STATUS OF WOMEN & GIRLS IN MINNESOTA

Research Overview

Research & writing by the University of MN Humphrey Institute’s Center on Women & Public Policy, in partnership with the Women’s Foundation of Minnesota.
Acknowledgements

Women’s Foundation of Minnesota & the University of MN Humphrey Institute’s Center on Women & Public Policy

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The new decade was ushered in by several headlines exclaiming that women’s economic, political and social equality had largely been achieved. Case-in-point, the Shriver Report (2009): “The Battle of the Sexes is over. It was a draw.” And in January 2010, the Economist magazine concluded that in a “quiet revolution,” women in rich countries are taking over the workforce.

These headlines gloss over gross gender bias and unfairness that continues to produce the wage gap, land more women in poverty than men, result in systemic violence for women and girls, substandard health outcomes for all, and a lack of women in leadership across all sectors.

Since gaining the right to vote in 1920, women have made great strides toward equality. However, it is important to remember that the journey toward full equality for all women and girls is still young and far from achieved. We are still on the road to equality.

The project represents a unique approach to research by using a gender-race-place-equity lens. Over 100 experts from academia, state and federal government, nonprofit and private sectors, elected bodies and philanthropy participated in working groups and reviewed data on women and girls in Minnesota to identify the key issues outlined in this report, and proffer solutions (see Acknowledgements).

The data reviewed and included here comes from published reports produced by government agencies and nonprofits, as well as original gender-based analysis of publicly available datasets (Minnesota Student Survey, Minnesota Crime Survey, Behavioral and Risk Factor Surveillance Survey, and American Community Survey).

In this era where progress for gender equality has flat-lined, we hope that this summary, and the full report from which it is drawn, will raise awareness about the important work left to do in our state to create equality for all women and girls. We will use this report as a much-needed jolt to jumpstart social change and inspire more of our citizens, philanthropists, teachers and leaders – women and men, alike – to join in the effort to create fairness, safety, wellness, and equality for all of Minnesota’s women and girls.
At the Women’s Foundation of Minnesota, we believe that when women thrive, families and communities thrive.

SECTION 1
Economic Justice

IN MINNESOTA, THE ECONOMIC LANDSCAPE FOR ALL WOMEN REMAINS unequal. While women now make up a majority of the workforce and earn a majority of all post-secondary degrees, these changes have not translated into economic parity. Affordable, quality childcare and housing are out of reach for many women, including those in the middle class. The wage gap shortchanges women, regardless of education, age or race/ethnicity. And in Minnesota, poverty remains a problem that disproportionately affects female-headed households, women of color, and older women.

WORKFORCE

• Women make up the majority of Minnesota’s workforce. Seventy-five percent (75%) of the state’s women with children at home now work, and 40% of Minnesota mothers are the primary breadwinner for their family; 60% of Native American and 59% of African American women with children in Minnesota earn the majority of their family’s income.1

Table 1. Median Earnings in the Past 12 Months in Minnesota (in 2008 Inflation-Adjusted Dollars)

<table>
<thead>
<tr>
<th>Region</th>
<th>Census Region</th>
<th>Men</th>
<th>Women</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>West Edge</td>
<td>27100</td>
<td>$37,680</td>
<td>$27,497</td>
<td>73%</td>
</tr>
<tr>
<td>Northeast</td>
<td>27200</td>
<td>$40,736</td>
<td>$30,552</td>
<td>75%</td>
</tr>
<tr>
<td>East Central</td>
<td>27300</td>
<td>$40,736</td>
<td>$28,515</td>
<td>70%</td>
</tr>
<tr>
<td>Exurban Ring</td>
<td>27400</td>
<td>$45,828</td>
<td>$35,644</td>
<td>78%</td>
</tr>
<tr>
<td>Anoka/ Washington</td>
<td>27500</td>
<td>$50,919</td>
<td>$41,754</td>
<td>82%</td>
</tr>
<tr>
<td>Carver/Scott Dakota</td>
<td>27600</td>
<td>$58,048</td>
<td>$40,736</td>
<td>70%</td>
</tr>
<tr>
<td>Hennepin</td>
<td>27710</td>
<td>$61,103</td>
<td>$45,828</td>
<td>75%</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>27720</td>
<td>$45,013</td>
<td>$36,662</td>
<td>81%</td>
</tr>
<tr>
<td>Ramsey</td>
<td>27800</td>
<td>$47,151</td>
<td>$39,717</td>
<td>84%</td>
</tr>
<tr>
<td>Southeast</td>
<td>27900</td>
<td>$41,754</td>
<td>$33,607</td>
<td>80%</td>
</tr>
</tbody>
</table>
WAGE GAP

• All full-time working women in Minnesota earn less than white men. White, African American and Latina women earn $0.76, $0.61 and $0.56, respectively, on the dollar compared to white men; women with physical disabilities and non-citizens earn the least at $0.51 and $0.55 on the dollar compared to white men.²

• The gap is largest in rural and some high-wealth suburban areas of the state (Table 1). Median incomes for Minnesota’s full-time working women ranges from a low of $27,497 on the western edge of the state to a high of $45,828 in Hennepin County (excluding Minneapolis). Rural women earn approximately $10,000 less per year on average than their male counterparts.³

• Education often increases the gap. Women now earn the majority of post-secondary degrees at all levels. However, Minnesota women with professional degrees (doctors, lawyers) and Master’s degrees face larger pay gaps than women with less education ($0.67 and $0.75 on a man’s dollar, respectively), resulting in an estimated $2 million lifetime loss in wages.⁴, ⁵

• The wage gap exists in every occupation, including those dominated by women (Table 2). In the high-paying healthcare field where women outnumber men three to one, women earn 60% of what men do.⁶ And over a woman’s working life, the wage gap grows.⁷

JOB CLUSTERING

• Occupational clustering contributes to the wage gap, threatens women’s economic security and stability, and compromises the productivity of Minnesota’s economy. Fifty-two percent (52%) of Minnesota women are employed in service and sales, where median salaries range from $24,697 to $33,744, hours are less predictable, and jobs less secure (Table 2).⁸

• Job sectors most likely to expand as a result of the “green transformation” of the US economy, and the educational pipelines to these “green jobs,” are almost entirely filled with men. Only 8.3% of Minnesota’s construction and building inspectors, 14.3% of recycling/refuse workers and 27.6% of environmental engineers are women.⁹

• The proportion of Minnesota 12th grade girls planning to pursue vocational technical education, where preparation for many higher paying non-traditional jobs begins, is declining. From 1998 to 2007, the proportion of white girls fell from 13.6% to 5.3%, of Native American girls from 20.7 to 8%, and Black girls from 15.1% to 4.6%.¹⁰

HOUSING

• Affordable housing is out of reach for most Minnesota female-headed families. Sixty percent (60%) of female-headed households in rental housing and 46% of those who own their home are paying costs that exceed 30% of their income.¹¹

• Women of color are most likely to receive high-cost loans of all types, even at upper income levels.¹² Forty-two percent (42%) of middle- and upper-income African American women in the Twin Cities held the highest cost subprime loans, compared to 12% of white men.
POVERTY

• Minnesota’s female-headed households are more likely than other family configurations to be in poverty (Figure 1). Sixty percent (60%) of Native American, 46% of Hispanic/Latina, 44% of African American, and 42% of Asian female-headed households with children fall below the federal poverty line.13

• Senior women in Minnesota are at higher risk than senior men of falling below income levels needed to maintain homes and meet basic needs. More than twice as many women over 65 than men live below the poverty line, earning just over $11,233 a year in social security benefits.14

• Minnesota’s African American and Native American women experience much higher rates of poverty than the national average,15 while Minnesota poverty rates match the U.S. as a whole for white and Latina women. In 2008, 47% of Native American children and 46% of Native American women over 65 fell below the federal poverty line (Table 3).

• The federal poverty line significantly underestimates the number of struggling households in the state. The federal poverty line for a single mother with two children is $17,346, while bare-bones expenses for a similar family in Minnesota are estimated at $45,000 per year.16 Median income for Minnesota’s female-headed households with children was $26,000 in 2008.

Table 3. Proportion Minnesotans Living Below the Poverty Line by Gender, Race/Ethnicity and Age, 2008

<table>
<thead>
<tr>
<th>Gender</th>
<th>Race/Ethnicity</th>
<th>Under 18 years</th>
<th>18 to 64 years</th>
<th>65 years and over</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>White</td>
<td>42,747</td>
<td>98,798</td>
<td>13,537</td>
</tr>
<tr>
<td>Female</td>
<td>%</td>
<td>8.2</td>
<td>6.8</td>
<td>5.3</td>
</tr>
<tr>
<td></td>
<td>Black</td>
<td>14,001</td>
<td>6,670</td>
<td>976</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>35.8</td>
<td>23.3</td>
<td>31.9</td>
</tr>
<tr>
<td></td>
<td>Native Am</td>
<td>3,430</td>
<td>4,124</td>
<td>235</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>47.8</td>
<td>27.7</td>
<td>23.6</td>
</tr>
<tr>
<td></td>
<td>Hispanic</td>
<td>6,497</td>
<td>7,581</td>
<td>574</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>22.5</td>
<td>13.7</td>
<td>16.2</td>
</tr>
<tr>
<td></td>
<td>Asian</td>
<td>10,795</td>
<td>8,905</td>
<td>1,049</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>26.2</td>
<td>15.1</td>
<td>5.9</td>
</tr>
<tr>
<td></td>
<td>Hispanic</td>
<td>67,301</td>
<td>132,926</td>
<td>15,485</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>11%</td>
<td>8%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Figure 1. Proportion of Families with Children Under 18 in Poverty by Family Type and Race/Ethnicity, Minnesota and US 2008

Source: American Community Survey 2008, data obtained from published tables on Social Explorer
WHAT YOU CAN DO in 30 minutes or less:
Balance the economic scales for all women and girls.

- Join a WAGE Club (www.wageproject.org) to fight for fair wages for women.
- Learn more about how to negotiate for the wage you deserve: www.wageproject.org. Then, coach the girls and women in your life to do the same.
- Buy from women-owned, women-run businesses: www.wbenc.org.
- Join the Pay Equity Coalition of Minnesota; contact ptanji@aol.com.
- Participate in Equal Pay Day (April, annually) and wear red as a symbol of how far women and communities of color are “in the red”: http://bit.ly/hBbWi
- Educate and encourage the girls in your life to pursue careers in science: www.womeninscience.org.
- Use your philanthropic power to invest in a state organization that supports a women’s economic justice issue you care about.

CHILDCARE

- Minnesota has the third highest childcare costs in the country (Figure 2). In Minnesota, accredited care for one child exceeds average tuition and fees at public colleges and all other household expenses, including the mortgage for many families. Childcare burdens are high across the state (Table 4).

Table 4. Proportion of Income for Accredited Childcare in Minnesota by Region and Family Type, 2008

<table>
<thead>
<tr>
<th>Region</th>
<th>Median Income Married Family</th>
<th>% for Infant Child Care</th>
<th>% for Preschool Child Care</th>
<th>Median Income Female-headed</th>
<th>% for Infant Child Care</th>
<th>% for Preschool Child Care</th>
</tr>
</thead>
<tbody>
<tr>
<td>West Edge</td>
<td>$63,344</td>
<td>14%</td>
<td>12%</td>
<td>$18,331</td>
<td>49%</td>
<td>40%</td>
</tr>
<tr>
<td>Northeast</td>
<td>$66,195</td>
<td>14%</td>
<td>11%</td>
<td>$21,386</td>
<td>42%</td>
<td>34%</td>
</tr>
<tr>
<td>East Central</td>
<td>$67,214</td>
<td>13%</td>
<td>11%</td>
<td>$23,728</td>
<td>38%</td>
<td>31%</td>
</tr>
<tr>
<td>Southeast</td>
<td>$75,361</td>
<td>12%</td>
<td>10%</td>
<td>$29,533</td>
<td>30%</td>
<td>25%</td>
</tr>
</tbody>
</table>

Figure 2. Price of Minnesota Accredited Childcare as a Percent of Median Family Income, 2008

Source: American Community Survey 2008, data obtained from IPUMS-USA Minnesota Population Center, analysis by the Center on Women and Public Policy.

Child Care WORKS (Minneapolis) works to increase access for all children in Minnesota to high-quality childcare; build public will to ensure that childcare is recognized as a key component to healthy communities; and advocate implementation of a statewide, childcare quality rating and improvement system. The nonprofit is a grantee of the Women’s Foundation of Minnesota.
At the Women’s Foundation of Minnesota, we aspire to a day when women and girls experience the world as a safe place.

SECTION 2
Safety & Security

WHILE WE CELEBRATE THE WORK OF ADVOCATES ACROSS THE STATE to reduce the number of women and children that suffer from sexual and physical violence each year, the data suggests that significant work remains. The related effects of this violence for women and girls — and particularly for women and girls of color — include mental health issues, such as depression and suicidal thoughts and attempts, teen pregnancy, and substance abuse. The normalization of violence in our culture exposes women and girls to date rape, domestic violence, and to girls being prostituted in our Minnesota.

SEXUAL HARASSMENT BEGINS EARLY AT SCHOOL

• Minnesota girls face “hostile hallways.” Between 23-30% of 9th grade girls reported being touched, grabbed or pinched in a sexual way. More than 40% of African American, Hispanic/Latina, Native American and mixed-race girls reported “unwanted sexual comments, jokes and gestures.”

**Figure 3. Proportion of Minnesota Adult Victims of a Rape Crime Sometime in Life by Region, 2007**

Based in the Minnesota towns of Milaca, Princeton and Onamia, Teens Against Dating Abuse (TADA), a program of the Pearl Crisis Center, educates teens about teen dating violence. Girl-led and girl-driven, TADA’s programming links the extent to which family and dating violence undermines girls’ economic futures. TADA girls even took their case to the Minnesota Legislature and lobbied to ensure that middle school health curricula included information about dating violence. The nonprofit is a grantee of the Women’s Foundation of Minnesota.
SEXUAL ASSAULT

- By the time they graduate, a significant number of Minnesota girls have been sexually assaulted by a date. Twelve percent (12%) of all 12th grade girls cite a date-related sexual assault on the Minnesota Student Survey.20

- Sexual assault is common on our college campuses. Twenty-nine percent (29%) of Minnesota’s female college students have been sexually assaulted in their lives.21

- By mid-life, 33% of Minnesota women have experienced a rape crime (Figure 3). The proportion of lifetime victims varies across the state, from 18% in southeast Minnesota, to a high of 33% in West Central. Native American women (42%) have experienced a rape or attempted rape at higher rates than white women (25%). Asian women have the lowest rates at 9.4%.22

Figure 4. Proportion of Minnesota 9th Graders that have been Sexually Abused by Race and Gender, 2007

SEXUAL ABUSE OF GIRLS INSIDE/OUTSIDE THE HOME

- Sexual abuse is two to three times more common for girls than boys, both inside and outside the home, and peaks in the 9th grade (Figure 4). Overall, 11% of Minnesota girls and 4% of boys reported sexual abuse by family or others. Reported rates are higher in rural, northern, and central areas of the state.23

- Girls of color are more frequently the victims of sexual abuse. As shown in Figure 4, 9th grade Hispanic/Latina girls have the highest rate of familial sexual abuse (11.5%) and 9th grade Native American girls have the highest rates of sexual abuse outside the home (19.5%).24

- Sexual abuse includes the prostitution of children, mostly girls, throughout the state. Research conducted for the initiative, A Future, Not a Past, showed that in February 2010 an estimated 80 girls under 18 were prostituted in Minnesota.25

- Minnesota girls in juvenile correctional facilities have the highest rates of sexual abuse: 39% outside the home and 28% at the hands of family (Figure 4).26

- Minnesota’s sexually abused girls are nearly three times more likely than other girls to have an emotional or mental health problem lasting more than a year. They are also twice as likely to be depressed, three times more likely to hurt themselves on purpose, two times more likely to contemplate suicide, and five times more likely to attempt suicide.27

- Minnesota boys who have been sexually abused are more likely to violently victimize others (Figure 5).28 Thirty-nine percent (39%) of sexually abused Minnesota boys (grades 9 and 12) reported that they had sexually or physically hurt someone they were
going out with, compared to just 2% of other boys.39
- An estimated 60% of teen first pregnancies are preceded by experiences of molestation, rape, or attempted rape.30 Minnesota 12th grade girls who have been abused are four times more likely to have been pregnant than those who have not, and sexually abused boys are almost nine times more likely to have been responsible for a pregnancy (Figure 7).31
- Child sexual abuse leads to the prostitution and sex trafficking of Minnesota women and girls. Research by the Minnesota Indian Women's Resource Center found that childhood sexual abuse set the stage for Native American girls' being prostituted, with the average age of entry at 14 years old, and some as young as nine.32

Figure 5. Proportion of Minnesota Students Who Physically or Sexually Hurt Someone They Were Dating, by Sexual Abuse Status, 2007

<table>
<thead>
<tr>
<th></th>
<th>Abused</th>
<th>Not Abused</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>39.0%</td>
<td>1.7%</td>
</tr>
<tr>
<td>Female</td>
<td>11.4%</td>
<td>2.8%</td>
</tr>
</tbody>
</table>

Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy

Figure 6. Proportion of Minnesota Adults Experiencing Intimate Partner Violence During Lifetime, by Region and Gender, 2007

<table>
<thead>
<tr>
<th>Region</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwest</td>
<td>28.4%</td>
<td>5.1%</td>
</tr>
<tr>
<td>Northeast</td>
<td>30.6%</td>
<td>7.6%</td>
</tr>
<tr>
<td>West Central</td>
<td>30.7%</td>
<td>4.1%</td>
</tr>
<tr>
<td>East Central</td>
<td>29.0%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Southwest</td>
<td>23.9%</td>
<td>4.5%</td>
</tr>
<tr>
<td>Southeast</td>
<td>26.3%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Metro</td>
<td>24.2%</td>
<td>6.7%</td>
</tr>
</tbody>
</table>

Source: Greater Twin Cities United Way and Office of Justice Programs, 2008 Minnesota Crime Survey analysis by Center on Women and Public Policy

Intimate partner violence defined as "spouse, former spouse, partner, boyfriend, or girlfriend harm you by pushing, shaking, slapping, kicking, punching, hitting or choking you, or harming you with an object or weapon."
INTIMATE PARTNER VIOLENCE

• By their 40’s, approximately 33% of women in Minnesota have been a victim of intimate partner violence. Signiﬁcant levels of intimate partner violence occur across all socioeconomic backgrounds and all over the state, with some of the highest levels in rural communities (Figure 6).

• Domestic violence is the second leading cause of homelessness among Minnesota women. Thirty-two percent (32%) reported that they were homeless in part due to an abusive relationship. Homeless women are also more likely to be a victim of childhood sexual abuse (40% compared to 13% of men) and physical abuse (44% versus 32%).

• Intimate partner violence can escalate in predictable and deadly ways. In 2009, 80% of women murdered in Minnesota were battered women killed by an intimate partner. Well-documented factors that predict escalation to “lethal” levels of violence were present in most of these cases.

WHAT YOU CAN DO in 30 minutes or less:
Create a world that is safe for all women and girls.

• Pay attention to the way others in your life talk about women and girls. Challenge racist, sexist and/or homophobic comments.

• Watch TV and movies with the children and youth in your life, and use instances of sexualization and objectiﬁcation to raise awareness.

• Boycott Craig’s List, the number one place that lists ads for escort services that prostitute girls and women.

• Boycott restaurants (ex., Hooters) and clothiers (ex., Abercrombie) that objectify girls and women.

• Don’t buy magazines that objectify women through ads or content.

• Visit www.girlpower.gov to educate yourself and the young women in your life about the tyranny of the unattainable body image.

• Educate the men in your life about how they can help change boys’ attitudes (and their own) about sexual and domestic violence: http://bit.ly/awbyX3

• Educate yourself and others about child sex trafﬁcking in Minnesota. Reach out to vulnerable girls and women in your life you think may be at risk.

• Consider staying at “clean hotels” that don’t offer pay-per-view pornography: http://bit.ly/bXbzQO.

• Call your child’s school and insist that sexual and domestic abuse is addressed in health education material.

• Support organizations working to end domestic and sexual violence in the state.
At the Women’s Foundation of Minnesota, we envision a time when all women in Minnesota will have local, legal, affordable, and comprehensive health care.

**SECTION 3**

**Health & Reproductive Rights**

Across multiple indicators of health and wellness, many of Minnesota’s women and girls are at growing risk. The data reveal great health disparities for Minnesota women and girls of color. The impact of federal healthcare legislation on Minnesota’s uninsured women is unclear, but several provisions are likely to improve access. These include provisions that allow the young women up to 26 years old to remain on their parents’ healthcare insurance (the most likely age group to be uninsured); ban sex-based premiums; and prohibit insurers from denying coverage based on pre-existing conditions such as prior C-sections or domestic abuse.

**Physical Health**

- A majority of Minnesota adult women are now considered obese or overweight, and the rates are increasing. In 2008, 25% of Minnesota women were obese and 31% overweight, with greater Minnesota women at even higher risk.

- Minnesota girls are less likely than boys to be physically active daily (10% of 12th grade girls compared to 24% of 12th grade boys) or participate in school sports (48% of 12th grade girls compared to 59% of 12th grade boys). Exercise as a form of weight

**Figure 8. Proportion of Minnesota 12th Grade Girls that Exercise to Control Weight, 2007**

<table>
<thead>
<tr>
<th></th>
<th>1998</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>72.7</td>
<td>55.8</td>
</tr>
<tr>
<td>Black</td>
<td>69.8</td>
<td>40.0</td>
</tr>
<tr>
<td>Hispanic</td>
<td>73.3</td>
<td>54.2</td>
</tr>
<tr>
<td>Asian</td>
<td>67.1</td>
<td>55.7</td>
</tr>
<tr>
<td>White</td>
<td>75.2</td>
<td>61.2</td>
</tr>
</tbody>
</table>

Source: Minnesota Student Survey Trend Database, analysis by Center on Women and Public Policy
Table 5. Proportion of Minnesota Women that are Uninsured by Age and Region, 2008 ACS

<table>
<thead>
<tr>
<th>Census Region</th>
<th>0-18</th>
<th>19-25</th>
<th>26-40</th>
<th>41-64</th>
<th>65 or older</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>West Edge</td>
<td>8.2%</td>
<td>13.3%</td>
<td>9.5%</td>
<td>8.8%</td>
<td>.4%</td>
<td>7.5%</td>
</tr>
<tr>
<td>Northeast</td>
<td>8.4%</td>
<td>26.7%</td>
<td>14.4%</td>
<td>10.0%</td>
<td>.3%</td>
<td>10.5%</td>
</tr>
<tr>
<td>East Central</td>
<td>5.9%</td>
<td>13.8%</td>
<td>9.0%</td>
<td>7.9%</td>
<td>.3%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Exurban</td>
<td>6.3%</td>
<td>14.2%</td>
<td>6.0%</td>
<td>6.2%</td>
<td>.3%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Anoka</td>
<td>6.7%</td>
<td>19.8%</td>
<td>7.7%</td>
<td>5.2%</td>
<td>.4%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Washington</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carver Scott Dakota</td>
<td>4.1%</td>
<td>9.1%</td>
<td>7.4%</td>
<td>4.0%</td>
<td>3.1%</td>
<td>5.1%</td>
</tr>
<tr>
<td>Hennepin</td>
<td>4.9%</td>
<td>16.4%</td>
<td>6.9%</td>
<td>4.8%</td>
<td>.0%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>8.1%</td>
<td>24.0%</td>
<td>19.1%</td>
<td>9.6%</td>
<td>2.4%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Ramsey</td>
<td>4.2%</td>
<td>16.9%</td>
<td>12.0%</td>
<td>6.7%</td>
<td>.0%</td>
<td>7.1%</td>
</tr>
<tr>
<td>Southeast</td>
<td>3.6%</td>
<td>14.5%</td>
<td>6.8%</td>
<td>5.3%</td>
<td>.2%</td>
<td>5.3%</td>
</tr>
</tbody>
</table>

For a map of U.S. Census Bureau regions in Minnesota, see page 2.

Figure 9. Cancer Incidence and Mortality for Minnesota Women by Race/Ethnicity, 2001–2005

- Control among girls is in decline, with the sharpest drops among girls of color (Figure 8).\(^{37}\)

**CANCER**

- While cancer mortality for Minnesota women overall is lower than the national average, Native American women here are two times more likely to die from cancer than Native American women nationally. Native American women in Minnesota are 10% more likely to be diagnosed with cancer than white Minnesota women, but 58% more likely to die from it (Figure 9).\(^{38}\)

- Minnesota’s African American women are 8% less likely than white women to get cancer, but 15% more likely overall to die from the disease: 20% more likely to die from lung cancer, 40% more likely from colon and rectum cancer, and 21% for breast cancer.\(^{39}\)

- Cancer disproportionately affects women in the northeastern region of the state. Breast and cervical cancer incidence and lung cancer mortality are significantly higher for women in this region than the statewide average.\(^{40}\)

**ACCESS TO CARE**

- Women of color are more likely to be uninsured than white women, with approximately 25% of Latina women falling into this category.\(^{41}\)

- The rate of uninsured varies across the state and is highest among 19-25 year old women. Within this age group, rates range from a high of 26% in northeastern Minnesota to a low of 9% in Carver, Scott and Dakota counties (Table 5).\(^{42}\)

- A majority of uninsured women in Minnesota work full-time. Approximately 61% of Latina women and 56% of Asian women who are uninsured work more than 35 hours per week, earning a median income of $20,000.\(^{43}\)
WHAT YOU CAN DO in 30 minutes or less:

Improve the health & well-being of Minnesota women and girls.

- Bring healthy food to your next family, work or community gathering.
- Take the stairs, park the car at the far end of the lot, walk to the store, bike, do yoga - just move your body! Encourage your kids, friends, family, colleagues to do the same.
- Mentor a girl or young woman in your life; caring relationships with adults help create resiliency.
- Create an ongoing, open dialogue with girls and boys in your life about reproductive and sexual health.
- Invest in organizations that support or provide access to quality, affordable, comprehensive health and reproductive care for all women and girls.

Table 6. Birth Rate per 1,000, 15-19 Year Old Minnesota Women, 2003-2007

<table>
<thead>
<tr>
<th>Region</th>
<th>White</th>
<th>Black</th>
<th>Native American</th>
<th>Asian</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwest (HPDist1)</td>
<td>24.44</td>
<td>34.48</td>
<td>121.16</td>
<td>11.43</td>
<td>84.55</td>
</tr>
<tr>
<td>Northeast (HPDist2)</td>
<td>22.16</td>
<td>61.25</td>
<td>99.12</td>
<td>9.7</td>
<td>38.92</td>
</tr>
<tr>
<td>West Central (HPDist3)</td>
<td>22.09</td>
<td>49.02</td>
<td>137.91</td>
<td>12.63</td>
<td>75</td>
</tr>
<tr>
<td>East Central (HPDist4)</td>
<td>22.05</td>
<td>64.71</td>
<td>81.11</td>
<td>25.48</td>
<td>70.43</td>
</tr>
<tr>
<td>Southwest/Southcentral (5)</td>
<td>23.2</td>
<td>53.08</td>
<td>77.42</td>
<td>35.64</td>
<td>150.55</td>
</tr>
<tr>
<td>Southeast (HPDist6)</td>
<td>20.86</td>
<td>55.17</td>
<td>49.35</td>
<td>33.47</td>
<td>149.84</td>
</tr>
<tr>
<td>Metro (HPDist7)</td>
<td>13.76</td>
<td>72</td>
<td>86.71</td>
<td>52.15</td>
<td>106.77</td>
</tr>
</tbody>
</table>

Source: Minnesota Department of Health, Health Prevention District = HPDist
* Sample size under 100 for some regions and race/ethnicities

Table 7. Proportion of Sexually Active Minnesota 9th Graders that Never Use Any Birth Control

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>30.1%</td>
<td>35.6%</td>
</tr>
<tr>
<td>Female</td>
<td>31.1%</td>
<td>43.9%</td>
</tr>
<tr>
<td>Black</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>25.7%</td>
<td>35.0%</td>
</tr>
<tr>
<td>Female</td>
<td>28.0%</td>
<td>47.2%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>38.1%</td>
<td>34.8%</td>
</tr>
<tr>
<td>Female</td>
<td>30.0%</td>
<td>38.6%</td>
</tr>
<tr>
<td>Asian</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>42.2%</td>
<td>48.0%</td>
</tr>
<tr>
<td>Female</td>
<td>54.6%</td>
<td>52.8%</td>
</tr>
<tr>
<td>White</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>26.5%</td>
<td>28.4%</td>
</tr>
<tr>
<td>Female</td>
<td>29.2%</td>
<td>34.2%</td>
</tr>
<tr>
<td>Mixed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>27.4%</td>
<td>35.1%</td>
</tr>
<tr>
<td>Female</td>
<td>30.6%</td>
<td>35.0%</td>
</tr>
</tbody>
</table>

Reproductive Health

- Teen birth rates in Minnesota are drastically higher for girls of color than for white girls. For Minnesota’s Native American and Asian teens, the birth rate is almost double the national average (107.9 compared to 59 births per 1,000 among Native Americans and 49.8 versus 17.3 for Asians).44
- Birth rates for white girls are highest in greater Minnesota (Table 6). Among white teens, birth rates are higher in rural areas (2003-2007) than in the metro area.45

CAPI (Minneapolis) leads Refugee & Immigrant Women for Change, a coalition of nonprofit organizations that includes the Liberian Women’s Initiative of Minnesota, Centro, Inc., Lao Assistance Center, SEWA-AIFW, and African Health Action Corporation. Together, the groups fight poverty and social inequalities through achievement of gender equality for refugee and immigrant women in Minnesota. The coalition is a grantee of the Women’s Foundation of Minnesota.
• While fewer 9th graders in Minnesota have sexual intercourse, risky behaviors have been on the rise since 1998 for sexually active teens (Table 7). Forty-seven percent (47%) of sexually active 9th grade African American girls never use any form of birth control; 31% of white girls never talk with their partner about preventing pregnancy. Sexually active Asian girls and boys are least likely to talk about or use birth control.46

• Risky behaviors contribute to high rates of STD infections among Minnesota’s adolescent girls (aged 15-19). The rate of increase in Chlamydia among the state’s teen girls doubled from 3% (2005-2006) to 7.7% (2006-2007).47 Adolescent girls (aged 15-19) represent 7% of Minnesota’s population, but 30% of Chlamydia cases.48

MENTAL HEALTH
• Girls of color and lesbian/bisexual girls are more likely to experience mental health challenges. Approximately 46% of 9th grade Native American girls and 60% of lesbian/bisexual girls have hurt themselves on purpose, compared to 26% of the state’s 9th grade girls, overall. One in five white 9th grade girls, a quarter (25.2%) of Black and a third or more of other 9th grade girls of color self-report depression: Native girls, 46%; Latina girls, 32%; and Asian girls, 31%.49

• Almost twice as many Minnesota girls report suicidal thoughts or attempted suicide as boys (Figure 10). Girls of color, abused girls, and girls who have had one or more female sexual partners are especially at risk: in 2007, 21% of 9th grade Native girls, 16% of Latina 9th grade girls, and 37% of lesbian/bisexual girls (grades 9 and 12) attempted suicide. Approximately 28% of sexually abused white 9th grade girls attempted suicide, with higher rates among Latina (42%) and Native American (36%) girls and lower rates among African American girls (23%).50

• Women and girls of color are less likely than their white counterparts to receive therapeutic treatment.51 Fifty-seven percent (57%) of African American girls and 51% of Asian girls who reported a mental or emotional problem lasting a year or more had not received treatment, compared to 33% of white girls.52
At the Women’s Foundation of Minnesota, we look forward to the day when women enjoy equal influence at all levels of government, business and nonprofits, bringing new perspectives and expertise that advance equality and justice.

At all levels of leadership, from school boards to county commissions and from the Legislature to Fortune 500 companies, women remain conspicuously underrepresented across the nation. In Minnesota, progress for women leaders has flat-lined in most professions, and in some areas, is on the decline. A growing body of research shows that the most productive companies have the most women in leadership. Diverse women leaders also signal to our girls that their options are limitless and to our boys that women are equals. In this global economy, we cannot afford to leave any of the state’s talent on the sidelines.

**Political Power**

- More than 50% of Minnesota’s county commissions do not include a single woman, and the percentage of women commissioners is in decline (Figure 11).
- Between 2006 and 2008, the proportion of Minnesota’s women city council members dropped 1 percent, from 28% to 27% (Figure 11). A quarter of our city councils have no women and 55% of those that have women, have only one.
- Even on Minnesota school boards, men outnumber women. Since 2004, only 37% of the state’s school board members have been women.53

The White House Project (Minnesota) works across the state to engage and prepare greater Minnesota and metro women in the political process as voters, activists and candidates through trainings, inspiration and networking. The nonprofit is a grantee of the Women’s Foundation of Minnesota.
• **Minnesota has never had a woman governor.** In 2010, Speaker of the Minnesota House, Rep. Margaret Anderson Kelliher, became the first woman to receive major party endorsement for governor.

• **A recent decline in the number of women candidates for the state Legislature does not bode well for reaching parity at this level.** At 34%, Minnesota is a national leader (4th in the country) in the proportion of women serving in our state Legislature. But progress has stalled, well short of women’s share of the population.

• **Overall averages mask the fact that large parts of greater Minnesota are not represented by women at all.** Most of the 16 Senate districts (24% of all Senate Districts) that did not have a single woman candidate from 1997-2008 are in greater Minnesota, in the northern and western areas of the state. A similar pattern occurs at the local level.

• **Women of color and LBT (Lesbian, Bisexual, Transgender) women are very uncommon at all levels of government.** At the legislative level, there is one Latina; the only Hmong woman retired in 2010, and the only African American woman in 2008; and there is one openly gay lesbian. No woman of color has ever held statewide elected office.

• **While women running for the state Legislature are winning at equal rates to men, women candidates and elected officials are more qualified by some measures than their male counterparts.** Women were more likely to hold leadership roles in almost all sectors before running (Figure 12).
BUSINESS

• None of Minnesota’s 21 Fortune 500 companies are led by a woman, and women make up less than 20% of most corporate boards in the state. Approximately 27% of our top 100 companies have no women directors and 32% have no women corporate officers; and from 2008 to 2009, these percentages declined.59

• Most of the executive officers in Minnesota’s 100 largest publicly held companies hold human resource titles and not financial titles; 66% of Minnesota’s Fortune 500 Human Resources executive officers are women, but only 16% of Chief Financial Officers (Figure 13).60

LAW

• Once the majority of Minnesota’s seven-member Supreme Court, women now hold just two seats. With the exception of the Minnesota Court of Appeals, the proportion of women on the state bench has stalled at around 29% (Figure 14). Representation in some rural areas, such as western Minnesota’s 8th judicial district, drops to 10% (one woman).61

• Only one woman has ever been appointed to the Federal 8th Circuit Court of Appeals. This powerful court, which includes Minnesota, sits just below the U.S. Supreme Court and has the worst gender diversity of any circuit court in the country.62

WHAT YOU CAN DO
in 30 minutes or less:
Help diversify power and leadership in Minnesota.

• Step into your own leadership and encourage other women to do the same. Run for elected office, go for a work promotion, negotiate your salary, join a corporate or nonprofit board — just do it!

• Suggest a woman colleague for a promotion where you work.

• Visit www.womenwinning.org to learn about women running for office. If you like them, support them by donating to their campaign.

• Sponsor a woman to participate in The White House Project’s (www.thewhitehouseproject.org) and/or Tri-College NEW Leadership Institute’s (www.tri-college.org) training.

• Launch a women’s leadership network at your company and build your own network.

• Support organizations that build power and leadership for all women and girls in Minnesota.

Figure 14. Proportion of Women Judges in Minnesota, 1985-2008

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All State Judges</td>
<td>9%</td>
<td>15%</td>
<td>21%</td>
<td>24%</td>
<td>27%</td>
<td>27%</td>
<td>28%</td>
<td>29%</td>
<td>29%</td>
</tr>
<tr>
<td>State District Court</td>
<td>5%</td>
<td>13%</td>
<td>19%</td>
<td>23%</td>
<td>26%</td>
<td>26%</td>
<td>27%</td>
<td>27%</td>
<td>28%</td>
</tr>
<tr>
<td>State Appeals Court</td>
<td>25%</td>
<td>19%</td>
<td>25%</td>
<td>19%</td>
<td>31%</td>
<td>31%</td>
<td>38%</td>
<td>38%</td>
<td>47%</td>
</tr>
<tr>
<td>Supreme Court</td>
<td>25%</td>
<td>57%</td>
<td>43%</td>
<td>29%</td>
<td>29%</td>
<td>29%</td>
<td>29%</td>
<td>29%</td>
<td>29%</td>
</tr>
</tbody>
</table>


Tri-College NEW Leadership Development Institute (Moorhead) convenes an annual five-day residency conference to engage women in developing leadership skills in grassroots community organizing, community activism, and running for elected office. The nonprofit is a grantee of the Women’s Foundation of Minnesota.
End Notes

1American Community Survey 2008, data obtained from IPUMS-USA (http://usa.ipums.org/usa/) and analyzed by the Center on Women and Public Policy, Humphrey Institute of Public Affairs, University of Minnesota (ACS IPUMS-USA 2008)

2American Community Survey 2008, published tables obtained from Social Explorer (http://www.socialexplorer.com/pub/home/home.aspx) and analyzed by the Center on Women and Public Policy, Humphrey Institute of Public Affairs, University of Minnesota (ACS SE 2008)

3ACS IPUMSUSA 2008

4WAGE Project, www.thewageproject.org

5ACS SE 2008

6ACS IPUMSUSA 2008

7ACS-IPUMSUSA 2008


9Minnesota Student Survey Trends Database, 2007, analyzed by the Center on Women and Public Policy, Humphrey Institute of Public Affairs, University of Minnesota (MSS 2007)

10ACS IPUMSUSA 2008


12ACS SE 2008


14ACS 2008


18MSS 2007

19MSS 2007


21Minnesota Crime Survey, data collected and obtained from the Minnesota Department of Public Safety, Office of Justice Programs (OJP) and the Greater Twin Cities United Way, analysis by OJP and the Center on Women and Public Policy, Humphrey Institute of Public Affairs, University of Minnesota (MN Crime Survey 2008)

22MSS 2007

23MSS 2007

24A Future, Not a Past Project Minnesota data collection, available from the Women’s Foundation of Minnesota.


26MSS 2007


28MSS 2007


30MSS 2007


32Minnesota Institute of Public Affairs, University of Minnesota (ACS SE 2008)

33Behavioral Risk Factor surveillance system, http://www.cdc.gov/brfss/

34Wage Project, www.thewageproject.org


39ACS IPUMSUSA 2008

40ACS IPUMSUSA 2008


42MSS 2007

43MOAPPP 2009

44MOAPPP 2009

45MSS 2007

46MSS 2007


48MSS 2007


52Database of Minnesota Legislative candidates between 1998-2008 compiled by the Center on Women and Public Policy and the Department of Political Science, University of Minnesota, analysis by Libby Sharrow, Department of Political Science

53Survey of Minnesota local elected officials conducted by the Center on Women and Public Policy in 2009, analysis by Center on Women and Public Policy

54Survey of Minnesota local elected officials conducted by the Center on Women and Public Policy in 2009, analysis by Center on Women and Public Policy

55Survey of Minnesota local elected officials conducted by the Center on Women and Public Policy in 2009, analysis by Center on Women and Public Policy

56Rebecca Hawthorne and Joann Bangs, Minnesota Census of Women in Corporate Leadership 2009, St. Catherine University, available at: http://www.skat ede.edu/mn_census/09/3_executive_summary.html

57Publicly available information on Minnesota companies, analysis by the Center on Women and Public Policy, 2010

