Executive Summary for Policy Solutions

Advancing a Collective Agenda for Gender & Racial Justice

2022 STATUS OF WOMEN & GIRLS IN MINNESOTA

A cooperative effort between the Women’s Foundation of Minnesota and the Center on Women, Gender, and Public Policy of the Humphrey School of Public Affairs at the University of Minnesota.
2022 POLICY AGENDA

Economic Justice
- Paid Family & Medical Leave
- Menstrual Products in Schools
- Grant to Black Women’s Wealth Alliance to support Black women entrepreneurs in Minnesota

Safety
- Expand Safe Harbor
- Safe Harbor for All Ages
- Youth Homelessness Act funding
- Appropriations for Combatting Sex Trafficking
- Office for Missing & Murdered Black Women & Girls

Holistic Well-Being & Reproductive Justice
- Comprehensive, Inclusive Sex Education
- Community-based Healer Grants
- Menstrual Products for Students
- Family Planning Special Projects Grants

PARTNERS IN ADVOCACY
Policy accomplishments are possible because of community-led advocacy made up of individuals, nonprofit leaders, and elected advocates. We are grateful to all of our partners in policy, including: Young Women’s Cabinet, YWCA St. Paul, Executive Council for the Young Women’s Initiative, Minnesotans for Paid Family & Medical Leave Coalition (co-chaired by AFLCIO-MN, Children’s Defense Fund – Minnesota, and ISAIAH), Missing & Murdered Black Women & Girls Task Force, The Link, Oasis for Youth/Youth Services Network, and Task Force on Expanding the Economic Security of Women.

TAKE ACTION FOR WFMN’S POLICY AGENDA
Vote! When you vote, consider the people and policies that will create equity and justice for women, girls, and gender-expansive people. Review candidate’s proposals for building economic security and safety across race, ethnicity, gender, and geography. Hold incumbent candidates accountable for their commitment and record on creating change for neighbors who are most impacted by their work.

Contact your legislators and make your views known. Share the data from this report. Ask them to support policies informed by this data. Find your legislators at gis.lcc.mn.gov/IMaps/districts/

Share WFMN research on these policies with your networks. We know that Minnesotans care about our neighbors. We have the data and policies to create justice if we all take action together.

Support the Paid Family & Medical Leave Act and the Minnesotans for Paid Family Leave (PFML) coalition
- Go to Paidleavemn.org for more ways to advocate
- Follow PFML actions on Facebook and Twitter

If your employer does not support paid leave, encourage them to do so. Adding your powerful voice makes a difference.

Support legislation that ensures a full spectrum of reproductive health services, including Family Planning Special Grants and rolling back restrictions on abortions.

Support appropriations for culturally relevant healing services not currently reimbursable by insurance.

If you are a young woman or gender-expansive youth (16-24), join the Young Women’s Initiative Network. Apply to the Young Women’s Cabinet or WFMN Innovator program to build your leadership and advocacy with the power of a cohort.

STAY CONNECTED
Sign up for WFMN News & Events
Make a gift, and invest in research, grantmaking, and policy to drive systems change for gender and racial justice in Minnesota.
Open a donor advisor fund
Follow WFMN on social media

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Advancing a Collective Agenda for Gender & Racial Justice

The Women’s Foundation of Minnesota (WFMN) resources policy, advocacy, and civic engagement by investing in community partners across the state. We advocate and advance legislation to encourage bipartisanship in a divided legislature so that Minnesota women, girls, gender-expansive people, and their families can succeed.

With the Young Women’s Initiative of Minnesota, the Women’s Foundation partners with the Office of the Governor to advance systems change for young Black, Indigenous, and women of color, and additional young women pushed to the margins. We engage the Young Women’s Cabinet as experts on the issues they experience directly and facilitate their ongoing leadership development with YWCA St. Paul. For the fourth year, WFMN partnered with Wilder’s Community Equity Pipeline Program (CEP) to provide the Young Women’s Cabinet with policy training. CEP trains leaders of color and American Indian leaders to have a powerful and influential voice in the legislative process and drive social change to transform lives in Minnesota.

Our strategic investments are building and resourcing a coalition of advocates like the Young Women’s Cabinet to engage with legislators and expand legislation for women and girls across the state. We work closely with the Executive Council for the Young Women’s Initiative, a cross-sector body of business, government, nonprofit, and higher education leaders, to advance solutions within the public and private sector. Through investments in organizations, leaders, and movements for change, WFMN invests in capacity-building so that nonprofits can grow their potential for increased leadership and community power building at the Capitol.

As we are honored to represent the interests of women, girls, and families at the Capitol, we know we are as strong as the advocates who work to advance crucial legislation for our state’s communities beside us. By working together, we are more effective.
When women and girls are safe and economically secure, families and communities thrive. Data in the *Status of Women & Girls in Minnesota* report show that investing in women, girls, and gender-expansive people – especially women of color and women with lower incomes – is key to ensuring that Minnesota families are healthy and well.

The pandemic focused national attention on the importance of care work to our economic infrastructure. To achieve economic security and a fair economic playing field, women must have access to affordable and reliable caregiving supports such as child and elder care and paid sick and family leave. These are essential building blocks of economic security, alongside education and training, stable living-wage jobs with benefits, avoiding debt, and accumulating wealth. As we confront rising income inequality and navigate the ongoing pandemic, it is crucial that these building blocks are equally available to women, men, and all people.

Investing in women’s economic security means addressing the persistent gender wage gap, which in Minnesota continues to shortchange all groups of women and affects Latina, Black, and Native American women the most. Child care affordability and supply are longstanding problems that continue to present barriers for working women. Taken together, these challenges often translate into housing insecurity, debt, and poverty.

“Women are at the center of families and our communities. Providing paid family leave is critical to our economic future because investing in women benefits children and families and builds a strong economic foundation for all of us.”

– Gloria Perez, WFMN President & CEO, Testimony in support of Paid Family & Medical Leave

**WHAT THE DATA SHOW**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Average Wage &amp; Salary Income Relative to White Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>$0.81</td>
</tr>
<tr>
<td>Asian American</td>
<td>$0.70</td>
</tr>
<tr>
<td>Black</td>
<td>$0.61</td>
</tr>
<tr>
<td>Native American</td>
<td>$0.61</td>
</tr>
<tr>
<td>Latina(o)</td>
<td>$0.55</td>
</tr>
</tbody>
</table>

Women of color and Native American women are concentrated in service occupations. 1 in 3 work in service fields where benefits are scarce. For white women, it’s 1 in 5.

Women are often pushed to spend time out of the labor force, in part due to caregiving, and the penalties for taking time out of the workforce are high. U.S. women workers’ earnings were 49 percent of men’s earnings when measured by total earnings for all workers who worked in at least one year over a 15-year period from between 2001 to 2015. The annual earnings of women who took just one year off from work were 39% lower than women who worked all 15 years.

Most Minnesota families spend far more on childcare than the 7% of income recommended by the U.S. Department of Health and Human Services.

Single female-headed households are most likely to experience poverty. While the overall poverty rate in Minnesota (9% for people of all ages) is lower than the national average (13%), poverty rates are more than three times higher for Minnesota’s single female-headed families than other family compositions.

Prior to sick leave ordinances in Minneapolis and St. Paul, 40% of Minnesota women workers did not have access to paid sick days.

Income as It Relates to Cost of Living and Poverty, by Race

White and Asian American married couple families are the only two-child Minnesota families that have median income levels exceeding the state cost of living.

<table>
<thead>
<tr>
<th>Two-parent family with 2 children</th>
<th>Median income</th>
<th>% with income below cost of living</th>
<th>% below poverty line</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cost of living: $91,032</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>$120,000</td>
<td>31%</td>
<td>3%</td>
</tr>
<tr>
<td>Asian</td>
<td>$100,000</td>
<td>45%</td>
<td>7%</td>
</tr>
<tr>
<td>Black</td>
<td>$55,484</td>
<td>81%</td>
<td>14%</td>
</tr>
<tr>
<td>Latina/o</td>
<td>$47,404</td>
<td>70%</td>
<td>19%</td>
</tr>
<tr>
<td>Native American</td>
<td>$67,660</td>
<td>56%</td>
<td>25%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$112,227</td>
<td>36%</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Single mother with 2 children</th>
<th>Median income</th>
<th>% with income below cost of living</th>
<th>% below poverty line</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cost of living: $83,724</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>$44,841</td>
<td>85%</td>
<td>18%</td>
</tr>
<tr>
<td>Asian</td>
<td>$41,492</td>
<td>75%</td>
<td>22%</td>
</tr>
<tr>
<td>Black</td>
<td>$22,297</td>
<td>98%</td>
<td>45%</td>
</tr>
<tr>
<td>Latina/o</td>
<td>$24,000</td>
<td>98%</td>
<td>51%</td>
</tr>
<tr>
<td>Native American</td>
<td>$7,700</td>
<td>100%</td>
<td>62%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$36,222</td>
<td>89%</td>
<td>27%</td>
</tr>
</tbody>
</table>

POLICY SOLUTIONS

Building economic opportunity for women requires a multi-factor approach of increased income, caregiving support, access to high-paying sectors, and more. Policy advancement in one area must recognize and account for impact in others. For example, wage increases are key to economic opportunity and must be implemented in ways that avoid the sudden loss of access to child care, food, and housing benefits as income increases.

Women’s Economic Security Act

The Women’s Foundation was instrumental in passing the Women’s Economic Security Act (WESA) in 2014, historically comprehensive legislation that benefits Minnesota women and families. WESA, which includes pregnancy accommodations and sick and safe time, shows that public policies can make a difference, and a recent report from Attorney General Keith Ellison’s Task Force on Expanding the Economic Security of Women points to the need for even stronger policies, awareness, and increased resources for programs that work.

As we advocate for stronger economic protections that benefit all women – like paid family leave for all Minnesotans – and increase opportunities for women of color, entrepreneurs, and mid- and high-wage jobs that help women provide for their families, we support strengthening WESA by adopting task force recommendations to address women’s economic security.

The task force report recommends expanding existing WESA legislation to cover more employers (those with less than 21 employees), incentives and state supports for lower cost and high-quality childcare, and workplace protections that take effect immediately. Currently, you must work for an employer for a year to be eligible for many accommodations.

WFMN POLICY AGENDA

Paid Family & Medical Leave Builds Economic Justice

When we listen to women around our state, family and medical leave is key to the long-term success of families and should not be optional. To achieve economic security and a fair economic playing field, we must value the work and the roles that women provide by compensating – at minimum – their right to take a leave. With paid family and medical leave, women who are heads of households can take care of themselves and their loved ones without losing their job or leaving the labor force. By keeping women from exiting the workforce or lessening work hours due to caregiving needs, we are closer to closing the gender and racial wealth gaps that accumulate over a woman’s lifetime.

Women, especially women of color, are concentrated in service and other industries that are least likely to provide paid family & medical leave as a benefit. These workers must choose between caring for family members or themselves and their paycheck. By keeping women from leaving the labor force or reducing work hours due to caregiving needs, we are closer to closing the gender and racial wealth gaps.

A statewide paid family and medical leave program will decrease poverty and lessen dependence on public benefits. The opportunity to care for our families and ourselves without risking our family’s economic security should be available to all Minnesotans.
Women and girls in Minnesota are harmed by gender-based violence throughout their lifetimes: in their homes, on the streets, and in public institutions like schools, workplaces, and the criminal justice system. The consequences of this violence include depression, suicidal thoughts and attempts, chronic disease and health problems, teen pregnancy, substance abuse, homelessness, lost economic productivity, and a lack of personal security.

The pandemic exacerbated this ongoing public health problem. Many forms of gender-based violence increased in Minnesota during the pandemic, but especially harassment and intimate partner violence. Asian women experienced heightened harassment in a political context in which some blamed China for the genesis and spread of the virus.

To thrive, women, girls, and gender-expansive people need to feel safe in their communities. Policies that address violence prevention as well as culturally appropriate, community-led and community-centered responses are needed to achieve safety for all.

WHAT THE DATA SHOW

Affordable housing is crucial to safety and economic stability
In the United States, women are evicted from their homes at an annual rate 16% higher than men. Eviction disparities are especially large for Black women, who are evicted 36% more than Black men, and Latinas, who are evicted 10% more often than Latino men.

Family violence affects Minnesota girls
Domestic violence impacts Minnesota children and youth. Among Minnesota students in grades 8, 9, and 11, 78% of girls from homes with domestic violence reported depression and hopelessness, 49% hurt themselves, and 40% contemplated suicide. Sixteen percent (16%) of girls living with domestic violence attempted suicide in the past year (compared to 3% for those from homes without violence).

Runaway youth are especially at risk for sexual exploitation and related trauma. A trauma-informed program for sexually exploited youth in Ramsey County found that 73% of sexually exploited runaway youth in their program screened positive for possible post-traumatic stress disorder.

The number of unhoused people in Minnesota increased by 10% from 2015 to 2018. Children and unaccompanied youth under 25 years old make up nearly half (46%) of the unhoused. LGBTQ+ youth are overrepresented among this group. Twenty-two percent (22%) of unihoused youth under 25 and 10% of unhoused adults 18 and older in 2018 identified as LGBTQ+. Three times as many lesbian girls and transgender or nonbinary Minnesota students in grades 8, 9, and 11 report running away from home or living in a shelter on their own as their straight, cisgender counterparts.

Native women face violence at alarming rates
More than 85 percent of Native women experience violence and 56 percent experience sexual violence in their lifetimes – a 20 percent greater likelihood compared to white women.

In Minnesota, Native women are murdered at a rate 7x that of white women and Black women are murdered at a rate 2.7x higher than white women.

More than 25 percent of Native girls have attempted suicide – far greater than Native boys or teens of any other cultural group.

“The invisibility of missing Black girls and women reveals how they have been denied citizenship — and, as a result, they are unprotected, punished, or unnoticed. Black women deserve more. Black families deserve more.”

– Aaisha Abdullahi, Young Women’s Cabinet member testimony supporting the creation of the Office of Missing & Murdered Black Women & Girls
POLICY VICTORIES

Minnesota lifted statute of limitations for sexual assault. In 2021, after years of tireless advocacy by survivors, advocates Asma Nizami from Reviving Sisterhood and Sarah Super of Break the Silence Day led the work to change laws that harm and silence victims of sexual assault. Prior to the 2021 law, Minnesota residents had six years to report an incident.

In 2011, Minnesota’s Safe Harbor for Youth law went into effect, with expansions in 2014 and 2016. This law considers sexually exploited victims age 24 and younger to be survivors in need of services rather than criminals. The law’s “No Wrong Door Model” directs multiple state agencies to ensure that whenever a minor who is being trafficked or at risk of being trafficked interacts with the criminal justice system, they can be identified and directed towards services.

Analysis of the impact of Safe Harbor for Youth suggests that access to services and shelter has increased and quality has improved, community awareness about sexual exploitation has heightened, and law enforcement better supports victims. State funding now provides over $15 million dollars biennially for Safe Harbor implementation. A 2019 evaluation of Safe Harbor found that the vast majority of participants (91%) were female, 6% were male, and 3% were transgender or gender-expansive. There were high proportions of Native American participants in the program compared to their population in the state, comprising 14% of Greater Minnesota and 9% of Twin Cities metro participants.

In 2021, the Minnesota Legislature included important changes to state laws on sexual violence, including closing the “intoxication loophole.” Prior to 2021, victims of sexual assault who were willingly intoxicated could not press charges in cases of rape. It also eliminated the statute of limitations on criminal sexual misconduct crimes.

Minnesota is taking steps to tackle the crisis of missing and murdered Native American women. With bipartisan support in both the House and Senate, the 2021 Minnesota Legislature voted to create the Office of Missing and Murdered Indigenous Relatives. The Office will coordinate with law enforcement across the state, including tribal law enforcement, support victims and families, and, with the Missing and Murdered Indigenous Women-Relatives Task Force, created in 2019, continue to examine and address the generations-long, systemic causes of this violence and develop community-led prevention strategies.

Following the model of Missing and Murdered Indigenous Women and Relatives, the Task Force on Missing and Murdered Black Women and Girls will investigate the root causes of violence and propose solutions. Black women and girls are overrepresented in missing person cases, receive less media attention, and their cases remain open four times longer than others. State Representative Ruth Richardson was the lead author of the bill that created the task force, which passed in 2021. The task force will release its policy recommendations by December 2022.

“IIf we really want to address the exploitation of people in our state, we need to make sure people are housed, that they have the food, the shelter, the education that they will need. Investments in those things are anti-trafficking work.”
– Rep. Dave Pinto, Minnesota House (64B)

WFMN POLICY AGENDA

Safe Harbor
As we maintain the gains made by Safe Harbor to continue funding a comprehensive statewide plan to address sex trafficking and exploitation, we must expand services that are trauma-informed and culturally relevant so survivors across our state can heal and thrive physically, emotionally, spiritually, culturally — holistically.

Homeless Youth Act
WFMN supports the Homeless Youth Act to allocate funding for additional research on the prevalence of sex trafficking in Minnesota so we can target interventions where they’re needed most. Safe, supportive, and accessible housing for youth will limit one of traffickers’ tools—the promise of shelter.

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The foundations of health and well-being begin in our homes, schools, neighborhoods, and workplaces. But these places also often harbor inequities that impact the health of women and girls in our society—and as the pandemic has shown, these inequities lead to heightened vulnerability in times of crisis.

WFMN invests in holistic well-being and reproductive justice to end the disparities facing women of color in pre- and post-natal care and over their lifetimes, so that all women have choices and the ability to determine her own path. Investing in well-being for women, girls, and gender-expansive people benefits whole families and communities.

According to many indicators, Minnesota appears to be a leader in health care access and outcomes for women and girls. But when we disaggregate the data, we see the persistent, and in some cases growing, health inequities for women and girls of color, Native American women and girls, LGBTQ+ people, disabled women and girls, and women and girls in Greater Minnesota. Reducing health disparities and increasing positive health outcomes for all Minnesota women and girls requires economic opportunity, increased physical activity, access to affordable and healthy foods, safe housing and neighborhoods, mental health services, and policies that ensure affordable access to high-quality health care.

Health disparities among women and girls across many communities require bold policies to bring culturally inclusive access to all aspects of prevention and care. Policies that create culturally relevant and community-based solutions are key building blocks to improving health outcomes, including exercise, nutrition, and access to health care. Policy change is needed to create better access and outcomes in mental health and reproductive health for women and families across the state.

“"It is not a foregone conclusion, even if you have health insurance, that your caregiver, your doctor, your selected place to go is going to treat you with respect or that they are even going to treat you at all.”

– Participant, Status of Older Women in Minnesota Listening Session

WHAT THE DATA SHOW

Mental health care is not equitable across race. Women and girls of color and Native American women and girls are less likely than white women and girls to receive therapeutic treatment for a variety of reasons, including limited access, cultural norms, lack of sufficient mental health care professionals, and lack of culturally sensitive care approaches. According to 2008-2015 national data, while 48% of white adults with any mental illness received mental health services, 31% of Black and Latina/o adults, and 22% of Asians received mental health treatment or counseling.

• In Minnesota, 55% of Black girls and 58% of Asian American girls in grades 8, 9, and 11 who reported a long-term mental or emotional problem said they had not received treatment, compared to 32% of white girls.

• In addition to issues of access, people of color may receive less mental health care because they face “double stigma” from their racial identity and mental illness.

Native American women in Minnesota are four times more likely and Black women in Minnesota are 2.3 times more likely to die of pregnancy- or childbirth-related causes than white women, and over 60% of these deaths are preventable. Maternal morbidity (injuries related to childbirth and pregnancy not resulting in death) and infant mortality rates are also unequal across race.
Access to prenatal and obstetric care is unequal across Minnesota.

Minnesota’s decline in rural obstetric services now outstrips the national average. In addition, youth in rural Minnesota may face more difficulties accessing sexual health clinics due to barriers, including fewer clinics, longer distances to travel, limited hours of operation, and confidentiality/privacy concerns. The 10 counties with the highest teen birth rates are all in Greater Minnesota. Counties with higher percentages of Black women were at greater risk of losing all hospital-based obstetric services.

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.

Policy Victory

In 2021, the Dignity in Pregnancy and Childbirth Act became law, supported by the Women’s Foundation of Minnesota.

Maternal morbidity and infant mortality rates are unequal across race. The new law requires hospitals to supply education on implicit biases and anti-racism training in hospitals with obstetric units and birth centers, and improves the availability of doulas and midwives in underserved communities.

Policy Solutions

Research shows that prenatal, obstetric, and post-natal care for babies leads to health, resilience, and prosperity later in life. For all women, girls, and gender-expansive people to thrive, we must invest in closing disparities in reproductive care for women and birthing people of color in Minnesota.

When we invest in comprehensive, inclusive sex education and the full spectrum of reproductive care, families and communities benefit. Access to health care, health insurance, and affordable care allows Minnesotans to get the preventative health care they need to avoid more extreme, pricier procedures later on. In addition to policies that change inequitable systems, WFMN invests in community partners whose culturally responsive programs and policies support healthy outcomes across reproductive services.
A growing body of research shows that gender, racial, and other types of diversity in leadership has clear benefits, from economic innovation to deeper community support for democratic institutions.

Women bring different experiences to the decision-making process. Women leaders, and especially women leaders from a range of socioeconomic, racial, and ethnic backgrounds, signal to girls that their options are limitless and to boys that women are equals. Yet, Minnesota has a long way to go to achieve gender parity in leadership at nearly every level. When we look at business, nonprofits, and government together, women make up just one in four leaders statewide. Women hold a greater share of nonprofit and government leadership roles, but even in those sectors, men outnumber women leaders two to one. Improving the racial and ethnic diversity among judges and lawyers may have consequences on prosecution and sentencing in the criminal justice system, which disproportionately impacts the lives of people of color in the United States.

From the pandemic to climate change, Minnesota and the world face complex, urgent challenges. Now more than ever, we cannot afford to leave any of the state’s talent on the sidelines. Building leadership and community power through intergenerational relationships and cultural connections is particularly important to building more representative and equitable leadership into the future.

“We have voice in positive change and the time has come for us to speak our truths. Let’s wrap our arms around each other and lift each other up for positive change for the next seven generations. Wopila tanka!”

– Senator Mary Kunesh, Contributor, Not One More: Missing & Murdered Indigenous Women Listening Session

### WHAT THE DATA SHOW

**Women are more likely to vote than men.** Since 1980, women in the U.S. have been more likely to vote than men in every presidential election.

In 2021, **Minnesota’s Congressional delegation is majority women**, an increase since 2019. Minnesota is currently only one of four states with an all-women senate delegation.

**Representation Matters**

In 2021, **the Minnesota Legislature swore in its most racially diverse group of lawmakers yet.** Legislators of color and Indigenous legislators increased to 25 (13 women) in the 2021-2022 session, up from 21 (11 women) in 2019-2020. However, representation still doesn’t reflect the state’s racial diversity; each non-white group (except Native Americans) are underrepresented in the Legislature relative to the state’s population, especially women of color.

**Women have made gains, but corporate leadership is overwhelmingly male.** Although women’s representation among Minnesota’s corporate executives has risen in recent years (to 21 percent in 2018), at the current rate it would take 54 years to reach gender parity. This statistic has increased by 2 years since 2020.

**Women are more likely to vote than men.**

<table>
<thead>
<tr>
<th></th>
<th>WOMEN</th>
<th>MEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020 (Presidential)</td>
<td>81%</td>
<td>79%</td>
</tr>
<tr>
<td>2018 (Midterm)</td>
<td>67%</td>
<td>61%</td>
</tr>
<tr>
<td>2016 (Presidential)</td>
<td>76%</td>
<td>72%</td>
</tr>
<tr>
<td>2014 (Midterm)</td>
<td>52%</td>
<td>48%</td>
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<tr>
<td>2012 (Presidential)</td>
<td>78%</td>
<td>74%</td>
</tr>
<tr>
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</tr>
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</tr>
</tbody>
</table>

CWGPP analysis of Current Population Survey, Current Population Survey - Voter Supplement (2000 - 2020) (extracted from IPUMS USA, University of Minnesota, 2020), www.ipums.org. Due to sampling error, reported voting rates from the CPS do not exactly match the official turnout rate. Because of this, we rescaled the male and female voting rates so that the overall rate equaled the official rate.
Women of color and Native American women are especially underrepresented in law—prerequisite to serving as a judge. Women make up 42% of active lawyers in the Minnesota. People of color and Native Americans make up only 10% of lawyers compared to 22% of the population overall. Latina/o lawyers are the most underrepresented group, followed by Black lawyers.

Teachers in Minnesota are overwhelmingly white. Only 4% of teachers in the state are non-white, compared to 22% of the population.

POLICY SOLUTIONS

Organizational leaders should reflect the diversity of Minnesota’s population and represent the leadership that lives within each of our state’s communities. Workplaces have the power to create inclusive policies and ensure that women at the intersection of identities, including Black, Indigenous, women of color, women with disabilities, older women, and LGBTQ+ women are making key decisions. In addition to business, nonprofits, and elected office, leadership takes place in local communities where women innovators, entrepreneurs, and culture-bearers are creating solutions. Making space and investing in women, girls, and gender-expansive people will ensure that solutions created by people and families most impacted will be successful. Intergenerational relationships and cultural connections are particularly important to building future leadership.

Percentage of Women in Corporate Leadership Roles in the Top Minnesota Corporations

Although women’s representation among Minnesota’s corporate executives has risen in recent years (to 22% in 2020), at the current rate it would take 54 years to reach gender parity. This rate has slowed since our last report.

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

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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.

Women of Color and Native American Women in the Minnesota Legislature

Women of color have increased their presence in the Minnesota Legislature but remain underrepresented relative to their proportion of the state’s population.

Figure by CWGPP based on 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.