



2017 Review: Gender-Focused Research for 30 Years and Counting



Chet Susslin/National Journal

On behalf of the Institute for Women's Policy Research (IWPR), I am pleased to present an overview of IWPR's activities and accomplishments in the 2017 Annual Report edition of our newsletter. The presidential election and the first year of the new administration changed the direction of policy and reaffirmed the necessity to continue work on the issues particularly affecting women, for which IWPR has built a respected reputation over the last 30 years. Our dedication to reliable social science research and policy analysis and our commitment to getting facts into the hands of those who can use them most

remain unchanged. The media broadened the path to our door in a year when they were especially interested in putting forth facts on all aspects of women's lives: women's wages, education, assault, violence, wealth, poverty, and work and family issues. IWPR's media citations were our highest ever in 2017.

We amplified our work on equal pay this past year with new fact sheets on trends in wages and salaries for Black, Latina, and American Indian women and projected the year in which Black and Latina women would see equal pay with White men if current trends continue: Black women will wait until 2124 for equal pay and Latinas will wait 216 years, until 2233! In 2017, after Massachusetts passed the first law to prevent employers from inquiring about salary history during the hiring process, several other cities and states have been looking into similar measures to ensure that any past pay discrimination women may have suffered is not carried forward to a new position, and their leaders often call IWPR for advice.

As the #MeToo movement caught fire in fall 2017, the economics field began to have its own overdue reckoning with misogyny. I, along with Michael Reich at the University of California at Berkeley, initiated a petition drive to urge the American Economic Association (AEA) to

create a jobs wiki site that would promote transparency in the job search process and supplant an existing, unofficial site, EJMR, that research showed contained a disproportionate number of derogatory comments about women job candidates. I am happy to report that the AEA agreed to do just that at an annual business meeting in early January 2018.

IWPR continued to round out work on independent and non-traditional students, many caring for children and working full-time to support themselves, as well as paid family and medical leave and paid sick days, providing analyses for initiatives around the country.

For the third year in a row, IWPR was named among the top 100 think tanks in the United States by the University of Pennsylvania's Think Tanks and Civil Society Program, the only gender-focused think tank included. We are confident that in the current political climate, top quality research analyzing the impact of policies from an intersectional perspective is more important to the advancement of human progress than ever before. We will continue to provide rigorous research and data analysis to defend and extend women's rights and to keep you informed and inspired.

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Building Power

"The care economy was built, in large part, from Black women's labor. Today, the care economy is one of the fastest growing sectors of the US economy, overall. Yet, in the fastest growing sector of the economy, wages are not growing. The people who care for those we care for the most are underpaid, undervalued, and under-protected."

- Alicia Garza's Foreword in *The Status of Black Women in the United States*

Building on IWPR's long-standing report series, *The Status of Women in the United States*, IWPR, in collaboration with the National Domestic Workers Alliance (NDWA), released *The Status of Black Women in the United States*, one of the most comprehensive reports on Black women in every state, in June 2017. *The Status of Black Women* report highlights the myriad of ways that Black women contribute to their families, communities, and the nation and yet, despite these contributions, continue to face systemic barriers that prevent them from experiencing the full benefits of their work.

Black women have a long history of political activism, voting at comparatively high rates in recent election years. Yet, factors such as restrictive voter identification laws make it more difficult for poor and minority citizens to vote, which has led to the

disenfranchisement of some Black women. In addition, Black women remain underrepresented in elected office at both the state and federal levels.

Black women are also active in the labor force: of all the 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). At the same time, the share of Black

“Black women vote at comparatively high rates and had a higher voting rate than all other groups of men and women during the last two presidential elections.”

- *The Status of Black Women in the United States*

women with a bachelor's degree or higher increased by 24 percent (between 2004 and 2012), while the number of businesses owned by Black women grew by 178.1 percent (between 2002 and 2012). Yet, Black women's high labor force participation rate and increase in educational attainment have not translated into livable wages for many. Black women have some of the lowest earnings among all groups of women—nationally, Black women's median earnings for full-time, year-round work are just \$34,000, compared with \$53,000 for White men.

Despite their higher labor force participation rate, higher voter participations rates, and increase in educational attainment and business ownership, almost one in four Black women live in poverty, many lack health insurance coverage, and Black women are twice as likely as White



Alicia Garza, National Domestic Workers Alliance, speaking at IWPR’s “From Persistence to Power: Facts, Truth, and Equity for Women.” Panelists from left to right: (1) Chakilah Abdullah Ali, National Domestic Workers Alliance; (2) Monifa Bandele, MomsRising.org; (3) Nana Afua Y. Brantuo, Black Alliance for Just Immigration; (4) LaTosha Brown, Grantmakers for Southern Progress, Neighborhood Funders Group; (5) Jessica Byrd, Three Point Strategies; (6) Tracy Sturdivant, Make It Work; and (7) Tanya Wallace-Gobern, National Black Worker Center Project

women to be incarcerated. The report provides data that state policymakers and community leaders can use to understand the intensity of inequality affecting Black women in their states and identify solutions to address it. The report concludes with policy recommendations, including increasing access to affordable child care, raising the minimum wage, improving access to collective bargaining, adopting Medicaid expansion in every state, and strengthening efforts to close the gender wage gap.

The report was launched on June 7 as part of IWPR’s day-long conference “Persistence

to Power: Facts, Truth, and Equity for Women: A Research Forum for Change Makers.” Findings from *The Status of Black Women* report were contextualized by the stories and presentations given by the eight Black women leaders who presented on a panel moderated by Alicia Garza, Special Projects Director at NDWA and co-founder of the Black Lives Matter movement. The powerful words spoken by these women illustrated just how much work still needs to be done to ensure that the lives and experiences of Black women are reflected in economic and social policy.

Findings from *The Status of Black Women* report have begun to impact the national narrative, as they have been used by various media outlets – such as the *Atlantic*, the *Washington Post*, *Essence*, and the *New York Magazine*, among others – to highlight the data on how Black women contribute to the economy and social fabric of the United States but do not reap the full benefits of their efforts, and point to solutions that can improve the well-being of Black women and their families.

Find the full report and video of the release event at www.iwpr.org.

Seeding the Debate

“Investing in programs and supports that target the needs of single mothers has the potential to improve their rates of college attainment, and increase earnings, which can lead to a range of multigenerational benefits.”

- Institute for Women's Policy Research, "Single Mothers in College: Growing Enrollment, Financial Challenges, and the Benefits of Attainment"

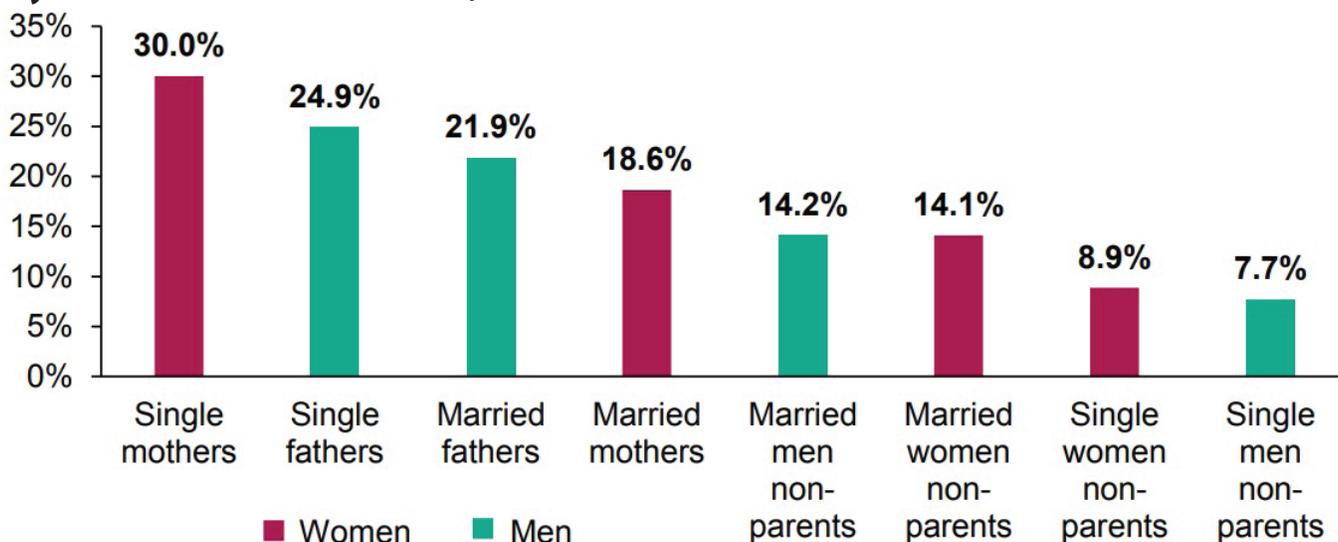
A growing share of college students today are working adults, many of whom have families of their own. IWPR's research shows that 26 percent of undergraduate college students are parents, and 43 percent of these student parents are single mothers. With funding from the ECMC Foundation, IWPR released a new briefing paper, *Single Mothers in College:*

Growing Enrollment, Financial Challenges, and the Benefits of Attainment, and a quick figure, *Single Mothers Overrepresented at For-Profit Colleges*, as a part of a larger project on the costs and benefits of increasing educational attainment among single mothers.

IWPR's research found that, while the number of single mothers in college has doubled over a decade, the availability

of on-campus child care—a key support that can help student parents complete their degrees—has declined. In May, the Trump Administration released its budget proposal, which proposed eliminating funding for the Child Care Access Means Parents in School (CCAMPIS) grant program, the only federal program that helps support campus-based child care access for low-income

Share of Undergraduate Students Enrolled in Private, For-Profit Educational Institutions by Parental and Marital Status, 2011-12



Source: IWPR analysis of data from the U.S. Department of Education, National Center for Education Statistics, 2011-12 National Postsecondary Student Aid Study (NPSAS:12)

Single Mothers in College By the Numbers

4 in 10

women at two-year colleges are likely to drop out of school due to dependent care obligations

\$30,000

of student debt, on average, incurred by single mothers who earned a bachelor's degree one year after graduation

30%

of single mothers attend a for-profit institution - triple the rate of women students without children

The number of single mothers in college more than

Doubled

between 1999 and 2012

37%

of Black women are raising a child without the support of a partner while in college

In 2015

31%

of single mothers ages 25 and older held a college degree, compared with 45% of comparable married mothers and 40% of women overall

student parents. IWPR experts and partners raised awareness about the critical importance of CCAMPIS in *The Washington Post*, *Pacific Standard*, and *Marketplace* radio. In response to an in-depth look at the impact of the program, a White House official told *Refinery29* in September, "We are working on ways to preserve the program." Since then, CCAMPIS received a boost in the omnibus spending bill recently passed by Congress and signed by President Trump, which more than tripled funding for the program to \$50 million for FY 2018, the first ever increase in the program's budget and highest appropriated funding the program has ever received.

Women of color in college are especially likely to be single parents. Nearly two in five Black women (37 percent) and over one-quarter of American Indian/Alaska Native women (27 percent) are raising a child

on their own while in college, nearly twice the rate of White women (14 percent). Nearly one in five Hispanic and multiracial women students (19 percent and 17 percent, respectively) are single mothers, while Asian/Pacific Islander women are the least likely to be raising children while in college (7 percent).

IWPR also found that single mothers are three times more likely than their peers without children to enroll in for-profit colleges, which have higher tuition rates and graduate students with higher average debt than nonprofit schools. *MarketWatch*, *Slate*, and the popular podcast by WNYC, "Death, Sex & Money," featured the troubling rise of single mothers at for-profits and the recent efforts of the Department of Education to roll back regulations on for-profit colleges.

In October, IWPR released

its first state-level analysis of student parents in Washington State, where nearly one in four community and technical college students are raising children. Despite the need for access to affordable child care among student parents in the state, Washington is one of only three states in the country that require parenting community college students to work at least 20 hours a week while in school to receive child care subsidies through the publicly-funded Working Connections Child Care subsidy program. Nationally, three in four student parents (74 percent) who enroll part-time in two-year programs have no credential after six years.

Through its ongoing research and technical assistance, IWPR's Student Parent Success Initiative continues to ensure that the needs of student parents are considered in key policy discussions.

Bringing Critical Topics to the Fore

"Jessica Milli [...] said the policy will actually save Austin employers around \$4.5 million due to both lower turnover and the fact that most workers will use only a few days of leave annually. Milli said that other locales, including Connecticut and San Francisco, saw no or minimal impact on businesses after passing such measures."

- Texas Observer, "Austin Passes First Paid Sick Leave Policy in the South"

IWPR's deep expertise on a wide range of topics helped shape conversations around current events in 2017, as the country and the world grappled with news related to women's treatment in the workplace and society at large.

#MeToo & #TimesUp

In 2017, women in industries as diverse as entertainment, media, politics, and professional sports, said #MeToo and #TimesUp. In the recent wave of headlines on sexual harassment, IWPR's experts have informed coverage of this issue from many angles, from women in low-wage jobs (as reported in *Al Jazeera* and *Vox*), women on Wall Street (*The New Yorker* and *Vanity Fair*) and how the pay gap and sexual harassment are two sides of the same coin (*ThinkProgress*, *TIME*, and *Refinery29*).

Misogyny in Economics

IWPR also highlighted industries that were not making headlines, such as economics,

but nonetheless also face sexual harassment challenges. In fall 2017, IWPR President Heidi Hartmann joined UC-Berkeley Economics professor Michael Reich to spearhead a petition-signing campaign to urge the American Economics Association (AEA) to confront misogyny in the field. The effort received high profile coverage in *The Wall Street Journal* and *Bloomberg* and Hartmann joined *Bloomberg's* Benchmark podcast to discuss the sexual harassment reckoning in the field of economics.

Retail Apocalypse

As the media and businesses begin to understand how automation is changing the future of work, IWPR released an analysis finding that the oft-discussed 'retail apocalypse' was manifest only for women in retail. The staggering job losses in retail trade over the last year have been felt entirely by women, according to IWPR's analysis of recent jobs reports. The analysis also found

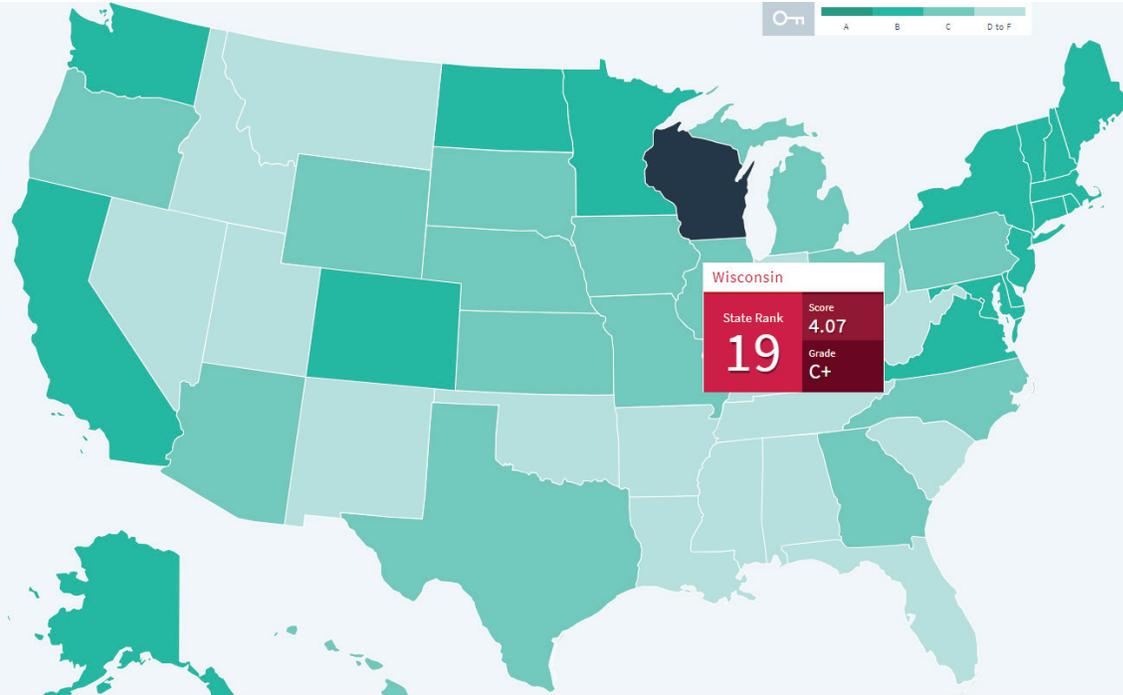
that men have experienced significant job gains in the industry, particularly in general merchandise stores. The findings were featured in *Bloomberg*, *The Washington Post*, *Fox News*, *Axios*, *Business Journals*, *Mother Jones*, *Jezebel*, and NPR Weekend Edition. "It's like women got coal in their stockings for Christmas," IWPR President Heidi Hartmann told Quartz.

Paid Sick Days

As we move into 2018, IWPR has already seen how our research has buoyed

“[A]most all of the losses in retail came from women's job loss in general merchandising stores, while men actually gained 87,800 jobs in general merchandising.”

- *Decline in Retail Jobs Felt Entirely by Women*



IWPR released new grades for each state on two composite indices related to women's economic status, the *Status of Women in the States Employment & Earnings Index* and the *Poverty & Opportunity Index*.

Wisconsin received a C+ on the *Employment & Earnings Index*.

To download a fact sheet for your state, visit IWPR's interactive *Status of Women in the States* website at statusofwomendata.org.

the momentum on women's policy issues. In February, the Austin City Council passed an ordinance to require the city's employers to provide paid sick days. The ordinance's historic passage makes Austin, Texas, the first city in the South to guarantee paid sick days to workers. IWPR's research on access to paid sick days in Austin and the costs and benefits of implementing the proposed ordinance informed city policymakers and coalitions, led by Work Strong Austin. IWPR study director Jessica Milli testified before the council on IWPR's analysis, which found that implementing paid sick days in Austin would save the city's businesses \$4.5 million per year.

The Federal Budget

IWPR's research on single mothers in college also informed budget discussions in 2017 and 2018. The Trump Administration's proposed

budget for fiscal year 2019 included a modest increase in funding for the Child Care Access Means Parents in School (CCAMPIS) program—an important program that helps provide access to affordable child care for student parents—a reversal from last year's budget proposal, which removed funding for the program altogether. The Department of Education cited IWPR's research on single mothers in college in the supporting documents justifying the department's budget request. Throughout 2017, IWPR worked with other members of the Student Parent Policy Working Group to raise awareness about the importance of CCAMPIS in the press, garnering in-depth pieces in *Refinery29*, *The Washington Post*, and *Pacific Standard*, which pressed Administration officials for comment on the funding cuts to the program. Then, in March 2018, CCAMPIS received an even

bigger boost in the omnibus spending bill recently passed by Congress, which more than tripled funding for the program to \$50 million, the first increase in the program's budget ever and the highest appropriated funding the program has ever received.

2018 Elections

In 2017, IWPR's research was consistently cited in well-known news media such as *The Washington Post*, *The New York Times*, *The Atlantic*, *Teen Vogue*, *Essence*, *MarketWatch*, *The New Yorker*, *CNBC*, *Glamour*, *NBC News*, *Bloomberg*, *The Wall Street Journal*, and many more. As we look forward to the 2018 midterm elections, IWPR will package the key issues we have worked on for years to assist candidates of all parties. IWPR's resources will continue to point toward evidence-based research and analysis on critical topics of importance to women.

Increasing Economic Security

"The aggregate annual cost of stalking in the United States is estimated to be \$461 million in 2003 dollars, accounting for medical and mental health care and the value of lost productivity, which amounts to \$604 million in 2016 dollars."

- Institute for Women's Policy Research, "Intersections of Stalking and Economic Security"

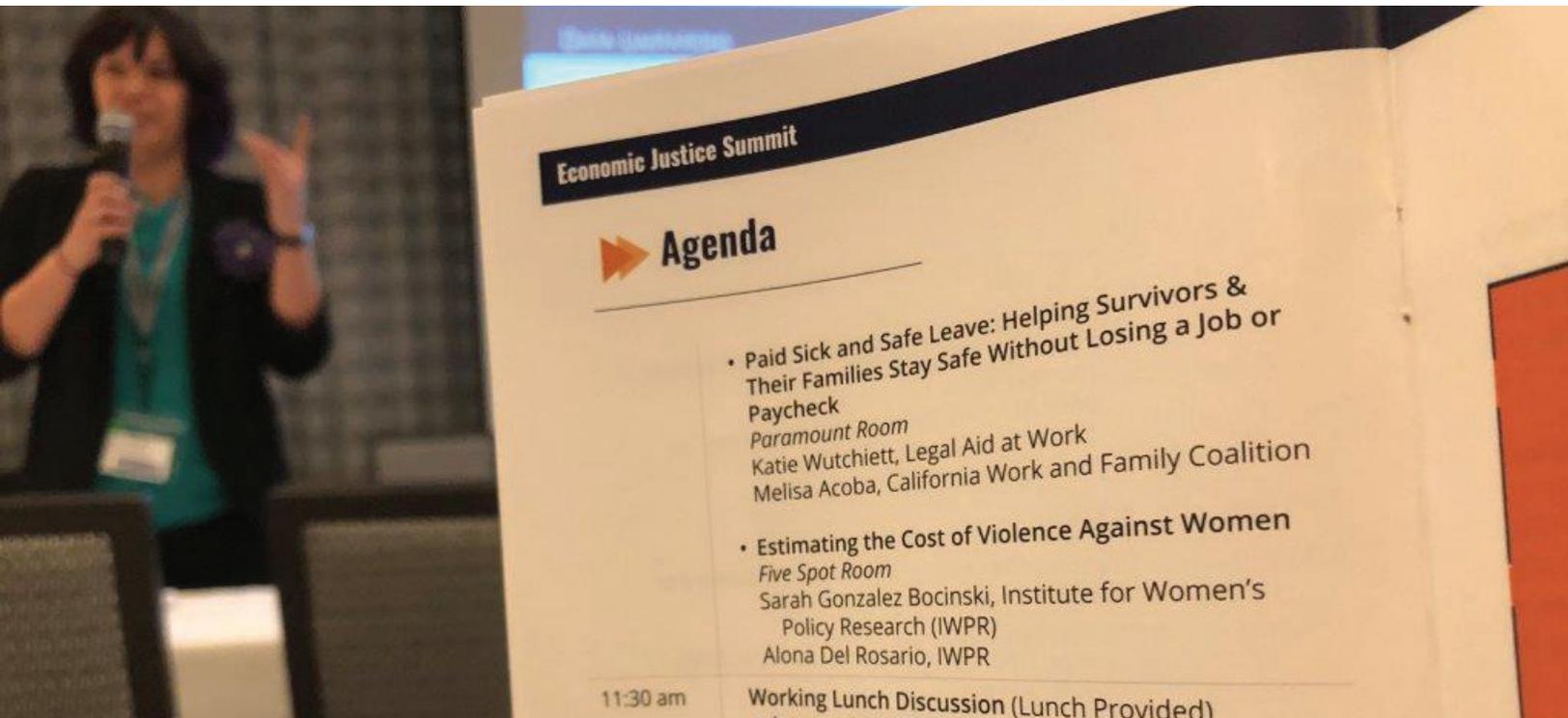
In 2017, the Economic Security for Survivors Project (ESS Project) team continued to help build, protect, and restore the economic security of survivors of intimate partner violence, sexual violence, and stalking by leading training and technical assistance efforts across the country.

The ESS Project kicked off the year with a training in Springfield, IL, with the Illinois

Coalition Against Domestic Violence, focusing on how service providers can promote promising practices within the justice system. ESS team members led the coalition and its member programs through a day-long training that identified critical areas of need and assessed opportunities and challenges, provided strategies to better engage the justice system in mitigating

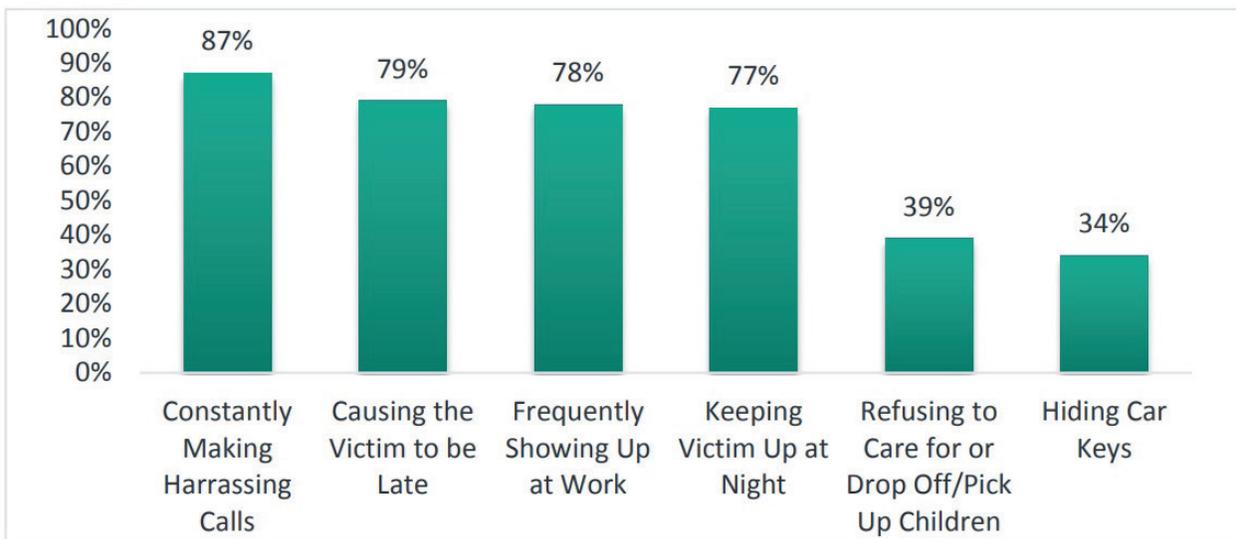
financial barriers to safety and promoting economic justice, and developed an action plan to move forward.

In March, Project Director Sarah Gonzalez Bocinski and Project Associate Alona Del Rosario were invited to present at the inaugural Economic Justice Summit hosted by the National Network to End Domestic Violence, where the ESS Project team



Economic Justice Summit attended by the ESS team, Sarah Gonzalez Bocinski and Alona Del Rosario.

Percent of Victims Experiencing Abusive Behavior Affecting their Work, by Type of Abuse



Source: IWPR compilation of data from the Maine Department of Labor and Family Crisis Services, 2005

shared its Navigate Your Career curriculum, a career empowerment workshop series that uses a workforce development model coupled with trauma-informed, strengths-based practices to equip survivors with the knowledge and tools to pursue their career goals and build economic security. Since the summit, several service providers, including the YWCA of Seattle King County, Family Rescue, Inc., in Chicago, and the Pennsylvania Coalition Against Domestic Violence, have reached out to the ESS Project to use the curriculum. In May, Gonzalez Bocinski also participated in a Hill briefing, “Workplaces Respond: Creating Safer Workplaces for Women Experiencing Violence,” hosted by Futures Without Violence to highlight how to proactively address violence against women—whether perpetrated by intimate partners or coworkers—in the workplace.

Gonzalez Bocinski presented data on the prevalence of violence and how abusers undermine the productivity and safety of survivors and their coworkers.

To help inform national dialogue on the varied economic consequences violence has on the lives of those who experience abuse, the ESS Project produced *Intersections of Stalking and Economic Security* and *The Economic Drivers and Consequences of Sex Trafficking in the United States*, two briefing papers that explore the tactics used to erode victims’ economic resources and outline various ways service providers, educators, workplaces, and the justice system can ensure economic justice for survivors.

The ESS Project also conducted an extensive literature review on the economic impact of domestic violence, dating violence, sexual assault and stalking on

survivors and highlighted key findings in a briefing paper, *The Economic Cost of Intimate Partner Violence, Sexual Assault, and Stalking*. The studies reviewed in this briefing paper are either limited in scope to a few specific costs, or are dated. The available research also indicates that there is a lack of data on the varying economic impacts by race or ethnicity, age, sexual orientation, disability, or geographic location.

In response, the ESS Project is embarking on a first-of-its kind national study in 2018 to specifically assess the economic cost violence has on the lives of survivors of intimate partner violence. The study will explore which economic impacts are most common and difficult to overcome for survivors and estimate the costs of abuse for survivors. Data collection will begin this spring; a report on the findings will be published in late 2018 or early 2019.

Thank You...

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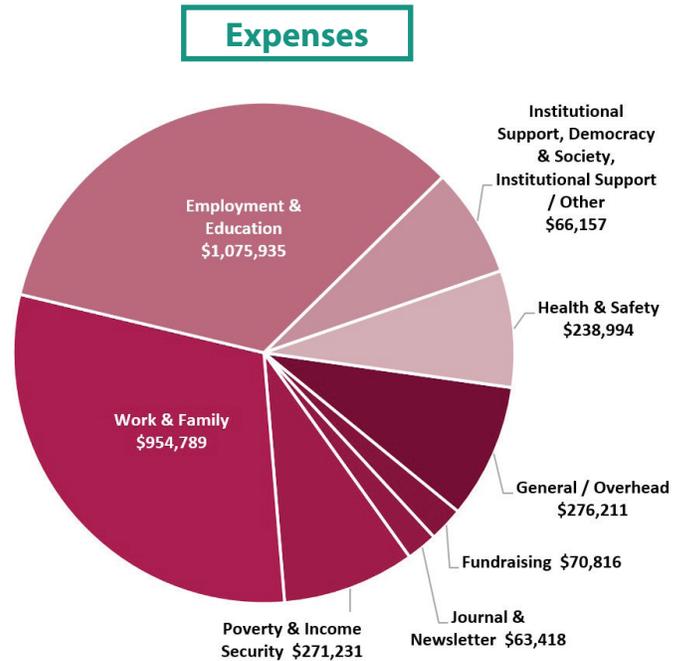
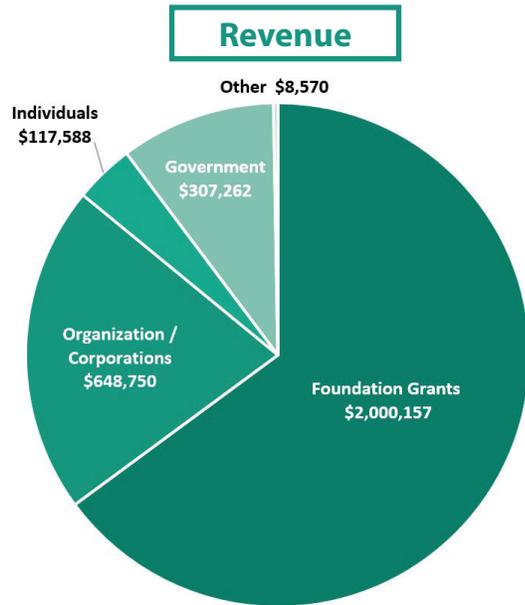
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In Honor and Memorial

Mary Juhas made a gift in memory of Lucille Juhas
Kris Colt made a gift in honor of Natalie Hansen for her birthday
Barbara Gault made a gift in memory of Lois Shaw
Anthony Sarmiento made a gift in honor of Traci, Mark, and Carlos for their friendship
Patricia Yancey Martin made a gift in honor of Judith Lorber, longtime colleague and friend
Elizabeth Boris made a gift in honor of Heidi Hartmann for a lifetime of work to benefit women
Brian Kinnaird made a gift in honor of Kimberly Kinnaird for Christmas
Peter Shaw made a gift in honor of Curt and Elyse Chualas for Christmas
Paul Mongold made a gift in honor of Nancy Martin for Christmas
Paige Williams made a gift in honor of Alison Beth Swenson
Cynthia Richmond made a gift in honor of her wonderful daughter Allison
Donna Carty made a gift in honor of Jacquelyn Pierce
Christopher Clark made a gift in honor of Dee Ann McIntyre
Generous support of individual contributions including participants in the Combined Federal Campaign and those participating in IWPR's AmazonSmile.

The Institute for Women's Policy Research conducts and communicates research to inspire public dialogue, shape policy, and improve the lives and opportunities of women of diverse backgrounds, circumstances, and experiences.

2016 Financial Statement of Activities



Due to IWPR's compliance with Generally Accepted Accounting Principles (GAAP) auditing standards, all revenue is recognized in the year received. Funds for the following year are then released from temporarily restricted net assets as expenses are incurred. This timing difference can result in a mismatch between income and expenses as occurred in the current year. In 2016 \$1,248,027 in temporarily restricted revenue that had been received in earlier years were released and used to fund program activities in 2016, typically multi-year research projects. In 2016, IWPR's unrestricted assets grew by \$47,700.

Founder's Circle Members

Donors whose generosity helped launch IWPR, and have continued to support IWPR today. We want to give a special thanks for 30 years of support.

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