



for

QUARTERLY NEWSLETTER

## Women's Policy Research

### IWPR Cost Analysis Informs State and Federal Paid Leave Laws

by Ariane Hegewisch and Iris Zhang  
(Summer Intern)

A recent IWPR briefing paper, "Maternity, Paternity, and Adoption Leave in the United States," shows that 20 years after the passage of the Family and Medical Leave Act, many workers lack access to paid leave and the United States still lags behind all other developed and industrialized countries as the only high-income country that does not offer nationwide paid maternity leave.

Paid maternity and family leave would benefit women and children's health and families' economic status, but, according to the National Compensation Survey, only 12 percent of employees in the United States have access to paid leave specifically to care for a family member. It is not surprising that lower paid workers are the least likely to have access to paid leave. Even though the majority of the "100 Best Companies" provide paid maternity leave, only a small minority provide pay for the full duration of the 12 weeks of FMLA leave and fewer provide family leave that both fathers and mothers can use.

Women consistently take more time off than men do to take care of family members, especially newborns, as women care for their infants while recovering from childbirth. While the FMLA guarantees many employees will have their job to return to after taking leave,

some employees may not take leave because they cannot afford to miss work without pay.

California, New Jersey, and most recently Rhode Island have passed state-wide policies providing paid family leave for male and female employees, ranging from five to eight weeks with partial wage replacement. IWPR provided cost analysis to the Rhode Island state legislature that helped to inform deliberations before the law's passage.

IWPR's research on costs and benefits of paid leave policies suggests that when workers are able to take time off to care for themselves or an ill or needy family member, the benefits expand even beyond the workplace, including

increased productivity, reduced turnover, healthier children, reduced influenza spread in schools and workplaces, less reliance on public nursing homes, and more. 2013 marks the 20<sup>th</sup> anniversary of the FMLA, which was a step forward in 1993.

As FMLA enters its third decade, policymakers should seriously consider following the example of the three states that now have paid leave policies, to improve and expand the nation's system of providing much-needed support for families. They can do so by exploring the features of the FAMILY Act, recently introduced in the U.S. congress. It would provide paid FMLA-type leaves to virtually all workers.



Participants at IWPR's convening, "Accelerating Change for Women Faculty of Color in STEM: Action, Policy, and Collaboration" review and discuss suggested recommendations for advancing women of color in academia.

### Women Faculty of Color in STEM

by Mallory Mpare

Although there are signs of progress for women faculty of color in Science, Technology, Engineering, and Math (STEM) fields, advancement has been extremely slow. To address the underrepresentation of women of color in the STEM professoriate, IWPR organized a convening, "Accelerating Change for Women Faculty of Color in STEM: Action, Policy, and Collaboration," held

May 10, 2013 in Washington, DC. With the help of an expert advisory committee, IWPR brought together approximately 50 individuals—including professors, college and university administrators, and government representatives—to discuss reasons behind the slow progress in integrating women faculty of color in STEM fields throughout academia, and to identify promising (cont. on page 4)

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 scientific research organization, works in affiliation  
 with the graduate programs in women's studies and  
 public policy and public administration at  
**The George Washington University.**



The lessons learned from IWPR's 25th anniversary event in May have continued to echo in our offices and I hope in yours as well. New cracks in the glass ceiling for women appeared this year and should be celebrated, but many gaps remain to be closed. IWPR's 25th anniversary event provided some perspective on the ways women's and men's lives have changed, the areas where women have advanced, and the areas where we have not. It was also most gratifying to hear speaker after speaker at the event talk about the contributions IWPR's work has made across the years in achieving policies such as the Family and Medical Leave Act and the Lily Ledbetter Fair Pay Act on the national level, and paid sick days for workers in cities and states across the country.

This year brought many women leaders into the spotlight. Most recently, Mary Barra was named the next CEO of General Motors, the first woman to head a major automobile manufacturer in the United States or anywhere in the world. But perhaps the most important first for me as an economist—and as a woman in a male-dominated field—is the expected confirmation of President Obama's choice for Chair of the Board of Governors of the Federal Reserve System, Janet Yellen. She will be the first female head of a central bank of any major industrial nation.

While there was ample media discussion of a "gender battle" for several months leading up to Prof. Larry Summers' withdrawal from consideration and Yellen's nomination, it seemed to me to be a case of her qualifications trumping considerations of gender, as she emerged as the most qualified individual for the position. Her confirmation hearing was portrayed as "smooth sailing" in the media; the donnybrook some were anticipating simply didn't happen. I like to think that the letter that I circulated with Prof. Joyce Jacobsen of Wesleyan University, and which was signed by 505 U.S. econo-

**President's Message**

mists—men and women alike—urging President Obama to nominate Yellen, contributed to that outcome.

Despite these exciting firsts, there are still many ways in which women's progress has lagged. After substantially narrowing in the 1970s and 1980s, the gender wage gap in the United States has remained stuck at 23 percent for more than a decade. Women's progress in getting into non-traditional jobs has also slowed, coming to a virtual standstill. Taken together, this means that many women are concentrated in female-dominated jobs and are still being paid less than men. Too few women are cracking the glass ceiling in STEM fields, a growing area of the economy that is expected to provide good, high-paying jobs in the coming decades. Many "women's jobs" center on caregiving work, an occupation that is also projected to grow as more careworkers are needed. That demand could fuel much needed increases in benefits and wages for work that is surely not paid what it is worth.

Hence, we have much to do at IWPR in our next 25 years and I hope you will continue to support our work. IWPR frequently breaks new ground in identifying overlooked areas and exposing them to light: the role of women immigrants in caregiving and the barriers they face; men's roles in both family and market-based caregiving; women's roles in environmental, economic, and political leadership; the need for increased educational opportunities for students who are parents, the vast majority of whom are single mothers; and challenges to women everywhere in achieving basic safety and healthcare.

These are the issues that will shape the future status of women, and IWPR's research will be there to ensure that policy change is informed by credible research.

# State & Local Leaders Use New IWPR Research to Guide Grantmaking, Promote Women's Business Ownership

by Cynthia Hess

New IWPR research finds that in North Carolina, West Virginia, and Colorado teen pregnancy rates have declined and women today have higher levels of education than two decades ago. Yet, women in these states, as in the nation as a whole, continue to experience a substantial gender wage gap, face high child care costs, and often lack basic work supports, such as paid sick days.

IWPR's comprehensive reports on the lives of women and girls cover employment and earnings, economic security and poverty, educational opportunity, personal safety, health, and women's leadership and political participation. Produced in partnership with the North Carolina Council for Women, the West Virginia Women's Commission, and the Women's Foundation of Colorado, the reports address how the status of women and girls has advanced in recent years, as well as problem areas where progress has slowed or stalled.

The reports explore the implications

of such findings for women's long-term economic security and overall well-being, and offer recommendations for changes that would further the continued advancement of women and girls. These recommendations include encouraging employers to remedy gender wage inequities by monitoring hiring, selection, and promotions, and by conducting internal pay audits to identify potential gender and race disparities; increasing the accessibility and affordability of child care for working parents, especially for single mothers pursuing continued education and training; informing policymakers and funders about the effects and costs of violence against women and girls; and supporting the efforts of organizations that provide mentoring, networking, and training to prepare and position women for leadership roles.

The reports were released at events that generated considerable interest among the press and local residents. On March 6, the *Status of Women and Girls in West Virginia* report, which provided

the basis for the West Virginia Gender Mapping Project, was released at the Secretary of State's office. Study Director Cynthia Hess presented the findings at the event, which local leaders are using to develop a new initiative on women's business ownership. Five days later, *The Status of Women in North Carolina* report was released in Greensboro, North Carolina, at an event featuring a keynote address by IWPR Study Director Ariane Hegewisch and roundtable discussions. On June 12, IWPR released *The Status of Women and Girls in Colorado* (cont. on p.7)



Study Director Cynthia Hess, Ph.D. shares findings at a forum hosted by the North Carolina Council for Women.  
Photo: Tara Minter, N.C. Council for Women

## Job Protections For Domestic Workers

by Caitlin Alcorn (Summer Intern), Jane Henrici, Ph.D., and Mallory Mpare

On September 17, 2013—partially as a result of a broad coalition of advocates and researchers, including IWPR—the Department of Labor issued a rule extending the Fair Labor Standards Act's (FLSA) minimum wage and overtime protections to companionship workers.

Previously, because of a "companionship exemption" within the FLSA, nearly two million home care workers, who perform a range of tasks—including cooking, cleaning, feeding, and bathing—were left without these basic protections. In December 2011, President Obama acknowledged this issue and joined then-Secretary of Labor Hilda Solis in proposing the rule change to protect home care workers. In an effort to continue this momentum, in May 2013 IWPR submitted a letter describing our research and urging that home and

personal care aides be included within the domestic service employment category. IWPR research finds that 90 percent of home care workers are women, 56 percent are women of color, and 28 percent are foreign-born. These workers face multiple challenges including relatively low pay and a lack of access to the types of job benefits that reduce turnover. IWPR's report, *Improving Career Opportunities for Immigrant Women In-Home Care Workers*, points to the need for greater job mobility and skill development opportunities for in-home care workers. The new regulation is scheduled to be implemented in January 2015.

For more information on women and care giving, see IWPR briefing paper, "Women and the Care Crisis; Valuing In-Home Care in Policy and Practice" at <http://tiny.cc/CaregivingCrisis>.

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<http://storify.com/IWPRresearch>

### Become a Member

Join IWPR's Information Network!  
For information, visit: [www.iwpr.org/about/membership-giving](http://www.iwpr.org/about/membership-giving).

*cont. from Women of Color in STEM p. 1*  
practices and policy changes to advance their careers.

While previous efforts have centered on increasing the representation of women in the STEM professoriate and women of color in STEM more generally, IWPR's "Accelerating Change" convening provided an opportunity to discuss ways to speed women's advancement in STEM fields at the faculty level. The event included several sessions providing opportunities for panelists and participants to share their insights and collaborate in small groups.

The first session offered an overview of the current research on the status of women faculty of color in STEM. Speakers discussed the challenges women of color face in STEM academic workplaces and shared recent data on their representation at different degree levels and in the STEM professoriate. The data show that although there has been some progress over the last two decades, women of color with STEM doctorates are only 5.7 percent of those holding four-year college and university faculty positions, despite being 15 percent of the

population. In addition, many women of color who enter the STEM professoriate do not move up through the ranks. Between the level of assistant and full professor, the representation of women of color decreases considerably.

The second session focused on identifying promising programs and practices that might increase the representation of women faculty of color in STEM and facilitate their career advancement. Speakers reflected on their personal experiences as women faculty of color, including their experiences with programs and initiatives that were successful in helping to increase the representation of women of color in the STEM academy. They highlighted successful elements of these initiatives and identified practices that should be taken to scale.

Sessions three and four were dedicated to prescribing practices and policy solutions to address the unique challenges faced by women of color in STEM in their academic pursuits, as well as identifying action steps for putting such solutions in place. Participants worked in small groups as they discussed

challenges and opportunities for change.

For example, to address institutional barriers, one recommendation was to establish a ranking system for colleges and universities based on their performance on issues of faculty diversity and inclusion, particularly among women. Another recommendation involved developing a web portal or clearinghouse of information on the status of women of color in STEM that would provide access to research reports and data, tools, policy analysis, and information about funding and other opportunities for women faculty of color in STEM.

A new IWPR report, *Accelerating Change for Women Faculty of Color in STEM: Action, Policy, and Collaboration*, provides background and context for the convening, gives information about the speakers and convening activities, and offers additional recommendations for increasing the representation and advancing the careers of women faculty of color in STEM.

**For more information, visit:**  
<http://tiny.cc/AcceleratingChange>

## Accelerating Change: Women Faculty of Color in STEM Convening



*Session 1 Panelists (from left: Kecia Thomas, Ph.D., Jong-om Hahm, Ph.D., Shirley Malcolm, Ph.D., and Lorelle Espinosa, Ph.D.)*



*Convening participants share personal experiences and highlights from table discussions.*



*Anny Morrobel-Sosa, Ph.D., participates in a small group discussion.*



*IWPR Vice President and Executive Director Barbara Gault, Ph.D. gives closing remarks.*



*Session 3 Panelists (from left): Maria (Mia) Ong, Ph.D., Kelly Mack, Ph.D., and Wanda Ward, Ph.D.*

# IWPR Receives Challenge Grant to Expand Dr. Mariam K. Chamberlain's Legacy

Dr. Mariam K. Chamberlain—an economist, a founding member of the IWPR, and the founding president of the National Council for Research on Women—was the driving force behind the cultivation and sustainability of the women's studies field of academic research. Throughout her life, Dr. Chamberlain fought discrimination, established new roles for women, and championed the economic analysis of women's issues. In memory of Dr. Chamberlain and her 95th birthday, IWPR has received a \$95,000 challenge grant from **Mary Rubin and the Borrego Foundation** to expand the Fellowship Fund.

You may contribute by sending a check to: IWPR, Attn: Development Department, 1200 18th St NW, Suite 301, Washington, DC 20036. Note "MKC Fund" in the memo line. **You can also donate online at <http://bit.ly/MKCFund>.**

By contributing to the Fellowship fund this year, you not only double your gift with this matching grant, but you help advance Dr. Chamberlain's legacy and provide fellowship opportunities to additional young scholars, strengthening the corps of policy experts in women's issues.

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### Major Funders

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### Additional Project Support

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### In Honor/In Memory

- Gifts made in memory of Mariam K. Chamberlain from Mary Rubin, Jean Shackelford, Marjorie Lightman, Janice Monk, National Council for Research on Women, Kay Deaux, Linda Lucas, Alice Hahn, Judith Hicks Stiehm, Francine Blau, Esmeralda Lyn, Lorraine Kenny, Randy Albelda, and Christine D'Onofrio.
- Gifts made in honor of Dr. Heidi Hartmann from Roberta Francis, Sonya Michel, and Susan McGee Bailey.

### 2012

- Sally Bould made a gift in memory of Gaston Schaber.
- Muriel Dimen made a gift in memory of Natalie Kampen.
- John Gist made a gift in memory of Webster Harrison.
- Martha Mednick made a gift in memory of Dr. Sandra S. Tangri.
- Pamela Roby made a gift in memory of Arlene Kaplan Daniels.
- Susan Reverby made a gift in honor of Gertrude Mokotoff.
- Hicham Filali made a gift in honor of Rosalyn Ram.
- Sarah Self and Elise Self made gifts in honor of Dr. Robert O. Self.
- Ruth Needleman made a gift in honor of All Minimum Wage Workers.

### 2013

- Janice Madden made a gift in memory of Concorde Thibault Fanning.
- Perry Threlfall made a gift in memory of Edna Vera Mollington White.
- Paula England made a gift in memory of Harriet Presser.
- John Wells made a gift in memory of Mary Brewster Wells.
- The Morris Wheeler Foundation made a gift to IWPR's 25th Anniversary in honor of Christopher Turman.

*The Atlantic* cited IWPR research on the wage gap in “Women in the Workplace: New Poll, Some Old Numbers” (April 12, 2013).

*USA Today* referenced IWPR research in “10 best-paying cities for women” (April 14, 2013).

IWPR Vice President and Executive Director Barbara Gault appeared live on C-SPAN’s *Washington Journal* “Friday by the Numbers” to discuss child care (May 3, 2013).

Dr. Heidi Hartmann appeared on “NBC Nightly News with Brian Williams” to discuss the rise in women breadwinners (May 29, 2013).

*The New York Times* quoted IWPR Study Director Ariane Hegewisch in “The Unspoken Stigma of Workplace Flexibility” (June 14, 2013).

*The National Journal* quoted Study Director Ariane Hegewisch on why there is a smaller pay gap for blacks and Hispanics in “Why the Gender Pay Gap Is Worse for Whites Than Blacks” (July 18, 2013).

In an article in *The Washington Post*, “Did You Not Get That Promotion Because You’re a Woman,” IWPR President Heidi Hartmann discussed perceptions of gender discrimination (August 20, 2013).

*Bloomberg* quoted IWPR Study Director Ariane Hegewisch on discrimination in hiring and recruitment in “Proving CEOs Overpaid for Luck Helped Stir Pay Backlash” (August 22, 2013).

CNN cited IWPR research on the gender wage gap by occupation in an online article, “Disney Princesses Sing for Women’s Equal Pay” (August 23, 2013).

*The Associated Press* interviewed IWPR President Heidi Hartmann about women’s job gains during the recovery and labor market segregation in, “Women Outrun Men in Regaining Job since Recession” (September 12, 2013).

*The Huffington Post* highlighted an IWPR projection showing the wage gap closing in 2058 (September 23, 2013).

*Bloomberg* quoted Study Director Jane Henrici in an article on the aging workforce and the shortage of care workers (September 26, 2013).

*TIME* magazine cited an IWPR projection showing that at the current rate, it would take more than 100 years for women to reach parity in congress (October 17, 2013).

### Yellen Letter

*The Wall Street Journal*, *The Los Angeles Times*, *CNN Money*, *The New Yorker*, and many other national news outlets mentioned the economists’ letter in support of Janet Yellen for Fed Chair circulated by IWPR President Heidi Hartmann and Wesleyan University’s Joyce Jacobsen (September 12-16, 2013).

*The Washington Post*, *USA Today*, and *The Huffington Post* quoted IWPR President Heidi Hartmann on Janet Yellen’s nomination as chair of the Federal Reserve (October 9, 2013).

*The American Prospect* featured a post by IWPR President Heidi Hartmann on how Janet Yellen’s nomination as the first female chair of the Federal Reserve might impact women (October 18, 2013).

## Reports

**Accelerating Change for Women Faculty of Color in STEM: Policy, Action, and Collaboration**

IWPR #C409, November 2013

**Financing Child Care for College Student Success**

IWPR #G719, July 2013

**The Status of Women and Girls in Colorado**

IWPR #R374, June 2013

**Quality Employment for Women in the Green Economy: Industry, Occupation, and State-by-State Job Estimates**

IWPR #C402, April 2013

**The Status of Women in North Carolina**

IWPR #R360, March 2013

**The Status of Women and Girls in West Virginia**

IWPR #R371, March 2013

## Briefing Papers

**Women and Men in the Recovery: Where the Jobs Are; Women’s Recovery Strengthens in Year Four**

IWPR #C408, November 2013

**The Importance of Social Security in the Incomes of Older Americans: Differences by Gender, Age, Race/Ethnicity, and Marital Status**

IWPR #D503, September 2013

**The Status of Women in Eastern North Carolina**

IWPR #R377, August 2013

**The Status of Women in Robeson County, North Carolina**

IWPR #R378, August 2013

**Women and the Care Crisis: Valuing In-Home Care in Policy and Practice**

IWPR #C401, April 2013

**Valuing Good Health in Vermont: The Costs and Benefits of Earned Health Care Time**

IWPR #B320, April 2013

## Testimony

**Testimony of Claudia Williams, Institute for Women’s Policy Research Before the Committee on Finance and Revenue of the Washington D.C. City Council regarding B20-438 and B20-480**

IWPR #B322, October 2013

## Fact Sheets

**The Gender Wage Gap: 2012**

IWPR #C350, September 2013 Update

## Quick Figures

**Job Growth Continues with 203,000 Jobs Added in November**

IWPR #Q008, November Update

**Gender Poverty Gap Grows in Recovery: Men’s Poverty Dropped Since Recession, Women’s Poverty Stagnates**

IWPR #Q013, September 2013

**Gender Wage Gap Projected to Close in Year 2058: Most Women Working Today Will Not See Equal Pay during their Working Lives**

IWPR #Q004, September 2013 Update

**Workforce Investment System Reinforces Occupational Gender Segregation and the Gender Wage Gap**

IWPR #Q012, June 2013

**Women’s Share of Seats in Congress, 1960–2013, with Projection for Political Parity in 2121**

IWPR #Q014, May 2013

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at an event at the University of Denver and attended by more than 300 people, including state legislators, local service providers, researchers, advocates, and members of the press. Cynthia Hess spoke about the report's findings, which have been covered in the *Denver Post*, the *Denver Business Journal*, and other media outlets.

In a recent article, Louise Atkinson, President and CEO of the Women's Foundation of Colorado, wrote about the importance of *The Status of Women and Girls in Colorado* for shaping the foundation's future work. "The new data gives us a huge lift in terms of how we do our regional strategy, especially in terms of how we invest with partners across the state," said Atkinson. "When a region needs a specific type of help, we need to understand what that means."

IWPR continues to work with organizations seeking to improve the status of women and girls by providing targeted local, state, and regional data. IWPR is currently working with the Permanent Commission on the Status of Women to prepare a report on the Status of Women in Connecticut. The report is scheduled to be released in Summer 2014.

**"Some elements of Senate life, meanwhile, remain unchanged. Women still have a long way to go to match the clout of their male colleagues. Twenty-five states have yet to elect a woman to the Senate. Many committees have yet to see female chairs. A recent **Institute for Women's Policy Research** study showed that at the current rate, it would take more than a century for women to reach parity in Congress."**

**TIME Magazine ("Women Are the Only Adults Left in Washington," October 17, 2013)**

## Board Member Spotlight: William Rodgers, III

by Caroline Dobuzinskis, former IWPR Communications Manager, and Mallory Mpare



In May of 2013, William Rodgers, III, joined IWPR's board of directors, bringing with him experience in academia, government, and public service. Rodgers is currently Professor

of Public Policy and Chief Economist at the Heldrich Center for Workforce Development at Rutgers University. He holds a BA from Dartmouth College, MAs from the University of California—Santa Barbara and Harvard University, and a Ph.D. in economics from Harvard University.

From 2000–2001, Rodgers served as U.S. Labor Secretary Alexis Herman's chief economist and at the start of President Barack Obama's first term, served on the Labor Department's transition team. He was elected to the National Academy of Social Insurance in 2006 and serves as Vice President of the United Way Worldwide's U.S. Board of Trustees.

Rodgers has known of IWPR's work for a number of years and was originally introduced to the Institute through his work on racial inequality. "I was really intrigued by IWPR's work and there are aspects of my research that have always dealt with integrating gender," said Rodgers.

Rodgers describes his personal mission as "empowering people through economics." This aligns well with IWPR's effort to inform policy, inspire change, and improve lives through sound research that supports better policies for women and families.

When Rodgers joined the faculty at William and Mary College in 1993, he put this mission into action, by assisting a grassroots campaign calling for the landscapers and gardeners employed at the college to be paid livable wages. Rodgers built an economic and business case for why the wages should be increased, comparing the school's salary

structure to the local salary structure. His work moved both the school's president and provost to join the campaign, and salary adjustments were eventually made.

"That piece of research probably impacted [many] workers," said Rodgers. "People had felt invisible. That was the worst. The low pay was bad but the worst insult was being invisible." Rodgers' own interactions with the workers showed him why the change was important and he considers his role in increasing wages one of his most memorable accomplishments.

"My mom—and Secretary Herman, when I worked at Labor—instilled in me that all work has value and that there are people and families behind the numbers."

**"My mom—and Secretary Herman, when I worked at Labor—instilled in me that all work has value and that there are people and families behind the numbers."**

As a professor, Rodgers aims to teach his students both "content and confidence," recognizing that many have to work full- or part-time while studying, perhaps keeping them from a full academic experience. In addition, Rodgers also encourages confidence in young people on the playing field as coach of a youth soccer team. He holds the third highest soccer license available in the European system and coaches a team in New Jersey. He also enjoys running and volunteering in his community.

In the future, he would like to work on research to help all American households and families to have a balance of family time and work. He sees secure retirement as a future policy priority. "For me now the big issue that I am seeing, and it's only going to grow, is 'how do we provide a secure retirement to our parents and to our grandparents?' and that translates into economic security for ourselves."

IWPR is proud to have Rodgers serving on its board of directors.

# Institute for Women's Policy Research

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