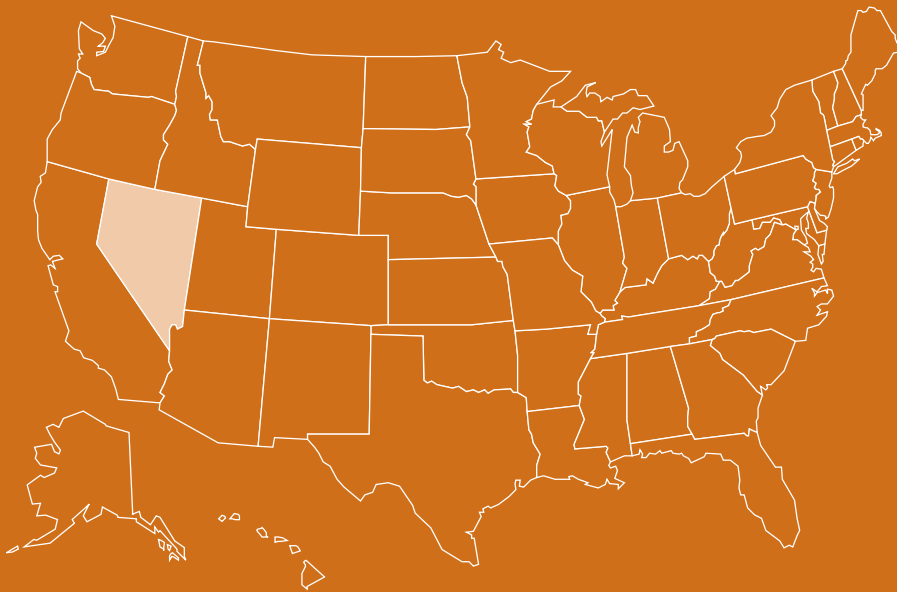
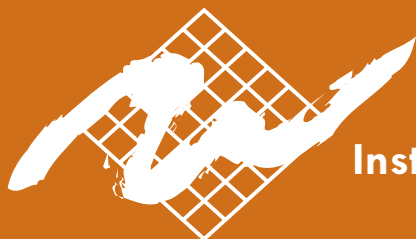


THE STATUS OF WOMEN IN NEVADA

POLITICS ♦ ECONOMICS ♦ HEALTH ♦ RIGHTS ♦ DEMOGRAPHICS



NEVADA



Institute for Women's Policy Research

About *The Status of Women in the States* Project

This publication is one in a series of *Status of Women in the States* reports by the Institute for Women's Policy Research (IWPR). Over the past ten years, *The Status of Women in the States* has become a leading source of analysis of women's status across the country. Between 1996 and 2004, IWPR has produced individual reports on women's status in all 50 states and the District of Columbia, as well as biennially updated reports on national trends across the states.

The Status of Women in the States project is designed to inform citizens about the progress of women in their state relative to women in other states, to men, and to the nation as a whole. The reports have three main goals: 1) to analyze and disseminate information about women's progress in achieving rights and opportunities; 2) to identify and measure the remaining barriers to equality; and 3) to provide baseline measures and a continuing monitor of women's progress throughout the country.

The Status of Women in the States reports have been used throughout the country to highlight remaining obstacles facing women in the United States and to encourage policy changes designed to improve women's status. Data on the status of women give citizens the information they need to address the key issues facing women and their families.

About This Report

This report is part of a set of *The Status of Women in the States* reports released in 2004. This set includes *Women's Economic Status in the States*; *The Status of Early Care and Education in the States* and two accompanying state-level analyses of Wisconsin and New Mexico; 12 state-level *Status of Women* reports; and a national overview of women's status across the country.

This report was produced with support from the Annie E. Casey Foundation, the Ford Foundation, the Levi Strauss Foundation, the Otto Bremer Foundation, and the Rockefeller Family Fund. IWPR also received financial support from funders and organizations in the states: the Nokomis Foundation for *The Status of Women in Michigan*; the Women's Foundation of Minnesota for *The Status of Women of Color in Minnesota*; the Women's Foundation of Montana for *The Status of Women in Montana*; the Women's Foundation of Oklahoma for *The Status of Women in Oklahoma*; and the Women's Fund of the Greater Milwaukee Foundation for *The Status of Women in Wisconsin*.

The data used in the report come from a variety of sources, primarily federal government agencies, although other organizations also provided data. While every effort has been made to check the accuracy and completeness of the information presented, any errors are the responsibility of IWPR. Please do not hesitate to contact the Institute with any questions or comments.

About the Institute for Women's Policy Research

The Institute for Women's Policy Research (IWPR) is a scientific research organization dedicated to informing and stimulating the debate on public policy issues of critical importance to women and their families. IWPR focuses on issues of poverty and welfare, employment and earnings, work and family, health and safety, and women's civic and political participation.

The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research that illuminates economic and social policy issues affecting women and families and to build a network of individuals and organizations that conduct and use women-oriented policy research. IWPR, an independent, nonprofit, research organization also works in affiliation with the graduate programs in public policy and women's studies at The George Washington University.

IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations. Members and affiliates of IWPR's Information Network receive reports and information on a regular basis. IWPR is a 501(c)(3) tax-exempt organization.

About IWPR's Partners in this Project

In producing these reports, IWPR collaborated with many individuals and organizations in the states. **Jill Winter**, Center for Applied Research at the University of Nevada, Reno, and **Joanne Goodwin**, Department of History and the Women's Research Institute of Nevada at the University of Nevada, Las Vegas, served as our key contacts on *The Status of Women in Nevada* report and are also members of our National Advisory Committee to the 2004 *Status of Women in the States* project. Ms. Winter and Dr. Goodwin made many contributions, including reviewing the draft report for accuracy, making suggestions to ensure that the data contained in the report would be useful, and organizing the dissemination and publicity surrounding the release of the report.

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THE STATUS OF WOMEN IN NEVADA

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PREFACE

Nevada is a state of many contrasts and contradictions. It is geographically large (7th-largest of the 50 states) but has a small population (35th-largest). The population is highly urban, clustered in two major metropolitan areas over 400 miles apart at opposite ends of the state. Consequently, while women in rural Nevada deal with problems of isolation and lack of services, women in the Las Vegas area experience both the benefits and difficulties of living in a city dealing with explosive growth. For the past two decades Nevada's population has been the fastest-growing in the nation, resulting in a healthy economy, but also placing unprecedented demands on services that often prove inadequate.

Historically, Nevada's culture has been that of the wide-open West, where individual freedom and independence have been highly valued. Women in this state attained the vote in 1914, a full six years before the federal government granted the right to vote to all women in the country. Yet today voter registration and turnout of women are among the lowest in the country, although still slightly above the rates for men in Nevada. At the same time, the state has one of the higher proportions in the nation of women in elected office.

The economic and employment data for women also demonstrate contradictions: Women experience lower-than-average rates of unemployment and poverty, but they also earn relatively low wages and have the second-lowest percentage in the nation of women in professional and managerial positions. Much of this is a reflection of the nature of the Nevada economy, which is heavily dependent on service jobs in gaming and tourism. These jobs are relatively low-paying and often have minimal benefits, a particular problem for Nevada mothers in the workplace, who still lack access to the full range of affordable child care needed in a 24-hour economy. There is a desperate need for more 24-hour child care facilities, drop-in child care, and sick child care.

Of particular concern are Nevada's low rankings on women's health issues, including lower-than-average access to health insurance. Nevada women have the highest rates in the nation of mortality from lung cancer and suicide. The state also ranks 31st and 30th in mortality rates from breast cancer and heart disease, with rates no better than national rates. In the areas of access to reproductive health care and reproductive rights, Nevada women fare better than much of the rest of the country. Nevada's law guaranteeing a woman's right to abortion cannot be changed without a public vote, a strong protection. Still, in sparsely populated rural Nevada there are few if any abortion providers.

A recurring difficulty in reporting on Nevada women is the lack of consistent and reliable data. Very little information is collected at the county level, and what is available is not always consistent among counties or available for all counties. Information about women in various ethnic and racial groups is also lacking. In particular there is scant information on Native American women. The U.S. Census counts Native American populations according to self-reported identification, and the data available for this report only indicate tribal affiliations for respondents who list one tribe only, separating out those with more than one tribe. The number of members enrolled with the 24 tribal authorities in Nevada indicate considerably higher numbers than the Census shows, but these enrollment figures do not include urban and non-enrolled Native Americans, so the total should be even higher.

Throughout Nevada's history many individuals, both women and men, together with community organizations and public decision makers, have worked to improve the status of women in this state. We hope that the information and recommendations in this report will enable them to continue that work. We thank the Institute for Women's Policy Research for providing Nevada with the data and background information that make it clear that there is much still to be done.



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ACKNOWLEDGMENTS

The success of *The Status of Women in the States* project can be attributed to the many staff members, allied groups, and devoted volunteers involved in producing, publicizing, and applying IWPR's research.

IWPR's state partners are a crucial part of *The Status of Women in the States* project. In 2004, as in previous years, these dedicated women reviewed drafts of their own state's *Status of Women in the States* report and took the lead on disseminating its findings. They also served on IWPR's National Advisory Committee for the project. IWPR's partners for this report are listed on the inside front cover.

IWPR would also like to thank members of the National Advisory Committee (listed on the facing page) for their support and advice on the design, content, and outreach strategies of *The Status of Women in the States* project. Thanks also go to members of the project's Data Advisory Group, including Jared Bernstein, Economic Policy Institute; Jorge del Pinal, U.S. Census Bureau; Roderick Harrison, Joint Center for Political and Economic Studies; Marlene Kim, University of Massachusetts, Boston; Sonia Perez, National Council of La Raza; Elena Silva, AAUW Educational Foundation; Matthew Snipp, Stanford University; Greg Squires, The George Washington University; and Peter Tatian, Urban Institute. These experts guided us on key decisions about the data and indicators used in this report. Mr. Tatian and the Urban Institute were also commissioned to analyze the original Current Population Survey and Census data used in this report.

We are particularly indebted to those committee members and other experts who reviewed all or parts of draft reports. Kiran Ahuja of the National Asian Pacific American Women's Forum, Charon Asetoyer of the Native American Women's Health Education Resource Center, Nicole Mason of the National Women's Alliance, and Montoya Whiteman of the Native American Rights Fund provided feedback on the section of the reports addressing the reproductive rights of women of color, a new addition to the 2004 reports. Many state and national experts also reviewed IWPR's state-level analyses of the status of Native American women included in the 2004 series: Nicole Bowman, Bowman Performance Consulting, LLC; Gwen Carr, Minority Business Development Agency, State of Wisconsin; Jacqueline Johnson, National Congress of American Indians; Julie Kane, Office of Legal Counsel, Nez Perce Tribe; Camille Naslund, Native American Liaison/Special Populations Coordinator, North Dakota Coalition on Abused Women's Services; Carol Sample, Spotted Eagle, Inc.; Diane Sands, Montana Community Foundation; Donna Skenadore, Milwaukee 9 to 5; Matthew Snipp, Stanford University; and Montoya Whiteman, Native American Rights Fund.

We would like to thank the program officers who participated on behalf of our foundation supporters: Michael Laracy of the Annie E. Casey Foundation, Jael Silliman and Alan Jenkins of the Ford Foundation, Theresa Fay-Bustillos of the Levi Strauss Foundation, John Kostishack and Elsa Vega-Perez of the Otto Bremer Foundation, and Lisa Guide of the Rockefeller Family Fund. We are also grateful to the AFL-CIO and Merck & Co., Inc. for their support of the national *Status of Women in the States* report. We would especially like to thank our supporters in the states: the Nokomis Foundation for *The Status of Women in Michigan*; the Women's Foundation of Minnesota for *The Status of Women of Color in Minnesota*; the Women's Foundation of Montana for *The Status of Women in Montana*; the Women's Foundation of Oklahoma for *The Status of Women in Oklahoma*; and the Women's Fund of the Greater Milwaukee Foundation for *The Status of Women in Wisconsin*.

The editors of *The Status of Women in the States* would also like to thank other staff members involved in the report. Jean Sinzdak, Associate Director of Outreach and Communications, coordinated the work of the National Advisory Committee, IWPR's state contacts, and content reviewers for the project. A number of IWPR staff members contributed to or wrote draft reports: Ms. Sinzdak, Office Manager Justine Augeri, IWPR-George Washington University (GWU) Research Fellow Sarah Benatar, Special Assistant to the President Violette Davis, Conference Fellow Liz Mandeville, Mariam K. Chamberlain Fellow and IWPR-GWU Research Fellow Misha Werschkul, and Research Program Coordinator Erica Williams. Interns and work-study students Hiedi Hatcher, Laura Cederberg, Erin Bunger, Jody Herman, Michele Stillwell-Parvensky, and Sonia Punwani contributed to producing the reports as well. Publications and Communications Assistant Whitney Potter coordinated the production process for the reports. Study Director Dr. Vicky Lovell provided input into the content and drafts of the reports. Dr. Barbara Gault, Director of Research, and Dr. Heidi Hartmann, President and CEO, played many important roles: in addition to providing vision for the project and IWPR as a whole, they contributed to the content and research design, reviewed reports, and wrote draft state reports themselves. We are indebted to all these people for their dedication to the project and to improving the status of women.



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Introduction



During the 20th century, women made significant economic, political, and social advances, but they are still far from enjoying gender equality. Throughout the United States, women earn less than men, are seriously underrepresented in political office, and make up a disproportionate share of people in poverty. Even in areas where there have been significant advances in women's status, rates of progress are slow. For example, at the rate of progress achieved between 1989 and 2002, women will not achieve wage parity for more than 50 years. If women's representation in Congress changes at the rate it did during the last decade, it will take almost 100 years to achieve equality in political representation.

To make significant progress toward gender equity, policymakers, researchers, and advocates need reliable data about women and the issues affecting their lives. Recognizing this need, the Institute for Women's Policy Research (IWPR) initiated a series of reports on *The Status of Women in the States* in 1996. The biennial series is now in its fifth round. Over the course of a decade, reports on each of the 50 states and the District of Columbia have been completed. This year, IWPR produced reports on twelve states, together with an updated national report summarizing results for all the states and the nation as a whole.

Goals of *The Status of Women in the States* Reports

The Status of Women in the States reports are produced to inform citizens about the progress of women in their state relative to women in other states, to men, and to the nation as a whole. The reports have three main goals: 1) to analyze and disseminate information about women's progress in achieving rights and opportunities; 2) to identify and measure the remaining barriers to equality; and 3) to provide baseline measures and a continuing monitor of women's progress throughout the country.

The 2004 reports contain indicators describing women's status in five main areas: political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being. In addition, the reports provide information about the basic demographics of the state (see Appendix I).

For the five major issue areas addressed in this report, IWPR compiled composite indices based on the indicators presented to provide an overall assessment of the status of women in each area and to rank the states from 1 to 51 (including the District of Columbia; see Appendix II for details).

Although state-by-state rankings provide important insights into women's status throughout the country—indicating where progress is greater or less—in no state do women have adequate policies ensuring their equal rights. Women have not achieved equality with men in any state, including those ranked relatively high on the indices compiled for this report. All women continue to face important obstacles to achieving economic, political, and social parity.

To address the continuing barriers facing women across the United States, the reports also include letter grades for each state for each of the five major issue areas. IWPR designed the grading system to highlight the gaps between men's and women's access to various rights and resources. States were graded based on the difference between their performance and goals set by IWPR (e.g., no remaining wage gap or the proportional representation of women in political office; see Appendix II). For example, since no state has eliminated the gap between women's and men's earnings, no state received an A on the employment and earnings composite index. Because women in the United States are closer to achieving some goals than others, the curve for each index is somewhat different. Using the grades, policymakers, researchers, and advocates can quickly identify remaining barriers to equality for women in their state.

IWPR designed *The Status of Women in the States* to actively involve state researchers, policymakers, and advocates concerned with women's status. Beginning in 1996, these state partners have collaborated on the design and written portions of *The Status of Women in the States* reports, reviewed drafts, and disseminated and applied the findings in their states. Their participation has been crucial to improving the reports and increasing their effectiveness and impact in each round. Many have used the reports to advance policies to improve women's status.

About the Indicators and the Data

IWPR referred to several sources for guidelines on what to include in these reports. The Beijing Declaration and Platform for Action from the U.N. Fourth World Conference on Women guided some of IWPR's choices of indicators. This document, the result of an official convocation of delegates from around the world, outlines issues of concern to women, rights fundamental to achieving equality and autonomy, and remaining obstacles to women's advancement. IWPR also turned to members of its state advisory committees, who reviewed their state's report and provided input for improving the project as a whole. Finally, IWPR staff consulted experts in each subject area for input about the most critical issues affecting women's lives.

Ultimately the IWPR research team selected indicators by using several principles: relevance, representativeness, reliability, and comparability of data across all the states and the District of Columbia. While women's status is constantly changing, the evidence contained in this report represents a compilation of the best available data for measuring women's status.

To facilitate comparisons among states, IWPR uses only data collected in the same way for each state. Much of the data is from federal government agencies, including the Census Bureau, the Bureau of Labor Statistics, the Centers for Disease Control, and the National Center for Health Statistics. Nonprofit and research organizations also provide data.

For the 2004 series of reports, IWPR used data from two different sources to report on women's economic status:

A) Census 2000 Data.

Census 2000 data were collected by the United States Census Bureau through its census of the entire U.S. population. A subset of Census respondents, or 17 percent of households, was asked to complete a long form with additional questions, and a portion of these data (for 2.8 million individuals) is available through the Public Use Microdata Samples. In the Census data, the sample size for women for full-time, full-year workers ranged from 2,768 in Wyoming to 179,500 in California; for men, the sample size ranged from 4,314 in the District of Columbia to 273,713 in California. These data allowed IWPR to provide state-level statistics on a variety of indicators of women's economic status by race and ethnicity, including data on earnings, the gender wage ratio, labor force participation, education, and poverty. These data reflect conditions

in 1999-2000. The decennial censuses provide the most comprehensive data for states and local areas, but they are conducted only every ten years. Please note that unless otherwise noted, the data in this report for the various races (white, African American, Asian American, and Native American) do not include Hispanics; Hispanics, who may be of any race, are reported separately. For information on how race and ethnicity were defined for the purposes of this report, see Appendix III.

B) 2002-2003 Current Population Survey Data.

As in previous years, IWPR used the Current Population Survey (CPS) to produce statistics for the major economic indices and rankings, to maintain consistency with previous reports and to use the most up-to-date information available. The CPS is a monthly survey of a nationally representative sample of households. It is conducted jointly by the U.S. Census Bureau and the Bureau of Labor Statistics. To ensure sufficiently large sample sizes for cross-state comparisons, two years of data were combined and then tabulated. For this set of reports, IWPR used new economic data for the calendar years 2001-2002. Because the CPS has a much smaller sample than the decennial Census, the population subgroups that can be reliably studied are limited (for information on sample sizes, see Appendix II), which led to the decision to supplement the most current CPS data with slightly older decennial Census data from 2000.

In some cases, we report data on one indicator from two different sources (for example median annual earnings), so that we can provide both the most current data available from the CPS and detailed race and ethnicity breakdowns using Census 2000. The reader should use caution in making comparisons across these data sources since they represent two different samples of individuals surveyed in different years in different economic conditions.

Identifying and reporting on subregions within states (cities or counties) were beyond the scope of this project, which means that some regional differences among women within the states are not reflected. For example, pockets of poverty are not identified, and community-level differences in women's status are not described. While these differences are important, addressing them was not possible due to resource constraints.

A lack of reliable and comparable state-by-state data limits IWPR's treatment of several important topics: violence against women, issues concerning nontraditional families of all types, issues of special impor-

tance to lesbians, and issues concerning women with disabilities. The report also does not analyze women's unpaid labor or women in nontraditional occupations. In addition, income and poverty data across states are limited in their comparability by the lack of good indicators of differences in the cost of living by state; thus, poor states may look worse than they really are, and rich states may look better than they really are. IWPR firmly believes that all of these topics are of utmost concern to women in the United States and continues to search for data and methods to address them. Many of these issues do not receive sufficient treatment in national surveys or other data collection efforts.

These data concerns highlight the sometimes problematic politics of data collection: researchers do not know enough about many of the serious issues affecting women's lives because women do not yet have sufficient political or economic power to demand the necessary data. As a research institute concerned with women, IWPR presses for changes in data collection and analysis in order to compile a more complete understanding of women's status.

Readers of this report should keep a few technical notes in mind. In some cases, differences reported between two states—or between a state and the nation—for a given indicator are statistically significant. That is, they are unlikely to have occurred by chance and probably represent a true difference between the two states or the state and the country as a whole. In other cases, these differences are too small to be statistically significant and are likely to have occurred by chance. IWPR did not calculate or report measures of statistical significance. Generally, the

larger a difference between two values (for any given sample size or distribution), the more likely it is that the difference will be statistically significant.

Finally, when comparing indicators based on data from different years, the reader should note that in the 1990-2004 period, the United States experienced a major economic recession at the start of the 1990s, followed by a slow and gradual recovery, with strong economic growth (in most states) in the last few years of the 1990s. By 2000, however, the economy had slowed significantly, and a recession began in March 2001 and officially ended in November 2001. The period since the end of the recession has been marked by slow economic growth.

How *The Status of Women in the States* Reports Are Used

The Status of Women in the States reports have been used throughout the country to highlight remaining obstacles facing women in the United States and to encourage policy changes designed to improve women's status. The reports have helped IWPR's state partners and others educate the public about issues concerning women's status; inform policies and programs to increase women's voter turnout; and make the case for establishing commissions for women, expanding child care subsidies for low-income women, strengthening supports for women-owned businesses, developing training programs for women to enter non-traditional occupations, and improving women's access to health care. Data on the status of women give citizens the information they need to address the key issues facing women and their families.



1. Overview of The Status of Women in Nevada

Women in Nevada have a lower status in politics, economics, and health than women in most states, as is evident in its rankings in the bottom half of all states on most indicators of women's status. Of the 50 states and the District of Columbia, Nevada ranks in the top third in just one key area of women's lives: the state is 13th for women's reproductive rights. It ranks in the middle third for women's political participation, at 31st, and for their social and economic autonomy, at 33rd. It drops to the bottom third of all states for employment and earnings (at 40th) and for health and well-being (at 42nd; Chart 1).

Nevada earns grades of B in reproductive rights, C- in political participation, D+ in social and economic autonomy, and D in employment and earnings and in health and well-being. The problems facing Nevada women demand significant attention from policymakers, advocates, and researchers concerned with women's status. (Appendix II provides information on the methodology for the composite indices and grades.)

Nevada joins Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming as part of the Mountain West region. Among the eight states of the region, Nevada's rankings vary considerably. It is 1st in reproductive rights, 4th in employment and earnings and

in social and economic autonomy, 6th in political participation, and last in health and well-being.

With almost 1.1 million women in the state, Nevada has the 35th-largest population in the United States (Appendix I). Almost 88 percent of women in Nevada live in urban areas, higher than the national average of 82 percent. Nevada also has a much higher proportion of women in the state who are foreign-born, at 16 percent compared with 11 percent nationally. Nevada has the 6th-highest proportion of women who are foreign-born among all the states.

Chart 1.
How Nevada Ranks on Key Indicators

Indicators	National Rank*	Regional Rank*	Grade
Composite Political Participation Index	31	6	C-
Women's Voter Registration, 1998 and 2000 (51.6%)	49	7	
Women's Voter Turnout, 1998 and 2000 (41.8%)	48	7	
Women in Elected Office Composite Index, 2004	9	2	
Women's Institutional Resources, 2004	31	2	
Composite Employment and Earnings Index	40	4	D
Women's Median Annual Earnings, 2002 (\$27,500)	31	3	
Ratio of Women's to Men's Earnings, 2002 (76.8%)	17	3	
Women's Labor Force Participation, 2002 (60.9%)	24	5	
Women in Managerial and Professional Occupations, 2001 (26.9%)	50	7	
Composite Social and Economic Autonomy Index	33	4	D+
Percent with Health Insurance Among Nonelderly Women, 2001-02 (81.5%)	37	4	
Educational Attainment: Percent of Women with Four or More Years of College, 2000 (16.7%)	47	8	
Women's Business Ownership, 1997 (25.7%)	21	4	
Percent of Women Above the Poverty Level, 2002 (91.9%)	7	1	
Composite Reproductive Rights Index	13	1	B
Composite Health and Well-Being Index	42	8	D

Notes:

See Appendix II for a detailed description of the methodology and sources used for the indices presented here.

* The national rankings are of a possible 51, referring to the 50 states and the District of Columbia, except for the Political Participation indicators, which do not include the District of Columbia. The regional rankings are of a maximum of eight and refer to the states in the Mountain West region (AZ, CO, ID, MT, NM, NV, UT, and WY).

Calculated by the Institute for Women's Policy Research.

Nevada has a more diverse population than the nation as a whole: approximately 65 percent of the female population in Nevada is white, compared with 69 percent nationally. Hispanics are the 2nd-largest group of women in the state and are 19 percent of the population, compared with 12 percent nationally. The state has the 5th-highest proportion of Hispanic women of all states; only New Mexico, California, Texas, and Arizona have higher proportions of women who are Hispanic among their female populations. Approximately 1 percent of all Hispanic women in the country live in Nevada. Among Hispanics in the state, Mexican women are 14 percent of Nevada's female population, or nearly three-fourths of all Hispanic women in the state.

Nevada also has higher proportions of women who are Asian American (5 percent versus 4 percent nationally) and Native American (1.1 percent versus 0.7 percent nationally), but a smaller proportion of women who are African American (7 percent versus 12 percent nationally) than the nation as a whole. The status of women of color both nationally and in Nevada is limited in many areas of their lives, with racial and ethnic disparities evident in analysis of their economic, political, social, health, and reproductive rights status throughout this report (see Appendix III for information on how race and ethnicity are defined in this report).

Women in Nevada can point to a few key achievements in their overall status:

As of July 2004, women held two top elected executive offices in the state: lieutenant governor and state controller. One woman served in Nevada's three-seat delegation to the U.S. House of Representatives, and the percentage of state legislators who are women was higher in Nevada than the national average.

Although women in the state have relatively low earnings, their wage ratio with men is in the top third of all states.

Women in Nevada are among the least likely to live in poverty in the country.

Nevada requires health insurers to provide comprehensive coverage for contraceptives and requires sex education in public schools. In addition, 90 percent of women in the state live in counties with abortion providers.

Still, Nevada can improve women's status in many ways:

Women's voter registration and turnout rates in Nevada are among the worst in the country (only one state fares worse than Nevada in women's voter registration, and only two states fare worse in women's voter turnout).

Women in Nevada are among the least likely to have a college education or to work in managerial and professional occupations.

Nevada does not allow public funding to pay for abortions for income-eligible women.

Nevada has the highest rates of women's mortality from lung cancer and suicide in the country.

Nevada can also improve the status of women of color by addressing the ongoing racial and ethnic disparities in the state (Chart 2):

While the wage ratio between white women and white men who work full-time, full-year is 73 percent, it is lower for women of every other racial and ethnic group. Asian American and African American women earn just 63 percent of white men's earnings; Native American women earn 62 percent; and Hispanic women, 50 percent.

While 8 percent of white women and 9 percent of Asian American women live in poverty, 18 percent of Native American and Hispanic women and 20 percent of African American women in the state do.

Women of all races and ethnicities are less likely to work in managerial and professional jobs in Nevada than in the country as a whole, but Asian American women are most disadvantaged in Nevada compared with their national counterparts: they are almost half as likely to work in such jobs in Nevada than they are in the country as a whole.

Overall, Nevada women continue to face serious obstacles to achieving equality with men and attaining a standing equal to the average for women in the United States, and women of color in the state are particularly disadvantaged in their political, social, and economic status. Only when all women have the opportunity to contribute their best efforts as full and equal partners in work, politics, and communities will cities, states, and the nation achieve their full potential.

Chart 2.
Overview of the Status of Women of Color in Nevada

	White Women	African American Women	Hispanic Women	Asian American Women	Native American Women
Political Participation					
Number of Women in Elected Statewide Executive Office, 2004 ^a	2	0	0	0	0
Number of Women in U.S. Congress, 2004 ^a	1	0	0	0	0
Employment and Earnings					
Median Annual Earnings (for full-time, year-round employed women), 1999 (in 2003 dollars) ^b	\$32,000	\$27,600	\$22,100	\$27,600	\$27,400
Earnings Ratio Between Women and White Men, 1999 ^b	72.5%	62.5%	50.0%	62.5%	62.0%
Women's Labor Force Participation, 2000 ^b	60.2%	63.3%	53.4%	60.6%	61.0%
Women in Managerial and Professional Occupations, 2000 ^c	32.1%	24.4%	14.2%	20.9%	27.5%
Social and Economic Autonomy					
Percent of Women with a College Education, 2000 ^b	25.2%	19.4%	9.8%	33.7%	16.8%
Percent of Women Above the Poverty Level, 1999 ^b	92.1%	80.3%	82.2%	91.0%	81.6%
Reproductive Rights					
Percent of Mothers Beginning Prenatal Care in the First Trimester of Pregnancy, 2001 ^d	86%	68%	63%	79%	73%
Infant Mortality Rate (per 1,000 live births) ^e	4.6	13.8	4.5	N/A	N/A
Percent of Low Birth Weight Babies, 2001 ^f	7.5%	12.7%	6.4%	8.2%	6.2%
Health and Well-Being					
Female Heart Disease Mortality, per 100,000, 1999-2001 ^g	216.8	271.3	116.3	132.4	146.5
Female Lung Cancer Mortality, per 100,000, 1999-2001 ^g	60.3	56.0	N/A	25.0	N/A
Female Breast Cancer Mortality, per 100,000, 1999-2001 ^g	27.9	34.7	15.2	N/A	N/A
Average Annual Incidence Rate of AIDS Among Women (per 100,000 adolescents and adults), 1999 ^h	3.1	27.0	N/A	N/A	N/A

Notes:

N/A = Not Available.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

See Appendix III for a description of how race and ethnicity are defined for economic data in this report.

Source: ^aCAWP 2004e; ^bUrban Institute 2004b; ^cU.S. Department of Commerce, Bureau of the Census 2004j; ^dCenters for Disease Control and Prevention 2003b; ^eCenters for Disease Control and Prevention 2003a; ^fCenters for Disease Control and Prevention 2003c; ^gNational Center for Health Statistics 2003; ^hHenry J. Kaiser Foundation 2001.

Compiled by the Institute for Women's Policy Research.



2. Political Participation



This section presents data on several aspects of women's involvement in the political process in Nevada: voter registration and turnout, female state and federal elected representation, and women's state institutional resources. Overall, Nevada ranks 31st nationally and 6th out of eight states regionally for women's political participation. It receives a grade of C- on the political participation composite index (Chart1).

Voter Registration and Turnout

Voting and voter registration represent the degree to which citizens are exercising their rights to choose leaders to represent them and their concerns. In 2000, in the nation as a whole, about 69 million women, or 65.6 percent of those eligible, reported being registered to vote, compared with 60 million, or 62.2 percent, of eligible men (Table 1). Nevada's 2000 voter registration rates were considerably lower for both

men and women than national rates. In Nevada, 54.2 percent of women reported being registered to vote in the November 2000 elections, while 50.3 percent of men did. Similarly, in 1998, men and women's voter registration rates in Nevada were both substantially lower than national rates.

Nevada ranks 49th among all the states and 7th in the Mountain West region for women's voter registration levels in the 2000 and 1998 elections combined.

In 2000, 48.4 percent of Nevada women reported voting, while in 1998, 35.1 percent did (compared with national proportions of 56.2 percent and 42.4 percent, respectively; Table 1). This means that women's voter turnout in Nevada was below national levels in both 1998 and 2000. In most states, women have higher voter turnout rates than men. This is true in Nevada, where men's voter turnout rates were 44.7 percent in 2000 and 31.1 percent in 1998. Voter turnout jumped substantially for both sexes in the nation as a whole between 1998 and 2000, primarily because 2000 was a presidential election year. Presidential elections traditionally have much higher turnout than non-presidential elections.

Nevada ranks 48th among all the states and 7th in the Mountain West region for women's voter turnout in the 1998 and 2000 elections combined.

Women in Public Office

Although women constitute a minority of elected officials at both the national and state levels, their presence has grown steadily over the years. As more women hold office, women's issues are also becoming more prominent in legislative agendas (Carroll 2001). Fourteen women served in the 2003-04 U.S. Senate (108th Congress). Women also filled 60 of the 435 seats in the 108th U.S. House of Representatives (not including the nonvoting delegates from the District of Columbia, the Virgin Islands, and Guam, all three of whom are women). Women of color

Table 1.
Voter Registration and Turnout for Women and Men
in Nevada and the United States

	Nevada		United States	
	Percent	Number	Percent	Number
2000 Voter Registration^a				
Women	54.2%	371,000	65.6%	69,193,000
Men	50.3%	349,000	62.2%	60,356,000
1998 Voter Registration^b				
Women	49.0%	315,000	63.5%	65,445,000
Men	44.5%	291,000	60.6%	57,659,000
2000 Voter Turnout^a				
Women	48.4%	331,000	56.2%	59,284,000
Men	44.7%	310,000	53.1%	51,542,000
1998 Voter Turnout^b				
Women	35.1%	226,000	42.4%	43,706,000
Men	31.1%	203,000	41.4%	39,391,000

Notes:

Percent of all women and men aged 18 and older who reported registering to vote and voting, based on data from the 1998 and 2000 November Supplements of the Current Population Survey. These data are self-reports and tend to overstate actual voter registration and turnout.

Source: ^aU.S. Department of Commerce, Bureau of the Census 2002; ^bU.S. Department of Commerce, Bureau of the Census 2000.

Compiled by the Institute for Women's Policy Research.

filled only 18 House seats and no Senate seats. Nevada women filled one of three, or 33.3 percent, of available seats in the U.S. House, but none in the Senate (Table 2).

At the state level, women held two of six (33.3 percent) elected executive offices in Nevada, with women serving as lieutenant governor and state controller. No women of color served in a statewide elected office in the state. The proportion of women in the state legislature was higher than the national average, at 28.6 percent, compared with a 22.4 percent average for the nation as a whole.

Based on the proportion of women in elected office, Nevada ranks 9th in the nation and 2nd regionally on this component of the political participation index.

Institutional Resources

Women's institutional resources, including commissions for women and women's caucuses, can increase the visibility of women's political concerns and interests, particularly when they are adequately staffed and funded, politically stable, and accessible to citizens' groups (Stetson and Mazur 1995). Nevada has a state-level, government-appointed women's commission: the Nevada Commission for Women. It does not, however, have a formal or informal women's caucus in either house of the state legislature (Table 3). Nationwide, 41 states have state-level commissions for women and 34 states have women's caucuses in their state legislatures. Sixteen states have both a commission for women and formal caucuses in each house of the state legislature.

Based on the number of institutional resources available to women in Nevada, the state ranks 31st in the nation and 2nd in its region.

Table 2. Women in Elected Office in Nevada and the United States, 2004		
	Nevada	United States
Number of Women in Statewide Executive Elected Office^a	2	80
Women of Color ^b	0	5
Number of Women in the U.S. Congress		
U.S. Senate ^c	0 of 2	14 of 100
Women of Color ^b	0	0
U.S. House ^d	1 of 3	60 of 435
Women of Color ^b	0	18
Percent of State Legislators Who Are Women^e	28.6%	22.4%
Source: ^a CAWP 2004a; ^b CAWP 2004e; ^c CAWP 2004c; ^d CAWP 2004d; ^e CAWP 2004b.		
Compiled by the Institute for Women's Policy Research.		

Table 3. Institutional Resources for Women in Nevada and the United States, 2004			
	Yes	No	Total, United States
Does Nevada have a:			
Commission for Women? ^a	X		41
Legislative Caucus in the State Legislature? ^b		X	34
Assembly?			
Senate?			
Source: ^a National Association of Commissions for Women 2004, updated by IWPR;			
^b CAWP 1998, updated by IWPR.			
Compiled by the Institute for Women's Policy Research.			

The Status of Hispanic Women in Nevada

Hispanics are one of the fastest-growing groups in the U.S. middle class (Bean et al. 2001), and in recent decades, Hispanic women have experienced important gains in their social and economic status. Their national labor force participation rate grew by 4.3 percentage points between 1992 and 2002, compared with 1.9 percentage points among white women (U.S. Department of Labor, Bureau of Labor Statistics 2004a).

Still, Hispanic women in Nevada earn less than women in any other racial or ethnic group (Table 5); their labor force participation rate is lower than any other group (Table 6); and they are more likely to live in poverty than white or Asian American women (Table 10). In Nevada, Hispanic women constitute 18.7 percent of the female population, a proportion much higher than the national average of 12.0 percent, and the state has the 5th-highest proportion of Hispanic women of all states (Appendix I; only New Mexico, California, Texas, and Arizona have higher proportions of women who are Hispanic among all women in the state). Nevada has the 3rd-highest proportion of Cuban women in the country (as a proportion of the total population of women in the state) and the 5th-highest percentage of Mexican women. Mexican women are the vast majority of Latinas in Nevada, at 13.7 percent of the total population of women, almost double the national average and about three-quarters of all Hispanics in the state. Of the other groups of Hispanic women in the state (including Puerto Rican, Central American, South American, and Cuban), none comprises more than 1.0 percent of the state's total female population.

The economic status of Hispanic women is marked by large differences nationally among the major subgroups of Hispanic women measured in the Census, including Mexican, Puerto Rican, Cuban, Central American, South American, and other Hispanic women (Caiazza, Shaw, and Werschkul 2004). In Nevada, among the groups that can be measured in the Census, Puerto Rican women fare somewhat better than other groups of Hispanic women. Their median annual earnings for full-time, full-year work are \$25,400, compared with \$24,300 for Cuban women, \$22,100 for Mexican women, and \$19,900 for Central American women (data not shown; data are not available for South American women in Nevada; Urban Institute 2004b).

Interestingly, while Puerto Rican women have higher earnings than other groups of Hispanic women in Nevada, they also have higher poverty rates. A total of 20.7 percent of Puerto Rican women lived in poverty in 1999, compared with 14.4 percent of Central American women, 16.8 percent of South American women, 18.8 percent of Mexican women, and 18.8 percent of Cuban women. The poverty rate was 14.4 percent for other Hispanic women (data not shown; Urban Institute 2004b). Worse poverty rates among Puerto Rican women may stem in part from differences in family type and family size and from lower earnings among Puerto Rican men.

A variety of issues contribute to the economic hardships of many Hispanic women. It has been estimated that 35 percent of employers required to file EEO-1 forms discriminated against Hispanic workers nationwide and that discrimination was worse in low-skilled occupations (Blumrosen and Blumrosen 2002, Thomas-Breitfeld 2003). Hispanic women also have significantly lower levels of educational attainment; in Nevada, not only are they much less likely to have a college degree than Hispanic women nationally, they are also much less likely to have a college education than women from every other racial and ethnic group (Figure 5). Hispanic workers are also less likely to be union members than those from other racial and ethnic groups (Thomas-Breitfeld 2003).

For many Latinas, immigration status poses a unique set of issues and obstacles. Among Hispanic women in Nevada, earnings for those born in the United States are \$26,500, compared with \$21,000 for those who were born outside the country (for full-time, full-year work; data not shown; Urban Institute 2004b). A majority of all Hispanic workers nationally are foreign-born, and immigrant workers tend to have lower levels of education, less proficiency in English, and less awareness

(Continued on next page)

of their legal protections (which are often fairly weak themselves), all of which are barriers to higher earnings and better job placement (Thomas-Breitfeld 2003). Poverty rates in Nevada are also significantly higher for foreign-born Hispanic women, at 20.1 percent, compared with 13.8 percent for native-born Hispanic women.

Hispanic women's economic status would benefit from policies designed to improve their educational attainment and union representation, reduce the discrimination they confront, and provide stronger protections from exploitation among those who are immigrants.

3. Employment and Earnings

This section surveys several aspects of women's economic status: women's earnings, the female/male earnings ratio, women's labor force participation, and the occupations in which women work. Women in Nevada rank 40th in the nation and 4th in the Mountain West region on the employment and earnings composite index. The state receives a grade of D on the employment and earnings index (Chart 1).

Women's Earnings

Nevada women working full-time, year-round have lower median annual earnings than women in the United States as a whole (\$27,500 and \$30,100, respectively; Chart 1 and Appendix IV; see Appendix II for details on the methodology used for the Current Population Survey data presented in this report). Median annual earnings for men in Nevada are also lower than in the United States as a whole (Appendix IV; \$35,800 and \$39,500, respectively).

Median annual earnings for women in Nevada rank 31st in the nation. Women in the District of Columbia rank the highest, with earnings of \$37,800. Regionally, Nevada ranks 3rd of eight states for women's earnings, in a region generally characterized by low earnings

for women. Of the five states ranking below Nevada, the last four (Idaho, New Mexico, Wyoming, and Montana) are all in the bottom ten of all the states for women's earnings.

Wages in Nevada and the nation as a whole differ between rural and urban areas. Among women living in metropolitan areas in Nevada, wages were \$29,800 in 1999, compared with \$28,700 among women in non-metropolitan areas (Figure 1; the source of these data is the 2000 Census, which differs from the Current Population Survey data presented in Chart 1). Women in metropolitan areas earn more than women in non-metropolitan areas nationally as well, although the difference in wages between urban and rural areas is much smaller in Nevada than in the nation as a whole. In Nevada, the difference is \$1,100, while nationally it is \$7,700.

The Wage Gap

The Wage Gap and Women's Relative Earnings

In the United States, women's wages continue to lag behind men's. In 2002, the median wages of women who worked full-time, year-round were only 76.2 percent of men's (Urban Institute 2004a). In other words, women earned about 76 cents for every dollar earned by men.

In Nevada, women earned about 76.8 percent of what men earned in 2002. Compared with the earnings ratio for the nation as whole, Nevada women's earnings are slightly closer to equality with men's (Figure 2). Nevada ranks 17th in the nation for the ratio of women's to men's earnings for full-time, year-round work. In contrast, the District of Columbia has the highest earnings ratio at 92.4 percent. Compared with the other states in the Mountain West region,

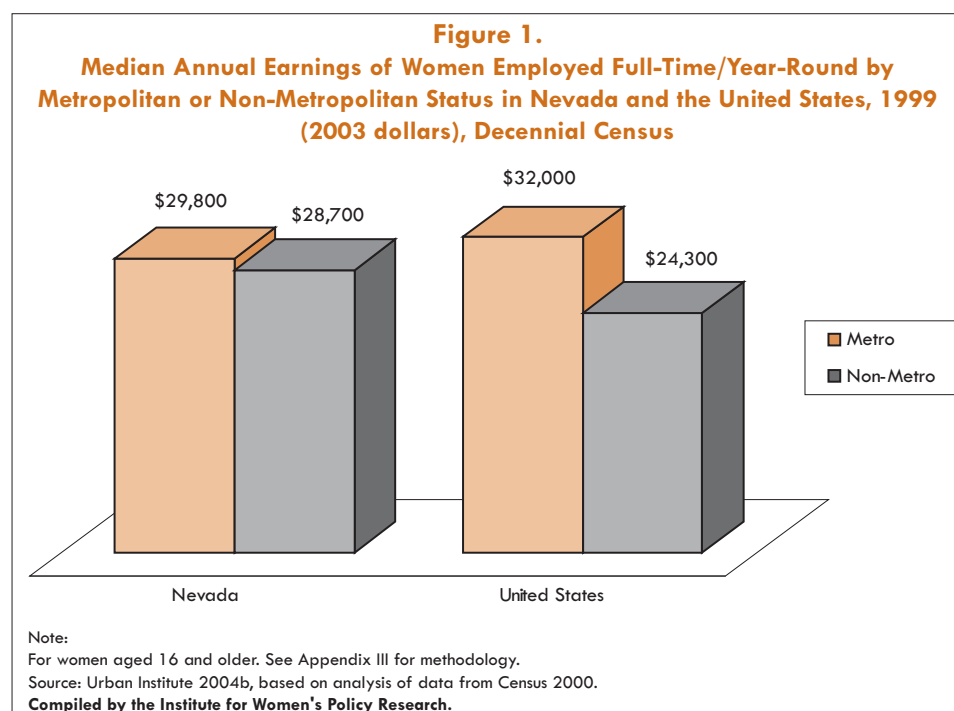
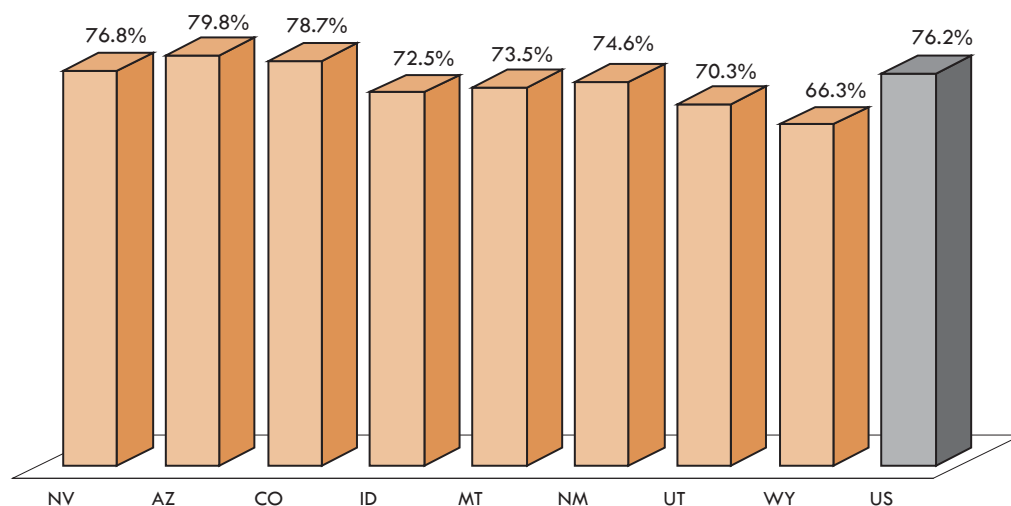


Figure 2.
Ratio of Women's to Men's Full-Time/Year-Round Median Annual Earnings in States in the Mountain West Region, 2002 (2003 dollars), Current Population Survey



Note:

For women and men aged 16 and older. See Appendix II for methodology.

Source: Urban Institute 2004a, based on analysis of data from Current Population Survey 2002-03.

Compiled by the Institute for Women's Policy Research.

Nevada ranks 3rd. (Note: these figures are based on analysis of the Current Population Surveys from 2002-03.)

Earnings and Earnings Ratios by Educational Levels

Between 1979 and 1999, women with higher levels of education in Nevada and the United States saw their median annual earnings increase significantly more than women with lower levels of educational attainment. As Table 4 shows, Nevada experienced increases in that period that ranged from 3.1 percent (in constant dollars) for women with a high school diploma only, to 15.2 percent for those with a four-year college educa-

tion, to 21.6 percent for women with graduate training. Women who had not completed high school experienced an earnings decrease of 2.7 percent. The earnings of women with some college education increased by 10.8 percent. Nevada women with the lowest level of education experienced the greatest narrowing of the wage gap. Women who had not completed high school saw their earnings ratio increase the most, by 30.4 percent. Women with a college degree saw their earnings ratio increase 20.3 percent. Those who had some college education and those who had a high school degree also saw their earnings ratios increase, by 17.1 percent and 15.6 percent, respectively. Women's relative earnings (as measured by the female/male earnings ratio) actually decreased for women with the most education. Women with graduate training experienced a 1.0 percent decrease in the ratio of women's to men's earnings. Thus, women at the highest level of education lost progress in closing the wage gap. At the highest education level, men's earnings were growing even faster than women's.

Table 4.
Women's Earnings and the Earnings Ratio in Nevada by Educational Attainment, 1979 and 1999 (2003 dollars)

Educational Attainment	Women's Median Annual Earnings, 1999 ^a	Percent Change in Real Earnings, 1979 ^b and 1999 ^a	Female/Male Earnings Ratio, 1999 ^a	Percent Change in Earnings Ratio, 1979 ^b and 1999 ^a
Less Than 12th Grade	\$21,500	-2.7%	81.1%	+30.4%
High School Only	\$26,200	+3.1%	75.5%	+15.6%
Some College	\$30,900	+10.8%	75.7%	+17.1%
College	\$38,000	+15.2%	78.2%	+20.3%
College Plus	\$50,600	+21.6%	73.9%	-1.0%

Source: ^aUrban Institute 2004b; ^bIWPR 1995.

Compiled by the Institute for Women's Policy Research.

Wages and the Wage Ratio by Race and Ethnicity

Wages vary strikingly by race and ethnicity in Nevada and in the nation as a whole. Nationally, African American, Hispanic, and Native American women have much lower wages than white and Asian American women (Table 5; the source of these data is the 2000 Census, which differs from the Current Population Survey data presented elsewhere in this report). In Nevada, white women have much higher wages than all other groups of women in the state, but Asian American women's wages are the same or only slightly higher than those of other racial and ethnic groups, a departure from national trends. In fact, Asian American women in Nevada earn almost 17 percent less than Asian American women nationally, at \$27,600 versus \$33,100. Hispanic women in Nevada also earn less than they do nationally, at \$22,100 versus \$23,200, respectively. In contrast, white and Native American women have higher wages in Nevada than they do nationally, while African American women have the same wages in Nevada and nationally.

Nevada ranks 13th of 43 states in the country for Native American women's wages, 17th of 43 for the wages of African American women, 24th of 45 for those of Asian American women, and 27th of 48 for those of Hispanic women (not all states are included in these rankings due to small sample sizes in some states).

Earnings inequality becomes particularly striking when illustrated by the earnings ratios between women of different races and ethnicities, on the one hand, and white men, on the other. The wage ratio between white women and white men in 1999 was 70.0 percent nationally and 72.5 percent in Nevada. The ratio between Native American women and white men was 57.8 percent nationally and 62.0 percent in Nevada. In contrast, the wage ratio between Asian American women and white men was significantly higher nationally (at 75.0 percent) than in Nevada (at 62.5 percent). The ratio between Hispanic women and white men was also higher nationally, at 52.5 percent versus 50.0

Table 5.

Women's Median Annual Earnings and the Earnings Ratio Between Women and White Men in Nevada and the United States, by Race and Ethnicity, 1999 (2003 dollars), Decennial Census

Race and Ethnicity	Nevada				United States	
	Women's Median Annual Earnings		Earnings Ratio		Women's Median Annual Earnings	Earnings Ratio
	State Figure	National Rank	State Figure	National Rank		
All	\$29,800	19 of 51	67.5%	29 of 51	29,800	67.5%
White	\$32,000	15 of 51	72.5%	14 of 51	\$30,900	70.0%
African American	\$27,600	17 of 43	62.5%	26 of 43	\$27,600	62.5%
Hispanic	\$22,100	27 of 48	50.0%	38 of 48	\$23,200	52.5%
Asian American	\$27,600	24 of 45	62.5%	37 of 45	\$33,100	75.0%
Native American	\$27,400	13 of 43	62.0%	20 of 43	\$25,500	57.8%
Other/Two or More	\$27,600	18 of 46	62.5%	29 of 46	\$28,400	64.3%

Notes:

For full-time, full-year workers aged 16 and older. See Appendix III for methodology.

Not all states are included in the rankings because of insufficient sample sizes in some states for some population groups.

The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ from those based on the 2003 Current Population Survey data (for the year 2002) presented in Chart 1 and Figure 2. The earnings ratios in this table are also calculated differently from those in Chart 1 and Figure 2, which are between all women and all men; this table compares women's wages by race and ethnicity to white men only.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

(Continued on next page)

percent in Nevada. The wage ratio between African American women and white men was the same nationally and in Nevada, at 62.5 percent.

Based on these numbers, Nevada ranks 20th of 43 states for the wage ratio between Native American women and white men, 26th of 43 for the ratio between African American women and white men, 37th of 45 for the ratio between Asian American women and white men, and 38th of 48 for the ratio between Hispanic women and white men.

Labor Force Participation

Between 1965 and 2002, women's labor force participation increased from 39 to 60 percent (these data reflect the proportion of the civilian noninstitutional population aged 16 and older who are employed or looking for work; U.S. Department of Labor, Bureau of Labor Statistics 2001 and 2004c). In 2002, 60.9 percent of women in Nevada were in the labor force, compared with 59.6 percent of women in the United States, earning Nevada the rank of 24th in the nation and 5th in the Mountain West region (Chart 1 and Appendix IV). Men's labor force participation rate in Nevada was also higher than the rate for men in the United States as a whole, at 77.7 versus 74.1 percent (data not shown; U.S. Department of Labor, Bureau of Labor Statistics 2004b).

Unemployment rates in Nevada were about the same as they were nationally in 2002. Nationally, unemployment rates were 5.9 percent for men and 5.6 percent for women aged 16 and over. In Nevada, unemploy-

ment rates were 5.4 percent for men and 5.7 percent for women (data not shown; U.S. Department of Labor, Bureau of Labor Statistics 2004b).

Employment and Unemployment Among Women by Race and Ethnicity

According to analysis of data from the 2000 Census, 59.5 percent of women of all races aged 16 and older in Nevada were in the labor force in 2000, a slightly higher rate than the 58.3 percent in the United States as a whole (Table 6; these data differ from the figures above, which are based on the 2002-03 Current Population Survey). Women's labor force participation rates for every racial and ethnic group were also higher in Nevada than in the United States as a whole (60.2 percent, compared with 58.8 percent, for whites; 63.3 percent, compared with 60.4 percent, for African Americans; 53.4 percent, compared with 53.0 percent, for Hispanics; 60.6 percent, compared with 56.5 percent, for Asian Americans; 61.0 percent, compared with 57.9 percent, for Native Americans).

Table 6.
Labor Force Participation Rates Among Women in Nevada and the United States,
by Race and Ethnicity, 2000, Decennial Census

Race and Ethnicity	Nevada		United States	
	Number of Women in Labor Force	Percent in Labor Force	Number of Women in Labor Force	Percent in Labor Force
All	445,700	59.5%	63,429,400	58.3%
White	310,400	60.2%	45,759,200	58.8%
African American	28,700	63.3%	7,664,300	60.4%
Hispanic	25,800	53.4%	6,153,100	53.0%
Asian American	5,300	60.6%	2,391,300	56.5%
Native American	12,100	61.0%	433,100	57.9%
Other/Two or More	63,400	67.1%	1,028,300	59.6%

Notes:

For women aged 16 and older. See Appendix III for methodology.

The numbers and percentages in this table are based on 2000 Census data; they differ slightly from official labor force participation rates published by the U.S. Department of Labor, Bureau of Labor Statistics, for 2000, based on the Current Population Survey.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

Unemployment rates also vary significantly by race. Nationally, unemployment rates were 9.8 percent among African American women, 8.0 percent among Hispanic women, and 5.7 percent among Asian American women, compared with 4.9 percent among white women, in 2002 (national data are not available for Native American women; these data for African American, Asian American, and white women include Hispanics; U.S. Department of Labor, Bureau of Labor Statistics 2004c). In Nevada, patterns of unemployment are similar: 10.7 percent of African American women, 6.5 percent of Hispanic women, and 5.1 percent of white women are unemployed (data are not available for Asian American women in Nevada; U.S. Department of Labor, Bureau of Labor Statistics 2004b).

Labor Force Participation of Women with Children

Mothers' labor force participation has grown tremendously in recent decades. In 2002, 55 percent of women with children under age one were in the labor force, compared with 31 percent in 1976 (U.S. Department of Commerce, Bureau of the Census 2003b). In general, the workforce participation rate for women with children in the United States tends to be higher than the rate for all women (64.2 percent versus 58.3 percent in 2000). This is partially explained by the fact that the overall labor force participation rate is for all women aged 16 and older; thus, both teenagers and retirement-age women are included in the statistics, even though they have relatively low labor force participation rates. Mothers, in contrast, tend to be in age groups with higher labor force participation rates. This is also true in Nevada, with 63.1 percent of women with children under age 18 in the workforce, compared with 59.5 percent of all women in Nevada in 2000 (see Tables 6 and 7). Women with children in

Nevada are less likely to engage in labor market activity than in the United States as a whole (63.1 percent versus 64.2 percent, respectively). Women with children under six are also slightly less likely to be in the labor force in Nevada than in the United States (58.8 percent versus 59.9 percent).

Managerial and Professional Occupations

Women in Nevada are much less likely to work in managerial and professional specialty occupations than are women in the United States (26.9 percent versus 33.2 percent). As a result, Nevada ranks 50th in the nation and 7th in the region for the proportion of its female labor force employed in professional and managerial occupations (Chart 1).

As in the rest of the country, white women in Nevada are more likely to work in managerial and professional positions than African American, Hispanic, or Native American women (Figure 3). While white women work in these jobs at rates of 32.1 percent in Nevada, African American, Hispanic, and Native American women do so at rates of 24.4 percent, 14.2 percent, and 27.5 percent, respectively. Surprisingly, although Asian American women in the country as a whole are more likely than women from every racial and ethnic group to work in managerial and professional jobs, they are substantially less likely than most groups to do so in Nevada. While 41.4 percent of Asian American women in the United States work in these jobs, only 20.9 percent of Asian American women in Nevada do—making Asian American women in Nevada almost half as likely as Asian American women nationally to be employed in a managerial or professional job. Only Hispanic women in the state have a lower rate of working in these jobs.

Table 7.
Labor Force Participation of Women with Children in Nevada and the United States, 2000, Decennial Census

	Nevada		United States	
	Number of Women in Labor Force	Percent in Labor Force	Number of Women in Labor Force	Percent in Labor Force
With Children				
Under Age 18	208,400	63.1%	30,538,600	64.2%
Under Age 6	93,300	58.8%	12,389,200	59.9%

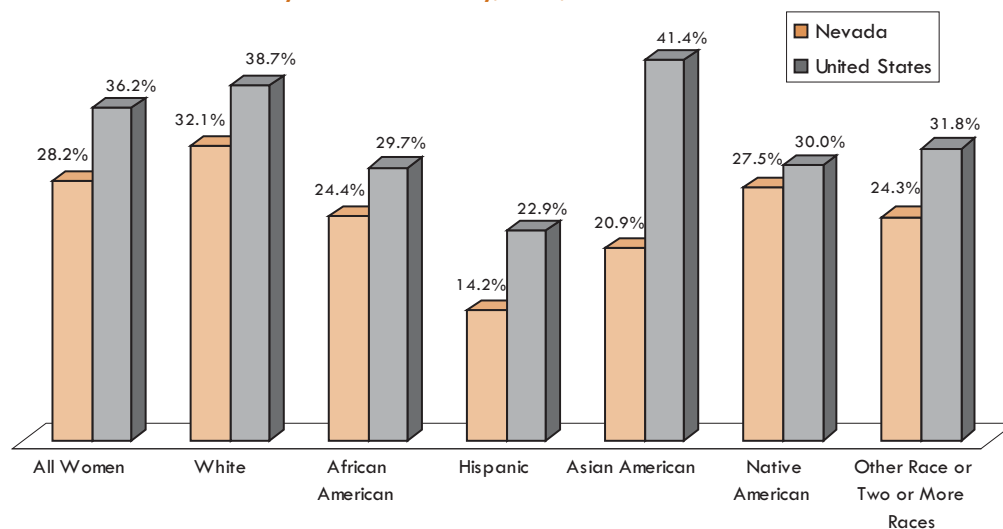
Notes:

For women aged 16 and older. See Appendix III for methodology.
Children under age 6 are also included in children under 18.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

Figure 3.
Percent of Women in Professional and Managerial Occupations in Nevada and the United States,
by Race and Ethnicity, 2000, Decennial Census



Notes:

For women aged 16 and older. See Appendix III for methodology. The numbers and rankings presented here are based on 2000 Census data. They differ from those in Chart 1, which are based on 2002-03 Current Population Survey data (for calendar years 2001-02). In addition to the difference in data source and year, the 2000 Census relied on a new system for classifying occupations; thus, the category "managerial and professional occupations" now encompasses a larger group of jobs.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: U.S. Department of Commerce, Bureau of the Census 2004j.

Compiled by the Institute for Women's Policy Research.

The Status of African American Women in Nevada

African American women have seen many advances in their economic status in past decades. They have increased their educational attainment more quickly than white women (Adams 2001), and they have moved into increasingly stable, diverse, and well-paying jobs (Cunningham and Zalokar 1992). Their rising earnings and professional status have contributed to the rise of an African American middle class, particularly since the 1960s (Patillo-McCoy 1999).

At the same time, like African American women nationally, in Nevada, African American women have lower earnings, more poverty, and worse health status than white women, and on some indicators of their status, they also fare worse than African American women nationally. African American women in Nevada comprise 6.5 percent of the state's population, approximately half the national average of 12.4 percent (Appendix I).

The median annual earnings of African American women working full-time year-round in Nevada were \$27,600, \$4,400 less than those of white women in Nevada, in 1999 (Table 5). African American women in Nevada earn the same wages as African American women in the United States as a whole, and their earnings surpass those of Hispanic and Native American women in the state. Still, a large gap divides their earnings from those of white men: African American women workers in Nevada earn 62.5 percent—less than two-thirds—of what white men earn in the state.

Similarly, 19.7 percent of African American women in Nevada live below the poverty line, the worst poverty rate of every major racial and ethnic group in the state (Table 10). Again, this is better than the national poverty rate for African American women of 24.1 percent. But it still means that nearly one in five African American women in Nevada are poor. By comparison, 7.9 percent, or less than one in ten, of white women are poor.

African American women in Nevada are also less likely to work in professional and managerial jobs (Figure 3) and are less likely to have a college degree (Figure 5) than both African American women nationally and white women in the state. Their diminished access to professional positions and educational resources probably contributes to their lower earnings and higher poverty in the state.

The health status of African American women in Nevada is also relatively poor. African Americans have less access to prenatal care, a higher rate of infant mortality, and a higher rate of low-birth-weight babies than most other women (Table 11). They experience the highest rates of mortality from heart disease and breast cancer and the highest incidence rate of HIV/AIDS as well (Table 12).

African American women clearly face many obstacles to improving their status in the United States. Both the federal and state governments could reduce these inequities by adopting better policies and adequately enforcing those that already exist. For example, the adoption and stronger enforcement of equal opportunity and affirmative action provisions, expansion of programs designed to minimize occupational segregation, and an increase in scholarships and other educational support programs to widen access to higher education would all enhance the status of African American women.



4. Social and Economic Autonomy

This section highlights several topics important to women's social and economic autonomy: health insurance coverage, educational attainment, business ownership, and poverty. At 33rd nationally and 4th regionally for indicators of social and economic autonomy, Nevada women face serious obstacles in this category. Nevada's problems guaranteeing women's social and economic autonomy are reflected in the state's grade of D+ (Chart 1).

Access to Health Insurance

Women in Nevada are more likely than women in the nation as a whole to have health insurance. In Nevada, 18.5 percent of women, compared with 17.7 percent of women in the United States, are not insured (Table 8). Nevada ranks 37th in the nation and 4th regionally for the proportion of women with health insurance.

The Indian Health Service (IHS) provides health care to many Native Americans. Unfortunately, access to health care from these sources is not included in the available federal data on which this indicator is based (Henry J. Kaiser Family Foundation 2004b) so this indicator likely understates the extent of access to health care. At the same time, the IHS is severely underfunded and spends only \$1,914 per patient per year, compared with the \$5,065 spent on the average American (Washington Post 2004).

In Nevada, the rate of insurance among women through Medicaid is less than half the U.S. rate (4.0 percent in Nevada and 8.6 percent in the United States for women). On average, women in Nevada have more access to other forms of health insurance than women in the rest of the country, but this does not make up for the low rate of Medicaid coverage, leaving a higher than average proportion of women in Nevada uninsured. Among low-income women, the rate of Medicaid insurance in Nevada is about a third of the rate in the United States as a whole. Low-income women both in Nevada and nationally are uninsured at extremely high rates, at 40.6 percent and 35.2 percent, respectively. In contrast, low-income women are more likely to have private and other forms of insurance in the state than they do nationally, at 51.6 percent versus 42.6 percent.

Education

In the United States, the percent of women aged 25 and older with four or more years of college almost doubled between 1980 and 2002, from 13.6 percent to 25.1 percent (compared with 28.5 percent of men in 2002; U.S. Department of Commerce, Bureau of the Census, 2003d). Nevada ranked 47th in the nation and last in the Mountain West region for the proportion of the female population with four or more years of college in 2000. In 2000, only 16.7 percent of women in

Nevada had completed a four-year college education, compared with 22.8 percent of women in the United States (Figure 4). The proportion of women 25 and older in Nevada without high school diplomas was about the same as that of women in the United States as a whole (19.4 percent and 19.3 percent, respectively).

Table 8.

Percent of Women Aged 18 to 64 without Health Insurance and with Different Sources of Health Insurance in Nevada and the United States, 2001-02

	Nevada		United States	
	Women	Low-Income Women	Women	Low-Income Women
Percent Uninsured	18.5%	40.6%	17.7%	35.2%
Percent with Medicaid	4.0%	7.8%	8.6%	22.3%
Percent with Private/ Other Insurance	77.5%	51.6%	73.7%	42.6%

Notes:

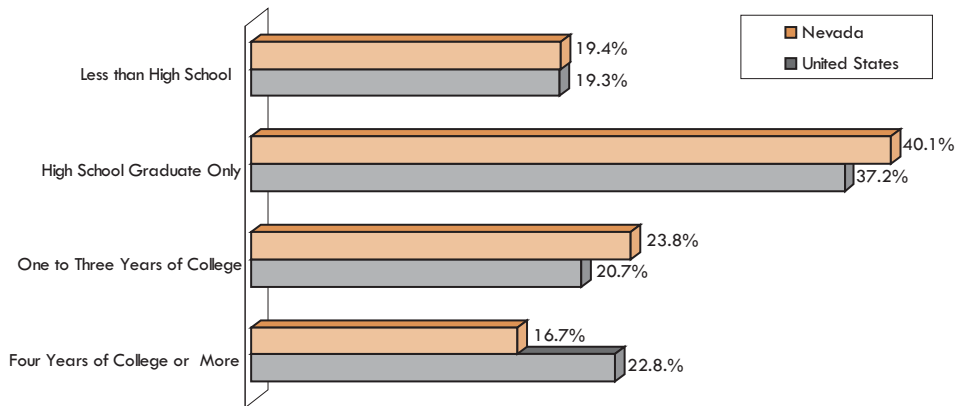
Low-income is defined as less than 200 percent of the federal poverty line, or \$30,040 for a family of three in 2002.

Private/Other category includes employer-based coverage, other private insurance, and other public insurance, such as Medicare and military-related coverage.

Source: Henry J. Kaiser Family Foundation 2004a.

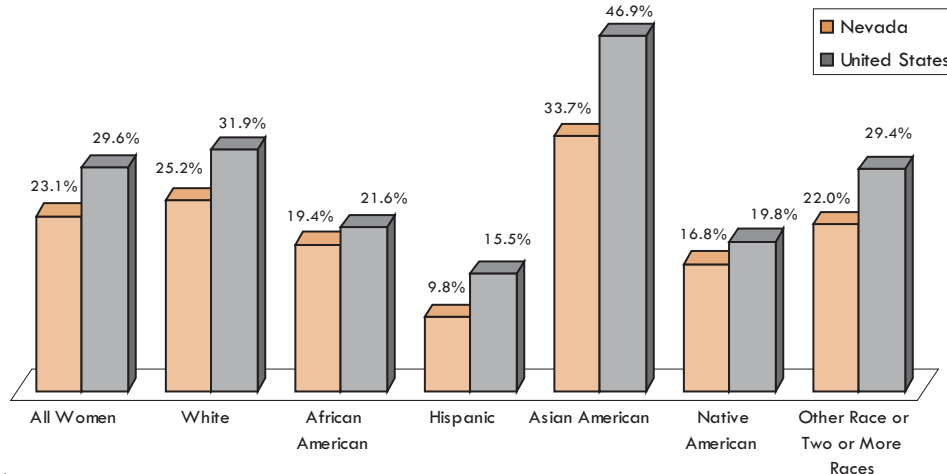
Compiled by the Institute for Women's Policy Research.

Figure 4.
Educational Attainment of Women Aged 25 and Older in Nevada and the United States, 2000, Decennial Census



Source: U.S. Department of Commerce, Bureau of the Census 2003c, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

Figure 5.
Percent of Women with a College Education in Nevada and the United States, by Race and Ethnicity, 2000, Decennial Census



Notes:

For women aged 25 and older. These data come from a different source than those in Figure 4.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

The proportion of women with a high school education only in Nevada was 40.1 percent, 2.9 percentage points higher than the national average, while the proportion of women in Nevada with some college education was 23.8 percent, 3.1 percentage points higher than the national average.

Educational attainment varies by race across the United States. As Figure 5 shows, the proportion of white women with a college education in Nevada is 25.2 percent. This figure is substantially higher than the rate for Hispanic women in Nevada, 9.8 percent. African American and Native American women also have lower rates of college education than white women in Nevada, at 19.4 and 16.8 percent, respectively. In contrast, Asian American women have higher rates of col-

lege education than all other racial and ethnic groups in Nevada, at 33.7 percent. This follows national patterns, in which 46.9 percent of Asian American women in the country have a college education, compared with 31.9 percent of white women, 21.6 percent of African American women, 19.8 percent of Native American women, and 15.5 percent of Hispanic women. Overall, women from every racial and ethnic group have lower rates of college education in Nevada than nationally, although the gap is widest between the state and the nation for Asian American women.

Women Business Owners

According to the U.S. Bureau of the Census, women owned more than 5.4 million firms nationwide in 1997, employing just under

7.1 million persons and generating \$938.5 billion in business revenues (U.S. Department of Commerce, Bureau of the Census 2001b). By 1997, women owned 33,311, or 25.7 percent, of firms in Nevada, only slightly less than the national average of 26.0 percent (Table 9). Women-owned firms in the state employed 49,477 people and generated \$6.8 billion in total sales and receipts (in 2003 dollars).

Nevada ranks 21st in the country and 4th regionally for the proportion of businesses owned by women (Nevada can rank above the midpoint of states, although the rate of women's business ownership is less than the national rate, because the national rate is for all businesses nationally and not the median among the states).

Women's Economic Security and Poverty

Women bear substantial responsibility for their families' economic well-being, and factors such as the wage gap and women's prevalence in low-paid, female-dominated occupations impede their ability to ensure their families' financial security, particularly for single mothers. The proportion of women aged 16 and older in poverty in 2002 was much smaller in Nevada than in the United States (8.1 percent and 12.1 percent, respectively). Nevada ranks 7th in the nation and 1st in its region for women living above poverty (Chart 1 and Appendix IV). Men in Nevada also have lower poverty rates than they do nationally, at 6.2 percent versus 8.7 percent (Appendix IV; Urban Institute 2004a).

As Figure 6 shows, poverty rates for all family types are lower in Nevada than in the nation as a whole. At the same time, almost one in four single-mother families live in poverty in Nevada.

These rates of poverty, both nationally and in Nevada, probably understate the degree of hardship among

women. Although the poverty line is the federal standard of hardship in the United States, it was created to measure the minimum amount of income needed for survival by calculating minimum food expenses and multiplying them by three (Fisher 1992). Other alternatives, including those developed by Wider Opportunities for Women and the Economic Policy Institute, calculate the cost of every major budget item a family needs—including housing, child care, health care, transportation, food, and taxes—based on family composition and where the family resides (Bernstein, Brocht, and Spade-Aguilar 2000; Boushey et al. 2001; Pearce and Brooks 2003). According to the Economic Policy Institute, more than two and a half times as many people live below its "basic family budget" level than fall below the official poverty level (Boushey et al. 2001).

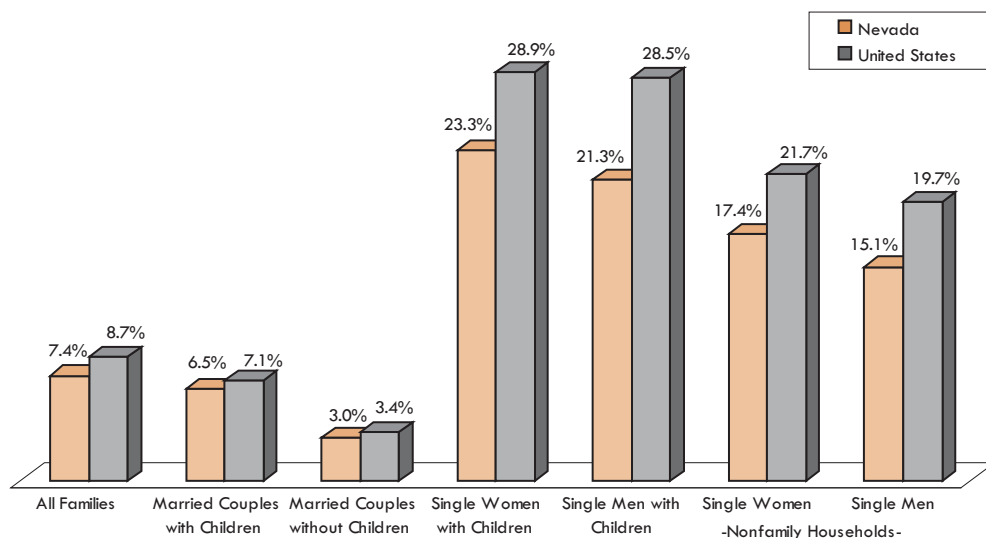
Table 9.
Women-Owned Firms in Nevada and the United States, 1997

	Nevada	United States
Number of Women-Owned Firms	33,311	5,417,034
Percent of All Firms That Are Women-Owned	25.7%	26.0%
Total Sales and Receipts (in billions, 2003 dollars)	\$6.8	\$938.5
Number Employed by Women-Owned Firms	49,477	7,076,081

Source: U.S. Department of Commerce, Bureau of the Census 2001b.

Compiled by the Institute for Women's Policy Research.

Figure 6.
Poverty Rates for Selected Family Types in Nevada and the United States, 1999, Decennial Census



Notes:

See Appendix III for methodology.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

Poverty by Race and Ethnicity

Women of color of all races and ethnicities are more likely to live in poverty than white women. Nationally, 75.0 percent of Native American women, 75.9 percent of African American women, and 77.5 percent of Hispanic women aged 16 and older were living above the poverty line in 1999. This compares with 91.0 percent of white women and 87.6 percent of Asian American women (Table 10; note that the source of these data is the 2000 Census, which differs from the Current Population Survey data for poverty used to rank the states in Chart 1; Urban Institute 2004b). In Nevada, patterns of poverty among women of color are similar for most groups, although African American women experience more poverty than Native American women do. Importantly, women from every racial and ethnic group in Nevada are less likely to live in poverty than they are in the rest of the country.

White and Asian American women in Nevada are most likely to live above the poverty line, with 92.1 and 91.0 percent of women aged 16 and older living above the poverty line in 1999, respectively, while African American women are least likely to live above poverty, only 80.3 percent. Native American and Hispanic women in the state are also less likely to live above poverty than are white and Asian-American women, at 81.6 and 82.2 percent, respectively.

Based on these figures, Nevada ranks 4th of 46 states for the proportion of Asian American women living above poverty, 5th of 48 for Hispanic women living above poverty, 9th of 44 for Native American women, and 11th of 43 for African American women.

Poverty rates are high among all single-mother families, but they are much higher for African American, Native American, and Hispanic single-mother families than for white and Asian American ones (Figure 7). Single-mother families from every racial and ethnic group in Nevada are less likely to live in poverty than in the country as a whole. The odds are lowest for Asian American single-mother families, with 14.7 percent of these families in poverty. Still, poverty rates for single-mother families in Nevada remain very high. Almost a third of Hispanic single-mother families, for instance, live in poverty in the state.

Table 10.
Percent of Women Living Above the Poverty Line in Nevada and the United States, by Race and Ethnicity, 1999, Decennial Census

Race and Ethnicity	Nevada		United States
	Percent	National Rank	Percent
All Women	89.5%	15 of 51	87.4%
White	92.1%	13 of 51	91.0%
African American	80.3%	11 of 43	75.9%
Hispanic	82.2%	5 of 48	77.5%
Asian American	91.0%	4 of 46	87.6%
Native American	81.6%	9 of 44	75.0%
Other/Two or More	86.8%	4 of 47	82.5%

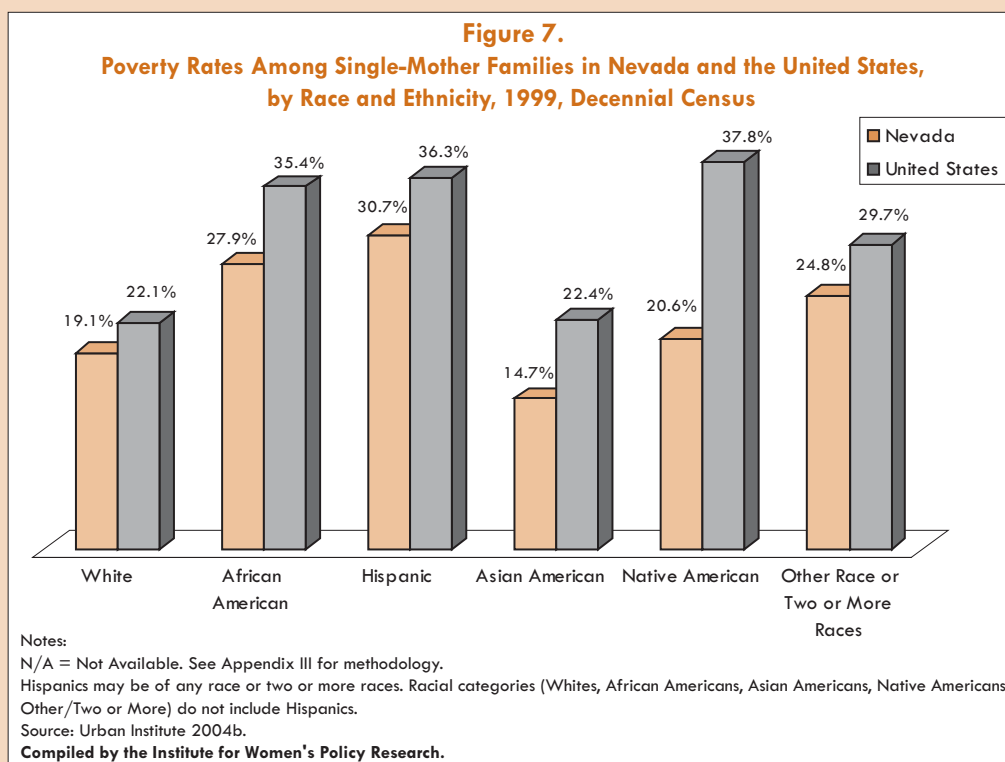
Notes:

For women aged 16 and older. See Appendix III for methodology. These poverty rates are from 2000 Census data and differ from those presented in Chart 1, based on the Current Population Survey. Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: Urban Institute 2004b, based on analysis of data from Census 2000.

Compiled by the Institute for Women's Policy Research.

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The Status of Asian American Women in Nevada

Overall, Asian American women in Nevada and the United States have made progress in their earnings, labor force participation, and education, in many cases achieving an economic status better than that of women from many other racial and ethnic groups. In Nevada, as data throughout this report show, Asian American women have lower poverty than all but white women (Table 10) and higher earnings than Hispanic and Native American women in the state (Table 5). They have the highest levels of education of all women (Figure 5).

Still, Asian American women face many of the obstacles experienced by other women of color, including discrimination based on both race and sex. In addition, not all Asian American women are benefiting equally from the economic advantages achieved by some. In Nevada, Asian American women make up 5.3 percent of the state's total female population, more than the national average of 3.8 percent (Appendix I). Among Asian American women, Filipinas are the largest group, at 2.3 percent of the total population of women, or just less than half the total Asian American female population, and three times the U.S. average of 0.7 percent. Many other groups of Asian American women also reside in the state (including Chinese, Asian Indian, Korean, Vietnamese, Japanese, or Hawaiian/Pacific Islander), but none comprises more than 0.7 percent of the state's population of women.

The wage differential between groups of Asian American women in Nevada is striking. While the earnings of Chinese women in Nevada are \$38,700 for full-time, full-year workers—well above the annual earnings of white women in the state, at \$32,000—the earnings of Filipina women are over \$12,000 less, at \$26,500 (data not available for other groups of Asian American women in Nevada; Urban Institute 2004b). Chinese women earned 87.5 percent of white men's earnings in Nevada in 1999, compared with 67.5 percent for all women relative to white men; Filipina women earned just 60.0 percent of white men's wages.

Labor force participation rates also vary among different groups of Asian women. In Nevada, 65.4 percent of Vietnamese women, 65.0 percent of Hawaiian/Pacific Islander women, 59.8 percent of Korean women, 63.4 percent of Filipina women, 63.3 percent of Chinese women, 49.0 percent of Asian Indian women, and 47.0 percent of Japanese women were in the labor force in 1999 (Urban Institute 2004b).

Finally, poverty rates also range widely according to specific Asian heritage. In Nevada, while a relatively low proportion of Asian Indian women lived in poverty in 1999 (3.5 percent), a significantly higher proportion (16.0 percent) of Korean women had family incomes below the federal poverty line. In addition, 7.0 percent of Chinese women, 7.4 percent of Filipina women, 10.9 percent of Japanese women, 11.8 percent of Vietnamese women, and 12.2 percent of Hawaii/Pacific Islander women lived below poverty in 1999 (Urban Institute 2004b).

Differences among Asian American women are partially related to disparities in educational attainment, labor force participation, and job opportunities, as well as immigrant status (Foo 2003; Ro 2001). Although many Asian Americans are highly educated and earn high wages, many others, including Asian immigrants, work in low-paying positions and have limited English and educational attainment. These women have comparatively few opportunities for higher earnings and job promotion.

Although Asian American women as a group have made important strides in improving their economic status, significant differences among these women point to discrepancies in access to the factors related to higher earnings, including education, unionization, and higher-quality job opportunities. Policies should address these issues. Governments should also strengthen the enforcement of anti-discrimination laws and provide better protections for immigrant workers.

5. Reproductive Rights



This section provides information on state policies concerning abortion, contraception, gay and lesbian adoption, infertility, and sex education, as well as indicators of disparities in reproductive health by race and ethnicity. The reproductive rights composite index shows that Nevada, which ranks 13th of 51 nationally and 1st of eight states regionally, has somewhat better protections for women's reproductive rights than most other states, although it also has room for improvement in this area. The state receives a grade of B for women's reproductive rights (Chart 1).

Access to Abortion

Nevada's performance in guaranteeing women access to abortion is mixed. As of December 2003, Nevada still had a parental notification law, which requires that minors notify at least one parent of the decision to have an abortion, although this law is not enforced (Chart 3). Nevada also does not provide public funding for abortions under any circumstances other than those required by the federal Medicaid law, namely when the pregnancy results from reported rape or incest or threatens the life of the woman. In contrast,

Chart 3.				
Components of the Reproductive Rights Composite Index				
	Yes	No	Other Information	Total Number of States with Policy (of 51) or U.S. Average
Does Nevada allow access to abortion services:				
Without mandatory parental consent or notification? ^{a*}		X		7
Without a waiting period? ^a	X			25
Does Nevada provide public funding for abortions under any or most circumstances if a woman is eligible? ^a		X		15
What percent of Nevada women live in counties with an abortion provider? ^b			90%	66%
Is Nevada's state government pro-choice? ^c				
Governor			Mixed	23
Senate			Mixed	8
House of Representatives			Mixed	8
Does Nevada require health insurers to provide comprehensive coverage for contraceptives? ^d	X			21
Does Nevada require health insurers to provide coverage for infertility treatments? ^e		X		9
Does Nevada require schools to provide sex education? ^f	X			23
Does Nevada allow the non-legal parent in a gay/lesbian couple to adopt his/her partner's child? ^{g**}	X			24
Note: *Nevada's notice law is not enforced. **Most states that allow such adoptions do so as a result of court decisions. In Nevada, a lower court has ruled in favor of second-parent adoption. Source: ^a NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004; ^b Finer and Henshaw 2003; ^c NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2003; ^d Alan Guttmacher Institute 2004a; ^e National Conference of State Legislatures 2004; ^f Alan Guttmacher Institute 2004b; ^g National Center for Lesbian Rights 2003; Human Rights Campaign 2003. Compiled by the Institute for Women's Policy Research.				

Nevada does not require a waiting period prohibiting a physician from performing an abortion until a certain number of hours after the patient is notified of her options in dealing with a pregnancy.

Nevada has an important additional protection for access to abortion. In 1990, voters approved a referendum that protects a woman's right to have an abortion within the first 24 weeks of a pregnancy. This law can only be overturned by an additional statewide vote, preventing lawmakers from revoking abortion rights without the consent of Nevada voters (Nevada 2003).

The percent of women living in counties with abortion providers, which measures the availability of abortion services to women in a state, ranges from 12 to 100 percent across the states (Finer and Henshaw 2003). With 90 percent of Nevada women living in counties with a provider, Nevada's proportion falls near the top of the nation. At the same time, in Nevada, 82.0 percent of all counties have no abortion provider (data not shown; Finer and Henshaw 2003).

The stances of elected officials play an important role in the success or failure of efforts to restrict women's access to abortion and contraception. To measure the level of support for or opposition to potential restrictions, the National Abortion and Reproductive Rights Action League (NARAL) examined the votes and public statements of governors and members of state legislatures (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004). In Nevada, the governor and the majority of members of the

state senate and assembly are mixed in their attitudes toward policies concerning abortion and contraception.

Other Family Planning Policies and Resources

Nevada has a relatively strong record of ensuring access to other family planning resources. It is among the 21 states that require all private insurers to provide comprehensive contraceptive coverage, although it does not require insurance companies to pay for infertility treatments. Nevada requires mandatory sex education in public schools and also requires STD/HIV education, although students must obtain parental consent to participate in both.

Because there is no comprehensive federal law concerning the reproductive rights of lesbians and gays, state courts currently hold considerable power over their choices in building families. Courts have exercised this power in many ways, for example, by deciding whether lesbians and gays can legally adopt their partners' children, sometimes called second-parent adoption. Court rulings in 24 states specifically extend second-parent adoption to lesbians and gays. In four states, courts have ruled against second-parent adoption, and one state, Florida, has specifically banned second-parent adoption through state statute (National Center for Lesbian Rights 2003). In Nevada, a lower-level court has ruled that the non-legal parent in a gay/lesbian couple may adopt his/her partner's child.

The Reproductive Rights of Women of Color

Women of color and indigenous women in the United States have a history of reduced access to reproductive rights and resources, in part due to inequalities in factors such as education, access to health care, and socioeconomic status, but in part due to a history of discrimination and racism specific to reproductive health policies. These policies have often worked to disadvantage women of color, indigenous women, and immigrant women by lessening their access to resources such as abortion and contraception, disrupting their access to information about reproductive health issues, and exposing them to toxins and other health risks. Both poor public policies and social and economic inequalities have led to disparities in access to prenatal care and in low birth weights and infant mortality (Table 11). In addition, they have led to decreased access to health insurance coverage, particularly among low-income women (Table 8), and higher incidence rates and mortality from diseases related to reproductive health, including AIDS and chlamydia (see "Racial Disparities in Mortality and Incidence of Disease").

Forced sterilizations performed within the Indian Health Service (IHS) and federal and state health programs, mostly in the 1960s and 1970s, are a stark example of discriminatory practices affecting women of color. During the 1970s, when the majority of sterilizations occurred, thousands were performed on minority and indigenous women, who commonly lacked full or accurate information about

(Continued on next page)

Table 11.
Prenatal Care, Infant Mortality, and Low Birth Weight in Nevada and the United States,
by Race and Ethnicity, 2001

	Nevada	United States
Percent of Mothers Beginning Prenatal Care in the First Trimester of Pregnancy ^a	76%	83%
Among Whites	86%	89%
Among African Americans	68%	74%
Among Hispanics	63%	76%
Among Asian Americans	79%	84%
Among Native Americans	73%	69%
Infant Mortality Rate (deaths of infants under age one per 1,000 live births) ^b	5.6	6.8
Among Whites	4.6	5.7
Among African Americans	13.8	13.5
Among Hispanics	4.5	5.4
Among Asian Americans	N/A	4.7
Among Native Americans	N/A	9.7
Percent of Low Birth Weight Babies (less than 5 lbs., 8 oz.) ^c	7.6%	7.7%
Among Whites	7.5%	6.8%
Among African Americans	12.7%	13.1%
Among Hispanics	6.4%	6.5%
Among Asian Americans	8.2%	7.5%
Among Native Americans	6.2%	7.3%

Notes:

N/A = Not Available.

Hispanics may be of any race or two or more races. Data for whites and African Americans do not include Hispanics; data for Asian Americans and Native Americans do include Hispanics; Hispanics may be of any race.

Source: ^aCenters for Disease Control and Prevention 2003b; ^bCenters for Disease Control and Prevention 2003a; ^cCenters for Disease Control and Prevention 2003c.

Compiled by the Institute for Women's Policy Research.

the irreversibility of the sterilization procedure and who were frequently under threat of losing welfare benefits or medical care (Gordon 1990; Lawrence 2000; Trombley 1988). The justification for forced sterilization was primarily to decrease higher birth rates among women of color, which was seen as a way to decrease welfare spending and increase families' economic security (Lawrence 2000). Not only did the sterilizations disrupt women's reproductive rights over their lifetimes, but they resulted in a longstanding distrust of health care institutions for many women of color, which has in turn led to a diminished use of health care resources by women of color.

Discriminatory policies continue to shape the reproductive health experiences of women of color. Various states have considered or adopted measures designed to punish pregnant women who use drugs or alcohol; some, for example, require drug testing and reporting of women seeking obstetrical care in hospitals. These policies have resulted in prosecuting disproportionate numbers of women of color, especially African American women (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000). In addition, some research suggests that public health officials within the IHS actively promoted long-term hormonal treatments like Depo-Provera, without full information about the health consequences of the drugs provided to patients (Chen and Asetoyer 1995). In the 1980s, before Depo-Provera was approved for general use by the Federal Drug Administration, health providers administered the drug to mentally disabled Native American women to control their menstruation and possible pregnancy, again without proper consent and against manufacturer protocols (which did not recommend the drug for mentally disabled women; Chen and Asetoyer 1995).

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Many policies also deny women of color access to crucial resources that would allow them more control over their reproductive lives. The 1976 Hyde Amendment, which disallows the use of federal funding for most abortions, disproportionately affects women of color, who are more likely than white women to use public health services because of their lower incomes. As noted in Chart 3, only 15 states allow the use of their own public funds to pay for abortions for income-eligible women. Nevada is not one of those states. A national survey of IHS facilities found that only 5 percent provide abortion services to Native American women in accordance with the Hyde Amendment, and, according to IHS statistics, only 25 abortions had been performed between 1981 and 2002 (Native American Women's Health Education Resource Center 2002). In some Indian nations, because of a lack of resources and poverty, one of the only recourses a low-income Native woman may have is to go in front of her Tribal Council to gain emergency assistance for abortion by pleading her private situation publicly, if she qualifies for public health assistance (Native American Women's Health Education Resource Center 2003).

For Native American women, federal policies interrupted the transmission of traditional health knowledge from elders to younger generations by encouraging assimilation among youth. The 19th- and early 20th-century policy of sending youth to boarding schools left young mothers with little information about traditional health care practices that had been transmitted across generations within Native American communities, and many who are now elders report limited knowledge of those practices, including natural contraception, to pass along (Long and Curry 1998).

Women of color may also experience higher levels of exposure to environmental health risks than white women, which in turn may affect their reproductive health status. While the links between disparities in health status and environmental hazards are difficult to assess, there is credible evidence of higher exposure among low-income communities and communities of color to health hazards resulting from, for example, industrial manufacturing, waste treatment, and waste disposal processes, which can taint air and water quality. These disparities may be related to higher rates of infant mortality and low birth weights, as well as lower life expectancy and higher cancer rates, among these communities (Institute of Medicine 1999). Because many women of color, and particularly immigrant women, work in occupations with high levels of occupational hazards, they may experience additional exposure to such risks.

Finally, it is increasingly clear that many physicians and health care providers stereotype their patients based on race, ethnicity, immigrant status, and sex and that this affects the quality of health care provided to different patients (Schulman et al. 1999). Along with language barriers, particularly among Hispanic and Asian American immigrant women (who make up relatively high proportions of the Asian American and Hispanic populations), these stereotypes can mean that many providers also display an insensitivity to the cultural and linguistic needs of a wide range of patients. Such biases and barriers discourage many women from seeking access to health care providers and from following providers' advice when they do (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000). Very few medical schools offer courses in cultural issues related to treating various racial and ethnic groups. In addition, the health care providers who might be particularly sensitive to these issues—men and women of color—comprise only a small proportion of U.S. physicians, and the proportion studying medicine declined in the late 1990s (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000).

Women of color have less access to a variety of reproductive health care resources compared with white women. For example, when pregnant, women of color are less likely to use prenatal care (Table 11). Among white women nationwide, 89 percent use prenatal care, compared with 84 percent of Asian American women, 76 percent of Hispanic women, 74 percent of African American women, and 69 percent of Native American women. In Nevada, 86 percent of white women, 79 percent of Asian American women, 73 percent of Native American women, 68 percent of African American women, and 63 percent of Hispanic women do. Thus, rates were lower for women of all

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racess and ethnicities in Nevada than nationally except for Native American women.

Disparities and discrimination in access to reproductive resources have seriously compromised the reproductive health of minority and indigenous women, as well as their children's health. For example, in Nevada, the infant mortality rate is 4.5 per 1,000 for Hispanic infants, 4.6 for white infants, and 13.8 for African American infants (data for Asian American and Native American infants in the state are not available due to small sample sizes). These trends generally follow national patterns, where mortality rates are 5.4 for Hispanic infants, 5.7 for white infants, and 13.5 for African American infants (nationally, mortality rates are 4.7 for Asian American infants and 9.7 for Native American infants). Thus, racial disparities, particularly for African American women, are evident in Nevada, as they are nationwide.

Low birth weight (less than 5 lbs., 8 oz.) among babies also affects different racial and ethnic groups at different rates. In Nevada, the percent of births of low weight is 6.2 among Native American infants, 6.4 among Hispanic infants, 7.5 among white infants, 8.2 among Asian American infants, and 12.7 among African American infants. In the United States as a whole, the percent of births of low weight among white infants is 6.8; for Hispanic infants, it is 6.5; for Native Americans, it is 7.3; for Asian Americans, it is 7.5; and for African American infants, it is 13.1. Thus, rates of low birth weight are higher in the state than nationally for white and Asian American infants, but slightly lower for African American and Hispanic infants and much lower for Native American infants. Notably, although state-level data are not available on the proportion of babies born with high birth weight (at least 8 lbs., 14 oz.), this condition is also more common for babies born of women of color and is associated with maternal gestational diabetes (Martin et al. 2003). High birth weight is slightly more common for births to Native American women in the IHS Phoenix service area, which includes Nevada, than in the nation as a whole, at 11.0 percent of births compared with 10.2 percent for all U.S. births. It is lower, however, than the rate of 12.6 percent for all IHS service areas in 1997 (Indian Health Service 2003).

As federal, state, local, and tribal governments seek to better the status of women, they should consider the impacts of current policies and the legacies of former policies on the reproductive rights and health of women of color. States should assess and modify discriminatory practices and policies that punish pregnant women or restrict women's access to abortion, contraception, and prenatal care within their public health programs. They should provide training to health care providers on the cultural and socioeconomic issues facing women of color in their reproductive lives and in their access to health care and family planning. They should encourage women of color to become health care providers through recruitment and scholarship programs. Programs that are designed to raise awareness of the health disparities of women of color and to build advocacy skills and self-help concerning their health would also contribute to improving their status. All of these steps would work toward improving trust and confidence in the health care system and access to reproductive rights and resources among women of color.

The Status of Native American Women in Nevada

As data throughout this report indicate, Native American women generally have a lower social and economic status than white women in Nevada and nationally, with lower earnings, less education, and more poverty. Native women in Nevada would clearly benefit from policies and practices designed to lessen both race- and sex-based inequalities that have combined to disadvantage American Indian women.

Native American women in Nevada who report their race as Native American alone make up 1.3 percent of the state's female population (including Hispanics; see Appendix I). Among Native American women, Paiute (0.2 percent of women in the state) are the largest nation in Nevada. Other larger nations include the Cherokee, Navajo, Paiute-Shoshone, and Shoshone (each at 0.1 percent of the female population), as well as Canadian and Latin American Indians (0.1 percent). When Hispanics are included, approximately 13,250 women are Native American alone in the state; another 9,000 of women in Nevada are Native American in combination with another race. A total of 2.2 percent of all women in the state, or almost 22,300, are Native American either alone or in combination with another race. Within Nevada, there are 24 tribal governments. Of these, seven are Paiute, seven are Shoshone, four are Washoe (who make up 0.02 percent of women in Nevada), three are Paiute-Shoshone, and three include another or more than one tribe (Inter-Tribal Council of Nevada 1995).

One indicator of the difficulties facing Native American women is their earnings. For full-time, year-round workers, these earnings are substantially lower than the earnings of white women in Nevada (\$27,400 versus \$32,000; Table 5), although they are higher than those of Native American women nationally (\$25,500). Nevada ranks 13th of 43 states nationally for Native American women's full-time, year-round earnings. These earnings are lower for Native American women living outside of metropolitan areas in Nevada, at \$26,500 in non-metro areas versus \$27,600 for those in cities (data not shown; Urban Institute 2004b).

Because white men's wages are also relatively low in the state, Nevada's wage ratio between Native American women and white men is higher than it is nationally, at 62.0 percent versus 57.8 percent, and Nevada ranks 20th of 43 states for this ratio (Table 5). Nonetheless, Native American women earn less than two-thirds of white men's wages in the state.

When women who work less than full-year, full-time are included in the figures, the difficulties facing many Native American women in Nevada become even clearer. Earnings are only \$19,900 annually for those in metro areas and \$17,700 for those outside cities in Nevada (data not shown; Urban Institute 2004b). These earnings reflect the limited job opportunities available to Native American women, particularly in rural areas and on reservations. While the poor economic status of Native American women is visible both on and off reservations, a lack of employment opportunities, low levels of human capital, and geographic isolation in rural areas, including reservations, contribute to especially low earnings and high levels of poverty there (Snipp and Sandefur 1988). Policies encouraging the economic development of reservations and other Native American communities are one key path for improving the economic status of Native American women and their families. Such programs are particularly important as reservations take more control over implementing welfare programs, as they have done since the adoption of new welfare provisions in the 1990s, and as they subsequently design rules and restrictions that affect the eligibility of Native American women for receiving benefits.

As Table 10 shows, 18.4 percent of American Indian women in Nevada lived below poverty in 1999, more than double the rate of 7.9 percent for poor white women. Nevada ranks 9th of 44 states for Native women living above poverty and has a lower poverty rate for Native American women than the national rate (25.0 percent). Still, almost one in five Native American women in the state is

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poor. Native Americans living in single-mother families have a poverty rate that is also much lower than the national rate among Native Americans in these families, at 20.6 percent compared with 37.8 percent nationally (Figure 7). Again, though, one in five Native American single-mother families is poor. Importantly, poverty rates are even higher among Nevada's Native American single-father families, at 30.7 percent (Urban Institute 2004b).

The disadvantaged economic status of Native American women nationally and in Nevada is related to many factors. Both racial and gender discrimination play a role in their earnings and mobility; not only do many Native Americans experience discrimination, but Native American women are on average paid less for jobs in similar circumstances than both white women and Native American men (Snipp 1992). Like African American and Hispanic women, Native American women are also more highly represented in lower-paying jobs such as service and domestic work (Reskin 1993). As Figure 3 shows, Native American women in Nevada are less likely to hold managerial and professional positions than white women in the state (but more likely than Asian Americans, Hispanics, and African Americans). Their lower levels of educational attainment (Figure 5) are an additional factor in the wage difference between Native Americans and whites (Waters and Eschbach 1995; Snipp 1992). Finally, poor tribal, state, and federal policies have contributed to the economic underdevelopment of reservations (Snipp 1992; Vinje 1996; Brown et al. 2001).

Overall, Native American women experience high levels of hardship in Nevada, as they do across the United States. Policies designed to increase their educational attainment and job opportunities, to encourage economic development where they live, and to provide them with access to other economic and health resources would all contribute to improving their status.



6. Health and Well-Being



This section assesses women's health and well-being by analyzing indicators of women's mortality from heart disease, breast cancer, and lung cancer; incidence of diabetes, chlamydia, and AIDS; mental health status and mortality from suicide; and health-related limitations on everyday activities. Nevada ranks toward the bottom of the states both nationally and regionally for women's health and well-being, at 42nd among all the states and last of eight states in the Mountain West region. It receives a grade of D for indicators of women's health (Chart 1).

Mortality and Incidence of Disease

Heart disease has been the leading cause of death for both women and men of all ages in the United States since 1970. Women in Nevada experience mortality from heart disease at a rate about the same as the U.S. rate (210.7 and 211.5 per 100,000 population, respectively; Chart 4). The state ranks 30th nationally and last regionally on this indicator.

Cancer is the leading cause of death for women aged 35-64 and 75 and above (Centers for Disease Control and Prevention, Office of Women's Health 2004).

Chart 4.
Health and Well-Being: National and Regional Ranks

Indicators	State Figure	National Figure	National Rank* (of 51)	Regional Rank* (of 8)	Grade
Composite Health and Well-Being Index			42	8	D
Average Annual Mortality Rate Among Women from Heart Disease (per 100,000, 1999-2001) ^a	210.7	211.5	30	8	
Average Annual Mortality Rate Among Women from Lung Cancer (per 100,000, 1999-2001) ^a	54.4	41.0	51	8	
Average Annual Mortality Rate Among Women from Breast Cancer (per 100,000, 1999-2001) ^a	26.6	26.5	31	8	
Percent of Women Who Have Ever Been Told They Have Diabetes (2001) ^b	6.2%	6.5%**	23	6	
Average Annual Incidence Rate of Chlamydia Among Women (per 100,000, 2002) ^c	445.3	455.4	29	5	
Average Annual Incidence Rate of AIDS Among Women (per 100,000 adolescents and adults, 2001) ^d	5.0	9.1	31	8	
Average Number of Days per Month on which Women's Mental Health Is Not Good (2000) ^e	4.2	3.8**	41	6	
Average Annual Mortality Rate Among Women from Suicide (per 100,000, 1999-2001) ^a	7.7	4.0	51	8	
Average Number of Days per Month on which Women's Activities Are Limited by Their Health (2000) ^e	3.5	3.5**	26	5	

Notes:

See Appendix II for methodology.

* The national rankings are of a possible 51, referring to the 50 states and the District of Columbia. The regional rankings are of a maximum of eight and refer to the states in the Mountain West region (AZ, CO, ID, MT, NM, NV, UT, and WY).

** Median rate for the 50 states and the District of Columbia.

Source: ^aNational Center for Health Statistics 2003; ^bCenters for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2002; ^cCenters for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003; ^dCenters for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention 2002; ^eCenters for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2001.

Calculated by the Institute for Women's Policy Research.

Lung cancer is the leading cause of cancer death in women (American Cancer Society 2004). In Nevada, the average mortality rate from lung cancer is 54.4 per 100,000 women, much higher than the national rate of 41.0. As a result, Nevada ranks last in the nation and in the Mountain West region on this indicator. Nevada's rate of mortality from breast cancer, the 2nd most common cause of cancer death for U.S. women (American Cancer Society 2004), is 26.6 per 100,000, about the same as the nation overall (at 26.5 per 100,000 women). Nevada ranks 31st in the nation and last in the region on this measure.

People with diabetes are two to four times more likely to develop heart disease or stroke, blindness, kidney disease, and other serious health conditions than those without it (Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 1999). In Nevada, 6.2 percent of women have been diagnosed with diabetes at some point in their lifetimes, a lower rate than the median for all states, 6.5 percent. Nevada ranks 23rd in the nation and 6th regionally on this indicator of women's health.

Sexually transmitted diseases (STDs) are a common threat to younger women's health. Chlamydia affects

more than 654,000 women in the United States and can be a serious threat to female reproductive capacity (Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003). In Nevada, chlamydia affects 445.3 women per 100,000, a rate slightly lower than that for the United States as a whole, 455.4 women per 100,000. Nevada ranks 29th in the nation and 5th in the region on this indicator of women's health status. (Nevada ranks below the midpoint for all states, despite its better rate of chlamydia, because the national figure is an average for the whole country and not the median among the states.)

Women comprised 26 percent of all people with AIDS and were 32 percent of new reported cases of HIV in 2002 (Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention 2003). Nevada had a lower incidence rate of AIDS than the nation as a whole in 2001, at 5.0 compared with 9.1 per 100,000 women. Nevada ranks 31st nationally and last regionally on this indicator. (Again, Nevada ranks below the midpoint of states, despite its better AIDS rate, because the national figure is an average for the whole country and not the median among the states.)

Racial Disparities in Mortality and Incidence of Disease

While U.S. women's health status has generally improved over the past few decades, health disparities among different racial and ethnic groups remain large (Table 12).

Mortality rates from heart disease are much higher among African American women than among white women nationally (281.1 compared with 207.3 per 100,000). Asian American women have the lowest rate (119.1), with somewhat higher rates among Native American and Hispanic women (158.1 and 166.9, respectively). In Nevada, African American women experience mortality from heart disease at a rate of 271.3 per 100,000, and white women's rate is 216.8 per 100,000. Thus, while African American women have a higher heart disease mortality rate than white women in Nevada, the gap is smaller than in the nation as a whole. Hispanic women experience the lowest rates of mortality from heart disease in Nevada, at 116.3 per 100,000, with somewhat higher rates among Asian American women and Native American women (132.4 and 146.5, respectively). Rates are lower in Nevada than nationally for all groups except Asian American women and white women.

Mortality from lung cancer also varies by race and ethnicity. In Nevada, 60.3 white women per 100,000 die from lung cancer each year, while 56.0 African American women and 25.0 Asian American women do (data on Hispanic and Native American women are not available in Nevada due to small sample sizes). These rates are all higher than they are for Nevada women's national counterparts. They also reflect national patterns, in which white women are more likely to die from lung cancer than African American women and considerably more likely than Hispanic, Asian American, and Native American women: 43.6 white women, 40.3 African American women, 30.3 Native American women, 19.5 Asian American women, and 14.7 Hispanic women per 100,000 died of lung cancer annually in 1999-2001.

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Table 12.
Mortality and Incidence of Disease Among Women in
Nevada and the United States, by Race and Ethnicity

Indicator	Nevada	United States
Average Annual Mortality Rate Among Women from Heart Disease (per 100,000), 1999-2001 ^a	210.7	211.5
Among Whites	216.8	207.3
Among African Americans	271.3	281.1
Among Hispanics	116.3	166.9
Among Asian Americans	132.4	119.1
Among Native Americans	146.5	158.1
Average Annual Mortality Rate Among Women from Lung Cancer (per 100,000), 1999-2001 ^a	54.4	41.0
Among Whites	60.3	43.6
Among African Americans	56.0	40.3
Among Hispanics	N/A	14.7
Among Asian Americans	25.0	19.5
Among Native Americans	N/A	30.3
Average Annual Mortality Rate Among Women from Breast Cancer (per 100,000), 1999-2001 ^a	26.6	26.5
Among Whites	27.9	26.5
Among African Americans	34.7	35.4
Among Hispanics	15.2	16.7
Among Asian Americans	N/A	12.8
Among Native Americans	N/A	15.3
Average Annual Incidence Rate of AIDS Among Women (per 100,000 adolescents and adults), 1999 ^b	4.5	9.3
Among Whites	3.1	2.3
Among African Americans	27.0	49.0
Among Hispanics	N/A	14.9
Among Asian Americans	N/A	1.4
Among Native Americans	N/A	5.0

Notes:

N/A = Not Available.

These numbers are from a different source than those in Chart 4, which are for 2001.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, and Native Americans) do not include Hispanics.

Source: ^aNational Center for Health Statistics 2003; ^bHenry J. Kaiser Family Foundation 2001.

Compiled by the Institute for Women's Policy Research.

Mortality rates from breast cancer are much higher among African American women than they are among white women in Nevada: 34.7 African American women and 27.9 white women per 100,000 died of breast cancer annually in 1999-2001. Hispanic women in Nevada experienced an even lower mortality rate from breast cancer, 15.2 per 100,000 (data are not available for Asian Americans and Native Americans due to small sample sizes in Nevada). While the rate for white women in Nevada is slightly higher than the national rate (26.5 per 100,000), the rates for African Americans and Hispanics are both slightly lower than the national rates (35.4 for African American women and 16.7 for Hispanic women). Among other minority women nationally, mortality rates are

15.3 Native American women and 12.8 Asian American women per 100,000.

Racial and ethnic disparities in the incidence of AIDS are particularly alarming: in 1999, the AIDS rate per 100,000 women nationwide was 1.4 among Asian American women, 2.3 among white women, and 5.0 among Native American women, jumping to 14.9 among Hispanic women and 49.0 among African American women (note that the source of these data differs from the 2001 data presented earlier in this report). In Nevada, in 1999, the AIDS rate per 100,000 women was 3.1 among white women and a substantially higher 27.0 among African American women (due to small sample sizes, these rates are not available for women of other races and ethnicities in Nevada).

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Although state data on the incidence of chlamydia are not available by race and ethnicity, there are also extremely large disparities in these rates nationally. In 2002, rates of chlamydia incidence per 100,000 women were 203 for white women and 244 for Asian American women, rising dramatically to 754 for Hispanic women, 1,190 for Native American women, and 1,638 for African American women (Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003).

The racial and ethnic disparities in health outlined here are large, and there are many others for diseases where state-level data are not available. For example, women of color are two to three times more likely than white women to develop type-2 diabetes (Centers for Disease Control and Prevention 2001). These differences in disease rates and health outcomes are probably at least partially related to disparities in health insurance coverage: while 16 percent of white women lacked coverage as of 2001, 20 percent of African American and 37 percent of Latina women did (Henry J. Kaiser Family Foundation 2004c). They are also compounded by the problems related to women's reproductive rights and health described elsewhere in this report (see "The Reproductive Rights of Women of Color"). To alleviate these disparities, state governments can develop policies that reduce barriers to minority women's access to health resources, including health insurance, preventive care, and screenings for disease. In addition, states can work to decrease the economic and social inequalities that can lead to poor health, especially among minority women, who are disproportionately low-income.

Mental Health

Women experience some psychological conditions, such as depression, anxiety, panic disorders, and eating disorders, at higher rates than men, and they are more likely to report feelings of sadness, hopelessness, and worthlessness than men (National Center for Health Statistics 1996; Centers for Disease Control and Prevention and National Center for Health Statistics 2003). In Nevada, women's self-reported evaluations indicate that women experience an average of 4.2 days per month on which their mental health is not good, and the state ranks 41st nationally and 6th regionally on this measure. Nationally, the median rate for all states is 3.8 days per month of poor mental health. Similarly, in Nevada, the rate of death by suicide among women

is substantially higher, at 7.7 per 100,000, compared with 4.0 in the United States. Nevada ranks last in its region and the nation on this indicator of women's mental health status. Thus, both indicators suggest relatively poor mental health in the state.

Limitations on Activities

Women's self-evaluation of the number of days in a month on which their activities are limited by their health status measures the extent to which women are unable to perform the tasks they need and want to complete. Among all states, the median is 3.5; in Nevada, the average number of days of limited activities for women is the same. The state ranks 26th nationally and 5th regionally on this measure.

7. Conclusions and Policy Recommendations



Nevada could clearly invest more in the state's women, in order to both improve women's status and increase the well-being of all its citizens. In most cases, both state and national policies lag far behind the changing realities of women's lives. Policies and programs designed to diminish both gender- and race-based inequities should remain at the forefront of local, state, and national policymaking efforts. All women need policies promoting equality and basic well-being:

Policies and practices that encourage women to run for office are integral to increasing women's political voice. Such policies include campaign finance reform, recruitment of female candidates by political parties and other organizations, and fair and equal media treatment for male and female candidates.

Nevada's state and local governments, along with the federal government, can increase women's earnings by strengthening their support for the enforcement of equal opportunity laws. With more resources, federal, state, and local equal opportunity offices could resolve complaints more quickly and audit large employers regularly for discrimination.

Businesses should regularly evaluate their wage and promotion practices to ensure that men and women of all races and ethnicities are fairly compensated for their work. Employers could be required by federal or state policies or by union contracts to show that comparable jobs are paid fairly, using tools such as job evaluation systems that measure job content on many dimensions.

Employers could actively recruit women into predominantly male jobs that pay well compared with traditionally female jobs with similar educational and skill requirements. They should also proactively prevent harassment and discrimination in these traditionally male fields.

Nevada's state and local governments should improve educational and job training opportunities for women, especially in higher-paid occupations not traditionally held by women. The state should also invest in technological training in primary, secondary, and post-secondary schools,

in order to reduce the digital divide keeping many disadvantaged women out of these occupations. Nevada should enforce Title IX rules about equal access to educational programs at the elementary and secondary school level, as well as at colleges and universities.

Nevada's state and local governments should consider passing living wage laws and tying minimum wages to cost-of-living increases. These measures raise public awareness about the importance of setting a reasonable wage floor, which disproportionately benefits women workers—and particularly women of color—because they are more likely to be in low-wage work.

Educational attainment should be encouraged among all women, and especially women of color, through affirmative action policies encouraging women's enrollment in higher education and through increased financial aid and scholarship programs designed to reduce economic barriers. Native American women's educational opportunities can be expanded by increased investment in tribal colleges and universities.

Rates of women's business ownership and business success could be increased by ensuring that federal, state, and local government contracts are accessible to women-owned businesses and by making public and private sector investments in loan and entrepreneurial programs that expand small-business opportunities for all.

Women workers would benefit from greater availability of paid parental and dependent-care leave policies—benefits often least available to the lowest-paid workers. These benefits can be expanded through state policy mandates, including strategies such as using unemployment insurance funds or temporary disability benefits, and through the private sector, where businesses can incorporate benefits into worker compensation packages and collective bargaining agreements.

Nevada should expand public health programs to reach a wider range of at-risk and uninsured women, including non-English speakers and low-income women not eligible for Medicaid but still in need of public funding.

The state can reduce women's poverty by implementing welfare reform programs that provide a range of important support services, such as high-quality education and training opportunities, while still maintaining a basic safety net for those who earn very low wages or cannot work.

State and tribal policies should support the economic and political development of reservations and Native American tribes by incorporating tribally designed economic development strategies, supporting and reinforcing tribal sovereignty, and serving tribal goals.

Increased investment in targeted health prevention and treatment, including women's reproductive health, could improve women's health and reduce disparities in health status associated with race and socioeconomic status. Broadening access to public health programs would help alleviate differences associated with socioeconomic status, and investing in programs designed to develop trust and sensitivity to cultural differences among health care practitioners would help encourage women of color to access health care resources.

Enhanced reproductive rights and policies, particularly for low-income women, would allow women more control over their overall economic, health, and social status by giving them more control over their reproductive lives.

Women can increase the visibility of the issues facing them by striving to assume leadership positions in a variety of places—on reservations and in tribal governments, in Native corporations, in towns and cities, in state and federal government, in businesses and corporations, in community groups, and in any other place where leadership is needed.

Policies that would improve women's status and promote women's equality at the local, state, and national levels could address many of the issues and obstacles facing women and increase economic growth as women's potential is better realized.

Appendices



Appendix I: Basic Demographics

Nevada has the 35th-largest population among all the states in the United States, with slightly less than 1.1 million women of all ages in 2003 (Appendix Table 1). White women make up a smaller proportion of the female population in Nevada than they do in the United States as a whole, at 65.4 percent of women in the state (compared with 69.3 percent in the nation). Of all the racial/ethnic groups in Nevada, the next largest group after white women, Hispanic women (18.7 percent), constitutes a proportion much higher

than the national average (12.0 percent), and the state has the 5th-highest proportion of Hispanic women of all states (only New Mexico, California, Texas, and Arizona have higher proportions of Hispanic women among their state female populations than Nevada). Approximately 1.1 percent of all Hispanic women in the country live in Nevada. Among the major subgroups of the Hispanic population, Nevada has the 3rd-highest proportion of Cuban women in the country, as a proportion of the total population of women in the state. It also has the 5th-highest percentage of Mexican women (of the percentage of the total popu-

lation of women in the state). Mexican women make up nearly three-quarters of Hispanic women in the state, at 13.6 percent, much higher than the national average of 6.9 percent.

African American women make up the next largest group of women (6.5 percent), although this figure is much lower than the national number of 12.4 percent. Women of other or two or more races make up 2.9 percent of the population, larger than the national proportion of 1.9 percent. The other groups, Asian American women (5.3 percent) and Native American women (1.1 percent),

Appendix Table 1.
Basic Demographic Statistics for Nevada and the United States

	Nevada	United States
Total Population, 2003 ^a	2,241,154	290,809,777
Number of Women, All Ages, 2003 ^a	1,099,253	147,772,517
Sex Ratio (women to men, aged 18 and older), 2003 ^a	0.97:1	1.06:1
Fertility Rate in 2000 (live births per 1,000 women aged 15-44) ^b	79.8	67.5
Distribution of Women by Race and Ethnicity, All Ages, 2000 ^c		
White	65.4%	69.3%
African American	6.5%	12.4%
Hispanic	18.7%	12.0%
Mexican	13.6%	6.9%
Puerto Rican	0.5%	1.2%
Central American	1.0%	0.6%
South American	0.4%	0.5%
Cuban	0.5%	0.4%
Other Hispanic	2.9%	2.3%
Asian American	5.3%	3.8%
Chinese	0.7%	0.9%
Filipina	2.3%	0.7%
Asian Indian	0.2%	0.5%
Korean	0.5%	0.4%
Vietnamese	0.2%	0.4%
Japanese	0.5%	0.3%
Hawaiian/Pacific Islander	0.4%	0.1%
Other Asian	0.5%	0.4%
Native American	1.1%	0.7%
Other/Two or More	2.9%	1.9%

(Continued on next page)

combined make up 6.4 percent of the female population in Nevada, 1.9 percentage points more than in the United States as a whole. Among Asian American women, the largest group (at 2.3 percent) is Filipinas, who are slightly less than half the total Asian American female population.

The largest Native American nation in Nevada is the Paiute nation (0.2 percent of the total population of women), followed by the Cherokee, Navajo, Paiute-Shoshone, and Shoshone (each at 0.1 percent; these proportions include Hispanics; Appendix Table 2). Canadian and Latin American Indians (0.1 percent) also comprise 0.1 percent of the state's female population. When Hispanic Native Americans are included, 13,246 women in the state identify themselves as Native American

alone. Another 9,022 women (0.9 percent of the female population) are Native American in combination with one or more other races, for a total of 2.2 percent of Nevada's female population that is Native American alone or in combination with one or more other races.

The fertility rate in Nevada is 79.8 live births per 1,000 women aged 15 to 44, much higher than the national rate of 67.5. The median ages of all women and of

Appendix Table 1.

Basic Demographic Statistics for Nevada and the United States (continued)

Median Age of All Women, 2000 ^d	35.7	36.6
By Race and Ethnicity		
White	40.2	39.8
African American	31.6	32.1
Hispanic	24.7	26.6
Asian American	33.5	31.6
Native American	34.1	30.3
Other/Two or More	25.6	24.9
Proportion of Women over Age 65, 2003 ^a	12.1%	14.2%
By Race and Ethnicity, 2000^c		
White	15.3%	17.3%
African American	7.9%	9.8%
Hispanic	11.9%	5.8%
Asian American	8.6%	8.5%
Native American	7.9%	6.8%
Other/Two or More	5.3%	6.6%
Number of Lesbian Unmarried Partner Households, 2000 ^e	2,549	326,066
Proportion of Women Aged 21-64 with a Disability, 2001 ^f	20.2%	18.2%
Proportion of Women Who Are Foreign-Born, All Ages, 2000 ^g	15.9%	10.9%
By Race and Ethnicity		
White	2.9%	2.6%
African American	0.2%	0.7%
Hispanic	8.7%	4.6%
Asian American	3.7%	2.6%
Native American	0.01%	0.01%
Other/Two or More	0.4%	0.4%
Proportion of Women Living in Metropolitan Areas, All Ages, 2000 ^c	87.7%	w81.7%
Percent of Federal and State Prison Population Who Are Women, 2000 ^h	8.1%	6.8%

Notes:

Hispanics may be of any race or two or more races. Racial Categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: ^aU.S. Department of Commerce, Bureau of the Census 2004a; ^bMartin et al. 2002.; ^cU.S. Department of Commerce, Bureau of the Census 2004b; ^dU.S. Department of Commerce, Bureau of the Census 2004c; ^eU.S. Department of Commerce, Bureau of the Census 2004e; ^fU.S. Department of Commerce, Bureau of the Census 2004i; ^gU.S. Department of Commerce, Bureau of the Census 2004h; ^hHarrison and Beck 2003.

Compiled by the Institute for Women's Policy Research.

women from different races and ethnicities in Nevada are similar to that of the United States. Only Native American women, with a median age of 34.1 years, differ substantially from their national counterparts (the median age for Native American women nationally is 30.3 years). While the proportions of all women and women from different races and ethnicities over age 65 are also generally similar to those in the nation as a whole, the proportion of Hispanic women over age 65 is much higher in the state, at 11.9 percent ver-

Appendix Table 2.**American Indian and Alaska Native Female Population in Nevada, 2000**

Distribution of Women within the Native American Population, All Ages	Number of Women in the Native American Population in Nevada	Percent of Women (as proportion of the total population of women in Nevada)
American Indian and Alaska Native Alone ^a	13,246	1.3%
By Tribe ^{a, b}		
Cherokee Alone	982	0.1%
Canadian and Latin American Alone	564	0.1%
Navajo Alone	556	0.1%
Paiute Alone	2,299	0.2%
Paiute-Shoshone Alone	1,032	0.1%
Shoshone Alone	883	0.1%
Other Tribe/Tribe Not Specified/ Two or More Tribes ^a	6,930	0.7%
American Indian and Alaska Native in Combination with Other Race(s) ^b	9,022	0.9%
Notes: Data in this table include Hispanics. Tribes listed here are those with 0.1 percent or more of the total population in Nevada according to the U.S. Census Bureau. Source: ^a U.S. Department of Commerce, Bureau of the Census 2003a; ^b U.S. Department of Commerce, Bureau of the Census 2004b. Compiled by the Institute for Women's Policy Research.		

sus 5.8 percent nationally. The proportions of Asian American and Native American women above 65 are slightly higher than nationally, while the proportions of African American and white women over 65 are slightly lower.

Women in Nevada are much more likely to live in urban areas than women in the rest of the country, with only 12.3 percent of women living outside metropolitan areas, compared with a national figure of 18.3 percent. The proportion of women in the state who are foreign-born is much higher than nationally, at 15.9 percent versus 10.9 percent, respectively. Nevada has the 6th-highest proportion of women who are foreign-born among all the states. Among the major racial and ethnic groups, Hispanic foreign-born women make up a much larger proportion in Nevada (8.7 percent) than nationally (4.6 percent). Nevada has 2,549 lesbian unmarried partner households, of a total of 326,066 nationwide. Among women aged 21-64, 20.2 percent have a disability, slightly above the national average. A higher proportion of the federal and state prison population is female in Nevada than in the United States as a whole.

Nevada's distribution of family types is similar to that in the nation overall (Appendix Table 3). The proportions of married-couple families, female-headed families, and single-person households are slightly smaller

than in the nation as a whole, while the proportions of male-headed families and other households in Nevada are slightly larger. Among African American and Hispanic households, married-couple families are also a slightly larger proportion in Nevada than nationally (Appendix Table 4). Native American, Asian American, and white households are much less likely to be married-couple families in Nevada than nationally. African American and Hispanic households in Nevada are less likely to be female-headed families than nationally, while white and Asian American households are more likely to be female-headed families than nationally. Native American households are as likely to be female-headed families in Nevada as they are nationally.

The proportions of married and divorced women in Nevada are larger than in the country as a whole, while the proportions of single and widowed women are smaller. Families with children under age 18 that are headed by women are 20.3 percent of all families with children in Nevada, about the same as the 20.9 percent nationwide. Among these families, smaller proportions are female-headed in Nevada than nationally among those who are African American and Hispanic, while larger proportions are female-headed among white, Asian American, and Native American families, as well as among families of other or two or more races.

Appendix Table 3.
Distribution of Households by Type, Women by Marital Status, and
Women-Headed Families with Children Under Age 18, by Race and Ethnicity, 2000

	Nevada	United States
Distribution of Households by Type^a		
Total Number of Family and Nonfamily Households	751,977	105,539,122
Married-Couple Families (with and without their own children)	50.6%	52.5%
Female-Headed Families (with and without their own children)	10.7%	11.8%
Male-Headed Families (with and without their own children)	5.5%	4.1%
Nonfamily Households: Single-Person Households	24.8%	25.8%
Nonfamily Households: Other	8.4%	5.8%
Distribution of Women Aged 15 and Older by Marital Status^b		
Married	55.8%	54.6%
Single	20.9%	24.1%
Widowed	8.6%	10.5%
Divorced	14.7%	10.8%
Percent of Families with Children Under Age 18 Headed by Women^c		
By Race and Ethnicity		
White	18.5%	15.5%
African American	45.0%	49.7%
Hispanic	16.0%	21.7%
Asian American	16.4%	10.1%
Native American	32.4%	31.7%
Other/Two or More	30.5%	25.8%

Source: ^aU.S. Department of Commerce, Bureau of the Census 2004d; ^bU.S. Department of Commerce, Bureau of the Census 2004g; ^cU.S. Department of Commerce, Bureau of the Census 2004f.

Compiled by the Institute for Women's Policy Research.

Appendix Table 4.
Proportion of Married-Couple Families and Female-Headed Families
(with and without their own children) in Nevada and the United States, by Race and Ethnicity, 2000

By Race and Ethnicity	Nevada		United States	
	Married-Couple Families	Female-Headed Families	Married-Couple Families	Female-Headed Families
Proportion of All Households	50.6%	10.7%	52.5%	11.8%
White	50.9%	8.9%	55.2%	8.4%
African American	34.2%	24.9%	32.1%	30.5%
Hispanic	58.1%	12.7%	55.1%	17.3%
Asian American	54.8%	11.4%	61.7%	8.9%
Native American	39.2%	20.8%	44.3%	20.8%
Other/Two or More	41.6%	14.6%	44.9%	15.1%

Notes:

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Source: U.S. Department of Commerce, Bureau of the Census 2004d.

Compiled by the Institute for Women's Policy Research.

Appendix II:

Methodology, Terms, and Sources for Chart 1 (the Composite Indices and Grades)

Composite Political Participation Index

This composite index reflects four areas of political participation: voter registration; voter turnout; women in elected office, including state legislatures, statewide elected office, and positions in the U.S. Congress; and institutional resources available for women (such as a commission for women or a legislative caucus).

To construct this composite index, each of the component indicators was standardized to remove the effects of different units of measurement for each state's score on the resulting composite index. Each component was standardized by subtracting the mean value for all 50 states from the observed value for a state and dividing the difference by the standard deviation for the United States as a whole. The standardized scores were then given different weights. Voter registration and voter turnout were each given a weight of 1.0. The indicator for women in elected office is itself a composite reflecting different levels of office-holding and was given a weight of 4.0 (in the first two series of reports, published in 1996 and 1998, this indicator was given a weight of 3.0, but since 2000 it has been weighted at 4.0). The last component indicator, women's institutional resources, is also a composite of scores indicating the presence or absence of each of two resources: a commission for women and a women's legislative caucus. It received a weight of 1.0. The resulting weighted, standardized values for each of the four component indicators were summed for each state to create a composite score. The states were then ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Women's voter registration and voter turnout were each set at the value of the highest state for these components; each component of the composite index for women in elected office was set as if 50 percent of elected officials were women; and scores for institutional resources for women assumed that the ideal state had both a commission for women and a bipartisan women's legislative caucus in each house of the state legislature. Each state's score was then compared with the ideal score to determine its grade.

WOMEN'S VOTER REGISTRATION: This component indicator is the average percent (for the presidential and congressional elections of 2000 and 1998) of all women aged 18 and older (in the civilian nonin-

stitutionalized population) who reported registering. Source: U.S. Department of Commerce, Bureau of the Census 2000 and 2002, based on the Current Population Survey.

WOMEN'S VOTER TURNOUT: This component indicator is the average percent (for the presidential and congressional elections of 2000 and 1998) of all women aged 18 and older (in the civilian noninstitutionalized population) who reported voting. Source: U.S. Department of Commerce, Bureau of the Census 2000 and 2002, based on the Current Population Survey.

WOMEN IN ELECTED OFFICE: This composite indicator has four components and reflects office-holding at the state and national levels as of July 2004. For each state, the proportion of office-holders who are women was computed for four levels: state representatives; state senators; statewide elected executive officials and U.S. representatives; and U.S. senators and governors. The percents were then converted to scores that ranged from 0 to 1 by dividing the observed value for each state by the highest value for all states. The scores were then weighted according to the degree of political influence of the position: state representatives were given a weight of 1.0, state senators were given a weight of 1.25, statewide executive elected officials (except governors) and U.S. representatives were each given a weight of 1.5, and U.S. senators and state governors were each given a weight of 1.75. The resulting weighted scores for the four components were added to yield the total score on this composite for each state. The highest score of any state for this composite office-holding indicator is 4.34. These scores were then used to rank the states on the indicator for women in elected office. Sources: Data were compiled by IWPR from several sources, including the Center for American Women and Politics 2004a, 2004b, 2004c, 2004d; Council of State Governments 2004.

WOMEN'S INSTITUTIONAL RESOURCES: This indicator measures the number of institutional resources for women available in the state from a maximum of two, including a commission for women (established by legislation or executive order) and a legislative caucus for women (organized by women legislators in either or both houses of the state legislature). States receive 1.0 point for each institutional resource present in their state, although they can receive partial credit if a bipartisan legislative caucus does not exist in both houses. States receive a score of 0.25 if informal or

partisan meetings are held by women legislators in either house, 0.5 if a formal legislative caucus exists in one house but not the other, and 1.0 if a formal, bipartisan legislative caucus is present in both houses or the legislature is unicameral. Sources: National Association of Commissions for Women 2004; Center for American Women and Politics 1998, updated by IWPR.

Composite Employment and Earnings Index

This composite index consists of four component indicators: median annual earnings for women, the ratio of the earnings of women to the earnings of men, women's labor force participation, and the percent of employed women in managerial and professional specialty occupations.

To construct this composite index, each of the four component indicators was first standardized. For each of the four indicators, the observed value for the state was divided by the comparable value for the entire United States. The resulting values were summed for each state to create a composite score. Each of the four component indicators has equal weight in the composite. The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Women's earnings were set at the median annual earnings for men in the United States as a whole; the wage ratio was set at 100 percent, as if women earned as much as men; women's labor force participation was set at the national figure for men; and women in managerial and professional positions was set at the highest score for all states. Each state's score was then compared with the ideal score to determine the state's grade.

WOMEN'S MEDIAN ANNUAL EARNINGS: Median yearly earnings (in 2003 dollars) of noninstitutionalized women aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02. Earnings were converted to constant dollars using the Consumer Price Index, and the median was selected from the merged data file for the two years. Two years of data were used in order to ensure a sufficiently large sample for each state. The sample size for women ranged from 568 in Montana to 4,521 in California; for men, the sample size ranged from 781 in Mississippi to 6,584 in California. In Nevada, the sample size was 1,322 for women and 1,827 for men. These earnings data have not been adjusted for cost-of-living

differences between the states because the federal government does not produce an index of such differences. Although all the data presented combine data from 2001 and 2002, they are labeled 2002 in the report. Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey for the calendar years 2001-02; Urban Institute 2004a.

RATIO OF WOMEN'S TO MEN'S EARNINGS: Median yearly earnings (in 2003 dollars) of noninstitutionalized women aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02 divided by the median yearly earnings (in 2000 dollars) of noninstitutionalized men aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02. See the description of women's median annual earnings, above, for a more detailed description of the methodology and for sample sizes. Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey, for the calendar years 2001-02; Urban Institute 2004a.

WOMEN'S LABOR FORCE PARTICIPATION (proportion of the adult female population in the labor force): Percent of civilian noninstitutionalized women aged 16 and older who were employed or looking for work (in 2002). This includes those employed full-time, part-time voluntarily or part-time involuntarily, and those who are unemployed. Source: U.S. Department of Labor, Bureau of Labor Statistics 2004b (based on the Current Population Survey).

WOMEN IN MANAGERIAL AND PROFESSIONAL OCCUPATIONS: Percent of civilian noninstitutionalized women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations (in 2001). Source: U.S. Department of Labor, Bureau of Labor Statistics 2003, based on the Current Population Survey.

Composite Social and Economic Autonomy Index

This composite index reflects four aspects of women's social and economic well-being: access to health insurance, educational attainment, business ownership, and the percent of women above the poverty level.

To construct this composite index, each of the four component indicators was first standardized. For each indicator, the observed value for the state was divided by the comparable value for the United States as a whole. The resulting values were summed for

each state to create a composite score. To create the composite score, women's health insurance coverage, educational attainment, and business ownership were given a weight of 1.0, while poverty was given a weight of 4.0 (in the first three series of reports, published in 1996, 1998, and 2000, this indicator was given a weight of 1.0, but in 2002 IWPR began weighting it at 4.0). The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." The percentage of women with health insurance was set at the highest value for all states; the percentage of women with higher education was set at the national value for men; the percentage of businesses owned by women was set as if 50 percent of businesses were owned by women; and the percentage of women in poverty was set at the national value for men. Each state's score was then compared with the ideal score to determine its grade.

PERCENT WITH HEALTH INSURANCE: Percent of civilian noninstitutionalized women from ages 18 through 64 who are insured. The state-by-state percents are based on the 2002-03 Annual Demographic Files (March) from the Current Population Survey, for calendar years 2001-02. Source: Henry J. Kaiser Family Foundation 2004a.

EDUCATIONAL ATTAINMENT: In 2000, the percent of women aged 25 and older with four or more years of college. Source: U.S. Department of Commerce, Bureau of the Census 2003c, based on the 2000 Census.

WOMEN'S BUSINESS OWNERSHIP: In 1997, the percent of all firms (legal entities engaged in economic activity during any part of 1997 that filed an IRS Form 1040, Schedule C; 1065; any 1120; or 941) owned by women. This indicator includes five legal forms of organization: C corporations (any legally incorporated business, except subchapter S, under state laws), Subchapter S corporations (those with fewer than 75 shareholders who elect to be taxed as individuals), individual proprietorships (including self-employed individuals), partnerships, and others (a category encompassing cooperatives, estates, receiverships, and businesses classified as unknown legal forms of organization). The Bureau of the Census determines the sex of business owners by matching the social security numbers of individuals who file business tax returns with Social Security Administration records providing the sex codes indicated by individuals or their parents on their original applications for social security num-

bers. For partnerships and corporations, a business is classified as women-owned based on the sex of the majority of the owners. Source: U.S. Department of Commerce, Bureau of the Census 2001b, based on the 1997 Economic Census.

PERCENT OF WOMEN ABOVE POVERTY: In 2001-02, the percent of women living above the official poverty threshold, which varies by family size and composition. In 2002, the poverty level for a family of four (with two children) was \$18,513 (in 2003 dollars). Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey for the calendar years 2001-02; Urban Institute 2004a.

Composite Reproductive Rights Index

This composite index reflects a variety of indicators of women's reproductive rights. These include access to abortion services without mandatory parental consent or notification laws for minors; access to abortion services without a waiting period; public funding for abortions under any circumstances if a woman is income eligible; percent of women living in counties with at least one abortion provider; whether the governor and state legislature are pro-choice; existence of state laws requiring health insurers to provide coverage of contraceptives; policies that mandate insurance coverage of infertility treatments; whether second-parent adoption is legal for gay/lesbian couples; and mandatory sex education for children in the public school system.

To construct this composite index, each component indicator was rated on a scale of 0 to 1 and assigned a weight. The notification/consent and waiting-period indicators were each given a weight of 0.5. The indicators of public funding for abortions, pro-choice government, women living in counties with an abortion provider, and contraceptive coverage were each given a weight of 1.0. The infertility coverage law and gay/lesbian adoption law were each given a weight of 0.5. Finally, states were given 1.0 point if they mandate sex education for students. The weighted scores for each component indicator were summed to arrive at the value of the composite index score for each state. The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." An "ideal state" was assumed to have no notification/consent or waiting period policies, public funding for abortion, pro-choice government, 100 percent of women living in counties with an

abortion provider, insurance mandates for contraceptive coverage and infertility coverage, maximum legal guarantees of second-parent adoption, and mandatory sex education for students. Each state's score was then compared with the resulting ideal score to determine its grade.

MANDATORY CONSENT: States received a score of 1.0 if they allow minors access to abortion without parental consent or notification. Mandatory consent laws require that minors gain the consent of one or both parents before a physician can perform the procedure, while notification laws require they notify one or both parents of the decision to have an abortion. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

WAITING PERIOD: States received a score of 1.0 if they allow a woman to have an abortion without a waiting period. Such legislation mandates that a physician cannot perform an abortion until a certain number of hours after notifying the woman of her options in dealing with a pregnancy. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

RESTRICTIONS ON PUBLIC FUNDING: If a state provides public funding for abortions under most circumstances for women who meet income eligibility standards, it received a score of 1.0. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

PERCENT OF WOMEN LIVING IN COUNTIES WITH AT LEAST ONE ABORTION PROVIDER: States were given a scaled score ranging from 0 to 1, with states with 100 percent of women living in counties with abortion providers receiving a 1. Source: Finer and Henshaw 2003.

PRO-CHOICE GOVERNOR OR LEGISLATURE: This indicator is based on NARAL's assessment of whether governors and legislatures would support a ban or restrictions on abortion. Governors and legislatures who would support restrictions on abortion rights are considered anti-choice, and those who would oppose them are considered pro-choice. Each state received 0.33 points per pro-choice governmental body—governor, upper house, and lower house—up to a maximum of 1.0 point. Those governors and legislatures with mixed assessments received half credit. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

CONTRACEPTIVE COVERAGE LAWS: As of August 17, 2004, whether a state had a law or policy requiring that

health insurers who provide coverage for prescription drugs extend coverage for FDA-approved contraceptives (e.g., drugs and devices) and related medical services, including exams and insertion/removal treatments. States received a score of 1.0 if they mandate full contraceptive coverage. They received a score of 0.5 if they mandate partial coverage, which may include mandating that insurance companies offer at least one insurance package covering some or all birth control prescription methods or requiring insurers with coverage for prescription drugs to cover oral contraceptives. Source: Alan Guttmacher Institute 2004a.

COVERAGE OF INFERTILITY TREATMENTS: As of January 2004, states mandating that insurance companies provide coverage of infertility treatments received a score of 1.0, while states mandating that insurance companies offer policyholders at least one package with coverage of infertility treatments received a score of 0.5. Source: National Conference of State Legislatures 2004.

SECOND-PARENT ADOPTION: Whether a state allows gays and lesbians the option of second-parent adoption, which occurs when a nonbiological parent in a couple adopts the child of his or her partner. At the state level, courts and/or legislatures have upheld or limited the right to second-parent adoption among gay and lesbian couples. States were given 1.0 point if the state supreme court has prohibited discrimination against these couples in adoption, 0.75 if an appellate or high court has, 0.5 if a lower court has approved a petition for second-parent adoption, 0.25 if a state has no official position on the subject, and no points if the state has banned second-parent adoption. Sources: Human Rights Campaign 2003; National Center for Lesbian Rights 2003.

MANDATORY SEX EDUCATION: States received a score of 1.0 if they require public middle, junior, or high schools to provide sex education classes. Source: Alan Guttmacher Institute 2004b.

Composite Health and Well-Being Index

This composite index includes nine measures of women's physical and mental health: mortality from heart disease, mortality from lung cancer, mortality from breast cancer, incidence of diabetes, incidence of chlamydia, incidence of AIDS, prevalence of poor mental health, mortality from suicide, and mean days of activity limitations. To construct the composite index, each of the component indicators was converted to scores ranging from 0 to 1 by dividing the observed value for each state by the highest value for all states.

Each score was then subtracted from 1 so that high scores represent lower levels of mortality, poor health, or disease. Scores were then given different weights. Mortality from heart disease was given a weight of 1.0. Lung and breast cancer were each given a weight of 0.5. Incidence of diabetes, chlamydia, and AIDS were each given a weight of 0.5. Mean days of poor mental health and women's mortality from suicide were given a weight of 0.5. Activity limitations were given a weight of 1.0. The resulting values for each of the component indicators were summed for each state to create a composite score. The states were then ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Mortality rates from heart disease, lung cancer, and breast cancer were set according to national goals for the year 2010, as determined by the U.S. Department of Health and Human Services under the Healthy People 2010 program. For heart disease and breast cancer, this entailed a 20 percent decrease from the national number. For lung cancer, it entailed a 22 percent decrease from the national number. For incidence of diabetes, chlamydia, and AIDS, and mortality from suicide, the Healthy People 2010 goals are to achieve levels that are "better than the best," and thus the ideal score was set at the lowest rate for each indicator among all states. In the absence of national objectives, mean days of poor mental health and mean days of activity limitations were also set at the lowest level among all states. Each state's score was then compared with the ideal score to determine the state's grade.

MORTALITY FROM HEART DISEASE: Average annual mortality from heart disease among all women per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 total U.S. population. Source: National Center for Health Statistics 2003.

MORTALITY FROM LUNG CANCER: Average mortality among women from lung cancer per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 U.S. standard population. Source: National Center for Health Statistics 2003.

MORTALITY FROM BREAST CANCER: Average mortality among women from breast cancer per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 U.S. standard population. Source: National Center for Health Statistics 2003.

PERCENT OF WOMEN WHO HAVE EVER BEEN TOLD THEY HAVE DIABETES: As self-reported by female respondents in the Behavioral Risk Factor Surveillance System (BRFSS) survey in 2001. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2002.

INCIDENCE OF CHLAMYDIA: Reported rate of chlamydia among women per 100,000 population in 2002. Source: Centers for Disease Control, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003.

INCIDENCE OF AIDS: Average incidence of AIDS-indicating diseases among females aged 13 years and older per 100,000 population (in 2001). Source: Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention 2002.

POOR MENTAL HEALTH: Mean number of days in the past 30 days on which mental health was not good, as self-reported by female respondents in the BRFSS survey in 2000. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2001.

MORTALITY FROM SUICIDE: Average annual mortality from suicide among all women per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 total U.S. population. Source: National Center for Health Statistics 2003.

MEAN DAYS OF ACTIVITY LIMITATIONS: Mean number of days in the past 30 days on which activities were limited due to health status, as self-reported by female respondents in the BRFSS survey in 2000. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2001.

Appendix III: Race and Ethnicity Data

Using 2000 Census data, IWPR is able to provide statistics on a variety of indicators of women's economic status, including earnings, the gender wage ratio, labor force participation, education, and poverty, by race and ethnicity. This Appendix provides an overview of how IWPR determines race and ethnicity using the 2000 Census.

Unless otherwise noted, the data included in this report for the various races (whites, African Americans, Asian Americans, Native Americans, and other/two or more races) do not include Hispanics, and Hispanics, who may be of any race, are reported separately. In contrast, most data produced by the Census Bureau include Hispanics in whatever racial group they report and then, in addition, note the number who also report being Hispanic. As a result, the numbers in this report for the various racial groups generally differ from Census Bureau numbers, and the racial groups, including the "other/two or more" category, plus Hispanics equal 100 percent of the U.S. population.

In the 2000 Census, respondents were allowed for the first time to indicate belonging to two or more racial categories. Only 2.4 percent of the population did so (including both Hispanic and non-Hispanic respondents), and only 1.6 percent of the non-Hispanic population did (U.S. Department of Commerce, Bureau of the Census 2001a). Among people who marked "two or more races," the most common combination (47 percent) was "white and some other race." For these reasons, and because social scientists who have been analyzing this group of people have not found

consistent patterns to report, IWPR grouped people of "two or more races" with the "other" category, which is also small, at 0.2 percent of the population when Hispanics are removed from this category (5.5 percent of the population with Hispanics included; U.S. Department of Commerce, Bureau of the Census 2001a). Thus, when this report refers to the various racial groups, unless otherwise noted, it refers only to those people who indicated one race alone.

Although excluding people who mark "two or more races" from all the individual racial categories only slightly underestimates the numbers of most categories, it has a larger impact on the American Indian/Alaska Native population. This population jumps from 0.9 percent to 1.5 percent of the total population if those who report American Indian or Alaska Native in combination with another race are included (these numbers include Hispanics; U.S. Department of Commerce, Bureau of the Census 2001a). Notably, estimates of the population of Native Americans are also proportionately most affected by subtracting Hispanics: about 16.4 percent of all Native Americans are Hispanic, compared with 8.0 percent of whites (U.S. Department of Commerce, Bureau of the Census 2001a). Most Hispanic Native Americans live in the states of the Southwest, such as Arizona, Oklahoma, and New Mexico. Altogether, the national population of Native American women jumps from approximately 1.0 million to 2.2 million if both Hispanics and those identifying as Native American plus one or more other races are included.

Appendix IV:

State-by-State Rankings on the Composite Indicators and Their Components and Data on Men's Economic Status

State-by-State Rankings on the Composite Indices and Their Components: Political Participation

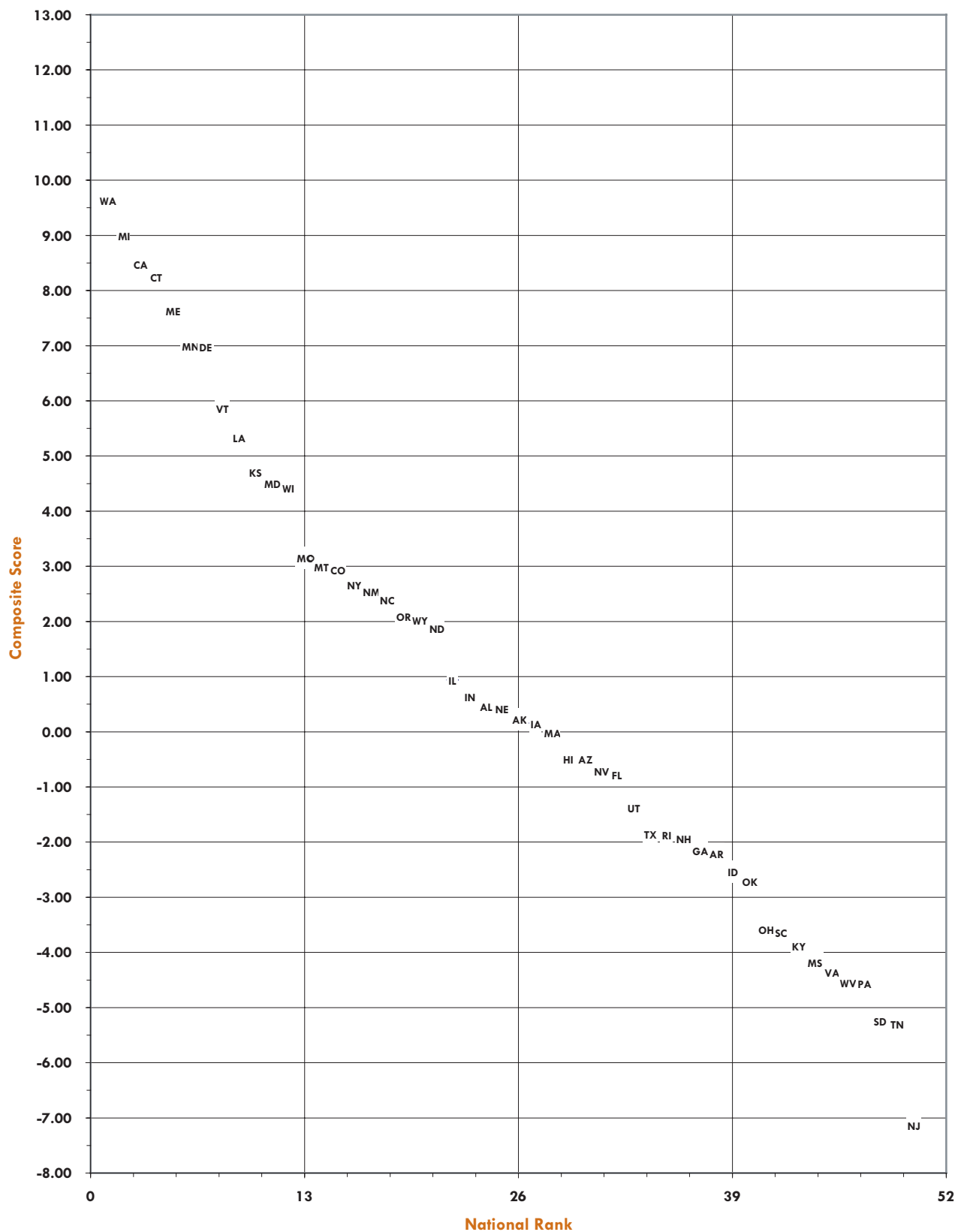
State	Composite Index			Women in Elected Office Composite Index		Percent of Women Registered to Vote, 1998 and 2000		Percent of Women Who Voted, 1998 and 2000		Number of Institutional Resources Available to Women in the State	
	Score	Rank	Grade	Score	Rank	Percent	Rank	Percent	Rank	Score	Rank
Alabama	0.46	24	C-	1.66	32	75.0%	5	55.8%	12	1.25	22
Alaska	0.23	26	C-	1.95	26	72.8%	12	60.5%	3	0.00	46
Arizona	-0.49	29	C-	2.70	10	54.2%	47	41.4%	50	1.00	31
Arkansas	-2.20	38	D	1.81	30	63.9%	37	47.5%	36	1.00	31
California	8.48	3	B	4.23	2	53.6%	48	44.3%	44	2.00	1
Colorado	2.94	15	C	2.85	8	67.8%	21	53.8%	18	0.25	44
Connecticut	8.25	4	B	3.81	3	66.8%	27	50.6%	32	1.25	22
Delaware	6.98	7	B-	3.49	5	67.2%	25	51.5%	30	1.25	22
District of Columbia	n/a	n/a	n/a	n/a	n/a	72.0%	n/a	59.4%	n/a	n/a	n/a
Florida	-0.78	32	C-	1.86	29	61.8%	44	46.9%	40	2.00	1
Georgia	-2.16	37	D	1.65	33	62.6%	40	43.7%	47	2.00	1
Hawaii	-0.49	29	C-	2.36	20	51.0%	50	43.9%	46	2.00	1
Idaho	-2.53	39	D	1.61	34	62.9%	39	52.0%	25	1.00	31
Illinois	0.94	22	C-	1.89	27	67.1%	26	52.0%	25	2.00	1
Indiana	0.64	23	C-	1.87	28	66.8%	27	50.9%	31	2.00	1
Iowa	0.16	27	C-	1.54	37	75.3%	4	59.6%	8	1.00	31
Kansas	4.71	10	B-	3.05	7	67.8%	21	51.7%	27	1.00	31
Kentucky	-3.88	43	D-	1.08	47	67.8%	31	49.6%	34	1.50	17
Louisiana	5.34	9	B-	2.62	14	74.9%	6	51.7%	27	2.00	1
Maine	7.64	5	B-	3.40	6	78.8%	3	60.1%	6	0.00	46
Maryland	4.50	11	C+	2.64	12	65.3%	33	54.2%	16	2.00	1
Massachusetts	-0.01	28	C-	1.61	34	68.1%	20	53.2%	22	2.00	1
Michigan	9.00	2	B	3.61	4	71.9%	13	56.3%	11	1.25	22
Minnesota	6.99	6	B-	2.56	17	81.0%	2	67.9%	1	1.00	31
Mississippi	-4.17	44	D-	0.78	49	74.8%	7	52.5%	23	1.25	22
Missouri	3.16	13	C	1.99	24	74.5%	9	56.5%	10	2.00	1
Montana	3.00	14	C	2.58	15	73.1%	11	59.4%	9	0.00	46
Nebraska	0.43	25	C-	1.74	31	71.9%	13	53.9%	17	1.50	17
Nevada	-0.70	31	C-	2.72	9	51.6%	49	41.8%	48	1.00	31
New Hampshire	-1.94	36	D	1.20	42	67.5%	24	53.3%	21	2.00	1
New Jersey	-7.13	50	F	0.84	48	63.1%	38	45.3%	41	1.00	31
New Mexico	2.55	17	C	2.57	16	62.4%	41	51.7%	27	1.50	17
New York	2.68	16	C	2.65	11	59.8%	46	47.5%	36	2.00	1
North Carolina	2.40	18	C	2.42	18	65.9%	32	47.0%	39	2.00	1
North Dakota	1.88	21	C	1.30	40	91.1%	1	63.3%	2	1.00	31
Ohio	-3.57	41	D-	1.60	36	66.3%	30	52.5%	23	0.00	46
Oklahoma	-2.70	40	D	1.51	38	66.6%	29	48.1%	35	1.25	22
Oregon	2.10	19	C	2.19	21	69.9%	16	55.6%	13	1.25	22
Pennsylvania	-4.56	47	D-	1.18	43	62.3%	42	47.3%	38	1.50	17
Rhode Island	-1.86	35	D	1.13	44	68.3%	18	54.9%	15	2.00	1
South Carolina	-3.63	42	D-	0.64	50	71.2%	15	55.6%	13	2.00	1
South Dakota	-5.24	48	D-	1.11	45	69.7%	17	53.4%	19	0.00	46
Tennessee	-5.29	49	D-	1.23	41	64.2%	36	44.7%	42	1.00	31
Texas	-1.85	34	D	2.15	22	62.1%	43	41.7%	49	1.00	31
Utah	-1.37	33	D+	1.98	25	61.6%	45	49.7%	33	1.00	31
Vermont	5.87	8	B-	2.64	12	73.8%	10	60.1%	6	1.50	17
Virginia	-4.36	45	D-	1.09	46	64.5%	34	44.3%	44	2.00	1
Washington	9.64	1	B	4.38	1	66.0%	31	53.4%	19	0.25	44
West Virginia	-4.55	46	D-	1.31	39	64.4%	35	44.4%	43	1.25	22
Wisconsin	4.42	12	C+	2.39	19	74.6%	8	60.2%	5	1.25	22
Wyoming	2.02	20	C	2.14	23	68.2%	19	60.3%	4	1.00	31
United States				2.10		64.6%		49.3%		1.25	(median)

n/a: The District of Columbia is not included in these rankings.

See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Political Participation



Appendix IV:

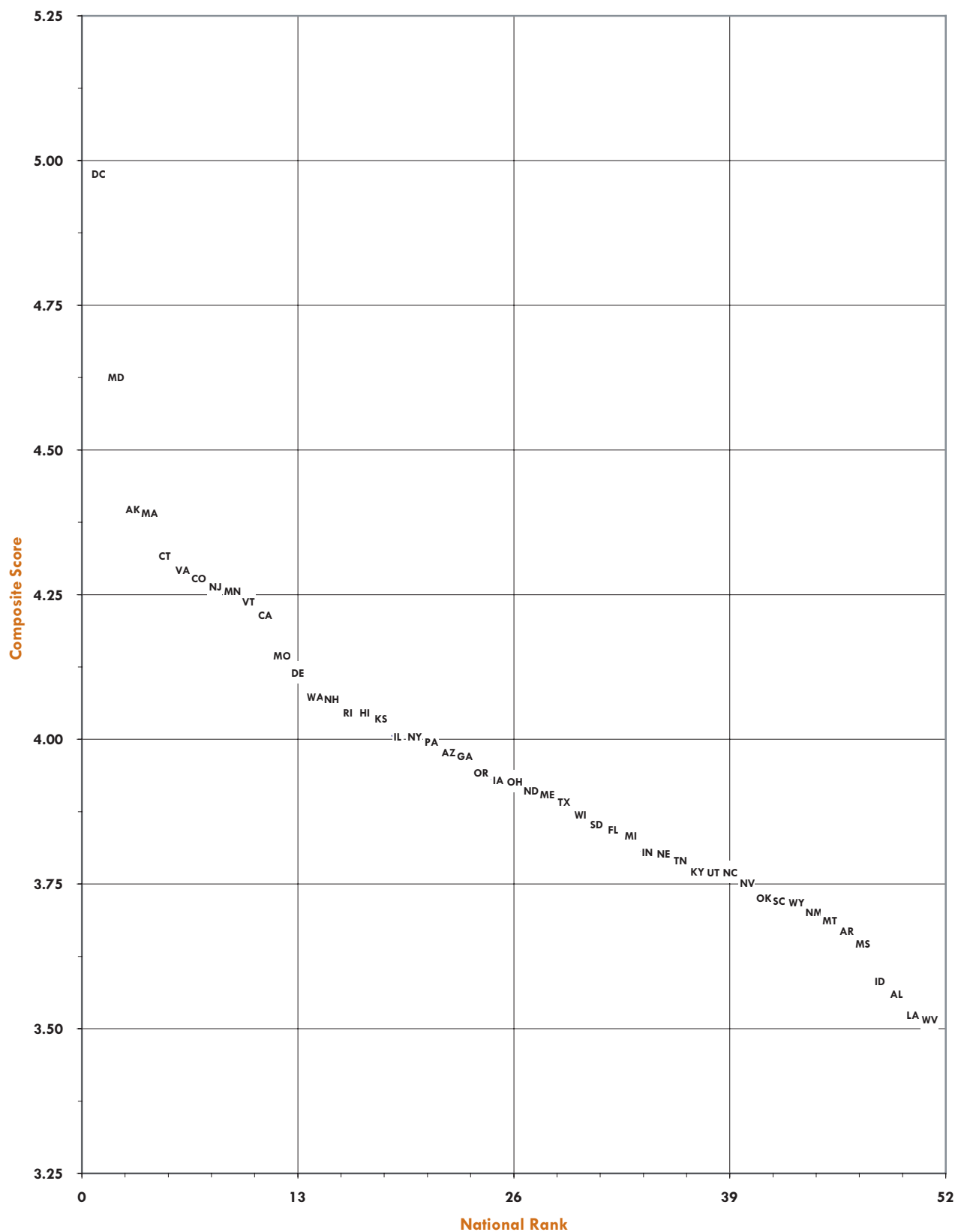
State-by-State Rankings on the Composite Indices and Their Components (continued): Employment and Earnings (Based on Data from the Current Population Survey)

State	Composite Score			Median Annual Earnings Full-Time, Year-Round for Employed Women		Earnings Ratio between Full-Time, Year-Round Employed Women and Men		Percent of Women in the Labor Force		Percent of Employed Women in Managerial or Professional Occupations	
	Score	Rank	Grade	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	3.56	49	F	\$26,600	37	66.7%	49	54.7%	48	29.4%	43
Alaska	4.40	3	B	\$34,300	6	78.7%	8	66.3%	7	37.0%	7
Arizona	3.98	22	C+	\$29,700	21	79.8%	7	57.0%	42	32.8%	24
Arkansas	3.67	46	D-	\$24,900	48	78.5%	11	55.4%	47	29.3%	45
California	4.22	11	B	\$32,700	7	80.7%	4	58.8%	37	36.0%	9
Colorado	4.28	7	B	\$32,200	9	78.7%	8	64.4%	10	36.4%	8
Connecticut	4.32	5	B	\$35,800	3	71.5%	43	62.0%	19	38.2%	4
Delaware	4.12	13	B-	\$31,200	12	76.3%	20	62.5%	15	34.2%	14
District of Columbia	4.98	1	A-	\$37,800	1	92.4%	1	61.1%	23	49.3%	1
Florida	3.85	31	C-	\$28,600	26	79.9%	6	55.7%	45	30.3%	36
Georgia	3.97	23	C+	\$28,600	26	76.5%	18	59.8%	32	33.7%	18
Hawaii	4.05	16	C+	\$30,700	15	83.4%	2	60.8%	25	30.3%	36
Idaho	3.58	48	F	\$25,600	42	72.5%	40	62.0%	19	24.6%	51
Illinois	4.01	19	C+	\$30,700	15	75.1%	24	60.2%	30	32.9%	23
Indiana	3.81	34	D+	\$28,100	28	73.2%	37	61.4%	22	29.3%	45
Iowa	3.93	25	C	\$27,100	32	74.5%	30	67.1%	3	30.8%	30
Kansas	4.04	18	C+	\$29,100	23	77.8%	14	62.9%	14	33.0%	21
Kentucky	3.77	37	D	\$27,000	33	74.2%	31	55.6%	46	32.2%	25
Louisiana	3.53	50	F	\$25,200	47	68.5%	48	52.1%	50	30.4%	35
Maine	3.91	27	C	\$26,900	35	73.9%	33	61.6%	21	33.5%	19
Maryland	4.63	2	B+	\$37,200	2	81.4%	3	64.3%	11	41.3%	2
Massachusetts	4.39	4	B	\$35,800	3	76.5%	18	62.3%	17	38.3%	3
Michigan	3.84	33	C-	\$30,700	15	66.7%	49	58.9%	35	31.6%	27
Minnesota	4.26	9	B	\$31,900	11	74.2%	31	71.2%	1	34.2%	14
Mississippi	3.65	47	D-	\$25,600	42	77.1%	16	54.0%	49	29.2%	48
Missouri	4.15	12	B-	\$29,700	21	78.6%	10	63.8%	13	35.1%	11
Montana	3.69	45	D-	\$24,400	50	73.5%	36	60.7%	26	29.7%	42
Nebraska	3.80	35	D+	\$26,000	41	71.4%	44	67.1%	3	29.1%	49
Nevada	3.75	40	D	\$27,500	31	76.8%	17	60.9%	24	26.9%	50
New Hampshire	4.07	15	B-	\$31,200	12	69.3%	47	65.2%	9	34.2%	14
New Jersey	4.27	8	B	\$35,800	3	76.2%	21	59.5%	34	35.8%	10
New Mexico	3.70	44	D-	\$25,600	42	74.6%	29	57.4%	41	30.2%	38
New York	4.01	19	C+	\$30,700	15	75.1%	24	56.6%	44	34.9%	12
North Carolina	3.77	37	D	\$26,400	40	73.7%	34	59.9%	31	30.6%	32
North Dakota	3.91	27	C	\$25,600	42	80.5%	5	65.5%	8	30.1%	39
Ohio	3.93	25	C	\$30,000	20	72.1%	41	60.7%	26	32.1%	26
Oklahoma	3.73	41	D	\$26,600	37	75.8%	22	57.6%	40	29.3%	45
Oregon	3.94	24	C	\$29,100	23	73.7%	34	60.6%	29	33.0%	21
Pennsylvania	4.00	21	C+	\$30,700	15	74.7%	28	58.9%	35	33.5%	19
Rhode Island	4.05	16	C+	\$31,200	12	75.0%	27	59.6%	33	34.1%	17
South Carolina	3.72	42	D	\$26,600	37	73.1%	38	56.9%	43	30.7%	31
South Dakota	3.85	31	C-	\$24,400	50	75.8%	22	68.1%	2	30.1%	39
Tennessee	3.79	36	D+	\$26,900	35	75.1%	24	58.3%	39	31.0%	29
Texas	3.89	29	C	\$28,100	28	78.5%	11	58.8%	37	31.3%	28
Utah	3.77	37	D	\$27,000	33	70.3%	46	62.5%	15	30.0%	41
Vermont	4.24	10	B	\$29,100	23	77.8%	14	66.5%	6	37.7%	6
Virginia	4.29	6	B	\$32,400	8	77.9%	13	62.3%	17	38.2%	4
Washington	4.08	14	B-	\$32,200	9	71.6%	42	60.7%	26	34.8%	13
West Virginia	3.52	51	F	\$24,900	48	72.6%	39	48.8%	51	30.5%	34
Wisconsin	3.87	30	C	\$28,100	28	71.1%	45	66.7%	5	29.4%	43
Wyoming	3.72	42	D	\$25,600	42	66.3%	51	64.2%	12	30.6%	32
United States	4.00			\$30,100		76.2%		59.6%		33.2%	

See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Employment and Earnings



Appendix IV:

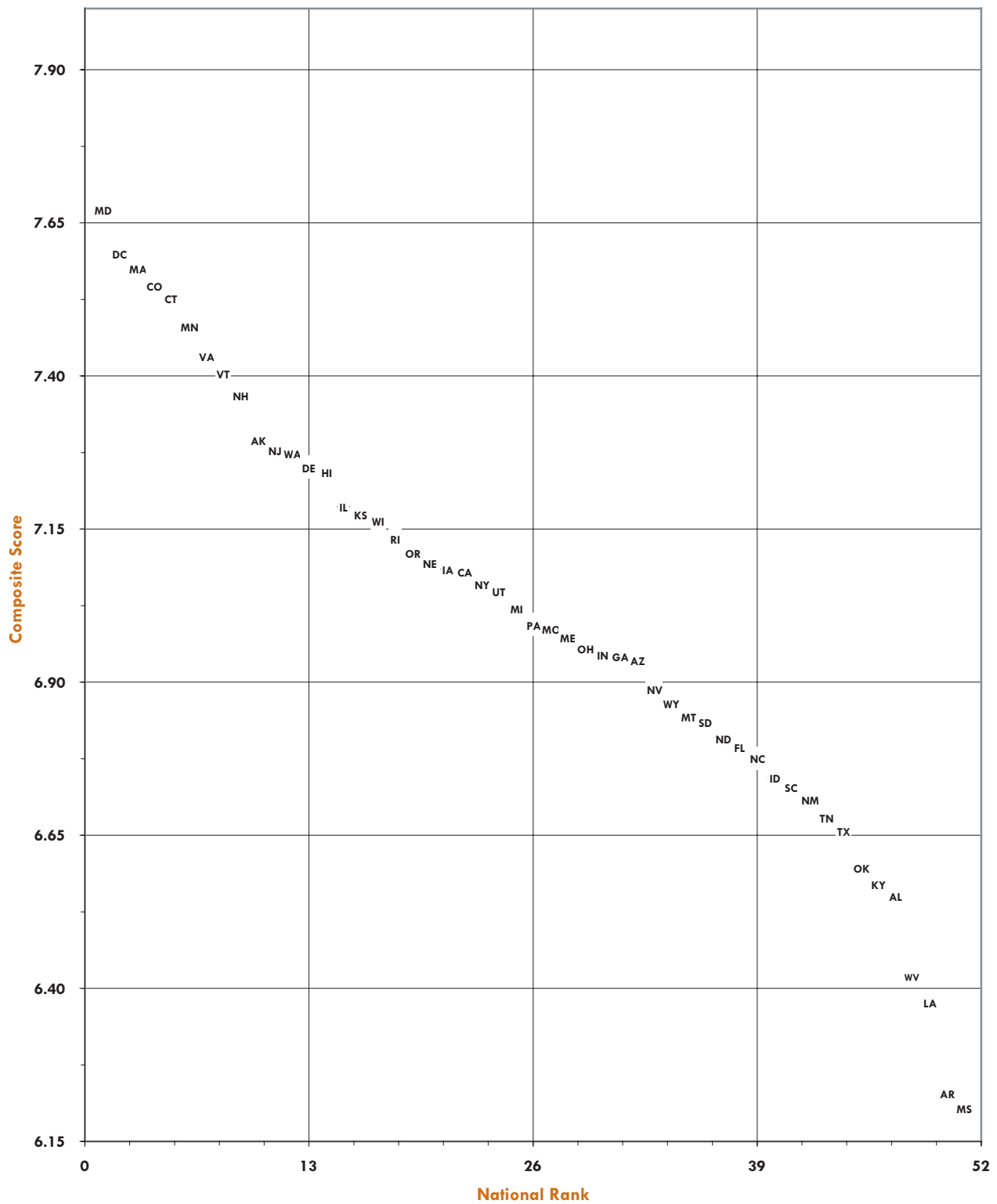
State-by-State Rankings on the Composite Indices and Their Components (continued): Social and Economic Autonomy

State	Composite Index			Percent of Women with Health Insurance		Percent of Women with Four or More Years of College		Percent of Businesses that are Women-Owned		Percent of Women Living above Poverty	
	Score	Rank	Grade	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	6.55	47	D-	84.0%	30	17.9%	46	24.4%	33	83.7%	45
Alaska	7.30	10	B-	82.4%	34	25.4%	14	25.9%	18	92.0%	4
Arizona	6.94	31	C-	81.3%	38	21.5%	30	27.0%	13	87.2%	33
Arkansas	6.23	50	F	78.3%	46	15.9%	50	22.0%	50	82.1%	48
California	7.08	21	C	78.6%	45	24.7%	15	27.3%	9	87.8%	31
Colorado	7.55	4	B	82.4%	34	30.9%	3	28.0%	4	90.4%	13
Connecticut	7.53	5	B	87.7%	12	29.5%	5	25.5%	24	92.0%	4
Delaware	7.25	13	B-	91.1%	2	23.5%	19	24.1%	36	92.0%	4
District of Columbia	7.60	2	B	87.4%	15	36.8%	1	30.9%	1	82.1%	48
Florida	6.79	38	D+	79.1%	44	20.2%	37	25.9%	18	86.8%	35
Georgia	6.94	31	C-	81.0%	40	23.0%	22	25.6%	22	87.1%	34
Hawaii	7.24	14	B-	88.3%	9	25.5%	13	27.5%	6	87.8%	31
Idaho	6.74	40	D	79.9%	42	19.4%	39	23.5%	45	88.3%	28
Illinois	7.19	15	C+	84.2%	29	24.5%	16	27.2%	10	88.9%	25
Indiana	6.95	29	C-	84.8%	26	18.1%	45	25.9%	18	90.7%	12
Iowa	7.08	21	C	89.3%	5	20.4%	35	25.3%	25	90.8%	11
Kansas	7.17	16	C+	85.6%	22	24.4%	17	25.6%	22	89.7%	18
Kentucky	6.57	46	D-	83.7%	31	16.4%	49	23.4%	46	86.5%	36
Louisiana	6.38	49	F	74.2%	49	18.2%	44	23.9%	41	82.6%	47
Maine	6.97	28	C-	87.2%	16	22.5%	24	24.0%	38	88.0%	29
Maryland	7.67	1	B+	86.9%	18	29.6%	4	28.9%	3	92.4%	2
Massachusetts	7.58	3	B	90.5%	4	31.4%	2	26.6%	14	89.6%	20
Michigan	7.02	25	C	86.5%	19	20.2%	37	27.2%	10	88.7%	27
Minnesota	7.48	6	B	92.1%	1	26.2%	10	26.4%	15	92.3%	3
Mississippi	6.20	51	F	79.5%	43	16.6%	48	22.8%	47	79.8%	51
Missouri	6.99	26	C-	85.5%	23	20.3%	36	25.2%	26	89.9%	15
Montana	6.84	35	D+	82.5%	33	23.4%	21	23.9%	41	85.6%	41
Nebraska	7.09	20	C	88.4%	8	22.9%	23	24.1%	36	89.9%	15
Nevada	6.89	33	D+	81.5%	37	16.7%	47	25.7%	21	91.9%	7
New Hampshire	7.37	9	B-	88.0%	11	26.8%	9	23.6%	44	92.7%	1
New Jersey	7.28	11	B-	84.7%	28	27.4%	8	23.7%	43	90.9%	9
New Mexico	6.71	42	D	71.9%	50	22.3%	25	29.4%	2	81.9%	50
New York	7.06	23	C	81.7%	36	26.1%	11	26.1%	17	86.1%	37
North Carolina	6.78	39	D+	80.6%	41	21.8%	28	24.5%	32	85.7%	39
North Dakota	6.81	37	D+	87.6%	13	21.9%	27	22.5%	49	86.1%	37
Ohio	6.95	29	C-	86.2%	21	19.4%	39	26.2%	16	89.0%	24
Oklahoma	6.60	45	D-	78.2%	47	18.9%	42	24.0%	38	85.6%	41
Oregon	7.11	19	C	83.7%	31	23.5%	19	27.6%	5	88.0%	29
Pennsylvania	6.99	26	C-	88.3%	9	20.6%	34	24.2%	35	89.8%	17
Rhode Island	7.13	18	C+	89.3%	5	23.7%	18	24.6%	31	89.3%	22
South Carolina	6.73	41	D	84.8%	26	19.4%	39	24.7%	30	85.7%	39
South Dakota	6.84	35	D+	87.0%	17	20.8%	32	21.5%	51	88.8%	26
Tennessee	6.68	43	D	87.6%	13	18.3%	43	24.0%	38	85.5%	43
Texas	6.66	44	D	71.7%	51	21.5%	30	25.0%	28	85.3%	44
Utah	7.05	24	C	85.2%	24	22.3%	25	24.8%	29	89.7%	18
Vermont	7.40	8	B-	88.5%	7	29.5%	5	25.2%	26	89.4%	21
Virginia	7.43	7	B-	86.3%	20	27.6%	7	27.5%	6	90.4%	13
Washington	7.27	12	B-	84.9%	25	25.8%	12	27.5%	6	89.1%	23
West Virginia	6.42	48	F	81.2%	39	14.0%	51	27.1%	12	83.1%	46
Wisconsin	7.16	17	C+	91.1%	2	21.7%	29	24.4%	33	91.6%	8
Wyoming	6.87	34	D+	78.1%	48	20.8%	32	22.6%	48	90.9%	9
United States	7.00			82.3%		22.8%		26.0%		87.9%	

See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Social and Economic Autonomy



Appendix IV:

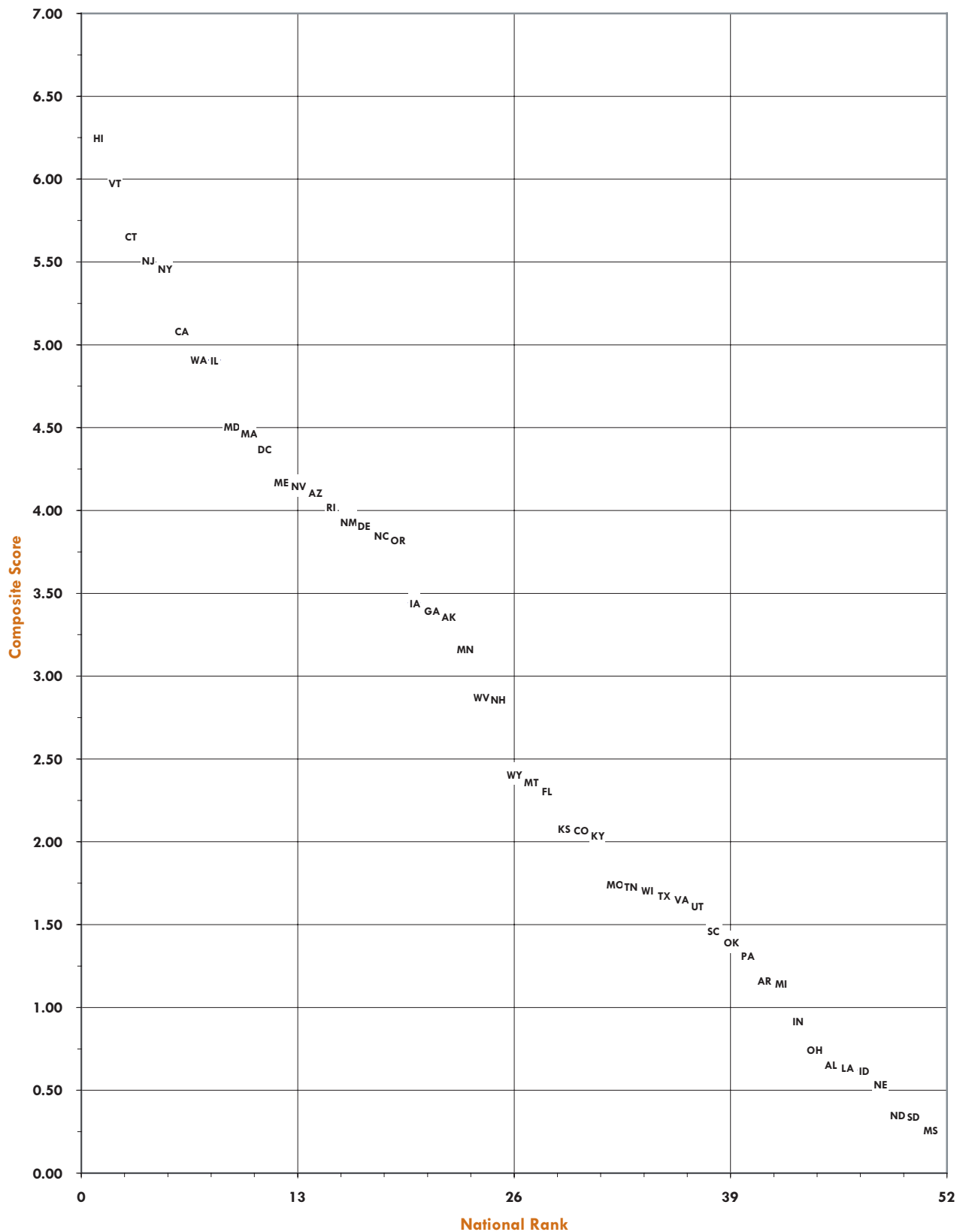
State-by-State Rankings on the Composite Indices and Their Components (continued): Reproductive Rights

State	Composite Index			Parental Consent/ Notification	Waiting Period	Public Funding	Percent of Women Living in Counties with Providers	Contraceptive Coverage	Pro-Choice Government	Infertility	Second- Parent Adoption	Mandatory Sex Education
	Score	Rank	Grade	Score	Score	Score	Percent	Score	Score	Score	Score	Score
Alabama	0.66	45	F	0	0	0	41%	0.0	0.00	0.0	0.50	0
Alaska	3.36	22	C+	0*	1	1	61%	0.0	0.00	0.0	0.50	1
Arizona	4.11	14	B	0	1	1	82%	1.0	0.67	0.0	0.25	0
Arkansas	1.17	41	D-	0	0	0	21%	0.0	0.33	1.0	0.25	0
California	5.09	6	B+	0*	1	1	96%	1.0	1.00	0.5	0.75	0
Colorado	2.07	30	D+	0	1	0	74%	0.5	0.33	0.0	0.00	0
Connecticut	5.66	3	A-	1	1	1	91%	1.0	1.00	0.5	1.00	0
Delaware	3.91	17	B-	0	0*	0	83%	1.0	0.83	0.0	0.50	1
Dist. of Columbia	4.38	11	B	1	1	0	100%	0.0	1.00	0.0	0.75	1
Florida	2.31	28	C-	0*	1	0	81%	0.0	0.00	0.0	0.00	1
Georgia	3.40	21	C+	0	1	0	44%	1.0	0.33	0.0	0.25	1
Hawaii	6.25	1	A-	1	1	1	100%	1.0	0.50	1.0	0.50	1
Idaho	0.62	47	F	0*	0	0	33%	0.0	0.17	0.0	0.25	0
Illinois	4.91	7	B+	0*	1	0	70%	1.0	0.83	1.0	0.75	1
Indiana	0.92	43	F	0	0	0	38%	0.0	0.17	0.0	0.75	0
Iowa	3.44	20	C+	0	1	0	36%	1.0	0.33	0.0	0.50	1
Kansas	2.09	29	D+	0	0	0	46%	0.0	0.50	0.0	0.25	1
Kentucky	2.04	31	D+	0	0	0	25%	0.5	0.17	0.0	0.25	1
Louisiana	0.64	46	F	0	0	0	39%	0.0	0.00	0.0	0.50	0
Maine	4.18	12	B	0	1	0	55%	1.0	1.00	0.0	0.25	1
Maryland	4.51	9	B	0	1	0	76%	1.0	0.50	1.0	0.50	1
Massachusetts	4.47	10	B	0	0*	1	93%	1.0	0.67	1.0	0.75	0
Michigan	1.15	42	D-	0	0	0	69%	0.0	0.33	0.0	0.25	0
Minnesota	3.17	23	C+	0	0	1	42%	0.5	0.00	0.0	0.50	1
Mississippi	0.27	51	F	0	0	0	14%	0.0	0.00	0.0	0.25	0
Missouri	1.75	32	D	0	0*	0	29%	1.0	0.33	0.0	0.25	0
Montana	2.36	27	C-	0*	0*	1	57%	0.0	0.17	1.0	0.25	0
Nebraska	0.54	48	F	0	0	0	54%	0.0	0.00	0.0	0.00	0
Nevada	4.15	13	B	0*	1	0	90%	1.0	0.50	0.0	0.50	1
New Hampshire	2.87	25	C	0*	1	0	74%	1.0	0.50	0.0	0.25	0
New Jersey	5.51	4	A-	0*	1	1	97%	0.5	0.67	1.0	0.75	1
New Mexico	3.94	16	B-	0*	1	1	52%	1.0	0.67	0.0	0.50	0
New York	5.46	5	A-	1	1	1	92%	1.0	0.67	1.0	0.75	0
North Carolina	3.85	18	B-	0	1	0	56%	1.0	0.67	0.0	0.25	1
North Dakota	0.36	49	F	0	0	0	23%	0.0	0.00	0.0	0.25	0
Ohio	0.75	44	F	0	0	0	50%	0.0	0.00	0.5	0.00	0
Oklahoma	1.40	39	D-	0*	1	0	44%	0.0	0.33	0.0	0.25	0
Oregon	3.82	19	B-	1	1	1	74%	0.0	0.83	0.0	0.50	0
Pennsylvania	1.32	40	D-	0	0	0	61%	0.0	0.33	0.0	0.75	0
Rhode Island	4.03	15	B-	0	1	0	61%	1.0	0.17	1.0	0.50	1
South Carolina	1.47	38	D-	0	0	0	34%	0.0	0.00	0.0	0.25	1
South Dakota	0.35	50	F	0	0	0	22%	0.0	0.00	0.0	0.25	0
Tennessee	1.73	33	D	0	0*	0	44%	0.0	0.17	0.0	0.25	1
Texas	1.68	35	D	0	0	0	68%	0.5	0.00	0.5	0.50	0
Utah	1.62	37	D	0	0	0	49%	0.0	0.00	0.0	0.25	1
Vermont	5.98	2	A-	1	1	1	77%	1.0	0.83	0.0	0.75	1
Virginia	1.66	36	D	0	0	0	53%	0.5	0.50	0.0	0.25	0
Washington	4.91	7	B+	1	1	1	83%	1.0	0.83	0.0	0.50	0
West Virginia	2.88	24	C	0	0	1	17%	0.0	0.33	0.5	0.25	1
Wisconsin	1.71	34	D	0	0	0	38%	0.0	0.33	0.0	0.00	0
Wyoming	2.41	26	C-	0	1	0	12%	0.0	0.67	0.0	0.25	1

*Indicates the legislation is not enforced but remains part of the statutory code.
See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Reproductive Rights



Appendix IV:

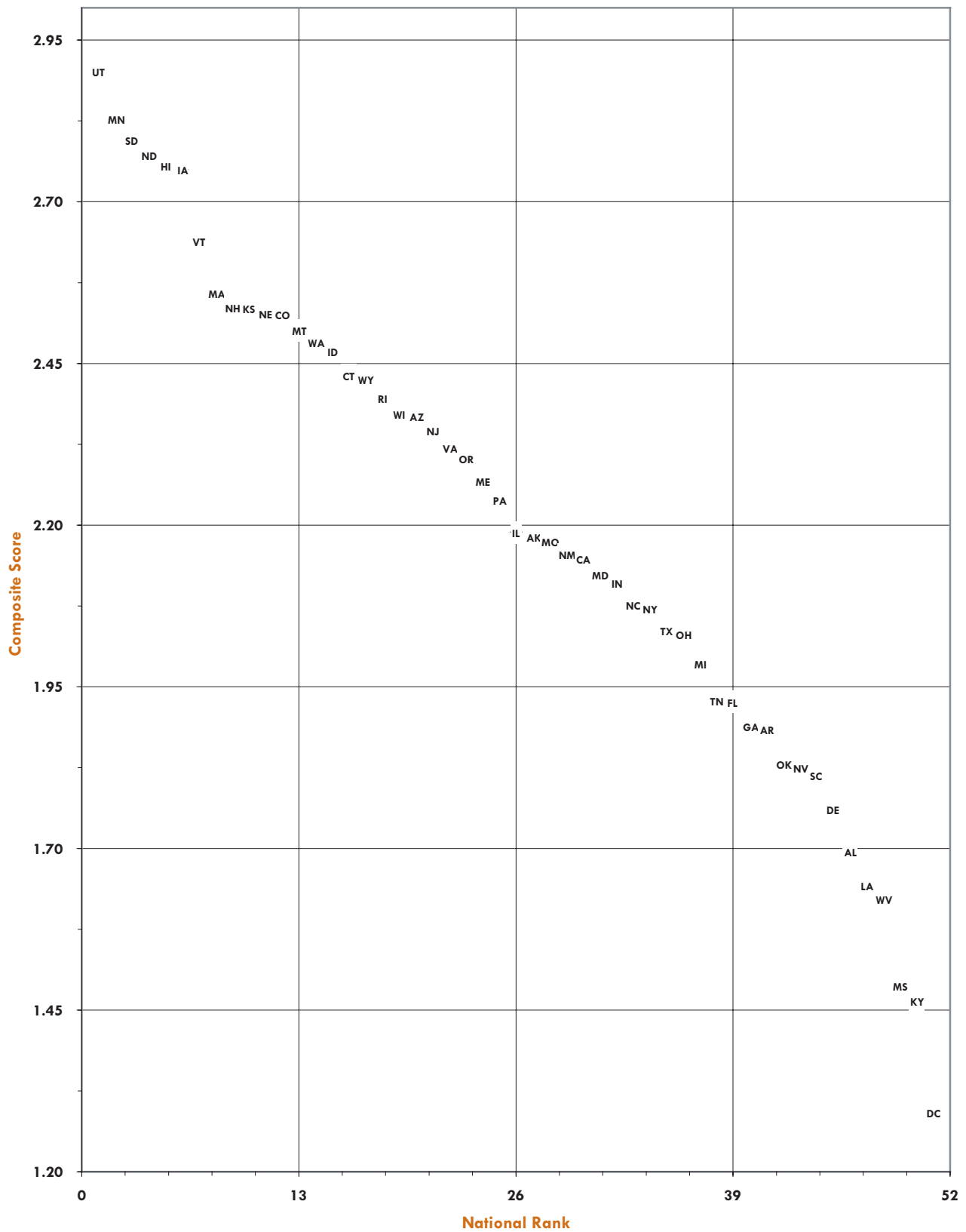
State-by-State Rankings on the Composite Indices and Their Components (continued): Health and Well-Being

State	Composite Index			Heart Disease Mortality		Lung Cancer Mortality		Breast Cancer Mortality		Incidence of Diabetes		Incidence of Chlamydia		Incidence of AIDS		Poor Mental Health		Suicide Mortality		Limited Activities	
	Score	Rank	Grade	Rate	Rank	Rate	Rank	Rate	Rank	Percent	Rank	Rate	Rank	Rate	Rank	Days	Rank	Rate	Rank	Days	Rank
Alabama	1.70	46	D	243.5	45	39.1	17	27.1	36	8.8%	49	608.0	45	5.6	33	4.1	38	4.4	25	4.4	45
Alaska	2.18	27	C	162.2	7	46.7	45	23.7	6	4.0%	2	850.7	50	1.3	7	3.7	21	7.5	50	2.9	5
Arizona	2.37	19	C+	170.5	12	38.3	12	25.4	19	4.9%	6	454.0	31	3.1	26	3.2	9	6.1	46	3.7	32
Arkansas	1.88	41	D+	231.5	40	44.0	37	24.5	12	7.2%	39	425.0	26	3.9	29	4.2	41	4.8	37	4.4	45
California	2.15	29	C	202.5	27	38.3	12	25.3	18	7.1%	38	477.8	33	4.1	30	3.9	30	3.5	13	4.2	41
Colorado	2.53	10	B-	154.6	3	33.5	6	23.6	5	3.7%	1	488.1	34	2.1	16	3.8	24	6.0	45	3.5	26
Connecticut	2.43	16	B-	186.7	20	40.1	21	26.2	27	6.0%	21	440.6	28	14.2	45	3.4	12	3.1	6	3.2	14
Delaware	1.76	45	D	219.5	35	49.6	48	28.7	45	6.7%	31	504.6	38	24.1	48	3.8	24	4.5	27	4.3	43
Dist. of Columbia	1.29	51	F	257.4	50	40.2	22	34.5	51	7.2%	39	933.3	51	92.0	51	4.2	41	1.3	1	3.6	29
Florida	1.93	38	D+	196.3	24	42.3	28	24.2	10	7.3%	44	414.2	19	21.0	47	3.7	21	5.4	40	4.5	48
Georgia	1.89	40	D+	227.8	38	40.3	24	25.7	22	7.2%	39	661.0	48	12.9	42	4.0	32	4.3	24	3.8	35
Hawaii	2.76	5	B+	146.1	2	25.4	2	20.0	1	5.6%	13	571.4	43	3.0	24	2.7	1	4.7	33	3.3	18
Idaho	2.47	15	B-	167.5	11	33.8	7	24.9	15	5.7%	18	288.6	9	0.7	3	4.2	41	6.2	47	3.2	14
Illinois	2.19	26	C	216.2	31	41.2	27	28.7	45	6.6%	29	538.8	41	5.3	32	3.5	14	3.1	6	3.5	26
Indiana	2.11	32	C	220.7	36	46.5	43	27.2	37	6.8%	34	424.5	25	3.1	26	4.1	38	4.0	19	3.4	23
Iowa	2.75	6	B+	186.4	19	36.2	8	24.6	14	5.6%	13	313.9	13	0.8	4	2.9	3	3.1	6	2.9	5
Kansas	2.53	10	B-	189.2	22	38.9	16	25.2	16	6.1%	22	415.7	20	1.2	6	3.4	12	4.0	19	2.8	3
Kentucky	1.46	50	F	249.0	46	52.7	49	26.8	32	6.4%	26	340.8	14	3.0	24	5.3	51	4.1	21	6.1	51
Louisiana	1.64	47	D-	238.0	44	44.7	39	30.1	50	8.2%	48	640.0	46	13.1	43	3.6	19	4.1	21	4.5	48
Maine	2.27	24	C+	188.8	21	46.5	43	24.5	12	6.5%	27	204.2	2	2.0	15	3.7	21	4.6	28	4.2	41
Maryland	2.12	31	C	216.8	32	44.7	39	28.0	42	6.6%	29	505.8	39	26.5	49	3.5	14	3.0	5	3.2	14
Massachusetts	2.56	8	B-	176.9	15	43.6	34	27.0	34	5.2%	8	248.5	6	8.1	39	3.8	24	2.9	4	3.3	18
Michigan	1.99	37	D+	236.2	42	43.3	32	27.3	38	7.6%	45	496.1	35	3.2	28	4.5	50	3.7	16	3.4	23
Minnesota	2.83	2	A-	137.9	1	36.3	9	25.8	23	4.3%	4	296.0	11	1.9	13	3.2	9	3.1	6	3.6	29
Mississippi	1.49	49	F	287.0	51	42.8	30	28.8	47	9.7%	51	698.4	49	9.5	41	4.2	41	3.7	16	3.9	37
Missouri	2.17	28	C	234.5	41	45.5	41	27.0	34	6.2%	23	461.0	32	2.9	23	3.8	24	4.6	28	2.8	3
Montana	2.50	13	B-	159.0	6	43.0	31	23.9	9	6.2%	23	406.4	18	0.8	4	3.0	5	5.7	42	3.1	10
Nebraska	2.53	10	B-	179.1	16	36.6	11	23.8	8	5.5%	11	415.8	21	1.5	9	3.0	5	3.3	10	4	38
Nevada	1.83	42	D	210.7	30	54.4	51	26.6	31	6.2%	23	445.3	29	5.0	31	4.2	41	7.7	51	3.5	26
New Hampshire	2.54	9	B-	191.5	23	44.0	37	26.8	32	5.0%	7	186.0	1	2.5	20	3.1	8	4.6	28	3.3	18
New Jersey	2.35	21	C+	219.0	34	40.8	26	29.6	49	7.0%	37	281.3	8	16.2	46	3.5	14	2.8	3	2.9	5
New Mexico	2.15	29	C	167.3	10	29.0	3	22.8	3	6.5%	27	640.0	46	1.5	9	4.4	48	7.3	49	3.6	29
New York	2.07	34	C-	249.0	46	38.3	12	27.9	41	6.8%	34	419.2	23	30.3	50	3.8	24	2.3	2	3.4	23
North Carolina	2.08	33	C-	207.7	28	40.6	25	25.6	21	6.7%	31	496.4	36	7.3	36	3.5	14	4.9	38	4	38
North Dakota	2.77	4	A-	164.3	8	31.6	4	25.4	19	5.6%	13	256.8	7	0.0	1	2.9	3	4.7	33	3	9
Ohio	2.03	36	C-	229.3	39	43.9	35	29.1	48	6.9%	36	506.1	40	2.3	17	4.0	32	3.4	11	3.7	32
Oklahoma	1.83	42	D	254.7	48	45.5	41	26.3	29	7.2%	39	499.4	37	2.5	20	2.7	1	5.7	42	4.3	43
Oregon	2.30	23	C+	157.5	4	46.9	47	26.0	24	5.8%	19	291.8	10	1.6	11	4.3	46	5.6	41	3.7	32
Pennsylvania	2.24	25	C+	222.1	37	40.2	22	28.5	44	6.7%	31	370.7	15	9.3	40	3.9	30	3.6	14	3.1	10
Rhode Island	2.40	18	C+	199.1	25	43.9	35	26.1	25	5.6%	13	377.7	17	6.1	34	3.8	24	3.4	11	3.2	14
South Carolina	1.81	44	D	209.3	29	39.5	19	27.5	39	7.7%	46	604.3	44	13.1	43	4.0	32	4.7	33	4.4	45
South Dakota	2.80	3	A-	174.7	14	31.7	5	23.3	4	5.6%	13	422.8	24	1.6	11	3.0	5	3.6	14	2.6	1
Tennessee	1.93	38	D+	237.7	43	43.4	33	26.2	27	7.9%	47	432.5	27	6.3	35	3.5	14	4.7	33	4	38
Texas	2.04	35	C-	217.5	33	39.1	17	25.2	16	7.2%	39	547.1	42	7.4	37	4.1	38	4.1	21	3.8	35
Utah	2.90	1	A-	157.6	5	16.6	1	22.3	2	4.2%	3	223.9	4	1.4	8	4.0	32	5.8	44	2.9	5
Vermont	2.64	7	B	180.4	17	38.5	15	27.8	40	5.5%	11	240.3	5	2.3	17	3.2	9	3.7	16	3.1	10
Virginia	2.32	22	C+	199.9	26	42.4	29	28.2	43	5.8%	19	418.7	22	7.9	38	4.0	32	4.6	28	2.7	2
Washington	2.48	14	B-	167.1	9	46.8	46	24.3	11	5.2%	8	371.7	16	2.4	19	3.6	19	5.0	39	3.1	10
West Virginia	1.62	48	D-	255.9	49	53.6	50	26.3	29	8.8%	49	223.0	3	2.8	22	4.3	46	4.6	28	5	50
Wisconsin	2.37	19	C+	185.4	18	36.5	10	26.1	25	5.3%	10	453.0	30	1.9	13	4.4	48	4.4	25	3.3	18
Wyoming	2.43	16	B-	173.0	13	39.8	20	23.7	6	4.8%	5	307.7	12	0.5	2	4.0	32	6.6	48	3.3	18
United States				211.5		41.0		26.5		6.5%*		455.4		9.1		3.8*		4.0		3.5*	

*Median for all 50 states and the District of Columbia.
See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Health and Well-Being



Appendix IV:

State-by-State Data on Selected Indicators of Men's Economic Status

State	Median Annual Earnings for Full-Time, Year-Round Employed Men, 2002 Dollars	Percent of Men Living Above Poverty, 2002 Percent	Percent of Men in the Labor Force Percent	Percent of Men with Four or More Years of College Percent
Alabama	\$39,900	90.1%	68.7%	20.3%
Alaska	\$43,600	93.1%	77.5%	24.1%
Arizona	\$37,200	89.3%	75.5%	25.7%
Arkansas	\$31,700	88.0%	70.3%	17.5%
California	\$40,500	89.7%	75.0%	28.6%
Colorado	\$40,900	92.5%	79.1%	34.5%
Connecticut	\$50,100	93.6%	73.8%	33.5%
Delaware	\$40,900	93.8%	74.2%	26.8%
District of Columbia	\$40,900	89.5%	72.2%	41.7%
Florida	\$35,800	90.9%	69.9%	24.7%
Georgia	\$37,400	92.9%	76.5%	25.7%
Hawaii	\$36,800	91.9%	70.6%	26.9%
Idaho	\$35,300	92.1%	76.9%	24.0%
Illinois	\$40,900	91.7%	74.4%	27.8%
Indiana	\$38,400	93.3%	75.6%	20.9%
Iowa	\$36,400	93.4%	79.8%	22.1%
Kansas	\$37,400	92.2%	76.4%	27.3%
Kentucky	\$36,400	90.5%	68.6%	18.0%
Louisiana	\$36,800	89.6%	69.2%	19.4%
Maine	\$36,400	90.3%	71.5%	23.3%
Maryland	\$45,700	93.0%	77.0%	33.5%
Massachusetts	\$46,800	93.2%	76.6%	35.2%
Michigan	\$46,000	92.6%	72.3%	23.4%
Minnesota	\$43,000	94.4%	80.3%	28.7%
Mississippi	\$33,200	87.0%	68.7%	17.3%
Missouri	\$37,800	93.6%	74.9%	23.0%
Montana	\$33,200	90.3%	70.8%	25.4%
Nebraska	\$36,400	92.2%	79.7%	24.7%
Nevada	\$35,800	93.8%	77.7%	19.6%
New Hampshire	\$45,000	95.6%	77.9%	30.6%
New Jersey	\$47,000	94.0%	73.8%	32.4%
New Mexico	\$34,300	87.3%	70.0%	24.7%
New York	\$40,900	89.4%	70.6%	28.8%
North Carolina	\$35,800	90.8%	73.9%	23.2%
North Dakota	\$31,800	91.3%	75.5%	22.1%
Ohio	\$41,600	93.3%	73.9%	23.0%
Oklahoma	\$35,100	88.9%	72.3%	21.8%
Oregon	\$39,500	91.4%	74.7%	26.8%
Pennsylvania	\$41,100	93.6%	72.6%	24.3%
Rhode Island	\$41,600	91.9%	73.9%	27.8%
South Carolina	\$36,400	89.1%	68.9%	21.6%
South Dakota	\$32,200	91.6%	79.0%	22.3%
Tennessee	\$35,800	89.5%	74.2%	20.9%
Texas	\$35,800	89.0%	77.5%	25.1%
Utah	\$38,400	92.1%	80.3%	30.0%
Vermont	\$37,400	92.5%	76.5%	29.3%
Virginia	\$41,600	93.4%	75.2%	31.5%
Washington	\$45,000	91.1%	74.1%	29.7%
West Virginia	\$34,300	87.7%	64.0%	15.8%
Wisconsin	\$39,500	94.2%	78.0%	23.2%
Wyoming	\$38,600	92.9%	77.3%	23.0%
United States	\$39,500	91.3%	74.1%	26.1%

See Appendix II for methodology.

Appendix V:

State-by-State Rankings and Data on Indicators of Women's Economic Status by Race and Ethnicity

Median Annual Earnings for Full-Time, Year-Round Workers, 1999, by State, Race, and Ethnicity (in 2003 dollars)^a Based on Data from Census 2000

State	Total Population			Whites		African Americans			Asian Americans		
	Women's Earnings	Men's Earnings	Women's Earnings	Rank for Women (of 51)	Men's Earnings	Women's Earnings	Rank for Women (of 43)	Men's Earnings	Women's Earnings	Rank for Women (of 45)	Men's Earnings
Alabama	\$24,700	\$36,300	\$26,500	36	\$38,700	\$21,200	40	\$28,700	\$27,600	24	\$43,100
Alaska	\$33,400	\$45,300	\$35,300	7	\$48,700	\$29,800	12	\$33,100	\$26,500	33	\$34,200
Arizona	\$29,200	\$38,700	\$31,800	18	\$44,200	\$27,600	17	\$33,100	\$30,900	15	\$44,200
Arkansas	\$23,200	\$33,100	\$23,200	47	\$33,100	\$20,800	41	\$26,500	\$21,400	45	\$29,300
California	\$34,900	\$44,200	\$39,300	2	\$55,200	\$35,300	1	\$39,800	\$36,400	6	\$45,300
Colorado	\$32,000	\$42,700	\$33,100	10	\$45,300	\$30,900	10	\$34,500	\$32,800	13	\$42,000
Connecticut	\$37,000	\$49,700	\$38,700	3	\$54,100	\$32,000	6	\$38,700	\$37,900	4	\$49,700
Delaware	\$33,100	\$43,500	\$33,100	10	\$44,200	\$29,000	14	\$33,100	\$38,700	2	\$57,400
Dist. of Columbia	\$39,800	\$44,200	\$55,200	1	\$67,400	\$33,700	3	\$33,700	\$38,700	2	\$39,800
Florida	\$27,600	\$35,300	\$29,200	26	\$39,800	\$24,300	32	\$28,700	\$27,600	24	\$36,400
Georgia	\$28,700	\$38,700	\$30,900	20	\$44,200	\$26,600	24	\$31,900	\$27,600	24	\$39,800
Hawaii	\$31,100	\$39,800	\$34,200	9	\$44,200	\$27,600	17	\$33,100	\$31,100	14	\$39,800
Idaho	\$25,400	\$36,400	\$25,600	43	\$37,800				\$29,800	19	\$40,600
Illinois	\$32,000	\$44,200	\$33,100	10	\$49,700	\$32,000	6	\$38,200	\$36,400	6	\$47,500
Indiana	\$27,600	\$40,800	\$27,600	30	\$41,900	\$27,600	17	\$34,200	\$26,500	33	\$49,700
Iowa	\$26,500	\$36,200	\$26,500	36	\$36,400	\$24,300	32	\$29,800	\$26,500	33	\$36,800
Kansas	\$27,600	\$38,700	\$27,600	30	\$39,800	\$26,000	28	\$33,100	\$25,400	38	\$33,100
Kentucky	\$25,400	\$36,400	\$25,600	43	\$36,700	\$24,300	32	\$30,900	\$27,600	24	\$48,600
Louisiana	\$24,300	\$36,700	\$26,500	36	\$39,800	\$19,400	43	\$27,600	\$23,400	43	\$36,000
Maine	\$26,500	\$35,600	\$26,500	36	\$35,900				\$25,400	38	\$27,600
Maryland	\$35,300	\$45,900	\$36,400	5	\$49,700	\$34,200	2	\$38,700	\$36,600	5	\$47,500
Massachusetts	\$35,300	\$47,500	\$36,400	5	\$49,700	\$32,000	6	\$35,300	\$34,000	10	\$47,500
Michigan	\$30,900	\$46,400	\$30,900	20	\$47,500	\$30,900	10	\$40,900	\$35,300	8	\$57,400
Minnesota	\$31,300	\$43,100	\$32,000	15	\$44,200	\$28,500	16	\$33,100	\$28,700	21	\$38,700
Mississippi	\$23,200	\$33,100	\$25,700	42	\$36,600	\$19,900	42	\$26,000	\$27,400	32	\$39,800
Missouri	\$27,100	\$37,900	\$27,200	35	\$38,700	\$27,400	23	\$30,900	\$27,600	24	\$44,200
Montana	\$22,100	\$33,100	\$22,100	51	\$33,100						
Nebraska	\$26,500	\$35,300	\$26,500	36	\$36,400	\$26,000	28	\$30,500	\$23,200	44	\$33,100
Nevada	\$29,800	\$38,700	\$32,000	15	\$44,200	\$27,600	17	\$33,100	\$27,600	24	\$33,100
New Hampshire	\$30,900	\$44,100	\$30,900	20	\$44,200				\$27,600	24	\$50,800
New Jersey	\$36,400	\$50,600	\$38,700	3	\$55,200	\$33,100	4	\$38,700	\$44,200	1	\$55,200
New Mexico	\$25,700	\$34,200	\$29,500	24	\$42,000	\$24,300	32	\$32,400	\$33,100	11	\$39,800
New York	\$33,400	\$44,200	\$35,300	7	\$49,700	\$33,100	4	\$36,400	\$35,300	8	\$38,700
North Carolina	\$27,500	\$35,300	\$27,900	29	\$38,700	\$24,300	32	\$28,700	\$27,600	24	\$40,600
North Dakota	\$22,100	\$33,100	\$22,300	50	\$33,100						
Ohio	\$28,700	\$42,000	\$28,700	27	\$42,700	\$27,600	17	\$33,100	\$30,900	15	\$49,700
Oklahoma	\$24,900	\$33,200	\$25,400	45	\$35,600	\$22,900	37	\$28,700	\$24,300	40	\$33,100
Oregon	\$29,300	\$39,800	\$29,800	23	\$42,000	\$29,800	12	\$35,300	\$27,700	23	\$39,800
Pennsylvania	\$28,700	\$40,900	\$29,300	25	\$42,000	\$28,700	15	\$33,100	\$29,800	19	\$42,700
Rhode Island	\$30,000	\$41,600	\$31,500	19	\$44,200	\$23,900	37	\$33,100	\$23,700	42	\$37,600
South Carolina	\$26,000	\$35,300	\$27,600	30	\$38,700	\$22,100	39	\$27,600	\$26,500	33	\$42,000
South Dakota	\$23,200	\$33,100	\$23,200	47	\$33,100						
Tennessee	\$26,500	\$35,500	\$26,500	36	\$37,600	\$25,400	30	\$30,900	\$28,700	21	\$36,400
Texas	\$28,300	\$38,700	\$32,000	15	\$45,300	\$27,600	17	\$33,100	\$30,900	15	\$44,200
Utah	\$26,500	\$40,900	\$27,600	30	\$43,200	\$26,500	25	\$33,100	\$26,500	33	\$33,100
Vermont	\$27,600	\$35,300	\$27,600	30	\$35,300						
Virginia	\$30,900	\$42,000	\$33,100	10	\$44,200	\$26,500	25	\$33,100	\$33,100	11	\$46,400
Washington	\$33,100	\$44,200	\$33,100	10	\$46,400	\$31,800	9	\$36,400	\$30,900	15	\$42,000
West Virginia	\$23,200	\$34,200	\$23,200	47	\$34,200	\$24,900	31	\$28,700			
Wisconsin	\$27,700	\$40,900	\$28,400	28	\$41,900	\$26,500	25	\$33,100	\$25,300	40	\$35,300
Wyoming	\$24,200	\$38,600	\$25,300	46	\$38,700						\$46,400
United States	\$29,800	\$40,900	\$30,900		\$44,200	\$27,600		\$33,100	\$33,100		\$44,200

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^aThe numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV.

^bThis category includes men and women who report "other" or "two or more" races.

Appendix V:

(Continued) Median Annual Earnings for Full-Time, Year-Round Workers, 1999, by State, Race, and Ethnicity
(in 2003 dollars)^a Based on Data from Census 2000

State	Native Americans			Other/Two Or More ^b			Hispanics		
	Women's Earnings	Rank for Women (of 43)	Men's Earnings	Women's Earnings	Rank for Women (of 46)	Men's Earnings	Women's Earnings	Rank for Women (of 48)	Men's Earnings
Alabama	\$23,400	33	\$33,600	\$24,300	33	\$33,100	\$22,100	27	\$22,100
Alaska	\$32,000	3	\$40,900	\$34,200	2	\$42,000	\$28,700	1	\$33,100
Arizona	\$23,200	34	\$28,700	\$28,200	16	\$34,200	\$22,400	26	\$26,500
Arkansas	\$26,100	20	\$34,500	\$21,000	46	\$30,900	\$17,700	48	\$20,300
California	\$29,800	5	\$38,100	\$33,100	3	\$43,100	\$24,300	14	\$27,600
Colorado	\$26,500	16	\$33,600	\$29,800	9	\$35,300	\$25,400	10	\$28,700
Connecticut	\$38,700	1	\$39,800	\$29,400	11	\$38,700	\$26,500	7	\$30,900
Delaware				\$30,900	5	\$35,300	\$23,200	22	\$26,500
Dist. of Columbia				\$35,500	1	\$39,800	\$27,600	3	\$26,200
Florida	\$26,500	16	\$33,100	\$23,500	40	\$29,800	\$24,300	14	\$28,300
Georgia	\$24,300	27	\$34,500	\$28,700	13	\$34,200	\$22,100	27	\$23,200
Hawaii				\$28,700	13	\$37,800	\$27,600	3	\$33,100
Idaho	\$24,900	25	\$30,900	\$22,100	42	\$27,600	\$21,000	37	\$24,000
Illinois	\$27,800	11	\$38,700	\$28,500	15	\$35,900	\$23,200	22	\$28,700
Indiana	\$23,200	34	\$37,600	\$25,400	30	\$35,300	\$24,300	14	\$28,700
Iowa	\$24,700	26	\$27,600	\$22,100	42	\$28,200	\$22,100	27	\$25,400
Kansas	\$25,400	23	\$28,700	\$25,200	32	\$30,900	\$22,100	27	\$27,400
Kentucky				\$26,500	25	\$33,100	\$22,100	27	\$24,300
Louisiana	\$26,000	21	\$34,200	\$24,300	33	\$33,100	\$22,500	25	\$32,600
Maine	\$24,300	27	\$34,200	\$23,200	41	\$33,100	\$28,700	1	\$34,600
Maryland	\$35,300	2	\$40,900	\$33,100	3	\$42,000	\$27,600	3	\$31,500
Massachusetts	\$28,700	7	\$35,600	\$27,600	18	\$33,100	\$25,500	7	\$28,700
Michigan	\$26,000	21	\$35,300	\$27,600	18	\$39,300	\$26,500	7	\$33,200
Minnesota	\$26,500	16	\$30,900	\$28,200	16	\$33,100	\$23,500	21	\$27,600
Mississippi	\$22,100	39	\$26,500	\$24,300	33	\$34,200	\$21,000	37	\$23,200
Missouri	\$24,300	27	\$30,900	\$24,300	33	\$30,300	\$24,300	14	\$27,600
Montana	\$22,100	39	\$27,600	\$21,400	45	\$24,300	\$19,900	41	\$33,900
Nebraska	\$22,100	39	\$27,600	\$26,500	25	\$30,900	\$22,100	27	\$25,400
Nevada	\$27,400	13	\$34,200	\$27,600	18	\$36,400	\$22,100	27	\$26,500
New Hampshire				\$30,600	7	\$29,800	\$23,200	22	\$37,000
New Jersey	\$28,700	7	\$39,800	\$30,900	5	\$38,800	\$25,400	10	\$30,900
New Mexico	\$23,200	34	\$26,500	\$27,600	18	\$33,100	\$22,100	27	\$27,600
New York	\$28,400	9	\$34,100	\$30,600	7	\$34,200	\$27,600	3	\$29,800
North Carolina	\$23,700	30	\$28,700	\$26,500	25	\$30,900	\$18,200	47	\$21,000
North Dakota	\$19,900	43	\$26,500						
Ohio	\$27,400	13	\$33,800	\$27,600	18	\$33,100	\$24,300	14	\$32,700
Oklahoma	\$23,200	34	\$28,700	\$23,100	42	\$29,800	\$19,500	44	\$23,500
Oregon	\$27,200	15	\$33,100	\$26,500	25	\$34,000	\$22,100	27	\$24,300
Pennsylvania	\$31,900	4	\$33,100	\$27,600	18	\$35,300	\$24,300	14	\$28,600
Rhode Island				\$25,300	31	\$28,200	\$19,100	45	\$22,100
South Carolina	\$22,100	39	\$30,000	\$24,300	33	\$33,100	\$21,900	36	\$22,100
South Dakota	\$23,600	31	\$22,100				\$18,400	46	\$25,200
Tennessee	\$28,200	10	\$34,200	\$23,700	39	\$33,100	\$19,900	41	\$22,100
Texas	\$29,800	5	\$38,700	\$27,600	18	\$36,400	\$21,000	37	\$26,500
Utah	\$23,200	34	\$30,900	\$26,500	25	\$33,100	\$20,200	40	\$27,600
Vermont									
Virginia	\$26,500	16	\$39,800	\$29,800	9	\$38,100	\$25,300	12	\$28,700
Washington	\$27,600	12	\$36,000	\$29,200	12	\$38,100	\$24,300	14	\$26,500
West Virginia									\$27,600
Wisconsin	\$25,400	23	\$30,900	\$24,300	33	\$35,300	\$24,900	13	\$27,600
Wyoming	\$23,600	31	\$28,700				\$19,900	41	\$28,700
United States	\$25,500		\$32,800	\$28,400		\$35,300	\$23,200		\$27,600

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^aThe numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV.

^bThis category includes men and women who report "other" or "two or more" races.

Appendix V (continued):

Wage Ratio Between Full-Time, Year Round Employed Women Compared with Non-Hispanic White Men, by State and by Race and Ethnicity^a Based on Data from Census 2000

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Other/Two or More Women ^b		Hispanic Women	
	Ratio	Rank	Ratio	Rank (of 51)	Ratio	Rank (of 43)	Ratio	Rank (of 45)	Ratio	Rank (of 43)	Ratio	Rank (of 46)	Ratio	Rank (of 48)
Alabama	64.0%	43	68.6%	39	54.9%	39	71.4%	14	60.6%	24	62.9%	25	57.1%	15
Alaska	68.5%	24	72.6%	13	61.2%	30	54.4%	44	65.8%	12	70.3%	3	59.0%	10
Arizona	66.0%	37	72.0%	17	62.5%	26	70.0%	22	52.5%	42	63.8%	19	50.8%	37
Arkansas	70.0%	14	70.0%	31	62.7%	24	64.7%	33	78.7%	1	63.3%	21	53.3%	27
California	63.2%	45	71.2%	23	64.0%	22	66.0%	31	54.0%	40	60.0%	36	44.0%	46
Colorado	70.7%	11	73.2%	10	68.3%	8	70.2%	20	58.5%	31	65.9%	10	56.1%	19
Connecticut	68.4%	25	71.4%	18	59.2%	36	70.0%	22	71.4%	4	54.3%	45	49.0%	40
Delaware	75.0%	2	75.0%	4	65.8%	14	87.5%	1			70.0%	4	52.5%	32
Dist. of Columbia	59.0%	51	82.0%	1	50.0%	42	57.4%	43			52.6%	46	41.0%	48
Florida	69.4%	21	73.3%	7	61.1%	31	69.4%	24	66.7%	9	59.2%	37	61.1%	4
Georgia	65.0%	41	70.0%	31	60.3%	33	62.5%	37	55.0%	38	65.0%	13	50.0%	38
Hawaii	70.5%	13	77.5%	3	62.5%	26	70.5%	20			65.0%	13	62.5%	3
Idaho	67.3%	30	67.8%	40			78.9%	3	65.8%	12	58.5%	38	55.6%	22
Illinois	64.4%	42	66.7%	45	64.4%	19	73.3%	11	56.0%	35	57.3%	41	46.7%	43
Indiana	66.0%	37	66.0%	48	66.0%	13	63.3%	36	55.4%	36	60.7%	34	58.0%	11
Iowa	72.7%	4	72.7%	11	66.7%	10	72.7%	12	67.9%	7	60.6%	35	60.6%	5
Kansas	69.4%	21	69.4%	38	65.3%	15	63.9%	34	63.9%	18	63.3%	21	55.6%	22
Kentucky	69.3%	23	69.9%	36	66.3%	12	75.3%	6			72.3%	2	60.2%	7
Louisiana	61.1%	50	66.7%	45	48.9%	43	58.9%	42	65.3%	14	61.1%	32	56.7%	17
Maine	73.8%	3	73.8%	6			70.8%	19	67.7%	8	64.6%	17	80.0%	1
Maryland	71.1%	7	73.3%	7	68.9%	5	73.6%	10	71.1%	6	66.7%	8	55.6%	22
Massachusetts	71.1%	7	73.3%	7	64.4%	19	68.4%	26	57.8%	32	55.6%	44	51.3%	36
Michigan	65.1%	40	65.1%	49	65.1%	16	74.4%	9	54.7%	39	58.1%	39	55.8%	20
Minnesota	70.8%	10	72.5%	14	64.5%	18	65.0%	32	60.0%	27	63.8%	19	53.3%	27
Mississippi	63.4%	44	70.4%	28	54.4%	40	74.9%	8	60.4%	26	66.5%	9	57.4%	13
Missouri	70.0%	14	70.3%	29	70.9%	4	71.4%	14	62.9%	19	62.9%	25	62.9%	2
Montana	66.7%	34	66.7%	45					66.7%	9	64.7%	16	60.0%	8
Nebraska	72.7%	4	72.7%	11	71.2%	2	63.6%	35	60.6%	24	72.7%	1	60.6%	5
Nevada	67.5%	29	72.5%	14	62.5%	26	62.5%	37	62.0%	20	62.5%	29	50.0%	38
New Hampshire	70.0%	14	70.0%	31			62.5%	37			69.3%	5	52.5%	32
New Jersey	66.0%	37	70.0%	31	60.0%	34	80.0%	2	52.0%	43	56.0%	43	46.0%	45
New Mexico	61.3%	49	70.3%	29	57.9%	37	78.9%	3	55.3%	37	65.8%	11	52.6%	30
New York	67.1%	32	71.1%	24	66.7%	10	71.1%	17	57.1%	33	61.6%	30	55.6%	22
North Carolina	71.1%	7	72.3%	16	62.9%	24	71.4%	14	61.4%	21	68.6%	6	47.1%	41
North Dakota	66.7%	34	67.3%	43					60.0%	27				
Ohio	67.2%	31	67.2%	44	64.6%	17	72.4%	13	64.1%	17	64.6%	17	56.8%	16
Oklahoma	69.9%	19	71.4%	18	64.3%	21	68.3%	27	65.2%	15	64.9%	15	55.0%	26
Oregon	69.7%	20	71.1%	24	71.1%	3	66.1%	30	64.7%	16	63.2%	23	52.6%	30
Pennsylvania	68.4%	25	69.7%	37	68.4%	7	71.1%	17	76.1%	2	65.8%	11	57.9%	12
Rhode Island	68.0%	27	71.3%	22	54.0%	41	53.8%	45			57.3%	41	43.3%	47
South Carolina	67.1%	32	71.4%	18	57.1%	38	68.6%	25	57.1%	33	62.9%	25	56.6%	18
South Dakota	70.0%	14	70.0%	31					71.3%	5			55.7%	21
Tennessee	70.6%	12	70.6%	27	67.6%	9	76.5%	5	75.0%	3	63.2%	23	52.9%	29
Texas	62.4%	47	70.7%	26	61.0%	32	68.3%	27	65.9%	11	61.0%	33	46.3%	44
Utah	61.4%	48	63.9%	50	61.4%	29	61.4%	40	53.7%	41	61.4%	31	46.8%	42
Vermont	78.1%	1	78.1%	2										
Virginia	70.0%	14	75.0%	4	60.0%	34	75.0%	7	60.0%	27	67.5%	7	57.3%	14
Washington	71.4%	6	71.4%	18	68.6%	6	66.7%	29	59.5%	30	62.9%	25	52.4%	34
West Virginia	67.7%	28	67.7%	42	72.6%	1								
Wisconsin	66.2%	36	67.8%	40	63.3%	23	60.4%	41	60.7%	23	58.0%	40	59.4%	9
Wyoming	62.6%	46	62.9%	51					61.1%	22			51.4%	35
United States	67.5%		70.0%		62.5%		75.0%		57.8%		64.3%		52.5%	

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^aThe numbers and rankings presented here are based on 2000 Census data for the year 1999. These data differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV. Note that the ratios in this table are calculated differently from those in Appendix IV between all women and all men; this table compares women's wages by race and ethnicity to white men only.

^bThis category includes men and women who report "other" or "two or more" races.

Appendix V:

Percent of Women and Men Aged 16 and Older Living Above Poverty, 1999, by State, Race, and Ethnicity^a Based on Data from Census 2000

State	Total Population		Whites			African Americans			Asian Americans		
	Percent of Women	Percent of Men	Percent of Women	Rank for Women (of 51)	Percent of Men	Percent of Women	Rank for Women (of 43)	Percent of Men	Percent of Women	Rank for Women (of 46)	Percent of Men
Alabama	83.2%	88.3%	88.5%	41	91.8%	68.7%	40	77.2%	85.1%	33	84.9%
Alaska	91.4%	91.8%	94.1%	3	94.5%	92.9%	1	88.7%	90.3%	8	87.3%
Arizona	86.7%	89.1%	91.6%	15	93.5%	79.3%	13	84.0%	87.6%	19	87.8%
Arkansas	83.8%	88.4%	87.2%	48	90.8%	67.1%	41	76.6%	85.9%	29	81.7%
California	86.4%	88.7%	91.5%	16	93.3%	78.9%	14	83.3%	87.6%	19	88.7%
Colorado	90.1%	92.4%	92.4%	12	94.5%	82.9%	4	89.3%	89.5%	13	89.7%
Connecticut	91.7%	94.0%	94.5%	1	96.2%	81.9%	6	86.4%	91.1%	3	89.8%
Delaware	90.4%	93.1%	93.2%	5	95.4%	82.0%	5	87.0%	92.5%	2	92.7%
Dist. of Columbia	81.5%	84.2%	90.6%	30	92.4%	77.9%	15	79.6%	79.0%	44	79.1%
Florida	87.3%	90.4%	91.2%	20	93.4%	75.1%	27	81.9%	87.6%	19	87.3%
Georgia	86.4%	90.5%	91.0%	22	93.8%	76.9%	19	84.1%	89.8%	12	89.4%
Hawaii	89.1%	90.9%	89.9%	34	91.1%	89.2%	2	95.1%	90.5%	7	91.9%
Idaho	87.9%	91.0%	88.9%	39	92.0%				85.7%	31	86.1%
Illinois	89.2%	91.8%	92.9%	7	94.9%	75.3%	25	80.2%	89.9%	11	90.5%
Indiana	89.8%	93.0%	91.4%	18	94.3%	77.2%	17	85.2%	86.6%	26	80.1%
Iowa	90.6%	92.6%	91.3%	19	93.5%	69.7%	39	76.5%	82.6%	41	77.7%
Kansas	89.5%	92.3%	91.0%	22	93.7%	77.6%	16	84.2%	86.7%	25	85.5%
Kentucky	83.8%	87.9%	84.8%	50	88.6%	72.0%	35	81.3%	86.5%	27	89.4%
Louisiana	79.9%	85.9%	87.4%	46	91.0%	64.4%	43	73.7%	80.5%	42	81.4%
Maine	87.9%	91.7%	88.4%	42	92.0%				79.8%	43	88.8%
Maryland	91.1%	93.5%	93.8%	4	95.8%	86.0%	3	88.9%	90.6%	6	91.5%
Massachusetts	90.0%	92.9%	92.5%	10	95.0%	80.3%	11	83.0%	83.2%	38	85.1%
Michigan	89.1%	92.2%	91.7%	14	94.3%	76.4%	23	81.8%	88.7%	15	89.2%
Minnesota	91.5%	93.6%	92.9%	7	95.0%	72.2%	34	77.6%	85.4%	32	82.6%
Mississippi	79.4%	85.7%	87.3%	47	91.1%	65.3%	42	74.8%	84.0%	35	78.6%
Missouri	87.9%	91.3%	89.7%	35	92.7%	76.5%	21	81.8%	85.8%	30	85.1%
Montana	85.2%	87.8%	87.2%	48	89.3%						
Nebraska	90.2%	92.8%	91.5%	16	93.9%	74.6%	29	81.9%	90.1%	10	88.7%
Nevada	89.5%	91.9%	92.1%	13	94.2%	80.3%	11	86.4%	91.0%	4	91.9%
New Hampshire	92.7%	95.3%	93.1%	6	95.6%				89.1%	14	91.5%
New Jersey	90.9%	93.6%	94.3%	2	96.2%	81.9%	6	86.8%	93.0%	1	93.3%
New Mexico	82.6%	85.7%	89.7%	35	92.0%	80.6%	10	86.1%	87.7%	18	81.7%
New York	85.4%	88.9%	91.0%	22	93.3%	76.5%	21	81.5%	83.1%	39	83.8%
North Carolina	87.1%	90.9%	90.8%	27	93.7%	76.9%	19	84.0%	90.7%	5	87.9%
North Dakota	87.4%	89.8%	88.9%	39	91.0%						
Ohio	88.9%	92.5%	91.0%	22	94.1%	74.9%	28	81.8%	87.1%	22	86.3%
Oklahoma	85.2%	88.8%	87.7%	45	90.8%	72.0%	35	80.7%	84.0%	35	79.4%
Oregon	88.2%	90.5%	89.6%	37	92.0%	75.5%	24	83.3%	86.9%	24	86.6%
Pennsylvania	88.4%	92.0%	90.8%	27	93.8%	73.8%	31	80.3%	82.8%	40	83.3%
Rhode Island	87.3%	91.8%	90.5%	31	94.1%	73.6%	32	79.8%	73.8%	46	81.8%
South Carolina	85.2%	89.8%	90.4%	32	93.5%	73.5%	33	81.3%	86.1%	28	85.0%
South Dakota	87.1%	89.8%	89.6%	37	92.4%						
Tennessee	85.9%	89.8%	88.2%	44	91.5%	75.2%	26	82.9%	88.1%	17	85.8%
Texas	84.9%	88.3%	91.2%	20	93.7%	77.0%	18	83.1%	88.5%	16	87.3%
Utah	89.4%	92.3%	90.9%	26	93.8%	74.5%	30	81.9%	84.8%	34	84.8%
Vermont	89.5%	93.0%	90.0%	33	93.2%						
Virginia	89.9%	92.8%	92.5%	10	94.4%	80.9%	9	87.3%	90.3%	8	91.3%
Washington	89.0%	91.5%	90.7%	29	93.2%	81.9%	6	85.5%	87.1%	22	88.2%
West Virginia	82.2%	85.5%	82.7%	51	86.0%	70.6%	37	73.5%	77.0%	45	74.2%
Wisconsin	91.0%	93.5%	92.8%	9	95.0%	69.8%	38	78.6%	83.9%	37	78.6%
Wyoming	87.2%	91.6%	88.4%	42	92.4%						
United States	87.4%	90.6%	91.0%		93.5%	75.9%		82.2%	87.6%		88.0%

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^aThe numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV.

^bThis category includes men and women who report "other" or "two or more" races.

Appendix V:

(Continued) **Percent of Women and Men Aged 16 and Older Living Above Poverty, 1999, by State, Race, and Ethnicity^a**
Based on Data from Census 2000

State	Native Americans			Other/Two or More ^b			Hispanics		
	Percent of Women	Rank for Women (of 44)	Percent of Men	Percent of Women	Rank for Women (of 47)	Percent of Men	Percent of Women	Rank for Women (of 48)	Percent of Men
Alabama	75.1%	30	86.9%	82.9%	19	86.8%	75.6%	37	77.0%
Alaska	80.7%	12	80.4%	88.4%	2	89.2%	87.0%	1	88.8%
Arizona	63.8%	40	65.1%	80.1%	32	84.9%	76.3%	32	80.8%
Arkansas	78.0%	23	83.5%	85.0%	10	83.9%	72.6%	44	77.1%
California	79.8%	17	83.7%	84.8%	11	86.3%	78.4%	24	82.4%
Colorado	79.2%	18	83.5%	84.4%	13	87.4%	80.7%	15	84.2%
Connecticut	84.4%	8	89.8%	84.6%	12	87.0%	75.8%	35	81.1%
Delaware				86.9%	3	87.6%	76.3%	32	79.6%
Dist. of Columbia				78.5%	42	82.4%	79.9%	19	85.7%
Florida	78.5%	22	86.0%	79.3%	36	83.2%	81.5%	11	85.0%
Georgia	81.3%	11	88.8%	82.6%	23	86.7%	78.4%	24	81.0%
Hawaii				85.3%	9	89.0%	82.1%	7	85.8%
Idaho	75.6%	28	81.8%	83.1%	17	84.6%	75.7%	36	80.7%
Illinois	85.6%	4	88.8%	83.8%	14	86.8%	83.7%	4	86.1%
Indiana	84.5%	7	85.6%	82.9%	19	88.6%	81.6%	10	83.6%
Iowa	71.0%	34	71.1%	83.3%	16	80.4%	81.4%	12	83.6%
Kansas	86.6%	2	89.9%	81.4%	27	85.1%	79.5%	21	83.4%
Kentucky	74.3%	31	73.2%	78.7%	40	82.4%	78.3%	26	76.6%
Louisiana	72.9%	33	84.2%	75.1%	46	83.7%	80.3%	17	82.5%
Maine	68.9%	36	71.0%	72.1%	47	81.9%	82.0%	8	80.2%
Maryland	85.5%	5	86.4%	90.1%	1	90.7%	86.2%	2	88.9%
Massachusetts	77.6%	24	84.7%	79.5%	34	86.3%	69.9%	46	78.0%
Michigan	80.4%	15	86.3%	81.3%	28	84.6%	82.2%	5	85.1%
Minnesota	73.7%	32	78.0%	81.5%	25	81.7%	78.1%	27	81.1%
Mississippi	65.3%	39	75.4%	79.4%	35	82.5%	77.6%	29	78.8%
Missouri	81.5%	10	83.7%	79.2%	37	83.9%	80.0%	18	83.2%
Montana	58.8%	42	63.5%	76.1%	44	81.3%	77.7%	28	82.8%
Nebraska	70.6%	35	74.3%	82.8%	21	90.3%	80.5%	16	83.7%
Nevada	81.6%	9	88.0%	86.8%	4	90.1%	82.2%	5	85.7%
New Hampshire				86.2%	6	83.0%	81.9%	9	91.7%
New Jersey	86.5%	3	92.7%	85.5%	8	89.0%	81.2%	13	85.9%
New Mexico	65.9%	38	67.9%	78.8%	39	84.6%	77.2%	30	81.4%
New York	75.5%	29	81.1%	79.9%	33	82.0%	71.1%	45	79.0%
North Carolina	79.0%	20	83.1%	81.0%	29	86.2%	74.1%	42	78.8%
North Dakota	55.6%	43	68.8%						
Ohio	76.7%	25	85.7%	78.7%	40	84.2%	81.0%	14	84.5%
Oklahoma	79.2%	19	83.0%	81.5%	25	86.6%	73.6%	43	79.7%
Oregon	79.0%	20	79.5%	80.7%	30	83.2%	74.9%	41	79.3%
Pennsylvania	80.5%	14	85.5%	80.7%	30	84.0%	68.4%	47	75.8%
Rhode Island				78.3%	43	87.6%	62.3%	48	75.9%
South Carolina	76.4%	26	88.5%	81.7%	24	84.4%	76.7%	31	75.3%
South Dakota	54.7%	44	57.6%						
Tennessee	80.6%	13	86.7%	79.2%	37	83.6%	76.1%	34	77.1%
Texas	84.7%	6	88.0%	83.4%	15	86.6%	75.3%	39	80.0%
Utah	66.3%	37	74.5%	83.0%	18	87.6%	79.6%	20	83.1%
Vermont									
Virginia	88.7%	1	90.6%	86.5%	5	89.0%	86.2%	2	88.4%
Washington	76.1%	27	80.0%	82.8%	21	87.0%	75.6%	37	80.3%
West Virginia				76.1%	44	78.6%	75.0%	40	79.7%
Wisconsin	80.1%	16	84.5%	86.0%	7	86.3%	79.1%	22	82.0%
Wyoming	62.2%	41	77.2%				78.9%	23	87.0%
United States	75.0%		79.2%	82.5%		85.7%	77.5%		82.0%

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^aThe numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV.

^bThis category includes men and women who report "other" or "two or more" races.

Appendix VI: Selected State and National Resources

STATE

ACLU of Nevada

325 South Third Street, Suite 25
Las Vegas, NV 89101
Tel: (702) 366-1226
<http://www.aclunv.org>

American Association of University Women, Nevada

Contact: Mary Jane Evans
Evans_mj@nvgbell.net
<http://www.aauwnv.org>

Bureau of Family Health Services

3427 Goni Road, Suite 108
Carson City, NV 89706
Tel: (775) 684-4285
Fax: (775) 684-4245
<http://health2k.state.nv.us/BFHS>

Center for Applied Research College of Human and Community Sciences

University of Nevada, Reno
Reno, Nevada 89557-0017
Phone: (775) 784-6718
Fax: (775) 784-4506
<http://sabcar.unr.edu/>

Committee Against Family Violence

P.O. Box 583
Winnemucca, NV 89445
Tel: (702) 623-3974

Committee to Aid Abused Women

1735 Vassar Street
Reno, NV 89502
Tel: (775) 329-4150

Domestic Violence Intervention

P.O. Box 2231
Fallon, NV 89406
Tel: (702) 423-1313

Girl Scouts of Frontier Council

2941 Harris Avenue
Las Vegas, NV 89101
Tel: (702) 385-3677
Fax: (702) 385-9278
<http://www.frontiercouncil.org>

Girl Scouts of the Sierra Nevada

605 Washington Street
Reno, NV 89406
Tel: (775) 322-0642
<http://www.gssn.org>

Jean Nidetch Women's Center University of Nevada, Las Vegas

Student Services Complex #225
Las Vegas, NV 89154
Tel: (702) 895-4475
<http://www.unlv.edu/studentlife/jnwc>

Jewish Community Center of Southern Nevada

8260 West Charleston Boulevard,
Suite 3
Las Vegas, NV 89117
Tel: (702) 794-0090
Fax: (702) 794-2456
<http://www.jccsn.org>

League of Women Voters of Nevada

P.O. Box 1194
Carson City, NV 89702
Tel: (702) 883-6931
Fax: (702) 883-6931
<http://www.state.nv.us/nucwaste/nts/league.htm>

National Association of Women Business Owners

Southern Nevada Chapter
P.O. Box 46693
Las Vegas, NV 89114-6693
Tel: (702) 387-7552
<http://www.nawbolasvegas.org/index.html>

National Organization for Women

Southern Nevada Chapter
P.O. Box 98502 M#738
Las Vegas, NV 89193
Tel: (702) 870-3000

Nevada AFL-CIO

602 East John Street
Carson City, NV 89706
Tel: (775) 882-7490
Fax: (775) 882-1701
<http://www.nvafclcio.org>

Nevada Association of Latin Americans, Inc.

323 North Maryland Parkway
Las Vegas, NV 89101
Tel: (702) 382-6252
Fax: (702) 383-7021

Nevada Department of Human Resources

505 East King Street, Room 600
Carson City, NV 89701-3708
Tel: (775) 684-4000
Fax: (775) 687-4733
<http://www.hr.state.nv.us>

Nevada Division of Child and Family Services

711 East 5th Street
Carson City, NV 89701
Tel: (775) 684-4441
Fax: (775) 684-4456
<http://www.dcf.state.nv.us/index.html>

Nevada Domestic Violence Prevention Council

Office of the Attorney General
100 North Carson Street
Carson City, NV 89701
Tel: (775) 684-1115
<http://ndvpc.state.nv.us>

Nevada Equal Rights Commission

1515 East Tropicana Avenue, Suite
590
Las Vegas, NV 89119-6522
Tel: (702) 486-7161
Fax: (702) 486-7054
http://detr.state.nv.us/nerc/NERC_index.htm

Nevada Federation of Business and Professional Women

Tel: (775) 835-6091
Contact: Margaret Palmer
bpwsilversagenevada@yahoo.com
<http://www.geocities.com/bpwsilversagenevada/silversage.html>

Nevada Indian Commission

5366 Snyder Avenue
Carson City, NV 89701
Tel: (775) 687-8333
Fax: (775) 687-8330
<http://indiancommission.state.nv.us>

Nevada Network Against Domestic Violence

100 West Grove Street, Suite 315
Reno, NV 89509
Tel: (775) 828-1115
Fax: (775) 828-9911
<http://www.nnadv.org>

Nevada State Health Division

505 East King Street, Room 201
Carson City, NV 89701
Tel: (775) 684-4200
Fax: (775) 684-4211
<http://health2k.state.nv.us>

**Nevada Women's Archives
University of Nevada, Las Vegas**

Lied Library
4505 Maryland Parkway, Box
457010
Las Vegas, NV 89154-7010
Tel: (702) 895-2241
<http://library.nevada.edu/women>

**Nevada Women's Archives
University of Nevada, Reno**

Special Collections Department
Library 322
Reno, NV 89557-0044
Tel: (775) 784-6500
<http://www.library.unr.edu/specoll/womenarc.html>

**Nevada Women's Business
Resource and Assistance Center**

2770 South Maryland Parkway,
Suite 212
Las Vegas, NV 89109
Tel: (702) 732-0414
Fax: (702) 732-2705
nwbrac@aol.com

Nevada Women's Fund

770 Smithridge Drive, Suite 300
Reno, NV 89502
Tel: (775) 786-2335
Fax: (775) 786-8152
<http://www.nevadawomensfund.org>

**Nevada Women's History
Project**

P.O. Box 12184
Las Vegas, NV 89112-0184
Tel: (702) 735-1675
Fax: (702) 385-9278
<http://www.nevadawomen.org>

Nevada Women's Lobby

P.O. Box 5565
Reno, NV 89513-5565
Tel: (775) 329-7560
<http://www.nevadawomenslobby.org>

**Northern Nevada Women
Lawyers Association**

99 West Arroyo Street
Reno, NV 89509
Tel: (775) 786-3930
Fax: (775) 786-4160
<http://www.nnwla.org/index.html>

Planned Parenthood

3220 West Charleston Boulevard
Las Vegas, NV 89102
Tel: (702) 878-7776

**Temporary Assistance for
Domestic Crisis Shelter**

P.O. Box 43264
Las Vegas, NV 89116
Tel: (702) 368-1533

The Trellis Foundation

P.O. Box 33004
Reno, NV 89533
Tel: (702) 747-3025
Fax: (702) 747-3025
<http://www.trellis.org>

**Women's Chamber of
Commerce of Nevada**

3690 South Eastern Avenue, Suite 202
Las Vegas, NV 89109-3376
Tel: (702) 733-3955
Fax: (702) 733-1172
<http://www.womenschamberofnevada.org/mainpg.html>

**Women's Research Institute of
Nevada**

University of Nevada, Las Vegas
4505 Maryland Parkway Box
455083
Las Vegas, NV 89154-5083
Tel: (702) 895-4931
Fax: (702) 895-4930
<http://www.unlv.edu/institutes/wrinunlv>

Women's Resource Center

University of Nevada, Reno
1201 North Virginia Street
Reno, NV 89557
Tel: (702) 784-4611
Fax: (702) 784-4607
<http://www.unr.edu/wrc/womens.html>

**Women's Resource Center of
Southern Nevada**

2915 West Charleston Boulevard,
Suite 1
Las Vegas, NV 89102
Tel: (702) 366-1247
Fax: (702) 366-1860
<http://www.lvwomensctr.org>

Women's Studies Program

University of Nevada, Las Vegas
4505 Maryland Parkway, Wright 199
Las Vegas, NV 89154
Tel: (702) 895-0837 or (702) 895-0838
Fax: (702) 895-0850
http://www.unlv.edu/womens_studies

Women's Studies

University of Nevada, Reno
Reno, NV 89557
Tel: (702) 784-1560
<http://www.unr.edu/cla/womenstudies/page1.htm>

**United Way of Southern
Nevada**

1660 East Flamingo Road
Las Vegas, NV 89119
Tel: (702) 734-2273
Fax: (702) 734-8504
<http://www.uwaysn.org>

**Women's Yellow Pages of
Nevada**

3021 Valley View, Suite 209
Las Vegas, NV 89102
Tel: (702) 362-6507

NATIONAL**AARP**

<http://www.aarp.org>

**AFL-CIO Civil, Women's, and
Human Rights Department**

<http://www.aflcio.org>

**African American Women
Business Owners Association**

<http://www.blackpgs.com/aawboa.html>

**African American Women's
Institute, Howard University**

<http://www.howard.edu/colleg-eartssciences/sociology/aawi>

Alan Gutmacher Institute

<http://www.gutmacher.org>

**American Association of
University Women**

<http://www.aauw.org>

**American Federation of
State, County, and Municipal
Employees**

<http://www.afscme.org>

**American Federation of
Teachers**

<http://www.aft.org>

American Nurses Association

<http://www.ana.org>

American Woman's Economic Development Corporation

<http://www.awed.org>

American Women's Medical Association

<http://www.amwa-doc.org>

Asian Women in Business

<http://www.awib.org>

Association of Women in Agriculture

<http://www.sit.wisc.edu/~awa>

Black Women's Health Imperative

<http://www.blackwomenshealth.org>

Black Women United for Action, Inc.

<http://www.bwufa.org>

Catalyst

<http://www.catalystwomen.org>

Catholics for a Free Choice

<http://www.catholicsforchoice.org>

Center for Advancement of Public Policy

<http://www.capponline.org>

Center for American Women and Politics

<http://www.rci.rutgers.edu/~cawp>

Center for Law and Social Policy

<http://www.clasp.org>

Center for the Prevention of Sexual and Domestic Violence

<http://www.cpsdv.org>

Center for Reproductive Rights (formerly Center for Reproductive Law and Policy)

<http://www.crlp.org>

Center for Women Policy Studies

<http://www.centerwomenpolicy.org>

Center for Women's Business Research

<http://www.womensbusinessresearch.org>

Center on Budget and Policy Priorities

<http://www.cbpp.org>

Children's Defense Fund

<http://www.childrensdefense.org>

Church Women United

<http://www.churchwomen.org>

Coalition of Labor Union Women

<http://www.cluw.org>

Communication Workers of America

<http://www.cwa-union.org>

Economic Policy Institute

<http://www.epinet.org>

Equal Rights Advocates

<http://www.equalrights.org>

Family Violence Prevention Fund

<http://www.endabuse.org>

Federally Employed Women

<http://www.few.org>

Feminist Majority Foundation

<http://www.feminist.org>

General Federation of Women's Clubs

<http://www.gfwc.org>

Girls Incorporated National Resource Center

<http://www.girlsinc.org>

Girl Scouts of the USA

<http://www.girlscouts.org>

Hadassah, The Women's Zionist Organization of America

<http://www.hadassah.com>

Human Rights Campaign

<http://www.hrc.org>

Institute for Women's Policy Research

<http://www.iwpr.org>

Jacobs Institute of Women's Health

<http://www.jiwh.org>

Jewish Women International

<http://www.jewishwomen.org>

Lambda Legal Defense and Education Fund

<http://www.lambdalegal.org>

League of Women Voters

<http://www.lwv.org>

Legal Momentum (formerly NOW Legal Defense and Education Fund)

<http://www.legalmomentum.org>

MANA—A National Latina Organization

<http://www.hermana.org>

Mexican American Legal Defense and Educational Fund

<http://www.maldef.org>

Ms. Foundation for Women

<http://www.ms.foundation.org>

NARAL Pro-Choice America

<http://www.prochoiceamerica.org>

National Abortion Federation

<http://www.prochoice.org>

National Asian Pacific American Women's Forum

<http://www.napawf.org>

National Asian Women's Health Organization

<http://www.nawho.org>

National Association for Female Executives

<http://www.nafe.com>

National Association of Commissions for Women

<http://www.nacw.org>

National Association of Negro Business and Professional Women's Clubs, Inc.

<http://www.nanbpwc.org>

National Association of Women Business Owners

<http://www.nawbo.org>

National Breast Cancer Coalition

<http://www.natlbcc.org>

National Center for American Indian Enterprise Development

<http://www.ncaied.org>

National Center for Lesbian Rights

<http://www.nclrights.org>

National Coalition Against Domestic Violence

<http://www.ncadv.org>

National Committee on Pay Equity

<http://www.pay-equity.org>

National Congress of American Indians

<http://www.ncai.org>

National Congress of Black Women

<http://www.npcbw.org>

National Council for Research on Women

<http://www.ncrw.org>

National Council of Negro Women

<http://www.ncnw.org>

National Council of Women's Organizations

<http://www.womensorganizations.org>

National Education Association

<http://www.nea.org>

National Family Planning & Reproductive Health Association

<http://www.nfprha.org>

National Gay and Lesbian Task Force

<http://www.ngltf.org>

National Organization for Women

<http://www.now.org>

National Partnership for Women and Families

<http://www.nationalpartnership.org>

National Women's Alliance

<http://www.nwaforchange.org>

National Women's Business Council

<http://www.nwbc.gov>

National Women's Health Network

<http://www.nwhn.org>

National Women's Health Resource Center

<http://www.healthywomen.org>

National Women's Law Center

<http://www.nwlc.org>

National Women's Political Caucus

<http://www.nwpc.org>

National Women's Studies Association

<http://www.nwsa.org>

Native American Rights Fund

<http://www.narf.org>

Native American Women's Health Education Resource Center

<http://www.nativeshop.org>

9 to 5, National Association of Working Women

<http://www.9to5.org>

Organization of Chinese-American Women

<http://mason.gmu.edu/~lsaavedr/ocawfinal/home.htm>

OWL: The Voice of Midlife and Older Women

<http://www.owl-national.org>

Planned Parenthood Federation of America, Inc.

<http://www.plannedparenthood.org>

Poverty and Race Research Action Council

<http://www.prrac.org>

Religious Coalition for Reproductive Choice

<http://www.rcrc.org>

The Rural Womyn Zone

<http://www.ruralwomyn.net>

Service Employees International Union

<http://www.seiu.org>

Third Wave Foundation

<http://www.thirdwavefoundation.org>

UNITE HERE

<http://www.unitehere.org>

United Food and Commercial Workers International Union

<http://www.ufcw.org>

The Urban Institute

<http://www.urban.org>

The White House Project

<http://www.thewhitehouseproject.org>

Wider Opportunities for Women

<http://www.wowonline.org>

Women & Philanthropy

<http://www.womenphil.org>

Women Employed

<http://www.womenemployed.org>

Women, Ink.

<http://www.womenink.org>

Women Work!

The National Network for Women's Employment

<http://www.womenwork.org>

Women's Cancer Center

<http://www.wccenter.com/index.html>

Women's Funding Network

<http://www.wfnet.org>

Women's Institute for a Secure Retirement

<http://www.network-democracy.org/socialsecurity/bb/whc/wiser.html>

Women's International League for Peace and Freedom

<http://www.wilpf.org>

Women's Law Project

<http://www.womenslawproject.org>

Women's Research and Education Institute

<http://www.wrei.org>

Women's Rural Entrepreneurial Network (WREN)

<http://www.wrencommunity.org>

Young Women's Christian Association of the USA (YWCA)

<http://www.ywca.org>

The Young Women's Project

<http://www.youngwomensproject.org>

Appendix VII:

List of Census Bureau Regions

East North Central

Illinois
Indiana
Michigan
Ohio
Wisconsin

East South Central

Alabama
Kentucky
Mississippi
Tennessee

Middle Atlantic

New Jersey
New York
Pennsylvania

Mountain West

Arizona
Colorado
Idaho
Montana
New Mexico
Nevada
Utah
Wyoming

New England

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Pacific West

Alaska
California
Hawaii
Oregon
Washington

South Atlantic

Delaware

District of Columbia

Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia

West North Central

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

West South Central

Arkansas
Louisiana
Oklahoma
Texas

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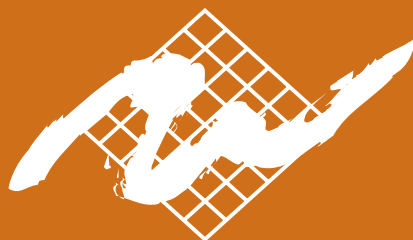
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