



Women's Giving Circle
of Bartholomew County

A PROGRAM OF HERITAGE FUND

BARTHOLOMEW COUNTY REPORT CARD FOR WOMEN

As a philanthropic organization seeking to improve the lives of women in our local community we believed it was important to have a starting point. How do you improve anything if you don't know its current state? How do we know what opportunities exist to help local women and their families if we don't better understand the issues they are facing? We decided it was important to begin collecting some baseline data to better inform our grantmaking process and further determine our potential for impact. We don't suggest that this data is all inclusive, but rather we hope that it is a starting point for our membership (and the broader community) to better understand some of the unique challenges that women face in our community. Our further hope is that this data might create some additional dialogue around these challenges and how we can work together to change lives for the better.

NATIONAL MEDIAN EARNINGS

Men: \$53,275
Women: \$43,022

Asian Women: \$51,146
White Women: \$46,513
Black Women: \$36,735
Hispanic Women: \$32,002

STATE MEDIAN EARNINGS

Men: \$51,570
Women: \$38,710

LOCAL MEDIAN EARNINGS

Men: \$57,673
Women: \$40,498

Source: US Census Bureau, American Fact Finder 2020

TOP JOBS FOR WOMEN (NATIONAL)

	% of female employees	Women's Median Income	Men's Median Income
Registered Nurse	86.7%	\$68,509	\$73,603
Elementary/Middle School Teacher	80.3%	\$51,787	\$57,041
Secretary/Administrative Assistant	93.9%	\$39,572	\$44,698

Source: US Census Bureau, 2019 American Community Survey



Even in female-dominated professions, men make more money



Women earn 82 cents for every dollar a man earns, and the gap is even wider for many women of color

Source: Bureau of Labor Statistics

WOMEN IN STEM PROFESSIONS (NATIONAL)



Women occupy 25.9% of all **Computer & Mathematical occupations**



Women occupy 15.2% of all **Architecture & Engineering occupations**

Source: US Census Bureau, 2019 American Community Survey

EDUCATIONAL ATTAINMENT

National

Men: 87.9% High School Diploma, GED or above
31.3% 4-year or more

Women: 90.3% High School Diploma, GED or above
35.8% 4-year or more

State

Men: 88.7% High School Diploma, GED or above
26.1% 4-year or more

Women: 91% High School Diploma, GED or above
30.1% 4-year or more

Local

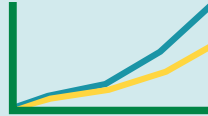
Men: 89.6% High School Diploma, GED or above
35.5% 4-year or more

Women: 93.3% High School Diploma, GED or above
37.4% 4-year or more

Source: Community Education Coalition



Among those with advanced degrees, women earn 74 cents for every dollar men make



More education leads to higher earnings but the gender pay gap is wider among men and women with a bachelor's degree

Source: Census.gov; <https://www.census.gov/library/stories/2019/05/college-degree-widens-gender-earnings-gap.html>; Among the Educated, Women Earn 74 Cents for Every Dollar Men Make, Jennifer Cheeseman Day; May 29, 2019

POVERTY

National

Women: 12.9%

Men: 10.6%

State

Women: 15.7%

Men: 13%

Local

Women: 15.2%

Men: 12.6%

15.7% of Indiana women live in poverty

73% of Indiana households headed by a single woman are below ALICE

ALICE = Asset Limited, Income Constrained, Employed

- A new way of defining and understanding the struggles of households
- Earn above the Federal Poverty Level
- Not enough to afford a bare-bones household budget



Nearly 3/4 of single moms in our state are struggling to provide basic needs for their families

CHILDCARE (LOCAL)

Facility Types in Bartholomew County	Capacity
11 Centers	621
26 Homes	270
9 Ministries	1,117
9 School-Based	368
55 Total Locations	2,376 Total Capacity

6,495
Children under the age of 6 in Bartholomew County

56%
of children under the age of 6 need access to childcare

12
Childcare options in Bartholomew County are considered high-quality

\$9,689
Average annual cost of high-quality childcare in Bartholomew County

#10
Bartholomew County's ranks among highest cost for childcare in Indiana

Source: Early Learning Indiana, United Way Bartholomew County 2019 Needs Assessment



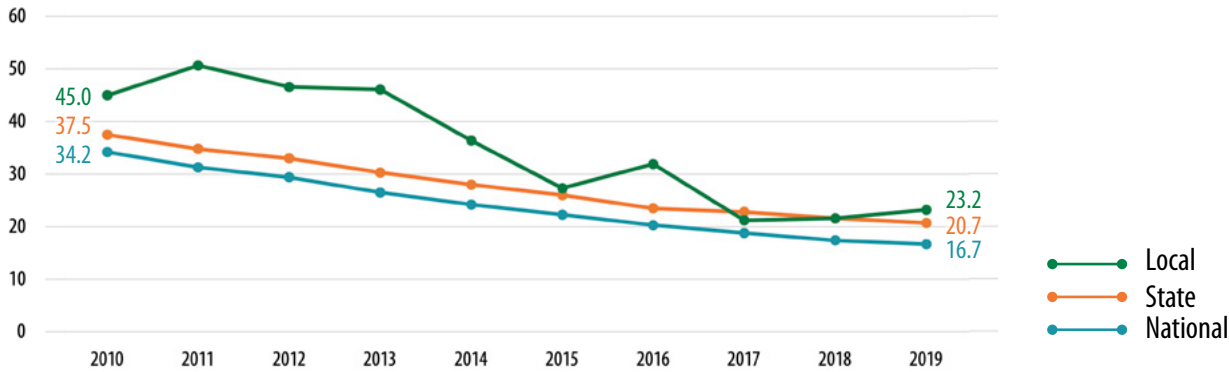
Cost of high-quality childcare is equivalent to approximately **25%** of a local woman's median income

3,637 children under the age of 6 who need childcare

Only 2,376 childcare slots available for children of all ages

TEEN BIRTH RATE

Represented as live births per 1,000 women in the 15-19 age group



In 2019, approx. **61 babies** were born to teenage mothers in Bartholomew County

Although the teen birth rate has declined significantly since 2011, our local teen birth rate is **higher than both the state and national average**

The current U.S. teen birth rate remains substantially **higher than in other western industrialized nations**

Source: Indiana State Department of Health, Epidemiology Resource Center, Data Analysis Team; US Centers for Disease Control

INFANT MORTALITY RATE (2014-2018)

Represented as the number of infant deaths (before their first birthday) per 1,000 live births

National 5.8

State 7.2

Local 7.5

In 2018, Indiana ranked **13th in the nation** for infant mortality rates

The local rate for infant mortality is **higher than the state and national average**

Source: US Centers for Disease Control

INDIANA INTERPERSONAL VIOLENCE

42.5% of Indiana women experience intimate partner physical violence, intimate partner sexual violence and/or intimate partner stalking in their lifetime.

Indiana ranks **third highest out of 30 states** in the percentage of high school students who reported experiencing sexual dating violence during the past 12 months.

Source: National Center for Injury Prevention and Control 2019; Turning Point Domestic Violence Services



Nearly 1/2 of women in our state will experience domestic violence in their lifetime

Source: US Centers for Disease Control

POLITICAL PARTICIPATION

27,426 Women are registered to vote in Bartholomew County

In the 2020 general election:

51.9% of local voters were women **18,994 women voted**

Source: Bartholomew County Clerk Office

US Congress
27% women

Indiana General Assembly
21% women

In 2015, municipal offices in Bartholomew County
34.3% women

Source: Pew research Center www.pewresearch.org/fact-tank/2021/01/15/a-record-number-of-women-are-serving-in-the-117th-congress; In.gov; Hoosier Women Lead; Indiana Commission for Women

WOMEN IN LOCAL LEADERSHIP

49%

Women hold **49% of board seats** across local nonprofits

37%

Women hold **37% of city government** board seats and appointments

32%

Women hold **32% of county** board seats and appointments

Source: Women's Giving Circle, Addressing the Representation Gap in Bartholomew County Leadership, August 2020

Women are underrepresented in elected offices at the local, state & national levels



Women are under-represented in leadership positions in our community

Source: US Census Bureau, American Fact Finder 2020

IMPACT OF COVID-19

Women at home

75% of U.S. primary caregivers are women

Mothers were **three times as likely** as fathers to take on the majority of housework and caregiving during the pandemic.

Mothers of young children in dual-career couples were **twice as likely** to spend more than five additional hours per day on household responsibilities due to COVID-19.

Source: Boston College Center for Work & Family, BBH; www.bbh.com/us/en/insights/private-banking-insights/the-impact-on-women-infographic.html

Women at work

Industries hit hardest by the pandemic: leisure, hospitality, education and healthcare

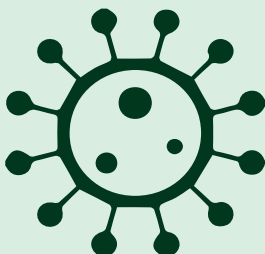
These industries employ disproportionate numbers of women and people of color, causing **women to bear a greater economic brunt** than their male counterparts

Female jobs are **19% more at risk** than male jobs

Women made up **54% of job losses** in 2020

Women **lost 156,000 jobs** in December 2020

Women lost **100% of jobs** in December 2020



COVID-19 has been devastating for women in the workforce and at home

Women have sustained **deeper job losses and increased responsibilities** for unpaid work

5% Predicted increase in wage gap after pandemic recession

Compared to fathers, mothers are...

2X more likely to be responsible for homeschooling

3X more likely to take on majority of housework and caregiving

Sources: www.cnbc.com/2021/01/11/women-account-for-100percent-of-jobs-lost-in-december-new-analysis.html; Boston College Center for Work & Family, BBH; www.bbh.com/us/en/insights/private-banking-insights/the-impact-on-women-infographic.html