



2016 Review: The Importance of Facts in a Fact-Challenged Era

On behalf of the Institute for Women's Policy Research (IWPR), I am pleased to present an overview of IWPR's activities and accomplishments in the 2016 Annual Report edition of our newsletter. In 2016, the growth and impact we saw in 2015 further increased as we tackled new topics and continued to work on the issues for which we are best known. IWPR's actionable facts spurred change across the nation and beyond.

On paid leave, we continued to provide information to leaders in local areas and states. In 2016, New York and the District of Columbia adopted programs that offer more paid family care leave than the three states that added family care provisions to their existing temporary disability insurance programs earlier. DC's program will be the first brand new social insurance program in the nation in many decades and the first to be paid for entirely by employers. In addition, Vermont, Washington, and Arizona each adopted a paid sick days policy that requires employers to provide up to 3.0-6.5 sick days per year for most workers.

We amplified our work on equal pay this past year with new fact sheets on trends in wages and salaries for African American, Hispanic, and Native American women and projected the year in which African American and Hispanic women would see equal pay with white men if current trends continue, 2124 for African American women and 2248 for Hispanic women! After Massachusetts passed the first law to prevent employers from inquiring about past pay during the hiring process, several other cities and states are looking into similar measures to ensure that any past pay discrimination women may have suffered is not carried forward to a new position.

Other jurisdictions have passed laws forbidding retaliation against workers who share pay information. IWPR's survey research showing that many workers fear retaliation often informs these policies.

2016 also saw the expansion of our research on workforce development and job training as well as on the needs of college students who are also parents and other self-supporting students. IWPR analyses have helped open up new opportunities for completion of postsecondary education and pointed to new ways to integrate growing occupations in advanced manufacturing, transportation and logistics, and IT.

Economic Security for Survivors, a project that focuses on building, protecting, and restoring the economic security of survivors of intimate partner violence, sexual assault, and stalking, provides information and technical assistance to domestic and sexual violence programs and the criminal justice system. We are delighted to advance these issues at IWPR with this important addition, which moved to IWPR when Wider Opportunities for Women closed.

Finally, I want to mention our expanded work abroad. In 2016, IWPR presented or conducted research in Brazil, Germany, India, Palestine, and Panama. Already in 2017, staff members have been to Japan and Jordan. Over the years, IWPR has conducted

research with support from the United Nations, European Union, World Bank, International Finance Corporation, National Democratic Institute, International Foundation for Electoral Systems, and U.S. Agency for International Development among others. Gender equity is now seen as essential for achieving sustainable development goals and women are increasingly being incorporated into business. In 2016 IWPR research addressed strengthening women's role in agribusiness in Brazil and assessing employer-provided child care in India.

For the second year in a row, IWPR was named among the top 100 think tanks in the United States, the only gender-oriented think tank included. We are confident that in the current political climate top quality research analyzing the impact of policies using gender- and race-based lenses is more important to the advancement of human progress than ever before.

Heidi Hartmann



On November 22, 2016, Research Associate & Program Manager Lindsey Reichlin presented on a panel "Work-life Balance: Shared Responsibilities" at the United Nations Development Programme Third Global Forum, "Business for Gender Equality: Advancing the Sustainable Development Goals" in Panama City, Panama.

Keeping Race and Gender Analysis at the Forefront

“When we are talking about racialized burden in the South we are not erasing women and girls.”

- Janine Jackson, moderating a panel discussion on IWPR’s report on the Status of Women in the South

Throughout 2016, the Institute for Women’s Policy Research (IWPR) provided research and resources to illustrate the conditions of women across the United States, with a continued focus on the structural and systemic inequalities affecting women and girls of color. With a series of reports highlighting the intersections of race, ethnicity, and gender, IWPR’s work continues to shed light on how women’s varied circumstances can often lead to differential outcomes.

Ahead of the 2016 primary season’s “Super Tuesday,” IWPR released *The Status of Women in the South* at a joint event, “Advancing the Economic and Political Power of Women in the South” hosted by IWPR and the Women’s Research and Resource Center at Spelman College in Atlanta, GA. This report is the

first to provide a comprehensive regional portrait of the status of women in 13 southern states and the District of Columbia, grading each state on six different topic areas related to women’s economic, political, health, and social well-being. With the exception of the District of Columbia, which received a B on women’s overall status, no state in the South was graded higher than a C- overall. The region performed relatively well on the Work & Family Index, with six states receiving either B’s or C’s and none of the states receiving failing grades. The southern states received the worst grades on the Political Participation Index, however, with only one state, North Carolina, earning a grade above D. These and other findings were highlighted in a number of media outlets, including a piece in *The Atlantic*, “Why Gender

Inequality Is More Acute for Women in the South.”

The report also explores the challenges and opportunities that women in the South face and identifies inequities that persist in that region, particularly for women of color. For example, southern Black and Hispanic women are twice as likely to live in poverty as southern white and Asian/Pacific Islander women, but women of color in the South receive a greater return on their investment in education than their counterparts in other regions of the country.

A few months later, with support from the NoVo Foundation, IWPR prepared a set of fact sheets, “Women of Color: Where they Are in the United States” and “Girls and Young Women of Color: Where They Are in the United States.” Using a new measure of regional



Panelists discuss findings from IWPR's report on the Status of Women in the South at a release event held jointly with Spelman College's Women's Research and Resource Center. From left: Maria Azuri, Mayor's Office of Immigrant Affairs, City of Atlanta; Charmaine Davis, 9to5 Georgia; Stephanie Davis, Community Activist; Sharmen Gowens, YWCA of Greater Atlanta; and moderator Rose Scott, Closer Look, WABE 90.1 FM.

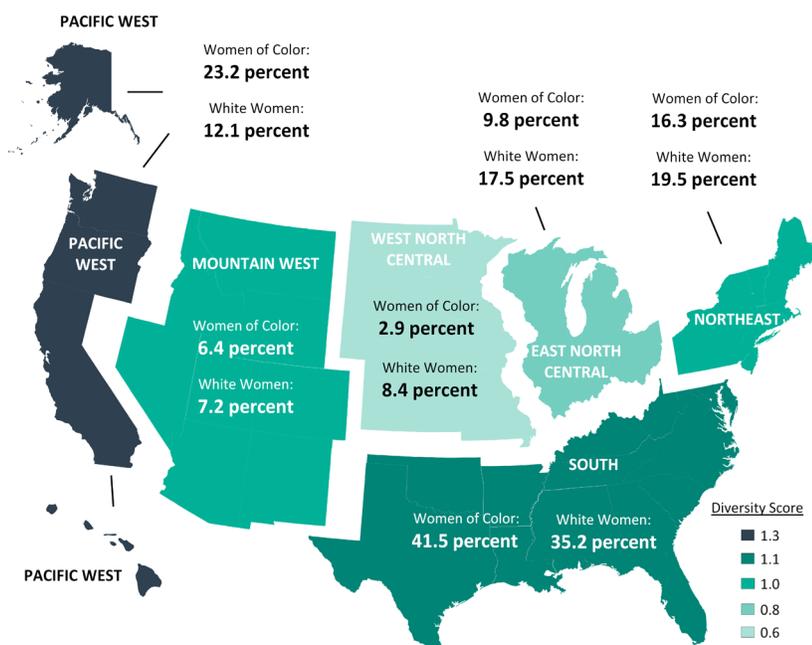
diversity IWPR developed—a measure that scores each region based on the number of women from each racial and ethnic group, rather than on the concentration of the non-White population as a whole—the analysis indicates

how diverse each state and region is in terms of six racial and ethnic categories. While more women of color in the United States can be found in the South (41.5 percent), the Pacific West has larger female populations of Hispanic, Asian

and Pacific Islander, American Indian and Alaska Native women, and women of two or more races than the United States overall, making it the most broadly diverse region in the country. This analysis expands our understanding of diversity as a nuanced concept with tremendous variation, highlighting the need for targeted solutions for the specific problems that the most vulnerable women face.

Looking forward to 2017, IWPR, in collaboration with the National Domestic Worker's Alliance will publish a report on the status of Black women in the United States. The forthcoming report seeks to address the gap in research on Black women's well-being and to provide data that can inform policy and programmatic changes to benefit Black women and their families.

Distribution of Women of Color Across the United States, Ages 18 plus



Note and Source: Population includes women 18 years of age and older. Institute for Women's Policy Research analysis of American Community Survey 2010-2014 microdata, five-year estimates (integrated Public Use Microdata Series, Version 5.0).

Fueling Progress in the States

“Less than half of Hispanic workers (46 percent) in the United States have access to paid sick days compared with 60 percent of workers overall. Over 51 million workers lack access to paid sick days.”

- Institute for Women's Policy Research, "Paid Sick Days Access and Usage Rates Vary by Race/Ethnicity, Occupation, and Earnings"

The momentum around paid family leave and paid sick days issues continued during the 2016 election year. The Institute for Women's Policy Research (IWPR) continues to be a leader in research on these issues, with policymakers and public officials

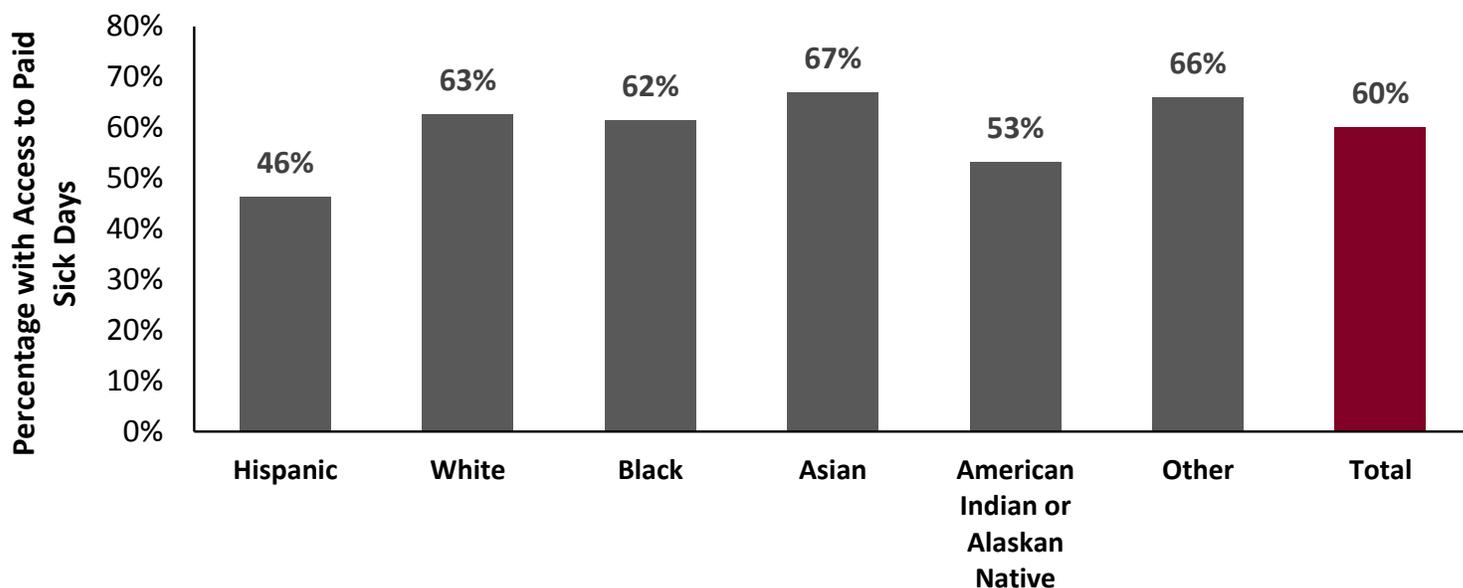
relying on our analyses for evidence-based policymaking. The technical assistance that IWPR provides to citizen-leaders and elected and appointed officials in state and local jurisdictions across the United States shapes dialogue about

proposed policies and policy alternatives and inspires action.

Building on progress from previous years, paid sick days laws continued to be passed at the state and local level in 2016. Early in the year, Vermont became the fifth state in the country to pass

Access to Paid Sick Days by Race and Ethnicity, 2014

(Employed individuals 18 years and older)



Source: Institute for Women's Policy Research (IWPR) analysis of the 2014 National Health Interview Survey (NHIS).

Note: Access rates are calculated for employed individuals who responded yes or no to the following question: Do you have paid sick leave on your main job or business? Race categories include only those who identified as non-Hispanic. "Other" category includes individuals reporting multiple racial identities. Samples sizes for these groups weren't large enough for separate analysis; all were kept in the interest of inclusion.

LIVE**LIVE**

IWPR President Heidi Hartmann (left) and Program Director Jeff Hayes give expert testimony on the proposed D.C. Universal Paid Leave Act during a January 2016 hearing before the City Council. The bill passed in December 2016.

a paid sick days law and Arizona and Washington followed by ballot initiative in November. Several localities across the country passed laws, including Chicago, Illinois; Cook County, Illinois; Spokane, Washington; Plainfield and Morristown, New Jersey; and Minneapolis and St. Paul, Minnesota. Santa Monica, Los Angeles, San Diego, and Berkeley, California, also passed their own laws expanding upon the existing statewide law. IWPR informed the debate surrounding many of these laws by providing research estimating the number of workers that would be impacted and the costs and benefits associated with the proposed laws.

In July, IWPR released a pair of briefing papers on access to paid sick days and the benefits of these policies to employers, workers, and communities. IWPR found that some of the most economically vulnerable workers (Hispanic, part-time, and low-

wage workers) are among those least likely to have access to paid sick days. A review of available social science and policy research shows that providing workers with paid sick days promotes a safer and more productive workforce, reduces the spread of illness, and helps families meet their caregiving needs without facing economic hardship.

The past year also saw even greater interest in pursuing paid family leave programs at the state level and a number of states and localities were awarded grants from the Department of Labor to study paid leave. IWPR provided technical assistance to many of these research efforts using its newly updated paid leave simulation model. New York State became the fourth state in the country with its own paid family leave program, passing a law that provides up to 12 weeks of paid family leave for workers in the state. California also expanded existing legislation regarding paid

family leave to provide greater wage replacement and to better support low-income workers. The expansion increases the wage replacement rate from 55 percent to 60 percent for higher income workers, and from 55 percent to 70 percent for workers earning close to the minimum wage.

More recently, IWPR was actively engaged in the discussion surrounding the D.C. Universal Paid Leave Act, providing technical assistance and expert testimony at public hearings before the DC City Council. After much debate, the city council passed the law that would provide paid leave in Washington, DC, in late December. (It must pass through Congressional review before it is ultimately signed into law.)

We expect progress in these policy areas to continue in 2017 as several states consider legislation, and we look forward to additional IWPR research about these policies.

Driving Policy Discussion

“The colleges I work with are looking for ways to do 2 Gen work and their Child Care facilities are one way to reach parents who are students. Discussing, brainstorming, and receiving expert advice from IWPR helps them move their thinking to new levels.”

- Jean Petty, Working Student Success Network Consultant

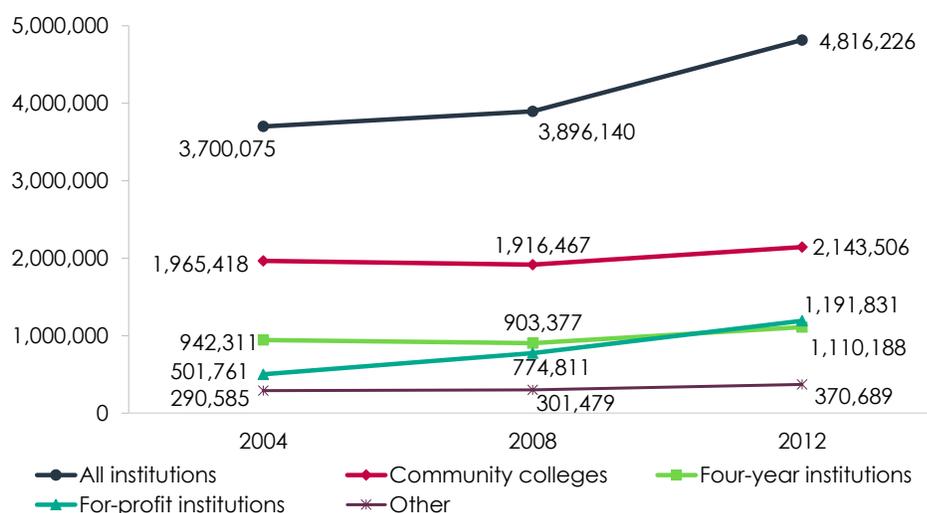
Approximately 4.8 million college students—more than a quarter of all undergraduates—are raising children. Students of color are especially likely to be juggling parenting with college classes: nearly half of all Black women and one-third of Hispanic women in college are mothers, compared with 29 percent of White women. The Student Parent Success Initiative (SPSI), a project of the Institute for Women’s Policy Research (IWPR), continued to be a leader in studying this diverse student population, and raising awareness of the unique needs experienced by students with dependent children. In 2016, IWPR’s research on student parents was cited in many campus, local, and national media outlets, including *The Washington Post*, *NPR*, *New York Magazine*, and *The Atlantic*, among others.

Research conducted by IWPR highlighted the growing gap between the number of student parents enrolling in undergraduate

programs and the availability of accessible on-campus child care. IWPR found that from 2005–2015, the share of public colleges with campus child care declined in 36 states. As part of *The Chronicle of Higher*

Education’s “On Leadership” video series, IWPR Vice President and Executive Director Barbara Gault discussed how this decline of campus child care compounds the challenges student mothers face with balancing their many

Increase in the Number of Student Parents by Institution Type, 2004 - 2012



Notes: Community colleges include all public two-year institutions. Four-year institutions include all public and private nonprofit undergraduate institutions. For-profit institutions include all for-profit colleges, less than two years and above. Other includes public less than two-year institutions, private nonprofit less than four-year institutions, and students who attended more than one institution. All institutions include all public and private institutions, and students attending more than one school. Total for all institutions will not add to the sum of the institutional subcategories due to rounding.

Source: IWPR analysis of data from the U.S. Department of Education, National Center for Education Statistics, National Postsecondary Student Aid Study 2003-04 (NPSAS:04); 2007-08 (NPSAS:08); 2011-12 (NPSAS:12), and Integrated Postsecondary Education Data System (IPEDS) Institutional Characteristics and Fall Enrollment 2003-04, 2007-08, 2011-12.



As part of ongoing work on issues around higher education and STEM, IWPR released an analysis on “The Gender Patenting Gap” in June 2016. From Left: Ami Patel Shah, Managing Director, Fortress Group; Jane Muir, Director of the Florida Innovation Hub at the University of Florida and Director of UF Tech Connect; Barbara Gault, Vice President and Executive Director, Institute for Women’s Policy Research. Photographer: Laurence Genon

(Right) On December 1, 2016, IWPR Study Director Jessica Milli, Ph.D. (right) participated in a Capitol Hill forum “Closing the Patent Gender Gap: How Increasing the Number of Women Patent Holders Can Spur U.S. Innovation & Grow the Economy.”

responsibilities to school, family, and often work, noting that “we need to be thinking about students’ caregiving responsibilities.” Dr. Gault also shared thoughts on the ways colleges can better support student parents’ success and make campuses more family-friendly.

IWPR examined how state legislation can support or hinder the success of parenting students. An IWPR analysis of 2016–18 state child care subsidy plans found that some states restrict student parents’ eligibility more than others. Eleven states, for example, require college students to work in addition to attending classes in order to be eligible for child care subsidies. Three of those states—Arizona, Kentucky, and Washington—require parents to work at least 20 hours per week, an amount research has shown diminishes rates of college completion among students overall.

In addition to state policy analysis, IWPR continued to play an important role in elevating

the status of student parents in federal policy discussions. The Student Parent Policy Working Group, an IWPR-led coalition of more than 20 organizations, prepared recommendations to inform the reauthorization of the Carl D. Perkins Career and Technical Education Act. The recommendations underscored the needs of parents pursuing career and technical education, and the vital role that support services like child care, transportation, and housing assistance can play in their success.

With generous support from the ECMC Foundation, the Institute expanded its research on the student parent population, through the launch of a project examining the costs and benefits of increasing single mothers’ college attainment. The project is the first to comprehensively quantify the individual, family, and societal benefits of supporting postsecondary education attainment among single mothers. Given that a college education is

associated with higher incomes, better health, and improved educational outcomes among children, increasing single mothers’ college attainment can have far-reaching benefits for families and communities for generations.

IWPR also expanded its work on promoting gender equity in postsecondary education to examine the relationship between women’s low representation in certain Science, Technology, Engineering, and Math (STEM) majors and the gender patenting gap. Though women’s share of patent holders has quadrupled since the 1970s, analysis of the recent patent data reveals that in 2010, less than 20 percent of all patents had at least one woman inventor and less than eight percent had women listed as the primary inventor. Analysis from IWPR also shows that if rates remain constant, it will take 75 years for women to be listed as inventors on at least half of all patents.

Breaking New Ground

“It’s so provocative what’s happening in workforce development. Change begins when we challenge systems and the data that we have collected through IWPR’s study is the beginning of challenging current systems.”

- Ricardo Estrada, Vice President of Programs and Education, Carreras en Salud, Institute del Progreso Latino, speaking about IWPR’s Job Training Success Initiative

In 2016, IWPR’s work on women in the workforce brought to light the undervaluation of women’s work in low-wage jobs, identified pathways for women workers to enter higher paying male-dominated jobs, and explored the importance of supportive services

in ensuring success in job training programs.

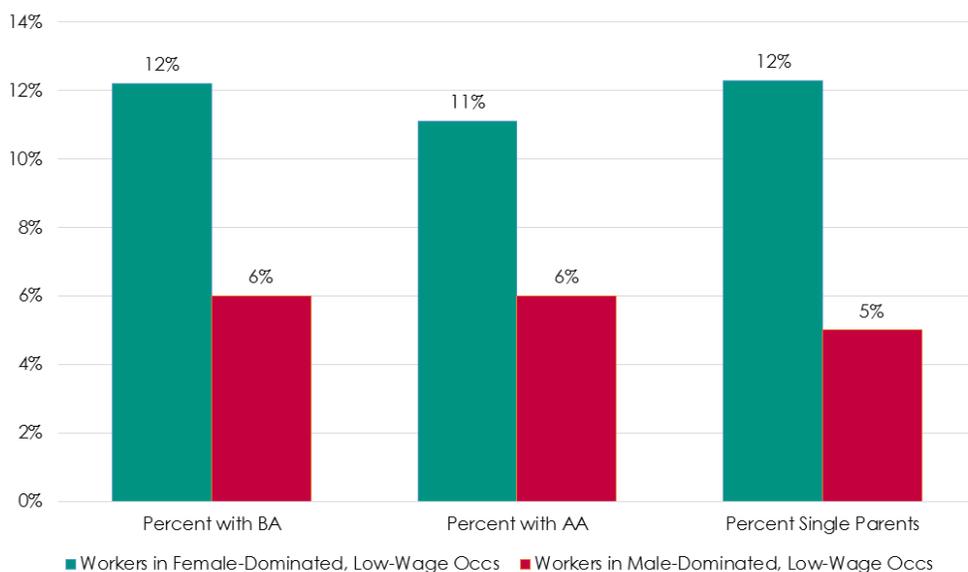
Undervalued and Underpaid in America: Women in Low-Wage, Female-Dominated Jobs, a report undertaken by IWPR with Oxfam America, traces workers’ characteristics and

economic security in 22 large, low-wage, disproportionately female occupations between 1994 and 2016, and projects employment growth to 2024. The analysis found that more than one in four employed women in the United States are working in these low-wage jobs—which include caring for young children and the elderly, cleaning, and other jobs commonly thought of as “women’s work”—yet more than half (52.3 percent) of these women workers have education beyond a high school diploma. In response to these findings, IWPR recommended policies that address the stark segregation of women in low paid, female-dominated occupations, and the need for greater investments in the country’s caregiving infrastructure.

IWPR’s 2016 report *Pathways to Equity: Narrowing the Wage Gap by Improving Women’s Access to Good Middle-Skill Jobs* found that

Workers in Female-Dominated Low-Wage Occupations have Higher Levels of Educational Attainment and are More Likely to be Single Parents

Percent of Workers with Associate’s or Bachelor’s Degrees and of Single Parents in Low-Wage, Female-Dominated and Low-Wage Male Dominated Occupations, 2014



Notes: Workers ages 15 and older. Single parents are parents of children under age 18 who reside with them, and who are single/never married, divorced, widowed, or separated.

Source: Institute for Women’s Policy Research analysis of Current Population Survey, 2013-2015 Annual Social and Economic Supplement.



IWPR's Ariane Hegewisch with Carmen Niethammer, IFC, on a Women in Agribusiness case study visit with staff from Ethanol producer Biosev in Rio Brilhante, Brazil.

women are underrepresented in good, growing jobs in middle-skill sectors, such as manufacturing, transportation, and IT. As employers in these industries report a “skills gap” and are unable to find skilled workers to fill available jobs, IWPR’s report identified female-dominated jobs that share similar skills with in-demand jobs in these sectors. IWPR’s Interactive database at www.womenandgoodjobs.org includes a “find a job” tool available to women and workforce development leaders curious about how the skills workers already have may translate to higher-paying, growing middle-skill jobs.

Investing in apprenticeship programs that prepare women for meaningful careers in in-demand fields will not only help meet labor demands, but will give women access to higher-paying jobs and greater long-term economic security. A project led by Chicago Women in Trades (CWIT) and Oregon Tradeswomen Inc. (OTI),

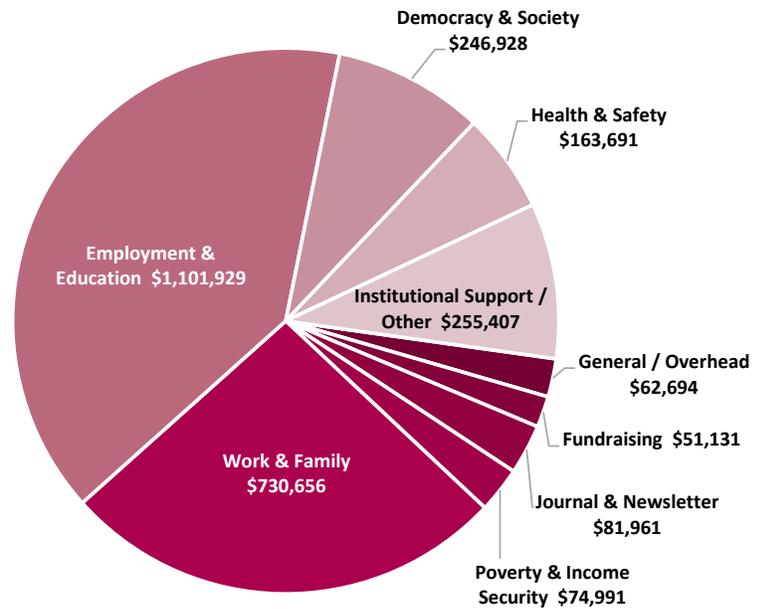
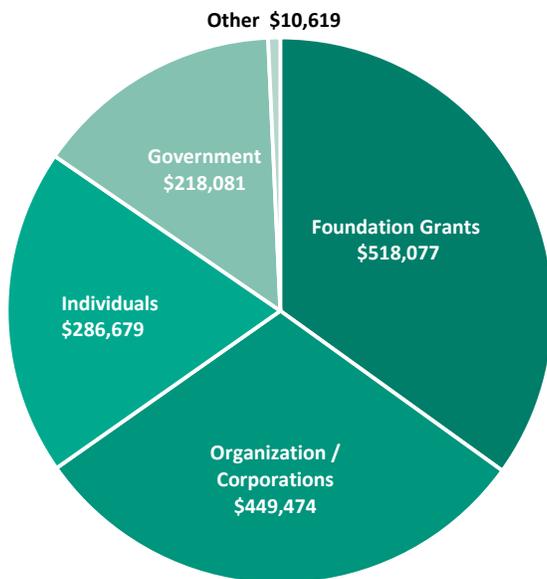
with IWPR serving as a national advisor, is already demonstrating promising collaboration with contractors, unions, and apprenticeship training programs designed to increase the number of women entering into (and being retained by) the construction industry.

As a part of IWPR’s Job Training Success Initiative, IWPR released a series of reports that provide insightful data on the supports needed to ensure success in job training programs. In *Supportive Services in Workforce Development Programs: Administrator Perspectives on Availability and Unmet Needs*, a survey of 168 job training program administrators examined the importance, effectiveness, and availability of support services for job training program participants. Ninety-seven percent of the administrators said that supportive services—such as child care, housing, emergency cash, and transportation assistance—

are critical in helping participants complete job training programs. Respondents emphasized that difficulty accessing child care creates substantial barriers to job training completion. For women, child care represented the greatest unmet need in training programs (according to 66 percent of administrators surveyed) while emergency cash and housing assistance represented the greatest unmet needs for men (according to 50 percent).

Research presented in IWPR’s 2016 *Supportive Services in Job Training: A Research Review* supports these findings, suggesting that transportation and child care were two of the most needed services for job training participants. Efforts to build pathways to economic security for women in the United States can benefit greatly from the intersectional analysis IWPR produced in 2016, amplifying the diverse experiences women face across race, ethnic, and class lines.

2015 Financial Statement of Activities



Due to IWPR's compliance with Generally Accepted Accounting Principles (GAAP) auditing standards, all revenue is recognized in the year received, including multiyear grants, which are intended to be spent over several years. This timing difference can result in a mismatch between income and expenses as occurred in the current year. In 2015, \$2,573,602 in temporary restricted revenue that had been received in earlier years was released and used to fund program activities in 2015. All figures are excerpted from the independent auditor's report for 2015. IWPR ended the year with a net asset surplus.

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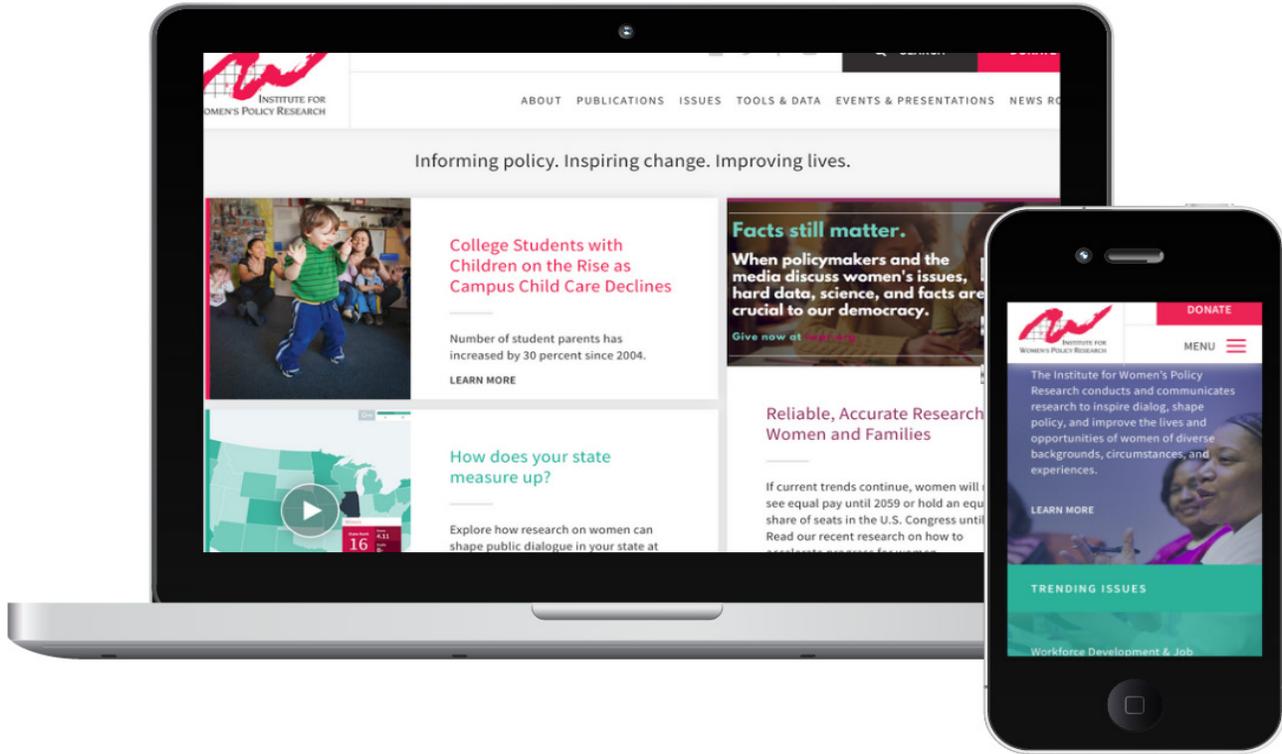
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