In June 2017, IWPR, in collaboration with the National Domestic Workers Alliance (NDWA), released *The Status of Black Women in the United States* to shine a spotlight on the myriad ways that Black women contribute to their families, communities, and the nation. Despite these contributions, the data show that Black women continue to face systemic barriers that prevent them from experiencing the full benefits of their work in strengthening the nation’s political system and economy.

Black women have a long history of political activism and vote at comparatively high rates (in 2008 and 2012, Black women voted at a higher rate than women from the other largest racial and ethnic groups), yet factors such as restrictive voter identification laws and the Supreme Court’s decision to strike down Section 4 of the Voting Rights Act make it harder for poor and minority citizens to vote, effectively disenfranchising some Black women. In addition, Black women remain underrepresented in elected office at the state and federal levels. Black women compose about six percent of the United States population, but as of August 2016 held only 3.4 percent of seats in the United States Congress and no seats in state legislature seats were held by Black women as of August 2016.

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**Status of Black Women By the Numbers**

<table>
<thead>
<tr>
<th>Statistic</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 in 10 Black women are in the workforce</td>
<td>25%</td>
</tr>
<tr>
<td>107 years to close the wage gap for Black women</td>
<td>41%</td>
</tr>
<tr>
<td>3.5% of state legislature seats were held by Black women as of August 2016</td>
<td>80%</td>
</tr>
<tr>
<td>25% of Black women in the United States live in poverty</td>
<td>3.5%</td>
</tr>
<tr>
<td>41% of Black women experience physical violence by an intimate partner during their lifetimes</td>
<td>80%</td>
</tr>
<tr>
<td>80% of Black mothers are breadwinners</td>
<td>107</td>
</tr>
</tbody>
</table>

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*Summer 2017*
**Message from the President**

It's been a busy summer for the Institute for Women’s Policy Research! In partnership with the National Domestic Workers Alliance (NDWA), we released our first ever report on *The Status of Black Women in the United States*, which sheds light on the unique experiences of Black women in America. The report represents one of the most comprehensive reports on Black women in every state, building on IWPR’s Status of Women in the States series (see pages 1 & 4 for more details about the report). Findings from the report were highlighted in the *Atlantic*, the *Washington Post*, *Essence*, and *New York Magazine*, among others.

The report was launched at our day-long conference, “Persistence to Power: Facts, Truth, & Equity for Women: A Research Forum for Change Makers” on June 7 as part of a panel with eight Black women leaders from various backgrounds. Alicia Garza, NDWA co-founder of the Black Lives Matter movement, moderated the panel. I was proud to be one of the co-conveners of the conference, along with our partners Beverly Guy-Shaftall from the Women’s Resource and Research Center at Spelman College and Layli Maparyan from the Wellesley Centers for Women at Wellesley College. The conference provided important insights to help us understand what happened in Charlottesville and tools to resist racism and bigotry in all its forms.

The conference also featured our board chair, Loretta Johnson, American Federation of Teachers Secretary-Treasurer, providing welcoming remarks and Senator Maggie Hassan of New Hampshire as the morning keynoter. Several additional workshops were held through June 8 on topics ranging from the structure and financing of Universal Family Care, a proposed program to make care work and caregiving easier for working families in the United States. At the workshop, we received useful feedback on topics ranging from the structure and financing of such a program to its politics and administration. The conversation at the workshop, as well as the discussions since, have helped all of us involved in putting on the workshop refine this idea and chart the path forward. At the workshop IWPR released a pre-publication draft report, *The Shifting Supply and Demand of Care Work: The Growing Role of People of Color and Immigrants*. The report analyzes changing demographics and trends in earnings for two occupational groups, childcare and adult care workers. One of the key findings is that the care workforce—while still largely female, white, and US-born—is increasingly made up of men, women of color, and foreign-born individuals. Leaders of the businesses that provide caregiving have joined many other business leaders in pointing out that the administration’s announcement that it will terminate the Deferred Action for Childhood Arrivals program will not only deprive their industries of needed workers but will tear families apart and undermine the the rights of due process and the sense of fairness that helps to keep a diverse society whole and vibrant. It is more important than ever that we learn about the experiences of immigrants and their contributions to our nation.

IWPR is here to help you cope with the growing domestic and global challenges facing us as well as help you with your efforts to combat harmful public policies. We will continue to provide rigorous research and analysis to keep you informed and inspired. IWPR remains steadfast in fighting for the importance of facts in a fact-challenged era.
In advance of Equal Pay Day 2017 in April, IWPR released a new analysis, "The Impact of Equal Pay on Poverty and the Economy," prepared in collaboration with LeanIn.Org for their #20PercentCounts public awareness campaign on the gender pay gap. The analysis found that closing the wage gap would add $513 billion in wage and salary income to the U.S. economy, cut the poverty rate among working women in half, and lift 2.5 million children out of poverty.

Women are the sole or co-breadwinner in half of American families with young children. If women were paid the same as comparable men—men who work the same number of hours, are the same age, have the same level of education, and live in the same region of the country with the same urban/rural status—women would have earned an average of $6,870 more in a single year. Nearly 60 percent of women would earn more if working

“The United States is one of the most innovative economies in the world. We know that access to better jobs, child care, and paid leave would help close the stubborn wage gap between men and women. We shouldn’t have to wait several decades, even centuries, to solve this problem.

- Heidi Hartmann, Ph.D.

Women were paid the same as comparable men and nearly two-thirds (65.9 percent) of working single mothers would receive a pay increase. The poverty rate for all working women would be cut in half, falling from 8.0 percent to 3.8 percent. For working single mothers, the poverty rate would drop from 28.9 percent to 14.5 percent. Approximately 25.8 million children would benefit from the increased earnings of their mothers if they received equal pay and 2.5 million would be lifted out of poverty.

Through the partnership with LeanIn.org's #20PercentCounts campaign, IWPR’s research received the Hollywood touch, with celebrities such as Jane Lynch (from Glee fame) and Blake Lively sharing IWPR's analysis on Instagram.

Following the release of IWPR’s recent report, Equity in Innovation: Women Inventors and Patents, IWPR, with funding from Qualcomm, Inc., convened a full-day workshop on May 17th, which gathered nearly 40 experts in the field of patenting and innovation. Participants included researchers studying diversity in innovation, university technology transfer officers, and representatives from the U.S. Patent and Trademark Office (USPTO). Throughout the day, participants shared knowledge of the current state of research on diversity in patenting, developed an agenda for future research, and identified policies and programs to promote greater diversity in patenting and innovation.

The dialogue at the workshop, in addition to IWPR's earlier report, highlighted how little is actually known about women—and particularly women of color—in patenting and innovation, largely because the USPTO does not collect inventors’ demographic information. Neither USPTO nor other government agencies survey scientists and other inventors about what barriers may prevent them from participating in the patenting process. IWPR hopes to use the knowledge and connections gained at the workshop to develop further expertise on women inventors and the challenges they face to develop additional research projects.
the U.S. Senate; in state legislatures, Black women held just 3.5 percent of seats.

Of all women from the largest racial and ethnic groups, Black women and multiracial women have the highest labor force participation rates (each at 62.2 percent), yet Black women’s high labor force participation rate has not translated into livable wages for many. Black women have some of the lowest earnings of all groups of women—nationally, Black women’s median earnings for full-time, year-round work are $34,000, compared with $40,000 for White women and $52,000 for White men. Black women in Louisiana and Mississippi have the lowest earnings—$25,000 in both states—and face the widest wage gaps, making 46.3 percent and 55.6 percent, respectively, of what White men earn in each state. Data show, however, that Black women who belong to a labor union earn 32.2 percent more than non-unionized Black women.

The Status of Black Women in the United States highlights Black women’s ongoing efforts to increase economic security for themselves and their families. In 2014, more than one in five Black women had at least a bachelor’s degree (21.8 percent) and between 2004 and 2014, the share of Black women with a bachelor’s degree or higher increased by 24 percent. The number of businesses owned by black women grew by 178.1 percent between 2002 and 2012, the largest increase among women or men from any of the largest racial and ethnic groups. Black women are 12.7 percent of all women in the country but, as of 2012, Black women owned 15.4 percent of all women-owned businesses and 60 percent of all black-owned business.

Despite Black women having a higher voting rate than all other groups of men and women during the last two presidential elections (2008 and 2012), almost one in four (24.5 percent) live in poverty, many lack health insurance coverage—seven of the ten states where Black women make up the largest share of the population have not expanded Medicaid—and Black women are twice as likely as White women to be incarcerated. The criminalization of Black girls often begins early in primary and secondary schools where they disproportionately face expulsions, suspensions, and referrals to law enforcement, often for minor offenses including dress code violations and “defiance.”

As Black women continue to pursue economic security for their families, policymakers and communities should work to ensure that their needs are addressed as they move forward. The report concludes with policy recommendations, including increasing access to affordable, high quality child care, raising the minimum wage, improving access to collective bargaining, adopting the Medicaid expansion in every state, and closing the gender wage gap. These policies will not only improve the well-being of Black women and their families, but of all women and the country as a whole.
In collaboration with the Wellesley Centers for Women at Wellesley College and the Women’s Research and Resource Center at Spelman College, IWPR co-hosted "From Persistence to Power: Facts, Truth, Equity for Women, A Research Forum for Change Makers" in Washington, DC, on June 7. IWPR’s Board Chair, Lorretta Johnson, Secretary Treasurer of the American Federation of Teachers, welcomed participants. Senator Maggie Hassan of New Hampshire and Commissioner Charlotte Burrows of the Equal Employment Opportunity Commission gave keynote remarks. The opening panel featured the three directors of the sponsoring research centers discussing how we got where we are. The closing panel released The Status of Black Women in the United States, a report produced by IWPR for the National Domestic Worker’s Alliance (see pgs. 1 & 4 for more). Here are a few photo highlights from the event. The full event recording is available on IWPR.org.
### Status of Black Women in the U.S.

- **The Washington Post**, “Report: Black women are working hard but our country is not working for them,” June 8, 2017
- **The New Republic**, “How unions help black women in America,” June 8, 2017
- **Essence**, “It’s True: Black Women Are Working Harder And Getting Less In Return,” June 9, 2017

### Economic Security for Survivors


### Access to Child Care

- **Chronicle of Higher Education**, “College, With Kids,” April 16, 2017

### The Hechinger Report

- “With number of student-parents up, availability of campus child care is down,” April 27, 2017
- “Campus child care made it possible for this young parent to graduate college. Now Trump wants to ax the program,” May 18, 2017

### MarketWatch

- “Why we should see more kids in college classes,” June 28, 2017
- “Let’s Make Child Care More Accessible,” July 18, 2017

### Paid Leave & Paid Sick Days

- **USA Today**, “Paid leave proposal will test Trump’s populist commitment,” May 23, 2017
- **The Associated Press**, “Duluth May Be Next Minnesota City to Require Paid Sick Leave,” July 19, 2017

### Gender Wage Gap

- **Fortune**, “Financial Advisers Have the Worst Wage Gap for Women,” April 3, 2017
- **CNN Money**, “5 things to know about the gender pay gap,” April 4, 2017
- **MarketWatch**, “Equal Pay Day: The shocking profession with the biggest gender wage gap,” April 4, 2017
- **ABC News**, “What you need to know about Equal Pay Day,” April 4, 2017

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- **AT&T**
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- **International Union of Painters and Allied Trades Service Employees International Union**
- **United Food and Commercial Workers International Union**
- **United Mine Workers of America**
- **United Steelworkers of America**
- **Women’s Business Center**
- **YWCA of Rochester and Monroe County**

### In Honor and Memorial

- Robert Peirson made a gift in honor of Elyse Shaw
- Dorothy Helly made gifts in memory of Mariam Chamberlain
- Ruth Needleman made a gift in honor of Rep. Linda Lawson, the “Greatest State Rep. in Indiana”
- Sue Schlichtemeier-Nutzman made a gift in honor of LaVer Schlichtemeier for her 94th Birthday
- Lucy Hausner made a gift in honor of Heidi Hartmann, Sr. “the quiet but amazing woman who inspired her daughter to fight for the rights of women just like her”
- Cynthia Richmond made a gift in memory of Mary Margaret Meadows
- Allison Lewis made a gift in memory of Mary Margaret Meadows
- Roslyn Feldberg made a gift in honor of Heidi Hartmann “for her years of leadership”
- Stewart Pappenfort made a gift in honor of Elsey & Andy Shaw
- Barbara Pierson made gifts in honor of Elyse Shaw
- Donna Carty made a gift in honor of Karen Clegg, “a dedicated Feminista & Friend”
- Janice Madden made a gift in memory of Barbara Bergmann
- Elizabeth Boris made a gift in honor of Heidi Hartmann “for her service”
- James Sherman made a gift in honor of Doreen Cannon
- Anthony Sarmiento made a gift in honor of Marty Martinson “for being my teacher and mentor”
- Leann Tigges made a gift in honor of Elizabeth Stephen
- Cynthia Enloe made a gift in memory of Alison Bernstein
- Mallory Heath made gifts in honor of Debbie Heath & Mother’s Day

### Support IWPR!

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- **YWCA of Rochester and Monroe County**
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- **Women’s Funding Alliance**
- **Women’s Fund of Hawaii**
- **United Nations Population Fund**
- **United States Agency for International Development (USAID)**
- **U.S. Department of Justice, National Institute of Justice**
- **U.S. Department of Labor and the Women’s Bureau**
- **YWCA of Lubbock**

#### Additional Project Support

- **American Federation of Teachers**
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- **Chicago Women in Trades**
- **Colorado Fiscal Institute**
- **District Alliance for Safe Housing (DASH)**
- **Domestic Violence Legal Empowerment and Appeals Project, The George Washington University**
- **European Commission**
- **Florida Philanthropic Network / Florida Women’s Funding Alliance**
- **Hawaii Children’s Action Network / Hawaii State Commission on the Status of Women**
- **IMPAAQ International Foundation**
- **LeanIn Foundation**
- **Lumina Foundation**
- **National Domestic Workers Alliance**
- **Qualcomm**
- **Women’s Foundation of Mississippi**
- **Women’s Funding Alliance**
- **Women’s Fund of Hawaii**
- **United Nations Population Fund**
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Arwa Ali, Research Intern for the Economic Security for Survivors Project. Undergraduate Student, Economics, Cornell University. “Working at IWPR has been so eye-opening for me. I’ve gotten to see how a small group of passionate people can work together to crunch numbers, make sense of them, and present them in a way that can be used to make tangible change in real people’s lives.”

Abigail Clayborne, Administrative Intern. Undergraduate Student, Accountancy, The George Washington University School of Business. “As an administrative intern at IWPR, I am responsible for all of the ‘behind the scenes’ work that needs to get done in order for IWPR to continue to conduct research, promote solutions, and inspire change. In the short time I have spent here, I have learned a great deal about nonprofit accounting and human resource best practices.”

Rebecca Huber, Research Intern for Income Security and Job Quality. Dual Master of Public Policy and MA Candidate, Women’s, Gender & Sexuality Studies, Brandeis University; BA in Critical and Visual Studies, Pratt Institute. “As a graduate student, my previous exposure to policy was within an academic setting. Interning at IWPR has shown me how research can directly impact the legislative process, putting theory into practice and improving the lives of all women.”

Alex Mull-Dreyer, Research Intern for the Office of the President. Undergraduate Student, Political Science and Gender & Sexuality Studies Double Major and Hispanic Studies Minor, Davidson College. “As a Research Intern, I was able to work alongside experts on various projects with senior staff and fellow interns. It was a great experience to see how effective IWPR reports can be in making real change in people’s lives.”

Greg Nelson, Research Intern for the IWPR Foreign Policy Initiative. MA Candidate in Political Science, Appalachian State University; BA in Political Science, University of South Carolina. “IWPR serves as a model for translating the theoretical concepts of feminism and intersectionality into praxis by producing research that serves to better the lives of women, families, and society in its totality. It has been a privilege to work alongside such distinguished staff and interns dedicated to the advancement of human rights.”

Kelly Rolfe-Haase, Research Intern for the IWPR-IFC Business Case for Childcare project. PhD Student, Government, Georgetown University; Master in Public Policy and MA in German & European Studies, Georgetown University; BA in Anthropology, Rollins College. “I am so grateful to have had this opportunity to contribute to the incredibly important work that IWPR does to lift up the ways in which policy decisions impact women’s lives and to promote sustainable, thoughtful solutions that foster greater gender equality in the United States and abroad.”

Lande Watson, Communications Intern. Undergraduate Student, Political Communication, The George Washington University. “As a communications intern at IWPR, I have seen first-hand the wide-reaching effects of the incredibly important research the organization conducts, whether it’s shaping the national conversation around the status of Black women in our society or emphasizing the economic impacts of sexual assault on survivors.”

Jiani Yang, Research Intern for the Student Parent Success Initiative. Recent graduate with a Master’s Degree in Higher Education Administration, The George Washington University. “Interning at IWPR is an intellectually stimulating and highly engaging experience because I continuously learn new things. IWPR provides me with valuable hands-on work experience, as well as the chance to apply the knowledge and skills that I had acquired while studying higher education policy.”

Summer 2017 Intern Mixer

Over 100 Interns from organizations across Washington, DC, gathered on July 27 for IWPR’s 28th annual summer intern mixer. Thanks to generous donations from restaurants and breweries from around the District, guests enjoyed refreshments as they networked and mingled with other interns and young professionals in public policy.
Recent IWPR Publications

**Reports**
- The Economic Security of Older Women and Men in Hawai'i
  IWPR #D510, May 2017
- Executive Summary: The Status of Black Women in the United States
  IWPR #R477, June 2017
- The Status of Black Women in the United States
  IWPR #R478, June 2017

**Briefing Papers**
- The Impact of Equal Pay on Poverty and the Economy
  IWPR #C455, April 2017
- Access to Paid Sick Time in Austin, Texas
  IWPR #B366, August 2017
- Single Mothers in College: Growing Enrollment, Financial Challenges, and the Benefits of Attainment
  IWPR #C460, September 2017

**Fact Sheets**
- The Gender Wage Gap by Occupation 2016; and by Race and Ethnicity
  IWPR #C456, April 2017
- The Economic Cost of Intimate Partner Violence, Sexual Assault, and Stalking
  IWPR #B367, August 2017

**Quick Figures**
- Black and Hispanic Women Lag in Recovering from the Recession
  IWPR #C458, August 2017
- The Gender Wage Gap: 2016; Earnings Differences by Gender, Race, and Ethnicity
  IWPR #C459, September 2017
- Women’s Median Earnings as a Percent of Men’s Median Earnings, 1960 - 2016 (Full-time, Year-round Workers) with Projection for Pay Equity in 2059
  IWPR #Q064, September 2017
- Single Mothers Overrepresented at For-Profit Colleges
  IWPR #Q063, September 2017

Publications available online