

08
UPDATE

A Change of Pace

ACCELERATING WOMEN'S PROGRESS



A WOMEN'S WAY PUBLICATION

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ABOUT WOMEN'S WAY

FOUNDED IN PHILADELPHIA IN 1977, WOMEN'S WAY IS THE COUNTRY'S OLDEST AND LARGEST WOMEN'S FUNDING FEDERATION. OUR MISSION IS TO RAISE MONEY AND PUBLIC AWARENESS TO FIGHT FOR AND ACHIEVE WOMEN'S EQUALITY, SAFETY, SELF-SUFFICIENCY, AND REPRODUCTIVE FREEDOM THROUGH WOMEN-CENTERED FUNDING, ADVOCACY, AND EDUCATION.



It has been over five years since WOMEN'S WAY first released *A Change of Pace*. That first report, the culmination of WOMEN'S WAY's 25th Anniversary, quickly became a valued tool for our community—a trusted regional assessment of women's socioeconomic standing. Four years have passed since the last update to *A Change of Pace*. Our review of the data this year has been discouraging. There has been little if any movement in the gender wage gap, the concentration of women in low-wage occupations, the disparate number of women living in poverty, and the restrictions on area women's reproductive rights. Some key indicators have worsened. More women are spending over 30% of their annual income on housing costs, poverty rates among elderly women have increased, and access to critical OB/GYN care has been threatened greatly. The rising rates of female incarceration, with far-reaching effects on children and extended families, necessitated the addition of a new research section.

The data demonstrate that the problems facing women and their families are not just urban issues. They also make clear that women of color are disproportionately affected by these inequities. One stark example of this disparity is the growing rate of African-American women affected by HIV/AIDS who comprise 72% of new AIDS diagnoses among women in Philadelphia.

As you review *A Change of Pace*, feel the weight of the cumulative effects of poverty wages, scarce affordable housing, limited access to quality child care and health care, and threats of violence against women. Note that while women's need for supportive services for themselves and their children has not decreased, funding for such programs has declined. And note the scant progress made over the last four years in bringing more women into the leadership ranks in business and government—powerful positions from which true policy and culture change could be led.

Now in its 31st year of service, WOMEN'S WAY continues to serve as a leader in funding, education, and advocacy around issues that disparately impact women and their families. With this update, WOMEN'S WAY continues to monitor carefully the progress of women in our region. This year, WOMEN'S WAY takes this work one step further with the launch of a new staff position. Our Director of Education and Advocacy Initiatives, with the guidance of a community-based advisory council, will focus on specific needs identified in this report, and also through ongoing conversations with community members and service providers, to develop a targeted strategy for public education and advocacy. In all of our efforts, we will pay special attention to the needs of particularly at-risk women in our community, such as women of color, low-wage working women, elderly women, disabled women, the LGBTQ community, immigrant and asylum-seeking women, and incarcerated women.

As our nation experiences one of its toughest economic periods, we know that women and their families are more vulnerable than ever. Join WOMEN'S WAY in stepping up the pace of progress for women, girls, and their families. Look into the eyes of a woman or girl you love, and commit to *A Change of Pace*.

Sincerely,

Emily J. Lawrence
Board Chair

Melissa Weiler Gerber
Executive Director

A woman's economic self-sufficiency is of paramount importance. With it, she and her family have options about where and with whom they will live. She can better ensure the safety and quality of her children's care and education, and the consistency and quality of the family's health care. With adequate wages, a woman can ensure that healthy food is on the table and that the heat stays on all winter. Unfortunately, a persistent wage gap and gender-based segregation of the labor market hinder the efforts of many hard-working women striving to make ends meet.

ARE WOMEN WORTH THREE-FOURTHS OF MEN?

In 1977, when WOMEN'S WAY was founded, women working full-time, year-round, earned 61 cents for every \$1 earned by men. Thirty years later, in 2007, across the nation, full-time working women earned 78 cents to every \$1 earned by men.¹ We are still just three-quarters of the way to wage parity.

THE WAGE GAP IS COSTLY NOT JUST TO WOMEN, BUT ALSO TO SOCIETY.

- The typical female worker and her family would gain \$5,710 per year, or \$210,000 over her entire working life, if pay equity were the norm.
- Equal wages for women would inject an additional \$319 billion per year into the national economy.²



THE GENDER WAGE GAP IN THE PHILADELPHIA REGION IS SLIGHTLY WIDER THAN THE NATIONAL AVERAGE.

- Women in the region make just 76 cents on the dollar compared to men.
- Working women in Philadelphia County earn less than women in Bucks, Delaware, Chester and Montgomery Counties. But the wage gap is more pronounced in the suburbs because Philadelphia men earn substantially less than their suburban counterparts.³

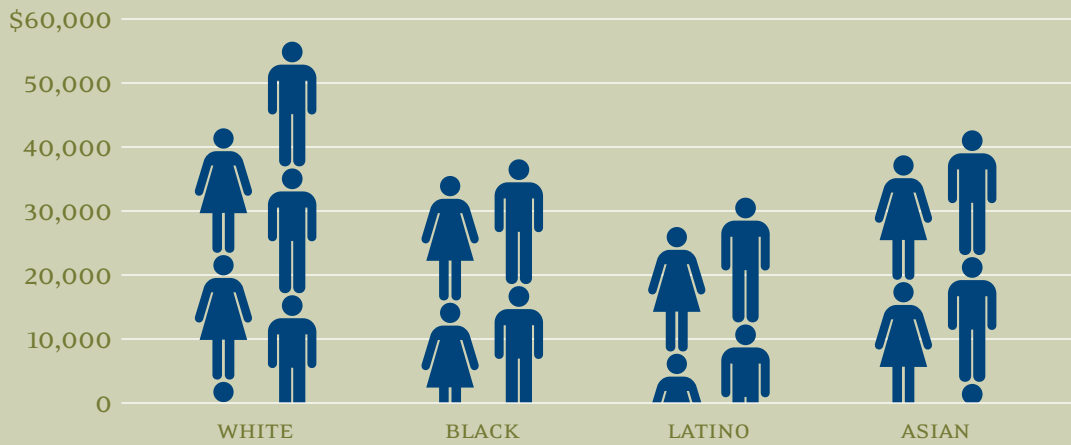
WOMEN OF COLOR FACE DOUBLE WAGE DISCRIMINATION.

- In the Philadelphia region, median earnings for white full-time working women are just 74% of white male earnings.
- Black women working full-time earn 92% of what black men earn, but only 56% of white male earnings.
- Latinas' earnings are 85% of Latinos' earnings for full-time work, but still only 45% of white male earnings.
- Asian women's earnings are 80% of Asian male earnings, and just 70% of white male earnings.
- The gender wage gap is smaller within the black, Latino and Asian communities only because men of color earn so much less than white men earn.⁴

IN THE PHILADELPHIA REGION, ALTHOUGH ADDITIONAL EDUCATION INCREASES EARNINGS FOR BOTH GENDERS, A SUBSTANTIAL WAGE GAP REMAINS.

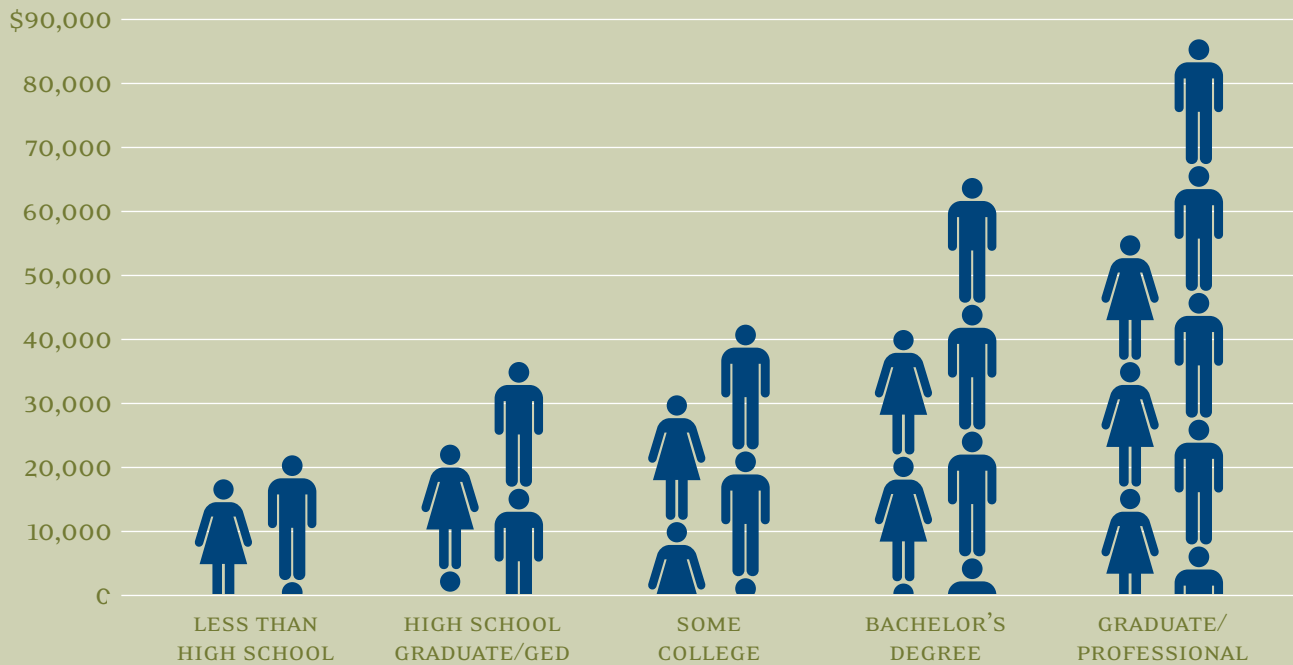
- Earnings increase as educational attainment increases for both genders: median earnings are 35% higher for women and 19% higher for men with some college experience, and 80% higher for men and women with a bachelor's degree, than for their counterparts who have not attended college.
- However, women with a bachelor's degree or a graduate/professional degree earn just 65 cents for every dollar earned by their male counterparts.
- The typical woman with a bachelor's degree earns slightly less than a man with some college experience but no degree.
- Women with bachelor's or graduate/professional degrees earn less on average than men with just a bachelor's degree.⁵

Median earnings of full-time, year-round workers in the Philadelphia region, by sex and race/ethnicity, 2007



SOURCE: U.S. Census Bureau, 2007 American Community Survey

Median earnings by educational attainment and sex for all workers in the Philadelphia region, 25 years and over, 2007



SOURCE: U.S. Census Bureau, 2007 American Community Survey. Note that these figures represent median earnings for all workers.

HOW YOU CAN MAKE A DIFFERENCE

- Advocate for legislation at the federal, state, and local levels that ensures equal pay for comparable work and protects against wage discrimination (such as The Lilly Ledbetter Fair Pay Act⁶ and The Paycheck Fairness Act⁷).
- Advocate for guaranteed paid sick days for all workers.
- Report and ensure appropriate remedies for any instances of workplace discrimination.
- Advocate for legislation that makes it illegal for an employer to discriminate against an employee on the basis of marital or familial status, sexual orientation, or gender identity.



WHITE, BLUE & PINK COLLAR JOBS

Since the 1970s, women have made great inroads in occupations long dominated by men. But many women in the US remain in the pink—in so-called “pink collar” jobs with low pay. In general, the more a field is women-dominated, the lower its pay. While women are now represented in a broad array of occupations, too many women remain undercompensated in gender-segregated fields.

WOMEN ARE OVERREPRESENTED IN “PINK COLLAR” JOBS IN THE PHILADELPHIA REGION.

- Although they represent nearly one-half of the labor force in the region, women are overrepresented in occupations such as health care support, personal care, and administrative support, accounting for more than 75% of workers in these jobs.
- More than 1 in 4 employed women in the region work in professional occupations compared to 1 in 5 employed men, but nearly two-thirds of these women work in the traditionally “female” fields of education, training, and library occupations, or as health care practitioners and technicians, compared with less than one-third of men in professional occupations.
- Women are underrepresented in architecture, construction, and transportation jobs and overrepresented in personal care and service occupations, health care support, and office and administrative support jobs.¹

MALE-DOMINATED JOBS, ON AVERAGE, PAY MORE ANNUALLY THAN FEMALE-DOMINATED JOBS.

- Female-dominated jobs in the Philadelphia region had mean annual earnings of \$34,571 in 2007, compared with \$53,555 for male-dominated jobs.²

EVEN WITHIN OCCUPATIONAL CATEGORIES, WOMEN ARE CONCENTRATED IN THE LOWER-PAYING JOBS.

- The generally high-paying legal occupations category includes lawyers (who average \$116,490 annually), but also legal assistants (\$47,830) and law clerks (\$47,980).
- Women in the Philadelphia region make up 83% of all legal support workers, but only 32% of all lawyers.³

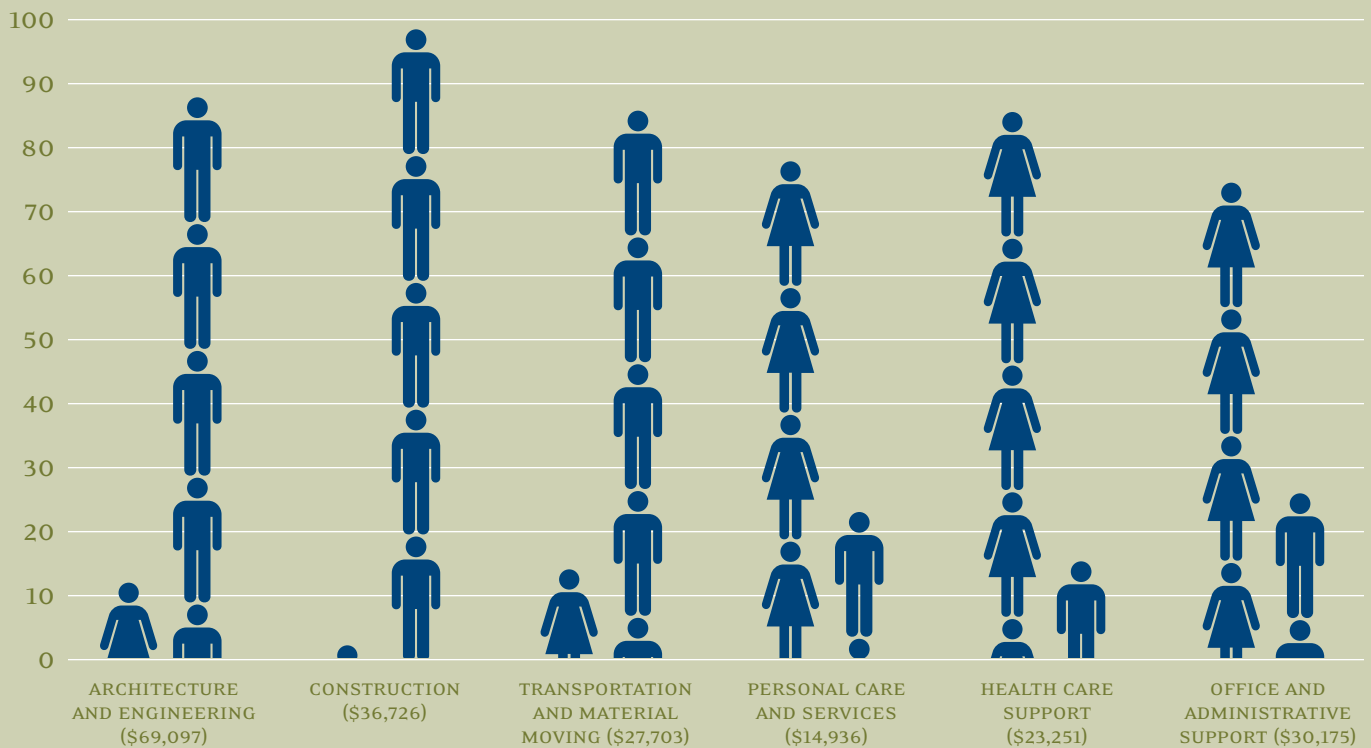
NATIONALLY, WOMEN MAKE LESS MONEY THAN MEN EVEN WITHIN THE SAME OCCUPATION.

- The 2007 median weekly earnings for female accountants working full-time was \$858 compared with \$1,186 for male accountants working full-time. Female lawyers earned \$1,381 per week compared with \$1,783 for male lawyers. Women employed in construction earned \$573 compared with \$648 for men.
- Even in traditionally female professions like teaching and nursing, women typically earn less than men. Female nurses working full-time earned \$976 per week compared with \$1,098 for male nurses. Female teachers earned \$847 compared with \$938 for their male counterparts.⁴

COMPARED WITH WHITE WOMEN, WOMEN OF COLOR ARE EVEN MORE CONCENTRATED IN LOW-PAYING JOBS.

- Black women constitute 20% of the female labor force in the Philadelphia region. Yet, they represent just 7% of women employed in the field of sciences, 8% of women working in arts, design, and media, and 6% of women working in construction. Median earnings for women in these jobs are \$43,211, nearly \$13,000 more than overall regional median earnings for women of \$30,496.
- Black women represent 36% of women employed in community and social service occupations, 47% of women employed in health care support, 43% of women employed in protective service, and 42% of women working in building and grounds maintenance jobs. Median earnings for women in these jobs are \$24,872, about \$5,000 less than overall regional median earnings for women.
- Latinas make up just 4% of female employment in the region. Yet, they represent 14% of women employed in building and grounds maintenance and installation, maintenance and repair jobs, and 16% of women working in transportation and material moving occupations. Median earnings for women in these jobs are just \$18,897, approximately three-fifths of median earnings for all employed women in the region.⁵

Selected occupations by sex distribution and median earnings in occupation, Philadelphia region, 2007



Source: U.S. Census Bureau, 2007 American Community Survey

HOW YOU CAN MAKE A DIFFERENCE

- Educate women about high-paying, high-demand jobs (including traditionally male occupations) such as business operations specialists, registered nurses, fire fighters, medical and clinical laboratory technicians, and postsecondary teachers, and ensure schools and job training programs are making girls and women aware of such opportunities.
- Encourage girls and women to pursue training for traditionally male occupations.
- Encourage unions, state and local governments, and private employers to support non-traditional job training programs for incoming and incumbent workers, and to protect women from on-the-job harassment and discrimination.
- Report and ensure appropriate corrective action for all workplace harassment.
- Encourage trade unions to provide equal access to apprenticeship programs, and to ensure a safe and fair working environment for women.
- Encourage private employers to increase access to internships for women as a bridge to higher paying jobs.

Many families in the Philadelphia region cannot make ends meet. Working women earning low wages struggle daily to meet their basic needs and support their families as a result of cutbacks in government assistance programs. Families headed by single mothers earn disproportionately lower wages and shoulder substantial child care costs. Older women face an increasingly insecure financial future. A grossly inadequate supply of affordable housing jeopardizes many families' hopes for a stable future and denies them the opportunity to pass along a valuable asset to the next generation.

HARD TIMES ABOVE & BELOW THE POVERTY LINE

The dramatic shift in 1996 from welfare to the even more restrictive Temporary Assistance for Needy Families (TANF) ratcheted up the pressure on poor women. In particular, its emphasis on quickly getting a job—any job—has caused many women to sacrifice the post-secondary education or training necessary to get a job paying higher wages. Workers with limited education too often get stuck in dead-end jobs paying inadequate wages.

IN THE PHILADELPHIA REGION, MORE THAN 1 IN 3 FAMILIES HEADED BY SINGLE MOTHERS LIVE IN POVERTY.

- 35% of families headed by single mothers live under the official poverty line, compared with 17% of families headed by single fathers and just 4% of married couples with children.
- Although poverty rates are higher in Philadelphia County, more than 1 in 5 suburban families headed by single mothers are poor.
- Families headed by single mothers represent just 28% of families with children in the region, but more than 70% of the region's poor families with children.¹



IN THE PHILADELPHIA REGION, WOMEN OF COLOR ARE MORE LIKELY TO BE POOR THAN WHITE WOMEN.

- 29% of black women and 39% of Latinas in the region live in poverty, compared to 16% of Asian women and 7% of white women.²

TANF PROVIDES LIMITED ASSISTANCE TO FAMILIES IN THE PHILADELPHIA REGION LIVING IN POVERTY.

- In 2007, 63,327 families with children lived in poverty in the Philadelphia region, including 45,285 families headed by single mothers.³
- In 2007, nearly 44,000 families in the Philadelphia region received TANF. The monthly cash grant for these families averaged \$421, or \$5,052 annually, which is 30% of the 2007 poverty threshold of \$16,705 for one adult and two children.⁴
- Approximately 3 in 4 TANF recipients were children; the average TANF family consists of a single adult and two children.⁵

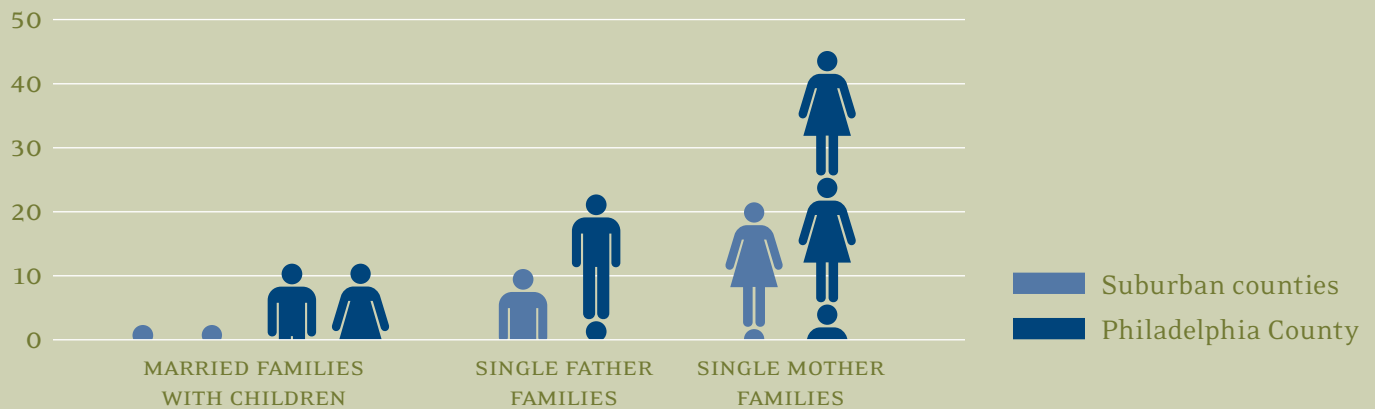
FOR MANY WOMEN IN THE PHILADELPHIA REGION, WORK AND POVERTY GO HAND IN HAND.

- Nearly 1 in 5 female-headed families (18%) in the Philadelphia region with at least one worker lives under the official poverty line, compared with 8% of male-headed families and 2% of married couple families.
- Philadelphia families with one worker are more likely to live in poverty than similar suburban families.
- Nearly 1 in 4 female-headed families (24%) in Philadelphia County with at least one worker lives below the poverty line, compared to 8% in Bucks County, roughly 10% in Chester and Montgomery Counties and 15% in Delaware County.⁶

EVEN WOMEN AND THEIR FAMILIES LIVING ABOVE THE OFFICIAL POVERTY LINE STRUGGLE TO MEET BASIC NEEDS.

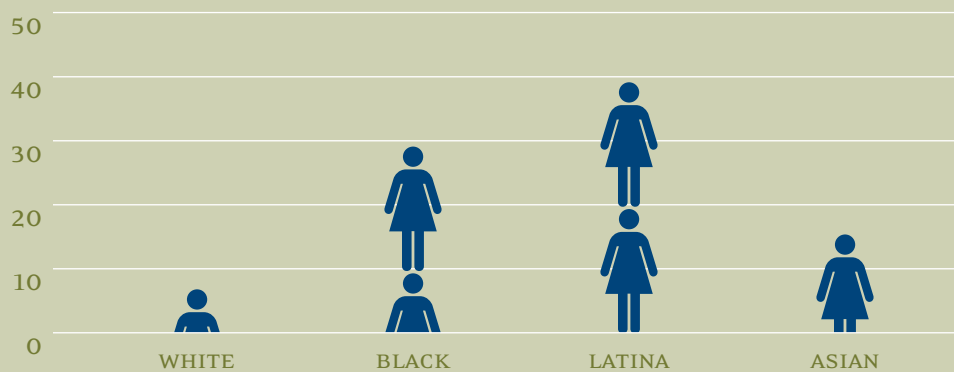
The federal government says you are not poor if your family's income is above these 2007 thresholds: \$10,787 for a single person, \$14,291 for one adult and one child, \$16,705 for one adult and two children and \$21,027 for two adults and two children.⁷ However, the PathWaysPA Self-Sufficiency Standard for the Philadelphia region shows that it really takes between \$18,663 to \$23,820 for a single adult, between \$34,707 to \$44,488 for a single parent with one child, between \$36,833 to \$56,965 for a single parent with two children, and between \$53,611 and \$64,352 for two adults and two children to meet such basic expenses as food, child care, housing, transportation, health care, and taxes.⁸

Percent of families with children under 18 years old living in poverty in the Philadelphia region, 2007



Source: U.S. Census Bureau, 2007 *American Community Survey*

Percent of women in the Philadelphia region living in poverty by race/ethnicity, 2007



Source: U.S. Census Bureau, 2007 *American Community Survey*

HOW YOU CAN MAKE A DIFFERENCE

- Challenge the federal and state governments to index the minimum wage to ensure a household-sustaining wage for all workers.
- Promote the use of the federal Earned Income Tax Credit and Pennsylvania's TAXBACK program, and advocate for passage of a state EITC (24 other states have one).
- Support efforts to revise the federal poverty thresholds to reflect real costs.
- Challenge the state government to increase the benefit amount for cash assistance under TANF and to raise eligibility ceilings by reexamining asset limits.
- Challenge the state government to expand educational opportunities for women receiving TANF benefits.
- Challenge the federal and state governments to increase enrollment and raise eligibility ceilings for Medicaid/Adult Basic Coverage and food stamp benefits.
- Challenge employers and state and local governments to explore creative solutions to offset commuting costs for low-income workers.
- Increase awareness of credit counseling services.

THE CAREGIVING PENALTY

Most mothers are working mothers on the job as well as in the home. Nationally, 70% of women with children under 18 are in the labor force. In the Philadelphia region, 64% of women with a child under 1 year of age were in the labor force in 2006.¹ Despite society's caring rhetoric about children and families, women are penalized as unpaid and paid caregivers.² First, women face a "care penalty" when they sacrifice income to meet care obligations: women risk losing their jobs for taking a day off when a child is sick, are ineligible for benefits as part-time workers, lose income while on extended leave caring for newborns or elderly parents, and accrue less Social Security and retirement benefits because of time spent out of the workforce. Second, jobs involving care work pay unconscionably low wages compared to other jobs.

THE MAJORITY OF CARE WORKERS IN THE LABOR FORCE ARE WOMEN, AND THESE JOBS ARE GENERALLY UNDERVALUED AND UNDERPAID.

- In the Philadelphia region, more than 93% of child care workers and 84% of health care support workers are women.³



- While hourly earnings in the region averaged \$21.37, care work jobs paid less. For example, health care support workers earned \$12.87 and child care workers earned just \$9.62 per hour.⁴

WOMEN ARE MORE LIKELY THAN MEN TO WORK PART-TIME OR BE OUT OF THE WORKFORCE BECAUSE OF CARE RESPONSIBILITIES.

- 46% of women working part-time in Pennsylvania cited child care problems or other family and personal obligations as their reason for working part-time compared with less than 5% of men.
- 2 in 5 adult women under 65 years of age in Pennsylvania who are not in the work force cited taking care of home or family as their primary reason compared with 1 in 25 men.⁵

WOMEN ARE MORE LIKELY TO PROVIDE CARE FOR OLDER RELATIVES.

- According to a national survey, 3 out of 5 people providing unpaid care to a relative or friend 50 years or older are women.
- The typical caregiver is a female in her mid-forties who works full-time, is a high school graduate and provides more than 20 hours of care each week to her mother.⁶

WOMEN ARE MORE LIKELY TO MAKE SIGNIFICANT WORK ADJUSTMENTS DUE TO CARE RESPONSIBILITIES.

- Results from a national survey indicate that 52% of female caregivers had their workday interrupted due to their care responsibilities compared with 34% of male caregivers.
- 18% of female caregivers missed work due to care responsibilities compared with just 10% of male caregivers.⁷

MOST WORKERS ARE INELIGIBLE FOR LEAVE UNDER THE FAMILY AND MEDICAL LEAVE ACT.

- The Family and Medical Leave Act (FMLA), passed in 1993, provides for up to 12 weeks of unpaid leave for workers in firms with at least 50 employees. But just slightly more than half (53%) of the private sector workforce is eligible to take leave under the law.⁸

MANY PENNSYLVANIA FAMILIES ELIGIBLE FOR CHILD CARE SUBSIDIES DO NOT RECEIVE THEM.

- On average, the monthly cost of child care and after-school care in the Philadelphia region ranges from \$738 to \$842 for a preschool-age child and \$586 to \$716 for a school-age child.⁹
- Families with incomes up to 200% of the federal poverty level are eligible for child care subsidies, but many eligible families do not receive a subsidy. One of the main reasons families do not receive a subsidy is long waiting lists. In the Philadelphia region, more than 5,000 families were on the waiting list for a child care subsidy in 2007.¹⁰

Percent of persons working part-time or not in the labor force due to care responsibilities in Pennsylvania, by sex, 2006-2008



Source: WOMEN'S WAY Analysis of U.S. Census Bureau Current Population Survey 2008 Annual Social and Economic Supplement

HOW YOU CAN MAKE A DIFFERENCE

- Promote the value of caregiving.
- Support men in taking an equal role in caregiving.
- Challenge employers to recognize the care responsibilities of all employees, and to create workplaces that foster work-life integration with policies such as flex-time, job sharing, breast feeding support, telecommuting, on-site child care, and paid sick and personal days.
- Encourage unions to make family-friendly policies a priority in collective bargaining agreements.
- Challenge employers to provide benefits for part-time and contract workers.
- Challenge the federal government to extend the Family and Medical Leave Act to cover all workers.
- Challenge the federal, state, and local governments to increase funding for subsidized child care, universal early childhood education and full-day kindergarten for all public school students.
- Challenge the federal government to make the Child and Dependent Care Tax Credit refundable (like the Earned Income Tax Credit), and challenge the state government to legislate a refundable state dependent care credit (14 other states have one).



RETIREMENT INSECURITY

For too many women, retirement means insecurity. It is not a time of new opportunities, but of difficult choices—choosing between eating and heating their home, or filling a prescription for one medication but not the other. The critical triad of support for most retirees—Social Security, personal savings and retirement pensions—fails for many women.

DESPITE SOCIAL SECURITY AND MEDICARE, MANY OLDER WOMEN IN THE PHILADELPHIA REGION LIVE IN POVERTY.

- In 2007, 13% of women 65 and older lived below the poverty line, compared with 8% of elderly men.
- Two-thirds of the elderly population living in poverty in the Philadelphia region are women.¹

OLDER WOMEN OF COLOR ARE MORE LIKELY TO BE POOR.

- In the Philadelphia region, nearly 1 in 4 black women (24%) and Asian women (22%), and more than 2 in 5 Latinas (43%) 65 and over live below poverty compared with 1 in 11 white women (9%).
- Poverty rates for older women are significantly higher in Philadelphia County than in the surrounding suburbs: 15% for white women, 26% for black women, 49% for Latinas, and 27% for Asian women, compared with 7% for white women, 12% for black women and Latinas, and 18% for Asian women in the suburbs.²

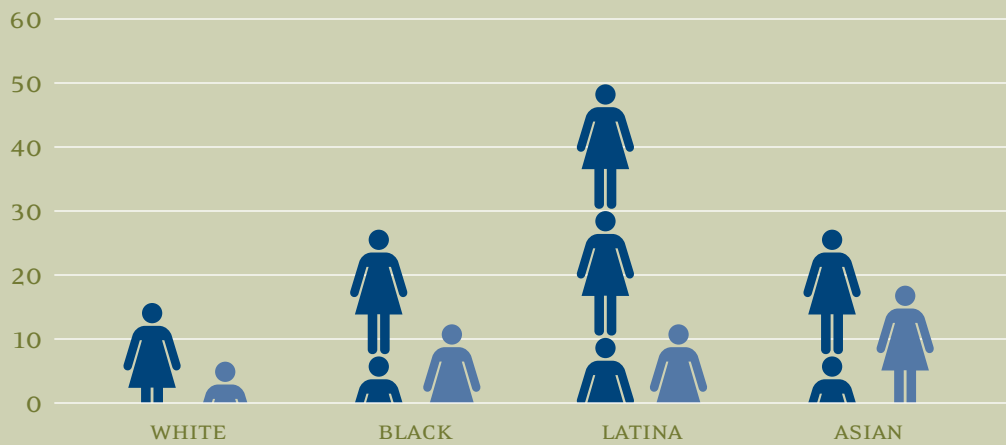
OLDER WOMEN IN THE PHILADELPHIA REGION RECEIVE LESS SOCIAL SECURITY INCOME THAN MEN.

- In our region, women 65 and over average \$309 less per month in Social Security benefits than senior men.
- Annually, older women in the region collect just \$11,694 per year in Social Security income, resulting in financial insecurity for anyone depending on that alone for retirement.³
- The official poverty line for a single person—\$9,944 or just \$829 per month—is set unrealistically low,⁴ so that even older women living above the poverty line often struggle to meet basic needs.
- A more accurate indicator of living costs, the Elderly Economic Security Standard Index for Philadelphia, ranges from \$17,363 to \$31,947 for single older adults in the region and \$27,209 to \$41,793 for older couples.⁵
- While married and widowed women 65 and over are entitled to Social Security benefits based on their spouses' (often higher) lifetime earnings, unmarried women and women in same-sex couples are unable to access their partners' Social Security benefits.

FEWER WOMEN HAVE RETIREMENT COVERAGE THAN MEN.

- As women's labor force participation has increased, so has their access to and participation in pension plans. Among full-time, full-year wage and salary workers 21-64 years of age, females had a higher rate of participation (54%) in employer-sponsored retirement plans than males (51%) nationally.
- However, women are far less likely than men to have retirement benefits because they are disproportionately represented among low-wage or part-time workers who are less likely to be offered employer sponsored benefits.⁶
- Thus, in Pennsylvania, only 21% of women 65 and older receive pension or retirement plan income compared with 50% of men.⁷

Percent of women 65 and over living in poverty in Philadelphia County and in the Philadelphia region by race/ethnicity, 2006



Source: U.S. Census Bureau, 2007 American Community Survey

■ Philadelphia County
■ Suburban counties

HOW YOU CAN MAKE A DIFFERENCE

- Challenge employers to offer expanded subsidized retirement benefits to all workers, including part-time workers.
- Oppose the privatization of Social Security.
- Advocate for Social Security to assign economic value to unpaid caregiving through caregiving credits.
- Educate all women, especially younger women, about retirement planning.
- Ensure the Medicaid prescription drug program is more affordable, comprehensive, and understandable, and provides continuous coverage.

SCARCE AFFORDABLE HOUSING

Safe, stable affordable housing is central to economic security for women and their families. Having a place to live impacts women's employment and educational opportunities as well as their children's health, schooling, and well-being. Access to housing is also a lifeline for many survivors of domestic violence, yet affordable housing is in short supply.

RENT IS NOT AFFORDABLE FOR MANY OF THE PHILADELPHIA REGION'S FAMILIES, ESPECIALLY SINGLE MOTHERS AND THEIR CHILDREN.

- The 2008 Fair Market Rent in the region was \$781 monthly for a one-bedroom apartment and \$932 monthly for a two-bedroom apartment.
- The generally accepted standard of housing affordability assumes that households pay no more than 30% of their annual income in housing costs. By this standard, a family would need an annual income of \$31,240 to rent a one-bedroom apartment and \$37,280 for a two-bedroom apartment.¹
- Nearly 1 in 4 families with children in the region has an income lower than \$35,000; more than 70% of female-headed families with children in Philadelphia County and nearly 50% of female-headed families with children in the region's suburban counties have incomes lower than \$35,000.²
- Overall, more than 1 in 3 (37%) households in the Philadelphia region, including 32% of homeowners and 47% of renters, spend more than 30% of their income on housing costs.
- In Philadelphia County, 40% of families spent more than 30% of their income on housing costs in 2007, as did 35% of suburban households.³

MOST HOUSEHOLDS ELIGIBLE FOR HOUSING SUBSIDIES DO NOT RECEIVE THEM.

- In Philadelphia, the waiting list for a Section 8 voucher has been closed since 2001 because it is oversubscribed. In 2005, more than 6,000 households were waiting for a Section 8 voucher and another 14,000 for public housing.⁴
- Some families receive preferences for Section 8 vouchers (homeless families, survivors of domestic violence, fire victims or victims of natural disasters, and families involuntarily displaced by public action). But even with a voucher, a family may have a difficult time finding a landlord willing to accept it within the 60 days of the voucher's validity.

HOMEOWNERSHIP REMAINS OUT OF REACH OR AT RISK FOR MANY FAMILIES IN THE PHILADELPHIA REGION, ESPECIALLY THOSE HEADED BY SINGLE PARENTS.

- Married-couple families with children, often with the benefit of two incomes, are more likely to own their home than single-parent families with children. More than 88% of married-couple families in the region owned their home in 2006, compared with

just 42% of single-mother headed families and 59% of single-father headed families.

- Although suburban families with children are more likely to own their home than families in Philadelphia County (see graph, opposite), single parent families in the suburbs face obstacles to homeownership, too.⁵
- Across Pennsylvania, same-sex couples are less likely than married couples to own their own homes: 84% of gay male couples and 83% of lesbian couples were homeowners compared to 88% of married couples.⁶
- 1 in 5 (21%) women who obtained a home loan is at risk of foreclosure as a result of high-cost loans compared to just 7% of families applying for a joint mortgage application.⁷
- There are stark racial differences in mortgage lending. Ten percent of white women applying individually for a mortgage were denied a loan, compared with 22% of black women and 19% of Latinas.⁸
- Predatory lending practices also put home ownership at risk. A study by the Philadelphia Predatory Lending Task Force revealed that black female heads of household and senior citizens are particularly at risk because predatory lenders often target low-income neighborhoods.⁹

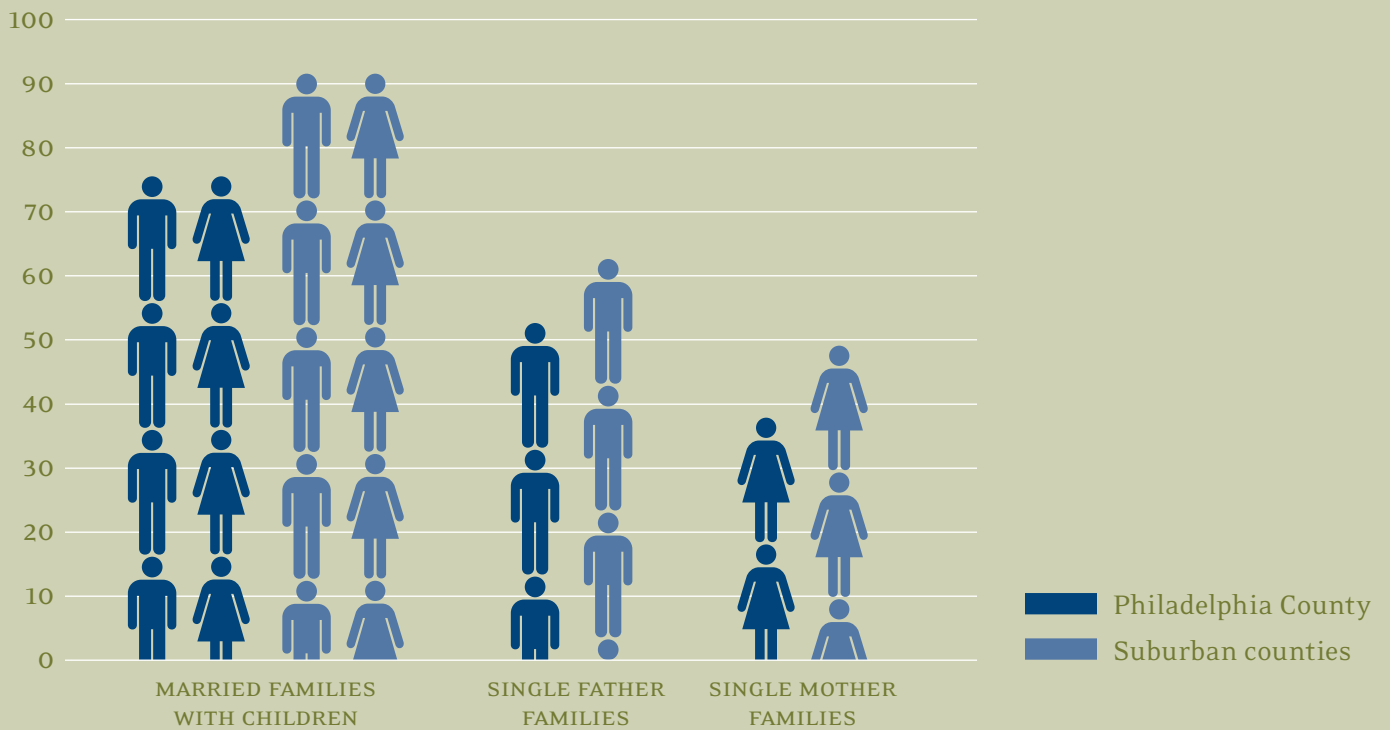
DESPITE RECENT EFFORTS TO INCREASE HOUSING RETENTION AND AVAILABILITY FOR THE HOMELESS POPULATION, HOMELESSNESS HAS INCREASED AMONG FAMILIES WITH CHILDREN.

- Philadelphia officials report that demand for services by homeless families with children has increased since 2006, and cite poverty, eviction, and a lack of affordable housing as primary causes of homelessness.¹⁰
- Families with children comprise 52% of the homeless population in Philadelphia; more than 90% of these families are headed by single parents.¹¹

PHILADELPHIA HOUSING POLICY CONTINUES TO EMPHASIZE HOUSING ASSISTANCE FOR MODERATE-INCOME FAMILIES, LEAVING MANY LOW-INCOME FAMILIES OUT IN THE COLD.

- Philadelphia's Office of Housing and Community Development invests in housing and community development for low- and moderate-income families. In FY2008, the projected budget totaled \$185 million, but less than 14% is targeted for permanent affordable housing.¹²
- The Philadelphia Housing Authority serves more than 30,000 households, but many low-income families are not adequately served. PHA's redevelopment efforts have been geared toward replacing demolished units with a smaller number of units serving residents with a higher range of incomes.¹³

Homeownership rates for families with children in the Philadelphia region, by family type, 2006



Source: U.S. Census Bureau, 2007 American Community Survey

HOW YOU CAN MAKE A DIFFERENCE

- Challenge federal, state, and local governments to increase investments in affordable housing, Housing Choice (Section 8) vouchers, and other subsidies for low-income households.
- Challenge the state and local governments to strengthen tenants' rights, including code enforcement to ensure safe and well-maintained properties, and challenge courts to enforce tenants' rights in eviction proceedings.
- Challenge federal, state, and local governments to increase funding for homelessness prevention and relocation assistance programs.
- Support enforcement of laws prohibiting discrimination by landlords based on source of rental income (anti-Section 8 discrimination).
- Report sexual harassment and familial status discrimination by landlords to HUD and the Pennsylvania Human Relations Commission, and educate tenants about their rights in this regard.
- Expand LIHEAP and increase its eligibility cap to assist tenants with utility costs.
- Advocate for the establishment of a state housing trust fund in Pennsylvania with a dedicated source of funding.
- Educate consumers about predatory lending practices, and advocate for strict enforcement of predatory lending laws.

A woman's health impacts her personally and touches the lives of all who depend upon her. Her health affects her ability to maintain a decent job. It impacts her ability to care for herself and her family. Health care expenses often push financially vulnerable families to the breaking point. Despite grave health indicators demonstrating its necessity, quality health care still is not guaranteed in our nation. Of particular concern, women's right to ensure their own reproductive health, and to make difficult, but vital decisions about their own reproductive destinies, continues to come under attack.

HEALTH CARE NOT ENSURED

The United States spends more per capita on health care than any other country but is the only major industrialized nation not to guarantee health care for all its citizens. Lack of health insurance typically means a lack of preventive health care and delayed treatment. Low-income Americans are much more likely to be uninsured. Although the Medicaid program provides insurance to many in poverty, 1 in 4 persons in households with incomes below \$25,000 still lacks health insurance coverage compared with 1 in 8 persons in households with incomes greater than \$25,000.¹

1 IN 9 WOMEN IN PENNSYLVANIA LACKS HEALTH INSURANCE.

- Pennsylvania does better than most states in health insurance coverage, but an estimated 12% of nonelderly adult women in Pennsylvania were uninsured during 2005-2007, and 7% of women in the Philadelphia region lacked health insurance in 2006.²



ALTHOUGH MORE THAN 9 IN 10 WOMEN IN THE PHILADELPHIA REGION REPORT A REGULAR SOURCE OF HEALTH CARE, MANY WOMEN FORGO RECOMMENDED PREVENTIVE SCREENINGS.

- 92% of women reported having a regular source of care, but 12% did not visit any health care provider in 2006.
- 1 in 5 women was not screened for cervical cancer, and 1 in 4 did not have a clinical breast exam in 2006.³
- Asian women were less likely than white, black or Latina women to have a PAP test or clinical breast exam in 2006.⁴

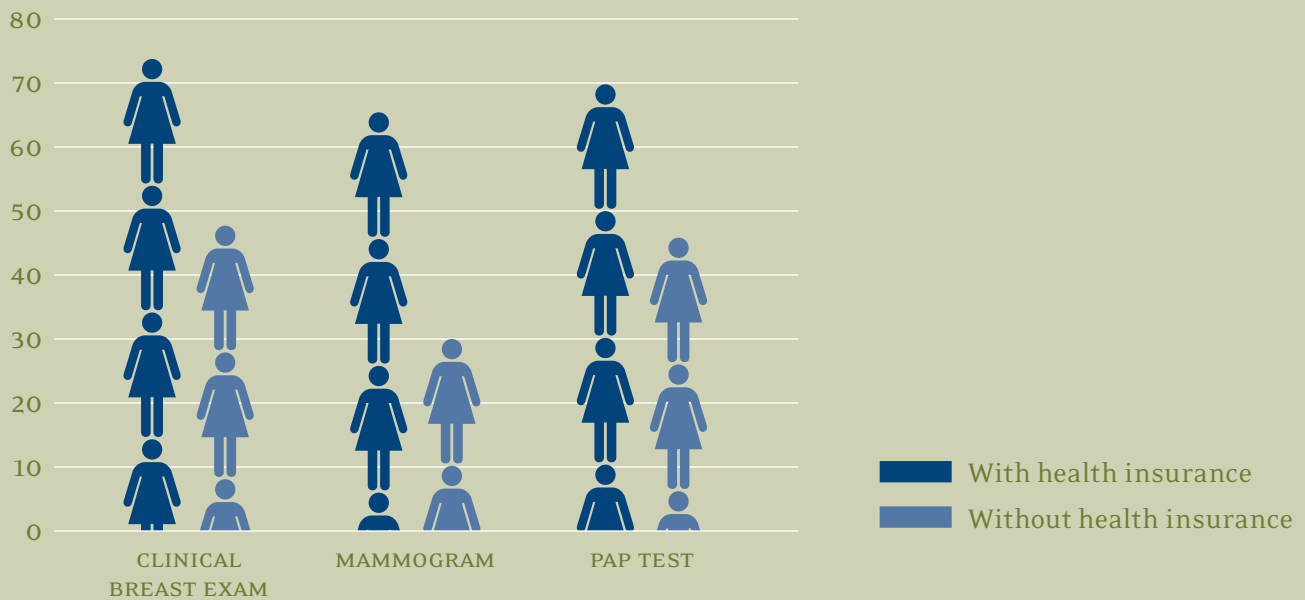
PENNSYLVANIA DOES NOT MEET THE HEALTHY PEOPLE 2010 BENCHMARK FOR PRENATAL CARE.

- 81% of women giving birth in Pennsylvania from 2003-2005 received prenatal care in the first trimester—less than the Healthy People 2010 benchmark of 90%.⁵
- There are large racial disparities in prenatal care in Pennsylvania: 85% of white women received prenatal care in the first trimester in 2005, compared with 66% of black women and Latinas.⁶
- More than 80% of women received early prenatal care in Philadelphia's suburban counties compared with just 66% of women in Philadelphia County from 2003-2005.⁷
- Differences in early prenatal care are consistent with differences in birth outcomes.
 - > 12% of children in Philadelphia County were born with low birth weight in 2005, compared with 7% in Bucks, Chester, and Montgomery counties and 8% in Delaware County.
 - > Of the Philadelphia County births, there are racial disparities in birth weight; 15% of black children in Philadelphia County were born with low birth weight in 2005, compared with 8% of white children, 7% of Asian children, and 10% of Latino children.⁸

AIDS CASES AMONG WOMEN IN PENNSYLVANIA AND PHILADELPHIA ARE RISING DRAMATICALLY.

- 1 in 4 Philadelphians with HIV/AIDS is a woman, but one-third of all newly diagnosed HIV/AIDS cases occurred among women in 2006, compared with one-fourth of newly diagnosed cases nationwide.
- Black women are disproportionately affected by AIDS, accounting for 72% of new AIDS diagnoses among women in Philadelphia, compared with 61% of all cases among women nationwide.⁹

Percent of women in the Philadelphia region receiving preventive screenings, by health insurance status, 2006



Source: Philadelphia Health Management Corporation, 2006

HOW YOU CAN MAKE A DIFFERENCE

- Advocate for all citizens to have access to affordable, comprehensive, quality health care.
- Challenge the state government, insurance companies, and pharmaceutical companies to make prescription drugs and prescription drug coverage affordable.
- Challenge the state government, employers, and insurance companies to offer comprehensive coverage to all employees, and to cover domestic partners whenever spousal coverage is offered.
- Educate uninsured women and families about affordable and available health care coverage, and raise the wage ceiling to qualify for such benefits.
- Ensure health care is practiced with cultural sensitivity, and takes into account the needs of particularly vulnerable populations (LGBTQ, immigrant and asylum seeking, incarcerated, elderly, disabled, etc.).
- Enforce the law that mandates HIV education for children in 5th through 12th grades in Pennsylvania, and ensure funding for quality training.
- Support access to free or affordable confidential HIV testing, and encourage widespread testing.
- Educate women about the critical need for prenatal care, and ensure access to the same.

ENSURING REPRODUCTIVE JUSTICE

For generations, women did not have the freedom to plan their families. Women have fought long and hard for access to safe birth control and reproductive health services. WOMEN’S WAY funded agencies have been at the forefront, advocating for reproductive rights in Pennsylvania and protecting the right to choose in the face of legislative assaults and ongoing harassment of clinics, clients, and health care providers. In Pennsylvania, the struggle to ensure reproductive freedom remains an uphill battle.

PENNSYLVANIA RANKED 31ST OVERALL AMONG STATES IN ENSURING AND PROTECTING WOMEN’S REPRODUCTIVE RIGHTS BASED ON A NUMBER OF FACTORS IN 2006 INCLUDING THE FOLLOWING:

- Pennsylvania ranked 34th of 50 states plus the District of Columbia with respect to whether state laws and policies facilitate contraception and access to information.
- Pennsylvania ranked 26th in meeting the need for subsidized contraceptive services and supplies.
- Pennsylvania ranked 27th in public funding of contraceptive services and supplies.¹

FAMILY PLANNING CLINICS IN THE PHILADELPHIA REGION DO NOT HAVE NEARLY ENOUGH RESOURCES TO ASSIST AREA WOMEN WHO NEED SERVICES.

- The 96 family planning clinics in the Philadelphia region meet less than half the need for health services among women.
- Unmet need for family planning clinic services varies widely across the region, ranging from 16% for parts of Bucks County and Northeast Philadelphia to 71% for parts of Delaware, Chester, and Montgomery Counties.²

WOMEN IN PENNSYLVANIA HAVE LIMITED ACCESS TO CONTRACEPTIVES.

- Twenty-seven states require insurance plans offering prescription drug coverage to cover the full range of FDA-approved contraceptive drugs and devices and an additional 7 states have a partial mandate. Pennsylvania does not provide this protection.³
- Hospitals in Pennsylvania can opt-out of providing emergency contraception to a victim of sexual assault based on institutional religious and moral beliefs. Currently 11 hospitals in Pennsylvania refuse to provide emergency contraception on this basis.⁴

PENNSYLVANIA LAW RESTRICTS ACCESS TO ABORTION.

- A woman seeking an abortion in Pennsylvania is required to do the following:
 - > Listen to a mandatory lecture regarding the abortion procedure and the woman’s other options for her pregnancy.
 - > Wait an additional 24 hours before having the procedure.
 - > Obtain parental consent if she is under the age of 18, or go to court and obtain a judicial bypass instead—an option of which many young women are not aware.
- Pennsylvania law restricts insurance coverage of abortion procedures for public employees to cases of life or death or rape/incest.
- Public funding for abortion is available only in cases of life endangerment or rape/incest, limiting access to abortion for poor women.⁵

OVER THE PAST DECADE, THERE HAS BEEN A DECREASE IN ACCESS TO OBSTETRIC AND GYNECOLOGICAL CARE AND ABORTION SERVICES FOR WOMEN IN THE PHILADELPHIA REGION.

- While the annual number of births in the region has remained relatively steady since the 1990s, there are fewer hospitals providing maternity care. Since 1990, the Philadelphia region has lost one-fourth of its maternity care beds due, in part, to high fixed costs and rising malpractice insurance rates.⁶
- In 2005, there were 56 abortion providers in Pennsylvania, representing a decline of 23% since 2000.
- Nearly four-fifths of Pennsylvania counties had no abortion provider; 40% of Pennsylvania women reside in these counties.⁷



HOW YOU CAN MAKE A DIFFERENCE

- Support women's right to autonomous decision-making about if and when to have children and about their choice of childbirth practices.
- Educate women, providers, and social service agencies about SelectPlan for Women and other coverage options to access family planning services.
- Challenge the state government to enact legislation for equitable prescription drug coverage for all FDA-approved contraceptives.
- Advocate for widespread availability of and accessibility to emergency contraception in pharmacies and hospitals.
- Eliminate barriers to abortion in Pennsylvania, including the state-mandated waiting period and counseling session, parental consent for women under 18, harassment of abortion providers, and lack of public funding.
- Advocate for mandated, funded, age-appropriate comprehensive sex education in Pennsylvania public schools and oppose abstinence-only-until-marriage based programming.
- Expand reproductive health care options for immigrant and asylum-seeking women.
- Help contain medical costs associated with giving birth by providing greater access to prenatal care and advocating for birth options free from excessive medicalization.
- Advocate for the restoration of state funding for local and regional maternal and child health hotlines, and support an increase in funding for maternal and child health care.
- Support women's ability to raise their children with dignity.

Mandatory minimum sentences for non-violent drug offenses have led to an explosion in the number of women in our prison system. When women are jailed, they do not check their unique health care needs at the door. When women enter prison, they do not stop being mothers. Often it is other women—grandmothers, aunts, sisters—who put aside their own needs to help pick up the pieces and keep their vulnerable families intact.

WOMEN & INCARCERATION

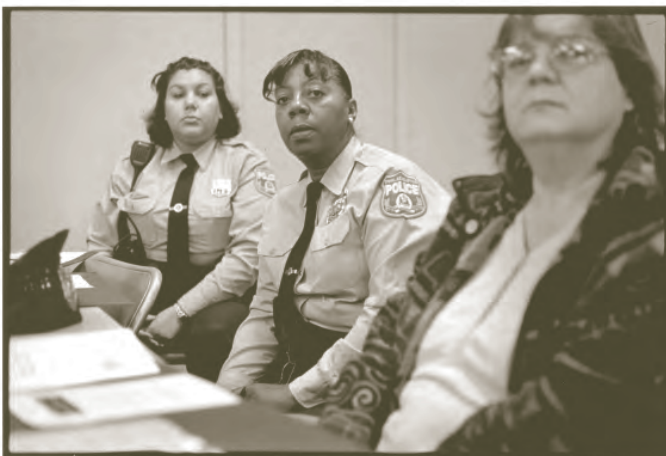
In 2006, the U.S. prison population grew at a faster rate than in the previous 5 years, fueled by an increase in the number of incarcerated women.¹ Women entering the correctional system are at high risk for communicable diseases, substance abuse, and mental health problems.² Incarceration separates women from their children, and studies have shown that this separation has adverse effects on child well-being.³

PENNSYLVANIA'S FEMALE INCARCERATION RATE IS RELATIVELY LOW, BUT IS GROWING AT A FASTER RATE THAN IN OTHER STATES.

- About 37 per 100,000 Pennsylvania women were in prison as of June 30, 2007, substantially lower than the national average of 69 per 100,000.
- Only 9 states had lower female incarceration rates than Pennsylvania in 2007.⁴
- However, female incarceration rates in Pennsylvania have risen nearly 50% since 2000, compared with 19% for males.
- Additionally, Pennsylvania ranks 14th among the 50 states in growth in imprisonment rates for women since 2000.⁵

PHILADELPHIA STILL INCARCERATES MORE WOMEN THAN THE SURROUNDING COUNTIES, BUT SUBURBAN RATES ARE RISING FAST.

- Female incarceration rates ranged from 12 per 100,000 in Bucks County to 51 per 100,000 in Philadelphia County in 2006.



- The female incarceration rate in Philadelphia remained relatively stable between 2000 and 2006, while rates increased dramatically in the region's suburban counties (see graph, opposite).⁶

WOMEN AND MEN ARE IMPRISONED FOR DIFFERENT OFFENSES.

- In 2007, 56% of male prisoners in Pennsylvania were jailed for violent crimes, compared with 36% of female prisoners.
- Female prisoners in Pennsylvania were more likely than males to be incarcerated for drug offenses (21% v. 15%).⁷

WOMEN OF COLOR ARE OVERREPRESENTED AMONG FEMALE PRISONERS IN PENNSYLVANIA.

- Black women comprise 10% of Pennsylvania's adult female population, but account for 35% of the sentenced female prison population.
- Latinas represent 4% of Pennsylvania's adult female population yet make up 8% of the female prison population.
- The incarceration rate for black women in Pennsylvania is 126 per 100,000, nearly five times the rate for white women (26 per 100,000) and nearly twice the rate for Latinas (77 per 100,000).⁸

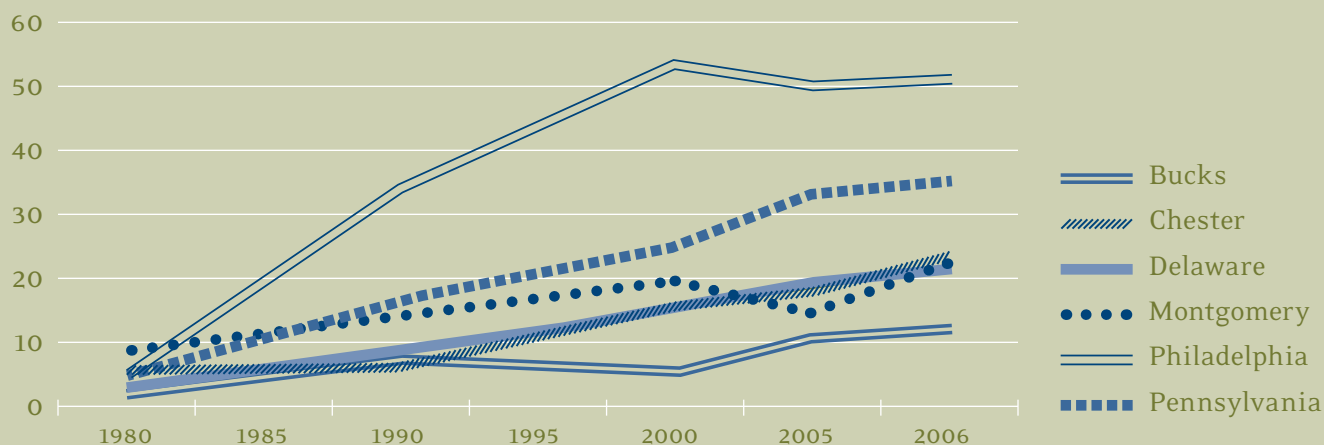
A HIGH PROPORTION OF FEMALE PRISONERS REPORT PAST ABUSE AND SUFFER FROM SUBSTANCE ABUSE AND MENTAL HEALTH PROBLEMS.

- More than 3 in 5 (63%) female prisoners reported having experienced physical or sexual abuse prior to their incarceration.
- Nearly 3 in 5 (58%) female prisoners nationwide had substance abuse problems when they were incarcerated compared with just over one-half (52%) of male prisoners.⁹
- Nearly 3 in 4 (72%) female prisoners nationwide had a mental health problem compared with 54% of male prisoners.¹⁰

THE INCREASE IN FEMALE INCARCERATION RATES HAS FAR-REACHING IMPACTS ON THEIR FAMILIES.

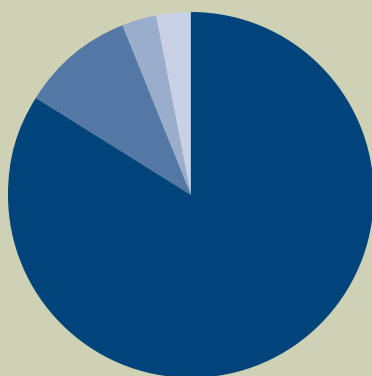
- The majority of female prisoners are mothers; more than 3 in 5 (63%) female prisoners nationwide have children under the age of 18.¹¹
- More than 80% of children lived with relatives during their mother's incarceration (including 44% who lived with grandparents). But nearly 1 in 5 children (18%) was in foster care or living with non-relatives.¹²

Female incarceration rates (per 100,000 women) in Pennsylvania and in the Philadelphia region, 1980-2006



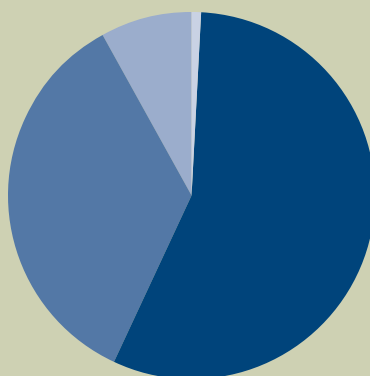
Source: PA Department of Corrections, U.S. Census Bureau

Percent of female population in Pennsylvania by race/ethnicity, 2007



Source: U.S. Census Bureau, 2007 American Community Survey

Percent of female prison population in Pennsylvania by race/ethnicity, 2007



Source: Pennsylvania Department of Corrections, Female Offenders (2008)

HOW YOU CAN MAKE A DIFFERENCE

- Support and promote programs that preserve and enhance child/parent bonding for incarcerated mothers and their families.
- Support programs that assist family reunification post-incarceration, wherever appropriate.
- Provide support for extended family caregiving.
- Improve health care access for incarcerated women, and protect their safety in prison.
- Support programs and policies that assist women in transitioning back into the workforce, post-incarceration.
- Ensure the prison system protects the rights of particularly vulnerable populations such as transgender, pregnant, and disabled prisoners.
- Reexamine the impact and appropriateness of mandatory minimum sentencing for non-violent drug offenses.

With continued pressure from women's organizations, law enforcement and medical professionals have improved their response to sexual assault and domestic violence. A partial safety net of shelters and other services exists in most parts of the country. Despite this progress, violence against women is still endemic and the resources for survivors too few. Nationwide, between one-quarter and one-half of domestic violence survivors have reported losing a job as a result of their victimization.¹ Uncertainty about their ability to provide economic support for themselves and their children further burdens women confronting domestic violence.

WOMEN UNDER ASSAULT

Just a generation ago, women who were raped or battered were routinely blamed for "asking for it." Domestic violence generally was not treated as a crime, but rather a family secret, which the criminal justice system, the medical profession, clergy, and other institutions helped hide. Since 1975, writes Susan Schechter in *Women and Male Violence*: "The ongoing struggle of the battered women's movement has been to name the hidden and private violence in women's lives, declare it public and provide safe havens and support."²



DOMESTIC VIOLENCE CONTINUES TO PLAGUE OUR REGION, AND FEDERAL AND STATE FUNDING FOR PROGRAMS AND SERVICES FOR SURVIVORS HAS NOT KEPT PACE.

- In Philadelphia County in 2006, 71,350 cases of domestic abuse were reported and 13,039 protection from abuse orders were filed.
- In Pennsylvania, more than 91,000 victims of domestic abuse received services in 2006-2007; 39,371 protection from abuse orders were filed.³
- Federal funding for domestic violence services was reduced in the 2008-2009 federal budget; state funding for domestic violence services decreased between 2002 and 2007 and increased by less than 1% in the 2008-2009 budget.⁴

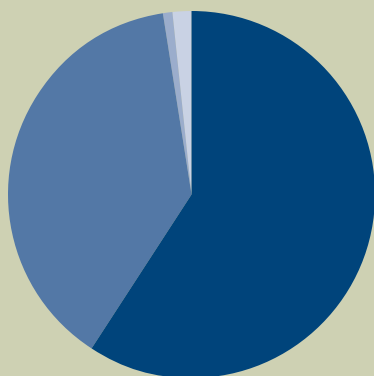
NEARLY ALL RAPE VICTIMS IN THE PHILADELPHIA REGION ARE WOMEN, AND NEARLY 4 IN 10 ARE UNDER 18 YEARS OLD.

- In 2007, according to the Uniform Crime Reporting system, there were 1,326 forcible rape offenses reported in the Philadelphia region; 98% of the victims were women and 38% were girls under the age of 18.
- In 2007, there were 2,561 sex offenses (not including forcible rape) reported in the Philadelphia region; more than 80% of the victims were women, and more than half were girls under 18.
- Only 437 arrests were made for forcible rape in 2007; 690 arrests were made for sex offenses. In addition, many cases of rape and other sex offenses go unreported and unprosecuted.⁵

WOMEN ARE MORE LIKELY THAN MEN TO BE RAPED, SEXUALLY ASSAULTED OR MURDERED BY AN INTIMATE PARTNER.

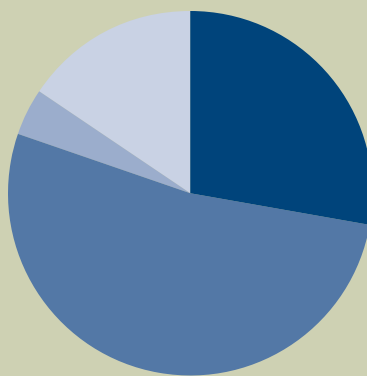
- 1 in 5 women nationwide reports that she has been raped or physically assaulted by an intimate partner.⁶
- In Pennsylvania, nearly one-half of female homicide victims in 2006 were killed by their husbands or boyfriends, compared with 30% nationwide.⁷

Percent of victims of forcible rape in the Philadelphia region by sex and age, 2007

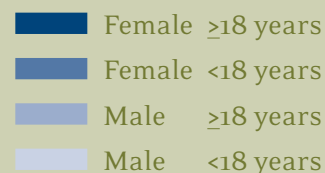


Source: Pennsylvania Uniform Crime Report, 2007

Percent of victims of sex offenses⁸ in the Philadelphia region by sex and age, 2007



Source: Pennsylvania Uniform Crime Report, 2007



HOW YOU CAN MAKE A DIFFERENCE

- Support advocates in shaping a Community Coordinated Response (CCR) to violence against women. A CCR ensures that the police, medical professionals and institutions, the criminal justice system, and advocates are working together in cases involving violence against women.
- Increase state and federal funding and encourage new funding streams for shelters, transitional housing units, relocation assistance, and other needs of sexual and domestic survivors and their families.
- Advocate for legislation that would guarantee unpaid leave for victims of domestic violence, sexual assault, and stalking.
- Advocate for legislation that protects domestic violence survivors from discrimination, such as making it unlawful for a landlord to evict a tenant based on her status as a domestic abuse survivor.
- Support violence prevention programs.
- Advocate for funding of trauma-specific, long-term therapy for survivors of sexual assault and domestic violence.

Women are highly visible in the nation's workforce. Their economic and voting power is recognized and courted. They have broken barriers from hallowed ivy-covered walls of elite universities to the bench of the United States Supreme Court. Yet for all of their indisputable gains, women remain grossly underrepresented where many of the biggest decisions are made and the most defining policies set—in our nation's boardrooms, executive suites, and governmental chambers.

CORPORATE BRASS & GLASS CEILINGS

Women have advanced in the workforce over the last several decades. From 1975 to 2007, women increased their numbers in executive, administrative, and managerial positions nationally from 22% to 46%.¹ When it comes to top corporate leadership roles, however, women are still woefully underrepresented. Too often, corporate women hit that now familiar “glass ceiling” in the course of their careers. They have less visibility, less decision-making authority, and earn less overall than their male colleagues.



WHILE WOMEN REMAIN SCARCE ON FORTUNE 500 CORPORATE BOARDS NATIONWIDE, THEY ARE EVEN RARER AMONG THE 100 LARGEST PUBLIC COMPANIES IN THE PHILADELPHIA METROPOLITAN AREA.

- 15% of the board members of Fortune 500 companies were women in 2007.
- In the Philadelphia metro area, women held just over 10% of the board seats in the 100 largest public companies, as ranked by the *Philadelphia Business Journal*.
- While nearly 12% of Fortune 500 companies had no women board members, 43% of Philadelphia's largest 100 companies had no women board members.
- Only 5% of Philadelphia's leading companies had 3 or more women on their board, compared with nearly 17% of Fortune 500 companies.^{2,3}

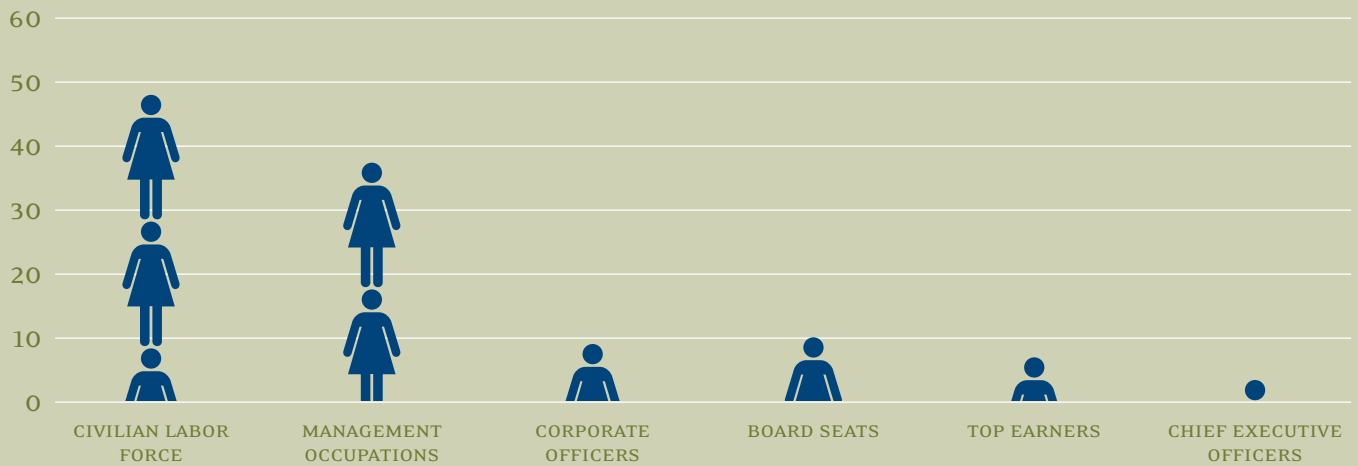
WOMEN OF COLOR HOLD ONLY A SMALL PROPORTION OF BOARD SEATS IN THE PHILADELPHIA METROPOLITAN AREA.

- Women of color account for less than 1% of board seats in the Philadelphia metro area compared with 3% of Fortune 500 board seats nationally.
- Women of color have lost ground in Philadelphia since 2005. Women of color comprised 10% of female board members in 2005, but only 7.8% in 2007.⁴

MORE THAN 60 OF THE 100 LARGEST COMPANIES IN THE PHILADELPHIA METROPOLITAN AREA HAVE NO WOMEN IN TOP EXECUTIVE POSITIONS⁵

- Women held only 8.8% of the top executive positions in the largest 100 public companies in the Philadelphia metro area in 2007. Sixty-one of these companies listed no women as top executives.⁶ Among the Fortune 500 companies, women represented 15.8% of corporate officers in 2007, but 14.8% of these companies had no women officers at all.⁷

Women as percent of total in selected corporate positions



Source: "2008 Women on Boards" report, produced by the Forum of Executive Women and Deloitte LLP.; U.S. Census Bureau, 2007 American Community Survey

HOW YOU CAN MAKE A DIFFERENCE

- Support the efforts of local, regional, and national organizations working to increase the number of women in corporate leadership positions.
- Challenge business and non-profit leaders in the Philadelphia area to attain a critical mass of women on their boards and in their executive level positions.
- Challenge all executives and board members to mentor, recruit, and advocate for women in corporate leadership positions.
- Challenge federal and state legislators to hold hearings to address the issue of underrepresentation of women on corporate boards.
- Challenge individual and institutional shareholders to vote their proxies and express their views on board slate diversity.



POLITICAL UNDERREPRESENTATION

You would not know by looking at Pennsylvania's political leadership that women make up more than half the state's population. In 1977, the year WOMEN'S WAY was founded, women held 11 out of 253 seats in the Pennsylvania state legislature—less than 5%. Today women hold 37 seats, or 14.6%. That is a welcome improvement. But at that pace, the legislature will remain heavily male-dominated for generations to come.

PENNSYLVANIA HAS ONE OF THE NATION'S WORST RECORDS IN ELECTING WOMEN TO THE U.S. CONGRESS AND THE STATE LEGISLATURE.

- Pennsylvania had only one U.S. Congresswoman and no women in the U.S. Senate in 2008.
- Pennsylvania ranked near the bottom—43rd—in terms of women's representation in the state legislature in 2008.¹ If their representation in the legislature matched their representation in the adult population (53%), Pennsylvania women would hold 134 seats in the General Assembly instead of the 37 seats they currently hold. Similarly, the Philadelphia region would have 43 women legislators, instead of its current 14.²

ALTHOUGH PENNSYLVANIA WOMEN'S VOTER REGISTRATION AND TURNOUT INCREASED FOR THE 2004 PRESIDENTIAL ELECTION, IN 2006 REGISTRATION AND TURNOUT DECREASED.

- In 2004, 70% of Pennsylvania women 18 years of age and older were registered to vote. More than 3 in 5 women (64%) reported voting in the 2004 presidential election. Pennsylvania ranked 27th in female voter registration and 23rd in female voter turnout among the 50 states in 2004.³
- In 2006, 65% of Pennsylvania women 18 years of age and older were registered to vote. Less than half (48%) of women reported voting in the 2006 election. Pennsylvania ranked 43rd in female voter registration and 33rd in female voter turnout among the 50 states in 2006, consistent with rankings in 1998, 2000 and 2002.⁴

WOMEN'S CAMPAIGN CONTRIBUTIONS HAVE BEEN RISING, BUT STILL LAG BEHIND MEN'S.

- In 2006, women accounted for 27% of hard money political contributions to candidates, party committees, and PACs. But in the 2008 presidential election, women accounted for more than 36% of contributions to the presidential candidates as of September 2, 2008.⁵
- Women are more likely than men to contribute to female candidates. Because men contribute more money to political campaigns, the top 20 fundraising female House incumbents were outraised by the top 20 fundraising male House incumbents in 2006 by \$10 million.⁶

Representation in the General Assembly and adult population by sex, Philadelphia region, 2008



Source: Pennsylvania General Assembly, U.S. Census Bureau Population Estimates, 2007

HOW YOU CAN MAKE A DIFFERENCE

- Encourage progressive female candidates to run for office.
- Support progressive female and male candidates who support women's issues.
- Direct outreach efforts to voter registration, voter turnout, and voter education on women's issues.
- Encourage women to contact elected officials on issues of importance to them.
- Challenge the media to avoid and confront sexism in the coverage of candidates and elections.
- Work to increase women's access to campaign contributions, and to encourage women to make more political contributions.

Women & Work

ARE WOMEN WORTH THREE-FOURTHS OF MEN?

- 1 U.S. Census Bureau, *Annual Social and Economic Supplement 2008*, Table PINC-05, http://pubdb3.census.gov/macro/032008/perinc/new05_055.htm and http://pubdb3.census.gov/macro/032008/perinc/new05_109.htm.
- 2 Institute for Women's Policy Research, *Improving Pay Equity Would Mean Great Gains for Women* (2008), <http://www.iwpr.org/pdf/payequityrelease.pdf>.
- 3 U.S. Census Bureau, *2007 American Community Survey*, Table B20017.
- 4 U.S. Census Bureau, *2007 American Community Survey*, Tables B20017B, B20017D, B20017H, B20017I.
- 5 U.S. Census Bureau, *2007 American Community Survey*, Table B20004. Note that these figures represent median earnings for all workers.
- 6 Federal legislation (H.R. 2831) which will reverse the effects of the Supreme Court decision which found that employees who have endured years of discrimination cannot have their day in court if they do not discover discrimination within 180 days of their employer's initial discriminatory pay decision.
- 7 Federal legislation (H.R. 1338/S.766) which strengthens current laws against wage discrimination.

WHITE, BLUE & PINK COLLAR JOBS

- 1 U.S. Census Bureau, *2007 American Community Survey*, Table B24010.
- 2 We define male-dominated jobs as occupations in which more than 75% of workers are male; we define female-dominated occupations as those in which more than 75% of workers are female; U.S. Census Bureau, *2007 American Community Survey*, Table B24010; U.S. Bureau of Labor Statistics, *Occupational Employment Statistics* (May 2007), http://stats.bls.gov/oes/current/oes_37964.htm#b43-0000.
- 3 U.S. Bureau of Labor Statistics, *Occupational Employment Statistics* (May 2007), http://stats.bls.gov/oes/current/oes_37964.htm#b43-0000; U.S. Census Bureau, *2007 American Community Survey*, Table B24010.
- 4 U.S. Bureau of Labor Statistics (2007), <http://stats.bls.gov/cps/cpsaat39.pdf>.
- 5 U.S. Census Bureau, *2007 American Community Survey*, Tables B24010, B24010B, B24010H, B24010I, B24012.

Women & Economic Security

HARD TIMES ABOVE & BELOW THE POVERTY LINE

- 1 U.S. Census Bureau, *2007 American Community Survey*, Table C17010.
- 2 U.S. Census Bureau, *2007 American Community Survey*, Tables C17001B, C17001D, C17001H, C17001I.
- 3 U.S. Census Bureau, *2007 American Community Survey*, Table C17010.
- 4 Pennsylvania Department of Public Welfare, *Cash -MA-GA Statistics*, <http://listserv.dpw.state.pa.us/ma-food-stamps-and-cash-stats.html>.
- 5 Pennsylvania Department of Public Welfare, *Family Independence*, <http://www.dpw.state.pa.us/FamilyIndependence/TANFCaseloadDeclining.aspx>; Public Citizens for Children and Youth, *The Bottom Line is ...Children* (2008), <http://www.pccy.org/PDF/2008%20PCCY%20Bottom%20Line%20Report.pdf>.

- 6 U.S. Census Bureau, *2007 American Community Survey*, Table B17014.
- 7 U.S. Census Bureau, *Poverty Thresholds 2007*, <http://www.census.gov/hhes/www/poverty/threshld/thresho7.html>.
- 8 Pearce, Diana M. *The Self-Sufficiency Standard for Pennsylvania 2008-2009* (prepared for PathWaysPA), <http://www.pathwayspa.org/Self-Sufficiency%20Standard.pdf>.

THE CAREGIVING PENALTY

- 1 U.S. Census Bureau, *2007 American Community Survey*, Table B13012; Bureau of Labor Statistics, *Women in the Labor Force: A Databook*, Table 5, <http://stats.bls.gov/cps/wlf-databook2007.htm>.
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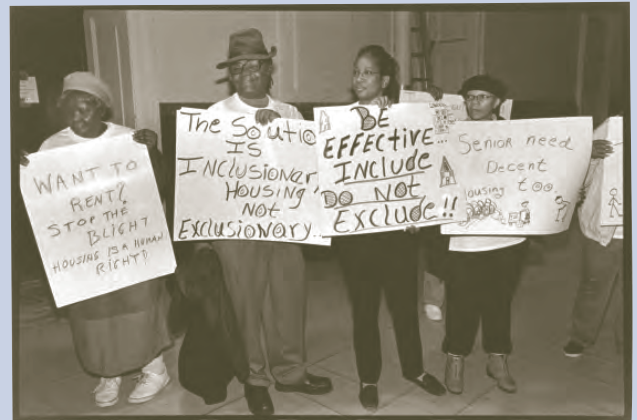
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