



HEALTH  
EDUCATION  
POVERTY  
ECONOMICS

# The Status of Women in North Carolina

POLITICAL PARTICIPATION  
DEMOGRAPHICS  
IMMIGRATION  
EARNINGS  
WOMEN IN THE WORKFORCE  
INCOME



## About This Report

Since 1996, the Institute for Women's Policy Research has produced reports on the status of women and girls in states and localities throughout the United States. Status of Women reports have been written for all 50 states and the District of Columbia and have been used throughout the country to highlight women's progress and the obstacles they continue to face, and to encourage policy and programmatic changes that can improve women's opportunities. Created in partnership with local advisory committees, the reports have helped state and local partners achieve multiple goals, including educating the public on issues related to women's and girls' well-being, informing policies and programs, making the case for establishing commissions for women, helping donors and foundations establish investment priorities, and inspiring community efforts to strengthen economic growth by improving women's status.

## About the Institute for Women's Policy Research

The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. 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 their families, and to build a network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies, and public policy and public administration programs at The George Washington University.

## About The North Carolina Council for Women

The North Carolina (N.C.) Council for Women, a division of the North Carolina Department of Administration, creates awareness about the status of women in North Carolina. The state agency advises the Governor, state legislators, and leaders on issues that have an impact on women and their families. The N.C. Council for Women monitors and ensures accountability for over \$12 million in grants to 235 agencies for shelter and support services to domestic and sexual violence survivors.

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# The Status of Women in North Carolina

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## EXECUTIVE SUMMARY

Women in North Carolina have made remarkable social, economic, and political progress in recent decades, but the need for further improvements remains. Many women in the state are vulnerable to challenges such as unemployment, the gender wage gap, poverty, limited access to affordable child care, and specific adverse health conditions. In addition, women in North Carolina face stubborn disparities in opportunities and outcomes—disparities that exist among women of different racial and ethnic groups as well as among women from various geographic areas in the state. Addressing these challenges and disparities is essential to promoting the well-being and vibrancy of North Carolina’s many communities. When women thrive, whole communities and regions thrive as well.

This report provides critical data to identify both areas of progress for women in North Carolina and places where additional improvements are still needed. The report analyzes issues that profoundly affect the lives of women in North Carolina, including employment, earnings, and education; economic security and poverty; health and well-being; and political participation. The report also tracks women’s progress in North Carolina over the last two decades (1990–2010) by comparing its findings with those from the Institute for Women’s Policy Research’s 1996 report, *The Status of Women in North Carolina* (IWPR 1996). In addition, the report examines the social and economic status of women in different regions of the state as well as in the nation as a whole. The data on women’s status that it presents can serve as a resource for advocates, community leaders, policymakers, and other stakeholders who seek to develop community investments, program initiatives, and public policies that will lead to positive change for women in the state of North Carolina and nationwide.

Key findings in the report include the following:

- Between 1990 and 2010, the population and workforce of North Carolina became more diverse, more educated, and more likely to work in professional and managerial occupations. During this time period, the share of employed women in the state who work in managerial and professional occupations increased from 26 percent to 40 percent. In 2010, North Carolina ranked 17th among the 50 states and the District of Columbia for its proportion of women in managerial and professional occupations, which is a much higher ranking than the state held in 1990, when it ranked 40th in the nation.
- In North Carolina, as in the United States as a whole, women aged 25 and older have higher levels of education than men of the same age range, although educational attainment varies widely across different regions within the state. Among the sub-state areas analyzed for this report, the counties of Alexander, Burke, and Caldwell combined have the smallest proportion of women and men with bachelor’s de-

degrees or higher (14 and 12 percent, respectively), and the Triangle metropolitan area has the highest (42 percent for women and 43 percent for men).

- Education increases women's earnings: women with a bachelor's degree or higher in North Carolina earn more than twice as much as those with less than a high school diploma. Men, however, earn more than women at every educational level. In North Carolina, on average, women with some college education or an associate's degree earn less than men with only a high school diploma.
- Women in North Carolina have an overall higher educational attainment than men, yet women's wages in North Carolina continue to lag behind men's. In 2010, the median annual earnings for women who worked full-time, year-round in North Carolina were \$7,000 (or \$135 per week) less than the median annual earnings of comparable men; women's earnings were \$33,000, compared with \$40,000 for men. These earnings differences translate into an earnings ratio of 82.5 percent and a gender wage gap of 17.5 percent in North Carolina. In the United States as a whole, the gender earnings ratio in 2010 was 79.1 percent and the gender wage gap was 20.9 percent.
- The gender wage gap has narrowed in both the state and the nation since 2000, when women earned 78.1 percent of men's earnings in North Carolina and 75.0 percent in the nation as a whole, resulting in a gender wage gap of 21.9 percent and 25.0 percent, respectively.
- In 2010, 17 percent of women and 13 percent of men aged 18 and older in North Carolina were poor. Among women, Hispanics are the most likely to be poor (34 percent), followed by black and American Indian women (25 percent each), Asian American women (14 percent), and white women (12 percent).
- In North Carolina, families headed by single women with children are especially economically vulnerable. These families have the lowest median annual income (\$20,393) of all family types. The income of families headed by single women with children under age 18 is 68 percent of the income of comparable families headed by men and just 29 percent of the income of families headed by married couples with children under age 18.
- Many families who live below the federal poverty line do not receive benefits from public programs such as Work First, North Carolina's Temporary Assistance for Needy Families Program. In North Carolina, seven percent of families in poverty with young children receive Work First benefits. Slightly more than one in ten single women (12 percent) with children under five and incomes below the qualifying poverty threshold receive any cash assistance, a lower proportion than in the United States overall.
- Many women and men in North Carolina and the United States lack basic work supports, such as the right to paid parental leave or to paid time off when they or their children are sick. In North Carolina, more than four in ten employed women lack access to paid sick days for their own illnesses or to care for sick children.

- In North Carolina, as in the United States as a whole, approximately one-fifth of women aged 18–64 lack health insurance coverage. Seventy-nine percent of women from this age group in the state have coverage through any plan, compared with 74 percent of comparable men. This places the state 37th in the nation for its proportion of women with health insurance coverage.
- Overall, women in North Carolina have a lower age-adjusted mortality rate from heart disease and stroke than men. Among women in the state, Asian Americans and Hispanics have considerably lower mortality rates for both conditions than white and black women.
- The teen pregnancy rate in North Carolina has steadily decreased in recent years, from 76.1 per 1,000 for teens aged 15–19 in 2000 to 49.7 per 1,000 for teens of the same age range in 2010. Teen pregnancy rates vary considerably across counties within the state, with Onslow, Scotland, Richmond, and Robeson counties having the highest rates among teens aged 15–19 and Watauga, Orange, Jackson, and Pitt having the lowest.
- As of September 2012, women held 5 of 50 seats in North Carolina’s Senate (10 percent) and 35 of 120 seats in its House of Representatives (29 percent), resulting in a combined 23.5 percent of all elected seats in the state legislature. This situated North Carolina in 28th place among the 50 states and the District of Columbia for its proportion of women in the state legislature and makes the state rate nearly equivalent to the national rate for female representation at this level of government (23.7 percent). Although women continue to be underrepresented in North Carolina’s state legislature compared with their share of the state’s total population, their representation in 2012 marks an improvement over 1996, when only 16.5 percent of the state’s legislators were women.
- Changes to public policies and program initiatives provide opportunities to create a better future for women in North Carolina. Recommended changes include encouraging employers to remedy gender wage gap inequities by conducting internal pay audits to catch potential disparities based on gender or race; educating policymakers and funders about the important role that work supports play in ensuring that women can participate successfully in their local economy; supporting programs that provide essential services such as child care, especially for households headed by single women; conducting outreach in local communities and schools to address health concerns such as sexually transmitted infections among teens; increasing resources and awareness of supports for victims of domestic violence; and making a concerted effort to increase the number of women, especially women of color, in positions of political leadership and to create a pipeline for young women to take on leadership roles.

The data in this report show that women in North Carolina form a diverse group with varying needs and concerns. The disparities they experience, as well as their substantial progress, reveal the need to promote public policies and programs that will further advance women’s status in the state and the United States as a whole. Especially now, as the nation struggles to move beyond an economic recession in which women expe-

rienced significant losses, it is critical that women's interests fully inform policymaking and service provision, as well as advocacy, research, and program initiatives. The Status of Women in North Carolina aims to provide information that key stakeholders can use to build on women's successes and more effectively address the concrete realities of their lives.

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# INTRODUCTION

The status of women is a key component of the North Carolina's overall health, well-being, and economic standing. When women thrive, whole communities thrive.

In North Carolina, as in other states across the nation, women have made substantial progress. Women who live in North Carolina today are active in the workforce, head local organizations, run businesses, volunteer in their communities, participate in social justice movements, and get involved in local politics. Their leadership and activism has a long tradition in the state: women were involved in reform movements of the Progressive era, working for education-related and other reforms that would improve women's status (Carter 2002). From the 1940s to the 1970s, black women in Durham played a leading role in desegregating public facilities, creating equal employment opportunities, and addressing poverty (Greene 2005). And in the 1960s and 1970s, middle-class women in Charlotte organized in support of a minimum wage for domestic workers and improved housing (Keane 2009). Women in North Carolina have transformed, strengthened, and sustained the state in many ways.

At the same time, women in North Carolina, as in the nation as a whole, continue to experience specific challenges that reveal the slow nature of change. Women earn less than men and are more likely to be poor, although they achieve higher levels of education overall. Women are also disproportionately vulnerable to certain adverse health conditions and are often underrepresented in public office. In addition, women in North Carolina experience persistent racial and ethnic disparities, as well as disparities across different regions within the state. These challenges are often under-recognized, but must be addressed for the state as a whole to thrive.

Those working to improve women's circumstances need reliable data on the status of women in North Carolina. This report addresses this need by analyzing how women in the state fare on indicators in four topical areas that profoundly shape their lives: employment, education, and earnings; economic security and poverty; health and well-being; and political participation. (Basic demographic data are also provided). Data on these indicators can be used to assess women's progress in achieving rights and opportunities, to identify persistent barriers to gender and racial equality, to propose promising solutions for overcoming these barriers, and to consider how women's status in North Carolina compares to their status in the United States as a whole.

The report also seeks to compare how women in North Carolina fare relative to women in other states across the nation by providing state-by-state rankings for selected indicators, including median earnings and the gender wage gap, labor force participation, percent of employed women who work in managerial or professional occupations, educational attainment, poverty, access to health insurance, and women's business ownership. These

rankings help to highlight areas where women have made progress as well as places where progress has stalled. Even on indicators where North Carolina ranks comparatively highly in the nation, however, additional work to improve women’s status is needed. In all states, women continue to face barriers to social, economic, and political advancement. This report seeks to foster deeper understanding of these barriers and suggest policy changes that would help to address them.

## **The Status of Women in North Carolina: From 1996 to 2013**

This report updates a 1996 report from the Institute for Women’s Policy Research (IWPR), *The Status of Women in North Carolina*, which was one of a series of reports that IWPR produced between 1996 and 2004 on the status of women in each of the 50 states and the District of Columbia. In the years that have passed since the publication of the original report, women have made considerable progress in North Carolina. The state’s women have experienced a narrowing of the gender wage gap, hold a higher proportion of state legislature seats than in the mid-1990s, and have become much more likely to have a bachelor’s degree or higher and to work in managerial and professional occupations. The teen pregnancy rate in the state has also declined substantially.

At the same time, women’s advancement in North Carolina has slowed or stalled in some ways. Women continue to be underrepresented in the state’s legislature relative to their share of the population, and many women—especially those with low levels of education—are stuck in low-wage jobs. Women also still earn less than men in the state; North Carolina’s women earn only 82.5 percent on the dollar compared with men. In addition, some women and men in North Carolina lack basic work-related supports such as paid family and sick leave and affordable child care, and more than one-fifth of women aged 18–64 do not have basic health insurance coverage. These findings suggest that addressing the persistent obstacles to political, social, and economic advancement that women face is essential to ensuring a more positive future for North Carolina and the nation as a whole.

This report highlights the areas of progress and lack of progress for women in North Carolina by analyzing indicators that were included in IWPR’s 1996 report, while adding additional indicators that reflect important changes within the state in recent years. For example, the immigrant population in North Carolina has grown rapidly over the last two decades, from two percent of the state’s total population in 1990 to seven percent in 2010. This growth is among the fastest in the nation, leading some scholars to describe North Carolina or some of its regions as a “new immigrant destination” (Kochhar, Suro, and Tafoya 2005; Singer 2009; Terrazas 2011; Waters and Jiménez 2005; Vásquez, Seales, and Marquardt 2008; Zúñiga and Hernández-León 2005). To explore the implications of this demographic change for the status of women in North Carolina, IWPR’s 2013 report disaggregates data on major social, educational, and economic indicators by place of birth and gender to enable comparisons between North Carolina’s immigrant and native-born populations and to pinpoint the specific challenges faced by immigrant women in the state.

## Regional Diversity and Disparity

IWPR's present study also moves beyond IWPR's 1996 report by examining the circumstances of women across selected geographic areas within the state. This focus on sub-state data reveals stark differences in the status of North Carolina's women from different regions, particularly between women who live in the state's metropolitan areas, such as the Charlotte and Triangle areas, and those who live in its largely rural communities.<sup>1</sup> These differences point to the more limited economic opportunities for women in rural North Carolina, as well as to specific challenges that many women in these areas encounter, such as lower levels of education, lower earnings, and relatively high poverty rates. The challenges that women in rural North Carolina face, along with the racial and ethnic disparities that persist in the status of women across the state, point to the need to consider the multiplicity of women's experiences when proposing policy and programmatic change.

IWPR analyzes eleven smaller geographic areas within North Carolina in this report. Five metropolitan statistical areas (MSAs) are studied: the Asheville area (Buncombe and Madison counties), the Charlotte area (Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties), Cumberland County, the Greensboro area (Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties), and the Triangle (Chatham, Durham, Franklin, Johnston, Orange, and Wake counties).

In addition, IWPR examined data for areas within the state that are less densely populated. Each area includes a cluster of counties representing a geographic region as defined in the microdata for North Carolina released by the U.S. Census Bureau. (For a map showing the definition of county groupings, see Appendix II). These regions consist of the following county groupings: Alexander-Burke-Caldwell, Ashe-Avery-Mitchell-Watauga-Yancey, Cleveland-McDowell-Polk-Rutherford, and Henderson-Transylvania. A fifth county cluster, referred to in the report as "Western North Carolina," includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties. A sixth, which is referred to as simply "Eastern North Carolina," includes 20 counties: Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Perquimans, Pasquotank, Tyrrell, and Washington. The clustering of these counties is necessary to enable sufficient sample sizes that allow for reliable reporting of estimates.

In assessing the status of women in North Carolina's many communities, the report aims to provide critical data that can help to build economic security and overall well-being among the state's women and families. In the past, local and state organizations have used data from IWPR's *The Status of Women in the States* reports to achieve multiple goals, including educating the public on issues related to women's well-being, informing policies and programs, making the case for establishing commissions for women, helping donors and foundations establish investment priorities, and inspiring community efforts to strengthen economic growth by improving women's status. Data on the status of women give citizens

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<sup>1</sup> The Triangle area consists of Chatham, Durham, Franklin, Johnston, Orange, and Wake counties. The Charlotte MSA consists of Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

the information they need to address the key issues that women encounter and to allow women's interests and concerns to fully inform policymaking, service provision, advocacy, and program initiatives. This report aims to provide information that can be used to help ensure that these goals become a reality.

# I. EMPLOYMENT AND EARNINGS

## Key Findings

- Women make up close to half (47 percent) of North Carolina's workforce.
- Unemployment in 2010 was higher in North Carolina than in the nation as a whole, for both women and men. Hispanic women had the highest rate of unemployment among women at 14.1 percent and were the only group to have a higher unemployment rate than their male counterparts.
- Women in North Carolina who work full-time, year-round earn less than comparable men. In 2010, women's median annual earnings in the state were only 82.5 percent of men's, resulting in a gender wage gap of 17.5 percent. This represents a sharp improvement over 1990, when the gender wage gap in North Carolina was 28.3 percent.
- Among women who work full-time, year-round in North Carolina, white women have the highest median annual earnings at \$35,400, followed by Asian American women (\$30,000), black and American Indian women (\$29,000 each), and Hispanic women (\$24,000).
- Median earnings for women in the state vary considerably across geographic areas. Women in the Triangle metropolitan statistical area have the highest earnings at \$40,000, while women in Ashe-Avery-Mitchell-Watauga-Yancey and Alexander-Burke-Caldwell have the lowest at \$28,400 and \$29,200, respectively. The Triangle also has the highest share of employed women who work in professional or managerial occupations (49 percent), compared with just 36 and 31 percent in the two lowest earning regions.
- In recent decades, the share of women in North Carolina with at least a bachelor's degree has increased sharply, from 16 percent in 1990 to 27 percent in 2010. During this same time period, the share of women who did not finish high school fell from 30 to 13 percent.
- Although female veterans constitute 10 percent of all veterans in the state's labor force, they make up 13 percent of unemployed veterans, and their rate of unemployment is slightly higher than the unemployment rate for all women in the state.
- In North Carolina, more than four in ten female workers in the private sector (44 percent) do not have paid sick leave.

## Introduction

Women have made great strides in North Carolina’s workforce in recent decades. Although women’s labor force participation did not increase between 1994—when it was 60 percent, and 2010, when it was 59 percent—the female workforce has changed in other ways.<sup>2</sup> The population and workforce of North Carolina have become more diverse, more educated, and more likely to work in professional and managerial occupations. Yet, while many women have advanced in these ways, a substantial number lack educational qualifications beyond a high school diploma and have low earnings, particularly in the state’s more rural areas.

## Women in the Labor Force

As of 2010, women made up nearly half (47 percent) of the state’s labor force.<sup>3</sup> The majority of women aged 16 and older in North Carolina—almost six in ten—are in the labor force, which means they are either employed or actively looking for work. This proportion has remained remarkably stable during the last 20 years (IWPR 1996 and Table 1.1).

Although women’s labor force participation in North Carolina is relatively strong, men in the state are more likely than women to be in the labor force, as in other jurisdictions across the nation (Table 1.1). Between 1990 and 2010, however, men’s labor force participation rate in North Carolina fell five percentage points, narrowing the gap between male and female labor force participation rates in the state (IWPR 1996 and Table 1.1). This decline—and for women, lack of further growth—in labor force participation mirrors trends in the United States overall and has several likely reasons. In general, young women and men spend more time in school before entering the workplace (Juhn and Potter 2006). In addition, unemployment and lack of economic opportunity lead some people to give up their search for work and thus no longer be counted as economically active, even if they would accept paid work if it were offered. Among men in particular, disability rates have also increased sharply in recent decades (Juhn and Potter 2006).

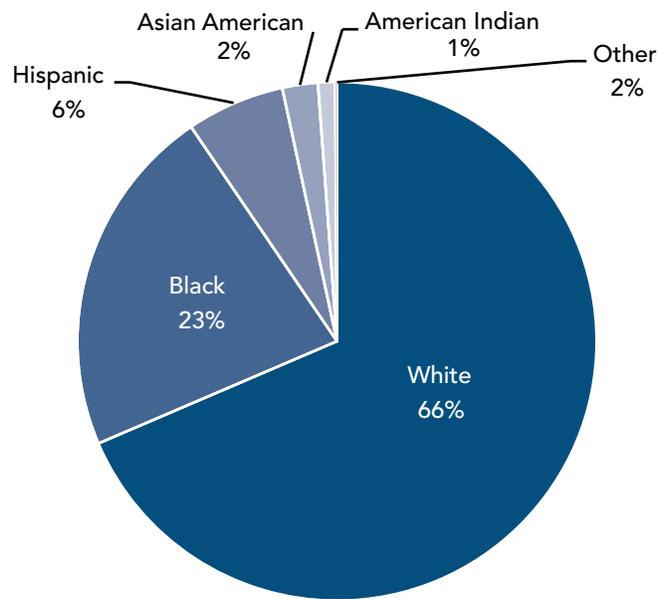
Although the proportion of women in North Carolina’s workforce did not change between 1990 and 2010, the composition of this workforce did become more diverse. In 1990, white women constituted more than three-quarters of women in the state’s workforce (76 percent), black women made up one-fifth (21 percent), and women from other racial and ethnic groups accounted for about three percent (IWPR 1996). By 2010, the share of Hispanic women and Asian American women among women in North Carolina’s labor force had grown (from one to six percent and one to two percent, respectively), while the share of white women had fallen (to 66 percent; Figure 1.1).

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<sup>2</sup> IWPR 1996 and IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>3</sup> IWPR analysis here is based on the American Community Survey (ACS) and defines the labor force as all respondents who reported being employed or looking for work, including those who are in the armed forces, and excluding those who live in group quarter facilities such as college residence halls, residential treatment centers, skilled nursing facilities, group homes, military barracks, correctional facilities, workers’ dormitories, and facilities for people experiencing homelessness. In IWPR 1996, IWPR’s analysis of labor force data is based on the Current Population Survey (CPS), which uses a different sampling frame from the ACS and includes only the civilian, non-institutionalized population. For more information on the survey methodological differences between the ACS and CPS, see Kromer and Howard (2011).

**Figure 1.1. Distribution of the Female Workforce by Major Racial and Ethnic Groups, North Carolina, 2010**



In many of North Carolina's rural counties, women's labor force participation rates are considerably lower than in the state's more urban areas.

Notes: For women and men aged 16 and older in the labor force. Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; American Indian, not Hispanic; and Other, not Hispanic. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. "Other" includes those who chose more than one racial category as well as those not classified by the Census Bureau. Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

Women's labor force participation in North Carolina varies somewhat across the largest racial and ethnic groups. Black women have the highest labor force participation rate at 62 percent, followed by Asian American women (61 percent) and white and Hispanic women (57 percent each). American Indian women in North Carolina have the lowest labor force participation rate at 51 percent.<sup>4</sup> The labor force participation rate among immigrant women in the state is slightly lower than the rate among North Carolina's native-born women. Fifty-six percent of immigrant women in North Carolina are in the workforce, compared with 59 percent of native-born women.<sup>5</sup> These figures, however, likely do not take into account much of the work performed in the informal economy.

In many of North Carolina's rural counties, women's labor force participation rates are considerably lower than in the state's more urban areas. Between 2008 and 2010,<sup>6</sup> the labor force participation rate for women in Western North Carolina was only 51 percent; for women in Henderson-Transylvania and Cleveland-McDowell-Polk-Rutherford, the labor force participation rate was only slightly higher at 52 percent and 53 percent, respectively. Labor force participation rates for women are substantially higher in the Charlotte and Tri-

<sup>4</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).  
<sup>5</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).  
<sup>6</sup> All sub-state regional analyses for North Carolina in this chapter draw on the 2008–2010 three-year data files from the IPUMS American Community Survey and, therefore, encompass the deepest parts of the recession as well as the early stages of recovery. This is not the case for the analysis of state- and national-level data, which are for 2010 only.

**Table 1.1. Labor Force Participation Rates of All Women and Men and Women and Men with Children, North Carolina and the United States, 2010**

	North Carolina	United States
	Percent in the Labor Force	Percent in the Labor Force
<b>All Women</b>	59%	59%
<b>Women with Children</b>		
Under Age 18	74%	73%
Under Age 5	66%	66%
<b>All Men</b>	70%	70%
<b>Men with Children</b>		
Under Age 18	94%	94%
Under Age 5	96%	95%

Notes: For women and men aged 16 and older. Children under age 5 are included among children under age 18.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

angle metropolitan areas (64 percent each), but somewhat lower in the metropolitan areas of Asheville, Greensboro, and Cumberland County (59, 60, and 61 percent, respectively; Appendix III, Table 1).

In North Carolina, the labor force participation of women with dependent children is higher than for all women. More than seven in ten women (74 percent) with children under 18 and two-thirds (66 percent) of women with children under 5 are in the workforce. The labor force participation rate for men with children is much higher. Ninety-four percent of men in the state with children under 18 and 96 percent with children under five are in the labor force (Table 1.1), suggesting that women are more likely than men to cut back on paid work when they are parents.

## Unemployment

The recession significantly affected both women and men in North Carolina. In 2010, 9.1 percent of women and 11.7 percent of men in the state were unemployed and actively looking for work, a higher rate than in the United States overall (Table 1.2). Among women, unemployment varied considerably across the largest racial and ethnic groups. Asian American women had the lowest rate of unemployment (6.8 percent), followed by white women (7.6 percent), black women (13.5 percent), and Hispanic women (14.1 percent). Hispanics in North Carolina represent the only racial/ethnic group where women had higher rates of unemployment than men (Table 1.2). In this regard, North Carolina differs from the national trend: Hispanic women and men in the nation as a whole had similar unemployment rates in 2010 (12.7 and 12.3 percent, respectively; Bureau of Labor Statistics 2012a).

**Table 1.2. Unemployment Rates by Gender, Age, Race, Hispanic or Latino Ethnicity, and Marital Status, North Carolina and the United States, 2010**

	North Carolina White	North Carolina Black	North Carolina Hispanic	North Carolina Asian American	North Carolina All	United States All
Women <sup>a</sup>	7.6%	13.5%	14.1%	6.8%	9.1%	8.6%
Men <sup>a</sup>	9.5%	22.0%	9.0%	9.0%	11.7%	10.5%
Both Women and Men, Aged 16–19 Years <sup>a</sup>	23.9%	N/A	N/A	N/A	27.1%	29.5%
Married Men, Spouse Present <sup>b</sup>	6.8%	N/A	N/A	N/A	6.8%	6.8%
Married Women, Spouse Present <sup>b</sup>	5.7%	N/A	N/A	N/A	5.7%	5.9%
Single Women Who Maintain Families <sup>c</sup>	N/A	N/A	N/A	N/A	15.1%	12.3%

Notes: N/A indicates data are not available. Racial and ethnic categories are not defined as exclusive. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and are classified by both ethnicity and race. Sample size is too small to provide estimates for American Indians. For women and men aged 16 and older.

Sources: <sup>a</sup>IWPR compilation of data from the Current Population Survey (CPS) based on the U.S. Department of Labor 2011a.

<sup>b</sup>U.S. Department of Labor (2012a).

<sup>c</sup>U.S. Department of Labor (2012b).

In 2010, single women who maintain families in North Carolina also had a particularly high unemployment rate at 15.1 percent. This unemployment rate is almost three times the rate of unemployment for married women who live with their spouses (5.7 percent) and more than twice as high as the unemployment rate for comparable married men (6.8 percent; Table 1.2).

Female veterans are another group with above average rates of unemployment in North Carolina. In 2010, an estimated 393,000 veterans were in the state’s workforce, of which approximately 41,000 were female. Although female veterans constitute 10 percent of all veterans in the state’s workforce, they make up 13 percent of unemployed veterans, and their rate of unemployment is slightly higher than the unemployment rate for all women in the state.<sup>7</sup>

<sup>7</sup> These estimates are based on the IPUMS American Community Survey (ACS); unemployment rates estimated on the basis of the ACS are not directly comparable to the official unemployment estimates published by the U.S. Department of Labor that are cited elsewhere in this section. These two datasets are based on different survey questions. Based on the ACS, the rate of unemployment in North Carolina in 2010 was 12.0 percent for women and 12.7 percent for men, compared with 13.0 percent for female veterans and 10.2 percent for male veterans in the state. Figures are based on IWPR analysis of 2010 IPUMS ACS microdata (Ruggles et al. 2010) for women and men aged 16 years and older.

<sup>8</sup> Official U.S. unemployment figures published by the U.S. Department of Labor are based on the Current Population Survey (CPS) and the Local Area Unemployment Survey (LAUS), which have insufficient sample sizes to provide estimates of unemployment for women and men separately at the sub-state regional level; the sub-state regional comparisons in this report draw, therefore, on the American Community Survey (ACS). Since ACS definitions of unemployment are not directly comparable to CPS and LAUS definitions, this report will not provide the ACS based rates of unemployment for the regions but only use the ACS to describe relative differences between these areas.

In North Carolina, unemployment differed substantially by region between 2008 and 2010. Women in Cleveland-McDowell-Polk-Rutherford had the highest unemployment rate; the rate for women in these counties combined was twice the rate for women in the Asheville area, which had the lowest rate. Many rural counties in North Carolina, which in general have lower labor force participation rates for women, had lower unemployment rates relative to the rates for women in the state overall. The lower unemployment rates in these counties likely reflect, at least partially, a more long-term response to lack of economic opportunity in which women withdraw from their active search for employment.

## Part-Time Work

Although the majority of employed women and men in North Carolina work full-time, employed women are more likely than employed men to work part-time (28 percent compared with 16 percent; Table 1.3). The reasons many women work part-time vary. The majority who work part-time do so voluntarily, but a substantial number do not. In 2010, 72,000 women and 87,000 men in North Carolina worked less than full-time because of “slack work,” or reduced hours at their normally full-time jobs. In addition, women made up the majority of workers in North Carolina who worked part-time because they could not find full-time work (women constituted 61 percent—or 54,000—of the 88,000 such workers).<sup>9</sup> While the recession likely restricted the number of full-time jobs in North Carolina, women’s greater representation among those working part-time because they cannot find a full-time job is also probably due to the structure of the labor market. Many jobs in the sectors and occupations primarily filled by women, such as retail, are only available on a part-time basis, limiting women’s employment opportunities.

Among voluntary part-time workers, women are much more likely than men to say that they usually work part-time because of child care problems (14,000 women compared with 1,000 men) or because of other personal and family obligations (67,000 women compared with 5,000 men). Part-time work for such family reasons accounts for 20 percent of women who usually work part-time, compared with 3 percent of men who usually work part-time.<sup>10</sup> The costs of child care, particularly for infants and toddlers, are high in North Carolina and elsewhere in the nation. Without affordable and reliable child care, many women are forced into an economic trade-off between working to pay for child care or withdrawing from the labor market to provide full-time child care themselves.

For many married couples, it makes more economic sense for the lower earner to cut back at work or withdraw from the workforce altogether for a while. Given women’s lower average earnings than men’s, it is more often mothers than fathers who make this change. While the decision to reduce hours of paid work or withdraw from the labor force may make short-term economic sense within the family, it can threaten women’s longer-term economic security. Stepping out of the labor force for a period of time or cutting back on hours of paid work damages women’s earnings potential and very likely reduces the amount of their Social Security and pension benefits in retirement.

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<sup>9</sup> IWPR calculations based on U.S. Department of Labor (2011a). Table 23. Other reasons for voluntary part-time work, such as education and training or partial retirement, do not differ much between women and men.

<sup>10</sup> IWPR calculations based on U.S. Department of Labor (2011a). Table 23. These data draw on the Current Population Survey, a slightly different survey from the American Community Survey that serves as the data source for most of this report.

In addition to having lower earnings (and hence lower contributions to Social Security), part-time workers are much less likely than full-time workers to have workplace benefits such as paid vacations, paid sick leave, health insurance, or employer-supported pension schemes (Society for Human Resource Management 2011). Such disadvantageous treatment of part-time workers is illegal in almost all other high income countries, including in all European Union member states, where part-time workers have been entitled to pro-rata benefits for more than a decade (Hegewisch and Gornick 2008).

**Table 1.3. Full-Time and Part-Time Workers by Gender, North Carolina and the United States, 2010**

	North Carolina		United States	
	Part-Time	Full-Time	Part-Time	Full-Time
Women	28%	72%	29%	71%
Men	16%	84%	16%	84%

Notes: For employed women and men aged 16 and older. Part-time work includes anyone working fewer than 35 hours per week. Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

### Earnings and the Gender Wage Gap

In North Carolina, as in all states across the nation, women who work full-time and year-round have lower median annual earnings than men. (Full-time is defined as 35 or more hours of work per week, and year-round is defined as 50 or more weeks of work per year.) The median earnings for women in the state are \$33,000 compared with \$40,000 for men (Figure 1.2), which is a gap of \$7,000 per year or \$135 per week. In North Carolina, women who work full-time and year-round have lower median annual earnings than men. The median earnings for women in the state are \$33,000 compared with \$40,000 for men, which is a gap of \$7,000 per year or \$135 per week.

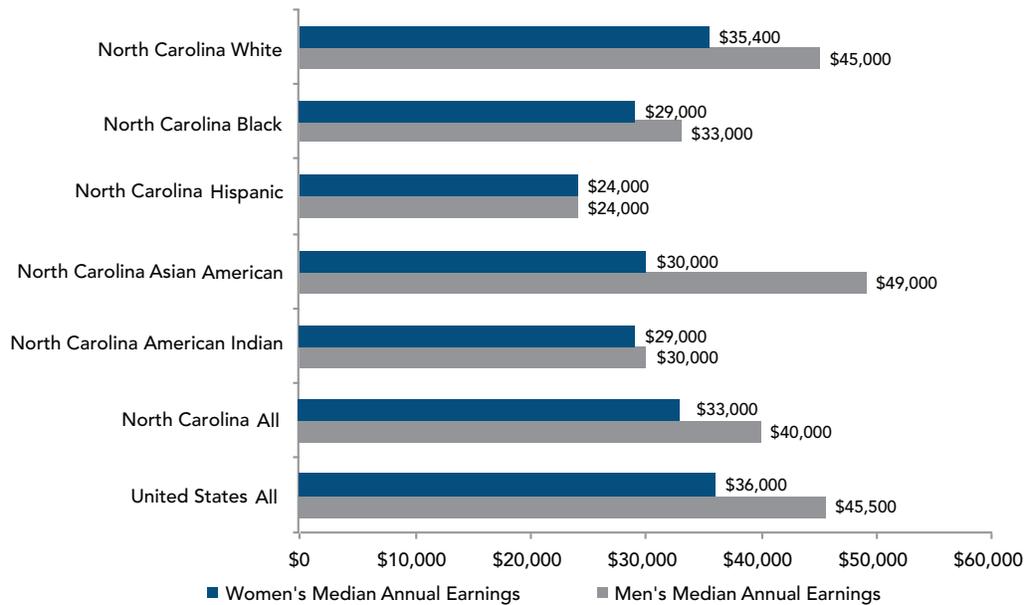
For women in North Carolina, however, earnings differ substantially among the largest racial and ethnic groups (Figure 1.2). White women have the highest median earnings (\$35,400), followed by Asian American women (\$30,000), black and American Indian women (\$29,000 each), and Hispanic women (\$24,000). The median earnings for full-time, year-round work leave Hispanic women only marginally above the federal poverty rate for a family of four (U.S. Department of Commerce 2012c).

Women’s median earnings also differ considerably across regions within the state. Among the five metropolitan areas included in this study, women in the Triangle had the highest earnings at \$40,000, followed by the Charlotte area at \$35,448 and the Greensboro area at \$32,300. Women in the Asheville area and Cumberland County had the lowest median annual earnings for metropolitan areas at \$31,000 and \$30,384, respectively. In the county clusters analyzed for this report, median annual earnings for women were generally lower than in the state’s urban areas and ranged from \$28,358 for Ashe-Avery-Mitchell-Watauga-Yancey to \$32,000 for Henderson-Transylvania (Appendix III, Table 1).<sup>11</sup>

In North Carolina, women who work full-time and year-round have lower median annual earnings than men. The median earnings for women in the state are \$33,000 compared with \$40,000 for men, which is a gap of \$7,000 per year or \$135 per week.

<sup>11</sup> IWPR analysis of 2008–2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Figure 1.2. Median Annual Earnings for Full-Time, Year-Round Workers by Gender and Race/Ethnicity, North Carolina and the United States, 2010**



Note: For women and men aged 16 and older, including those who are self-employed.  
 Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

Comparing the earnings of all women in North Carolina to the earnings of all men in 2010, women made only 82.5 cents for every dollar earned by men,<sup>12</sup> resulting in a gender wage gap of 17.5 percent, which is considerably smaller than the national gender wage gap of 20.9 percent.<sup>13</sup> This smaller gender wage gap in North Carolina stems partially from the comparatively low earnings of men in the state; both women and men in North Carolina have lower median earnings than their counterparts nationwide, but the difference is greater for men than for women. In 2010, the median earnings for men in the nation as a whole were \$45,500 (\$5,500 more than in the state; Figure 1.2). For women in the United States overall, median earnings were \$36,000 (\$3,000 more than in the state; Figure 1.2).

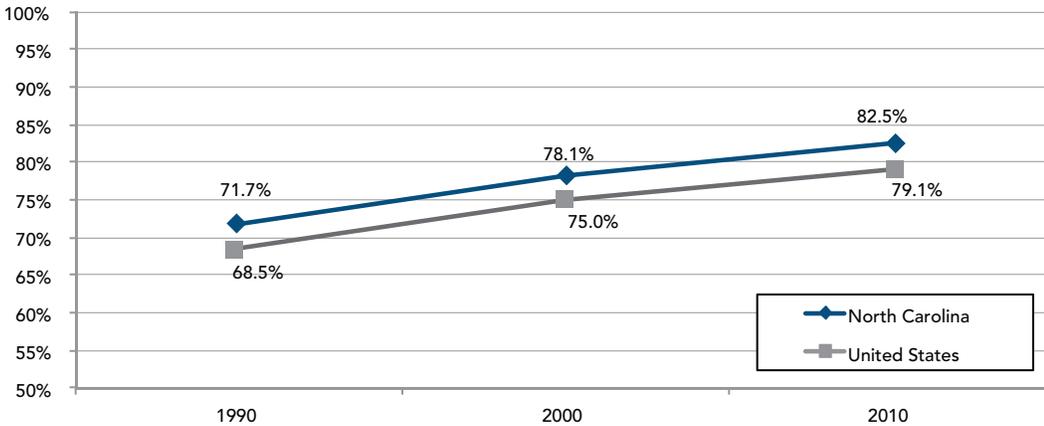
The smaller gender wage gap in North Carolina in 2010 compared with the nation continues a pattern that also existed in 1990 and 2000. In all three years, the gender wage gap in the state was less than in the United States as a whole (Figure 1.3). During these two decades, the gender wage gap narrowed in both North Carolina and the nation, although it closed more substantially in the state. In 1990, North Carolina had a gender wage gap of

<sup>12</sup> As noted, many women work less than full-time and/or may not work for at least 50 weeks per year. If all women and men with earnings were included in the earnings calculations, rather than only those who work full-time, year-round, the gender wage gap would be even larger. In addition, in some sectors of the economy in which women are often employed—such as retail, restaurants, and hotels—working hours have become more variable and less predictable, leading to a new class of workers who formally may be counted as full-time but whose hours may fluctuate from day to day and from week to week (Lambert and Henley 2009; Restaurant Opportunity Center-United 2012). Such practices are particularly difficult for women with child care responsibilities.

<sup>13</sup> Because these estimates are based on the American Community Survey, they are not strictly comparable to IWPR's standard calculation of the gender wage gap for the United States, which is based on the Current Population Survey (CPS). In 2010, the national earnings gap based on the CPS was 22.6 percent (Hegewisch and Williams 2011).

28.3 percent, compared with 31.5 percent in the nation (reflecting earnings ratios of 71.7 and 68.5 percent, respectively, or a 3.2-percentage point difference; IWPR 1996). In 2010, the gender wage gap in North Carolina was 3.5 percentage points smaller than in the United States as a whole (Figure 1.3).

**Figure 1.3. Gender Earnings Ratio in North Carolina and the United States, 1990, 2000, and 2010**



Note: Based on median annual earnings for women and men aged 16 and older who are employed full-time, year-round, including those who are self-employed.  
 Source: IWPR analysis of 2000 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010); 1990 data from IWPR (1996).

Comparing the earnings of all groups of women with the earnings of white men—the largest group in the labor market—further highlights the inequality of earnings in North Carolina and the nation as a whole. In 2010, Hispanic women earned slightly more than half (53.3 percent) of white men’s earnings in the state and 54.0 percent of their earnings in the United States as a whole. Black and American Indian women in North Carolina earned just below two-thirds of white men’s earnings (64.4 percent each), which is similar to the earnings differences for these groups nationally. The earnings ratio of Asian American women to white men is much lower in the state than in the nation (66.7 percent compared with 84.0 percent), reflecting the low earnings of Asian American women in North Carolina compared with Asian American women in the nation as a whole (Table 1.4).

Another way of looking at the gender wage gap is to compare the earnings of women from each racial/ethnic group with those of their male counterparts. In North Carolina, women of all the largest racial/ethnic groups except Hispanics earn less than their male counterparts. The earnings gap is largest for Asian American women, who earned \$19,000 less than Asian American men in the state in 2010 (Figure 1.2). Put another way, Asian American women earned only 61 cents for every dollar earned by an Asian American man. This gap in earnings between Asian American women and men in North Carolina is much larger than in the nation as a whole (Table 1.4). In the state, the earnings ratios between black, American Indian, and Hispanic women and men are much lower than the earnings ratio between white women and men (Table 1.4), which reflects the lower earnings of men from these racial groups compared with white men (Figure 1.2).

**Table 1.4. Gender Earnings Ratio for Women and Men with Full-Time, Year-Round Annual Earnings by Race/Ethnicity, North Carolina and the United States, 2010**

Race/Ethnicity	North Carolina		United States	
	Women's Earnings as Percent of Earnings of Men of Same Race/Ethnicity	Women's Earnings as Percent of White Men's Earnings	Women's Earnings as Percent of Earnings of Men of Same Race/Ethnicity	Women's Earnings as Percent of White Men's Earnings
White	78.7%	78.7%	78.0%	78.0%
Black	87.9%	64.4%	84.2%	64.0%
Hispanic	100.0%	53.3%	90.0%	54.0%
Asian American	61.2%	66.7%	82.4%	84.0%
American Indian	96.7%	64.4%	78.9%	60.0%

Notes: For employed women and men aged 16 and older, including those who are self-employed. Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic, Asian American, not Hispanic; and American Indian, not Hispanic. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

Among immigrant women and men in North Carolina, the gender wage gap is much smaller than among the state's native-born population. In 2010, immigrant women's median annual earnings were \$25,900 compared with \$27,000 for immigrant men, resulting in a gender earnings ratio for this population of 95.9 percent (and a gender wage gap of 4.1 percent). During this same time period, native-born women and men earned \$33,700 and \$41,000, respectively. This results in a gender earnings ratio for native-born women and men in North Carolina of 82.2 percent and a gender wage gap of 17.8 percent.<sup>14</sup>

So far this report has focused on median annual earnings, which is the amount that divides the income distribution into two groups, with half earning more and half earning less. Another way to compare earnings is to examine women's and men's share of the highest earners (the top 20 percent) in the state. In 2010, the group of highest earners included anyone working full-time and year-round who earned \$63,000 or more; women constituted only 28 percent of these top earners. Not surprisingly, women were the majority (53 percent) of the 20 percent of full-time, year-round workers with the lowest earnings (which included those who earned less than \$22,000 in 2010).<sup>15</sup> The greater gender balance among low earners reflects the restricted opportunities for many black, Hispanic, and American Indian men in the labor market.

<sup>14</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>15</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

## Education and Earnings

Between 1990 and 2010, the share of women in North Carolina with at least a bachelor’s degree increased sharply, from 16 percent in 1990 to 27 percent in 2010. During the same time period, the share of women in the state who had not completed high school was cut by more than half, from 30 percent to 13 percent (IWPR 1996; Table 1.5). Despite this educational advancement for women, as of 2010 a substantial number of women aged 25 and older in North Carolina (an estimated 445,800) had not completed high school (Table 1.5). A smaller proportion of women than men in the state, however, lack educational qualifications beyond a high school diploma or the equivalent; and women are more likely than men to have some college education or an associate’s degree (Table 1.5).

Between 1990 and 2010, the share of women in North Carolina with at least a bachelor’s degree increased sharply, from 16 percent in 1990 to 27 percent in 2010. During the same time period, the share of women in the state who had not completed high school was cut by more than half, from 30 percent to 13 percent.

**Table 1.5. Highest Educational Attainment of Women and Men, North Carolina, 2010**

Educational Attainment	Women		Men		Total
	Number	Percent	Number	Percent	Total
Less Than High School Diploma	445,800	13%	516,700	17%	15%
High School Diploma or the Equivalent	893,600	27%	854,800	28%	28%
Some College or Associate’s Degree	1,100,900	33%	842,200	28%	31%
Bachelor’s Degree or Higher	886,400	27%	786,500	26%	26%
<b>Total</b>	3,326,700	100%	3,000,300	100%	100%

Note: For women and men aged 25 and older.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

Lifting the educational attainment and labor market prospects of the more than 1.3 million women in the state (40 percent) who have only a high school diploma or the equivalent is a challenge. The share of women aged 25 years and older who have not completed high school is substantial for all of the largest racial and ethnic groups, but particularly for Hispanic and American Indian women (Table 1.6). Four in ten Hispanic women and nearly three in ten American Indian women in North Carolina have not completed high school (Table 1.6).

**Table 1.6. Women With Less Than a High School Diploma, by Largest Racial/Ethnic Group, North Carolina and the United States, 2010**

Race/Ethnicity	North Carolina		United States
	Number of Women	Percent of All Women in Racial/Ethnic Group With Less Than High School Diploma	Percent of All Women in Racial/Ethnic Group With Less Than High School Diploma
White	228,175	10%	9%
Black	119,584	17%	17%
Hispanic	72,393	40%	36%
Asian American	12,706	18%	16%
American Indian	9,300	29%	18%

Notes: For women and men aged 25 and older.

Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic, Asian American, not Hispanic; and American Indian, not Hispanic. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

As Table 1.7 shows, the median annual earnings of women who have not completed high school are only \$19,000 for full-time, year-round workers—well below the annual income that a family of one adult and two children needs to cover basic living expenses in North Carolina (Sirota and McLenaghan 2011). Moreover, between 2000 and 2010 real earnings of women with less than a high school diploma fell by more than 20 percent, making it even harder to earn a living wage.<sup>16</sup> Although all groups of women except those with at least a bachelor’s degree experienced a reduction in real earnings during this time, the decrease was greatest for the least educated group.<sup>17</sup>

<sup>16</sup> IWPR analysis of IPUMS 2000 U.S. Census microdata (Ruggles et al. 2010); real earnings for women with less than a high school diploma fell by 23.1 percent, for women with high school diploma by 6.7 percent, and for women with some college by 5.1 percent. For women with at least a bachelor’s degree, they increased by 1.6 percent.

<sup>17</sup> IWPR analysis of IPUMS 2000 U.S. Census microdata (Ruggles et al. 2010).

**Table 1.7. Women's and Men's Earnings and the Earnings Ratio by Educational Attainment, Aged 25 and Older, North Carolina and the United States, 2010**

Educational Attainment	North Carolina			United States
	Women's Median Annual Earnings	Men's Median Annual Earning	Female/Male Earnings Ratio	Female/Male Earnings Ratio
Less Than High School Diploma	\$19,000	\$25,000	76.0%	74.1%
High School Diploma or the Equivalent	\$26,000	\$34,700	74.9%	73.7%
Some College or Associate's Degree	\$31,000	\$41,000	75.6%	76.1%
Bachelor's Degree or Higher	\$47,600	\$68,000	70.0%	70.7%

Note: For women and men employed full-time, year-round.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

Table 1.7 indicates that education increases earnings for both women and men. Men's access to better paying jobs, however, depends less on qualifications than women's. In North Carolina, men with a high school diploma or the equivalent have higher median annual earnings than women with some college education or an associate's degree. When only women and men with a bachelor's degree or higher are compared, the gender wage gap is substantially larger than when women and men of other educational levels are compared. The earnings ratio for women and men with a bachelor's degree or higher is 70.0 percent, compared with 76.0 and 75.6 percent for women and men with less than a high school diploma and some college education or an associate's degree, respectively, and 74.9 percent for women and men with a high school diploma or the equivalent (Table 1.7).

In North Carolina, men with a high school diploma or the equivalent have higher median annual earnings than women with some college education or an associate's degree.

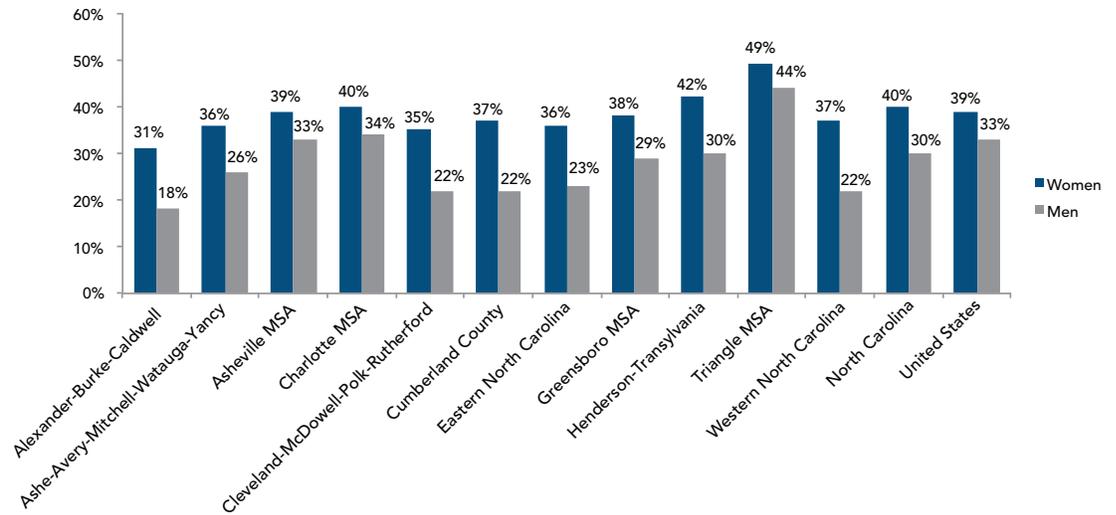
## Occupation and Industry

In 2010, four in ten employed women in North Carolina worked in professional and managerial occupations (Figure 1.4). This represents a substantial increase in the proportion of women employed in these jobs: in 1990, only one-quarter of employed women (26 percent) worked in professional and managerial occupations, and North Carolina ranked 40th on this indicator compared with all other states and the District of Columbia (IWPR 1996).<sup>18</sup> In 2010, North Carolina ranked 17th (Appendix IV).

In the state as a whole and in each of the regions examined for this report, employed women are more likely than employed men to work in managerial and professional occupations (Figure 1.4). The share of employed women working in such jobs, however, varies considerably across the state, ranging from close to half of all employed women in the Triangle area (49 percent) to less than one-third of employed women (31 percent) in the area including Alexander, Burke, and Caldwell counties.

<sup>18</sup> Data from IWPR 1996 are based on IWPR analysis of the 1994 Current Population Survey; data from 2010 are based on IWPR analysis of the 2010 IPUMS American Community Survey.

**Figure 1.4. Shares of Employed Workers in Managerial, Professional, and Related Occupations by Gender (in Percent) in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**



Notes: Data for the state of North Carolina and the United States overall are for 2010 only. For employed women and men aged 16 and older.

Asheville MSA includes Buncombe and Madison counties.

Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

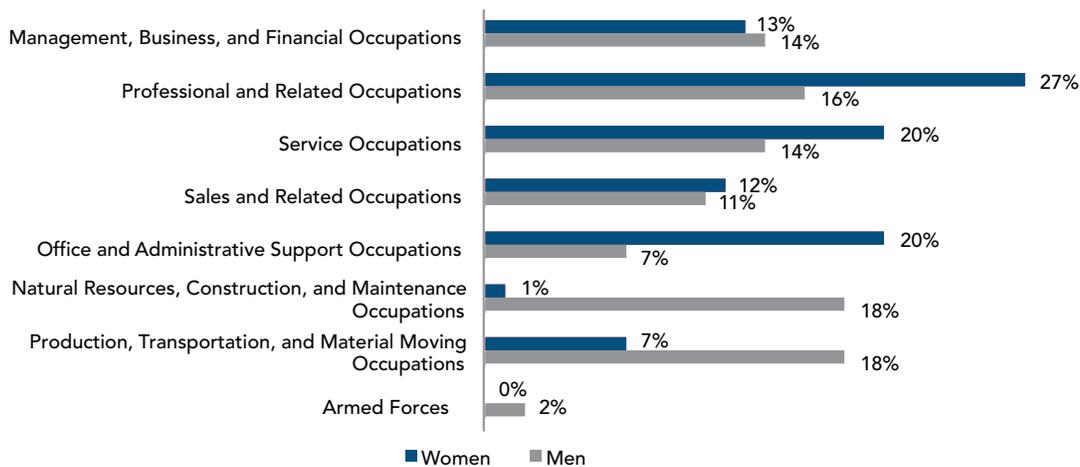
Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

Differences in the shares of employed women and men working in professional and managerial occupations are part of the broader pattern of gender segregation in occupation and industries. Occupational segregation—women primarily working in occupations done primarily by women, and men in occupations primarily done by men—is an important contributing factor to the gender wage gap, since work done mainly by women often has lower earnings than work mainly done by men (Blau and Kahn 2007; Hegewisch et al. 2010). In North Carolina, as in the nation as a whole, a significant amount of gender segregation exists in broad occupational groups. Women are about three times more likely than men to work in office and administrative support occupations and considerably more likely than men to work in professional and related occupations (Figure 1.5). Men are 18 times more likely than women to work in natural resources, construction, and maintenance occupations. They are also more than twice as likely as women to work in production, transportation, and material moving occupations (Figure 1.5). The uneven distribution of women and men across these occupations also occurs in the United States as a whole.<sup>19</sup>

<sup>19</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Figure 1.5. Distribution of Employed Women and Men Across Broad Occupational Groups, North Carolina, 2010**



Notes: For women and men aged 16 and older. Includes full-time and part-time workers. Service occupations include support occupations in health care, education, personal care, and cleaning and janitorial occupations.  
 Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

In North Carolina, differences also exist between the distribution of immigrant and native-born women across broad occupational groups. Immigrant women are more than one and a half times as likely as native-born women to work in service occupations (30 percent compared with 19 percent), and much less likely to work in office and administrative support occupations than native-born women (10 percent compared with 20 percent).<sup>20</sup> They are more than three times as likely to work in production occupations as native-born women (13 percent compared with 4 percent).<sup>21</sup> Sectors such as poultry, meat, and seafood processing have been important for recruiting foreign workers to the state, particularly from Mexico (Griffith 2012). Jobs in these sectors are often low-paid, and working conditions can be very harsh or even dangerous. Women working in these industries often report experiencing sexual violence and harassment at work, particularly undocumented women who have limited opportunities to challenge illegal behavior or walk away from unacceptable working conditions (Bauer and Ramirez 2010).

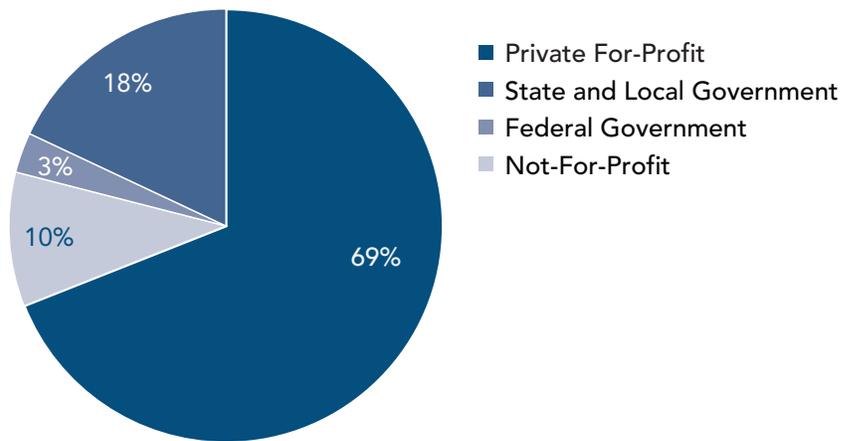
## Employment by Sector and Class of Worker

In North Carolina, the majority of employed women and men work in the private sector (69 percent of women and 77 percent of men; Figures 1.6 and 1.7). Women are twice as likely as men to work in the not-for-profit sector and are more likely to work for state and local government, while men are more than twice as likely as women to be employed by the federal government in North Carolina (Figures 1.6 and 1.7). Public sector jobs account

<sup>20</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

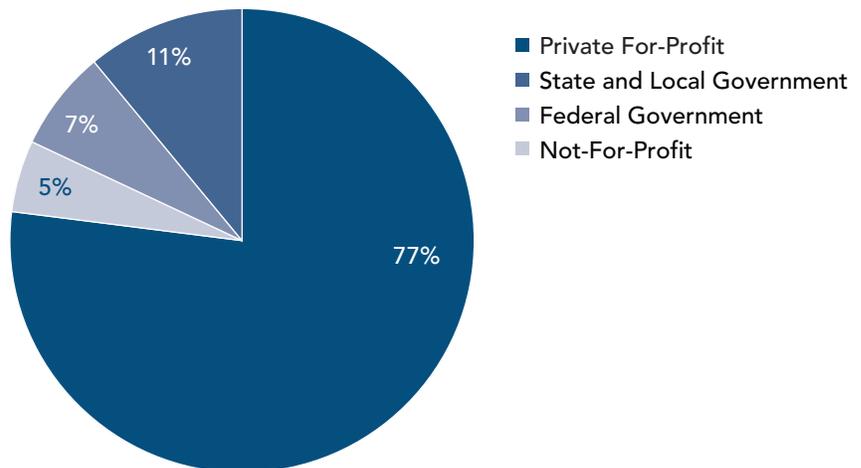
<sup>21</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Figure 1.6. Distribution of Employed Women Across the Private, Not-For-Profit, and Public Sectors, North Carolina, 2010**



Notes: For employed women aged 16 and older, excluding those who are self-employed. Includes part-time and full-time workers.  
 Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Figure 1.7. Distribution of Employed Men Across the Private, Not-For-Profit, and Public Sectors, North Carolina, 2010**



Notes: For employed men aged 16 and older, excluding those who are self-employed. Includes part-time and full-time workers.  
 Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

for more than one-fifth of women’s employment (21 percent; Figure 1.6). Women who work in this sector experience certain benefits: public sector jobs are more likely to come with good employment conditions such as paid leave, health insurance, and pension schemes. Public sector employees are also much less likely than private sector employees to say that their employer contractually bars or discourages them from discussing their earnings with colleagues; and, on the whole, the gender wage gap in the public sector is lower than in the private sector (Hegewisch, Williams, and Drago 2011). At the same time,

women who work in the public sector face specific challenges, including cutbacks in state and local government budgets during the last two years that have led to job losses. In state and local government, job losses are one reason that women experienced a slower job recovery than men following the Great Recession (Hartmann, Fischer, and Logan 2012).

Among women and men in North Carolina who are employed, a substantial number are self-employed (7 percent of women and 12 percent of men).<sup>22</sup> The proportion of self-employed women is the same in the United States as a whole.<sup>23</sup> For women, self-employment can provide greater flexibility and control over when and where to work than employment in other sectors, making it an attractive option for some who are seeking to balance work with family responsibilities. Self-employment, however, also carries some economic risks.

## Women-Owned Businesses

Owning a business can bring women increased control over their working lives and create important financial and social opportunities for them. It can encompass a wide range of arrangements, including owning a corporation, offering consulting services, and providing child care in one's own home. In North Carolina, 28 percent of all businesses are owned by women, a proportion that is quite similar to the proportion of women-owned businesses in the United States as a whole (29 percent).<sup>24</sup> In absolute numbers, in 2007 there were more than 51,000 more women-owned firms in North Carolina than in 2002, an increase between the two years of close to 30 percent. As of 2007, North Carolina ranked 17th in the nation for the proportion of businesses owned by women (Appendix IV), which is a considerably higher ranking than the state held in 1992, when it was 38th in the nation.<sup>25</sup>

In North Carolina, the largest shares of women-owned firms are in health care and social assistance businesses (14 percent), professional, scientific and technical services (12 percent), retail trade (12 percent), administrative services (11 percent), and real estate (9 percent). Five percent of women-owned businesses (more than 11,000) are in the construction industry.<sup>26</sup> This distribution closely mirrors the distribution of women-owned firms in United States as a whole and reflects the overall occupational distribution of women: women are more likely than men to work in the service sector in health care, education, and retail, while men are more likely to work in construction, transportation, and manufacturing. Businesses in construction and manufacturing typically have larger sales receipts and employ more people than businesses in the service sector. Nationally, women-owned businesses account for only 11 percent of sales and 13 percent of employment of all privately-held businesses, which is a considerably smaller proportion than women's share of the ownership of all businesses in the United States (30 percent; U.S. Department of Commerce ESA 2010).

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<sup>22</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>23</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>24</sup> IWPR calculations of data from the 2007 U.S. Census Bureau's Survey of Business Owners, a survey that is conducted every five years (U.S. Department of Commerce 2007). The most recent data are from 2007.

<sup>25</sup> IWPR calculations using small business data from the U.S. Department of Commerce (2007) and IWPR (1996).

<sup>26</sup> IWPR calculations using small business data from the U.S. Department of Commerce (2007).

## Work Supports: Paid Time Off

Many women and men in North Carolina and the United States as a whole lack basic supports at work that are taken for granted in most of the world, such as the right to paid maternity and parental leave or to paid time off to take care of one's own health or a child who is sick. The United States is the only country among high income nations not to provide a statutory right to job protected paid maternity leave or to paid time off for minor or major illnesses. Only three other countries in the world do not offer paid maternity leave (Heymann and Earle 2010).

Close to half of all private sector workers in North Carolina (well over a million women and men) do not have access to paid leave for their own illnesses, let alone to care for sick children.

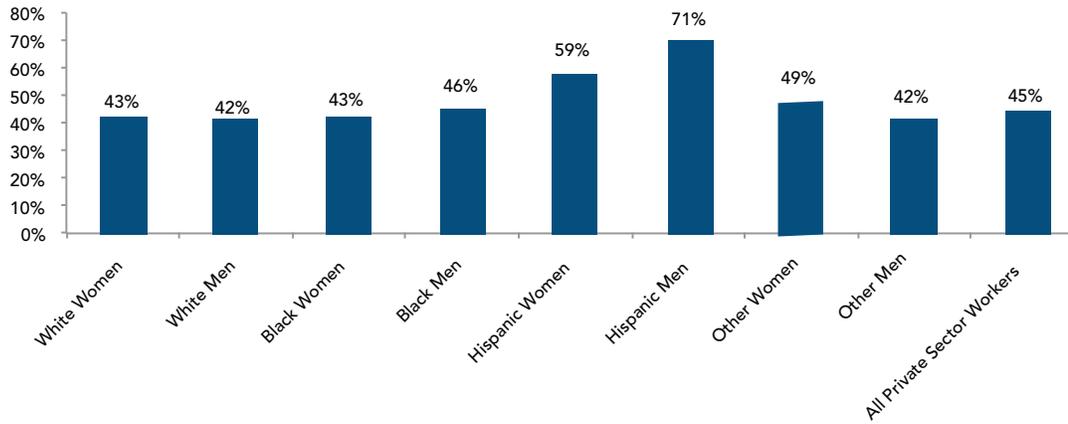
Under the federal Family and Medical Leave Act of 1993 (FMLA), employees who work for employers with at least 50 workers are entitled to 12 weeks job-protected leave for maternity or other major health related events. Because of limitations in the coverage of the law, however, an estimated 40 percent of employees in the United States do not have access to job-protected leave for these reasons. Moreover, the law does not mandate payment during such leave, and North Carolina is not one of the states that supports maternity leave in any way beyond what is provided by the FMLA (National Partnership for Women and Families 2012). This leaves an estimated nine in ten workers in the state without a right to paid leave to take care of themselves or a loved one during major medical emergencies.<sup>27</sup> Research indicates that women who have access to job-protected maternity leave, particularly when it is paid, do better economically than women who do not (Hegewisch and Gornick 2011). Job-protected leave allows women to stay with the same employer after they give birth and hence maintain and build on their seniority; making such leave paid means that women have the opportunity to take care of themselves while pregnant and their children after giving birth.

Federal law does not cover leave for very short periods of illness. While many employers voluntarily include paid leave for illness among the benefits provided to workers, close to half of all private sector workers in North Carolina (well over a million women and men) do not have access to paid leave for their own illnesses, let alone to care for sick children. The proportion of female workers without access to paid sick days in North Carolina is highest for Hispanic women (59 percent), but in each of the largest racial and ethnic groups at least four in ten women do not have paid sick leave (Figure 1.8).

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<sup>27</sup> In the South Atlantic region, 89 percent of private sector workers lack access to paid family leave (U.S. Department of Labor 2011b).

**Figure 1.8. Percent of Private Sector Employees Without Access to Paid Sick Leave by Gender and Race/Ethnicity, North Carolina, 2010**



Notes: Includes workers aged 18 and older.

Racial and ethnic categories are defined as exclusive: white, not Hispanic; and black, not Hispanic.

Persons whose ethnicity is identified as Hispanic or Latino may be of any race. "Other" includes those who chose more than one racial category, as well as those who identify as Asian American or American Indian.

Neither of these groups was large enough to analyze separately.

Source: IWPR analysis of microdata from the 2010 and 2011 National Health Interview Survey (Centers for Disease Control and Prevention 2010 and 2011a) and the 2010 IPUMS American Community Survey (Ruggles et al. 2010).



## II. ECONOMIC SECURITY AND POVERTY

### Key Findings

- In North Carolina, families headed by single women with children have the lowest median annual income (\$20,393) of all family types. The income of families headed by single women with children is 68 percent of the median income of families headed by single men with children and just 29 percent of the income of families headed by married couples with children.
- Women in North Carolina are more likely than men to live below the federal poverty line. Seventeen percent of women aged 18 and older in the state are poor, compared with 13 percent of comparable men. Women aged 18–44 have a higher poverty rate (22 percent) than women aged 45–64 and 65 and older (12 percent each).
- The proportion of women in North Carolina who live in poverty increased between 1990 and 2010 from 14 to 17 percent.
- In 2010, 13 percent of all households in North Carolina received food stamps.
- Child care in North Carolina, as in other states across the nation, is difficult for many women and families to afford. For families in North Carolina, the average annual fees for full-time care in a center are \$9,185 for an infant and \$7,774 for a four-year-old child, which are substantially higher than the average annual tuition and fees for public four-year colleges in the state (\$5,685).
- In North Carolina, seven percent of families in poverty with young children receive Work First benefits. Slightly more than one in ten single mothers (12 percent) and 2 percent of single fathers with children under five and incomes below the qualifying poverty threshold receive any cash assistance, a proportion that is lower than in the United States as a whole.

### Introduction

Women's economic security depends on having enough income and financial resources to cover their expenses and save for retirement. Many women find, however, that multiple factors make it difficult for them to make ends meet and save for the future. The persistent gender wage gap, women's prevalence in low-paid, female-dominated occupations, and women's relatively fewer hours of paid employment compared with men's make women more vulnerable to poverty and more likely to face economic insecurity. In addition, due to family caregiving responsibilities, women often take time out of the labor force, which diminishes their lifetime earnings and leaves them with lower incomes and fewer assets in

their later years (Rose and Hartmann 2004). Marriage to a man with good earnings can certainly help women achieve economic security, but women generally spend a substantial portion of their adult lives as single women.

Many women in North Carolina encounter barriers to economic security and stability. Nearly one in seven of the state's adult residents live in poverty; and women are more likely than men to be poor in every age group, despite achieving higher levels of education than men. Among women, single women with children especially face barriers to economic security and stability, including the high cost of child care. A close look at women's economic status in the state and its diverse communities—focusing on women's income, poverty status, use of public programs, and need for housing and child care—helps to identify women's specific challenges. It also reveals the need to expand and implement new policies and programs that ensure the economic well-being of women and families.

In North Carolina, families headed by single women with children have the lowest median family income of all family types at \$20,393, which is less than the median income of comparable families in the nation as a whole.

## Median Family Income

Women's economic security is directly linked to their family income, which includes not only earnings from jobs but also income from other sources, such as investments, retirement funds, government benefits such as Temporary Assistance for Needy Families (TANF), and Social Security. In North Carolina, the median annual income for all families is \$52,920, which is lower than the median annual income for families in the United States (\$60,609).<sup>28</sup> Married-couple families, which often benefit from two incomes, have the highest median annual incomes in both North Carolina and the nation: in the state, married couples with and without children have incomes of \$70,124 and \$62,680, respectively, compared with \$77,443 for married couples with children and \$69,486 for married couples without children in the United States as a whole (Figure 2.1).

In North Carolina, as in the nation overall, families headed by single women and men with children have median annual incomes that are considerably lower than the median annual incomes of married couples with children, suggesting that many single parents in the state face significant economic hardship. In North Carolina, families headed by single women with children have the lowest median family income of all family types at \$20,393, which is less than the median income of comparable families in the nation as a whole (\$23,184). Families headed by single men with children (\$29,874 in North Carolina and \$35,051 in the nation; Figure 2.1) have a considerably higher median income than comparable families headed by women. For all family types in North Carolina, however, the median income is below the median income of comparable families nationwide—a pattern that also held true in 1990, with the exception of families headed by single women, which had the same median family income in the state and nation (Figure 2.1 and IWPR 1996).

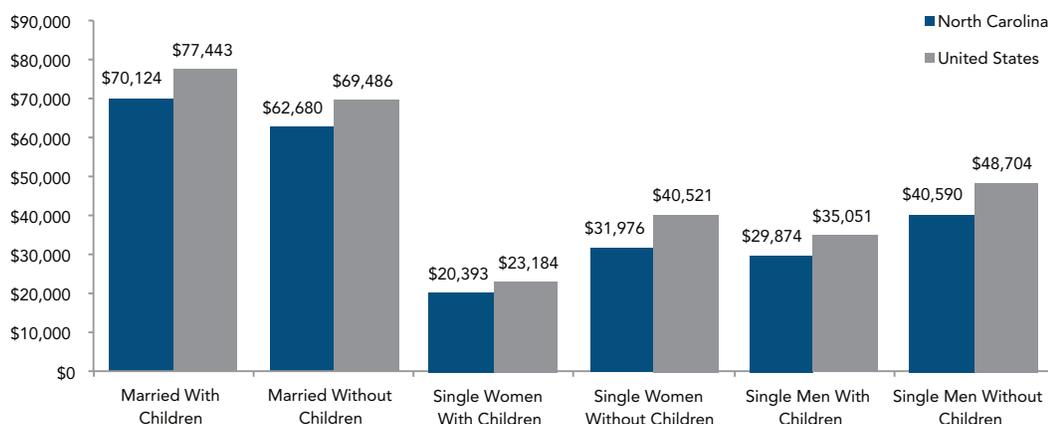
For both married-couple families and families headed by single women, women's earnings constitute an important part of family income in North Carolina. In general, earnings make up the bulk of family income, and many families depend on women's earnings to make ends meet and save for the future. In nearly half (48 percent) of all families in North Carolina headed by married couples with children living in the home, wives contribute at

<sup>28</sup> IWPR compilation of 2010 American Community Survey data accessed through the American Fact Finder (U.S. Department of Commerce 2010).

least 30 percent of total family earnings. In one-quarter of these families, they contribute half or more of the family’s earnings.<sup>29</sup> In families headed by single women, women are likely to be the primary earners and to bear substantial or full responsibility for the economic security of their families. Many women in North Carolina shoulder this responsibility: families headed by single women make up more than one-quarter (29 percent) of all families with children in the state (U.S. Department of Commerce 2012a).<sup>30</sup>

The earnings of many families headed by single women fall well below the Living Income Standard in North Carolina, which estimates how much income a family with children needs to cover basic expenses. Although the standard varies across different geographic areas within the state, the overall 2010 standard for North Carolina indicates that a single-parent family with two children must have an income of \$41,920 to afford housing, food, child care, transportation, health care, taxes, and other basic necessities (Sirota and McLennaghan 2011). This standard is approximately double the median annual income of families headed by single women with children in North Carolina (Figure 2.1).

**Figure 2.1. Median Family Income by Family Type, North Carolina and the United States, 2010**



Notes: “Single women with children” and “single men with children” refer to households headed by women or men with children who are married with an absent spouse, separated, divorced, widowed, or never married/single.

For all families, including those with no income.

Families with children are those with children under age 18.

Source: IWPR compilation of 2010 American Community Survey data accessed through American Fact Finder (U.S. Department of Commerce 2012d).

## Women’s Economic Security and Poverty

While women’s increased labor force participation and earnings have helped many women achieve economic security, other women face serious economic hardship. In 2010, 17 percent of women and 13 percent of men aged 18 and older in North Carolina were poor (liv-

<sup>29</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>30</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

ing with family incomes at or below 100 percent of the federal poverty threshold). An additional 21 percent of women and 19 percent of men were near poor (living with family incomes between 100 and 200 percent of the federal poverty line). During this same year in the United States as a whole, 15 percent of women and 12 percent of men were poor, and 19 percent of women and 17 percent of men were near poor (Figure 2.2).

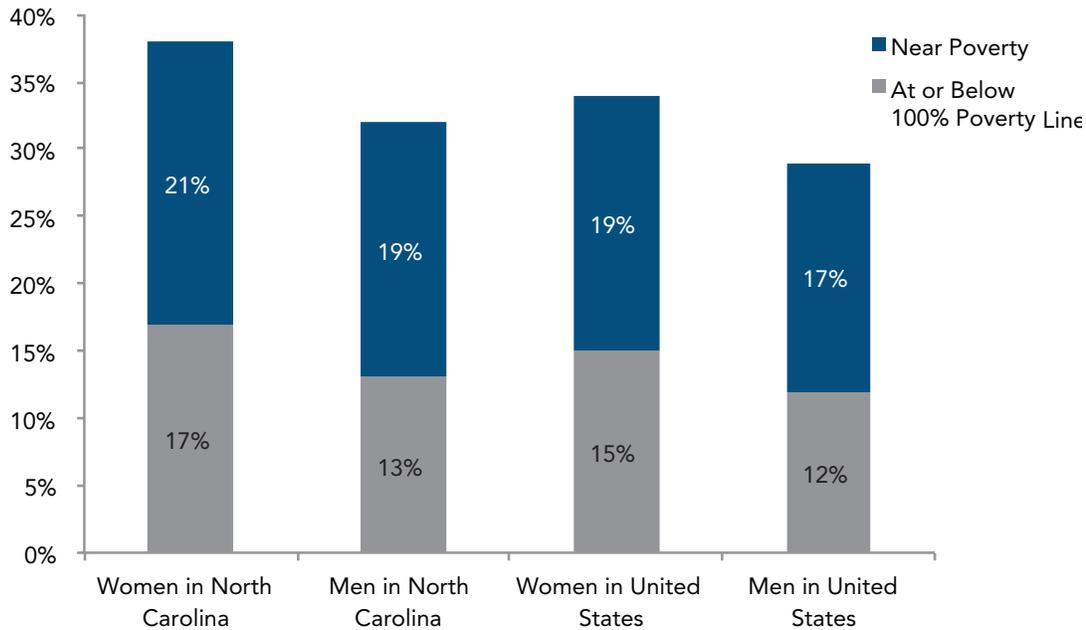
These poverty figures for North Carolina represent an increase in poverty among women since 1990, when 14 percent of women in the state lived below the federal poverty line (IWPR 1996). As of 2010, North Carolina ranked 39th in the nation for its percent of women living above the poverty line (Appendix IV).

While these data indicate that poverty remains a serious problem for many women in North Carolina, the poverty rates alone do not fully capture the extent of the hardship that women face. Established by the federal government in the 1960s, the federal poverty threshold was derived by multiplying the cost of a minimum diet times three; at that time, the typical family spent about one-third of its income on food (National Research Council 1995). Since the 1960s, the poverty threshold has been adjusted for inflation but not for other changes in the basic costs of living. For example, the poverty threshold does not distinguish between the costs incurred by families in which both parents do or do not work outside the home, nor does it take into account differences in living costs in various regions of the country (National Research Council 1995). A family is considered poor if its pre-tax cash income falls below the poverty threshold; in 2011, the poverty line for a single person with two children was \$18,123 (U.S. Department of Commerce 2012c)—an amount that is not enough for this type of family to make ends meet. Given that the poverty threshold has fallen well behind median incomes, the proportion of women and men in North Carolina who face economic hardship is likely much higher than the proportion living in poverty as calculated based on the federal poverty threshold.<sup>31</sup>

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<sup>31</sup> Some cash benefits or cash-like assistance (e.g., the Earned Income Tax Credit and food stamps) are not counted as income when the Census Bureau calculates the official poverty rate; in this sense, the actual poverty rate may be somewhat lower than the official estimates. The new Supplemental Poverty Measure that was recently developed by the Census Bureau does account for the effects of important government benefits, as well as for taxes, work expenses, and medical expenses on households' standards of living (Short 2011). Poverty rates for women and men are higher overall under the Supplemental Poverty Measure than under the official measure, but the difference between men's and women's poverty is smaller with the new measure (IWPR 2012).

**Figure 2.2. Poverty Status by Gender, North Carolina and the United States, 2010**



Notes: For women and men aged 18 and older.

Those living near poverty include those with family incomes between 100 and 200 percent of the federal poverty line.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

While the overall poverty rates for women in North Carolina are relatively high, these rates vary across the state’s different regions. In general, women who live in rural North Carolina have higher poverty rates than those who live in the state’s metropolitan areas. In Ashe-Avery-Mitchell-Watauga-Yancey, 21 percent of women aged 18 and older live below the federal poverty line. Similarly, in Cleveland-McDowell-Polk-Rutherford, one in five women (20 percent) is poor. Among the metropolitan areas analyzed for this report, women in the Triangle have the lowest poverty rate (13 percent) and women in Cumberland County have the highest (17 percent). In all the selected regions analyzed, women’s poverty rate is higher than men’s, with the greatest difference in Eastern North Carolina, where women’s poverty rate is eight percentage points higher than men’s (Appendix III, Table 2).

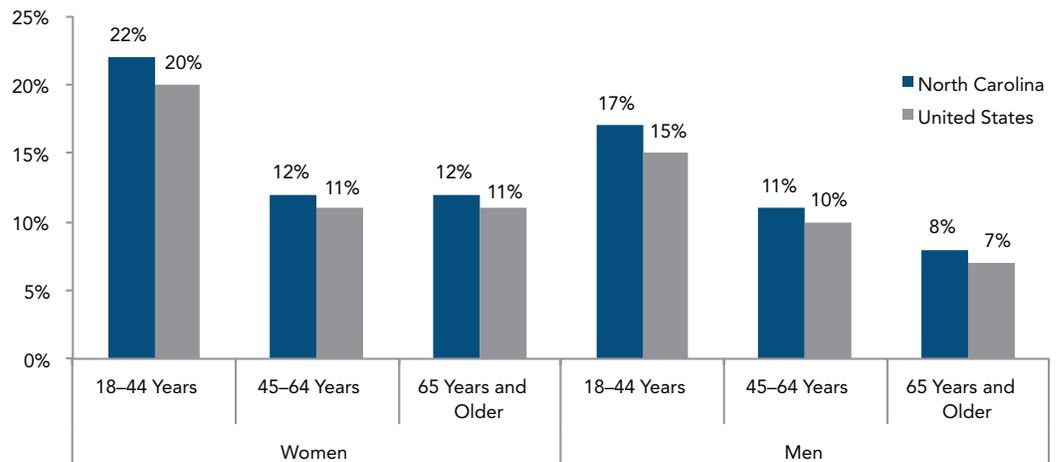
## Poverty and Age

Women’s poverty rates vary across the life span. Of the age groups shown in Figure 2.3, women aged 18–44 in North Carolina have the highest poverty rate at 22 percent. The relatively high poverty rates for women in this age group may stem, in part, from the difficult economic circumstances that many single women with children face. In North Carolina, single women head a substantial portion (29 percent) of all families with children under 18, and these households are disproportionately poor. More than six in ten of families in poverty with dependent children in the state are headed by single women.<sup>32</sup>

<sup>32</sup> IWPR compilation of 2010 American Community Survey data accessed through American Fact Finder (U.S. Department of Commerce 2012a).

While women aged 18–44 have the highest poverty rate, a substantial number of women in North Carolina from the older two age groups shown below are poor. More than one in ten women aged 45–64 and 65 and older live in poverty (12 percent; Figure 2.3). Although the difference in the proportion of women and men in these two older age groups living in poverty is small—eleven percent of men aged 45–64 and 65 and older are poor—the disparity in the numbers of women and men in the oldest group who are poor is substantial. Due in part to women’s longer longevity than men’s, the state is home to more than twice as many older women (82,281) than men (39,088) who live in poverty.<sup>33</sup>

**Figure 2.3. Poverty Rates by Gender and Age, North Carolina and the United States, 2010**



Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

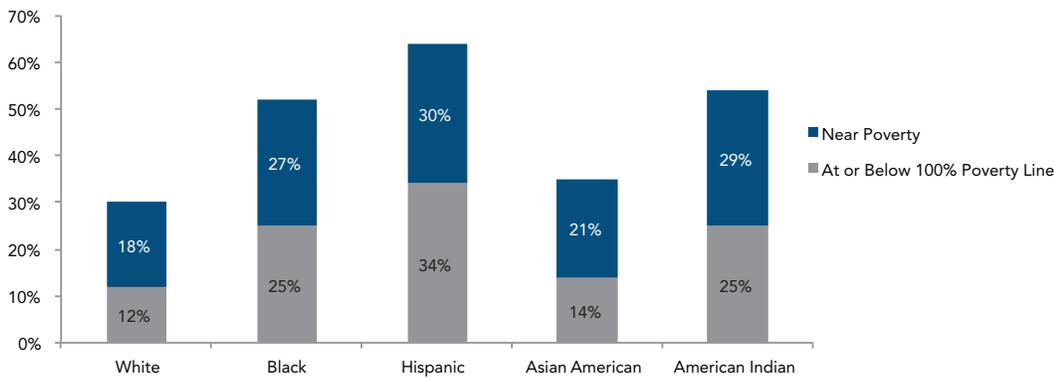
In general, the higher poverty rates among older women stem from women’s lower lifetime earnings due to the gender wage gap, family caregiving responsibilities, and occupational segregation. Older women are also more likely to experience chronic health conditions that require intensive personal care and lead to substantial out-of-pocket expenses. Moreover, many women aged 65 and older are unmarried (separated, widowed, or divorced) and, therefore, do not have access to a spouse’s retirement benefits or other resources. Women’s longer life expectancy (U.S. Department of Commerce 2012b) also means that women who are married often outlive their spouses and lose some or all of the spouses’ pension benefits as a result (Hartmann and English 2009).

<sup>33</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010). It is important to note that the poverty threshold for elderly people (\$10,788 for an individual aged 65 and older in 2011; U.S. Department of Commerce 2012c) falls far short of the cost of living for older women in North Carolina. Wider Opportunities for Women has developed the Elder Economic Security Standard Index (Elder Index) to measure the income required to meet basic needs for persons aged 65 and older in the United States. This index shows that although expenses vary in different parts of the state, the statewide annual average for older single adults in North Carolina in 2011 was \$17,916 for an owner with no mortgage. The average is higher for single renters ( \$20,964 ) and for single adults who own their home and have a mortgage (\$26,028; Gerontology Institute, University of Massachusetts Boston and Wider Opportunities for Women 2012).

## Poverty and Race and Ethnicity

In North Carolina, the poverty status of women reflects substantial disparities among racial and ethnic groups. Hispanic women are the most likely to be poor or near poor (64 percent), followed by American Indian women (54 percent) and black women (52 percent). Thirty-five percent of Asian American women and 30 percent of white women are poor or near poor (Figure 2.4).

**Figure 2.4. Poverty Status Among Women by Race/Ethnicity, North Carolina, 2010**



Notes: For women aged 18 and older.

Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; and American Indian, not Hispanic. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Those living near poverty include women who live in families with family incomes between 100 and 200 percent of the federal poverty line (Ruggles et al. 2010).

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

North Carolina's growing immigrant population also disproportionately bears the burden of poverty, especially immigrant women. Immigrant women have a higher poverty rate than their male counterparts: in 2010, nearly three in ten immigrant women (28 percent) aged 18 and older in the state were poor, compared with 22 percent of immigrant men. Both immigrant women and immigrant men have much higher poverty rates than their native-born counterparts. Only 16 percent of native-born women and 12 percent of native-born men live in poverty.<sup>34</sup>

Several factors probably contribute to the high poverty rates among North Carolina's immigrant women and men, including low levels of education<sup>35</sup> and limited English language

<sup>34</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

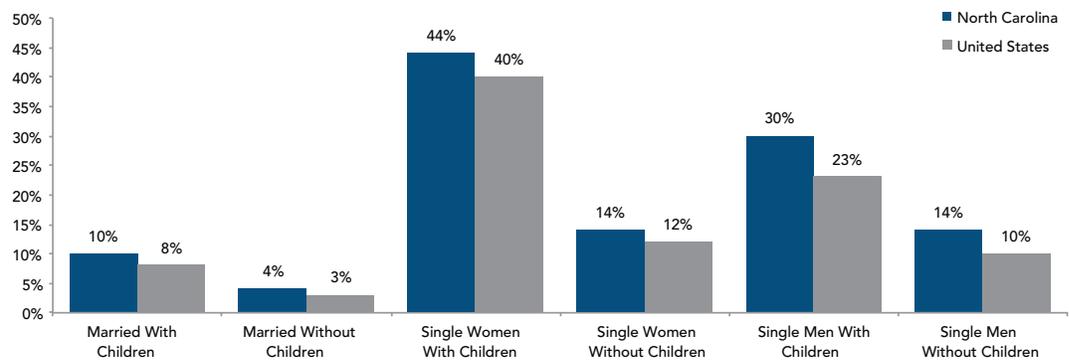
<sup>35</sup> According to IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010), immigrant women and men in North Carolina are about as likely as their native-born counterparts to hold a bachelor's degree or higher, but they are also more heavily concentrated at the lower end of the educational spectrum. In the state, 53 percent of immigrant women and 58 percent of immigrant men have a high school diploma or less, compared with 39 percent of native-born women and 44 percent of native-born men.

proficiency.<sup>36</sup> In addition, lack of citizenship status likely makes it difficult for some immigrant women and men in North Carolina to achieve economic security. One recent study has found that immigrants in the United States benefit economically from citizenship; even after accounting for differences in educational level, English language skills, and work experience between naturalized citizens and noncitizens, it appears that the former earn a wage premium of approximately five percent that may especially benefit women (Sump-tion and Flamm 2012). In North Carolina, immigrants are much less likely to have citizenship status than in the nation as a whole. In the state, only 31 percent of immigrant women and 28 percent of immigrant men are naturalized citizens, compared with 47 percent of im-migrant women and 41 percent of immigrant men in the United States overall.<sup>37</sup>

## Poverty and Family Type

As in the United States as a whole, poverty rates in North Carolina vary considerably by family type. Families headed by single women with children under age 18 are more likely to be poor than those headed by single men or married couples with children. More than four in ten families (44 percent) headed by single women with children are poor, compared with 30 percent of comparable families headed by men with children and 10 percent of families headed by married couples with children. In both the state and the nation as a whole, families headed by married couples without children have the lowest poverty rates (four percent in the state and three percent in the nation; Figure 2.5).

**Figure 2.5. Percent of Families with Income Below the Poverty Threshold by Family Type, North Carolina and the United States, 2010**



Notes: “Single women” and “single men” refer to households headed by women or men who are married with an absent spouse, separated, divorced, widowed, or never married/single.

Families with children are those with children under 18.

Source: IWPR analysis of data from the 2010 American Community Survey accessed through American Fact Finder (U.S. Department of Commerce 2012a).

<sup>36</sup> According to one study, English language proficiency translates into 24 percent higher wages for immigrants (Gonzalez 2000). IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010) shows that in North Carolina, approximately three in ten immigrant women (31 percent) and immigrant men (28 percent) report speaking English “not well” or “not at all.” The proportion of immigrants in the nation as a whole who have limited proficiency in English is quite similar: in the nation, 31 percent of immigrant women and 29 percent of immigrant men say they do not speak English well or at all.

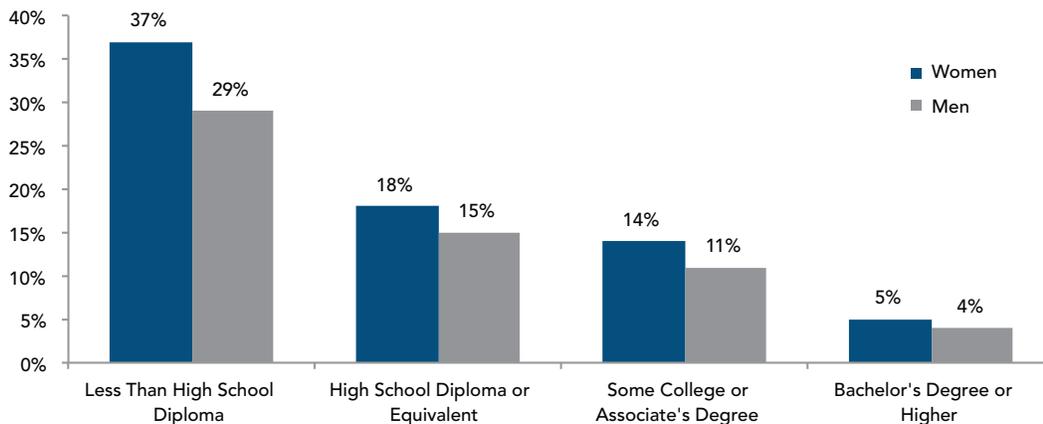
<sup>37</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

## Poverty and Education

Education protects women against poverty. In North Carolina, as in the United States as a whole, women with a bachelor's degree or higher are substantially less likely than those with lower levels of education to be poor. In the state, 37 percent of women with less than a high school diploma live in poverty, compared with 18 percent of women with a high school diploma or the equivalent, 14 percent of women with some college education or an associate's degree, and just 5 percent of women with a bachelor's degree or higher (Figure 2.6).

The link between low levels of education and poverty helps to account for the overall difference in women's poverty rates among North Carolina's rural and metropolitan areas. In general, women who live in the state's more rural areas have lower levels of educational attainment than women who live in the state's metropolitan areas. Only 14 percent of women in Alexander-Burke-Caldwell and 16 percent of women in Cleveland-McDowell-Polk-Rutherford have a bachelor's degree or higher, compared with 42 percent of women in the Triangle, 32 percent of women in the Asheville area, and 31 percent of women in the Charlotte area (Appendix III, Table 5).<sup>38</sup>

**Figure 2.6. Poverty Rates for Women and Men Aged 25 and Older by Educational Attainment, North Carolina, 2010**



Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

While having higher levels of education increases the economic security of both women and men, the economic risks of not completing secondary education are greater for women. Women in North Carolina who do not have a high school diploma are 28 percent more likely than comparable men to be poor (Figure 2.6). In the United States as a whole, the same pattern holds true, although the difference is not as great: women without a high school diploma or the equivalent are 18 percent more likely than comparable men to be poor.

<sup>38</sup> In the state as a whole, 27 percent of women have a bachelor's degree or higher, resulting in a ranking for North Carolina of 27th on this indicator compared with the other 50 states and the District of Columbia (Appendix IV).

The high poverty rates of women with lower levels of education make it especially important to ensure that all women and girls have access to higher education and the support to succeed in achieving their educational goals. Women who are parents, in particular, often encounter distinctive challenges in pursuing their educational goals, including the need for child care and for greater and more specialized student services for those raising children (Miller, Gault, and Thorman 2011).

## Housing and Homelessness

Homeownership is part of the American dream. For many people, owning their home ensures long-term residential and economic stability. In North Carolina, 67 percent of households own their homes, a proportion that is similar to the United States as a whole, where about 65 percent of households own their homes.<sup>39</sup> White households in North Carolina have a higher homeownership rate (76 percent) than black (50 percent), Asian American (66 percent), and Hispanic (45 percent) households (sample size is insufficient to reliably estimate the homeownership rate of American Indian households).<sup>40</sup>

Although a substantial share of households in North Carolina own their homes, many residents in the state lack affordable housing. More than one-third of all households (36 percent) spend at least 30 percent of their monthly income on housing costs,<sup>41</sup> a level of housing costs that the U.S. Department of Housing and Urban Development (HUD 2003) describes as unaffordable for most families. In the United States, the proportion of households with unaffordable housing is quite similar; 38 percent of households in the nation spend 30 percent or more of their monthly income on housing costs.<sup>42</sup>

For some North Carolina residents, the high cost of housing and other financial challenges leads to homelessness. A one point-in-time survey conducted in January 2008 in North Carolina found that 12,371 people in the state identified as homeless, including 3,643 people in families—2,216 of whom were children (data not available by gender). According to this study, 1,108 of those who identified as homeless said they were domestic violence survivors and 4,206 said they have a substance abuse disorder. In addition, 1,961 said they struggle with serious mental illness and 1,054 reported being veterans of military service (North Carolina Department of Health and Human Services 2011).

Nationally, homelessness among female veterans is also a significant problem. According to the National Coalition for Homeless Veterans, although women comprise only 14.6 percent of the current military and 8 percent of the total veteran population, they face specific challenges that render them vulnerable to homelessness, including military sexual trauma and barriers to employment, such as lack of accessible and affordable child care (National Coalition for Homeless Veterans N.d.).

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<sup>39</sup> IWPR calculations based on 2010 American Community Survey data accessed through American Fact Finder (U.S. Department of Commerce 2012e).

<sup>40</sup> IWPR calculations based on 2010 American Community Survey data accessed through American Fact Finder (U.S. Department of Commerce 2012e).

<sup>41</sup> IWPR calculations based on 2010 American Community Survey data accessed through American Fact Finder (U.S. Department of Commerce 2012f).

<sup>42</sup> IWPR calculations based on 2010 American Community Survey data accessed through American Fact Finder (U.S. Department of Commerce 2012f).

## The Status of Children and Early Care and Education

Meeting one's full educational potential often begins with a strong foundation in early childhood, which for many children includes early care and education programs. Research suggests that participating in these programs helps children to develop strong social and cognitive skills that prepare them for educational success later in life (Schweinhart et al. 2005).

Early care and education programs also provide an important workforce support for mothers and fathers. Affordable, quality child care makes it possible for parents to do their jobs while knowing their children are receiving adequate care and a good education. For many women, this care offers a critical form of support: of the 23 million working mothers with children under 18 in the United States, nearly three-quarters work full-time (74 percent; U.S. Department of Labor 2012c).<sup>43</sup> In North Carolina, there are a total of 330,611 working mothers with children under age 6 who potentially need child care (Child Care Aware of America 2012a). Since the school day typically does not cover the full working day, quality after-school care once children have entered school is also crucial.

North Carolina historically has had strong initiatives to prepare children for kindergarten and support working parents. Smart Start, the state's early childhood initiative that was established in 1993 as a public/private partnership, has received national recognition for its efforts to improve the quality, affordability, and accessibility of early care and education.<sup>44</sup> Similarly, North Carolina's More at Four Pre-Kindergarten Program—the state's targeted early education program for at-risk four-year-olds—was identified in 2011 as one of six programs nationally that meet all ten designated benchmarks for quality delineated by the National Institute for Early Education Research (National Institute for Early Education Research 2011).

Despite the supports offered by these strong initiatives, many families in North Carolina find that the cost of child care is prohibitively expensive. For families in this state, the average annual fees for full-time care in a center are \$9,185 for an infant and \$7,774 for a four-year old child. Average annual fees for full-time care in a family child care home are \$7,106 for an infant and \$6,227 for a four-year-old child. By comparison, average annual tuition and fees for a public four-year college in North Carolina are \$5,685 (Child Care Aware of America 2012a).

In the United States, about 90 percent of the costs of child care are paid by parents. The remaining 10 percent is covered by the approximately \$10 billion that the government spends annually on child care through the Child Care and Development Block Grant, Temporary Assistance for Needy Families (TANF), the Social Services Block Grant, and state funds (Child Care Aware of America 2012b).

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<sup>43</sup> "Full-time" work is defined as 35 hours or more per week.

<sup>44</sup> See <<http://www.smartstart-nc.org/>> (accessed January 29, 2013).

Approximately 75,000 children in North Carolina receive subsidy services for child care. More than eight in ten families (84 percent) receiving these services earn less than \$25,000 per year. The proportion of children in each county eligible for and receiving child care subsidy services varies considerably: in Swain County, nearly one in four (24 percent) eligible children receives subsidized child care, compared with fewer than one in ten (9 percent) in Yancey County (North Carolina Department of Health and Human Services 2012a). In most counties in North Carolina, fewer than one in five eligible children receive subsidy services. The county with the highest proportion of eligible children who receive services is Polk County at 29.9 percent. The lowest is Yancey County at 9.2 percent (North Carolina Department of Health and Human Services 2012a).

The subsidized child care rates for child care facilities also vary across different counties within the state and according to the ages of the child, type of care provided (center or home), and rated license levels of the providers. In Wake County in 2010, for example, the five-star subsidy or market rate (the amount that a child care center or home may be paid through subsidy funding for child care services) for an infant-toddler in a child care center was \$972 per month, compared with \$616 in Duplin County. The three-star rates for an infant-toddler for these two counties during the same year were \$864 and \$585, respectively (Center for Urban Affairs and Community Services 2012).

## Social Safety Nets

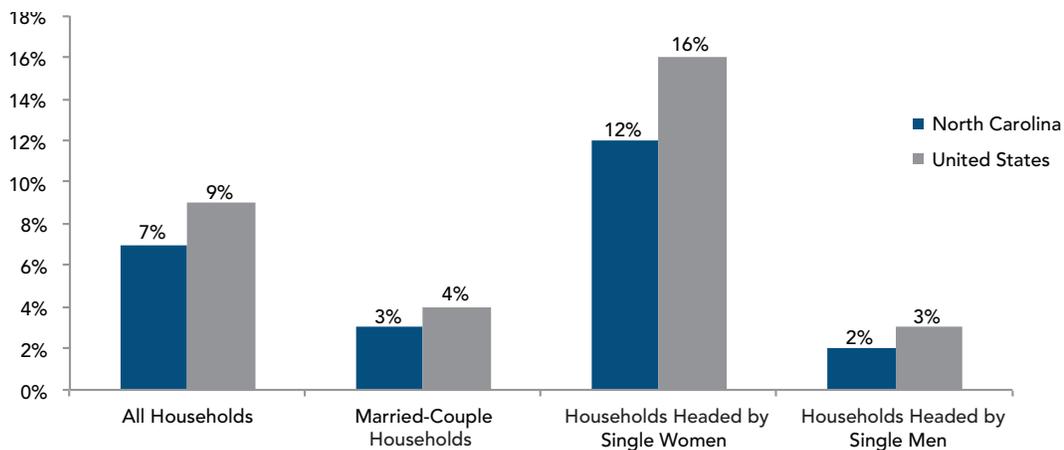
Public programs such as Temporary Assistance to Needy Families (TANF, called Work First in North Carolina) and Supplemental Nutrition Assistance Program (SNAP, formerly called food stamps) assist some women and families who lack economic security. Although such programs do not alone alleviate poverty for many families, they can lessen the financial hardship families face and enable them to make ends meet during difficult economic times.

Although public programs provide a vital source of support for many Americans, they fail to reach many families who could benefit from their assistance. Many women and families who live below or near the federal poverty line do not receive TANF benefits or cash assistance. In North Carolina, seven percent of families in or near poverty with young children receive Work First benefits (Figure 2.7).<sup>45</sup> Slightly more than one in ten single women (12 percent) and two percent of single men who head households with children under five and have incomes below the qualifying poverty threshold receive any cash assistance, a lower proportion than in the United States as a whole (Figure 2.7).

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<sup>45</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Figure 2.7. Percent of Households with Incomes At or Below 200% Poverty Line and Children Under Five That Receive Public Cash Assistance, by Household Type, North Carolina and the United States, 2010**



Notes: In North Carolina, the threshold for receipt of Work First benefits is household income less than two hundred percent of the federal poverty threshold for household type.

“Single women” and “single men” refer to households headed by women or men who are married with an absent spouse, separated, divorced, widowed, or never married/single.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

In general, food stamps are a more reliable form of support for low-income households than TANF. In North Carolina, 13 percent of all households receive food stamps. Households headed by a woman who does not have a husband present are the most likely to receive food stamps (40 percent), followed by comparable households headed by a man (23 percent). Households headed by a married couple are much less likely to receive food stamps (7 percent; Figure 2.8).<sup>46</sup>

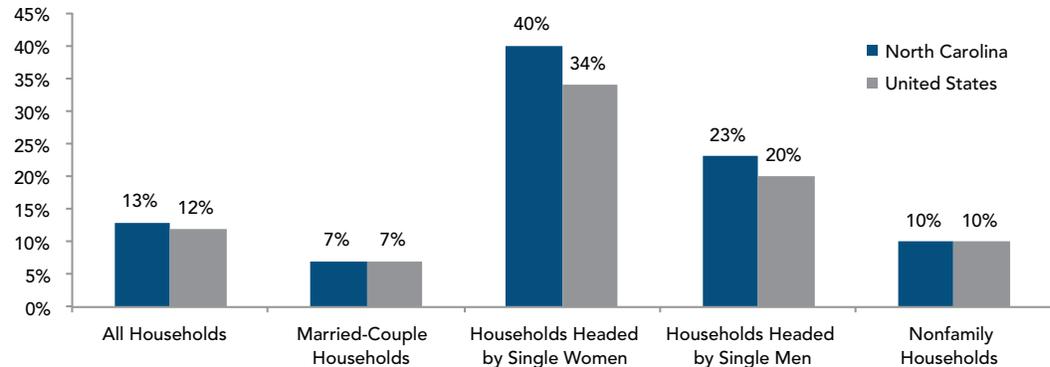
The proportion of households receiving food stamps varies only slightly across the different geographic areas within North Carolina. The Triangle has the smallest proportion of households receiving food stamps at 7 percent, and Cleveland-McDowell-Polk-Rutherford has the highest at 14 percent.<sup>47</sup>

<sup>46</sup> In the American Community Survey, households are classified as either family or nonfamily households. A family household consists of a household head and one or more persons who are related to the household head by birth, marriage, or adoption and who are living together in the same household. Family households further are classified as either a married-couple family or a family headed by a man or woman without a spouse present. Family households with no spouse present include household heads of all marital statuses except those who are married and have their spouse present. Households where an unmarried partner is present are classified as family households only if there are other persons in the household who are related to the household head by birth, marriage, or adoption. Other households where an unmarried partner is present are coded as nonfamily households, as are households where a man or woman lives alone.

<sup>47</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

Food insecurity disproportionately affects households in North Carolina compared with most other states in the nation. Between 2009 and 2011, only five states had a higher proportion of food-insecure households.

**Figure 2.8. Percent of Households Receiving Assistance from the Supplemental Nutrition Assistance Program (Food Stamps) by Household Type, North Carolina and the United States, 2010**



Notes: “Single women” and “single men” refer to women and men who are married with an absent spouse, separated, divorced, widowed, or never married/single. Nonfamily households include individuals who live alone as well as those who live together but are not related through blood, marriage, or adoption. Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

## Food Security

Food security—having adequate access to enough food for healthy, active living—helps adults and children to thrive at work, school, and in other activities of daily life. Unfortunately, many households in North Carolina, as in the United States as a whole, experience food insecurity. Data collected in a supplement to the Current Population Survey conducted in December 2011 showed that among 2,862 households interviewed in North Carolina, 17.1 percent experienced low or very low food security at some point in the 12 months prior to the interview. Those who experienced low food security (11.3 percent) reported having multiple problems in accessing food but did not have their food intake reduced or disrupted, while those who reported very low food security (5.8 percent) experienced problems in accessing food as well as disruption in their normal eating patterns due to their household’s limited financial and other resources for food (Coleman-Jensen et al. 2012).

Food insecurity disproportionately affects households in North Carolina compared with most other states in the nation. Between 2009 and 2011, only five states had a higher proportion of food-insecure households: Georgia (17.4 percent), Alabama (18.2 percent), Texas (18.5 percent), and Arkansas and Mississippi (19.2 percent each).<sup>48</sup> In the United States as a whole, 14.7 percent of households reported experiencing food insecurity between 2009 and 2011 (Coleman-Jensen et al. 2012). Although food and nutrition assistance programs such as SNAP, the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC), and free or reduced-price school lunches reduce the severity of food insecurity among some households, research indicates that many food-insecure households do not receive these benefits. Approximately 57 percent of food-insecure households in the United States said they received assistance from one of these programs during the month before the December 2011 survey (Coleman-Jensen et al. 2012).

<sup>48</sup> The report authors caution that the margins of error for these food insecurity prevalence rates make it difficult to determine with certainty the exact rankings of the 50 states and the District of Columbia.

## III. HEALTH AND WELL-BEING

### Key Findings

- In North Carolina, more than one-fifth of women aged 18–64 lack health insurance coverage. Seventy-nine percent of women from this age group in the state have coverage through any type of plan, compared with 74 percent of comparable men. Rates of coverage vary considerably between immigrant and native-born women: only 53 percent of immigrant women in North Carolina have health insurance coverage, compared with 82 percent of native-born women.
- Overall, women in North Carolina have a lower mortality rate from heart disease and stroke than men. Among women in the state, Asian Americans and Hispanics have considerably lower age-adjusted mortality rates for both conditions than white and black women.
- On some indicators of maternal health, black women in North Carolina have worse outcomes than women from the other largest racial and ethnic groups. In particular, black women have the highest rates of infant mortality and babies born with low birth weight.
- Between 2005 and 2009, the average annual age-adjusted mortality rate for female breast cancer in North Carolina was 23.5 per 100,000 women, which is nearly identical to the national average of 23.0 per 100,000 during the same time period. Women’s overall rate for this form of cancer in North Carolina was lower from 2005–2009 than from 1988–1992. The rate for female breast cancer, however, varied among women of different racial and ethnic groups. Black women in North Carolina had the highest age-adjusted mortality rate for breast cancer at 31.3 per 100,000, and Hispanic women had the lowest at 5.2 per 100,000.
- Women in North Carolina are slightly more likely to receive mammograms and get pap tests than women nationwide.

### Introduction

Health is an important component of women’s and girls’ overall well-being that is closely connected to other indicators discussed in this report, including women’s poverty and educational level. Research shows that women who are poor and have low levels of educational attainment are more likely than their counterparts with higher incomes and more education to report experiencing negative health outcomes, in part because they are more likely to have limited access to health insurance and preventive services (Mead et al. 2001).

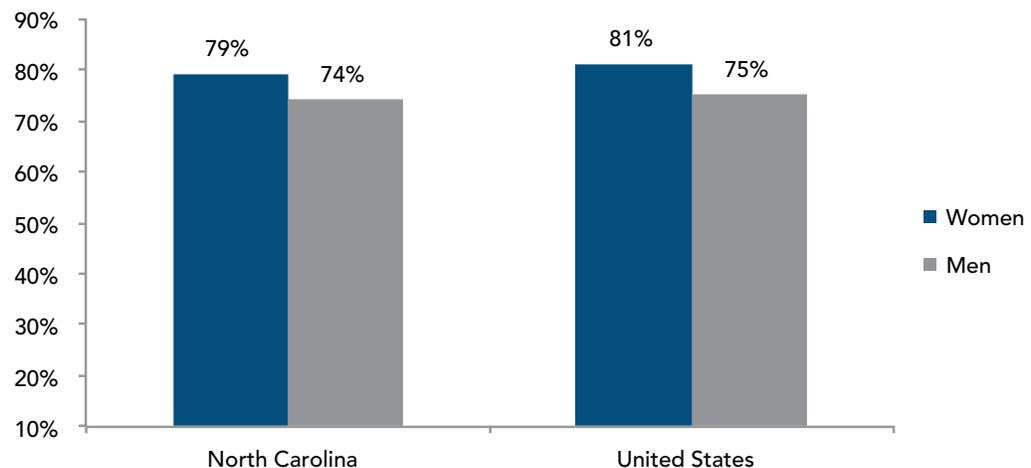
In North Carolina, health outcomes for women vary substantially among the largest racial/ethnic groups in the state. For example, black women experience far higher rates of infant mortality, babies born with low birth weight, and teen births than white women. In addition, black and American Indian women have considerably higher age-adjusted mortality rates for heart disease and diabetes than Hispanic and Asian American women.<sup>49</sup>

Despite these disparities, women in North Carolina have, in some cases, better health outcomes than their male counterparts. Age-adjusted mortality rates for heart disease and diabetes are lower for women than for men in the state, and the rate of newly diagnosed AIDS cases in North Carolina is dramatically lower among the female than the male population. Still, women in North Carolina, as in other jurisdictions, experience higher rates of sexually transmitted infections than men and often have other negative health outcomes. These findings suggest that while women overall in North Carolina do well on some health indicators, their health care needs remain an important aspect of women's status that must be examined and addressed.

### Access to Health Care: Health Insurance Coverage

Having health insurance coverage helps many women to access health care. In North Carolina, as in the nation as a whole, women aged 18–64 are more likely than men to have health insurance (Figure 3.1).<sup>50</sup> Nearly eight in ten women in the state have health insurance, which places the state 37th in the nation (out of 51) for its proportion of women with basic health insurance coverage (Appendix IV). In the United States as a whole, 81 percent of women and 75 percent of men have health insurance coverage (Figure 3.1).

**Figure 3.1. Health Insurance Coverage by Gender, North Carolina and the United States, 2010**



Note: For women and men aged 18–64.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>49</sup> IWPR compilation of data from the Centers for Disease Control and Prevention (2012a).

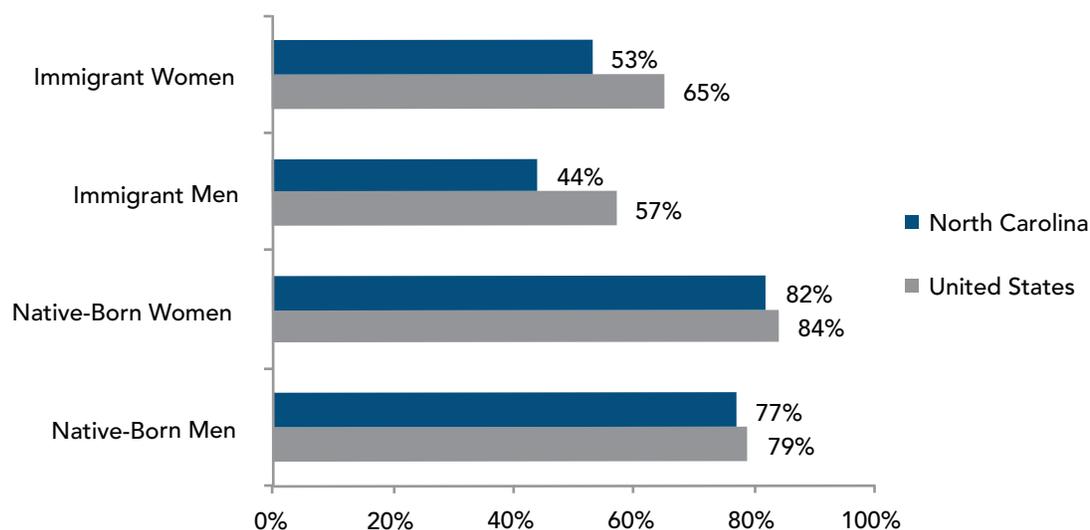
<sup>50</sup> Those with health insurance were covered by one of the following options at the time the American Community Survey data were collected: (1) employer-provided insurance; (2) privately-purchased insurance; (3) Medicare; (4) Medicaid or other governmental insurance; (5) TRICARE or other military care; or (6) Veterans Administration-provided insurance. The Census Bureau does not consider respondents to have coverage if their only coverage is from Indian Health Services (IHS), since IHS policies are not always comprehensive.

The higher rates of coverage for women compared with men in North Carolina stem partly from women’s higher coverage rates through an employer or union. Fifty-seven percent of women aged 18–64 in the state have employer- or union-sponsored health insurance, compared with 53 percent of men in this age range; in the nation, 60 percent of women and 57 percent of men have coverage through an employer or union.<sup>51</sup> This difference probably results from women’s higher employment rates in the public sector, which typically provides health insurance. Women also are more likely to receive health insurance coverage from public sources such as Medicaid. In North Carolina, 11 percent of women aged 18–64 and 7 percent of men of the same age range receive Medicaid. In the nation, 12 percent of women and 9 percent of men aged 18–64 have coverage through Medicaid.<sup>52</sup>

Although most women and men in North Carolina have health insurance coverage, more than 1.4 million adults (approximately 644,000 women and 775,000 men) aged 18–64 lack coverage. Immigrant women are especially disadvantaged when it comes to health insurance. In North Carolina, only 53 percent of immigrant women aged 18–64 have coverage compared with 82 percent of native-born women of the same age range. The proportion of both immigrant women and immigrant men with health insurance coverage in the state is considerably lower than in the nation as a whole, where 65 percent of immigrant women and 57 percent of immigrant men have health insurance coverage (Figure 3.2).

Immigrant women are especially disadvantaged when it comes to health insurance. In North Carolina, only 53 percent of immigrant women aged 18–64 have coverage compared with 82 percent of native-born women of the same age range.

**Figure 3.2. Health Insurance Coverage by Gender and Place of Birth, North Carolina and the United States, 2010**



Note: For women and men aged 18–64.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>51</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>52</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

The substantial number of women and men in North Carolina who lack health insurance coverage suggests that more needs to be done to make health insurance accessible to individuals who currently live without it. The Affordable Care Act passed in 2010 has expanded coverage and made a range of preventive health care services more accessible and affordable to women, such as breastfeeding support, well-woman visits, and cervical cancer screening (National Women’s Law Center 2012a). In addition, it has increased coverage for young adults by allowing them to stay on their parents’ plan until they turn 26 (U.S. Department of Health and Human Services 2012a). Yet, a large number of women and men in the state continue to have no health insurance coverage, which often leads to limited access to health care services and negative health outcomes.

## Chronic Disease

Chronic diseases pose a serious concern for many women in North Carolina. In particular, available data suggest that heart disease, stroke and other cerebrovascular diseases, diabetes, cancer, and HIV/AIDS affect the health and well-being of many women in North Carolina and across the nation.

### Heart Disease

When using an age-adjusted mortality rate, which accounts for distributional age difference among populations, women in North Carolina between 2005 and 2009 had a lower average annual mortality rate for heart disease than men (153.6 per 100,000 compared with 246.2 per 100,000).<sup>53,54</sup> Among women, black women had the highest rate at 185.4 per 100,000, followed by American Indian women (174.4 per 100,000) and white women (147.8 per 100,000). Asian American and Hispanic women had much lower age-adjusted mortality rates for heart disease (68.0 per 100,000 and 44.4 per 100,000, respectively; Figure 3.3).

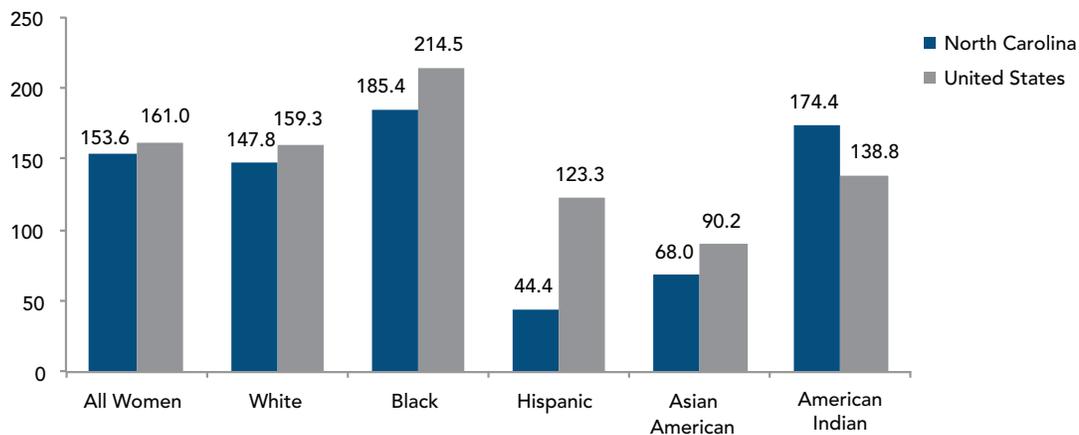
Overall, women in North Carolina also have a lower average age-adjusted mortality rate for heart disease than women in the United States as a whole (153.6 compared with 161.0 per 100,000). The lower rates among North Carolina’s women hold true for all racial/ethnic groups except American Indians, who have a considerably higher mortality rate for heart disease in the state than in the nation as a whole (174.4 per 100,000 and 138.8 per 100,000, respectively; Figure 3.3).

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<sup>53</sup> Heart disease includes acute and chronic rheumatic fever and heart disease, hypertensive heart and renal disease, ischaemic heart disease, pulmonary heart disease and diseases of pulmonary circulation, and other forms of heart disease.

<sup>54</sup> IWPR compilation of data from the Centers for Disease Control and Prevention 2012a. All mortality rates in this chapter are age-adjusted to the standard U.S. population in 2000.

**Figure 3.3. Average Annual Female Mortality Rates (Age-Adjusted Rates per 100,000) from Heart Disease by Race/Ethnicity, North Carolina and the United States, 2005–2009**



Notes: Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; and American Indian, not Hispanic. Those whose ethnicity is identified as Hispanic may be of any race.

Rates are age-adjusted to the total U.S. population in 2000.

For all ages.

Source: IWPR compilation of data from the Centers for Disease Control and Prevention (2012a).

### Stroke and Other Cerebrovascular Diseases

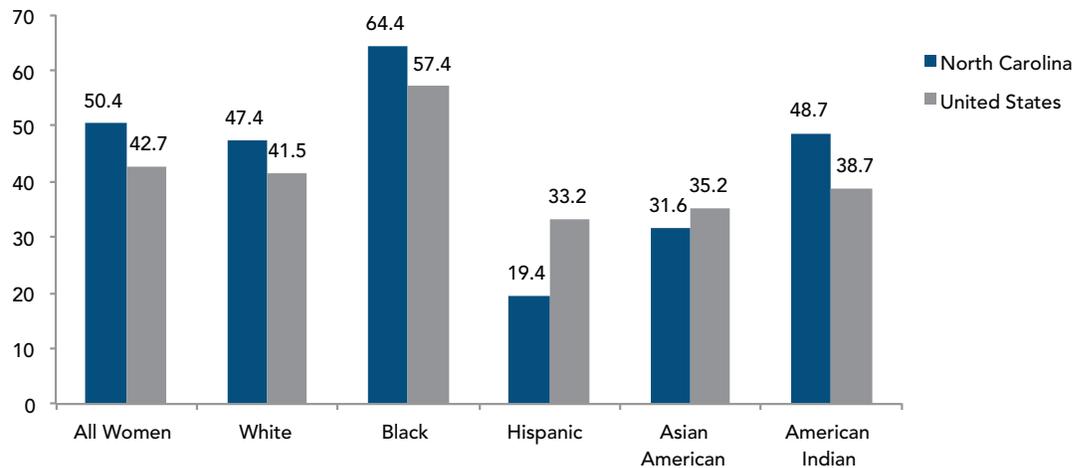
In North Carolina between 2005 and 2009, women had a lower age-adjusted mortality rate for stroke and other cerebrovascular diseases than men (50.4 per 100,000 compared with 53.3 per 100,000).<sup>55,56</sup> Among women from different racial/ethnic groups, however, significant disparities emerge. Between 2005 and 2009, black women in the state had the highest mortality rate for cerebrovascular disease at 64.4 per 100,000, followed by American Indian women (48.7 per 100,000) and white women (47.4 per 100,000). As with heart disease and diabetes, Asian American and Hispanic women in North Carolina had much lower mortality rates from cerebrovascular disease. Between 2005 and 2009, the mortality rates for the two latter groups from the conditions that comprise cerebrovascular disease were 31.6 per 100,000 and 19.4 per 100,000, respectively (Figure 3.4).

Overall, women in North Carolina have a higher age-adjusted mortality rate for cerebrovascular disease than their counterparts in the United States as a whole (50.4 per 100,000 compared with 42.7 per 100,000; Figure 3.4). Hispanic women and Asian American women in North Carolina have lower mortality rates than their female counterparts in the whole United States; but the rates for white, black, and American Indian women are higher in North Carolina than in the nation overall. The difference is most pronounced for American Indian women, whose North Carolina rate of 48.7 per 100,000 is 10 percentage points higher than the national rate for this group (Figure 3.4).

<sup>55</sup> Cerebrovascular disease includes cerebral hemorrhages, cerebral infarction, stroke, and other cerebrovascular diseases.

<sup>56</sup> IWPR compilation of data from the Centers for Disease Control and Prevention (2012a).

**Figure 3.4. Average Annual Female Mortality Rates from Stroke and Other Cerebrovascular Diseases (Age-Adjusted Rates per 100,000), North Carolina and the United States, 2005–2009**



Notes: Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; and American Indian, not Hispanic. Those whose ethnicity is identified as Hispanic may be of any race.

Rates are age-adjusted to the total U.S. population in 2000.

For all ages.

Source: IWPR compilation of data from the Centers for Disease Control and Prevention (2012a).

## Diabetes

Diabetes is a major cause of heart disease and stroke and is the seventh leading cause of death in the United States (Centers for Disease Control and Prevention 2011b).<sup>57</sup> Nationally, diabetes affects more than eight percent of the U.S. population (25.8 million individuals), with the proportion of adult men who suffer from the disease slightly exceeding the proportion of adult women. In 2010, approximately 215,000 people under age 20 in the United States had diabetes (Centers for Disease Control and Prevention 2011b).

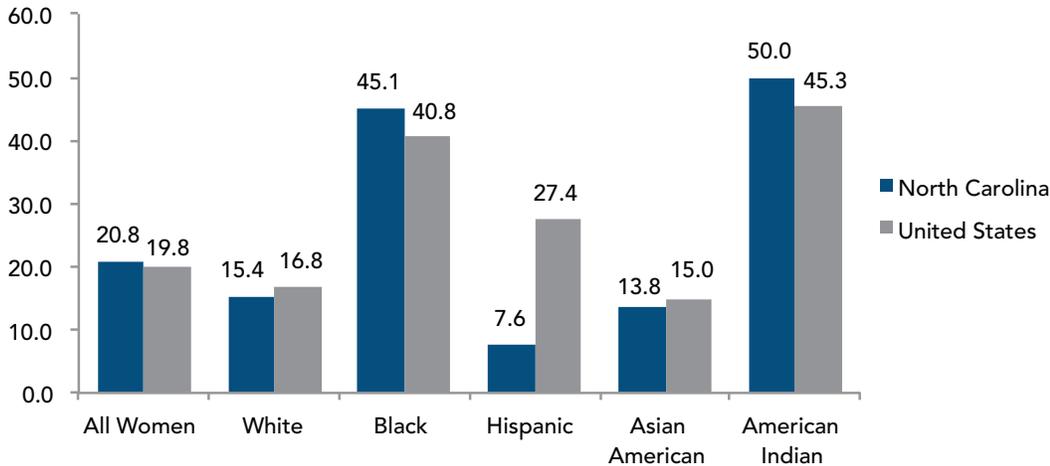
In North Carolina between 2005 and 2009, the female population had a lower age-adjusted mortality rate from diabetes than the male population (20.8 per 100,000 compared with 27.3 per 100,000).<sup>58</sup> Women and girls in the state had a slightly higher mortality rate for diabetes, however, than in the United States as a whole. The higher mortality rates for the female population in North Carolina compared with the nation overall stem from the differences in state and national rates for black and American Indian women and girls, whose mortality rates for diabetes were higher in North Carolina than in the nation as a whole (Figure 3.5).

<sup>57</sup> “Diabetes” as discussed in these findings refers to diabetes mellitus.

<sup>58</sup> For women and men of all ages. IWPR compilation of data from the Centers for Disease Control and Prevention (2012a).

Among women and girls in North Carolina, the mortality rates for diabetes vary considerably across the largest racial and ethnic groups. Between 2005 and 2009, American Indian and black women and girls had the highest average annual mortality rates at 50.0 per 100,000 and 45.1 per 100,000, respectively, while Hispanic women and girls had the lowest at 7.6 per 100,000 (Figure 3.5).

**Figure 3.5. Average Annual Female Mortality Rates from Diabetes (Age-Adjusted Rates per 100,000), by Race and Ethnicity, North Carolina and the United States, 2005–2009**



Notes: Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; and American Indian, not Hispanic. Those whose ethnicity is identified as Hispanic may be of any race.

Rates are age-adjusted to the total U.S. population in 2000.

For all ages.

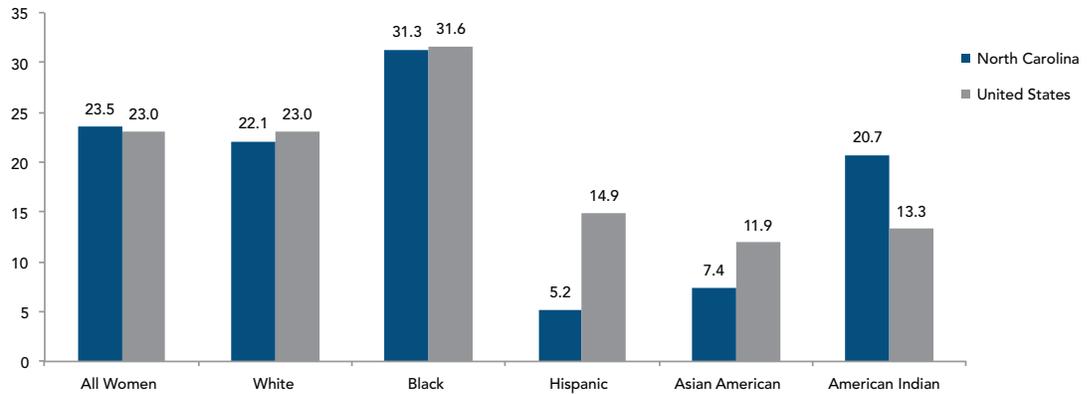
Source: IWPR compilation of data from the Centers for Disease Control and Prevention (2012a).

## Cancer

In recent decades, the nation has made considerable progress in the prevention, detection, and treatment of certain forms of cancer. Nevertheless, cancer is the second leading cause of death for all women in the United States, after heart disease (Heron 2012). Lung and breast cancer are the forms of cancer from which women are most likely to die (Centers for Disease Control and Prevention 2012b).

The mortality rate for female breast cancer in North Carolina is similar to the mortality rate for breast cancer among women in the United States as a whole. Between 2005 and 2009, the average annual age-adjusted mortality rate for female breast cancer in the state was 23.5 per 100,000 women, compared with 23.0 per 100,000 in the nation overall (Figure 3.6). Black women in North Carolina had the highest mortality rate for breast cancer in the state at 31.3 per 100,000, followed by white women at 22.1 per 100,000 and American Indian women at 20.7 per 100,000. The mortality rates for female breast cancer among Asian American and Hispanic women were considerably lower (7.4 and 5.2 per 100,000, respectively; Figure 3.6).

**Figure 3.6. Average Annual Mortality Rates for Female Breast Cancer (Age-Adjusted Rates per 100,000) by Race/Ethnicity, North Carolina and the United States, 2005–2009**



Notes: Whites are the only racial group defined as exclusive: white, not Hispanic. Persons whose ethnicity is defined as Hispanic may be of any race.

Rates are age-adjusted to the 2000 U.S. standard population.

For all ages.

Source: IWPR compilation of data from the U.S. Cancer Statistics Working Group (2012).

Between 2005 and 2009, the average annual mortality rate for cervical cancer for women of all racial/ethnic groups combined in North Carolina was similar to the mortality rate for comparable women in the United States as a whole (2.3 per 100,000 and 2.4 per 100,000, respectively). In North Carolina, black women had a higher average annual mortality rate for cervical cancer (3.9 per 100,000) than non-Hispanic white women (2.0 per 100,000). Cervical cancer mortality rates for Hispanic, Asian American, and American Indian women are not available.<sup>59</sup>

As with cervical cancer, the average annual mortality rate for uterine cancer among women overall in North Carolina is similar to the rate for comparable women in the United States as a whole (4.0 per 100,000 and 4.2 per 100,000, respectively). Black women in the state have a higher mortality rate for uterine cancer (7.7 per 100,000) than non-Hispanic white women (3.2 per 100,000), as well as a rate that was slightly higher than the national average for black women (7.3 per 100,000).<sup>60</sup> As with cervical cancer, uterine cancer mortality rates are not available for Hispanic, Asian American, and American Indian women.

The average annual age-adjusted mortality rate for ovarian cancer for women overall in North Carolina is slightly lower than for women in the United States as a whole (7.9 per 100,000 compared with 8.2 per 100,000). In the state, non-Hispanic white women have the highest age-adjusted mortality rate at 8.2 per 100,000, followed by black women (7.1 per 100,000) and Hispanic women (5.1 per 100,000; data are not available for Asian American

<sup>59</sup> IWPR compilation of data from the U.S. Cancer Statistics Working Group (2012).

<sup>60</sup> IWPR compilation of data from the U.S. Cancer Statistics Working Group (2012).

and American Indian women). The same trend occurs at the national level; non-Hispanic white women have the highest age-adjusted mortality rate for ovarian cancer at 8.8 per 100,000, followed by black women (6.8 per 100,000) and Hispanic women (5.9 per 100,000). Black women are the only group for which data are available that experienced higher ovarian cancer rates in the state compared with their counterparts nationwide.<sup>61</sup>

## HIV and AIDS

Although men in the United States constitute the majority of those with HIV infections and newly diagnosed AIDS cases, women are also profoundly affected by HIV/AIDS. Between 1985 and 2010, women's share of new AIDS diagnoses in the United States increased from eight to twenty-five percent (Kaiser Family Foundation 2012).

In North Carolina, as in the nation as a whole, HIV and AIDS incidence rates for women and girls are much lower than for the male population. In 2011, women and girls in North Carolina had a rate of new diagnoses for AIDS of 6.2 per 100,000, compared with 15.2 per 100,000 among men and boys (North Carolina Department of Health and Human Services 2012b). During this same year in North Carolina, there were 252 diagnosed AIDS cases for women and girls and 578 for men and boys (North Carolina Department of Health and Human Services 2012b). In 2011 in the state overall, there were also 367 diagnosed HIV cases among female residents and 1,189 diagnosed cases among male residents, resulting in a rate for diagnoses of 9.0 per 100,000 for female and 31.3 for male residents in the state (North Carolina Department of Health and Human Services 2012b).

Rates for diagnosed cases of HIV and AIDS vary considerably among women across the largest racial and ethnic groups in North Carolina. Black women have the highest rates, followed by Hispanic and white women (rates are not available for Asian American and American Indian women; North Carolina Department of Health and Human Services 2012b). The pattern mirrors the trend in the United States as a whole, where black and Hispanic women are disproportionately affected by HIV/AIDS (Kaiser Family Foundation 2012).

## Reproductive and Maternal Health

In 2010, the fertility rate for women (aged 15–44) in North Carolina was similar to the fertility rate for all women in the United States (62.7 per 1,000 and 64.1 per 1,000, respectively; Table 3.1). Hispanic women in North Carolina had the highest reported fertility rate at 99.0 per 1,000, followed by black women at 61.0. White women had the lowest reported rate at 57.1 per 1,000 (Table 3.1). For both white and black women in North Carolina, the fertility rates were lower than for their counterparts in the nation as a whole (58.7 per 1,000 and 66.6 per 1,000, respectively). By contrast, the fertility rate for Hispanic women in the state was higher than for Hispanic women nationwide (Table 3.1). Fertility rates are not available for Asian American and American Indian women.

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<sup>61</sup> IWPR compilation of data from the U.S. Cancer Statistics Working Group (2012).

**Table 3.1. Fertility Rate (Births per 1,000 Women Aged 15–44), North Carolina and the United States, 2010**

Race/Ethnicity	North Carolina	United States
White	57.1	58.7
Black	61.0	66.6
Hispanic	99.0	80.3
Asian American	N/A	59.2
American Indian	N/A	48.6
<b>Total</b>	<b>62.7</b>	<b>64.1</b>

Notes: Whites and blacks are the only racial groups defined as exclusive: white, not Hispanic and black, not Hispanic. Those whose ethnicity is defined as Hispanic may be of any race.

N/A indicates data are not available.

Sources: North Carolina Department of Health and Human Services (2012c) and National Center for Health Statistics (Martin et al. 2012a).

### Teenage Pregnancy

Teenage pregnancy can have serious educational and economic consequences. Nationally, teen pregnancy rates are declining, but these rates nonetheless remain a significant concern for many states and localities. In North Carolina, the teen pregnancy rate has also steadily decreased in recent years, from 76.1 per 1,000 for teens aged 15–19 in 2000 to 49.7 per 1,000 for teens of the same age range in 2010 (North Carolina Department of Health and Human Services 2012d). In 2010, Hispanic teens had the highest pregnancy rate at 82.7 per 1,000, followed by non-Hispanic black teens at 70.2. The teen pregnancy rate for non-Hispanic white teens during this same year was 34.4 per 1,000 (data were not available for Asian American and American Indian teens; North Carolina Department of Health and Human Services 2012d).

Teen pregnancy rates in North Carolina vary widely across the different counties within the state. In 2010, Onslow, Scotland, Richmond, and Robeson had the highest pregnancy rates for teens aged 15–19 at 86.6, 82.0, 80.3, and 80.0 per 1,000 teens, respectively. Watauga, Orange, Jackson, and Pitt had the lowest reported rates (9.9 per 1,000 for Watauga, 17.4 per 1,000 for Orange, 31.0 per 1,000 for Jackson, and 34.6 per 1,000 for Pitt). Some counties, including Alleghany, Avery, Camden, Clay, Gates, Graham, Hyde, Jones, Madison, and Tyrrell had unreported rates due to their very small number of cases (North Carolina Department of Health and Human Services 2012d).

### Low Birth Weight and Infant Mortality

Babies born with low birth weight and infant mortality are health concerns in North Carolina, as in other states across the nation. In 2010, nearly one in ten babies (9.1 percent) in North Carolina were born with low birth weight (less than five pounds and eight ounces). Black women were more likely to have babies with low birth weight than white and His-

panic women. Research shows that 14.0 percent of babies born to black mothers had low birth weight, compared with 7.8 percent of babies born to white women and 6.2 percent of babies born to Hispanic women (Martin et al. 2012b). The percent of babies born with low birth weight was similar for each racial/ethnic group in the United States as a whole, where in 2010, 13.5 percent of babies born to black women and 7.1 and 7.0 percent born to white and Hispanic women, respectively, were born with low birth weight (Martin et al. 2012b).<sup>62</sup>

The infant mortality rate in North Carolina, however, is somewhat higher than in the nation as a whole. In 2010, the average annual infant death rate in the state (for infants under one year) was 7.0 per 1,000 live births, compared with 6.1 per 1,000 live births in the nation as a whole (Gerald, Petersen, and Knight 2012; Murphy, Xu, and Kochanek 2012). This represents a considerable improvement at both the state and national level in recent years. In 1993, the infant mortality rate in North Carolina was 10.5 per 1,000 births compared with 8.4 per 1,000 births nationally (IWPR 1996).

There are marked disparities in infant mortality rates among women from different racial and ethnic groups in North Carolina. The infant mortality rate among infants born to non-Hispanic black women in 2010 was 12.7 per 1,000 live births, compared with 5.3 and 5.0 per 1,000 live births among infants born to non-Hispanic white and Hispanic mothers, respectively. Data for Asian Americans and American Indians are not available (Gerald, Petersen, and Knight 2012).

## Percentage of Babies Born to Unmarried Mothers

Among all births, the percentage of babies born to unmarried mothers in North Carolina was similar to the national average in 2010 (42.0 percent in the state compared with 40.8 percent in the nation; Martin et al. 2012b). Both nationally and in North Carolina, births to unmarried mothers have steadily increased over the last several decades. In North Carolina, births to unmarried mothers as a percent of all births rose from 19 percent in 1980 to 32 percent in 1994; nationally, births to unmarried mothers rose from 18 percent of all births in 1980 to 33 percent of all births in 1994 (IWPR 1996).

The share of births that are to unmarried mothers varies among the largest racial and ethnic groups. In 2010 in North Carolina, 73 percent of babies born to black women were born to unmarried mothers, compared with 53 percent of babies born to Hispanic women and 27 percent of babies born to white women (Martin et al. 2012b).<sup>63</sup> The growing proportion of babies born to unmarried mothers in North Carolina and the United States as a whole points to a need for workforce and other supports that address the needs of single mothers, such as affordable, high-quality child care and paid leave policies.

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<sup>62</sup> Whites and blacks are defined as exclusive: white, not Hispanic and black, not Hispanic.

<sup>63</sup> Whites and blacks are defined as exclusive: white, not Hispanic and black, not Hispanic.

## Reproductive Rights

Reproductive rights make it possible for women to maintain good reproductive health and to decide if, when, and how often to have children. State policies concerning abortion, contraception, and gay and lesbian adoption allow women to exercise choice in their family planning.

Access to abortion is one aspect of women's reproductive rights. The percent of women in North Carolina living in counties with abortion providers gives insight into the availability of abortion services to women in the state. In North Carolina, 86 percent of all counties lack a known abortion provider, which is quite similar to the national average of 87 percent (Guttmacher Institute 2012a). In 2008, half of women in North Carolina lived in a county without a known abortion provider, compared with one-third of women in the United States as a whole (Guttmacher Institute 2012a).

North Carolina is one of 35 states in the nation that require a woman to be offered or given counseling prior to receiving an abortion and one of 26 states that has a mandatory waiting period between the counseling and the abortion. In North Carolina, as in most states with a waiting period, a physician cannot perform the abortion until at least 24 hours after the woman has received counseling (Guttmacher Institute 2012b). Like all other states with a mandatory waiting period, North Carolina waives this requirement in cases involving a medical emergency or threat to the mother's health (Guttmacher Institute 2012b).

Many states also have laws that place certain restrictions on abortions for girls under the age of 18. In particular, mandatory consent laws require minors to gain the consent of one or both parents before a physician can perform an abortion procedure, while notification laws require that they notify one or both parents of the minor's decision to have an abortion. North Carolina is one of thirty-seven states to require some degree of parental involvement in the abortion decisions of minors, and is one of twenty-six states to require the consent of at least one parent. However, 36 of these states, including North Carolina, allow for a judicial bypass procedure, which permits a minor to get approval for an abortion from a court without parental involvement if she appears before a judge and provides a reason that parental involvement would place an undue burden on the decision to have an abortion. North Carolina also allows a grandparent with whom the minor has lived for at least six months to give consent for a minor to have an abortion, and the state's laws permit parental involvement requirements to be waived in cases of medical emergency (Guttmacher Institute 2012c and Center for Reproductive Rights 2012).

For many women and girls, financial obstacles make it difficult to obtain an abortion or render them unable to have the procedure as early as they might need (Boonstra 2007). Public funding for women who qualify can reduce these obstacles. In North Carolina, however—as in 31 other states and the District of Columbia—public funding for abortion is available only in cases involving life endangerment, rape, or incest (Table 3.2). This policy meets the federal minimum standard, which requires states to provide public funding for abortions under these circumstances. All states appear to meet this requirement except one: South Dakota provides abortions only in cases where the mother's life is in danger (Guttmacher Institute 2012d).

Debates over reproductive rights often involve discussion not only about abortion but also about potential restrictions to women’s access to contraception. As of November 2012, 28 states in the nation, including North Carolina, had laws requiring insurers that cover prescription drugs to provide coverage for any contraceptive approved by the Food and Drug Administration (FDA). North Carolina and 19 other states, however, offer exemptions from contraceptive coverage; North Carolina allows certain religious employers—including churches, associations of churches, religiously affiliated schools, and some religious charities and universities—to request a health benefit plan that excludes coverage for contraceptives that are opposed to the employer’s religious beliefs (Table 3.2).

**Table 3.2. Reproductive Rights in North Carolina, 2012**

	Yes	No	Highlights
Does North Carolina allow access to abortion services without mandatory parental consent laws?		X	North Carolina requires minors to gain the consent of one or both parents before having an abortion. A judicial bypass is available and there can be exceptions in cases of medical emergency. <sup>a</sup>
Does North Carolina allow access to abortion services without a waiting period?		X	North Carolina has a 24-hour waiting period. <sup>b</sup>
What percent of counties in the state have abortion providers?			14% <sup>c</sup>
Does North Carolina provide public funding for abortions under any circumstances if a woman is eligible?		X	North Carolina follows the federal standard, which is to provide public funding for abortions in cases of life endangerment, rape, or incest. <sup>d</sup>
Does North Carolina have a maternity stay law?	X		General Statute 58-3-169 requires a minimum of 48 hours of hospitalization for normal vaginal delivery and 96 hours for a cesarean section, which are the requirements mandated under federal law. <sup>e</sup>
Does the state require insurers to provide comprehensive coverage for contraceptives?	X		North Carolina requires insurers that cover prescription drugs to provide coverage for any contraceptive approved by the FDA, but allows for an exemption for certain religious employers. <sup>f</sup>
Does the state allow gay/lesbian couples to adopt?		X	State law does not permit same-sex couples to jointly petition to adopt (no unmarried individual may petition to adopt with another individual). <sup>g</sup>

Sources: <sup>a</sup>Guttmacher Institute (2012c); <sup>b</sup>Guttmacher Institute (2012b); <sup>c</sup>Guttmacher Institute (2012a); <sup>d</sup>Guttmacher Institute (2012d); <sup>e</sup>General Statutes: Chapter 58, Article 3; <sup>f</sup>Guttmacher (2012e); <sup>g</sup>Human Rights Campaign (2009) and National Center for Lesbian Rights (2012).

An additional reproductive rights issue for women who give birth is maternity stay laws, which require that a minimum length of hospitalization be provided to a new mother. Federal law requires that insurers offering a health plan with maternity benefits must ensure that mothers who participate in the plan receive coverage for at least 48 hours of inpatient care following a normal vaginal delivery and 96 hours following a cesarean section (National Conference of State Legislatures 2012). North Carolina state law mandates the same requirements for post-delivery care; in cases where a decision is made to discharge a mother and her newborn from the inpatient setting prior to the 48- or 96-hour mark, insurers must cover follow-up care by a registered nurse, physician, or other qualified provider for the remaining portion of this time period.<sup>64</sup>

For same-sex couples, reproductive rights are another contested issue in many states. Because there is no comprehensive federal law concerning these rights for lesbians and gays, state courts hold considerable power over the choices of same-sex couples in building their families. Courts have exercised this power in many ways, including by deciding whether lesbians and gays can legally adopt their partners' children (sometimes called "co-parent" or "second-parent adoption"). Second-parent adoption provides the legal rights to otherwise non-legal parents in same-sex relationships that many legal parents take for granted, such as custodial rights in the case of divorce or death and the right to make health care decisions for the child. As of March 2012, nineteen states and the District of Columbia had a state statute or appellate court decision allowing second-parent adoption (National Center for Lesbian Rights 2012). North Carolina, however, was not among them. In 2010, the North Carolina Supreme Court ruled in a highly-publicized case that there was no statutory authority for second-parent adoption.<sup>65</sup> In June 2012, the American Civil Liberties Union filed a lawsuit against the state on behalf of six same-sex couples in the state to overturn state laws that prevent gays and lesbians from adopting their partners' children (Charlotte Observer 2012).

## Sexual Health

National data show that women are more likely than men to get sexually transmitted infections (U.S. Department of Health and Human Services 2012b). Although the exact causes behind women's higher reported rates are unclear, it is likely due to both their increased risk—women are biologically more susceptible to certain STIs—and to the fact that women visit the doctor more often and, therefore, might be more likely to be screened for STIs (Centers for Disease Control and Prevention 2011c).

In keeping with this national trend, women and girls in North Carolina are more likely to be diagnosed with chlamydia or gonorrhea than their male counterparts. In 2010, the chlamydia rate for women and girls aged 10 and older in the state was 693.7 per 100,000 compared with 173.4 per 100,000 for men and boys (Centers for Disease Control and Prevention 2011d). In the United States as a whole in 2010, the incidence rate for chlamydia among women and girls of all ages was 610.6 per 100,000 (Centers for Disease Control and Prevention 2011d).

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<sup>64</sup> "General Regulations for Insurance." Public Law No. §58–3–169.  
<[http://www.ncga.state.nc.us/EnactedLegislation/Statutes/PDF/ByArticle/Chapter\\_58/Article\\_3.pdf](http://www.ncga.state.nc.us/EnactedLegislation/Statutes/PDF/ByArticle/Chapter_58/Article_3.pdf)>.

<sup>65</sup> *Boseman v. Jarrell*. 704 S.E. 2d 494 (N.C. 2010).

As with chlamydia, women and girls aged 10 and older in North Carolina have a higher incidence rate for gonorrhea than their male counterparts (170.5 and 123.4 per 100,000, respectively; Centers for Disease Control and Prevention 2011d). In the nation as a whole, the rate for women and girls of all ages in 2010 was 106.5 per 100,000 compared with 94.1 for men and boys of all ages (Centers for Disease Control and Prevention 2011d). In 2010, North Carolina ranked eighth in the nation for reported cases of gonorrhea (Centers for Disease Control and Prevention 2011d).

Black women and men in North Carolina have higher rates of chlamydia and gonorrhea than women and men from the other largest racial and ethnic groups. In addition, teens in North Carolina make up a substantial proportion of diagnosed cases of chlamydia and gonorrhea. In 2011, 29 percent (15,694 of 53,854) of all diagnosed cases of chlamydia and 19 percent (3,253 of 17,158) of all diagnosed cases of gonorrhea were among teen girls and young women aged 15–19 (North Carolina Department of Health and Human Services 2012b). In the nation as a whole in 2010, female teens aged 15–19 made up more than one in four (27 percent) diagnosed cases of chlamydia and about one in five (19 percent) diagnosed cases of gonorrhea (Centers for Disease Control and Prevention 2011d).

## Preventive Health Care

Preventive health care is an important component of women’s health and overall well-being. By using early detection measures and adopting good personal health habits, women can avoid many of the health concerns and conditions discussed above. In general, women in North Carolina fare relatively well compared with their counterparts in the nation as a whole on several preventive health indicators, including the percentage of women who have received mammograms and pap tests in recent years.

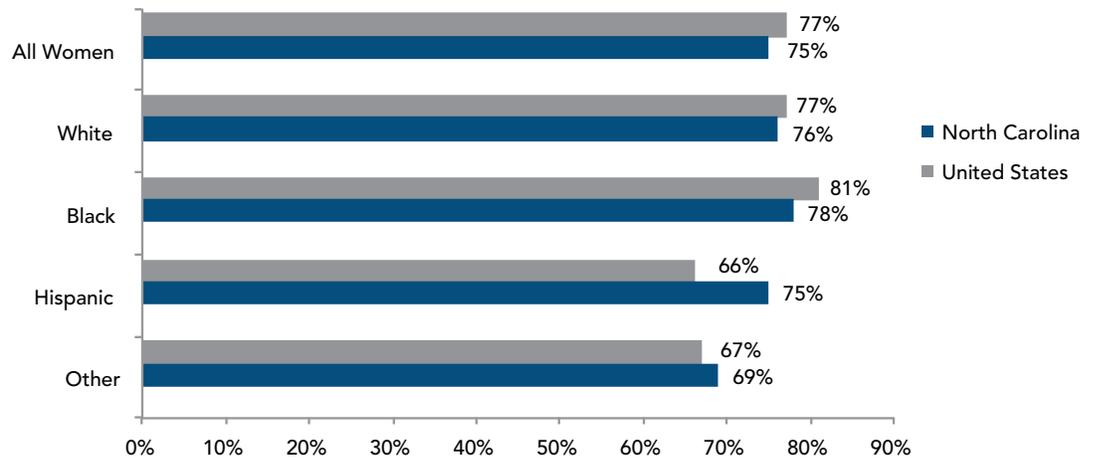
### Mammogram

In 2010, more than three in four women (77 percent) aged 40 and older in North Carolina report having had a mammogram in the past two years, compared with 75 percent of women in the nation as a whole. Black women and white women are more likely to say they have had mammograms than Hispanic women (Figure 3.7). While both black and white women in North Carolina are slightly more likely than their counterparts nationwide to report having had a mammogram, Hispanic women in the state are much less likely than Hispanic women in the United States as a whole to say they have done so (Figure 3.7). Among all women aged 50 and older in North Carolina and the United States, the percent who have had a mammogram in the past two years is slightly higher than among those aged 40 and older (81 percent in the state and 78 percent in the nation).<sup>66</sup>

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<sup>66</sup> IWPR compilation of data from the Centers for Disease Control and Prevention (2012c).

**Figure 3.7. Percent of Women Aged 40 and Older Who Have Had a Mammogram in the Past Two Years, North Carolina and the United States, 2010**



Notes: Whites and blacks are defined as exclusive: white, not Hispanic; and black, not Hispanic. Those whose ethnicity is defined as Hispanic may be of any race.

The United States includes the 50 states, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands.

Source: IWPR compilation of data from the Centers for Disease Control and Prevention (2012c).

### Pap Test

Eighty-four percent of women aged 18 and older in North Carolina reported having had a pap test during the previous three years, which is a slightly higher proportion than in the United States as a whole (82 percent). Black women in the state were more likely (89 percent) to say they have had the test than white (83 percent) and Hispanic women (84 percent; Figure 3.8).

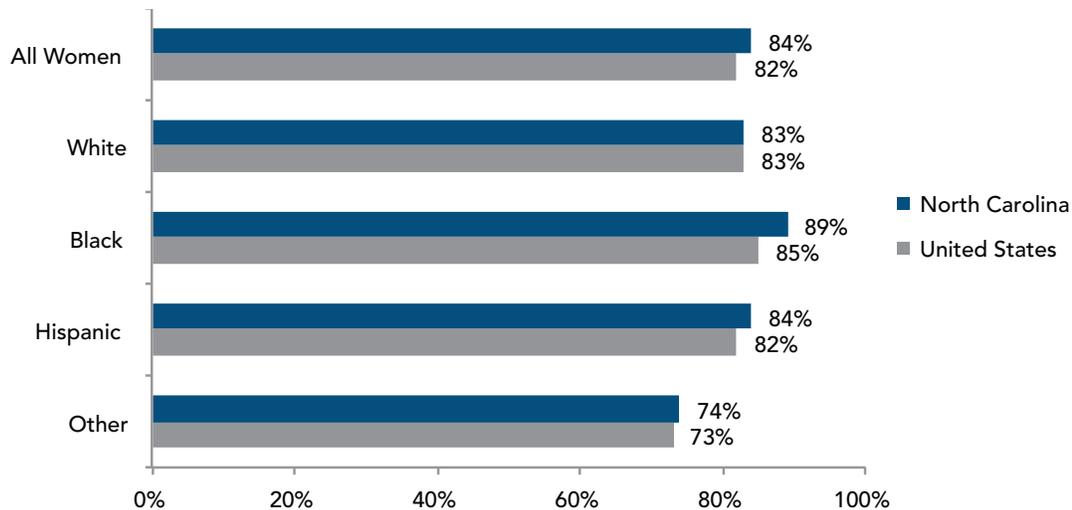
### Obesity

In addition to taking preventive measures such as receiving pap tests and mammograms, maintaining a healthy weight can contribute to good health outcomes and reduce the risk of some of the conditions described above. For many women and men in North Carolina, however, obesity is a significant problem. In 2011, 30 percent of women and 42 percent of men in the state aged 18 and older were overweight (which means they reported having a body mass index of 25.0–29.9). An additional 30 percent of women and 28 percent of men were obese (which means they reported having a body mass index of 30.0 or higher). Nationwide, an estimated 36 percent of adults aged 18 and older are overweight and an additional 28 percent are obese.<sup>67</sup>

In North Carolina, obesity rates vary considerably among the state’s counties. In 2009, the most recent year for which county-level data are available, the highest reported age-adjusted

<sup>67</sup> IWPR compilation of data from the Centers for Disease Control and Prevention (2012c).

**Figure 3.8. Percent of Women Aged 18 and Older Who Have Had a Pap Test Within the Past Three Years, North Carolina and the United States, 2010**



Notes: Whites and blacks are defined as exclusive: white, not Hispanic; black, not Hispanic. The United States includes the 50 states, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands.

Source: IWPR compilation of data from the Centers for Disease Control and Prevention (2012c).

rates for obesity were in Robeson (40.9 percent), Edgecombe (39.7 percent), and Halifax (38.7 percent) counties. The lowest were in Orange (22.6 percent), Polk (22.8 percent), and Ashe (23.3 percent) counties.<sup>68</sup>

## Violence Against Women

Feeling safe in our communities, schools, and neighborhoods is essential to the health and well-being of women and girls. Without a sense of safety, the ability to thrive is significantly compromised. Unfortunately, many women, men, and children in North Carolina and the United States as a whole live with the threat or reality of violence on an ongoing basis. Their experiences of violence can have profound consequences, leading to a range of short- and long-term physical, psychological, and social effects (Crowne et al. 2011; Gudino, Nadeem, Kataoka, and Lau 2011; McKelvey et al. 2011).

Domestic violence represents a form of violence that women experience disproportionately. In the 2010–2011 state fiscal year, the more than 100 domestic violence programs funded by the North Carolina Council for Women (Appendix V) served a total of 61,283 clients; more than four in five of those served (84 percent) were female. During this same year, these programs received 95,877 calls on their 24-hour crisis lines, a number that is somewhat lower than in the previous year. Clients in both years received a range of services, including information services, advocacy, referrals, transportation, counseling, and other services (North Carolina Council for Women 2012a).

<sup>68</sup> IWPR compilation of data from the Centers for Disease Control and Prevention (2012d).

A 24-hour census conducted in 2011 by the National Network to End Domestic Violence sheds further light on the usage and availability of domestic violence services in North Carolina. In one day, the 51 out of 93 identified local domestic violence programs in the state that participated in the census served 1,526 victims, 682 of whom were provided emergency shelter or transitional housing and 844 of whom received non-residential assistance such as counseling, legal advocacy, and children's support. Still, 287 requests for services went unmet, reflecting a shortage of funds and staff (National Network to End Domestic Violence 2011). In addition, many domestic violence victims do not contact local shelters for help, suggesting that the need for services remains even greater than these survey statistics indicate.

Sexual violence and rape—which often occur within the context of domestic violence—also threaten the health and well-being of many women in North Carolina. In the state fiscal year 2010–2011, the more than 90 sexual assault programs funded by the North Carolina Council for Women (Appendix V) served 13,881 clients; nearly nine in ten (89 percent) were female (North Carolina Council for Women 2012a).

National research further reveals the extent to which sexual violence affects the lives of many women in North Carolina. According to a recent study published by the National Center for Injury Prevention and Control of the Centers for Disease Control and Prevention, North Carolina experienced higher rates of female victimization from sexual violence and rape than national estimates. More than one in five North Carolina women (21.6 percent) aged 18 and older who were surveyed in 2010 reported having been raped in her lifetime, compared with 18.3 percent of women in the nation as a whole. In North Carolina, more than half of all women aged 18 and older (51.0 percent) said they had experienced sexual violence other than rape at some point in their lives, which is 6.4 percentage points higher than the national average of 44.6 percent (Black et al. 2011). According to the Federal Bureau of Investigation (U.S. Department of Justice 2012b), however, North Carolina had a lower rate of reported forcible rapes in 2010 than the national rate (21.1 compared with 27.5 per 100,000).<sup>69</sup>

These data on reported rapes, however, probably underestimate the number of rapes in North Carolina and the nation overall, for two reasons. First, most rape victims do not report the crime to the police. One study found that only 36 percent of completed rapes, 34 percent of attempted rapes, and 26 percent of sexual assaults that occurred between 1992 and 2000 came to police attention (Rennison 2002). Second, these data are based on the Uniform Crime Reporting (UCR) Program definition of rape, which from 1927 to 2011 included only forcible rapes of women by men (U.S. Department of Justice 2012c). In December 2011, the UCR definition of rape was revised to include both male and female victims and perpetrators and to reflect more forms of sexual penetration than the previous definition recognized. The U.S. Department of Justice has suggested that this revised definition will lead to a more accurate and comprehensive reporting of rape (2012a).

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<sup>69</sup> The FBI Uniform Crime Reporting (UCR) Program definition of “forcible rape” does not include statutory rape, or non-forcible sexual intercourse with a person younger than the statutory age of consent (U.S. Department of Justice 2012c).

## IV. POLITICAL PARTICIPATION

### Key Findings

- In North Carolina, women voted at higher rates than men in both the 2008 and 2010 elections. The overall voter turnout for women and men was stronger in the 2008 elections, when approximately 2,364,000 women (69 percent of eligible female voters) and 2,006,000 men (66 percent of eligible male voters) went to the polls.
- While women's political representation generally remains low in governments across the nation, women have a stronger presence in North Carolina's executive offices than in many other states. As of September 2012, six out of 10 of North Carolina's elective executive offices, including the governorship, were held by women.
- In 2012, women made up less than one-quarter, or 23.5 percent, of state legislators in the North Carolina Senate and House of Representatives. This is similar to the national average; in the nation as a whole, women held 23.7 percent of seats in state legislatures. Women's representation in North Carolina's state legislature, however, is higher than in 1996, when women held just 16.5 percent of the legislature's seats.
- As of September 2012, four of seven justices (57 percent) on the state's Supreme Court were women, while only 12 of 97 justices (12 percent) on the Superior Court and just over one-third of justices (36 percent, 96 of 269) on the District Court in North Carolina were women.
- North Carolina is one of 17 states to have a women's legislative caucus.

### Introduction

Political participation allows women to help shape laws, policies, and decision-making in a way that reflects their interests and needs, as well as those of their families and communities. By running for office, voting, and serving as leaders in the community, women can make sure that their priorities are reflected in public policy decisions and debates.

Public opinion polling shows that women express different political preferences than men, even in the context of the recession and recovery, when the economy and jobs top the list of priorities for both women and men. A poll conducted by the Pew Research Center (2012) found that women tend to express concern about issues such as education, health care, birth control, abortion, the environment, and Medicare at higher rates than men. Because women are more likely than men to be the primary care providers for their families, these issues have an especially profound effect on women's lives.

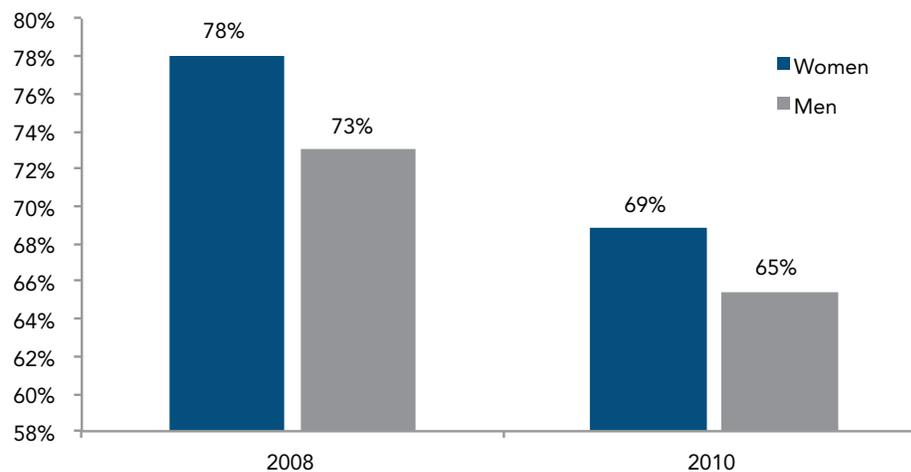
This section presents data on several aspects of women’s involvement in the political process in North Carolina: voter registration and turnout, women’s representation at the state and federal levels in both elected and appointed positions, and women’s state institutional resources. It also examines the ways in which women in North Carolina shape policy decisions and transform their state and communities through political activism. The section concludes by discussing the barriers to political participation that women continue to face.

## Voter Registration and Turnout

Voting is one way for women to express their concerns and ensure that their priorities are fully taken into account in public policy debates and decisions. By voting, women help to choose leaders who represent them and their concerns. Although women were denied the right to vote until 1920 and in the following decades were often not considered serious political actors (Carroll and Zerrili 1993), women today constitute a powerful component of the U.S. electorate. In the nation as a whole, women make up a majority of registered voters and vote more often than men (Center for American Women and Politics 2011).

This pattern has held true in recent elections in North Carolina. In the 2008 elections, voter registration rates for eligible women in the state exceeded the rates for eligible men (78 percent of women registered to vote compared with 73 percent of men; Figure 4.1 and Table 4.1). The registration rates for both women and men in North Carolina were lower in 2010 (a year that did not have a presidential election), but a higher proportion of women (69 percent) than men (65 percent) still registered to vote.<sup>70</sup> In the United States as a whole, voter registration rates for women and men were lower in both 2008 and 2010 than the state’s rates (Table 4.1).

**Figure 4.1. Voter Registration Rates by Gender in North Carolina, 2008 and 2010**



Note: Percent of all women and men aged 18 and older and citizens of the United States who reported registering to vote.

Sources: IWPR calculations using data from the U.S. Department of Commerce (2012g).

<sup>70</sup> Voter registration spiked again in 2012 prior to the presidential election. In 2010, only 4,455,000 (67 percent) of eligible North Carolinians registered to vote; in November 2012, the North Carolina State Board of Elections reported that over 6.6 million voters had registered for the upcoming presidential election (North Carolina State Board of Elections 2012a).

**Table 4.1. Voter Registration for Women and Men, North Carolina and the United States, 2008 and 2010**

	North Carolina		United States	
	Percent	Number	Percent	Number
<b>2010 Voter Registration<sup>a</sup></b>				
Women	69%	2,410,000	67%	72,926,000
Men	65%	2,045,000	64%	64,337,000
<b>2008 Voter Registration<sup>a</sup></b>				
Women	78%	2,671,000	73%	78,069,000
Men	73%	2,231,000	69%	68,242,000
<b>Number of Unregistered Women Eligible to Vote, 2010<sup>b</sup></b>	31%	1,095,000	33%	36,595,000

Notes: <sup>a</sup>Percent of all women and men aged 18 and older and citizens of the United States who reported registering.

<sup>b</sup>Calculated by subtracting the total number of registered female voters from the total female citizen population and dividing by the total female citizen population.

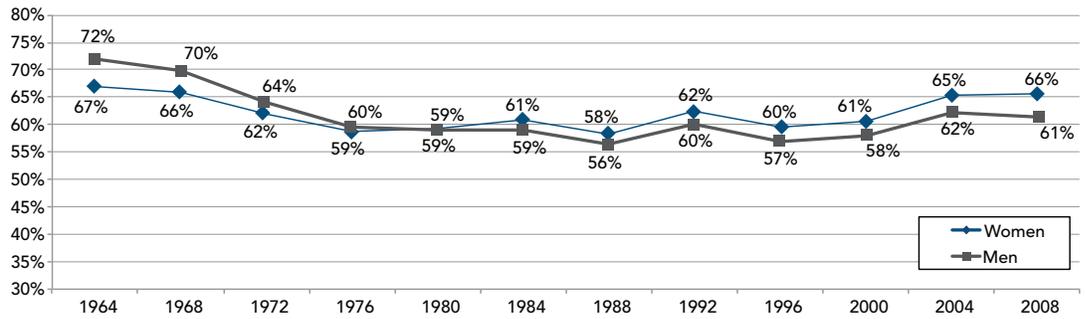
Sources: IWPR calculations using data from the U.S. Department of Commerce (2012g).

In North Carolina, the gender difference in voter turnout in 2008 and 2010 was slightly smaller than the gender difference in voter registration. In both years, the voter turnout for women was three percentage points higher than the voter turnout for men (69 percent for women and 66 percent for men in 2008, and 47 percent for women and 44 percent for men in 2010; Table 4.2).

This trend of women’s stronger representation than men’s at the ballot box has also emerged in the nation as a whole in recent decades. In every presidential election since 1964, the number of female voters in the United States has exceeded the number of male voters (CAWP 2011). In addition, the proportion of eligible women who voted in presidential elections has exceeded the proportion of eligible men since 1980.<sup>71</sup> In the 2008 presidential election, 66 percent of eligible women in the nation and 61 percent of eligible men voted (Figure 4.2).

<sup>71</sup> In 1980, 59.4 percent of eligible women and 59.1 percent of eligible men voted.

**Figure 4.2. Voter Turnout Rates by Gender in Presidential Election Years, United States, 1964–2008**



Note: Until 1996, the Census Bureau’s Voting and Registration data tables from the Current Population Reports, Series P-20 did not exclude non-citizens from the male and female totals of the voting age-eligible population. As such, proportions of eligible men and women in years 1964–1992 are calculated with the numbers of all men and women aged 18 years and older as the denominators, while for 1996 and later, the denominator used is restricted to citizens aged 18 and older.

Source: IWPR calculations using data from the U.S. Department of Commerce (2012g).

**Table 4.2. Voter Turnout for Women and Men, North Carolina and the United States, 2008 and 2010**

	North Carolina		United States	
	Percent	Number	Percent	Number
<b>2010 Voter Turnout<sup>a</sup></b>				
Women	47%	1,631,000	46%	50,595,000
Men	44%	1,378,000	45%	45,392,000
<b>2008 Voter Turnout<sup>a</sup></b>				
Women	69%	2,364,000	66%	70,415,000
Men	66%	2,006,000	61%	60,729,000

Note: <sup>a</sup>Percent of all women and men aged 18 and older and citizens of the United States who reported voting.

Sources: IWPR calculations using data from the U.S. Department of Commerce (2012g).

## Women in Elected Office

Women's representation in government gives women a more prominent voice in the political arena, helping policymakers to make decisions that reflect a more inclusive democracy. Research shows that legislatures with higher proportions of women tend to consider women's issues more seriously and address them more often than legislative bodies with fewer women in office (Dodson 1991; Thomas 1994). This is partly because women in office are more likely than their male counterparts to support policies that benefit women, regardless of their party affiliation (CAWP 1991; Swers 2002).

Although women's political participation is critical to forming a more inclusive government that effectively addresses women's needs, women's representation at all levels of government remains low in the United States. As of September 2012, women held only 17 percent of seats (90 of 535) in the U.S. Congress, including 17 of 100 seats in the U.S. Senate and 73 of 435 seats in the U.S. House of Representatives (CAWP 2012a). Only 24 congressional seats (4.5 percent) were held by women of color (CAWP 2012b).<sup>72</sup>

As in other states across the nation, the representation of women from North Carolina in the U.S. Congress is low relative to women's share of the total population. Only four of North Carolina's 15 seats (27 percent) in the U.S. Congress are held by women: U.S. Senator Kay Hagan and U.S. Representatives Renee Ellmers, Virginia Foxx, and Sue Myrick hold 1 of 2 Senate seats and 3 of 13 House seats, respectively. There are no women of color representing the state of North Carolina in the U.S. Congress (CAWP 2012b).

Women's representation in North Carolina's state legislature is also low relative to their share of the state's population. Women make up 23.5 percent of state senators and members of the House of Representatives: they hold 5 of 50 seats in the Senate (10 percent) and 35 of 120 seats in the House of Representatives (23.5 percent; Table 4.3).<sup>73</sup> This results in a ranking for North Carolina of 28th among the 50 states and District of Columbia for its proportion of women in the state legislature and makes the state rate nearly equivalent to the national rate for female representation at this level of government (23.7 percent; CAWP 2012f). Although women continue to be underrepresented in North Carolina's state legislature compared with their share of the state's population, this is a large improvement since 1996, when only 16.5 percent of the state's legislators were women (IWPR 1996).

While women's representation in North Carolina's state legislature is nearly equivalent to the national average, North Carolina women in 2012 held a relatively high proportion of elective executive positions in state government compared with other states across the nation. As of September 2012, the state was one of six states with a female governor; North Carolina's state government was led by the state's first female governor, Beverly E. Purdue, who previously served two terms as the Lieutenant Governor from 2000–2008. In 2012, of

While women's representation in North Carolina's state legislature is nearly equivalent to the national average, North Carolina women in 2012 held a relatively high proportion of elective executive positions in state government compared with other states across the nation.

<sup>72</sup> The November 2012 elections resulted in the re-election of U.S. Representatives Renee Ellmers and Virginia Foxx. Representative Sue Myrick did not run for re-election, and U.S. Senator Kay Hagan's seat was not up for election. As a result of these elections, the share of women among those from North Carolina holding seats in the U.S. Congress dropped to only 20 percent (IWPR calculations using data from the North Carolina State Board of Elections 2012b).

<sup>73</sup> The November 2012 elections did not change the share of North Carolina's state legislators who are women (IWPR calculations using data from the North Carolina State Board of Elections 2012b). Following these elections, the 23.5 percent of legislators who are women includes eight female state senators and 32 female state representatives.

the 10 elective executive positions in the North Carolina’s government, women held five in addition to the governorship: state treasurer, secretary of state, state auditor, state superintendent of public instruction, and commissioner of labor (Table 4.3; CAWP 2012d). Women’s representation in these executive positions in 2012 was much stronger than in 1996; then, only one of North Carolina’s elective executives was a woman, the secretary of state, who was appointed to the position mid-term due to the incumbent’s forced resignation (IWPR 1996).

In the United States as a whole, women's representation in these high-level positions in 2012 was much lower. In 2012, women held less than one-quarter (23.4 percent) of the nation’s state-level elective executive seats (CAWP 2012d).<sup>74</sup> Only 11 of the 75 women (14.7 percent) in elective executive positions in the nation were women of color; women of color made up only 3.4 percent of the 320 statewide elective executives across the United States (CAWP 2012b).

In 2012, Raleigh, North Carolina was one of twelve of the 100 largest cities in the country with a female mayor. Other large cities with female mayors in North Carolina were Asheville, High Point, Huntersville, and Wake Forest (CAWP 2012e).<sup>75,76</sup>

**Table 4.3. Women in Elected Offices, North Carolina and the United States, 2012**

	North Carolina		United States	
	Number	Percent	Number	Percent
Number of Women in Statewide Executive Elected Office, 2012	6 of 10	60.0%	75 of 320	23.4%
Number of Women in the U.S. Congress, 2012	4 of 15	26.7%	90 of 535	16.8%
U.S. Senate, 2012	1 of 2	50.0%	17 of 100	17.0%
U.S. House, 2012	3 of 13	23.1%	73 of 435	16.8%
Percent of State Legislators Who Are Women, 2012	40 of 170	23.5%	1,750 of 7,382	23.7%

Note: Data were compiled in October 2012 and thus do not reflect the results of the November 2012 elections.

Source: IWPR compilation of data from the Center for American Women and Politics (2012a, 2012c, 2012d and 2012f).

<sup>74</sup> In the November 2012 elections, all ten state elective executive positions were up for election. Five women, all incumbents, were re-elected to the same positions that they occupied previously. Governor Patrick McCrory was elected to succeed Beverly E. Purdue (North Carolina State Board of Elections 2012b).

<sup>75</sup> “Large cities” are defined here as cities with populations of over 30,000 in January 2012.

<sup>76</sup> Bernita Sims was elected as the mayor of High Point in the November 2012 election, making her the first black mayor in the city’s 153-year history (*High Point Enterprise* 2012).

## Women in the Judicial Branch

Women can also play an important role in implementing and deciding policy in the judicial branch, especially as judges on state courts. Judicial interpretation of the law is crucial to many policy areas of concern to women, including reproductive rights, violence, and family law (Kenney 2001). Women's presence in judicial policymaking can help to shape the way these issues are decided.

North Carolina's judicial branch reflects a relatively strong presence of women at the upper levels. The state's judiciary is led by Chief Justice Sarah Parker, who chairs the majority-female Supreme Court of North Carolina; four of the seven state Supreme Court justices are women. As of September 2012, 47 percent of the justices on the state Court of Appeals, or 7 of 15 justices, were also women. Women hold a much smaller share of positions in the lower courts of the North Carolina judicial branch, however. Only 12 percent (12 of 97) of the state's superior court justices and 36 percent (96 of 269) of the state's district court justices are women.<sup>77</sup>

At the national level, the large majority of federal justices are male. As of 2012, the U.S. Supreme Court included three women; while this was the first time that the national Supreme Court had three women on the court at one time, it still left only one-third of the seats in the country's highest court filled by women. Other levels of federal courts show even lower rates of women's representation, all disproportionately low when compared with women's representation in the overall population. Less than one-third of active justices (51 of 164) on the federal Courts of Appeal and 30 percent of federal district court justices are female (National Women's Law Center 2012b).

## Women's Institutional Resources

In addition to women's voting and election to local, state, and federal government, institutional resources dedicated to promoting and prioritizing women's policy issues play a key role in connecting the women's constituency to policymakers. Such resources include women's legislative caucuses and commissions, which strive to amplify the voices of women in government and to give women, their families, and their communities greater access to decision-makers on the policy issues that matter most to them. Institutional resources and statewide associations also serve as peer support systems for female elected officials and establish informal networks that can help them navigate a political system that remains predominantly male (Strimling 1986).

North Carolina is one of 17 states with a formal women's legislative caucus (National Conference of State Legislatures 2011).<sup>78</sup> State women's legislative caucuses vary in structure and purpose, ranging from informal groups that meet for social or networking purposes to formal position-taking legislative bodies that hold regular meetings to set policymaking pri-

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<sup>77</sup> Tabulations from list of judges in the North Carolina Court System's Judicial Directory at <<http://www1.aoc.state.nc.us/judidir/employee/search/public/init.do>> (accessed November 29, 2012). Special judges are not included in the count of superior court judges. Tabulations are approximations based on identification of the judges' names.

<sup>78</sup> Count includes caucuses or conferences of female legislators in the 50 states.

Although women in North Carolina are fairly well-represented at the elective executive level and have important institutional resources, they remain under-represented in many of the state's appointed boards and commissions.

orities. The North Carolina Women's Legislative Caucus is the latter type and is an exclusively female, bi-partisan, position-taking body that meets several times a year to discuss legislative priorities (Oliver 2005).

The state also has a governor-appointed women's council to advise "the Governor, state agencies, and the legislature on issues of concern to women" (North Carolina Department of Administration 2012a). In 1963, the North Carolina Council for Women was established by executive order of then-Governor Terry Sanford. Today, the Council houses two boards that work to prioritize issues of importance to women in policy debates and set legislative agendas. The Board of the North Carolina Council for Women has 20 members and both funds and facilitates programs to support women and their families. The Council also houses a 39-member statewide Domestic Violence Commission Board. Funding from the North Carolina Council for Women supports sexual assault prevention, displaced homemaker, domestic violence prevention, and abuser treatment programs, and the Council coordinates efforts of over 200 agencies and offices across the state to provide these services (North Carolina Department of Administration 2012b). The Council also manages electronic forums and email lists to provide research and resources on women's policy issues.

Although women in North Carolina are fairly well-represented at the elective executive level and have important institutional resources, they remain underrepresented in many of the state's appointed boards and commissions. For example, in the North Carolina Department of Commerce, women hold only 16 of the 75 appointed seats in the department's three boards and commissions (21 percent). Women also have low levels of representation relative to their share of the population on the Boards of Transportation (3 of 19, 16 percent), Agriculture (2 of 11, 18 percent), Governors of the University of North Carolina (7 of 35, 20 percent), and the North Carolina Wildlife Resources Commission (0 of 18).<sup>79</sup>

Two state boards and commissions in North Carolina where women hold at least 50 percent of seats include the Governor's Advisory Council on Aging (17 of 30 seats, or 57 percent) and the Board of the Department of Education (13 of 21 seats, or 62 percent).<sup>80</sup>

## Women and Political Activism

Women influence policy debates and discussions not only by voting and participating in government, but also by engaging in grassroots activism. Women's leadership and participation in social justice organizations such as nonprofits and community-based advocacy groups ensure that women's voices and needs are addressed in policymaking.

North Carolina is home to many organizations and groups that seek to amplify the political participation and engagement of women. Some focus on women's policy issues and strive to mobilize constituencies and persuade legislators to prioritize these issues. By bringing researchers, advocates, general constituents, and policy experts together to produce policy agendas and track legislative and budgetary actions, these groups help to ensure a focus

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<sup>79</sup> IWPR tabulations of lists of agencies from the North Carolina state government's website; tabulations are approximations based on identification of the board members' and commissioners' names (NC.gov 2012).

<sup>80</sup> IWPR tabulations of lists of agencies from the North Carolina state government's website; tabulations are approximations based on identification of the board members' and commissioners' names (NC.gov 2012).

on issues of importance to women, such as violence against women, economic self-sufficiency (including child care subsidies and housing assistance), and civic participation (North Carolina Women United 2012).

Other women's groups in North Carolina promote women's civic engagement and activism by organizing voter drives or creating networks for connecting women with similar political interests or standings. Research suggests that such groups often encourage women's political activism by increasing their confidence in public roles and leadership, identifying the unique experiences and diverse backgrounds of women and the issues that most directly affect them in policy decisions, and creating a space and opportunities for women to build networks and alliances (Caiazza 2006).

## **Barriers to Women's Political Participation**

Although there are many non-governmental institutions that promote women's civic engagement and political leadership, obstacles to women's political participation persist. Women's higher rates of poverty and lower earnings compared with men's, caregiving responsibilities, and limited access to benefits such as paid leave that would assist in balancing caregiving and professional responsibilities all restrict women's political and community leadership in North Carolina, as in other jurisdictions.

Research also points to several other challenges that impede women's political participation. Women are less likely to be encouraged to run for public office by their communities and more likely to perceive the political environment as gender-biased, which affects their confidence and likelihood of getting involved in campaign politics (Lawless and Fox 2012). Many women also lack mentors or role models who encourage them to take on public leadership roles (Caiazza 2006).



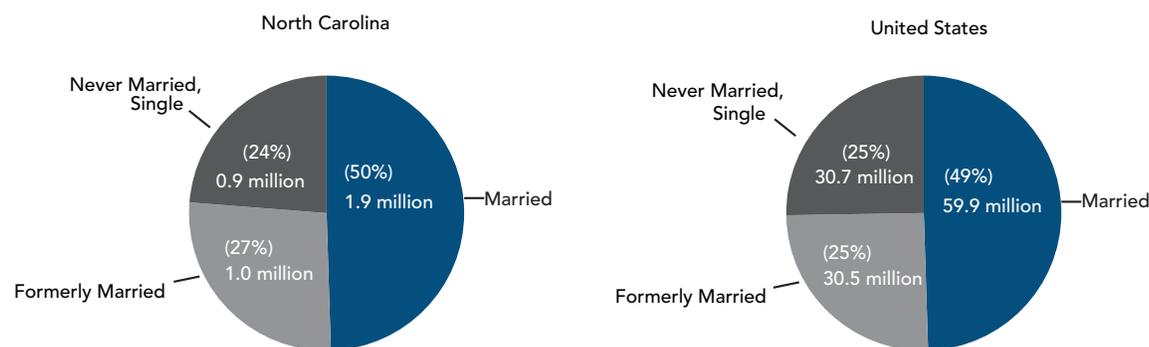
## V. BASIC DEMOGRAPHICS

This chapter includes basic demographic information on women and girls in North Carolina. Statistics on the age, sex ratio, marital status, and racial/ethnic distribution of women and girls present an image of the state’s female population that provides insight on the topics covered in this report. Demographic factors have implications for the location of economic activity, the types of jobs available, and the kinds of public services needed. In rural areas, for example, women typically have fewer opportunities for paid employment than in urban areas, in part because they may lack access to public transportation that can take them to jobs as well as access to licensed child care centers.

Nearly five million women and girls live in North Carolina, representing slightly more than half of its total population. Women in both the state and the nation have a median age of 38; in North Carolina, as well as in the United States as a whole, nearly 15 percent of women are over age 65 (Table 5.1). Due to women’s longer life expectancy compared with men’s, women make up 58 percent of all people aged 65 and older in the state and 57 percent of older adults in the United States as a whole.<sup>81</sup>

The distribution of women by marital status in North Carolina is also similar to that of the United States as a whole. Fifty percent of women aged 18 and older in the state and 49 percent in the nation are married, with the remaining half of the adult female population fairly evenly divided between those who have never married and those who are formerly married (widowed, separated, or divorced; Figure 5.1).

**Figure 5.1. Distribution of Adult Women by Marital Status, North Carolina and the United States, 2010**



Notes: For women aged 18 and older.

Totals do not sum to 100 percent due to rounding.

“Formerly married” includes those who are separated, widowed, or divorced.

Sources: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

<sup>81</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Table 5.1. Basic Demographic Statistics for North Carolina and the United States, 2010**

<b>Basic Demographics</b>	<b>North Carolina</b>	<b>United States</b>
Total Population	9,561,558	309,349,689
Number of Women, All Ages	4,905,216	157,294,247
Sex Ratio	1.05:1	1.03:1
Median Age of All Women	38	38
Proportion of Women Over Age 65	15%	15%
<b>Distribution of Women by Race and Ethnicity, All Ages</b>		
White	65%	64%
Black	22%	13%
Hispanic	8%	16%
Asian American	2%	5%
American Indian	1%	1%
Other	2%	2%
<b>Distribution of Households by Type</b>		
Total Number of Family and Nonfamily Households	3,670,813	114,562,629
All Married-Couple Households	48%	49%
All Nonfamily Households	34%	34%
All Other Family Households	18%	18%
<b>Families with Children as % of All Households</b>		
Married-Couple Households with Children Under 18	19%	20%
Single-Mother Households with Children Under 18	8%	7%
Single-Father Households with Children Under 18	2%	2%
Proportion of Women Living in Metropolitan Areas, All Ages	70%	77%
Proportion of Women Who Are Foreign-Born, All Ages	7%	13%
Percent of Federal and State Prison Population Who Are Women <sup>a</sup>	7%	7%

Notes: Racial and ethnic categories are identified as exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; American Indian, not Hispanic; and Other, not Hispanic. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. "Other" includes those who chose more than one racial category as well as those not classified by the Census Bureau.

Adult children may be included in "all married-couple households" and "all other family households." Nonfamily households include individuals who live alone as well as those who live together but are not related through blood, marriage, or adoption.

"Single-Mother Households" and "Single-Father Households" refer to households headed by women and men with children who are married with an absent spouse, separated, divorced, widowed, or never married/single. Totals may not sum to 100 percent due to rounding.

Sources: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010) and <sup>a</sup>Guerino, Harrison, and Sabol (2012).

The distribution of household types in North Carolina is also quite similar to the distribution of households in the United States as a whole. In both the state and the nation, slightly less than half of all households are headed by married couples. Eight percent of households in North Carolina and seven percent in the nation are headed by single women with children under 18, which is a considerably higher proportion than are headed by comparable men (two percent in both the state and the nation; Table 5.1).

Some notable differences exist in the demographics of North Carolina's women compared with the demographics of women in the United States as a whole. For example, North Carolina is more rural than the United States overall; as of 2010, only 70 percent of women and girls in the state lived in metropolitan areas, compared with 77 percent of women and girls in the nation. In recent decades, however, the gap between proportion of the female population living in metropolitan areas in North Carolina and the nation has narrowed. In 1990, only 63 percent of North Carolina's women and girls lived in metropolitan areas, compared with 83 percent in the United States as a whole (IWPR 1996).

The racial/ethnic distribution of the female population in North Carolina also differs somewhat from that of the nation as a whole. In both the state and the nation about two-thirds of the population is comprised of non-Hispanic white women and girls, but North Carolina has proportionately more female black residents, and fewer female Hispanic and Asian American residents, than the United States overall (Table 5.1).

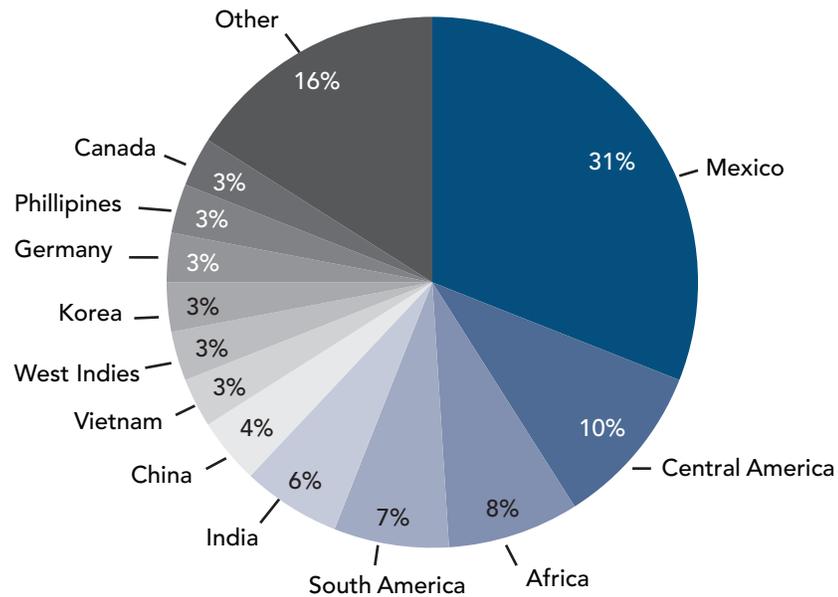
The racial/ethnic distribution of women and girls in North Carolina varies considerably across the state's regions. The female population in the western part of the state has very little racial and ethnic diversity; in Ashe-Avery-Mitchell-Watauga-Yancey, white women and girls constitute 93 percent of the female population, a slightly higher proportion than in Western North Carolina (89 percent), Alexander-Burke-Caldwell and Henderson-Transylvania (87 percent each), and the Asheville area, including Buncombe and Madison counties (86 percent; Appendix III, Table 8). In contrast, the female population in Cumberland County and the metropolitan areas of Charlotte, Greensboro, and the Triangle is far more racially and ethnically diverse. Cumberland County's female population reflects the greatest diversity, with white women still comprising the largest share of this population at 46 percent, followed by black (36 percent), Hispanic (9 percent), Asian American (3 percent), and American Indian women (1 percent; Appendix III, Table 8).

## **Immigrant Women in North Carolina**

The female population in North Carolina has become more racially and ethnically diverse since 1990, when three-fourths (75 percent) of the state's female population was comprised of non-Hispanic whites (IWPR 1996). This increased diversity is due partly to growth in the state's Hispanic population. Between 1990 and 2010, the share of the female population that is comprised of black women and girls remained the same (22 percent), while the proportion of Hispanics among the female population increased from 1 percent to 8 percent (IWPR 1996 and Table 5.1). This increase in North Carolina's female Hispanic population stems partly from an influx of immigrants to the state. Between 1990 and 2010, the share of North Carolina's female population that is foreign-born more than tripled, growing from 2 percent to 7 percent (IWPR 1996 and Table 5.1), with the growth especially rapid among new Hispanic immigrants (Zúñiga and Hernández-León 2005).

Although Hispanic immigrants as a whole form the largest foreign-born group in North Carolina, immigrant women and girls come to the state from all over the world. The largest groups are from Mexico (31 percent), Central America (10 percent), Africa (8 percent), and South America (7 percent; Figure 5.2). This pattern of immigration is fairly similar to the whole United States, where the largest group of female immigrants also comes from Mexico (27 percent), followed by Central America, South America, and the West Indies (7 percent each). In the nation overall, only four percent of female immigrants were born in Africa.<sup>82</sup>

**Figure 5.2. Female Immigrants by Place and Region of Birth, All Ages, North Carolina, 2010**

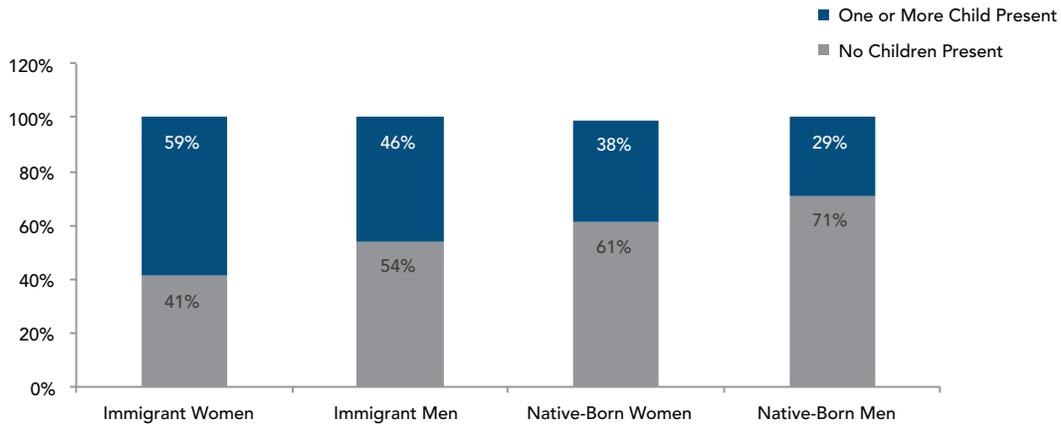


Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

The demographic characteristics of immigrant women in North Carolina differ in several ways from those of immigrant men and native-born women and men. Immigrant women aged 18 and older are more likely (61 percent) than immigrant men (59 percent) and native-born women (49 percent) and men (54 percent) to be married. Immigrant women in North Carolina are also much more likely than immigrant men (59 percent and 46 percent, respectively) and native-born women (38 percent) and native-born men (29 percent) to have children present in their household (Figure 5.3).

<sup>82</sup> IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Figure 5.3. Presence of Children in the Household by Gender and Place of Birth, North Carolina, 2010**



Note: Includes children of all ages who are related by blood, marriage, or adoption.  
Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).



## VI. CREATING A BRIGHTER FUTURE FOR WOMEN IN NORTH CAROLINA

*The Status of Women in North Carolina* examines critical issues that shape the lives of women in the state. It shows that in recent decades, women have made considerable progress: women are well-represented in the state's elective executive positions and hold a higher proportion of state legislature seats than in 1996, have experienced a narrowing of the gender wage gap, and are much more likely now than 20 years ago to work in managerial or professional positions. At the same time, women continue to be underrepresented in North Carolina's state legislature relative to their share of the population, and many women—especially those with low levels of education—hold low-wage jobs. In addition, North Carolina's women and men still often lack basic supports in the workplace such as paid sick leave and affordable child care. Poverty continues to be a significant problem, especially for families with children. These findings suggest that addressing the persistent obstacles to women's advancement is essential to promoting the stability and well-being of North Carolina and the nation as a whole.

Changes to public policies as well as community investments and program initiatives provide excellent opportunities to create a better future for women. To implement changes that benefit women—and therefore all members of North Carolina's many communities—it is necessary to understand not only the challenges that women face, but also the interconnections among these challenges and the varied experiences of women across the state.

### Interconnected Challenges

The issues discussed in this report are closely interlinked. For instance, employment directly relates to health and well-being, since without quality jobs that provide family-sustaining wages and benefits women often lack access to basic health insurance coverage and health care. Similarly, educational attainment is integral to economic security, pointing to the importance of critical workforce supports such as child care that enable women with children to pursue postsecondary degrees. In addition, women's political participation is essential to shaping public policies that address women's economic interests and enable women to thrive. By voting, running for office, and taking on other public leadership roles, women can ensure that their concerns are at the forefront of policy debates and discussions. Understanding such connections between the issues discussed in this report is integral to creating policies and programs that capitalize on women's achievements and better address their needs.

### Regional and Racial Disparities

Attending to the disparities among women from different backgrounds and regions within the state is another key to implementing changes that further the advancement of women in North Carolina. While women overall earn less than men, black and Hispanic women in

North Carolina earn considerably less than white women and disproportionately bear the burden of poverty in the state. Single women with children also face substantial challenges to achieving economic security and are especially in need of critical workforce supports such as paid sick days and affordable, quality child care. Immigrant women also disproportionately experience many of these same challenges, including low earnings and limited access to health insurance coverage.

Women who live in rural North Carolina also face specific challenges and barriers to economic advancement. These challenges include lower levels of education, lower earnings, and relatively high poverty rates. The stark differences in the circumstances of women from different parts of the state point to the need to consider the varied experiences of women across North Carolina's diverse regions when proposing policy and programmatic changes.

## Recommendations for Policy and Practice

In assessing the status of women in North Carolina's diverse communities, it appears that despite the progress women in the state have made over the last two decades, their status as a whole is slightly below the status of women in the United States. North Carolina ranks in the bottom half among the 50 states and the District of Columbia in women's labor force participation (36th), the proportion of women aged 25 and older with a bachelor's degree or higher (27th), the percent of women living above the poverty line (39th), the percent of women aged 18–64 with health insurance (37th), and women's median annual earnings (29th). It ranks in the top half for the percent of employed women in professional or managerial occupations (17th) and third out of 51 for its gender wage ratio, which is considerably smaller than in the nation as a whole. This smaller ratio, however, results largely from the lower earnings of men in North Carolina relative to men's earnings in the United States; North Carolina ranks 40th in the nation for the median annual earnings of men who work full-time, year-round.

These findings show that it is imperative for policymakers, service providers, and other stakeholders in North Carolina to strengthen efforts to improve women's status by implementing the following changes:

- encouraging employers to remedy gender wage inequities by monitoring hiring, selection, and promotions and by conducting internal pay audits to catch potential gender and race disparities;
- educating policymakers and funders about the important role that work supports play in ensuring that women can participate successfully in their local economy;
- facilitating access to further education, including for those who do not speak English as their first language and by providing child care supports for student parents;
- implementing a policy that supports Science, Technology, Engineering, and Mathematics (STEM) programming and strong career and education counseling for girls in school;
- supporting programs that provide essential services such as child care, especially for households headed by single women;

- conducting outreach in local communities and schools to address health concerns, including sexually transmitted infections among teens;
- increasing services and awareness of supports for victims of domestic violence;
- advocating with policymakers to support better health policies for women and girls that take into account their unique risks for particular diseases and that address the problem of infant mortality;
- increasing the number of women on appointed boards, commissions, committees, and other non-elective policy bodies;
- making a concerted effort to increase the number of women, especially women of color, in positions of political leadership and to create a pipeline for young women to take on leadership roles; and
- strengthening institutions, both governmental and non-governmental, that serve to amplify the voices of women in public leadership and policy decisions.

By taking such steps, policymakers, advocates, and other stakeholders can ensure that public policies and program initiatives in North Carolina effectively address the concrete realities of women's lives.



## APPENDIX I: METHODOLOGY

To analyze the status of women and girls in North Carolina, IWPR selected indicators that prior research and experience have shown to illuminate issues that are integral to women's lives and that allow, for the most part, for comparisons between the state, selected metropolitan and rural areas, and the United States as a whole. IWPR used similar indicators to those presented in its 1996 report on the status of women in North Carolina, but added county and regional data to highlight the diversity of women's experiences within the state. New indicators were included to reflect changes that have taken place in the state in recent decades, such as the rapid growth in its immigrant population.

The data for this report come from multiple sources, which are noted in the text. Much of the data come from state and federal government agencies, including the Centers for Disease Control and Prevention, the North Carolina Department of Health and Human Services, the Federal Bureau of Investigation, the U.S. Bureau of Labor Statistics, and the U.S. Census Bureau. The report also draws on data from local and national organizations that analyze issues such as teen pregnancy, the costs of child care, and homelessness. On some indicators, current and consistent quantitative data, disaggregated by gender and race/ethnicity, were not available or the sample sizes did not permit reporting estimates. A lack of reliable and comparable data limits IWPR's treatment of several important topics, including violence against women, issues concerning nontraditional families, and the work that women perform in the "informal" economy. IWPR considers these topics to be of serious concern to women, but their limited place in national surveys and other data collection efforts restricts the extent to which they can be addressed in the report.

Many of the figures and tables in the report rely on analysis of the U.S. Census Bureau's American Community Survey (ACS) from the Minnesota Population Center's Integrated Public Use Microdata Series (IPUMS). The ACS is a large annual survey of a representative sample of the entire resident population in the United States, including both households and group quarter (GQ) facilities. GQ facilities include places such as college residence halls, residential treatment centers, skilled nursing facilities, group homes, military barracks, correctional facilities, workers' dormitories, and facilities for people experiencing homelessness.<sup>83</sup>

Most tables and figures in this report present data for individuals, often disaggregated by race and ethnicity. In general, race and ethnicity are self-identified; the person providing the information on the survey form determines the group to which he or she (and other household members) belongs. People defining themselves as Hispanic or Latino may be of any race; to prevent double counting, racial categories—including white, black (which includes those who identified as black or African American), Asian American (which includes

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<sup>83</sup> GQ types that are excluded from ACS sampling and data collection include domestic violence shelters, soup kitchens, regularly scheduled mobile vans, targeted non-sheltered outdoor locations, commercial maritime vessels, natural disaster shelters, and dangerous encampments.

those who identified as Chinese, Japanese, and Other Asian or Pacific Islander), and American Indian (which includes those who identified as American Indian or Alaskan Native)—are defined as exclusive from Hispanics or Latinos. Because individuals who did not choose white, black/African American, Hispanic/Latino, Asian/Pacific Islander, or American Indian/Alaskan Native as well as those who chose more than one racial category represent a small percentage of North Carolina’s residents, IWPR did not estimate their status on most indicators selected for this report.

When analyzing state- and national-level microdata from the American Community Survey, IWPR used 2010 estimates, the most recent available data. The analysis of selected metropolitan and rural areas relies largely on estimates that combine three years of data (2008–2010) to ensure sufficient sample sizes. Even when using three-year combined data files, however, sample sizes may be too small to allow reasonable confidence in the resulting estimates. For example, given the size of the population of American Indian women in North Carolina, the three-year data file is unlikely to have a sufficient sample to provide reliable estimates of earnings of American Indian women at different levels of educational attainment. Data are not presented if the sample size is less than 100 for a category, or less than 20 for any cell or sub-category.

IWPR used personal weights to obtain nationally representative statistics for person-level analyses, and household-level weights for household analysis. Weights included with the IPUMS ACS for the household and person-level data adjust for the mixed geographic sampling rates, non-response adjustments, and individual sampling probabilities. Estimates from the IPUMS ACS samples may not be consistent with summary table ACS estimates due to the additional sampling error and the fact that over time, the Census Bureau changes the definitions and classifications for some variables. The IPUMS project provides harmonized data with the goal of maximizing comparability over time; regular updates and corrections to the microdata released by the U.S. Census Bureau and IPUMS may result in minor variation in future analyses.

IWPR calculations based on microdata from the American Community Survey may differ slightly from published estimates that are available through the U.S. Census Bureau’s American Fact Finder. In some instances, IWPR classifies respondents in a different way from the Census Bureau (e.g., race and ethnicity). In other cases, the Census Bureau employs different estimation procedures for calculating estimates. For a few indicators, IWPR reports American Community Survey data using tabulations from the American Fact Finder to describe the North Carolina population.

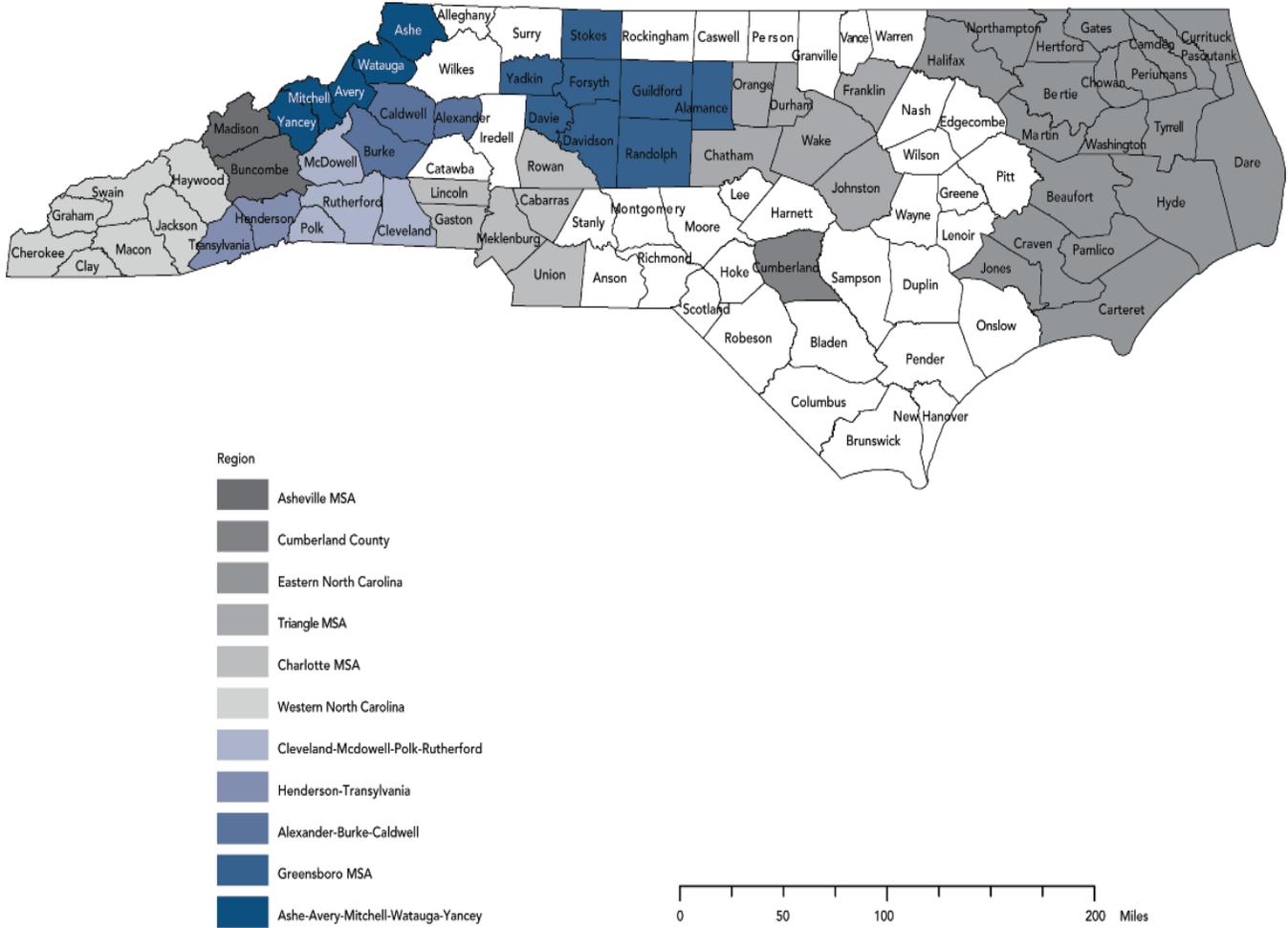
To analyze data for the five primarily metropolitan areas examined in this report, IWPR used the definition of the metropolitan areas in the Integrated Public Use Microdata Series provided by the Minnesota Population Center at the University of Minnesota (Ruggles et al. 2010). For the analysis of the Charlotte metropolitan statistical area, IWPR excluded Rock Hill in South Carolina. The six rural areas studied were defined using Public Use Microdata Area variables (PUMAs), which are the smallest geographic unit available within American Community Survey microdata. While PUMAs do not cross state lines, they do, in some cases, include more than one county. For example, the area that IWPR refers to as “Western North Carolina” consists of one PUMA that includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties. This clustering of counties is necessary to

enable sufficient sample sizes and ensure respondents' confidentiality; the U.S. Census Bureau does not release one-year microdata for geographic areas with a population count of less than 100,000 and three-year microdata for areas with a population count of less than 65,000.

Readers of this report should keep one additional note in mind. In some cases, the differences reflected in the data between women and men, different groups of women, or North Carolina and other states or the nation as a whole are statistically significant (they are unlikely to have occurred by chance and probably represent a true difference between the groups being compared). 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), the more likely it is that the difference will be statistically significant. Sample sizes differ among the indicators and geographic areas analyzed.



# APPENDIX II: MAP OF SELECTED NORTH CAROLINA REGIONS



Source: IWPR definition of selected North Carolina regions using shape files available from the U.S. Census Bureau's Master Address File/Topologically Integrated Geographic Encoding and Referencing (MAF/TIGER) database available at <<http://www.census.gov/geo/www/tiger/tgrshp2010/tgrshp2010.html>> (accessed December 3, 2012).



## APPENDIX III: TABLES BY REGION AND RACE/ETHNICITY

**Table 1. Summary Table of Women's Social and Economic Status in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**

Region	Median Annual Earnings for Full-Time, Year-Round Workers, 16 Years and Older		Earnings Ratio Between Women and Men Employed Full-Time, Year-Round	Percent of Women Living At or Below Poverty, 18 Years and Older	Percent of Women in the Labor Force, 16 Years and Older	Percent of Women with Any Health Insurance, 18–64 Years	Percent of Employed Women in Managerial or Professional Occupations, 16 Years and Older	Percent of Women with a Bachelor's Degree or Higher, 25 Years and Older
	Women	Men	Percent	Percent	Percent	Percent	Percent	Percent
Alexander–Burke–Caldwell	\$29,171	\$33,625	86.8%	17%	56%	79%	31.2%	14%
Ashe–Avery– Mitchell–Watauga–Yancey	\$28,358	\$34,558	82.1%	21%	56%	79%	35.8%	26%
Asheville MSA <sup>a</sup>	\$31,000	\$36,500	84.9%	15%	59%	80%	38.8%	32%
Charlotte MSA <sup>b</sup>	\$35,448	\$45,738	77.5%	14%	64%	80%	40.3%	31%
Cleveland–McDowell–Polk–Rutherford	\$30,000	\$36,460	82.3%	20%	53%	78%	35.5%	16%
Cumberland County	\$30,384	\$38,725	78.5%	17%	61%	84%	36.5%	23%
Eastern North Carolina <sup>c</sup>	\$30,000	\$38,486	78.0%	19%	56%	79%	35.8%	19%
Greensboro MSA <sup>d</sup>	\$32,300	\$40,511	79.7%	16%	60%	81%	37.5%	25%
Henderson–Transylvania	\$32,000	\$38,000	84.2%	13%	52%	80%	42.1%	27%
Triangle MSA <sup>e</sup>	\$40,000	\$50,336	79.5%	13%	64%	83%	49.4%	42%
Western North Carolina <sup>f</sup>	\$30,000	\$34,435	87.1%	17%	51%	73%	36.9%	21%
<b>North Carolina</b>	\$33,000	\$40,000	82.5%	17%	59%	79%	39.9%	27%
<b>United States</b>	\$36,000	\$45,500	79.1%	15%	59%	81%	39.4%	28%

Notes: Data for the state of North Carolina and the United States are for 2010 only.

Median annual earnings for the regions are reported in 2010 inflation-adjusted dollars.

<sup>a</sup>The Asheville metropolitan statistical area (MSA) includes Buncombe and Madison counties.

<sup>b</sup>The Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

<sup>c</sup>Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

<sup>d</sup>The Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

<sup>e</sup>The Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

<sup>f</sup>Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Table 2. Poverty Rates for Women and Men Aged 18 and Older in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**

Region	Percent Living At or Below 100% of Poverty Line		Percent Living Near Poverty	
	Women	Men	Women	Men
Alexander–Burke–Caldwell	17%	14%	24%	22%
Ashe–Avery– Mitchell–Watauga–Yancey	21%	20%	24%	22%
Asheville MSA <sup>a</sup>	15%	14%	21%	20%
Charlotte MSA <sup>b</sup>	14%	10%	18%	16%
Cleveland–McDowell–Polk–Rutherford	20%	14%	23%	21%
Cumberland County	17%	10%	22%	19%
Eastern North Carolina <sup>c</sup>	19%	11%	22%	19%
Greensboro MSA <sup>d</sup>	16%	12%	20%	18%
Henderson–Transylvania	13%	10%	19%	17%
Triangle MSA <sup>e</sup>	13%	10%	16%	15%
Western North Carolina <sup>f</sup>	17%	14%	22%	22%
<b>North Carolina</b>	17%	13%	21%	19%
<b>United States</b>	15%	12%	19%	17%

Notes: Data for the state of North Carolina and the United States are for 2010 only.

Those living near poverty include women and men with family incomes between 100 and 200 percent of the federal poverty line.

<sup>a</sup>The Asheville metropolitan statistical area (MSA) includes Buncombe and Madison counties.

<sup>b</sup>The Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

<sup>c</sup>Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

<sup>d</sup>The Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

<sup>e</sup>The Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

<sup>f</sup>Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Table 3. Labor Force Participation Rates for Women and Men, Aged 16 and Older, in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**

Region	Women	Men
Alexander–Burke–Caldwell	56%	67%
Ashe–Avery–Mitchell–Watauga–Yancey	56%	64%
Asheville MSA <sup>a</sup>	59%	68%
Charlotte MSA <sup>b</sup>	64%	77%
Cleveland–McDowell–Polk–Rutherford	53%	64%
Cumberland County	61%	76%
Eastern North Carolina <sup>c</sup>	56%	63%
Greensboro MSA <sup>d</sup>	60%	72%
Henderson–Transylvania	52%	61%
Triangle MSA <sup>e</sup>	64%	76%
Western North Carolina <sup>f</sup>	51%	60%
<b>North Carolina</b>	59%	70%
<b>United States</b>	59%	70%

Notes: Data for the state of North Carolina and the United States are for 2010 only.

<sup>a</sup>The Asheville metropolitan statistical area (MSA) includes Buncombe and Madison counties.

<sup>b</sup>The Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

<sup>c</sup>Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

<sup>d</sup>The Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

<sup>e</sup>The Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

<sup>f</sup>Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Table 4. Percent of Employed Women and Men in Managerial or Professional Occupations, Aged 16 Years and Older, in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**

Region	Women	Men
Alexander–Burke–Caldwell	31%	18%
Ashe–Avery–Mitchell–Watauga–Yancey	36%	26%
Asheville MSA <sup>a</sup>	39%	33%
Charlotte MSA <sup>b</sup>	40%	34%
Cleveland–McDowell–Polk–Rutherford	35%	22%
Cumberland County	37%	22%
Eastern North Carolina <sup>c</sup>	36%	23%
Greensboro MSA <sup>d</sup>	38%	29%
Henderson–Transylvania	42%	30%
Triangle MSA <sup>e</sup>	49%	44%
Western North Carolina <sup>f</sup>	37%	22%
<b>North Carolina</b>	<b>40%</b>	<b>30%</b>
<b>United States</b>	<b>39%</b>	<b>33%</b>

Notes: Data for the state of North Carolina and the United States are for 2010 only.

<sup>a</sup>The Asheville metropolitan statistical area (MSA) includes Buncombe and Madison counties.

<sup>b</sup>The Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

<sup>c</sup>Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

<sup>d</sup>The Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

<sup>e</sup>The Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

<sup>f</sup>Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Table 5. Percent of Women and Men with a Bachelor's Degree or Higher, Aged 25 Years and Older, in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**

Region	Women	Men
Alexander–Burke–Caldwell	14%	12%
Ashe–Avery–Mitchell–Watauga–Yancey	26%	25%
Asheville MSA <sup>a</sup>	32%	29%
Charlotte MSA <sup>b</sup>	31%	32%
Cleveland–McDowell–Polk–Rutherford	16%	16%
Cumberland County	23%	21%
Eastern North Carolina <sup>c</sup>	19%	18%
Greensboro MSA <sup>d</sup>	25%	26%
Henderson–Transylvania	27%	28%
Triangle MSA <sup>e</sup>	42%	43%
Western North Carolina <sup>f</sup>	21%	22%
<b>North Carolina</b>	27%	26%
<b>United States</b>	28%	29%

Notes: Data for the state of North Carolina and the United States are for 2010 only.

<sup>a</sup>The Asheville metropolitan statistical area (MSA) includes Buncombe and Madison counties.

<sup>b</sup>The Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

<sup>c</sup>Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

<sup>d</sup>The Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

<sup>e</sup>The Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

<sup>f</sup>Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles)

**Table 6. Summary Data Table by Race and Ethnicity, North Carolina and the United States, 2010**

		Women		Men	
		North Carolina	United States	North Carolina	United States
Distribution of Women by Race and Ethnicity, All Ages	White	65.0%	63.6%	65.3%	63.7%
	Black	21.8%	12.6%	20.3%	11.9%
	Hispanic	7.7%	15.9%	9.1%	16.9%
	Asian American	2.3%	5.0%	2.1%	4.7%
	American Indian	1.1%	0.7%	1.1%	0.7%
	Other	2.0%	2.1%	2.1%	2.2%
Women and Men <i>in the Labor Force</i> by Race/Ethnicity, Aged 16 Years and Older, 2010	White	57.5%	58.6%	69.6%	69.6%
	Black	62.5%	62.8%	63.2%	61.5%
	Hispanic	56.6%	59.0%	87.6%	76.2%
	Asian American	60.6%	59.7%	77.7%	73.4%
	American Indian	51.1%	57.7%	55.2%	59.3%
	Other	66.6%	62.1%	65.6%	69.6%
Women and Men <i>not in the Labor Force</i> by Race/Ethnicity, Aged 16 Years and Older, 2010	White	42.5%	41.4%	30.4%	30.4%
	Black	37.5%	37.2%	36.8%	38.5%
	Hispanic	43.4%	41.0%	12.4%	23.8%
	Asian American	39.4%	40.3%	22.3%	26.6%
	American Indian	48.9%	42.3%	44.8%	40.7%
	Other	N/A	37.9%	N/A	30.4%
Median Annual Earnings of Women and Men Employed Full-Time, Year-Round by Race/Ethnicity, Aged 16 Years and Older, 2010	White	\$35,400	\$39,000	\$45,000	\$50,000
	Black	\$29,000	\$32,000	\$33,000	\$38,000
	Hispanic	\$24,000	\$27,000	\$24,000	\$30,000
	Asian American	\$30,000	\$42,000	\$49,000	\$51,000
	American Indian	\$29,000	\$30,000	\$30,000	\$38,000
	Other	\$32,000	\$36,000	\$36,000	\$44,000
Ratio of Women's Earnings to Men's Earnings, by Race/Ethnicity, Aged 16 Years and Older, 2010	White	78.7%	78.0%		
	Black	87.9%	84.2%		
	Hispanic	100.0%	90.0%		
	Asian American	61.2%	82.4%		
	American Indian	96.7%	78.9%		
	Other	88.9%	81.8%		

Notes: N/A indicates insufficient sample size.

Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; American Indian, not Hispanic; and Other, not Hispanic. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. "Other" includes those who chose more than one racial category as well as those not classified by the Census Bureau.

Source: IWPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Table 7. Educational Attainment and Median Earnings by Gender and the Gender Wage Gap, Aged 25 Years and Older, in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**

Region	Highest Educational Attainment: Bachelor's Degree or Higher					Highest Educational Attainment: High School Diploma or the Equivalent				
	Attainment Rates		Median Earnings		Gender Earnings Ratio	Attainment Rates		Median Earnings		Gender Earnings Ratio
	Women	Men	Women	Men		Women	Men	Women	Men	
Alexander–Burke–Caldwell	14%	12%	\$44,200	\$54,000	81.9%	31%	35%	\$24,712	\$30,492	81.0%
Ashe–Avery–Mitchell–Watauga–Yancey	26%	25%	\$42,500	\$58,000	73.3%	29%	30%	\$22,361	\$30,384	73.6%
Asheville MSA <sup>a</sup>	32%	29%	\$42,537	\$60,984	69.8%	26%	27%	\$26,731	\$31,508	84.8%
Charlotte MSA <sup>b</sup>	31%	32%	\$50,400	\$72,921	69.1%	24%	25%	\$28,500	\$36,000	79.2%
Cleveland–McDowell–Polk–Rutherford	16%	16%	\$42,689	\$45,738	93.3%	31%	36%	\$24,307	\$35,000	69.4%
Cumberland County	23%	21%	\$41,063	\$60,000	68.4%	27%	28%	\$26,000	\$31,800	81.8%
Eastern North Carolina <sup>c</sup>	19%	18%	\$40,778	\$55,902	72.9%	30%	34%	\$24,394	\$36,460	66.9%
Greensboro MSA <sup>d</sup>	25%	26%	\$45,575	\$62,000	73.5%	30%	30%	\$26,535	\$35,448	74.9%
Henderson–Transylvania	27%	28%	\$42,000	\$64,033	65.6%	27%	31%	\$29,476	\$30,492	96.7%
Triangle MSA <sup>e</sup>	42%	43%	\$50,820	\$75,000	67.8%	19%	20%	\$29,000	\$37,000	78.4%
Western North Carolina <sup>f</sup>	21%	22%	\$45,000	\$52,000	86.5%	32%	31%	\$25,410	\$32,000	79.4%
<b>North Carolina</b>	27%	26%	\$47,600	\$68,000	70.0%	27%	28%	\$26,000	\$34,700	74.9%
<b>United States</b>	28%	29%	\$40,000	\$57,000	70.2%	28%	29%	\$23,000	\$32,000	71.9%

Notes: Data for the state of North Carolina and the United States are for 2010 only.

Median annual earnings for the regions are reported in 2010 inflation-adjusted dollars.

<sup>a</sup>The Asheville metropolitan statistical area (MSA) includes Buncombe and Madison counties.

<sup>b</sup>The Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

<sup>c</sup>Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

<sup>d</sup>The Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

<sup>e</sup>The Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

<sup>f</sup>Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Table 8. Distribution of Women and Men by Race and Ethnicity, All Ages, in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**

Region	Women						Men					
	White	Black	Hispanic	Asian American	American Indian	Other	White	Black	Hispanic	Asian American	American Indian	Other
Alexander–Burke–Caldwell	87.2%	4.8%	4.3%	1.9%	N/A	1.5%	85.3%	6.4%	5.2%	1.6%	N/A	1.3%
Ashe–Avery–Mitchell–Watauga–Yancey	92.7%	N/A	3.9%	N/A	N/A	1.8%	91.9%	1.2%	4.0%	N/A	N/A	2.0%
Asheville MSA <sup>a</sup>	86.1%	6.2%	5.0%	1.0%	N/A	1.5%	85.5%	6.0%	5.8%	1.0%	N/A	1.5%
Charlotte MSA <sup>b</sup>	62.3%	23.0%	9.3%	3.0%	0.3%	2.1%	62.8%	21.1%	10.9%	3.1%	0.3%	1.7%
Cleveland–McDowell–Polk–Rutherford	81.8%	13.3%	3.2%	0.6%	N/A	0.9%	81.1%	12.6%	4.2%	0.6%	N/A	1.4%
Cumberland County	46.5%	35.7%	8.9%	2.9%	0.8%	5.2%	48.9%	33.9%	9.6%	1.9%	0.8%	4.7%
Eastern North Carolina <sup>c</sup>	62.7%	30.0%	3.8%	0.8%	0.6%	2.1%	63.1%	27.8%	4.6%	0.5%	0.7%	3.4%
Greensboro MSA <sup>d</sup>	66.0%	22.2%	7.8%	2.2%	0.3%	1.6%	66.1%	20.0%	9.5%	2.3%	0.3%	1.7%
Henderson–Transylvania	86.9%	3.0%	7.2%	1.0%	N/A	1.6%	85.1%	3.7%	8.7%	N/A	N/A	1.7%
Triangle MSA <sup>e</sup>	61.2%	22.8%	9.4%	4.4%	0.2%	2.0%	61.1%	20.7%	11.4%	4.4%	0.2%	2.1%
Western North Carolina <sup>f</sup>	89.4%	N/A	3.3%	0.9%	4.6%	1.4%	87.7%	1.0%	4.2%	N/A	4.2%	1.9%
<b>North Carolina</b>	65.0%	21.8%	7.7%	2.3%	1.1%	2.0%	65.3%	20.3%	9.1%	2.1%	1.1%	2.1%
<b>United States</b>	63.6%	12.9%	15.9%	5.0%	0.7%	2.1%	63.7%	11.9%	16.9%	4.7%	0.7%	2.2%

Notes: Data for the state of North Carolina and the United States are for 2010 only.

N/A indicates data are not available due to small sample size.

Racial and ethnic categories are defined as exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; American Indian, not Hispanic; and Other, not Hispanic. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. “Other” includes those who chose more than one racial category as well as those not classified by the Census Bureau.

<sup>a</sup>The Asheville metropolitan statistical area (MSA) includes Buncombe and Madison counties.

<sup>b</sup>The Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

<sup>c</sup>Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

<sup>d</sup>The Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

<sup>e</sup>The Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

<sup>f</sup>Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

**Table 9. Percent of Women and Men with Any Health Insurance Coverage, Aged 18–64 Years, in Selected North Carolina Regions, North Carolina, and the United States, 2008–2010**

Region	Women	Men
Alexander–Burke–Caldwell	79%	72%
Ashe–Avery–Mitchell–Watauga–Yancey	79%	75%
Asheville MSA <sup>a</sup>	80%	73%
Charlotte MSA <sup>b</sup>	80%	75%
Cleveland–McDowell–Polk–Rutherford	78%	72%
Cumberland County	84%	82%
Eastern North Carolina <sup>c</sup>	79%	73%
Greensboro MSA <sup>d</sup>	81%	76%
Henderson–Transylvania	80%	70%
Triangle MSA <sup>e</sup>	83%	78%
Western North Carolina <sup>f</sup>	73%	70%
<b>North Carolina</b>	79%	74%
<b>United States</b>	81%	75%

Notes: Data for the state of North Carolina and the United States are for 2010 only.

<sup>a</sup>The Asheville metropolitan statistical area (MSA) includes Buncombe and Madison counties.

<sup>b</sup>The Charlotte MSA includes Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, and Union counties.

<sup>c</sup>Eastern North Carolina includes Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Pasquotank, Perquimans, Tyrrell, and Washington counties.

<sup>d</sup>The Greensboro MSA includes Alamance, Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin counties.

<sup>e</sup>The Triangle MSA includes Chatham, Durham, Franklin, Johnston, Orange, and Wake counties.

<sup>f</sup>Western North Carolina includes Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties.

Source: IWPR analysis of 2008–2010 and 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).



# APPENDIX IV: STATE-BY-STATE RANKINGS AND DATA ON INDICATORS OF WOMEN'S SOCIAL AND ECONOMIC STATUS, 2010

State	Median Annual Earnings for Women Employed Full-Time, Year-Round, 2010 <sup>a</sup>		Median Annual Earnings for Men Employed Full-Time, Year-Round, 2010 <sup>a</sup>		Earnings Ratio Between Women and Men Employed Full-Time, Year-Round		Percent of Women in the Labor Force, 2010 <sup>a</sup>		Percent of Employed Women in Managerial or Professional Occupations, 2010 <sup>a</sup>		Percent of Businesses that are Women-Owned, 2007		Percent of Women 25 Years and Older with a Bachelor's Degree or Higher, 2010		Percent of Women Living Above Poverty, 2010 <sup>b</sup>		Percent of Women 18-64 Years Old With Health Insurance, 2010	
	Dollars	Rank	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	\$31,000	39	\$42,000	32	73.8%	41	54.2%	49	36.6%	42	28.1%	19	22.0%	46	81.2%	48	80.7%	32
Alaska	\$42,500	6	\$55,000	6	77.3%	31	65.5%	5	42.6%	9	25.9%	35	29.7%	19	88.3%	7	79.4%	35
Arizona	\$35,000	20	\$43,100	28	81.2%	8	56.1%	45	38.0%	29	28.1%	19	24.9%	36	83.4%	38	79.7%	34
Arkansas	\$29,000	49	\$38,000	50	76.3%	33	56.1%	46	36.0%	47	24.5%	49	19.2%	50	81.6%	45	75.7%	45
California	\$40,000	7	\$49,500	17	80.8%	9	57.9%	40	39.5%	20	30.3%	9	29.8%	18	84.9%	29	77.6%	41
Colorado	\$39,000	14	\$50,000	9	78.0%	24	63.6%	11	42.0%	12	29.2%	13	36.4%	3	86.9%	15	81.8%	28
Connecticut	\$45,000	3	\$60,000	1	75.0%	36	63.2%	14	42.7%	8	28.1%	19	34.7%	6	89.4%	4	89.6%	6
Delaware	\$40,000	7	\$50,000	9	80.0%	11	60.6%	24	42.9%	6	25.9%	35	27.7%	24	88.5%	6	89.1%	8
DC	\$55,000	1	\$60,000	1	91.7%	1	64.7%	8	59.7%	1	34.5%	1	49.5%	1	80.5%	50	93.0%	2
Florida	\$32,700	32	\$40,000	40	81.8%	6	56.2%	44	36.3%	45	28.9%	14	25.0%	35	84.0%	34	72.9%	50
Georgia	\$34,000	26	\$43,000	29	79.1%	20	59.1%	31	39.3%	22	30.9%	5	27.5%	25	82.3%	42	75.4%	47
Hawaii	\$36,000	17	\$45,000	21	80.0%	11	61.9%	16	35.5%	49	31.0%	4	29.6%	20	88.9%	5	91.4%	4
Idaho	\$30,000	43	\$40,000	40	75.0%	36	58.6%	34	34.5%	50	23.5%	50	23.1%	41	83.7%	36	76.6%	42
Illinois	\$38,000	16	\$50,000	9	76.0%	35	60.9%	20	39.6%	18	30.5%	6	30.8%	13	86.1%	23	82.7%	24
Indiana	\$32,000	33	\$45,000	21	71.1%	46	59.6%	30	36.7%	41	26.8%	31	22.6%	42	85.0%	28	81.4%	30
Iowa	\$33,000	29	\$42,000	32	78.6%	22	64.2%	10	37.7%	34	25.5%	43	25.5%	31	86.9%	15	88.4%	9
Kansas	\$32,000	33	\$43,200	27	74.1%	40	63.4%	13	38.6%	26	27.5%	25	30.0%	17	86.6%	18	82.4%	26
Kentucky	\$31,000	39	\$40,000	40	77.5%	29	55.4%	47	38.0%	29	25.6%	41	21.1%	47	81.3%	47	80.0%	33
Louisiana	\$30,000	43	\$45,000	21	66.7%	51	58.0%	39	36.6%	42	27.3%	26	22.3%	44	81.2%	48	75.8%	44
Maine	\$33,000	29	\$40,000	40	82.5%	3	61.2%	19	40.2%	15	25.6%	41	28.2%	22	86.2%	22	87.6%	11
Maryland	\$47,000	2	\$57,000	4	82.5%	3	65.1%	6	47.3%	2	32.6%	2	35.5%	5	89.7%	2	87.0%	13
Massachusetts	\$45,000	3	\$56,000	5	80.4%	10	63.2%	14	46.2%	3	29.8%	11	38.7%	2	87.8%	12	95.7%	1
Michigan	\$36,000	17	\$49,000	18	73.5%	44	58.6%	34	36.9%	39	30.4%	7	25.2%	34	83.9%	35	84.7%	19
Minnesota	\$40,000	7	\$50,000	9	80.0%	11	66.7%	1	41.1%	13	26.8%	31	31.8%	11	88.2%	8	90.3%	5
Mississippi	\$28,500	51	\$39,000	49	73.1%	45	54.0%	50	38.4%	27	26.9%	30	20.7%	48	78.2%	51	76.1%	43

State	Dollars	Rank	Dollars	Rank	Percent	Rank												
Missouri	\$32,000	33	\$42,000	32	76.2%	34	60.4%	27	38.2%	28	26.1%	33	25.5%	31	84.6%	30	82.6%	25
Montana	\$30,000	43	\$40,700	39	73.7%	43	61.3%	18	38.9%	23	24.6%	48	30.3%	15	85.7%	24	78.9%	38
Nebraska	\$31,000	39	\$42,000	32	73.8%	41	66.6%	2	37.6%	35	25.7%	40	27.9%	23	87.7%	13	84.9%	17
Nevada	\$35,000	20	\$43,000	29	81.4%	7	60.8%	23	31.0%	51	28.6%	15	20.5%	49	85.5%	25	73.4%	49
New Hampshire	\$39,000	14	\$51,000	7	76.5%	32	65.6%	4	42.3%	10	25.8%	39	33.2%	9	90.5%	1	86.2%	16
New Jersey	\$45,000	3	\$58,000	3	77.6%	28	60.9%	20	42.9%	6	27.3%	26	34.4%	7	89.7%	2	84.4%	21
New Mexico	\$32,000	33	\$40,000	40	80.0%	11	55.2%	48	38.9%	23	31.7%	3	24.6%	37	81.5%	46	74.3%	48
New York	\$40,000	7	\$50,000	9	80.0%	11	58.4%	37	42.2%	11	30.4%	7	32.6%	10	85.1%	27	86.5%	14
North Carolina	\$33,000	29	\$40,000	40	82.5%	3	58.6%	34	39.9%	17	28.2%	17	26.6%	27	83.1%	39	79.1%	37
North Dakota	\$30,000	43	\$42,200	31	71.1%	46	66.4%	3	37.1%	38	24.7%	47	31.2%	12	86.3%	21	88.3%	10
Ohio	\$35,000	20	\$45,000	21	77.8%	25	59.7%	29	37.2%	37	27.7%	23	24.2%	39	84.5%	32	84.9%	17
Oklahoma	\$30,000	43	\$40,000	40	75.0%	36	57.5%	41	36.3%	45	25.3%	45	22.3%	44	83.6%	37	75.5%	46
Oregon	\$35,000	20	\$45,000	21	77.8%	25	59.0%	32	38.9%	23	29.7%	12	28.3%	21	84.5%	32	78.8%	39
Pennsylvania	\$35,200	19	\$47,000	19	74.9%	39	58.1%	38	39.5%	20	27.0%	29	26.1%	30	86.7%	17	87.6%	11
Rhode Island	\$40,000	7	\$50,000	9	80.0%	11	60.9%	20	39.6%	18	27.3%	26	30.3%	15	85.5%	25	86.4%	15
South Carolina	\$31,000	39	\$40,000	40	77.5%	29	57.4%	42	36.5%	44	27.6%	24	24.6%	37	82.2%	43	78.3%	40
South Dakota	\$30,000	43	\$38,000	50	78.9%	21	63.6%	11	40.5%	14	22.1%	51	27.2%	26	84.6%	30	84.6%	20
Tennessee	\$32,000	33	\$40,000	40	80.0%	11	56.6%	43	38.0%	29	25.9%	35	22.6%	42	82.8%	41	82.2%	27
Texas	\$33,300	28	\$42,000	32	79.3%	19	58.7%	33	38.0%	29	28.2%	17	25.3%	33	82.9%	40	70.3%	51
Utah	\$32,000	33	\$46,000	20	69.6%	48	60.5%	25	36.0%	47	24.9%	46	26.2%	29	86.5%	19	81.6%	29
Vermont	\$35,000	20	\$42,000	32	83.3%	2	64.5%	9	43.2%	5	26.0%	34	35.6%	4	88.0%	11	92.2%	3
Virginia	\$40,000	7	\$50,000	9	80.0%	11	61.8%	17	44.4%	4	30.1%	10	34.1%	8	88.2%	8	84.3%	22
Washington	\$40,000	7	\$51,000	7	78.4%	23	59.8%	28	40.0%	16	28.6%	15	30.6%	14	86.5%	19	83.1%	23
West Virginia	\$29,000	49	\$42,000	32	69.0%	49	49.6%	51	36.8%	40	28.0%	22	17.8%	51	81.7%	44	79.4%	35
Wisconsin	\$35,000	20	\$45,000	21	77.8%	25	64.8%	7	38.0%	29	25.9%	35	26.6%	27	87.0%	14	89.5%	7
Wyoming	\$33,500	27	\$50,000	9	67.0%	50	60.5%	25	37.4%	36	25.5%	43	23.7%	40	88.1%	10	81.1%	31
<b>United States</b>	\$36,000		\$45,500		79.1%		59.3%		39.4%		28.7%		27.9%		84.9%		81.0%	

Notes: <sup>a</sup>Persons 16 years and older. <sup>b</sup>Women 18 years and older.

Sources: Data on the percent of businesses that are women-owned are from the U.S. Census Bureau 2007 Survey of Business Owners (U.S. Department of Commerce 2007); all other data are from IPR analysis of 2010 IPUMS American Community Survey microdata (Ruggles et al. 2010).

# APPENDIX V: DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND DISPLACED HOMEMAKER PROGRAMS FUNDED BY THE NORTH CAROLINA COUNCIL FOR WOMEN

## Domestic Violence

<b>County</b>	<b>Program</b>
Alamance	Family Abuse Services of Alamance County, Inc
Alleghany	Alleghany Partnership for Children, Inc. (DANA)
Anson	Anson Domestic Violence Coalition, Inc.
Ashe	Ashe County Partnership for Children
Avery	A New Day of Avery County, Inc.
Beaufort	Center for Family Violence Prevention
Bertie	Services for Abused Families with Emergencies (S.A.F.E.)
Bladen	Families First, Inc.
Brunswick	Hope Harbor Home, Inc.
Buncombe	Helpmate, Inc.
Burke	Options, Inc.
Cabarrus	Cabarrus Victims Assistance Network (CVAN)
Caldwell	Shelter Home of Caldwell, Inc.
Camden	Albemarle Hopeline, Inc.
Carteret	Carteret County Domestic Violence Program, Inc.
Caswell	Family Services of Caswell County
Catawba	Family Guidance Center, Inc.
Chatham	Family Violence & Rape Crisis Services
Cherokee	REACH of Cherokee County, Inc.
Chowan	Albemarle Hopeline, Inc.
Clay	Reach of Clay County, Inc.
Cleveland	Cleveland County Abuse Prevention Council, Inc.
Columbus	Families First, Inc.
Craven	Coastal Women's Shelter, Inc.
Cumberland	CARE Center Family Violence Program
Currituck	Albemarle Hopeline, Inc.
Dare	Outer Banks Hotline, Inc.
Davidson	Family Services of Davidson County
Davie	Davie Domestic Violence Services and Rape Crisis Center
Duplin	Sarah's Refuge, Inc.
Durham	Durham Crisis Response Center
Edgecombe	My Sister's House, Inc.
Forsyth	Family Services, Inc.
Forsyth	Next Step Ministries, Inc.
Franklin	Safe Space, Inc.
Gaston	The Shelter of Gaston County
Gates	Albemarle Hopeline, Inc.
Gates	Services for Abused Families With Emergencies/S.A.F.E.

Graham	Hope for Families Graham Domestic Violence Sexual Assault Center, Inc.
Granville	Families Living Violence Free
Greene	SAFE in Lenoir County
Guilford	Family Services of the Piedmont (Greensboro)
Guilford	Family Services of the Piedmont (High Point)
Halifax	Hannah's Place, Inc.
Harnett	SAFE of Harnett County
Haywood	REACH of Haywood County, Inc.
Henderson	Mainstay, Inc.
Hertford	Services for Abused Families with Emergencies (S.A.F.E.)
Hoke	Hoke County Domestic Violence & Sexual Assault Center, Inc.
Hyde	Hyde County Hotline
Iredell	Diakonos, Inc.
Jackson	REACH of Macon County
Johnston	Harbor, Inc.
Jones	Coastal Women's Shelter, Inc.
Lee	Haven in Lee County, Inc.
Lenoir	SAFE in Lenoir County, Inc.
Lincoln	Lincoln County Coalition Against Domestic Violence
Macon	REACH of Macon County
Madison	My Sister's Place
Martin	Center for Family Violence Prevention
McDowell	Family Services of McDowell County, Inc.
Mecklenburg	United Family Services (Victim Assistance & Rape Crisis)
Mitchell	Mitchell County SafePlace, Inc.
Montgomery	Crisis Council, Inc.
Moore	Friend to Friend
Nash	My Sister's House
New Hanover	Domestic Violence Shelter and Services, Inc.
Northampton	Roanoke-Chowan S.A.F.E.
Onslow	Onslow Women's Center, Inc.
Orange	Compass Center for Women and Families
Pamlico	Coastal Women's Shelter, Inc.
Pasquotank	Albemarle Hopeline, Inc.
Pender	Safe Haven of Pender County, Inc.
Perquimans	Albemarle Hopeline, Inc.
Person	Safe Haven of Person County, Inc.
Pitt	Center for Family Violence Prevention
Polk	Steps to HOPE, Inc.
Randolph	Randolph County Family Crisis Center, Inc. (Randolph)
Randolph	Randolph County Family Crisis Center, Inc. (Archdale/Trinity)
Richmond	New Horizons: Life & Family Services
Robeson	Robeson County Committee on Domestic Violence, Inc.
Rockingham	HELP, Incorporated: Center Against Violence
Rowan	The Rape, Child & Family Abuse Crisis Council of Salisbury-Rowan, Inc.
Rutherford	Family Resources of Rutherford County
Sampson	U CARE, Inc.

Scotland	Domestic Violence & Rape Crisis Center of Scotland County
Stanly	Homes of Hope, Inc. (Esther House)
Stokes	Yadkin Valley Economic Development District, Inc.
Surry	Yadkin Valley Economic Development District, Inc.
Swain	Swain/Qualla SAFE, Inc.
Transylvania	SAFE Inc. of Transylvania County
Tyrrell	Tyrrell County Inner Banks Hotline, Inc.
Union	Turning Point, Inc.
Vance	ACTS of Vance County/Hearts Haven
Wake	The Family Violence Prevention Center Inc./Interact
Warren	Citizens Against Domestic Violence, Inc./Helping Hands
Washington	Center for Family Violence Prevention
Watauga	OASIS, Inc. (Opposing Abuse with Service, Information, & Shelter)
Wayne	Wayne Uplift Resource Association, Inc.
Wilkes	Sheltered Aid to Families in Emergencies (SAFE, Inc.)
Wilson	Wesley Shelter, Inc.
Yadkin	Yadkin County Economic development District, Inc.
Yancey	The Family Violence Coalition of Yancey County, Inc. North Carolina Coalition Against Domestic Violence, Inc.

## Sexual Assault Programs

County	Program
Alamance	CrossRoads: Sexual Assault & Response/ Resource Center
Alexander	Rape Crisis Center of Catawba County, Inc.
Alleghany	Alleghany Partnership for Children (D.A.N.A.)
Anson	Anson County Domestic Violence Coalition, Inc.
Ashe	Ashe County Partnership for Children
Avery	New Day of Avery County, Inc.
Beaufort	REAL Crisis Intervention, Inc.
Bertie	Services for Abused Families with Emergencies (S.A.F.E.)
Bladen	Families First, Inc.
Brunswick	Hope Harbor Home, Inc.
Buncombe	Our VOICE, Inc.
Burke	Options, Inc.
Cabarrus	Cabarrus County rape Crisis
Caldwell	Shelter Home of Caldwell County, Inc.
Camden/Currituck	Albemarle Hopeline, Inc.
Carteret	Carteret County Rape Crisis Program
Caswell	CrossRoads: Sexual Assault Response/Resource Center
Catawba	Rape Crisis Center of Catawba County, Inc.
Chatham	Family Violence & Rape Crisis Services
Cherokee	REACH of Cherokee County, Inc.
Chowan/Perquimans	Albemarle Hopeline, Inc.
Clay	Reach of Clay County, Inc.
Cleveland	Cleveland County Abuse Prevention Council, Inc.
Columbus	Families First, Inc.
Craven/ Pamlico/ Jones	Promise Place

Cumberland	Rape Crisis Volunteers of Cumberland County
Dare	Outer Banks Hotline, Incorporated
Davidson	Family Services of Davidson County, Inc. (FSDC)
Davie	Davie Domestic Violence Service & Rape Crisis Center
Duplin	Sarah's Refuge, Inc.
Durham	Durham Crisis Response Center
Edgecombe	My Sister's House, Inc.
Forsyth	Family Services, Inc.
Franklin	Safe Space, Inc.
Gaston	Family Services, Inc. of Gaston County
Gates	Services for Abused Families with Emergencies (S.A.F.E.)
Graham	Hope for Families Graham Domestic Violence Sexual Assault Center, Inc.
Granville	Families Living Violence Free
Greene	SAFE in Lenoir County, Inc.
Guilford	Family Service of the Piedmont, Inc. (Greensboro)
Guilford	Family Service of the Piedmont, Inc. (High Point)
Halifax	Hannah's Place, Inc.
Harnett	SAFE of Harnett County, Inc.
Haywood	REACH of Haywood County, Inc.
Henderson	The Healing Place, Inc.
Hertford	Services for Abused Families with Emergencies (S.A.F.E.)
Hoke	Hoke County Domestic Violence & Sexual Assault Center, Inc.
Hyde	Hyde County Hotline, Inc.
Iredell	Diakonos, Inc.
Jackson	REACH of Macon County
Johnston	Harbor, Inc.
Lee	Haven in Lee County, Inc.
Lenoir	SAFE in Lenoir County, Inc.
Lincoln	Family Services, Inc. of Gaston County
Macon	REACH of Macon County
Madison	My Sister's Place, Inc.
Martin	REAL CRISIS Intervention, Inc.
McDowell	Family Services of McDowell County, Inc.
Mecklenburg	United Family Services, Inc.
Mitchell	Mitchell County SafePlace, Inc.
Moore	Friend to Friend
Nash	My Sister's House, Inc.
New Hanover	Coastal Horizons Center, Inc.
Northampton	Services for Abused Families with Emergencies (S.A.F.E.)
Onslow	Onslow Women's Center, Inc.
Orange	Orange County Rape Crisis Center (OCRCC)
Pasquotank	Albemarle Hopeline, Inc.
Pender	Safe Haven of Pender, Inc.
Pitt	REAL Crisis Intervention, Inc.
Polk	Steps to HOPE, Inc.
Randolph	Randolph County Family Crisis Center, Inc. (Randolph)
Randolph	Randolph County Family Crisis Center, Inc. (Archdale/Trinity)
Richmond	New Horizons: Life and Family Services

Robeson	Rape Crisis Center of Robeson County
Rockingham	Help, Inc.: Center Against Violence
Rowan	The Rape, Child and Family Abuse Crisis Council of Salisbury-Rowan, Inc.
Rutherford	Family Resources of Rutherford County, Inc.
Sampson	U CARE, Inc.
Scotland	Domestic Violence & Rape Crisis Center of Scotland County, Inc.
Stanly	Homes of Hope, Inc. (Esther House)
Stokes	Stokes Family Violence Services
Surry	Yadkin Valley Economic Development District, Inc.
Swain	Swain/ Qualla SAFE, Inc.
Transylvania	SAFE, Inc. of Transylvania County
Tyrrell	Tyrrell County Inner Banks Hotline. Inc.
Union	United Family Services' Victim and Clinical Services
Wake	The Family Violence Prevention Center, Inc./Interact
Warren	Citizens Against Domestic Violence, Inc./Helping Hands
Washington	REAL Crisis Intervention, Inc.
Watauga	Opposing Abuse with Service, Information & Shelter/ OASIS, Inc.
Wayne	Wayne Uplift Resource Association, Inc.
Wilkes	Sheltered Aid to Families in Emergencies, Inc. (SAFE, Inc.)
Wilson	Wesley Shelter, Inc.
Yadkin	Yadkin Valley Economic Development District, Inc.
Yancey	The Family Violence Coalition of Yancey County, Inc. North Carolina Coalition Against Sexual Assault

## Displaced Homemaker Programs

County	Program
Alamance	Women's Resource Center in Alamance County
Brunswick	Hope Harbor Home, Inc.
Buncombe	YWCA of Asheville & Western North Carolina Inc.
Catawba	Catawba Valley Community College
Chatham	Family Violence & Rape Crisis Services
Cherokee	REACH of Cherokee Incorporated
Cleveland	Cleveland County Abuse Prevention Council, Inc.
Columbus	Southeastern Community College
Craven/Jones	Coastal Women's Shelter, Inc.
Cumberland	Center for Economic Empowerment and Development
Dare	The Outer Banks Hotline, Inc.
Durham	InStepp, Inc
Guilford	Women's Resource Center of Greensboro, Inc.
Iredell	Diakonos, Inc.
Jackson	REACH of Macon County
Johnston	Harbor, Inc.
Macon	REACH of Macon County
Mecklenburg	Mecklenburg County Women's Commission
Mitchell	Mitchell County SafePlace, Inc.

Orange	The Women's Center, Inc.
Pamlico	Pamlico Community College
Pasquotank	Albemarle Hopeline, Inc.
Person	Safe Haven of Person County, Inc.
Pitt	Center for Family Violence Prevention
Robeson	Robeson County Committee On Domestic Violence, Inc.
Rockingham	HELP, Inc.: Center Against Violence
Rutherford	Family Resources of Rutherford County, Inc.
Sampson	U CARE, Inc.
Surry/Stokes/Yadkin	Yadkin Valley Economic Development District, Inc.
Swain	Swain/Qualla SAFE, Inc.
Transylvania	SAFE, Inc. of Transylvania County
Wake	The Family Violence Prevention Center, Inc./Interact
Warren	Citizens Against Domestic Violence, Inc.
Wilkes	SAFE, Inc.
Wilson	Wesley Shelter, Inc.

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