” will cause them to be disliked and studies find that they are often right.

Sources: Adam Grant and Sheryl Sandberg, *Speaking While Female*, The New York Times, 1/12/2015; Victoria L. Brescoll, *Who takes the Floor and Why: Gender, Power and Volubility in Organizations*, 12/2011.