Intersectional Analysis Drives Solutions

THE STATUS OF WOMEN & GIRLS IN 2022

The presentation will begin at 12 p.m.
In Conversation With

Dr. Christina Ewig
Professor of Public Affairs and Faculty Director of the Center on Women, Gender, and Public Policy at the University of Minnesota

Shawnterea Hardy
founder of PolicyGrounds Consulting, and former commissioner of the Minnesota Department of Employment and Economic Development (DEED)

Gloria Perez
President & CEO, Women’s Foundation of Minnesota
Intersectional Equity Framework
3 Key Factors Drive the Wealth Gap

- Income Gap
- Inheritance Gap
- Home Ownership Gap

Intergenerational Wealth Gap
The Wage Gap Hasn’t Narrowed In Five Years

Minnesota Cents on the Dollar
Average Wage and Salary Income Relative to White Men

Women Dominate Low-Wage Work with Low Benefits

Employee Composition by Gender of Major Occupational Categories in Minnesota

High-quality child care is out of reach for many Minnesota families, especially those headed by women.

- For a Native American single mother, the cost of center-based care is 132% of her median income
- For a Latino single mother, the cost is 140% of her income
- For a Black single mother, the cost is 77% of her income

The average cost of center-based infant care in Minnesota is more than the annual cost of college tuition at the University of Minnesota.
Solutions
Women & girls experience violence in every season of their lives

The vast majority of victims of sexual assault in the United States were first assaulted by age 25.

CWGPP analysis based on Centers for Disease Control 2015 National Intimate Partner and Sexual Violence Survey. Results do not sum to 100 percent as victims with unknown age are not represented in the figure.
Discipline, Police Violence & Incarceration Intersect

In Minnesota, Black girls are 10x more likely than white girls to be suspended.

LGBTQ+ people face added risks to health & safety.

22% of MN young people experiencing homelessness identify as LGBTQ+
Native communities face the greatest impacts in gender-based violence & suicide.

Photo credit: Christine T. Nguyen, MPR News file
Solutions
Health
Women’s Mental Health & the Pandemic

Women’s mental health plummeted during the pandemic.

Early research suggests that women’s rates of depression (29%) and anxiety (29%) were two-three times higher than pre-pandemic.
Cost & Access is a Barrier for Rural & BIPOC Communities

Cost of health care is a greater barrier for African American and Latina women in Minnesota.

1 in 5 Black women and 1 in 3 Latina women reported they could not see a doctor because of costs in the past year.
Many rural women in Minnesota must travel hours to deliver in a hospital with obstetric services. For example, a woman who lives in Grand Marais would need to travel to Duluth — 110 miles, more than 2 hours by car — to give birth in a hospital with obstetric services.
Leadership
## Women More Likely to Vote Than Men

<table>
<thead>
<tr>
<th></th>
<th>WOMEN</th>
<th>MEN</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2020</strong> (Presidential)</td>
<td>81%</td>
<td>79%</td>
</tr>
<tr>
<td><strong>2018</strong> (Midterm)</td>
<td>67%</td>
<td>61%</td>
</tr>
<tr>
<td><strong>2016</strong> (Presidential)</td>
<td>76%</td>
<td>72%</td>
</tr>
<tr>
<td><strong>2014</strong> (Midterm)</td>
<td>52%</td>
<td>48%</td>
</tr>
<tr>
<td><strong>2012</strong> (Presidential)</td>
<td>78%</td>
<td>74%</td>
</tr>
<tr>
<td><strong>2010</strong> (Midterm)</td>
<td>56%</td>
<td>54%</td>
</tr>
<tr>
<td><strong>2008</strong> (Presidential)</td>
<td>81%</td>
<td>74%</td>
</tr>
</tbody>
</table>
Representation in the Classroom

Twin Cities Public Schools: Teachers and Students by Race

Figures by CWGPP based on data from Minneapolis and St. Paul Public Schools, Minnesota Department of Education.
Corporate Leadership

At this rate, will take 54 years to reach gender parity.

Figure by CWGPP based on data from Minnesota Census of Women in Corporate Leadership, 2020.
Political Leadership

Women of color have increased their presence in MN Legislature, but remain underrepresented relative to their proportion of the population.

CWGPP analysis of data from the Minnesota Legislature Reference Library and the Census Bureau’s Population Estimates for July 1, 2019. Bar heights represent the percentage of women of that ethnicity or race in the state Legislature in the session year indicated. The numbers inside the bars indicate the counts of women of the indicated ethnicity or race.
Solutions
Questions?
Thank you!
To learn more: ContactUs@wfmn.org

A recording of this presentation will be available after the event and will be added to WFMN’s YouTube library.