



### State-by-State Analysis Highlights Regional Disparities in Student Parents' Access to Child Care

By Ellie Eckerson, IWPR-GWU Fellow

A recent briefing paper, released as part of IWPR's Student Parent Success Initiative (SPSI), finds that campus child care is declining in most states across the country, and that many states have eligibility rules that make it difficult for student parents to receive child care subsidies.

Despite growing numbers of student parents nationwide, the share of public colleges with campus child care declined in 36 states from 2005-2015, stayed the same in 13 states and the District of Columbia, and increased in only one state (North Dakota). Access to on-campus child care varies tremendously by state, with more than eight in 10 public colleges in California and New York providing campus child care, for example, compared with Texas (where 38 percent of public colleges provide campus care) or North Carolina (27 percent).

Eligibility rules that restrict student parent access to child care subsidies make it difficult for student parents

to afford the child care they need to complete postsecondary degrees. For instance, IWPR's analysis finds that 11 states require college students to also be employed to be eligible for child care assistance, and three of those states—Arizona, Kentucky, and Washington—require parents to work at least 20 hours per week, an amount which has been proven to negatively affect student completion.

Improving access to child care by increasing on-campus care and removing restrictive eligibility rules would likely help states improve low rates of college completion for students with children and close racial/ethnic gaps in postsecondary education: nearly half of all Black women in college are raising dependent children, while two in five Native American and Native Hawaiian/Pacific Islander women and one in three Latina students are also mothers.

Upcoming SPSI publications, supported by the Lumina Foundation, include a briefing paper that provides

“Many student parents (43 percent) are living in poverty and child care can be prohibitively expensive.”

a description of undergraduate student parents at the regional level and a report analyzing and discussing the implications for independent students and student parents of current higher education policy proposals. The SPSI team is also starting work on a new project examining the costs and benefits of investing in improved postsecondary degree attainment among single mothers, made possible by generous support from the ECMC Foundation. IWPR continues to provide national leadership on policies that impact student parents through the Student Parent Policy Working Group, a group of national and state-based organizations that develop and disseminate recommendations on how policy affects students with children.

#### TABLE OF CONTENTS

|                                    |   |
|------------------------------------|---|
| President's Message .....          | 2 |
| In Memoriam.....                   | 3 |
| IWPR 2016 Election Resources ..... | 4 |
| MKC Fellowship .....               | 5 |
| Media Highlights .....             | 6 |
| Donor Thank You .....              | 7 |
| Support IWPR .....                 | 7 |



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IWPR, an independent, non-profit, 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.

# Message from the President

Let me begin with IWPR's newly restated mission:

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

The presidential election results sparked a wide range of responses across the nation and the world. Here at the Institute for Women's Policy Research, our commitment to using information to advance women is stronger than ever. This election season, with its turmoil, contentiousness, and disappointments, surfaced and amplified issues that require a hard look at how people who differ by gender, race, ethnicity, age, and economic background are affected differently by government action and inaction.

The election season powerfully raised the issues of sexual assault and sexual harassment, implicit and explicit bias, women's leadership, and inequality in ways that our research can and will continue to build upon. Appeals based on misogyny, white supremacy, nationalism, and xenophobia divided voters and leave our country vulnerable to further intolerance. Structural weaknesses in our democratic institutions were revealed. All this can and must be addressed through research and analysis in ways that can move us forward.

Over its nearly 30 years, IWPR has brought timely, unassailable research to bear on the great policy challenges that face our nation, including access to education, paid family leave, child care, equal pay, and quality jobs and freedom from poverty and violence, across



administrations and policy cycles and in states and localities throughout the nation. As a result of the election, for example, residents of two more states, Washington and Arizona, will have access to paid sick days, and I am proud of how our data played a role in these advances.

Our work has also illuminated how the needs of immigrants can be addressed, how barriers facing women seeking political leadership can be dismantled, and how girls and women of color can participate fully in our economy, polity, and society.

At IWPR, we take heart that over the coming months and years, we will have the honor and opportunity to work alongside researchers, policymakers, and activists to ensure that well-informed policy solutions are put forward, championed, and implemented in all these areas and more.

Facts and reliable data seemed hard to come by during this election cycle, and false statements were difficult to quickly correct. IWPR's founding mission is to ensure that policies are not based on misleading information or outdated assumptions.

Today, we roll up our sleeves, still believing that knowledge is power, a renewable energy source that cannot be exhausted or extinguished. We will look for ways to harness that power, together, as we bring our research to bear on the challenges that face us.

Please do not hesitate to contact me about your research needs and ways we can partner going forward.

# In Memoriam...

By Allison Lewis, Development Coordinator

**Dr. Sarah Gotbaum** was a loyal and ardent supporter of IWPR. She made her appearance in IWPR's world in 1987, the year IWPR was established, when she met with IWPR's president and founder, Heidi Hartmann, to discuss her doctoral dissertation, which she was just completing in urban sociology at Yale University at the age of 65. She became a member of IWPR's Program Advisory Committee, attended many IWPR events, and donated every year. Dr. Gotbaum was persistent and courageous. Her advocacy for women's rights was her passion. Equal pay and getting women appointed to high level positions drew her interest. She became an advocate for older women and was active in OWL, raising consciousness within the women's movement on the income, well-being, and care of older women. Dr. Gotbaum was also a community activist in Montgomery County, MD, advocating for women, tenants, and seniors. Just this year Dr. Gotbaum received an award from Montgomery County for her decades of community service and activism. Dr. Gotbaum felt it was important to bring IWPR's information and analyses to new audiences, both international and local. Her passion for women's rights only grew with age and, she continued to raise awareness on women's issues until she passed away in August, at the age of 92. The mother of four and grandmother of seven and the center of a vast network of friends and colleagues, Sarah Gotbaum will be missed by many, including those of us at IWPR. A video of Dr. Gotbaum discussing her life, family, and her many achievements with her son Josh can be found online by visiting [www.youtube.com/watch?v=IAOGcl5pYHM](http://www.youtube.com/watch?v=IAOGcl5pYHM).



**Dr. Lois Shaw's** life was anything but ordinary. Dr. Shaw met her husband Dick while in high school in San Diego, CA. After high school Dr. Shaw graduated Phi Beta Kappa at UC Berkeley and she and Dick married. For many years, Dr. Shaw made several moves for her husband's academic career while serving as the primary caregiver of their four children. Their children say that the relationship of the Drs. Shaw was a partnership of equals. Lois said it was reading Betty Friedan's *The Feminine Mystique* that changed her life and led her to resume her education and earn a doctorate in economics. In the early 1960's she enrolled at the University of Michigan the same year her eldest daughter enrolled there as an undergraduate. After years of moving for her husband's career, the family began to move to new places to support her career opportunities. Having started her career later in life, Dr. Shaw was especially interested in studying economic issues

related to middle-aged and older women. After teaching and working on several important research studies like the Income Maintenance Experiments, she and Dick moved to Washington, D.C., where she accepted a research position at the U.S. General Accounting Office (now called the US Government Accountability Office). After retiring from GAO, she joined the Institute for Women's Policy Research (IWPR), where she worked on many studies over the years, anchoring our work on older women's labor force participation, access to pensions and Social Security, and their poverty status. She also participated in projects on the *Status of Women in the States*, the impact of structural adjustment on women and people of color, low-income women with children, paid family leave, paid sick days, and women workers. Until just a few years ago, she was still serving as a peer reviewer of our work before publication. She was a thorough and generous scholar always willing to share her knowledge and mentor young people. She was active in the International Association for Feminist Economics (IAFFE), co-edited a special issue on aging in the journal *Feminist Economics*, and authored many books, articles, and reports throughout her career. She passed away in September at the age of 92 and leaves behind a devoted family, many colleagues, and former and current staff members at IWPR. Many of Dr. Shaw's reports can be found on our website [www.iwpr.org](http://www.iwpr.org).

**Gender and Economic Security in Retirement**

By Sumwha Lee and Lois Shaw

INSTITUTE FOR WOMEN'S POLICY RESEARCH

Report released in 2003 analyzing the economic status of women and men as they age. The goal of this project was to make policymakers and the public aware of the economic issues facing older women in comparison with older men.

# IWPR 2016 Election Resources

By Emma Williams-Baron, Research Assistant

As the country followed the final months of the 2016 presidential election, IWPR provided timely analyses crucial for understanding issues affecting women, with a special focus on women and girls of color. With a series of reports focused on the intersections of race, ethnicity, and gender in mothers' work, women's wages, girls' experiences of violence, and state-by-state data on diversity, IWPR painted a nuanced picture of where and how women and girls of color live.

"Breadwinner Mothers by Race/Ethnicity and State," finds that four in five Black mothers and two in three Native American mothers are breadwinners, compared with fewer than half of White and Asian/Pacific Islander mothers. Although many millions of families rely on mothers' earnings, another IWPR analysis found that women's wages have declined over the last decade, with Black and Native American women—the most likely to be supporting a family on their own—seeing their wages decline about three times as much as women's wages overall. Between 2004 and 2014, women's wages overall declined by 1.6 percent, while Native American women's earnings declined by 5.8 percent, Black women's declined by 5.0 percent, and Hispanic women's declined by 4.5 percent. In comparison, Asian/Pacific Islander women's earnings increased by 1.2 percent during the same time period and White women's earnings declined by only 0.3 percent. As we think ahead to urgent policy choices the next Administration must tackle, improving women's wages, valuing mothers' work, and eliminating the racial and ethnic disparities tied to them must be addressed.

"High School Girls and Violence 2015: A Chartbook," features alarming findings on teen girls' experiences of physical and sexual violence. Of high school girls who dated someone in the

past year, one in ten White, Black, and Hispanic girls experienced physical dating violence (12.2 percent of Black girls, 11.9 percent of White girls, and 11.4 percent of Hispanic girls). Even higher shares—one in six teen girls—reported sexual dating violence. Teen girls are more than twice as likely to attempt suicide as teen boys, with Hispanic teen girls nearly five times more likely to have attempted suicide than White high school boys.

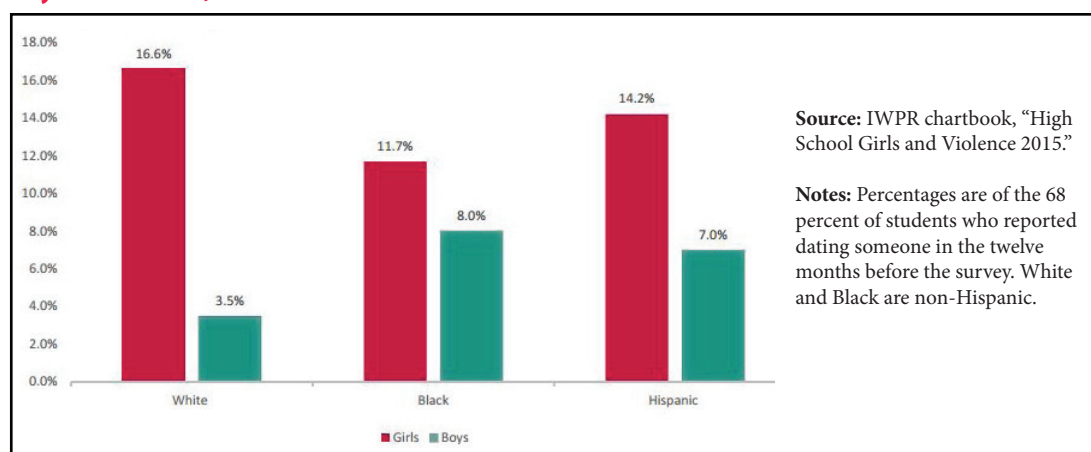
Efforts to target policies helping girls and young women of color will benefit from the new IWPR briefing paper, "Girls and Young Women of Color: Where They Are in the United States." The paper maps the detailed racial and ethnic composition of girls and young women in each state and region in the United States, providing a score on each state's diversity. A second briefing paper analyzes the population of adult women, providing a fascinating look at the regional demographic trends of women across the country. Although the regional concentration of the 14.1 million girls and young women of color in the United States closely tracks the trends among adult women of color—with two in five residing in the South and nearly a quarter in the Pacific West—there are notable increases in the share of the population represented by Hispanic girls (21.2 percent of girls and

young women are Hispanic, compared with 14.2 percent of adult women) and girls who are two or more races or another race (3.5 percent, compared with 1.7 percent of adult women).

IWPR's fact sheet, "The Gender Wage Gap: 2015, Annual Earnings Differences by Gender, Race, and Ethnicity," finds that the gender wage gap is larger for women of color than for White women. While White women earn wages that are 75.3 percent of White men's earnings, Black women earn 63.3 percent and Hispanic women earn 54.4 percent of what White men earn. Relatedly, an IWPR quick figure, "If Current Trends Continue, Hispanic Women Will Wait 232 Years for Equal Pay; Black Women Will Wait 108 Years," shows that though the wage gap between White women and White men is projected to close in 2056, Black women will wait until 2124, and Hispanic women won't see pay equal to White men's until 2248—an astounding 232 years away.

As our country becomes increasingly diverse, voters and policymakers must recognize and act on policy issues particularly important to girls and women of color, including raising the minimum wage, passing paid family and medical leave, improving pay transparency, expanding access to college, and increasing child care subsidies.

**Figure 2. Percentage of highschool students who experienced sexual dating violence by sex and race, 2015**



# Mariam K. Chamberlin Fellowship in Women and Public Policy

## MKC Reflection from Asha DuMonthier (2015-2016 MKC Fellow)



2015 - 2016 MKC Fellow Asha DuMonthier

I first learned about the Institute for Women's Policy Research (IWPR) from an economics professor in college. I had explained to her how I had chosen to study both Economics and Women and Gender studies. The combination was exciting and had the potential to help me understand how economic forces interact with gender, race, and class, systematizing social and economic inequality. My professor explained to me that IWPR was a think tank in Washington, D.C., that focused exactly on the intersections that I was most interested in and offered a fellowship for recent college graduates named after Mariam K. Chamberlain, a pioneer in the field of feminist economics.

Two years later, after graduating from college, completing the Mariam K. Chamberlain (MKC) Fellowship, and serving as a Research Assistant at IWPR, I am incredibly grateful for IWPR and the opportunities that the MKC Fellowship has opened for me. During my time as a Fellow at IWPR, I got the chance to learn about a wide variety of issues that are important to me, not only as a researcher, but also as a young woman of color beginning her career in a country in which gender, race, and class continue to determine

individuals' chances at securing well-being, safety, economic security, and more.

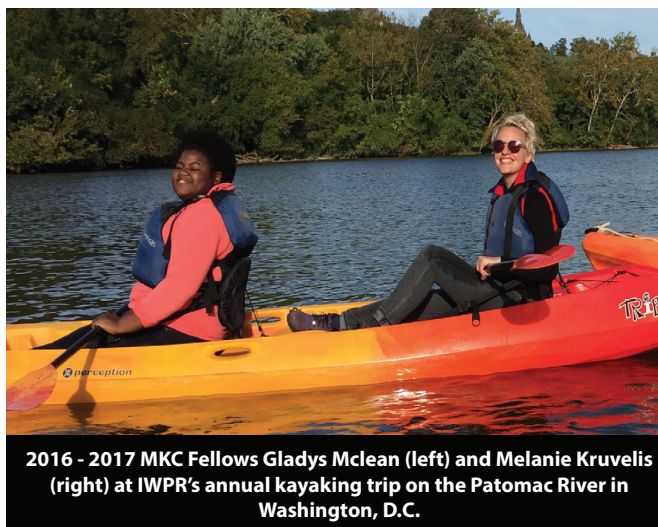
I developed both my research and leadership skills as I led the creation of a forthcoming report on the Status of Black Women in the United States. I also had the invaluable opportunity to learn and grow among an incredible staff of researchers and feminists who have committed their careers to uncovering difficult truths and elevating the challenges, triumphs, and lived experiences of women and girls in the United States and around the world.

As I move forward and take on a new position as a Research and Policy Associate at the East Bay Alliance for a Sustainable Economy in Oakland, CA, I bring with me a refined set of qualitative and quantitative research skills, knowledge of a wide variety of topics related to gender and economic empowerment, and great memories of an energetic and passionate group of people that give IWPR such an important voice in the research and policy world.

“My experiences at IWPR have shaped the way I view myself and my future.”

- Asha DuMonthier,  
Research Assistant & 2015 -  
2016 MKC Fellow

## IWPR Welcomes 2016-2017 Mariam K. Chamberlain Fellows



2016 - 2017 MKC Fellows Gladys Mclean (left) and Melanie Kruvelis (right) at IWPR's annual kayaking trip on the Patomac River in Washington, D.C.

In September 2016, IWPR welcomed two fellows, **Gladys Mclean** and **Melanie Kruvelis**, to join our research team as part of the longstanding Mariam K. Chamberlain Fellowship program. Gladys graduated from Davidson College, where she conducted qualitative research projects on the intersections of race, class, gender, and education. Prior to joining IWPR, she spent a year as a fellow at an independent school in North Carolina. Melanie graduated from the University of Michigan, where she earned high honors for her thesis on the conditions that may influence a nation's likelihood of adopting constitutional provisions on gender. She previously worked at Northwestern University's Institute for Policy Research and Michigan Radio.

# Media Highlights

## Commentary from IWPR Experts

IWPR President Heidi Hartmann in *The New York Times*' Room for Debate, "Women Need Equal Opportunities for Job Advancement," August 15, 2016

IWPR Program Director Ariane Hegewisch in *PBS NewsHour*, "A Massachusetts Law is the Most Promising Step Yet Toward Equal Pay," August 4, 2016

A Letter to the Editor, "Paid Sick Leave Benefits Workers" by Study Director Jessica Milli in *The Detroit News*, August 18, 2016

## Women in the Workforce and the Gender Gap

*Glamour*, "It Will Take Centuries for Hispanic Women to Close the Gender Pay Gap," October 31, 2016

*Fortune*, "We Want Men to Be 'Geniuses' and Women to be 'Nurturers' Says Study," October 12, 2016

*Associated Press*, "GenForward Poll: Half of Black Youth Face Job Discrimination," October 9, 2016

*The Huffington Post*, "California Expands Equal Pay Law to Include Protections for Race and Ethnicity," September 30, 2016

*New York Magazine*, "The Pay Gap Between Black and White Americans Is Even Bigger Today Than It Was in 1979," September 20, 2016

*Mother Jones*, "Incomes Are Up and Poverty Is Down, but Guess Which Americans Have Gained the Most," September 16, 2016

*Pacific Standard*, "The New American Inequality," September 15, 2016

*MarketWatch*, "Why the Pay Gap Between Men and Women is Bigger at Ivy League Schools," September 13, 2016

*The Nation*, "The Wage Gap Is Worse for Black Women," August 29, 2016

*Ebony*, "We Have to Get Real, the Racial and Gender Pay Gap Exists," August 23, 2016

*Slate*, "The Wage Gap Between White Women and Women of Color May Be Getting Worse," August 23, 2016

*Washington Post*, "What a New Equal Pay Law in Massachusetts could Do for Everyone, Not Just Women," August 4, 2016

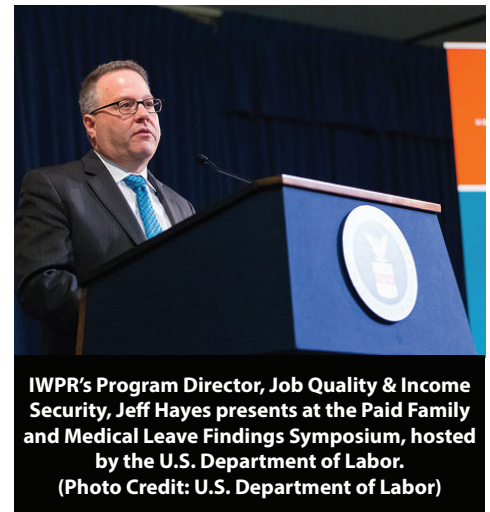
*The Atlantic*, "A Step Toward Equal Pay for Men and Women," August 3, 2016

*Vox*, "The Truth About the Gender Wage Gap," August 1, 2016

## Political Participation

*FiveThirtyEight*, "Don't Hold Your Breath for Gender Parity In Congress—It Could Take Another 100 Years," October 11, 2016

*The Christian Science Monitor*, "How Women Lead Differently," October 8, 2016



*Politico*, "How Cracked Is the Glass Ceiling, Really?" July 28, 2016

## Student Parents

*The Atlantic*, "Colleges Aren't Very Kid-Friendly," October 13, 2016

*Slate*, "Being a Student Parent Shouldn't Be as Hard as It Is," September 23, 2016

*ABC7 Fort Myers, FL*, "On-campus Child Care on the Decline," September 15, 2016

*Washington Post*, "Clinton Renews Pledge to Fund Child Care on College Campuses, as More Centers Close," September 7, 2016

*MarketWatch*, "A Key Amenity Missing from Most College Campuses (it's not a gym or food court)," September 10, 2016

*Redbook*, "Hero Woman is Bringing Free Childcare to Single Moms," July 22, 2016

## Paid Leave

*The New York Times*, "U.S. Will Require Its Contractors to Provide Paid Sick Leave," September 29, 2016

*Marketplace*, "Trump's Paid-Maternity Plan Doesn't Quite Add Up," September 22, 2016

*The Nation*, "Trump's Terrible, No-Good Solution for Gender Inequality in the Workplace," September 21, 2016

*Washington Post*, "Trump's Maternity Leave Plan Looks A lot Like Bill Clinton's from 1999," September 13, 2016



IWPR Staff enjoyed an annual end of summer outing kayaking on the Potomac River in Washington, D.C.

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Mary Sotos made a gift in honor of Kate and Kimani in celebration of their wedding  
Elizabeth Sommer made a gift in honor of Kate and Kimani Little's wedding  
Nancy and Fred Brown made a gift in memory of Nancy Hayes Gault

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## Celebrating our Successes and Looking Forward to 2017

IWPR conducts and communicates research to inspire public dialogue, shape policy, and improve the lives and opportunities of women of diverse backgrounds, circumstances, and experiences. IWPR has...

- Helped low-income workers receive paid sick leave in 7 states, the District of Columbia, 2 counties, and 29 cities.
- Developed the Pathway to Equity online tool that helps women identify on-ramps to middle-skill jobs that pay at least \$35,000.
- Helped empower pay transparency and equal pay efforts across the country, including California, Massachusetts, New York, New York City and Oregon, through research and heightened public awareness of policies that protect workers and achieve pay equity for women.
- Provided training to advocates, victim service and justice professionals to address the economic consequences of violence and barriers to safety and recovery.
- Made increased access to child care for parents seeking a postsecondary degree a policy priority.
- Helped achieve paid family leave access in New York, helped improve access in Rhode Island, and is informing progress in several other states and the District of Columbia that are exploring advancing paid family leave.

2016 was another busy year for IWPR. As of October, IWPR had already released 38 publications; we were cited at least 1,500 times by media all over the country; and staff presented findings and recommendations at more than 175 conferences, panels, meetings, and other events.

### With your help, IWPR will do even more in 2017!

Tax-deductible donations made by December 31st can be credited on your 2016 taxes. A few ways you can donate:

- **Donate online** by visiting our website [www.iwpr.org](http://www.iwpr.org) and clicking the "CONTRIBUTE" button on the homepage.
- **Mail a check** made out to "*Institute for Women's Policy Research*" using the envelope included in your newsletter.
- Federal workers can give to IWPR through the **Combined Federal Campaign (#10208)**.
- **Call IWPR's Development department**, at 202.785.5100, 9:00 to 5:00 EST.

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## Recent IWPR Publications

### Chartbook

High School Girls and Violence 2015: A Chartbook, IWPR #B363, October 2016

### Briefing Papers

The Economic Status of Women in New York State, IWPR #R410, November 2016

Intersections of Domestic Violence and Economic Security, IWPR #B362, October 2016

Girls and Young Women of Color: Where They Are in the United States, IWPR #R473, October 2016

Women of Color: Where They Are in the United States, IWPR #R472, October 2016

Child Care for Parents in College: A State-by-State Assessment, IWPR #C445, September 2016

### Fact Sheets

Five Ways to Win an Argument about the Gender Wage Gap, IWPR #C447, September 2016

The Gender Wage Gap: 2015; Annual Earnings Differences by Gender, Race, and Ethnicity, IWPR #C446, September 2016

### Quick Figures

Hispanic Women Are Among Those Women Who Saw the Largest Declines in Wages over the Last Decade, IWPR #Q059, October 2016

If Current Trends Continue, Hispanic Women Will Wait 232 Years for Equal Pay; Black Women Will Wait 108 Years, IWPR #Q058, October 2016

Job Growth Among Women Continues to Climb: 65 percent of Jobs Added in the 3rd Quarter of 2016 Went to Women, IWPR #Q057, October 2016

Breadwinner Mothers by Race/Ethnicity and State, IWPR #Q054, September 2016

Native American Women Are Among Those Who Saw the Largest Decline in Wages over the Last Decade (Native American Women Equal Pay Day), IWPR #Q055, September 2016

Women's Median Earnings as a Percent of Men's Median Earnings, 1960-2015 (Full-time, Year-round Workers) with Projection for Pay Equity in 2059, IWPR # Q056, September 2016

**Publications available online**