

Women in America

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FEMALE POPULATION CHARACTERISTICS

Population

	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%

Marriage and Childbirth

From 1970 to 2005 the traditional American family saw many changes. Marriage no longer represents the backbone of the American family.

	Female Median Age at First Marriage	Mean Age at First Birth	Male Median Age at First Marriage
1970	20.8	21.4	23.2
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

In 1970 the average woman got married at an age too young to purchase their own alcohol. Her first child would come around a 9 months after that wedding. By 2005 women were waiting till they were over 25 to get married. Not only that, but the average woman has her first child at an age before the average woman is even married.

(U.S. Census Bureau via marriage.about.com; CDC)

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Unmarried Women

Percent of the population, by age group, that has never been married

Year	Unmarried Women (20-24 years)	Unmarried Women (25-34 years)	Unmarried Women (35-39 years)	Unmarried 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

Via US Census Data

From 1970 to 2011 the institution of marriage changed greatly. In 1970, well more than half of women between 20-24 were married, whereas in 2011 less than one in five was married.

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

Via ChildTrends Data Bank

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.

Gender and Poverty

According to the Census, in 2009, there were over 43.6 Million Americans living under the poverty level.

24.1 Million of those in poverty were Female

19.6 Million in poverty were Male

Single Parent Household Data from 2011 Census Report

(88% of Single Parent Households are led by women)

34% of one parent households led by a woman are poor

17% of one parent households led by a man are poor

7% of married couples with children are poor

17% of those woman led households are in deep poverty

7% of those man led households are in deep poverty

2% of those married households are in deep poverty

WOMEN IN MEDIA

Time Magazine Covers

Time Magazine is a staple of American media. First published in 1923 the magazine tries to appeal to a broad range of the populace. Every year the magazine lists a person of the year, an honor bestowed on every elected US 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

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.

Pulitzer Prize Winners by Gender

Every year Columbia University honors the best in Journalism, Literature and Music by awarding Pulitzer Prizes. Many of these awards are split by multiple journalists, leading to a different number of total winners every 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

Saturday Night Live Guests

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 aged the show cemented its place in American pop culture. Al Franken worked as a writer for the show during its earlier years.

	Episodes	Male Hosts	Female Hosts	Male Musical Guests	Female Musical Guests	Coed Musical Guests
1975-76	24	17	8	19	10	4
1980-81	13	7	6	13	2	1
1985-86	18	16	6	12	6	2
1990-91	20	16	4	15	3	2
1995-96	20	14	6	15	5	0
2000-01	20	10	10	16	4	0
2005-06	19	13	6	14	4	1
2010-11	22	13	9	14	6	2

CHANGES: In the early seasons of the show the bookers brought on more women than during the late 80s and 90s. Starting in the 2000s it seems as if the talent bookers starting taking notice of their guests' gender, and worked to have rough equality.

Women on the Radio

Talk Radio:

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

	Top 10	Total
2012	1	15 (12 solo/3 cohosts)

2013	0	13 (10 solo/3 cohosts)
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Sports Radio:

Number of Women on *Talkers Magazine* “Heavy Hundred” List of the nation’s most important sports radio talk show hosts:

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

Television Talk Shows

Sunday Talk Show Guests

	Total Number	Percent
Men	228	86%
Women	36	14%

Women were just 29% of roundtable guests

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

WOMEN IN SPORTS

US Olympic Participation and Medaling

	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 participant s)	27 (32% of female participant s)	31	17
1976	278	118	88 (32%)	41 (35%)	31	20
1980* USA BOYCOT T	0	0	0	0	31	21
1984* USSR BOYCOT T	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

CHANGES: 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.

NOTES: 2012 will be the first year that more women than men compete in the Olympics for America, but China actually sent more women than men in 1992, 1996, 2000 and 2004

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.

Sports-reference.com

Title IX and Sports Participation

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%)

CHANGES: Female participation in High School athletics is up 940% from the passage of Title IX while the female participation in college athletics is up 456%. Male participation is up 19% at the HS level and 31% at the college level.

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

All coaches' salaries from *USA Today* databases unless otherwise listen, university president salaries are from *Chronicle of Higher Education*

	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, men's football coaches, and university presidents here are male

^data via local media

Sports Illustrated Covers

Sports Illustrated Magazine served as the standard bearer in sports journalism for the second half of the 20th century. *SI* covered sports with an intellectual bent unlike most other sports magazines. Both Kurt Vonnegut and Hunter S Thompson wrote for the magazine at points. Reaching the cover of *SI* means you have been recognized as being 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. In every year one of the women on the cover is the cover model for that issue.

^One of the women in 1995 is Joe Montana's wife, who was on the cover purely because she was his wife.

ESPN Anchors

This data shows how women have permeated the field of Sports News, as Anchors for ESPN's Flagship show SportsCenter.

Women have a long history of struggling within Sports Media. More so than other journalistic fields, those who are covered by sports journalism 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 the MLB and NFL since the NBA and NHL already had open access policies.

The first female Color Commentator in the MLB was Betty Caywood in 1964 and the first play-by-play came from Mary Shane in 1977. Sherry Ross was the first woman to serve as a Color Commentator for an 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.

SportsCenter is the flagship show of 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%)

Women and Sports News

- 94% of sports editors are men
- 90% of assistant sports editors are men
- 90% of sports columnists are men
- 89% of sports reporters are men

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

WOMEN IN HIGH SCHOOL

High School Dropouts

I am struggling to find data on High School graduates (which I think will tell us more than this) but this roughly shows what percentage of students in a given year will not graduate.

	Male Dropout Rate	Female Dropout Rate
1972	5.9	6.3
1975	5.4	6.1
1980	6.7	5.5
1985	5.4	5.0
1990	4.0	3.9
1995	6.2	5.3
2000	5.5	4.1
2005	4.2	3.4
2009	3.5	3.4

CHANGES: These numbers are constant.

US D.O.E., National Center for Education Statistics, institute of education sciences

SAT Scores by Gender

The numbers from 1975, 1980 and 1985 are from a different study than the other numbers, and have not been recalculated in the same fashion that the other numbers were. However, this raw data should give some idea about Gender and Test Performance.

	Avg. Female Verbal Score	Avg. Female Math Score	Avg. Female Total Score	Avg. Male Verbal Score	Avg. Male Math Score	Avg. Male Total Score
1975	441	461	901	441	501	942
1980	428	448	876	439	499	938
1985	436	457	893	448	510	958
1990	496	483	979	505	521	1026
1995	502	490	992	505	525	1030
2000	504	498	1002	507	533	1040
2005	505	504	1009	513	538	1051

	Verbal Gap	Math Gap	Total Gap
1975	0	40	40
1980	11	51	62
1985	12	53	65
1990	9	38	47
1995	3	35	36
2000	3	35	38

2005	8	34	42
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(<http://professionals.collegeboard.com/profdownload/pdf/RR%2088-9.PDF>

http://professionals.collegeboard.com/profdownload/pdf/06-1868%20RDCBR06-5_070105.pdf)

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

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

WOMEN AND POST-SECONDARY DEGREES CONFERRED BY FIELD

College Degrees Conferred

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 Conferred	Degrees conferred to females	Bachelor's Degrees Conferred	Degrees Conferred to Females	Master's Degrees Conferred	Degrees Conferred 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	131,227 (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%)
1999-2000	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%)

Changes: Women went from receiving a minority of these degrees to a majority. The amount of Associate's degrees conferred increased 4-fold while the amount given to women 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 xs. The amount of Master's degrees conferred tripled over 40 years while the amount of women receiving them 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.

	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 amount of doctoral degrees almost tripled, the amount of degrees conferred to women improved by a shade under 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%)
1999-2000	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%)

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%)
1999-2000	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 degrees conferred increased by just over 3 times, while the amount of those degrees conferred on women increased by 26-fold.

NOTES: There was actually a decrease in women getting law degrees every year from 2004-05 to 2008-09, with 2009-10 showing a slight uptick.

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%)

1999-2000	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%)
1999-2000	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 amount of undergraduate degrees conferred in this field doubled, while the amount given to women increased by almost 20. The amount of masters degrees given to women in this field also rose by about 20-fold. The amount of doctoral degrees given to women increased by a staggering 47x.

Degrees Conferred in Education

Education degrees serve as a prerequisite to becoming a school teacher. Historically this is a female major. I hate to stereotype, but many women seeking a “Mrs.” Degree who have no desire to enter the workplace get an education degree as an undergraduate.

	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%)
1999-2000	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 amount of undergraduate degrees awarded to women has stayed relatively constant. The amount 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 become 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%)
1999-2000	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

This degree always has attracted women. Over the last 40 years, as a college degree has become a necessity for a middle-class job, a smaller and smaller percentage of college students receive degrees in this field.

	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%)
1999-2000	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 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

Probably the most pure of all disciplines, mathematics is the theoretical background of both the science and business world.

	Bachelor's Degrees Conferred	Degrees conferred to females	Master's Degrees Conferre d	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%)
1999-2000	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%)

NOTES: The peak of degrees in math occurred in the first year measured here. My personal theory on that is this was because of Cold War funding for math, the fact that Computer Science emerged as a discipline and siphoned off students who would have studied math, and lastly is the growth of business and finance majors.

Women as a percentage of Bachelor's and Master's degrees peaked in 2000. However the amount of women seeking these degrees continued increasing. The trends for Doctoral degrees did not change.

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%)
1999-2000	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, there is a peak female percentage in this field that is not the most recent date. As a percentage, female reception of Bachelor's Degrees peaked in the 1980s, while for Master's Degrees peaked around 2000.

Degrees Conferred in Engineering

One of the toughest degrees to earn, engineering degrees are known for providing 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%)
1999-2000	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 Xs. 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 this 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
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%)
1999-2000	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%)
1999-2000	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: Women have made up ground in all three levels of physical science degrees, but while women have become the majority of college graduates, men still receive a disproportionate amount of physical science 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

While this is a common major for those entering medical school, biology degrees allow graduates to work in many aspects of the scientific community.

	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	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%)
1999-2000	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 receive bachelor's degrees in this biology in 2009-10 than women received bachelor's degrees in this field in 1969-70. Interestingly, the trends in this field mirror the general increases seen by women throughout all fields. While many fields either remained male dominated, or became even more female dominated, this field went from being majority male to majority female, but is not, and was never really, lopsided with either gender.

Sources: -*Digest of Education Statistics: National Center for Education Statistics*

-*Association to Advance Collegiate Schools of Business, Temple University, 2011 Business School Data Trends*)

WOMEN AND EMPLOYMENT RATES

Unemployment Rates

	Male Labor Force Participation Rate (June)	Male Unemployment (June)	Female Labor Force Participation Rate (June)	Female Unemployment (June)
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

Worker Reemployment 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%

BLS, Displaced Workers Summary

Income Changes

\$1.00 in 1979 was worth \$2.86 in 2007. Let's compare that to change in pre-tax income:

	Percent Change from 1979-2007	Inflation	Lag behind Inflation
Top 1%	241%	286%	-45%
Top Fifth	89%	286%	-197%
Middle Fifth	19%	286%	-267%
Bottom Fifth	11%	286%	-275%

Share of Household Income going to each income quintile (1967-2011)

	1967 Share	2011 Share	Percent Change
Top Quintile	43.6%	51.1%	+17%
2 nd	24.2%	23.0%	-5%
Middle Quintile	17.3%	14.3%	-17%
4 th	10.8%	8.4%	-22%
Bottom Quintile	4.0%	3.2%	-20%

Average Earnings by Educational Attainment (2010 Dollars)

	1975	2010	Percent Change
Bachelor's	\$49,983	\$57,621	+15%
Some College	\$33,997	\$34,366	+1%

High School	\$31,788	\$31,003	-2%
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-Data via fall 2012 issue of *National Journal* “The Next Economy”

WOMEN AND THE FAMILY

Women and Marriage

	2010	1960
Married Americans 18 or older	51%	72%
Americans ages 18-29 with a spouse	20%	≈60%

-In 2010, roughly 4/10 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.

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

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%

-“The big losers within the marriage data are children who are increasingly raised with fewer resources.”

(Source: Gender Wars, *The National Journal/The Atlantic: The Next Economy*, spring 2012.)

Women as Caregivers

Stay-at-home Moms

In 2012 there were 10.4 million stay-at-home mothers

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

*a modern-era low

-The largest share of stay-at-home moms consists of “traditional” married stay-at-home mothers with working husbands which make up roughly two-thirds of the nation’s stay-at-home moms

-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.

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

	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% 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%

Women caring for their Parents

-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 of that age (45-54) in the labor force than at their peak at the end of 2009.

-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. These women sacrifice their own financial security.

-Increases in depression and anxiety are also common among women who care for an older relative.

(NYTimes, Dionne Searcey, 6.24.14)

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

Breadwinner Moms

Percentage of all Households with Children under-18 Where the Mother is 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 husbands	Share of single mothers who are sole 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

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)

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.

The Makeup of Single Mothers:

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

Two Types of Single Mothers:

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

(Source: Pew Research Social & Demographic Trends: Breadwinner Moms, May 29, 2013)

Single Mothers

- 15 million U.S. children, or 1 in 3, live without a father.
- 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.

-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.

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

-27% of absent fathers say they have not seen their children at all in the past year

-*Single Mothers by Choice*: The birthrate for unmarried women age 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.

(sources: Washington Times, Luke Rosiak, 12.25.12; The Daily Beast, Paula Szuchman, 8.12.13)

Maternity Leave

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

*Working Mother Research Institute, 2013.

“Out of 173 countries, only the U.S., Liberia, Papua New Guinea, and Swaziland had 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 percent) paid paternity leave.”

Key findings from the FMLA 2012 Survey:

- “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 CA's Paid Family Leave program leads 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.

Data from: 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 United States*:

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 to be very confident in their own ability (53% of men vs. 45% of women) in taking full financial responsibility of retirement decisions.

-While one in four Baby Boomer (born 1948-1966) women (24 percent) 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 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.

SERIOUS ISSUES FACING WOMEN IN AMERICA

Violence Against Women

Homicide Victims 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

Bureau of Justice Statistics (1976-2005), and United States Census (2010)

Domestic Violence

- Every 9 seconds in the U.S. a woman is assaulted or beaten.
- Every day in the U.S., 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:
 - o Sixteen times as many females were murdered by a male they knew than were killed by male strangers
 - o 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 in each state 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
- 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

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

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—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.

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

Sexual Abuse

Rape

- 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
- 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

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; 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: Instead of being helped, 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
- Victims as young as 5 years old have been reported, but the mean age for victims between 2000 and 2009 was 15 years old.

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
- 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% between 1990 to 2000
- “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

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:
 - o 43% percent reported that their harasser was a supervisor
 - o 27% were harassed by an employee senior to them
 - o 19% were harassed by a co-worker at their level

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

Poverty

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 widens significantly between ages 18 and 24: 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:
 - o The wage gap
 - o Women tend to work low paying jobs, or “pink-collar” jobs such as teaching, child care
 - o Women spend more time providing unpaid caregiving than men

- o Women are more likely to bear the costs of raising children
- o 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
- Growing up poor can create psychological stress and hurt development

Single Mothers

- 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 who 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 because they do not want it, have a different financial agreement with the father, or do not know where the father is, but this means that there is a large population of mothers who are providing for their children without the assistance of 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

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

The Pressure to be Perfect

The Culture of Beauty

- 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 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.

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 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
- 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

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

Psychological Factors

The 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:
 - o 3 times more likely to suffer from depression
 - o 6 times more likely to suffer from PTSD
 - o 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

WOMEN IN CAREERS OUTSIDE OF THE HOME

General Labor Force Numbers: 2012 U.S. Department of Labor Data

Women in the Workplace by Category

U.S. labor force	57.7% women
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Overall unemployment rate for women	7.9% (compared with 8.1% for men)
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Labor force participation rate of...

Mothers with children under the age of 18	Total: 70.5%
Mothers with children ages of 6-17	75.1%
Mothers with children under the age of 6	64.8%
Unmarried mothers with children under 18	75.2%
Married mothers with children under 18	68.3%

Women working full-time	72.7%
Women working part-time	26.3%

Education for women 25 years of age and older:

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%

Earnings:

Median weekly earnings for women workers 16 and older	\$691 (compared with men at \$854)
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(Source: 2012 United States Department of Labor Women's Bureau, Latest Annual Data, 2012)

-Roughly two-thirds of all workers who were paid minimum wage or less in 2013 were female. (Juliet Eilperin, *The Washington Post*, April 8, 2014.)

Firefighting Occupations

*Excludes volunteers and administrators

	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%)

CHANGES: The number of female firefighters increased by over 6-fold over the 27 years.

NOTES: The first full-time female firefighter in America was hired by Arlington, VA in 1974. The first female FDNY Firefighter was hired in 1982.

(US Dept. of Labor, BLS, Household Data Survey)

Women in Orchestras

The traditional “Big Five” American Orchestras (New York Philharmonic, Boston Symphony Orchestra, Chicago Symphony Orchestra, Philadelphia Orchestra and Cleveland Orchestra) have never 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, amid controversy. When rumors swirled that Alsop was a frontrunner, the musicians on the search committee started lobbying heavily against her. The *Washington Post* obtained a letter stating that 90% of BSO musicians opposed her hiring*. Non-Musician members of the committee did not relent to the musicians’ pressure and hired Alsop anyway. After 2 years she had fully smoothed over the problems with the musicians and currently has her position until at least 2015.

Other notable female Music Directors include Xian Zhang and JoAnn Falletta. Zhang became head of The Giuseppe Verdi Orchestra of Milan in 2009. Falletta has led the Buffalo Philharmonic since 1998. **Via Time Magazine*

Women as Orchestra Conductors:

Percent of male vs. female conductors across all US orchestras (about 800), 2012-2013

Male	Female
80%	20%

*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 US orchestras, 2012-2013

Male	Female
91	12

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

Male	Female
21	1

Source: Hannah Levintova, *Here's why you Seldom See Women Leading a Symphony*, [Mother Jones](#), 9/23/13.

Women as Museum Directors

- As of 2012, 57% of museum directors in the United States are women
- In Washington, DC, about 50% of museums and historical sites are not 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.

Women in Medicine

Women in Medicine (Sorted by Median Salary)

Salary data via SalaryWizard™

Gender Breakdown via AMA, Physician Characteristics and Distribution in the US

	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%

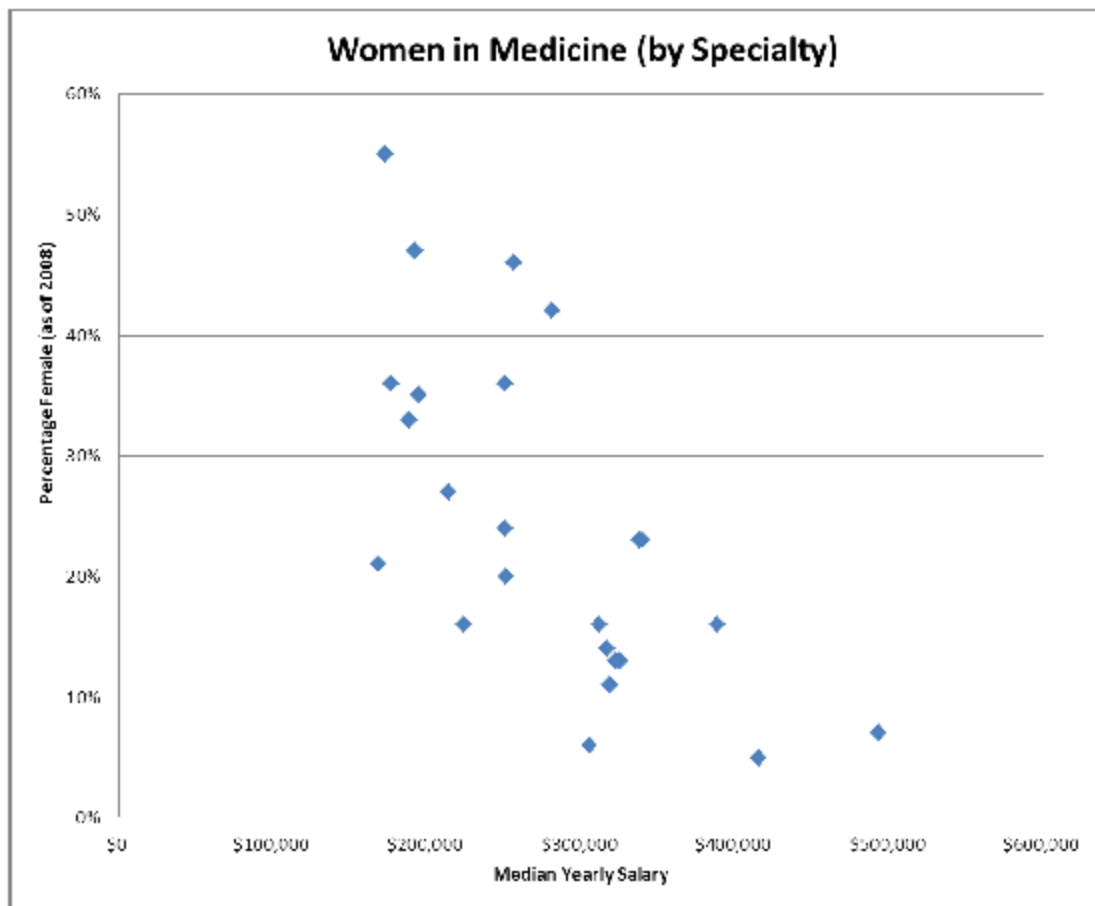
21	Internal Medicine	\$188,343	33%
22	Family Medicine	\$176,468	36%
23	Pediatrics	\$172,735	55%
24	General Practice	\$168,550	21%

Women in Medicine (Sorted by Percentage Female)

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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%.



Women in Medicine, Trends from 1975-2008 by Specialty

All Specialties

	Total	Female
1975	393,742	35,626 (9%)
1980	467,679	54,284 (12%)
1985	552,716	80,725 (15%)
1990	615,716	104,194 (17%)
1995	720,325	149,404 (21%)
2000	813,770	195,537 (24%)
2008	954,224	276,417 (29%)

Anesthesiology

	Total	Female
1975	12,861	1,819 (14%)
1980	15,958	2,388 (15%)
1985	22,021	3,710 (17%)
1990	25,981	4,608 (18%)
1995	32,853	6,422 (20%)
2000	35,715	7,343 (21%)
2008	42,230	9,881 (23%)

Cardiovascular Disease

	Total	Female
1975	6,933	185 (3%)
1980	9,823	327 (3%)
1985	13,224	598 (5%)

1990	15,862	839 (5%)
1995	18,998	1,293 (7%)
2000	21,025	1,623 (8%)
2008	22,723	2,424 (11%)

Child Psychiatry

	Total	Female
1975	2,581	659 (26%)
1980	3,271	896 (27%)
1985	3,783	1,193 (32%)
1990	4,343	1,489 (34%)
1995	5,542	2,146 (39%)
2000	6,158	2,504 (41%)
2008	7,358	3,478 (47%)

Dermatology

	Total	Female
1975	4,661	375 (8%)
1980	5,660	628 (11%)
1985	6,582	1,082 (16%)
1990	7,557	1,641 (22%)
1995	8,563	2,453 (29%)
2000	9,675	3,189 (33%)
2008	11,034	4,588 (42%)

Diagnostic Radiology

	Total	Female
1975	3,544	228 (6%)
1980	7,048	656 (9%)
1985	12,887	1,781 (14%)
1990	15,412	2,418 (16%)
1995	19,808	3,757 (19%)
2000	21,104	4,129 (20%)
2008	25,441	5,886 (23%)

Emergency Medicine

	Total	Female
1975	*	*
1980	5,699	0 (0%)
1985	11,283	1,348 (12%)
1990	14,243	2,058 (14%)
1995	19,112	3,297 (17%)
2000	23,064	4,351 (19%)
2008	31,722	7,619 (24%)

Family Medicine

	Total	Female
1975	12,183	590 (5%)
1980	27,530	2,638 (10%)
1985	40,021	5,657 (14%)
1990	47,639	8,248 (17%)
1995	59,345	13,971 (24%)
2000	71,635	20,401 (28%)

2008	85,392	30,563 (36%)
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Gastroenterology

	Total	Female
1975	2,381	52 (2%)
1980	4,046	118 (3%)
1985	5,917	269 (5%)
1990	7,493	456 (6%)
1995	9,551	729 (8%)
2000	10,627	927 (9%)
2008	12,722	1,637 (13%)

General Practice

	Total	Female
1975	42,374	2,276 (5%)
1980	32,519	2,039 (6%)
1985	27,030	2,339 (9%)
1990	22,841	2,354 (10%)
1995	16,867	2,361 (14%)
2000	15,213	2,338 (15%)
2008	9,564	1,969 (21%)

General Surgery

	Total	Female
1975	31,562	567 (2%)
1980	34,034	1,150 (3%)
1985	38,169	1,987 (5%)

1990	38,376	2,406 (6%)
1995	37,569	3,302 (9%)
2000	36,716	4,024 (11%)
2008	37,977	6,251 (16%)

Internal Medicine

	Total	Female
1975	54,331	4,006 (7%)
1980	71,531	8,130 (11%)
1985	88,862	14,716 (17%)
1990	98,349	19,171 (20%)
1995	115,168	27,609 (24%)
2000	134,539	37,073 (28%)
2008	160,107	52,578 (33%)

Neurological Surgery

	Total	Female
1975	2,926	18 (1%)
1980	3,341	48 (1%)
1985	4,019	91 (2%)
1990	4,358	139 (3%)
1995	4,888	213 (4%)
2000	4,997	233 (5%)
2008	5,508	363 (7%)

Neurology

	Total	Female
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1975	4,131	341 (8%)
1980	5,685	580 (10%)
1985	7,776	1,059 (14%)
1990	9,237	1,462 (16%)
1995	11,397	2,166 (19%)
2000	12,333	2,609 (21%)
2008	15,212	4,144 (27%)

OB/GYN

	Total	Female
1975	21,731	1,777 (8%)
1980	26,305	3,243 (12%)
1985	30,867	5,597 (18%)
1990	33,697	7,551 (22%)
1995	37,652	11,231 (30%)
2000	40,241	14,124 (35%)
2008	42,635	19,698 (46%)

Ophthalmology

	Total	Female
1975	11,129	395 (4%)
1980	12,974	657 (5%)
1985	14,881	1,120 (8%)
1990	16,073	1,550 (10%)
1995	17,464	2,227 (13%)
2000	18,126	2,628 (15%)
2008	18,217	3,645 (20%)

Orthopedic Surgery

	Total	Female
1975	11,379	60 (<1%)
1980	13,996	144 (1%)
1985	17,166	293 (2%)
1990	19,138	421 (2%)
1995	22,037	677 (3%)
2000	22,287	774 (3%)
2008	24,822	1,319 (5%)

Otolaryngology

	Total	Female
1975	5,745	69 (1%)
1980	6,553	141 (2%)
1985	7,267	287 (4%)
1990	8,138	426 (5%)
1995	9,086	693 (8%)
2000	9,417	838 (9%)
2008	10,200	1,393 (14%)

Pathology

	Total	Female
1975	11,720	1,674 (14%)
1980	13,402	2,215 (17%)
1985	15,456	3,217 (21%)
1990	16,170	3,716 (23%)
1995	17,824	4,891 (27%)
2000	18,220	5,408 (30%)

2008	19,125	6,877 (36%)
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Pediatrics

	Total	Female
1975	22,192	5,135 (23%)
1980	28,803	8,189 (28%)
1985	36,026	12,440 (35%)
1990	40,893	15,675 (38%)
1995	50,620	22,646 (45%)
2000	62,386	30,322 (49%)
2008	75,129	41,546 (55%)

Plastic Surgery

	Total	Female
1975	2,236	62 (3%)
1980	2,980	120 (4%)
1985	3,951	219 (6%)
1990	4,590	309 (7%)
1995	5,493	478 (9%)
2000	6,200	610 (10%)
2008	7,216	945 (13%)

Psychiatry

	Total	Female
1975	23,922	3,144 (13%)
1980	27,481	4,361 (16%)
1985	32,255	6,539 (20%)

1990	35,163	8,170 (23%)
1995	38,098	10,392 (27%)
2000	39,457	11,648 (30%)
2008	40,904	14,381 (35%)

Pulmonary Disease

	Total	Female
1975	2,335	166 (7%)
1980	3,715	239 (6%)
1985	5,083	352 (7%)
1990	6,080	501 (8%)
1995	7,453	826 (11%)
2000	8,706	1,097 (13%)
2008	10,704	1,722 (16%)

Radiology

	Total	Female
1975	11,527	675 (6%)
1980	11,653	895 (8%)
1985	8,757	680 (8%)
1990	8,492	842 (10%)
1995	8,038	953 (12%)
2000	8,661	1,136 (13%)
2008	9,062	1,459 (16%)

Urology

	Total	Female
1975	6,667	16 (<1%)

1980	7,743	39 (<1%)
1985	8,836	98 (1%)
1990	9,372	134 (1%)
1995	9,886	244 (2%)
2000	10,302	334 (3%)
2008	10,493	652 (6%)

Women and the Law

Lawyers, by Gender and Employment Setting

All data is from versions of the American Bar Foundation's *Lawyer Statistical Review*, most recent accessible version the data-set is from 2000.

All Lawyers

	Total Lawyers	Female Lawyers	% of Field that is 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	% of Field that is 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	% of Field that is 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	% of Field that is 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	% of Field that is 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	% of Field that is 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	% of Field that is 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	% of Field that is 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	% of Field that is 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	% of Field that is 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	% of Field that is 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%

Women in Major Law Firms

	Partners in major law firms
1993	12.27%
2009	19.21
2010	19.43
2011	19.54

2012	19.9
2013	20.2

	Associates in major law firms
1993	38.99%
2009	45.66
2010	45.41
2011	45.35
2012	45.1
2013	44.8

(Figures from the National Association for Law Placement, 2013)

-Women make up 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.

(Jennifer Smith, Legal Fes and Gender Gap, *WSJ*, 5/5/2014.)

Women in Religion

Jews:

- First female Rabbi was in 1935 in Germany
- 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.

Episcopalians:

- First woman was ordained in 1974 against church rule.
- The 1976 General Convention allowed for female ordination.
- In 2006 Katherine Jefferts Schorti was elected Presiding Bishop, the top position for an Episcopalian. She is the only female Primate of the Anglican Church.
- [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 does not affect the Episcopal Church but has drawn criticism from both within the Church of England and the secular government of the United Kingdom.

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."

Mormons:

- Women cannot be ordained.
- Historically, women could be ordained, meaning there is a precedent allowing the church to ordain women, but the church elects not to.

- The State of Utah 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

Sikhs:

- No formal clergy role; 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 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, all major forerunners had 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.

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, while 57% of men do.

64% of women feel that faith gives them forgiveness, compared to 49% of men.

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.

Women in the US Military

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 - The United States created the Woman's Army Auxiliary Corps. By the next year there were 800 recruits training. By 1943 the term Auxiliary was struck from the title and the women serving were paid and commissioned in the same fashion as men in the Army. By the end of the war over 150,000 women were in the Woman's Army Corps. In 1942 the Woman's Naval Reserve and the Marine Corps Women's Reserve were established, neither groups were Auxiliary and were treated just as non-combat men were. Over 350,000 women served in during World War II, earning over 1,500 medals, citations and commendations.

1948 - President Harry Truman signed the Women's Armed Services Act, integrating women fully during peacetime, eliminating all female divisions besides the Woman's Army Corps. During the subsequent Korean War, over 120,000 women served.

1978 - WAC (Women's Army Corps) officially inactivated as a separate corps

1980 - Secretary of Defense orders the increase of army enlisted women's 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 served in virtually every non-combat capacity during the Gulf War.

1994 - Department of Defense implements 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.

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

Feb 2012 - The 1994 DoD barrier 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%). (Mark Thompson, Time.com, *Female Generals: The Pentagon's first Pair of Four-Star Women*, 8/13/12)

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.

(All January 2013 figures from CNN, By the Numbers: Women in the U.S. military. January 24, 2013.)

Sept 2013- Army swears in first woman as Judge Advocate General- the service's top lawyer. (J.D. Leipold, *army.mil*, Army swears in first woman as Judge Advocate General, 9/4/2013).

July 1, 2014- Navy promotes first woman 4 star admiral- Adm. Michelle Howard

(Dan Lamothe, Washington Post, 7.1.14)

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%)
2005	1,147,405	165,649 (14.4%)	226,127	34,821 (15.4%)
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%)
2005	405,275	57,196 (14.1%)	81,208	12,442 (15.3%)
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%)
2005	304,973	43,698 (14.3%)	52,880	7,816 (14.8%)
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%)
2005	161,044	9,849 (6.1%)	18,792	1,093 (5.8%)
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%)
2005	276,113	54,906 (19.9%)	73,247	13,470 (18.4%)
2010	263,439	50,947 (19.3%)	66,201	12,363 (18.7%)

Female Officers

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

Ranking/ Grade	Army		Navy		Marine Corps		Air Force		Total Services	
	Total: Men & Women	Wome n	Total: Men & Women	Wome n	Total: Men & Women	Wome n	Total: Men & Women	Wome n	Total: Men & Women	Wome n
General- Admiral	11	1	11	0	4	0	14	0	40	1
LT General- Vice Admiral	52	1	42	1	17	0	39	1	150	3
MAJ General- Rear Admiral	95	4	68	7	23	1	106	10	292	22
BRIG General- Rear Admiral	163	13	115	10	41	1	156	17	475	41
Colonel- Captain	4,280	494	3,319	398	686	19	3,676	401	11,961	1,312
Enlisted- E9 or below	457,980	59,401	273,177	42,225	182,147	11,749	263,351	51,965	1,176,655	165,340
Grand Total	553,044	74,411	329,304	51,029	202,786	12,951	333,408	64,984	1,418,542	203,375
% of Women Officers at the rank of Admiral	5.9%		7.6%		2.4%		8.9%		7.0%	
% of Women Officers at the rank of W-1* or above	15.8%		15.3%		5.8%		18.5%		15.5%	
% of Women Enlisted at the rank of E9* or below	13%		15.5%		6.5%		19.7%		14.1%	

Total Percent of Women	13.5%	15.4%	6.4%	19.5%	14.3%
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*W-1 and E9 indicate levels of rank and pay grade

Sources: Department of Defense: *DoD Personnel and Procurement Stats--* via Rutgers Institute for Women's Leadership

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

Year	Army		Navy		Marine Corps		Air Force		Total Services	
	Officers	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers	Enlisted
'60	4.2%	1.1%	3.9%	1%	0.6%	1%	2.9%	0.8%	3.4%	1%
	1.4%		1.3%		0.9%		1.2%		1.3%	
'70	3.1%	1%	3.5%	1%	1.9%	0.9%	3.4%	1.4%	3.2%	1.1%
	1.2%		1.3%		0.9%		1.5%		1.4%	
'80	7.7%	9.2%	7.8%	6.5%	2.7%	3.6%	6.5%	11.4%	7.7%	8.5%
	8.9%		6.7%		5.6%		10.9%		8.4%	
'90	11.9%	11.4%	10.9%	10.4%	4.6%	4.9%	13.3%	14.1%	11.5%	11.1%
	11.4%		10.4%		4.8%		17.2%		11.1%	
'00	14%	15.7%	14.5%	13.9%	5%	6.1%	17.2%	19.5%	14.4%	14.9%
	15.3%		14%		6%		19.6%		14.6%	
'08	15.4%	13.2%	14.9%	15%	5.9%	6.2%	18.3%	19.9%	15.3%	14%
	13.5%		15%		6.3%		19.6%		14.1%	

Sources: U.S. Census Bureau and Department of Defense: *Selected Manpower Statistics--* via Rutgers Institute for Women's Leadership

Getting Combat-ready in the Marines:

Female Marines Begin Journey to Combat Roles

-The first three women passed the Marine Corps Infantry Course November 2013.

-3 out of 15, about 20%, of the women who attempted, successfully passed the Marine Corps' grueling infantry course*

(*A fourth woman completed most of the hurdles but suffered an injury preventing her from finishing. She will be allowed to finish when she recovers)

-221 out of 266 men in this same group, about 83%, passed

-14 women have tried the Marines' Infantry Officer Course, none of them passed.

-Male Marines who fail the Course are able to try again, women, however, are not given that opportunity.

-The male graduates will join infantry units right away. The women will have to take other jobs while they wait until the Corps is ready to implement the change in policy.

(Craig Whitlock, Three women pass Marine 'grunt' test, but Corps holds letting them in infantry, *Washington Post*, November 21, 2013.)

"Female lieutenants aren't as prepared as male lieutenants for the Infantry Officer Course's tests of strength and endurance because they've been encouraged to train to lesser standards... Dual standards highlight and foster differences in a way that undercuts the goal of integrated military units. Women aren't encouraged to establish the same mental toughness as men - rather they are told that they can't compete... We need to figure out how to set women up to excel in infantry roles. My hope is that the Marine Corps will allow every Marine the opportunity to compete. And that when we fail, our failure is seen simply as a challenge to others to succeed."

-2nd Lt. Sage Santangelo, United States Marines

(*The Washington Post*, 3/30/14.)

2011 Military Sexual Assaults

Every year the Department of Defense releases a report on Sexual Assault Prevention and Response. The SAPR report refers to those accused of assault with the relatively benign and confusing title of “Subjects,” but for this piece I will refer to them as “Perpetrators.”

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 perpetrators

Out of the DoD Authority: 486 perpetrators (unknown offenders/
foreign perpetrators/foreign prosecutions/perpetrator’s death)

Investigations reviewed for possible action: 1,518 perpetrators

Who was accused:

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%

Age 50+: 1%
Age Unknown: 2%

Perpetrator Demographics:

Male: 89%
Unidentified: 9%
Female: 2%
Age 16-19: 5%
Age 20-24: 35%
Age 25-34: 28%
Age 35-49: 10%
Age 50-64: 1%
Age 65+ : <1%
Age Unknown: 21%

Types of Assaults:

Rape: 31%
Aggravated Sexual Assault: 30%
Wrongful Sexual Contact: 25%
Non-Consensual Sodomy: 7%
Abusive Sexual Contact: 4%
Aggravated Sexual Contact: 3%
Indecent Assault: <1%
Attempts to Commit Offenses: <1%

Women in Business

Women as CEOs

Women currently hold 4.6 percent of Fortune 500 CEO positions and 4.6 percent of Fortune 1000 CEO positions

Fortune 1-500	Fortune 501-1000
23 Women CEOs	23 CEOs

Mary Barra, who recently became CEO of General Motors, which at #7 on Fortune's 500, makes Ms. Barra the only female CEO in Fortune's top 10, will be eligible for a \$14.4 million pay package this year (2014), a 60% increase over the compensation awarded her male predecessor.

-35% of female chief executives between 2004 and 2013 were outsiders, compared with just 22 percent of men.

-Over the past decade, 38 percent of female chief executives who left their positions did so because they were fired, compared with 27 percent 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.

(Jena McGregor, *Washington Post*, 5/3/14.)

Women as Senior Executives

Women in the Workplace by Category

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%
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(Michelle Kelso, Naomi Cahn, & Barbara Miller, Gender Equality in Employment: Policies and Practices in Switzerland and the U.S., The George Washington University, 2012)

Demographic snapshot of *Fortune* 100 Senior Executives

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

Percentage point increase in number of female executives 1980-2011

+0	+10	+20	+30	+40	+50
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	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

*Women in top-tier positions had taken an average of 28 years to get there, compared with 29 years for men; those 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.

Source: Victoria Brescoll and Jeffrey Sonnenfeld, NYT, 2014

-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, while 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 the women is \$1.6 million less than the median for men and for the group overall.

Source: Claire Cain Miller, An Elusive Jackpot: Riches come to Women as C.E.O.s, but few get there, NYT, 6/7/14.

Women and Hedge Funds

-Women make up only 22.5% of CIOs (Chief Investment Officers)

-Women hold only 17.2% of chief executive positions

	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.

Women and Corporate Boards

-Women hold only 16.6% of board seats at American companies, a level that has remained nearly constant since 2004

-The average number of women joining boards is about 16 each year.

Fortune 100 Companies:

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

- Women (overall) gained 22 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

Fortune 500 Companies:

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

*At 10% of Fortune 500 companies not a single woman serves on the board.

Women and the Gender Imbalance at the top: How to get more women there?

-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.

The 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
- Increased the quality of women on boards

-Other ideas: activist investors to put pressure on companies

(NYTimes, Claire Cain Miller, 6.19.2014)

Women as CEOs in the Washington D.C. Area

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

Women: 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.

Median compensation of female CEOs with a full year of earnings was 15 percent lower and \$59,063 less than that of their male counterparts

Median Compensation	2008	2014
Male	\$338,678	--
Female	\$260,064	--
Percent Difference	30%	15%

	Pay difference (median)
Women CEOs of groups with less than \$20 million in revenues	Women earned \$76,147 less than men
Women CEOs of groups with more than \$100 million in revenues	Women earned \$206,856 less than men

(Shane Coldmacher, [Why do Washington's Women Leaders Make Less?](#) *National Journal*, April 10, 2014.)

Women-Owned Businesses

-8.6 million firms are owned by women, employing nearly 7.8 million people, generating \$1.3 trillion in sales as of 2013.

-Women-owned firms (50% or more) account for 30% of all privately held firms 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 women-owned firms have revenue of 1 million or more

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

Year	# Firms (Millions)	Employees (Millions)	Revenue (Billions)
2013	8.6	7.8	1,335
2007	7.8	7.6	1,202
2002	6.5	7.1	941
1997	5.4	7.1	819

-During this time, the number of businesses in the U.S. increased by 41%, while the number of women-owned firms increased by 59%- a rate 1.5 times the national average. However, women-owned firms only employ 6% of the country's workforce and contribute just under 4% of business revenues- roughly the same share 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.

(sources: Stats from Womenable report by American Express "OPEN state of Women-Owned Businesses 2013 and NWBC 2013 Annual Report)

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

State	Combined Rank 2013	Combined Rank 2012
DC	1	1
North Dakota	2	5
Nevada	3	1

Wyoming	4	1
Georgia	5	8
Arizona	6	4
Virginia	7	6
Maryland	8	7
Utah	9	11
Idaho	10	13

Women in Lobbying

84% of the CEOs at the 50 most active trade lobby groups, are male. Not only that, but on average they make \$600,000 more than the few female CEOs. These 50 groups have spent \$1.85 billion in lobbying since 2009 pay female CEOs 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. Amongst the ten of the 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. Further, 32 male CEOs earned over \$1 million a year, while only 3 female CEO's earned that much.

Via Bloomberg 5/16/13

Average value of lobbying contracts by gender

	Annual Weighted Average per Contract
2002	
Single-person contracts (Male)	\$34,117.48
Single-person contracts (Female)	\$41,191.66
2007	

Single-person contracts (Male)	\$38,920.93
Single-person contracts (Female)	\$46,086.58
2012	
Single-person contracts (Male)	\$33,289.00
Single-person contracts (Female)	\$26,299.00

(Credit: Legistorm and *National Journal*/Elahe Izadi)

Women who are Pilots

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

		Private	Commercial	Airline Transport (ATP)
1960	%	3,425	738	25
	#	2.45%	0.78%	0.15%
1970	%	11,409	1,897	79
	#	1.58%	1.01%	0.23%
1980	%	21,554	3,993	480
	#	6.03%	2.17%	0.69%
1990	%	17,301	5,210	2,082
	#	5.78%	3.48%	1.93%
2000	%	14,554	5,807	4,411
	#	5.78%	4.76%	3.12%
2009	%	14,322	8,289	5,636
	#	6.76%	6.59%	4.06%
2010	%	13,566	8,175	5,580
	#	6.71%	6.60%	3.92%
Males (2010)	#	188,454	115,530	136,618

*Data from FAA via Women of Aviation (wai.org)

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.

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

Women and Manufacturing

-As of May 2013, overall, fewer than 30% of manufacturing employees are women.

-The percentage of U.S. manufacturing-company employees who are female has dropped to 27% from a peak of about 32% in the early 1990s.

-From February 2010 to May 2013:

The number of men working at all levels in manufacturing has	Increased by 7%	+558,000 Jobs
The number of women working at all levels in manufacturing has	Decreased by .3%	-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.

Women in Fundraising

- Women dominate fundraising in the nonprofit and philanthropic world, and account for 74 percent of the membership 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.

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

Women in the Tech Industry

% Female computer science graduates:

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.

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

(Sources: Ann Friedman, Not As Alone as She Looks. *The Washington Post*, C1-C2, 1/9/214; Claire Cain Miller, Tech's Man Problem, *The New York Times*, 4/6/14.)

Women in Tech vs. Women in other 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%

(Source: The Huffington Post, Mark Gongloff, 2.5.14, Fenwick & West study)

Women and 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%

	25-34 years	55-64 years
Raw gender pay gap varied by age	5%	17%

Women and Retirement

-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, yet they still are more likely to be in poverty than older men.

-Married and widowed women are more likely to have income from Social Security than divorced or never-married women.

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

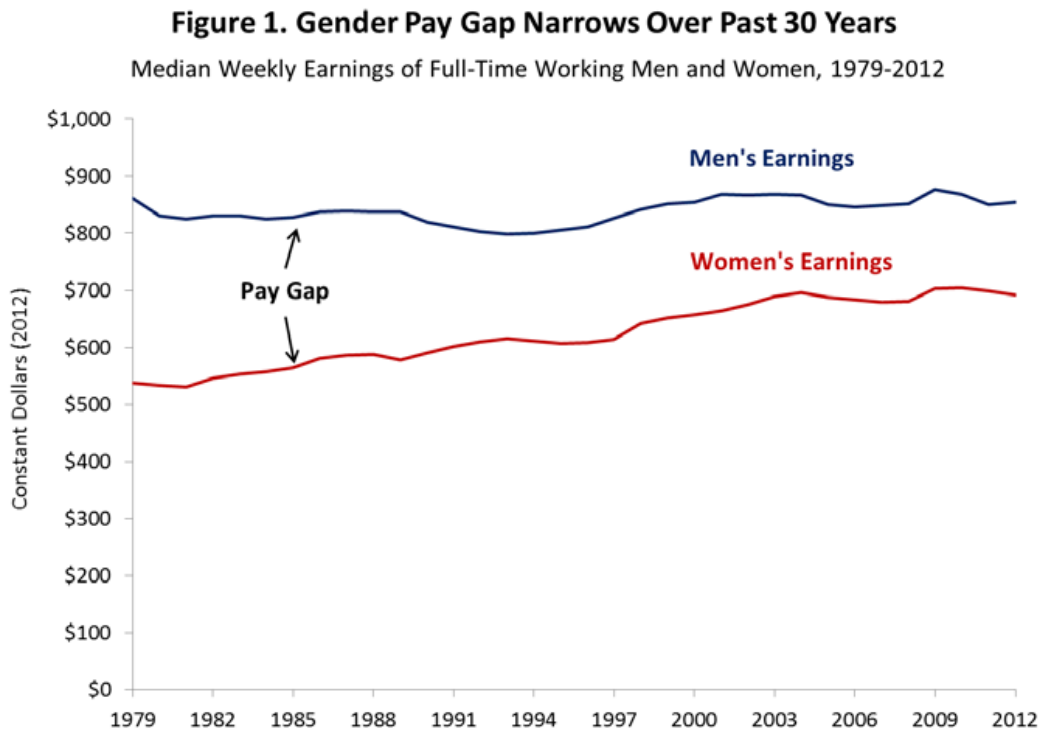
Women kept out of poverty by race and ethnicity by Social Security, 2011

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

Percent of women above poverty line because of Social Security by marital status

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

The Gender Wage Gap



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 Americans: 22%, Latinas: 26%

Current figure: Women earn 77¢ for every \$1 men make

(Note: This figure is highly disputed, however, 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
- 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 200*; Transamerica.org...)

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

Top 10 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%
Financial managers	65.9%	\$513	54.3%
Marketing and sales managers	67.9%	\$533	44%
Inspectors, testers, sorters, samplers, and weighers	68.3%	\$251	34.9%
Chief executives	69%	\$658	24.8%
Education administrators	69.3%	\$471	63.5%

The Wage Gap for the Ten 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%
First-line supervisors/managers of retail sales workers	\$782	\$578	73.9%
Cashiers	\$400	\$366	91.5%
First-line supervisors/managers of office and admin workers	\$890	\$726	81.6%
Receptionists and information clerks	\$547	\$529	96.7%
Accountants and auditors	\$1,273	\$953	74.9%

The Wage Gap for the Ten Most Common Occupations for Men- 2010

	Men's Median weekly earnings	Women's Median Weekly earnings	Women's earning as percentage of men's
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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%
Laborers and freight, stock, and material movers, hand	\$508	\$419	82.5%
Construction laborers	\$569	*	*
Sales representatives, wholesale and manufacturing	\$983	\$842	85.7%
Computer software engineers	\$1,590	\$1,445	90.9%
Chief executives	\$2,217	\$1,598	72.1%

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%
Computer and information systems managers	\$1,415	\$1,729	81.8%
Computer programmers	\$1,177	\$1,243	94.7%

Human resources managers	\$1,170	\$1,458	80.2%
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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%
Waiters and Waitresses	\$381	\$450	84.7%
Cooks	\$381	\$401	95.0%

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 complication of data from the U.S. Department of Labor, Bureau of Labor Statistics. 2010. "Household Data Annual Averages."

Education and the Income Gap:

Degree	Median weekly earnings, women	Median weekly earnings, men
Doctoral	\$1,243	\$1,754
Professional	\$1,269	\$1,772

Master's	\$1,126	\$1,458
Bachelor's	\$891	\$1,200
Associate's	\$674	\$878
High school graduate, no college	\$542	\$716

(Michelle Kelso, Naomi Cahn, & Barbara Miller, Gender Equality in Employment: Policies and Practices in Switzerland and the U.S., The George Washington University, 2012)

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

Women of The United States in Comparison to the Rest of the World

The United States' Overall Ranking in The Global Gender Gap Index from 2006-2013

Year	Ranking
2013	23
2012	22
2011	17
2010	19
2009	31
2008	27
2007	31
2006	23

Overall, there has been no improvement since 2006.

-The top 4 countries have been Iceland, Finland, Norway, and Sweden (although, some years they have moved around within the top 4)

The United States' Detailed Ranking for 2013

Political Empowerment	Health and Survival	Educational Attainment	Economic Participation and Opportunity
60	33	1 st	6 th

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

US Rankings compared to others by income group- Countries that ranked higher than The U.S.

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)