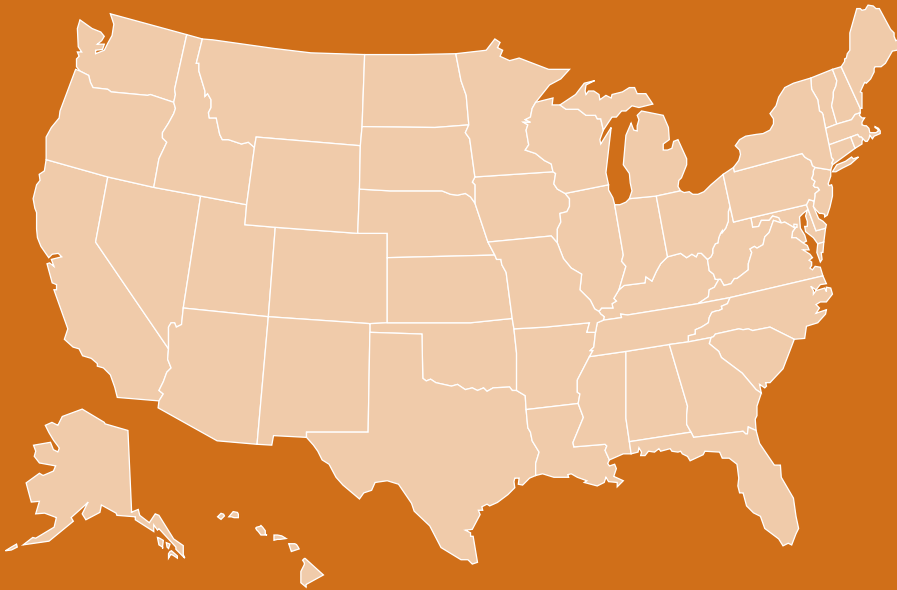


THE STATUS OF WOMEN IN THE STATES

POLITICS ♦ ECONOMICS ♦ HEALTH ♦ RIGHTS ♦ DEMOGRAPHICS



Institute for Women's Policy Research

UNITED STATES

About *The Status of Women in the States* Project

This publication is one in a series of *Status of Women in the States* reports by the Institute for Women's Policy Research (IWPR). Over the past ten years, *The Status of Women in the States* has become a leading source of analysis of women's status across the country. Between 1996 and 2004, IWPR has produced individual reports on women's status in all 50 states and the District of Columbia, as well as biennially updated reports on national trends across the states.

The Status of Women in the States project is designed to inform citizens about the progress of women in their state relative to women in other states, to men, and to the nation as a whole. The reports have three main goals: 1) to analyze and disseminate information about women's progress in achieving rights and opportunities; 2) to identify and measure the remaining barriers to equality; and 3) to provide baseline measures and a continuing monitor of women's progress throughout the country.

The Status of Women in the States reports have been used throughout the country to highlight remaining obstacles facing women in the United States and to encourage policy changes designed to improve women's status. Data on the status of women give citizens the information they need to address the key issues facing women and their families.

About This Report

This report is part of a set of *The Status of Women in the States* reports released in 2004. This set includes *Women's Economic Status in the States: Wide Disparities by Race, Ethnicity, and Region*; *The Status of Early Care and Education in the States* and two accompanying state-level analyses of Wisconsin and New Mexico; 12 state-level *Status of Women* reports; and this national overview of women's status across the country.

The production of this report was underwritten by Merck & Co., Inc. and the AFL-CIO. The Annie E. Casey Foundation, the Ford Foundation, the Levi Strauss Foundation, Merck & Co., Inc., the Otto Bremer Foundation, and the Rockefeller Family Fund supported the overall project. IWPR also received financial support from funders and organizations in the states: the Nokomis Foundation for *The Status of Women in Michigan*; the Women's Foundation of Minnesota for *The Status of Women of Color in Minnesota*; the Women's Foundation of Montana for *The Status of Women in Montana*; the Women's Foundation of Oklahoma for *The Status of Women in Oklahoma*; and the Women's Fund of the Greater Milwaukee Foundation for *The Status of Women in Wisconsin*.

The data used in the report come from a variety of sources, primarily federal government agencies, although other organizations also provided data. While every effort has been made to check the accuracy and completeness of the information presented, any errors are the responsibility of IWPR. Please do not hesitate to contact the Institute with any questions or comments.

About the Institute for Women's Policy Research

The Institute for Women's Policy Research (IWPR) is a scientific research organization dedicated to informing and stimulating the debate on public policy issues of critical importance to women and their families. IWPR focuses on issues of poverty and welfare, employment and earnings, work and family, health and safety, and women's civic and political participation.

The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research that illuminates economic and social policy issues affecting women and families and to build a network of individuals and organizations that conduct and use women-oriented policy research. IWPR, an independent, nonprofit, research organization also works in affiliation with the graduate programs in public policy and women's studies at The George Washington University.

IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations. Members and affiliates of IWPR's Information Network receive reports and information on a regular basis. IWPR is a 501(c)(3) tax-exempt organization.

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THE STATUS OF WOMEN IN THE STATES

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Introduction



During the 20th century, women made significant economic, political, and social advances, but they are still far from enjoying gender equality. Throughout the United States, women earn less than men, are seriously underrepresented in political office, and make up a disproportionate share of people in poverty. Even in areas where there have been significant advances in women's status, rates of progress are slow. For example, at the rate of progress achieved between 1989 and 2002, women will not achieve wage parity for more than 50 years. If women's representation in Congress changes at the rate it did during the last decade, it will take almost 100 years to achieve equality in political representation.

To make significant progress toward gender equity, policymakers, researchers, and advocates need reliable data about women and the issues affecting their lives. Recognizing this need, the Institute for Women's Policy Research (IWPR) initiated a series of reports on *The Status of Women in the States* in 1996. The biennial series is now in its fifth round. Over the course of a decade, reports on each of the 50 states and the District of Columbia have been completed. This year, IWPR produced reports on twelve states, together with this national report summarizing results for all the states and the nation as a whole.

Goals of *The Status of Women in the States* Reports

The Status of Women in the States reports are produced to inform citizens about the progress of women in their state relative to women in other states, to men, and to the nation as a whole. The reports have three main goals: 1) to analyze and disseminate information about women's progress in achieving rights and opportunities; 2) to identify and measure the remaining barriers to equality; and 3) to provide baseline measures and a continuing monitor of women's progress throughout the country.

The 2004 reports contain indicators describing women's status in five main areas: political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being. In addition, the reports provide information about basic demographics among women (see

Appendix I). For the five major issue areas addressed in this report, IWPR compiled composite indices based on the indicators presented to provide an overall assessment of the status of women in each area and to rank the states from 1 to 51 (including the District of Columbia; see Appendix II for details).

Although state-by-state rankings provide important insights into women's status throughout the country—indicating where progress is greater or less—in no state do women have adequate policies ensuring their equal rights. Women have not achieved equality with men in any state, including those ranked relatively high on the indices compiled for this report. All women continue to face important obstacles to achieving economic, political, and social parity.

To address the continuing barriers facing women across the United States, the reports also include letter grades for each state for each of the five major issue areas. IWPR designed the grading system to highlight the gaps between men's and women's access to various rights and resources. States were graded based on the difference between their performance and goals set by IWPR (e.g., no remaining wage gap or the proportional representation of women in political office; see Appendix II). For example, since no state has eliminated the gap between women's and men's earnings, no state received an A on the employment and earnings composite index. Because women in the United States are closer to achieving some goals than others, the curve for each index is somewhat different. Using the grades, policymakers, researchers, and advocates can quickly identify remaining barriers to equality for women in their state.

IWPR designed *The Status of Women in the States* to actively involve state researchers, policymakers, and advocates concerned with women's status. Beginning in 1996, these state partners have collaborated on the design and written portions of *The Status of Women in the States* reports, reviewed drafts, and disseminated and applied the findings in their states. Their participation has been crucial to improving the reports and increasing their effectiveness and impact in each round. Many have used the reports to advance policies to improve women's status.

About the Indicators and the Data

IWPR referred to several sources for guidelines on what to include in these reports. The Beijing Declaration and Platform for Action from the U.N. Fourth World Conference on Women guided some of IWPR's choices of indicators. This document, the result of an official convocation of delegates from around the world, outlines issues of concern to women, rights fundamental to achieving equality and autonomy, and remaining obstacles to women's advancement. IWPR also turned to members of its state advisory committees, who reviewed their state's report and provided input for improving the project as a whole. Finally, IWPR staff consulted experts in each subject area for input about the most critical issues affecting women's lives.

Ultimately the IWPR research team selected indicators by using several principles: relevance, representativeness, reliability, and comparability of data across all the states and the District of Columbia. While women's status is constantly changing, the evidence contained in this report represents a compilation of the best available data for measuring women's status.

To facilitate comparisons among states, IWPR uses only data collected in the same way for each state. Much of the data is from federal government agencies, including the Census Bureau, the Bureau of Labor Statistics, the Centers for Disease Control, and the National Center for Health Statistics. Nonprofit and research organizations also provide data.

For the 2004 series of reports, IWPR used data from two different sources to report on women's economic status:

A) Census 2000 Data.

Census 2000 data were collected by the United States Census Bureau through its decennial census of the entire U.S. population. A subset of Census respondents, or 17 percent of households, was asked to complete a long form with additional questions, and a portion of these data (for 2.8 million individuals) is available through the Public Use Microdata Samples. In the Census data, the sample size for women for full-time, full-year workers ranged from 2,768 in Wyoming to 179,500 in California; for men, the sample size ranged from 4,314 in the District of Columbia to 273,713 in California. These data allowed IWPR to provide state-level statistics on a variety of indicators of women's economic status by race and ethnicity, including data on earnings, the gender wage ratio, labor force participation, education, and

poverty. These data reflect conditions in 1999 for some variables and 2000 for other variables. The decennial censuses provide the most comprehensive data for states and local areas, but they are conducted only every ten years. Please note that unless otherwise noted, the data in this report for the various races (white, African American, Asian American, Native American, and other/two or more races) do not include Hispanics; Hispanics, who may be of any race, are reported separately. For information on how race and ethnicity were defined for the purposes of this report, see Appendix III.

B) 2002-2003 Current Population Survey Data.

As in previous years, IWPR used the Current Population Survey (CPS) to produce statistics for the major economic indices and rankings, to maintain consistency with previous reports and to use the most up-to-date information available. The CPS is a monthly survey of a nationally representative sample of households. It is conducted jointly by the U.S. Census Bureau and the Bureau of Labor Statistics. To ensure sufficiently large sample sizes for cross-state comparisons, two years of data were combined and then tabulated. For this set of reports, IWPR used new economic data for the calendar years 2001-2002. Because the CPS has a much smaller sample than the decennial Census, the population subgroups that can be reliably studied are limited (for information on sample sizes, see Appendix II), which led to the decision to supplement the most current CPS data with slightly older decennial Census data from 2000.

In some cases, we report data on one indicator from two different sources (for example median annual earnings), so that we can provide both the most current data available from the CPS and detailed race and ethnicity breakdowns using Census 2000. The reader should use caution in making comparisons across these data sources since they represent two different samples of individuals surveyed in different years in different economic conditions.

Identifying and reporting on subregions within states (cities or counties) were beyond the scope of this project, which means that regional differences among women within the states are not reflected. For example, pockets of poverty are not identified, and community-level differences in women's status are not described. While these differences are important, addressing them was not possible due to resource constraints.

A lack of reliable and comparable state-by-state data limits IWPR's treatment of several important topics: violence against women, issues concerning nontraditional families of all types, issues of special importance to lesbians, and issues concerning women with disabilities. The report also does not analyze women's unpaid labor or women in nontraditional occupations. In addition, income and poverty data across states are limited in their comparability by the lack of good indicators of differences in the cost of living by state; thus, poor states may look worse than they really are, and rich states may look better than they really are. IWPR firmly believes that all of these topics are of utmost concern to women in the United States and continues to search for data and methods to address them. Many of these issues do not receive sufficient treatment in national surveys or other data collection efforts.

These data concerns highlight the sometimes problematic politics of data collection: researchers do not know enough about many of the serious issues affecting women's lives because women do not yet have sufficient political or economic power to demand the necessary data. As a research institute concerned with women, IWPR presses for changes in data collection and analysis in order to compile a more complete understanding of women's status.

Readers of this report should keep a few technical notes in mind. In some cases, differences reported between two states—or between a state and the nation—for a given indicator are statistically significant. That is, they are unlikely to have occurred by chance and probably represent a true difference between the two states or the state and the country as a whole. In other cases, these differences are too small to be statistically significant and are likely to

have occurred by chance. IWPR did not calculate or report measures of statistical significance. Generally, the larger a difference between two values (for any given sample size or distribution), the more likely it is that the difference will be statistically significant.

Finally, when comparing indicators based on data from different years, the reader should note that in the 1990-2004 period, the United States experienced a major economic recession at the start of the 1990s, followed by a slow and gradual recovery, with strong economic growth (in most states) in the last few years of the 1990s. By 2000, however, the economy had slowed significantly, and a recession began in March 2001 and officially ended in November 2001. The period since the end of the recession has been marked by slow economic growth.

How *The Status of Women in the States* Reports Are Used

The Status of Women in the States reports have been used throughout the country to highlight remaining obstacles facing women in the United States and to encourage policy changes designed to improve women's status. The reports have helped IWPR's state partners and others educate the public about issues concerning women's status; inform policies and programs to increase women's voter turnout; and make the case for establishing commissions for women, expanding child care subsidies for low-income women, strengthening supports for women-owned businesses, developing training programs for women to enter non-traditional occupations, and improving women's access to health care. Data on the status of women give citizens the information they need to address the key issues facing women and their families.

1. Overview of *The Status of Women in the States*

Women in the United States have achieved significant advances and are seeing important changes in their lives. Their access to political, economic, and social rights has improved greatly over the past 40 years. Nonetheless, they do not enjoy equality with men, and they lack many of the legal guarantees that would allow them to achieve it. Women across the nation would benefit from stronger enforcement of equal opportunity laws, greater political representation, adequate and affordable quality child care, stronger poverty reduction programs, and other policies to improve their status.

This report describes women's status nationally, and discusses differences in how women fare among the states. It presents data for each state on 30 indicators of women's status. It also ranks each state on women's overall status in five areas: political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being. These rankings are based on composite indices of women's status for indicators in each of the five areas of their lives.

This report also presents an overview of the status of women of color in the United States, both nationally and by state. Large disparities still exist for many women of color in their social, political, economic, and health lives.

In recent years, women's status has improved in many important ways:

- Between the fall of 1996 and the fall of 2004, the number of women governors jumped from one to nine, the number of women in the U.S. Senate grew from nine to 14, and the number of women in the U.S. House increased from 49 to 60.
- In every state, the wage gap between women's and men's earnings narrowed between 1989 and 2002. West Virginia showed the most improvement in the wage gap, improving from a gap of 41.4 percent to a gap of 27.4 percent.
- In five states, African American women earn as much or more than white women; in 17 states, Asian American women do; in five states, Native American women do; and in one state, Hispanic women do.
- Between 1995 and 2002, women's poverty fell in all but eleven states; nationally, it dropped from 13.7 percent to 12.1 percent.
- Ten states jumped by more than ten places on the reproductive rights composite index between 1996 and 2004. Nevada saw the largest increase, jumping from 35th in 1996 to 13th in 2004.
- Women saw a decrease in their average annual mortality rate from suicide, from 4.4 deaths per 100,000 in 1998 to 4.0 deaths per 100,000 in 2001.
- The average annual mortality rate from breast cancer also decreased, from 28.8 per 100,000 in 1998 to 26.5 in 2001. African American women saw an especially large decline in this rate, which fell from 37.8 deaths per 100,000 in 1998 to 35.4 deaths per 100,000 in 2001.

At the same time, women's status has worsened or stagnated in other areas:

- The proportion of women state legislators increased very little, from 20.8 percent to 22.5 percent, between 1996 and 2004.
- The number of women of color serving in the U.S. Congress fell from 21 in 2002 to 18 in 2004. No women of color currently serve in the U.S. Senate, and no woman of color has served as governor of any state.
- In eleven states, women's poverty actually increased between 1995 and 2002, and in another seven states, it fell by less than 1.0 percentage point (compared with 1.6 percentage points nationally).
- In 1996, 14 states had waiting periods for women seeking abortions; by 2004, 25 states did.
- After women's average annual incidence rate of AIDS decreased from 9.4 per 100,000 in 1997 to 8.7 per 100,000 in 2000, the rate increased in 2001 to 9.1 per 100,000.
- Racial disparities in AIDS remain wide: in 1999, the rate of AIDS incidence per 100,000 women was 49.0 for African American women, 14.9 for Hispanic women, and 5.0 for Native American

women, compared with 1.4 for Asian American women and 2.3 for white women.

Many U.S. women are witnessing real improvements in their economic, political, and social status. But women have not achieved equality with men in any state, and throughout the country there are still many important problems and obstacles to their well-being.

The Best and Worst States Overall

States usually differ considerably in their rankings and grades on the five composite indices used to measure women’s status, making it challenging to determine the best and worst states for women. IWPR does not compute a single composite score combining information from all five indices. IWPR uses two criteria to select the best and worst states: the best states must 1) rank in the top ten on at least one composite index of women’s status, and 2) never rank in the bottom half of all states. Honorable mention is given to states that rank in the top half on all the composite indices. The worst states rank in the bottom ten on at least one composite index of women’s status and never rank in the top half of all states. Dishonorable mention is given to states that

rank in the bottom half on all composite indices (see Appendix II for details on the methodology for ranking the states on the composite indices).

Overall, the best states for women in 2004 are Vermont, Connecticut, Minnesota, and Washington (see Chart 1). Only these four states met the two criteria for being among the top states for women. Oregon receives an honorable mention. The worst state for women is Mississippi. Women’s status is also low in South Carolina, Kentucky, Arkansas, Oklahoma, Tennessee, and Texas. Florida receives a dishonorable mention.

Since 2002, there have been some interesting changes among the best states for women:

- Massachusetts, which was tied for the best state for women in 2002, is no longer among the top states at all. Between 2002 and 2004, Massachusetts’ rank for women’s political participation fell from 8th to 28th, largely because the state lost its woman governor. While Massachusetts is in the top ten on the other four composite indices, its low rank for political participation excludes it from being one of the best states for women.

Chart 1.
The Best and Worst States for Women, 2004

BEST STATES, 2004		WORST STATES, 2004	
1.	Vermont	51.	Mississippi
2.	Connecticut	50.	South Carolina
3.	Minnesota	49.	Kentucky
4.	Washington	47.	Arkansas
			Oklahoma (tied)
		46.	Tennessee
		45.	Texas
5.	Honorable Mention: Oregon	44.	Dishonorable Mention: Florida

Each of the best states for women appears in the top ten on at least one composite index; none appears below the midpoint of all states on any of the composite indices. Only four states qualified under these criteria. Each of the worst states appears in the bottom ten at least once and is below the midpoint of all states on all of the composite indices. Seven states met these criteria. For more on the methodology for ranking the states and for source information, see Appendix II.

Oregon received an honorable mention because it ranked in the top half of all states on all of the composite indices but never ranked in the top ten of all states. Florida received a dishonorable mention because it ranked below the midpoint of all states on each of the composite indices, yet never ranked in the bottom ten of all states for any composite.

Calculated by the Institute for Women’s Policy Research.

- ▶ Alaska, Maine, and New Hampshire also dropped out of the top states for women. Alaska is no longer in the top half of all states for political participation (falling from 22nd to 26th) and health and well-being (falling from 13th to 27th). Maine fell below the midpoint of all states for women's employment and earnings (from 17th to 27th) and for women's social and economic autonomy (from 24th to 28th). New Hampshire's ranking for political participation fell from 14th to 36th when it lost its woman governor, moving it out of the top states for women.
- ▶ Within the top states for women, Minnesota dropped from tied for 1st to 3rd (after dropping from the top third on reproductive rights).
- ▶ Vermont moved from a tie for 1st to holding the top spot alone (after climbing into the top ten for women's health and well-being).
- ▶ Vermont, Connecticut, Minnesota, and Washington have consistently been good states for women, as they have ranked among the best states for women four times in a row (1998, 2000, 2002, and 2004).
- ▶ Texas also joined the worst states for women in 2004, after falling from 24th to 29th for women's employment and earnings. Texas is now in the bottom ten of all states for women's social and economic autonomy as well (at 44th, falling from 40th).
- ▶ Alabama, Pennsylvania, and Indiana all moved out of the worst states for women in 2004. Alabama now ranks in the top half of all states (at 24th) for women's political participation. Pennsylvania jumped from a ranking of 36th to 21st for women's employment and earnings and from 29th to 25th for women's health and well-being. Florida remains in the bottom half of all states on all five indicators, and so earns a dishonorable mention, although it no longer ranks in the bottom ten of all states for women's health and well-being. Indiana improved its ranking for women's political participation from 30th to 23rd.
- ▶ Between 2002 and 2004, Tennessee advanced from 50th to 46th overall, after leaving the bottom ten states for both women's employment and earnings and women's health and well-being.
- ▶ Mississippi was the worst state for women for the fourth time in a row (1998, 2000, 2002, and 2004).

There were also a few developments among the worst states for women:

- ▶ South Carolina rejoined the ranks of the worst states for women in 2004 after moving out of the worst states in 2002. In 2004, South Carolina dropped into the bottom ten of all states for women's political participation (42nd, from 40th in 2002), employment and earnings (42nd, from 30th in 2002), and health and well-being (44th, from 40th in 2002).

Throughout the country, women still face significant problems that demand attention from policymakers, women's advocates, and researchers concerned with women's status. This report is designed to help pinpoint the barriers that continue to disadvantage women in each state.

2. Political Participation

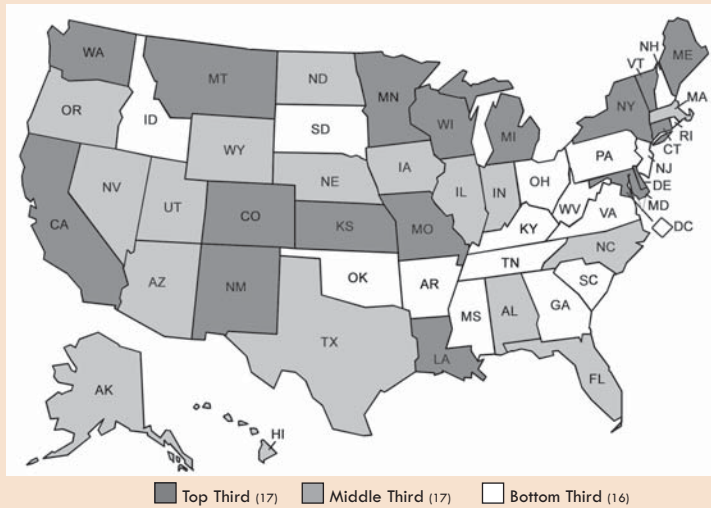
The political participation composite index combines four aspects of women's political status: voter registration, voter turnout, representation in elected office, and women's institutional resources. Ranks on these components vary widely among the states.

- As of fall 2004, five states—Delaware, Iowa, Mississippi, New Hampshire, and Vermont—had never sent a woman to either house of Congress.
- In state legislatures in 2004, the proportion of female representatives ranged from 9.4 percent in South Carolina to 36.7 percent in Washington.
- Nationally, women are more likely to register to vote than men in every state but Pennsylvania. Hispanic and Asian American men and women are much less likely to vote than those of other races or ethnicities.
- Hawaii has the lowest registration rate for women in the country, at 51.0 percent. More than 40 percentage points divide Hawaii from the state with the highest rate, North Dakota, at 91.1 percent. North Dakota and several other top states for women's voter registration have either automatic or same-day registration.
- Women are more likely to vote than men in all but seven states: Hawaii, Kentucky, New Jersey, North Dakota, Oklahoma, Pennsylvania, and South Dakota.
- The state with the highest rate of women's voter participation (Minnesota, 67.9 percent) and that with the lowest rate (Arizona, 41.4 percent) differ by more than 25 percentage points.

States also vary widely in their levels of women's political representation:

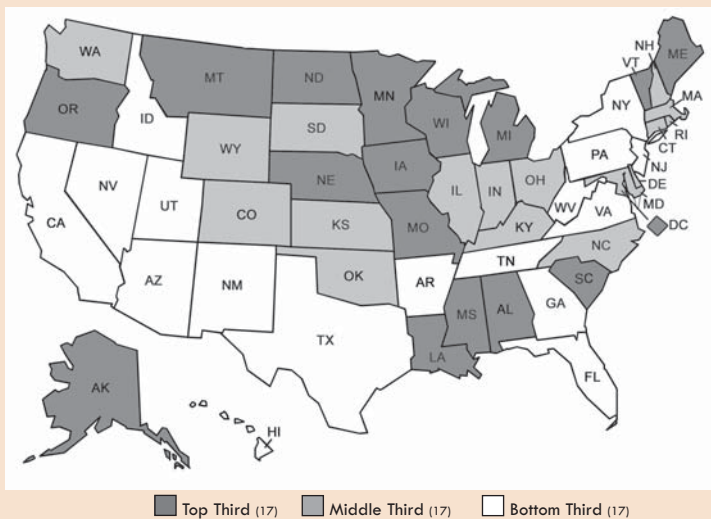
- A record of nine states—Arizona, Delaware, Connecticut, Hawaii, Kansas, Louisiana, Michigan, Montana, and Utah—had female governors as of 2004. In addition, Puerto Rico had its first female governor.
- In four states—California, Kansas, Maine, and Washington—women have held both Senate seats simultaneously.

MAP 1: Political Participation Composite Index



Note: For methodology and sources, see Appendix II.
 Calculated by the Institute for Women's Policy Research.

MAP 2: Women's Voter Registration, 1998 and 2000



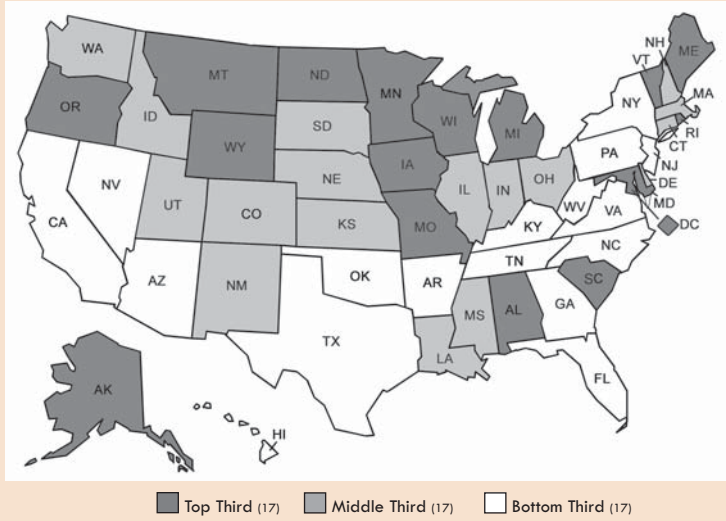
Note: Average percent of all women aged 18 and older who reported registering for the presidential and congressional elections of 1998 and 2000.
 Source: U.S. Department of Commerce, Bureau of the Census 2000 and 2002.
 Compiled by the Institute for Women's Policy Research.

Women of color were only 4.1 percent of all state legislators.

- Four of the states where women vote at lower rates than men—Kentucky, New Jersey, Pennsylvania, and South Dakota—also rank in the bottom ten for women’s representation in elected office.

Map 1 shows at a glance which states are in the top, middle, or bottom third of the nation overall on the women’s political participation composite index. Maps 2, 3, 4, and 5 show which states are in the top, middle, or bottom third of the nation on the components of the political participation index. Table 2 compares the states on the political participation composite index and its components (see also Appendix Figure 1). Table 3 shows how the states compare on several indicators of women’s political participation by race and ethnicity.

MAP 3: Women’s Voter Turnout, 1998 and 2000

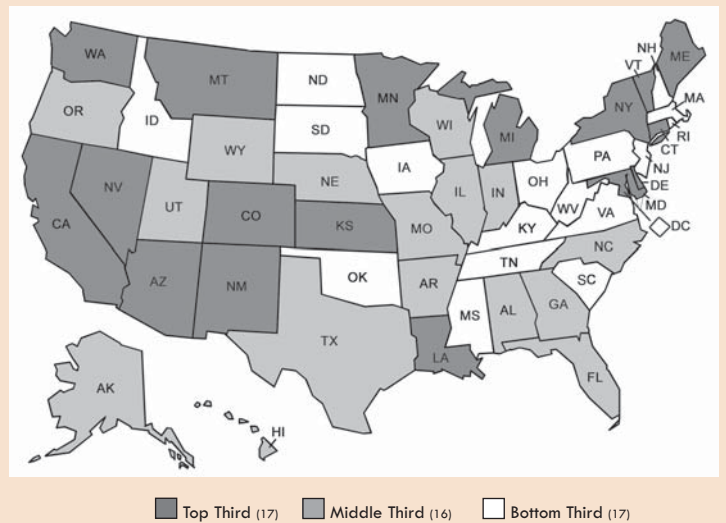


Note: Average percent of all women aged 18 and older who reported voting for the presidential and congressional elections of 1998 and 2000.

Source: U.S. Department of Commerce, Bureau of the Census 2000 and 2002.

Compiled by the Institute for Women’s Policy Research.

MAP 4: Women in Elected Office, 2004

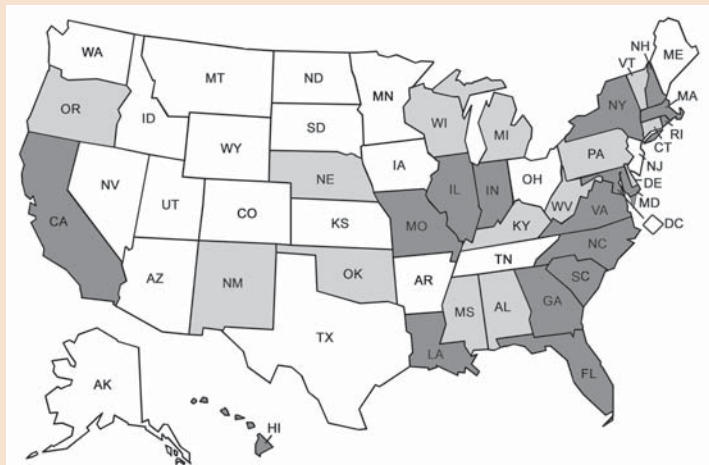


Note: Percent of state and national elected officials who are women, 2004.

Sources: Center for American Women and Politics 2004a, 2004b, 2004c, 2004d; Council of State Governments 2004.

Calculated by the Institute for Women’s Policy Research.

MAP 5: Women's Institutional Resources, 2004



■ Top Third (16) ■ Middle Third (14) □ Bottom Third (20)

Note: Number of institutional resources for women in the state, 2004.
Sources: National Association of Commissions for Women 2004; Center for American Women and Politics 1998, updated by the Institute for Women's Policy Research.
Calculated by the Institute for Women's Policy Research.

RACE, ETHNICITY, AND POLITICAL PARTICIPATION

Political participation allows women to influence policies that affect their lives. By voting, running for office, and taking advantage of other avenues for participation, women give voice to their particular concerns, experiences, and priorities. Over the past few decades, a growing gender gap in attitudes and behavior among voters—the tendency for women and men to vote differently—suggests that some of women's political preferences differ from men's (Conway, Steuernagel, and Ahern 1997).

Racial disparities often compound gender disparities in voting and other forms of political participation (Lien 1998).

For example, lower levels of voter registration and turnout among minority men and women mean that their interests and concerns are less well represented in the political process. In particular, Asian American and Hispanic men and women register to vote and vote at much lower rates than men and women of other races and ethnicities. In 2000, 70.0 percent of white men and women were registered to vote, compared with 64.3 percent of African American men and women, 34.9 percent of Hispanic men and women, and 30.7 percent of Asian and Pacific Islander men and women (U.S. Department of Commerce, Bureau of the Census 2002). The percent of men and women who voted in 2000 was also highest for whites (60.4 percent), followed by African Americans (54.1 percent), with Hispanics (27.5 percent) and Asian Americans (25.4 percent) voting at much lower rates. Lower voting rates for Hispanics and Asian and Pacific Islanders can be partially attributed to the fact that these groups have larger proportions of immigrants among them and have much lower rates of citizenship than other groups (Passel 2004); the data used here do not distinguish by citizenship status.

Minority women are also underrepresented in elected political office (see Table 1). Women of color held only 18 of the 535 seats in the U.S. Congress in 2003-04, or 3.4 percent. As of October 2004, no women of color served in the U.S. Senate (CAWP 2004e). Only one woman of color, Carol Moseley Braun of Illinois, has ever served in the U.S. Senate. Among women in the House of Representatives in 2003-04, women of color were more proportionally represented, as they were 18 of 60 female members of the House (women of color are approximately 30 percent of all women in the country). Not all women of color were equally well represented, however: in the U.S. House

Table 1.

Women of Color in Elected Office in the United States, 2004

	United States
Number of Women in Statewide Executive Elected Office^a	80
Women of Color ^b	5
Number of Women in the U.S. Congress	
U.S. Senate ^c	14 of 100
Women of Color ^b	0
U.S. House ^d	60 of 435
Women of Color ^b	18
Percent of State Legislators Who Are Women of Color^e	4.1%

Source: ^a CAWP 2004a; ^b CAWP 2004e; ^c CAWP 2004c; ^d CAWP 2004d; ^e CAWP 2004e.

Compiled by the Institute for Women's Policy Research.

(Continued on next page)

of Representatives, there were eleven African American women, seven Hispanic women, and no Asian American or Native American women in 2003-04 (Table 3).

Of statewide elected executive offices, only five (1.6 percent) were held by women of color in 2004: two by African American women (Republican Jennette Bradley, lieutenant governor of Ohio, and Democrat Denise Nappler, state treasurer of Connecticut), three by Hispanic women (Susan Castillo, superintendent of public instruction of Oregon; Democrat Patricia Madrid, attorney general of New Mexico; and Democrat Rebecca Vigil-Giron, secretary of state of New Mexico), and none by Asian American or Native American women (CAWP 2004e). The most powerful woman of color in statewide elected office in the country was Lieutenant Governor Bradley of Ohio. No woman of color has served as governor of any state. In the 100 largest cities in the United States, only two women of color served as mayors in 2004: Shirley Franklin, an African American woman in Atlanta, Georgia, and Heather Fargo, a Hispanic woman in Sacramento, California (CAWP 2004e; mayoral positions are not included in IWPR's composite indicator of women in elected office).

Minority women were also underrepresented in state legislative office in 2004: only 4.1 percent of all state legislators were women of color (1,661 positions, or 22.5 percent, were held by women overall). Thus, 18.4 percent of all seats held by women were held by women of color, even though women of color make up about 30 percent of the population of women as a whole.

- Of the 306 women of color holding state legislative office, African American women held 215 seats in a total of 37 states. Of these women, 211 were Democratic and four were Republican. Georgia and Maryland had the highest number of African American women state legislators, with 18 women holding state legislative offices in each state.
- Hispanic women (51 Democratic and seven Republican) held a total of 58 seats in 14 states. New Mexico had the highest number of Hispanic women holding state legislative office, with 13.
- Asian American and Pacific Islander women held 23 state legislative seats in seven states. Of these women, 18 were Democrats and five were Republicans. Hawaii had 14 Asian American and Pacific Islander women holding state legislative office, the most of any state.
- Native American women held ten seats in five states (CAWP 2004f). Eight of these women were Democrats, one was a Republican, and one was an Independent. Montana had the largest number of Native American female state legislators, with four.

Political participation is an important way for women of every race and ethnicity to shape the policies that affect their lives. National and state governments, advocates, and political parties should consider ways to increase the involvement of women of color through increased emphasis on voter registration and turnout, as well as on recruiting, training, and providing financial support for political candidacies among women of color in the country.

Table 2: How the States Measure Up: Women's Status on the Political Participation Composite Index and Its Components

State	Composite Index			Women in Elected Office Composite Index		Percent of Women Registered to Vote, 1998 and 2000		Percent of Women Who Voted, 1998 and 2000		Number of Institutional Resources Available to Women in the State	
	Score	Rank	Grade	Score	Rank	Percent	Rank	Percent	Rank	Score	Rank
Alabama	0.46	24	C-	1.66	32	75.0%	5	55.8%	12	1.25	22
Alaska	0.23	26	C-	1.95	26	72.8%	12	60.5%	3	0.00	46
Arizona	-0.49	29	C-	2.70	10	54.2%	47	41.4%	50	1.00	31
Arkansas	-2.20	38	D	1.81	30	63.9%	37	47.5%	36	1.00	31
California	8.48	3	B	4.23	2	53.6%	48	44.3%	44	2.00	1
Colorado	2.94	15	C	2.85	8	67.8%	21	53.8%	18	0.25	44
Connecticut	8.25	4	B	3.81	3	66.8%	27	50.6%	32	1.25	22
Delaware	6.98	7	B-	3.49	5	67.2%	25	51.5%	30	1.25	22
District of Columbia	N/A	N/A	N/A	N/A	N/A	72.0%	N/A	59.4%	N/A	N/A	N/A
Florida	-0.78	32	C-	1.86	29	61.8%	44	46.9%	40	2.00	1
Georgia	-2.16	37	D	1.65	33	62.6%	40	43.7%	47	2.00	1
Hawaii	-0.49	29	C-	2.36	20	51.0%	50	43.9%	46	2.00	1
Idaho	-2.53	39	D	1.61	34	62.9%	39	52.0%	25	1.00	31
Illinois	0.94	22	C-	1.89	27	67.1%	26	52.0%	25	2.00	1
Indiana	0.64	23	C-	1.87	28	66.8%	27	50.9%	31	2.00	1
Iowa	0.16	27	C-	1.54	37	75.3%	4	59.6%	8	1.00	31
Kansas	4.71	10	B-	3.05	7	67.8%	21	51.7%	27	1.00	31
Kentucky	-3.88	43	D-	1.08	47	67.8%	31	49.6%	34	1.50	17
Louisiana	5.34	9	B-	2.62	14	74.9%	6	51.7%	27	2.00	1
Maine	7.64	5	B-	3.40	6	78.8%	3	60.1%	6	0.00	46
Maryland	4.50	11	C+	2.64	12	65.3%	33	54.2%	16	2.00	1
Massachusetts	-0.01	28	C-	1.61	34	68.1%	20	53.2%	22	2.00	1
Michigan	9.00	2	B	3.61	4	71.9%	13	56.3%	11	1.25	22
Minnesota	6.99	6	B-	2.56	17	81.0%	2	67.9%	1	1.00	31
Mississippi	-4.17	44	D-	0.78	49	74.8%	7	52.5%	23	1.25	22
Missouri	3.16	13	C	1.99	24	74.5%	9	56.5%	10	2.00	1
Montana	3.00	14	C	2.58	15	73.1%	11	59.4%	9	0.00	46
Nebraska	0.43	25	C-	1.74	31	71.9%	13	53.9%	17	1.50	17
Nevada	-0.70	31	C-	2.72	9	51.6%	49	41.8%	48	1.00	31
New Hampshire	-1.94	36	D	1.20	42	67.5%	24	53.3%	21	2.00	1
New Jersey	-7.13	50	F	0.84	48	63.1%	38	45.3%	41	1.00	31
New Mexico	2.55	17	C	2.57	16	62.4%	41	51.7%	27	1.50	17
New York	2.68	16	C	2.65	11	59.8%	46	47.5%	36	2.00	1
North Carolina	2.40	18	C	2.42	18	65.9%	32	47.0%	39	2.00	1
North Dakota	1.88	21	C	1.30	40	91.1%	1	63.3%	2	1.00	31
Ohio	-3.57	41	D-	1.60	36	66.3%	30	52.5%	23	0.00	46
Oklahoma	-2.70	40	D	1.51	38	66.6%	29	48.1%	35	1.25	22
Oregon	2.10	19	C	2.19	21	69.9%	16	55.6%	13	1.25	22
Pennsylvania	-4.56	47	D-	1.18	43	62.3%	42	47.3%	38	1.50	17
Rhode Island	-1.86	35	D	1.13	44	68.3%	18	54.9%	15	2.00	1
South Carolina	-3.63	42	D-	0.64	50	71.2%	15	55.6%	13	2.00	1
South Dakota	-5.24	48	D-	1.11	45	69.7%	17	53.4%	19	0.00	46
Tennessee	-5.29	49	D-	1.23	41	64.2%	36	44.7%	42	1.00	31
Texas	-1.85	34	D	2.15	22	62.1%	43	41.7%	49	1.00	31
Utah	-1.37	33	D+	1.98	25	61.6%	45	49.7%	33	1.00	31
Vermont	5.87	8	B-	2.64	12	73.8%	10	60.1%	6	1.50	17
Virginia	-4.36	45	D-	1.09	46	64.5%	34	44.3%	44	2.00	1
Washington	9.64	1	B	4.38	1	66.0%	31	53.4%	19	0.25	44
West Virginia	-4.55	46	D-	1.31	39	64.4%	35	44.4%	43	1.25	22
Wisconsin	4.42	12	C+	2.39	19	74.6%	8	60.2%	5	1.25	22
Wyoming	2.02	20	C	2.14	23	68.2%	19	60.3%	4	1.00	31
United States				2.10		64.6%		49.3%		1.25	(median)

Notes:

N/A: The District of Columbia is not included in these rankings.

See Appendix II for methodology.

Calculated by the Institute for Women's Policy Research.

Table 3: How the States Measure Up: Women's Political Representation, by Race and Ethnicity

State	Women in U.S. House of Representatives ^a						Women in Statewide Elected Executive Offices ^a					
	All Women	White Women	African American Women	Asian American Women	Native American Women	Hispanic Women	All Women	White Women	African American Women	Asian American Women	Native American Women	Hispanic Women
Alabama	0	0	0	0	0	0	5	5	0	0	0	0
Alaska	0	0	0	0	0	0	0	0	0	0	0	0
Arizona	0	0	0	0	0	0	3	3	0	0	0	0
Arkansas	0	0	0	0	0	0	0	0	0	0	0	0
California	18	9	4	0	0	5	0	0	0	0	0	0
Colorado	2	2	0	0	0	0	2	2	0	0	0	0
Connecticut	2	2	0	0	0	0	4	3	1	0	0	0
Delaware	0	0	0	0	0	0	3	3	0	0	0	0
Dist. of Columbia	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Florida	4	2	1	0	0	1	1	1	0	0	0	0
Georgia	1	0	1	0	0	0	3	3	0	0	0	0
Hawaii	0	0	0	0	0	0	1	1	0	0	0	0
Idaho	0	0	0	0	0	0	1	1	0	0	0	0
Illinois	2	2	0	0	0	0	2	2	0	0	0	0
Indiana	1	0	1	0	0	0	3	3	0	0	0	0
Iowa	0	0	0	0	0	0	2	2	0	0	0	0
Kansas	0	0	0	0	0	0	3	3	0	0	0	0
Kentucky	1	1	0	0	0	0	0	0	0	0	0	0
Louisiana	0	0	0	0	0	0	2	2	0	0	0	0
Maine	0	0	0	0	0	0	0	0	0	0	0	0
Maryland	0	0	0	0	0	0	0	0	0	0	0	0
Massachusetts	0	0	0	0	0	0	1	1	0	0	0	0
Michigan	2	1	1	0	0	0	2	2	0	0	0	0
Minnesota	1	1	0	0	0	0	3	3	0	0	0	0
Mississippi	0	0	0	0	0	0	1	1	0	0	0	0
Missouri	2	2	0	0	0	0	2	2	0	0	0	0
Montana	0	0	0	0	0	0	2	2	0	0	0	0
Nebraska	0	0	0	0	0	0	3	3	0	0	0	0
Nevada	1	1	0	0	0	0	2	2	0	0	0	0
New Hampshire	0	0	0	0	0	0	0	0	0	0	0	0
New Jersey	0	0	0	0	0	0	0	0	0	0	0	0
New Mexico	1	1	0	0	0	0	3	1	0	0	0	2
New York	6	5	0	0	0	1	1	1	0	0	0	0
North Carolina	1	1	0	0	0	0	3	3	0	0	0	0
North Dakota	0	0	0	0	0	0	2	2	0	0	0	0
Ohio	3	2	1	0	0	0	2	1	1	0	0	0
Oklahoma	0	0	0	0	0	0	4	4	0	0	0	0
Oregon	1	1	0	0	0	0	1	0	0	0	0	1
Pennsylvania	1	1	0	0	0	0	2	2	0	0	0	0
Rhode Island	0	0	0	0	0	0	0	0	0	0	0	0
South Carolina	0	0	0	0	0	0	1	1	0	0	0	0
South Dakota	1	1	0	0	0	0	0	0	0	0	0	0
Tennessee	1	1	0	0	0	0	0	0	0	0	0	0
Texas	3	1	2	0	0	0	2	2	0	0	0	0
Utah	0	0	0	0	0	0	1	1	0	0	0	0
Vermont	0	0	0	0	0	0	2	2	0	0	0	0
Virginia	1	1	0	0	0	0	0	0	0	0	0	0
Washington	1	1	0	0	0	0	2	2	0	0	0	0
West Virginia	1	1	0	0	0	0	0	0	0	0	0	0
Wisconsin	1	1	0	0	0	0	3	3	0	0	0	0
Wyoming	1	1	0	0	0	0	1	1	0	0	0	0
United States	60	42	11	0	0	7	80	75	2	0	0	3

Notes:
 N/A: The District of Columbia is not included in these rankings.
 Source: ^a CAWP 2004e; ^b CAWP 2004f.

Compiled by the Institute for Women's Policy Research.

Table 3: How the States Measure Up: Women's Political Representation, by Race and Ethnicity (Continued)

Women in State Legislatures ^b						
State	All Women	White Women	African American Women	Asian American Women	Native American Women	Hispanic Women
Alabama	14	5	9	0	0	0
Alaska	12	8	1	0	3	0
Arizona	25	19	1	0	1	4
Arkansas	22	19	3	0	0	0
California	36	21	0	3	0	12
Colorado	34	30	1	0	1	2
Connecticut	55	48	4	0	0	3
Delaware	18	16	2	0	0	0
Dist. of Columbia	N/A	N/A	N/A	N/A	N/A	N/A
Florida	40	30	9	0	0	1
Georgia	51	33	18	0	0	0
Hawaii	21	7	0	14	0	0
Idaho	28	28	0	0	0	0
Illinois	49	32	12	0	0	5
Indiana	27	22	5	0	0	0
Iowa	32	29	2	1	0	0
Kansas	46	42	4	0	0	0
Kentucky	15	15	0	0	0	0
Louisiana	24	14	10	0	0	0
Maine	50	49	0	0	1	0
Maryland	63	43	18	1	0	1
Massachusetts	51	45	5	0	0	1
Michigan	35	27	8	0	0	0
Minnesota	55	53	1	1	0	0
Mississippi	22	12	10	0	0	0
Missouri	42	29	13	0	0	0
Montana	37	33	0	0	4	0
Nebraska	9	9	0	0	0	0
Nevada	18	16	1	0	0	1
New Hampshire	117	116	1	0	0	0
New Jersey	19	13	4	0	0	2
New Mexico	33	18	2	0	0	13
New York	48	35	11	0	0	2
North Carolina	36	29	7	0	0	0
North Dakota	23	23	0	0	0	0
Ohio	28	19	9	0	0	0
Oklahoma	19	16	3	0	0	0
Oregon	26	23	3	0	0	0
Pennsylvania	36	32	4	0	0	0
Rhode Island	23	20	3	0	0	0
South Carolina	16	11	5	0	0	0
South Dakota	17	17	0	0	0	0
Tennessee	23	15	8	0	0	0
Texas	35	20	6	1	0	8
Utah	23	23	0	0	0	0
Vermont	56	56	0	0	0	0
Virginia	20	14	6	0	0	0
Washington	54	48	1	2	0	3
West Virginia	25	25	0	0	0	0
Wisconsin	37	32	5	0	0	0
Wyoming	16	16	0	0	0	0
United States	1661	1355	215	23	10	58

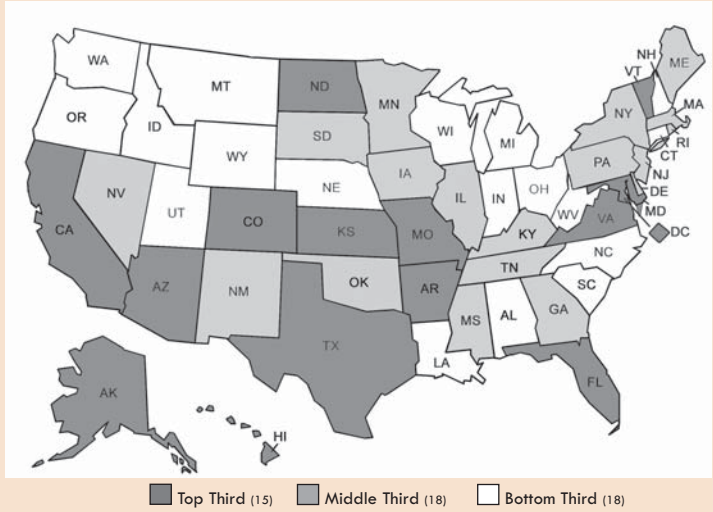
Compiled by the Institute for Women's Policy Research.

percent of women in these fields, however, is much larger in some states than in others. As a share of all women workers, women in the District of Columbia are twice as likely to work in managerial and professional positions as are women in Idaho, at 49.3 percent versus 24.6 percent.

The wage gap, women's earnings, and women's representation in professional and managerial occupations are closely related in many states. Alaska, California, Colorado, the District of Columbia, and Maryland all score in the top ten on all three indicators. Trends are slightly different for the fourth component of this index, women's labor force participation. The percentage of women in the labor force is high in many states among the Mountain and northern Midwestern regions, as well as a few Northeastern states.

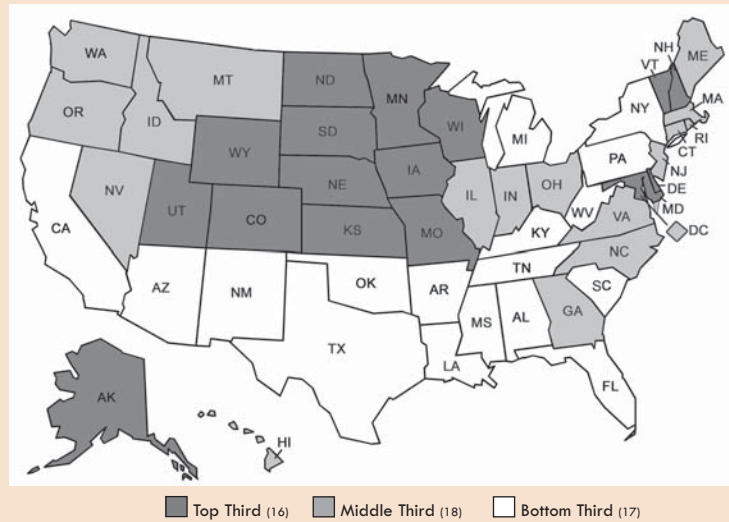
Map 6 shows how states fall in the top, middle, or bottom third of the nation on the women's employment and earnings composite index. Maps 7, 8, 9, and 10 show which states are in the top, middle, and bottom for the components of this index. Table 4 compares the states on the employment and earnings indicators (see also Appendix Figure 2) and Table 5 compares each state on several indicators by race and ethnicity.

MAP 8: Earnings Ratio Between Full-Time, Year-Round Employed Women and Men, 2002



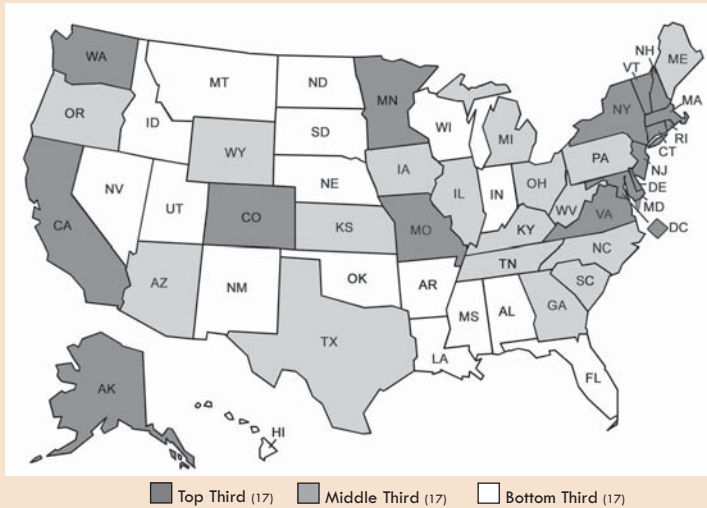
Note: Median annual earnings for full-time, year-round workers aged 16 and older, 2001-02.
 Source: Urban Institute 2004a.
 Compiled by the Institute for Women's Policy Research.

MAP 9: Women's Labor Force Participation, 2002



Note: Percent of all women aged 16 and older who were employed or looking for work in 2002.
 Source: U.S. Department of Labor, Bureau of Labor Statistics 2004b.
 Compiled by the Institute for Women's Policy Research.

MAP 10: Women in Professional and Managerial Occupations, 2001



Note: Percent of all women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations in 2001.
 Source: U.S. Department of Labor, Bureau of Labor Statistics 2003.
 Compiled by the Institute for Women's Policy Research.

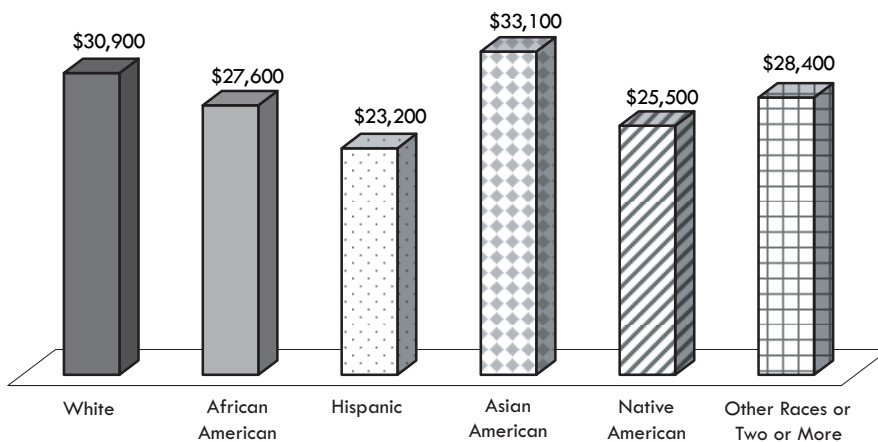
WAGE INEQUALITY BY RACE AND ETHNICITY

Women's Wages by Race and Ethnicity

In the United States, women's wages continue to lag behind men's. In 2002, the median wages of women who worked full-time, year-round were 76.2 percent of men's (Urban Institute 2004a). In other words, among workers with the greatest employment effort, women earned about 76 cents on the dollar earned by men. For minority women, the factors causing the gender wage gap are often compounded by specific race-based inequities. Racial discrimination continues to pose serious barriers to employment, promotion, and higher earnings for Hispanics, African Americans, Asian Americans, and Native Americans in the

United States (Blumrosen and Blumrosen 2002). Industrial and occupational segregation can also be a source of racial wage inequality—for instance, in 2002, nearly one-third of employees in the low-paying private households sector of the service industry were Latinos (Thomas-Breitfeld 2003). Asian American women are also disproportionately represented in low-wage jobs such as garment work, high-tech contract assembly work (for example, in Silicon Valley), and domestic work (Foo 2003). For Native Americans, geographic isolation, reductions in state and federal public assistance, limited tribal economic development and employment opportunities, and inadequate investment in education and health services are also associated with lower wages (Vinje 1996). Among Hispanics, lower levels of educational attainment and English language ability both contribute to lower earnings (Thomas-Breitfeld 2003; Trejo 1997).

Figure 1.
Median Annual Earnings of Women Employed Full-Time/Year-Round in the United States, by Race and Ethnicity, 1999 (2003 dollars)



Notes:
 For women aged 16 and older. See Appendix III for methodology.
 Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics.
 Source: Urban Institute 2004b.
 Compiled by the Institute for Women's Policy Research.

National data show that in 1999, the median annual earnings of African American women (in 2003 dollars) for full-time, year-round work were \$27,600; those of Native American women were \$25,500; and those of Hispanic women were \$23,200, all substantially below those of white women, who earned \$30,900 (see Figure 1; Urban Institute 2004b; source of the data in this section is the 2000 Census, which differs from the Current Population Survey data presented above and used to rank

(Continued on next page)

the states for women's earnings and the wage ratio in the employment and earnings composite index; see Appendix III for methodology used to define race and ethnicity in this report). The earnings of Asian American women were the highest of all groups, at \$33,100; these higher earnings, however, were also accompanied by higher poverty rates and disparities within the larger category of Asian American women (Caiazza, Shaw, and Werschkul 2004).

For women in different states, race and ethnicity affect earnings differently. These disparities have consequences for the economic autonomy and stability of women of color and their families.

- In 1999, California had the highest wages for African American women in the country, at \$35,300. Maine and Alaska had the best wages among Hispanic women (\$28,700); New Jersey had the best wages for Asian American women (\$44,200); and Connecticut had the highest earnings for Native American women (\$38,700; see Table 5; due to small sample sizes, some states are excluded from these rankings for the wages and wage ratio among women of color).
- In contrast, the lowest wages for African American women were in Louisiana, at \$19,400. The lowest wages for Hispanic women and Asian American women were in Arkansas (\$17,700 and \$21,400, respectively).
- The lowest wages for American Indian/Alaska Native women were in North Dakota (\$19,900).

Comparing Women's Wages to White Men's Wages

Wage differences become all the more striking when reflected in the earnings ratios between women of different races and ethnicities, on the one hand, and white men, on the other. The wage ratio between white women and men in 1999, for example, was 70.0 percent (higher than the ratio of 67.5 percent between all women and white men; see Figure 2). The wage ratio between Asian American women and white men was higher, at 75.0 percent. The wage ratio between African American women and white men was considerably lower, at 62.5 percent; the wage ratio between Native American women and white men was 57.8 percent; and the wage ratio between Hispanic women and white men was the lowest of all, at 52.5 percent.

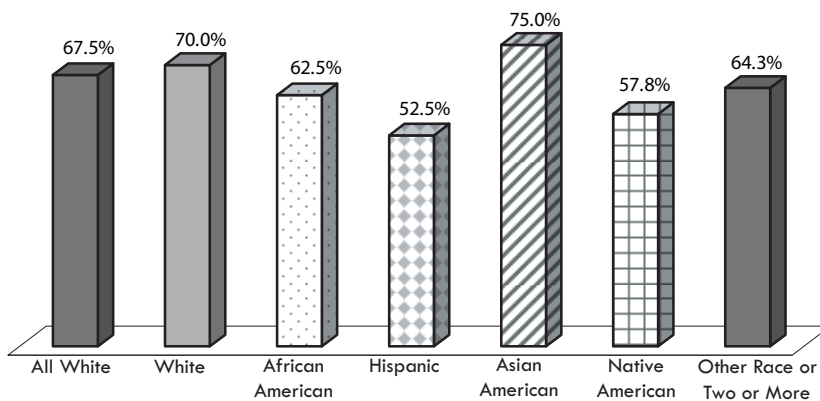
- West Virginia had the highest wage ratio for African-American women (72.6 percent). For Asian American women, the best wage ratio was in Delaware (87.5 percent). Arkansas had the best wage ratio for Native American women (78.7 percent), and Maine had the highest wage ratio for Hispanic women (80.0 percent). The highest wage ratio for white women was in the District of Columbia, at 82.0 percent (see Table 5).
- The worst wage ratio for African American women was in Louisiana, where African American women earned just 48.9 percent of what white men in that state earn. Rhode Island had the worst wage ratio for Asian American women (53.8 percent), and New Jersey had the worst wage ratio for Native American women (52.0 percent). The District of Columbia had the worst wage ratio for Hispanic women (41.0 percent), and Wyoming had the worst wage ratio for white women (62.9 percent).

In states with relatively diverse populations, the wage ratio between all women and white men provides a particularly interesting snapshot of how race and gender work together to disadvantage women of color. Because the wages of men of color are generally lower on average than white men's, states that have large minority populations have lower overall wages for men. The same is true for women, but in general the race- and ethnicity-based wage gap is smaller among women than among men, making the wage ratio between all women and all men look better in states with large shares of minorities. Comparing women only to white men, though, illustrates the combined effects of racial and gender disparities for women of color more starkly than the overall wage ratio between all women and all men.

(Continued on next page)

For example, based on 2000 Census data, the District of Columbia had the highest wage ratio between all women and all men (90.0 percent; data not shown; Urban Institute 2004b), but it ranks at the bottom for the ratio of all women to white men (59.0 percent; Table 5). This large drop is due both to its large minority population and to the particularly high wages of white men in the District relative to the states. When the earnings of women of color are measured not against the earnings of men of color—who also have low earnings—but against white men’s, the disparities related to race and ethnicity become shockingly clear. While the ratio between white women and white men ranks at the top of the nation (82.0 percent) in the District, the ratio between African American women and white men ranks 42nd of 43 (at 50.0 percent); for the ratio between Asian American women and white men, the District ranks 43rd of 45 (57.4 percent); and for the ratio between Hispanic women and white men, it ranks last of 48 (41.0 percent; some states are left out of these rankings

Figure 2.
Ratio of Women’s to White Men’s Median Annual Earnings in the United States, by Race and Ethnicity, 1999 (for full-time/year-round workers)



Notes:
 For women and men aged 16 and older. See Appendix III for methodology.
 Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics.
 Source: Urban Institute 2004b.
 Compiled by the Institute for Women’s Policy Research.

due to small sample sizes). It is important to recognize, however, that women of color in the District of Columbia have among the highest earnings in the nation (Table 5).

Several other states with relatively large populations of women of color also do worse on this measure than on the measure of all women’s earnings to all men’s. For example,

California would rank second for the overall women-to-men ratio based on 2000 Census data (at 79.0 percent; data not shown; Urban Institute, 2004b), but it ranks 45th for the ratio of all women’s to white men’s wages (at 63.2 percent), because of its large minority population and its relatively high earnings for white men. California is a state with relatively high earnings for women of color compared with other states, but it is also a state where white men have particularly high earnings. Similarly, Hawaii drops from 3rd for the overall women-to-men ratio to 13th for the all women to white men ratio; Florida, from 4th to 21st; Nevada, from 7th to 29th; and the District of Columbia drops from 1st to 51st.

Wage inequalities are also evident within the relatively broad racial and ethnic categories described above, particularly among Asian American, Hispanic, and Native American women. For example, Japanese women have much higher earnings than Vietnamese women; Cuban women have much higher earnings than Central American women; and Eskimo women have much higher earnings than Chippewa women (data are not available for analysis of subgroups among African American women; Caiazza, Shaw, and Werschkul 2004).

Many factors help explain the difference between women’s and men’s wages. Earnings are determined by the development of job-related skills through education, job training, and workforce experience, and women and men continue to differ in the amount and types of human capital they attain. Opportunities for skill-building through education, training, and work experiences are even

(Continued on next page)

fewer for women of color. Women and men also tend to work in different occupations and industries and to join unions at different rates. Women, and particularly those of color, are still grossly underrepresented in a number of higher-paying occupations, such as jobs in science, technology, engineering, and mathematics, and in top business jobs. At the same time, research by the U.S. Government Accountability Office (2003) shows that for the period from 1983 to 2000, approximately 45 percent of the wage gap between men and women could not be explained by the combined effect of differences in human capital, industry and occupation, unionization, and work hours. Both this finding and evidence from case studies and litigation suggest that discrimination based on sex and race continues to play a role in holding down women's earnings.

Addressing the various factors that contribute to the wage gap will require that government at the local, state, and federal levels deter discrimination based on sex, race, or ethnicity through the enforcement of equal opportunity laws; that businesses reevaluate their wage and promotion practices to ensure that compensation among comparable jobs is fair; and that an effort be put forth to recruit women, especially women of color, into training and education programs that will allow them higher-paying opportunities and positions not traditionally held by women.

Table 4: How the States Measure Up: Women's Status on the Employment and Earnings Composite Index and Its Components

(Based on data from the Current Population Survey)

State	Composite Score			Median Annual Earnings Full-Time, Year-Round for Employed Women		Earnings Ratio Between Full-Time, Year-Round Employed Women and Men		Percent of Women in the Labor Force		Percent of Employed Women, Managerial or Professional Occupations	
	Score	Rank	Grade	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	3.56	49	F	\$26,600	37	66.7%	49	54.7%	48	29.4%	43
Alaska	4.40	3	B	\$34,300	6	78.7%	8	66.3%	7	37.0%	7
Arizona	3.98	22	C+	\$29,700	21	79.8%	7	57.0%	42	32.8%	24
Arkansas	3.67	46	D-	\$24,900	48	78.5%	11	55.4%	47	29.3%	45
California	4.22	11	B	\$32,700	7	80.7%	4	58.8%	37	36.0%	9
Colorado	4.28	7	B	\$32,200	9	78.7%	8	64.4%	10	36.4%	8
Connecticut	4.32	5	B	\$35,800	3	71.5%	43	62.0%	19	38.2%	4
Delaware	4.12	13	B-	\$31,200	12	76.3%	20	62.5%	15	34.2%	14
District of Columbia	4.98	1	A-	\$37,800	1	92.4%	1	61.1%	23	49.3%	1
Florida	3.85	31	C-	\$28,600	26	79.9%	6	55.7%	45	30.3%	36
Georgia	3.97	23	C+	\$28,600	26	76.5%	18	59.8%	32	33.7%	18
Hawaii	4.05	16	C+	\$30,700	15	83.4%	2	60.8%	25	30.3%	36
Idaho	3.58	48	F	\$25,600	42	72.5%	40	62.0%	19	24.6%	51
Illinois	4.01	19	C+	\$30,700	15	75.1%	24	60.2%	30	32.9%	23
Indiana	3.81	34	D+	\$28,100	28	73.2%	37	61.4%	22	29.3%	45
Iowa	3.93	25	C	\$27,100	32	74.5%	30	67.1%	3	30.8%	30
Kansas	4.04	18	C+	\$29,100	23	77.8%	14	62.9%	14	33.0%	21
Kentucky	3.77	37	D	\$27,000	33	74.2%	31	55.6%	46	32.2%	25
Louisiana	3.53	50	F	\$25,200	47	68.5%	48	52.1%	50	30.4%	35
Maine	3.91	27	C	\$26,900	35	73.9%	33	61.6%	21	33.5%	19
Maryland	4.63	2	B+	\$37,200	2	81.4%	3	64.3%	11	41.3%	2
Massachusetts	4.39	4	B	\$35,800	3	76.5%	18	62.3%	17	38.3%	3
Michigan	3.84	33	C-	\$30,700	15	66.7%	49	58.9%	35	31.6%	27
Minnesota	4.26	9	B	\$31,900	11	74.2%	31	71.2%	1	34.2%	14
Mississippi	3.65	47	D-	\$25,600	42	77.1%	16	54.0%	49	29.2%	48
Missouri	4.15	12	B-	\$29,700	21	78.6%	10	63.8%	13	35.1%	11
Montana	3.69	45	D-	\$24,400	50	73.5%	36	60.7%	26	29.7%	42
Nebraska	3.80	35	D+	\$26,000	41	71.4%	44	67.1%	3	29.1%	49
Nevada	3.75	40	D	\$27,500	31	76.8%	17	60.9%	24	26.9%	50
New Hampshire	4.07	15	B-	\$31,200	12	69.3%	47	65.2%	9	34.2%	14
New Jersey	4.27	8	B	\$35,800	3	76.2%	21	59.5%	34	35.8%	10
New Mexico	3.70	44	D-	\$25,600	42	74.6%	29	57.4%	41	30.2%	38
New York	4.01	19	C+	\$30,700	15	75.1%	24	56.6%	44	34.9%	12
North Carolina	3.77	37	D	\$26,400	40	73.7%	34	59.9%	31	30.6%	32
North Dakota	3.91	27	C	\$25,600	42	80.5%	5	65.5%	8	30.1%	39
Ohio	3.93	25	C	\$30,000	20	72.1%	41	60.7%	26	32.1%	26
Oklahoma	3.73	41	D	\$26,600	37	75.8%	22	57.6%	40	29.3%	45
Oregon	3.94	24	C	\$29,100	23	73.7%	34	60.6%	29	33.0%	21
Pennsylvania	4.00	21	C+	\$30,700	15	74.7%	28	58.9%	35	33.5%	19
Rhode Island	4.05	16	C+	\$31,200	12	75.0%	27	59.6%	33	34.1%	17
South Carolina	3.72	42	D	\$26,600	37	73.1%	38	56.9%	43	30.7%	31
South Dakota	3.85	31	C-	\$24,400	50	75.8%	22	68.1%	2	30.1%	39
Tennessee	3.79	36	D+	\$26,900	35	75.1%	24	58.3%	39	31.0%	29
Texas	3.89	29	C	\$28,100	28	78.5%	11	58.8%	37	31.3%	28
Utah	3.77	37	D	\$27,000	33	70.3%	46	62.5%	15	30.0%	41
Vermont	4.24	10	B	\$29,100	23	77.8%	14	66.5%	6	37.7%	6
Virginia	4.29	6	B	\$32,400	8	77.9%	13	62.3%	17	38.2%	4
Washington	4.08	14	B-	\$32,200	9	71.6%	42	60.7%	26	34.8%	13
West Virginia	3.52	51	F	\$24,900	48	72.6%	39	48.8%	51	30.5%	34
Wisconsin	3.87	30	C	\$28,100	28	71.1%	45	66.7%	5	29.4%	43
Wyoming	3.72	42	D	\$25,600	42	66.3%	51	64.2%	12	30.6%	32
United States	4.00			\$30,100		76.2%		59.6%		33.2%	

Notes:

See Appendix II for methodology.

Calculated by the Institute for Women's Policy Research.

Table 5: How the States Measure Up: Women's Employment and Earnings, by Race and Ethnicity
Median Annual Earnings for Full-Time, Year-Round Workers, 1999, by State, Race, and Ethnicity (in 2003 dollars)^a

State	Based on Data from Census 2000										
	Total Population		Whites		African Americans			Asian Americans			
	Women's Earnings	Men's Earnings	Women's Earnings	Rank for Women (of 51)	Men's Earnings	Women's Earnings	Rank for Women (of 43)	Men's Earnings	Women's Earnings	Rank for Women (of 45)	Men's Earnings
Alabama	\$24,700	\$36,300	\$26,500	36	\$38,700	\$21,200	40	\$28,700	\$27,600	24	\$43,100
Alaska	\$33,400	\$45,300	\$35,300	7	\$48,700	\$29,800	12	\$33,100	\$26,500	33	\$34,200
Arizona	\$29,200	\$38,700	\$31,800	18	\$44,200	\$27,600	17	\$33,100	\$30,900	15	\$44,200
Arkansas	\$23,200	\$33,100	\$23,200	47	\$33,100	\$20,800	41	\$26,500	\$21,400	45	\$29,300
California	\$34,900	\$44,200	\$39,300	2	\$55,200	\$35,300	1	\$39,800	\$36,400	6	\$45,300
Colorado	\$32,000	\$42,700	\$33,100	10	\$45,300	\$30,900	10	\$34,500	\$32,800	13	\$42,000
Connecticut	\$37,000	\$49,700	\$38,700	3	\$54,100	\$32,000	6	\$38,700	\$37,900	4	\$49,700
Delaware	\$33,100	\$43,500	\$33,100	10	\$44,200	\$29,000	14	\$33,100	\$38,700	2	\$57,400
District of Columbia	\$39,800	\$44,200	\$55,200	1	\$67,400	\$33,700	3	\$33,700	\$38,700	2	\$39,800
Florida	\$27,600	\$35,300	\$29,200	26	\$39,800	\$24,300	32	\$28,700	\$27,600	24	\$36,400
Georgia	\$28,700	\$38,700	\$30,900	20	\$44,200	\$26,600	24	\$31,900	\$27,600	24	\$39,800
Hawaii	\$31,100	\$39,800	\$34,200	9	\$44,200	\$27,600	17	\$33,100	\$31,100	14	\$39,800
Idaho	\$25,400	\$36,400	\$25,600	43	\$37,800				\$29,800	19	\$40,600
Illinois	\$32,000	\$44,200	\$33,100	10	\$49,700	\$32,000	6	\$38,200	\$36,400	6	\$47,500
Indiana	\$27,600	\$40,800	\$27,600	30	\$41,900	\$27,600	17	\$34,200	\$26,500	33	\$49,700
Iowa	\$26,500	\$36,200	\$26,500	36	\$36,400	\$24,300	32	\$29,800	\$26,500	33	\$36,800
Kansas	\$27,600	\$38,700	\$27,600	30	\$39,800	\$26,000	28	\$33,100	\$25,400	38	\$33,100
Kentucky	\$25,400	\$36,400	\$25,600	43	\$36,700	\$24,300	32	\$30,900	\$27,600	24	\$48,600
Louisiana	\$24,300	\$36,700	\$26,500	36	\$39,800	\$19,400	43	\$27,600	\$23,400	43	\$36,000
Maine	\$26,500	\$35,600	\$26,500	36	\$35,900				\$25,400	38	\$27,600
Maryland	\$35,300	\$45,900	\$36,400	5	\$49,700	\$34,200	2	\$38,700	\$36,600	5	\$47,500
Massachusetts	\$35,300	\$47,500	\$36,400	5	\$49,700	\$32,000	6	\$35,300	\$34,000	10	\$47,500
Michigan	\$30,900	\$46,400	\$30,900	20	\$47,500	\$30,900	10	\$40,900	\$35,300	8	\$57,400
Minnesota	\$31,300	\$43,100	\$32,000	15	\$44,200	\$28,500	16	\$33,100	\$28,700	21	\$38,700
Mississippi	\$23,200	\$33,100	\$25,700	42	\$36,600	\$19,900	42	\$26,000	\$27,400	32	\$39,800
Missouri	\$27,100	\$37,900	\$27,200	35	\$38,700	\$27,400	23	\$30,900	\$27,600	24	\$44,200
Montana	\$22,100	\$33,100	\$22,100	51	\$33,100						
Nebraska	\$26,500	\$35,300	\$26,500	36	\$36,400	\$26,000	28	\$30,500	\$23,200	44	\$33,100
Nevada	\$29,800	\$38,700	\$32,000	15	\$44,200	\$27,600	17	\$33,100	\$27,600	24	\$33,100
New Hampshire	\$30,900	\$44,100	\$30,900	20	\$44,200				\$27,600	24	\$50,800
New Jersey	\$36,400	\$50,600	\$38,700	3	\$55,200	\$33,100	4	\$38,700	\$44,200	1	\$55,200
New Mexico	\$25,700	\$34,200	\$29,500	24	\$42,000	\$24,300	32	\$32,400	\$33,100	11	\$39,800
New York	\$33,400	\$44,200	\$35,300	7	\$49,700	\$33,100	4	\$36,400	\$35,300	8	\$38,700
North Carolina	\$27,500	\$35,300	\$27,900	29	\$38,700	\$24,300	32	\$28,700	\$27,600	24	\$40,600
North Dakota	\$22,100	\$33,100	\$22,300	50	\$33,100						
Ohio	\$28,700	\$42,000	\$28,700	27	\$42,700	\$27,600	17	\$33,100	\$30,900	15	\$49,700
Oklahoma	\$24,900	\$33,200	\$25,400	45	\$35,600	\$22,900	37	\$28,700	\$24,300	40	\$33,100
Oregon	\$29,300	\$39,800	\$29,800	23	\$42,000	\$29,800	12	\$35,300	\$27,700	23	\$39,800
Pennsylvania	\$28,700	\$40,900	\$29,300	25	\$42,000	\$28,700	15	\$33,100	\$29,800	19	\$42,700
Rhode Island	\$30,000	\$41,600	\$31,500	19	\$44,200	\$23,900	37	\$33,100	\$23,700	42	\$37,600
South Carolina	\$26,000	\$35,300	\$27,600	30	\$38,700	\$22,100	39	\$27,600	\$26,500	33	\$42,000
South Dakota	\$23,200	\$33,100	\$23,200	47	\$33,100						
Tennessee	\$26,500	\$35,500	\$26,500	36	\$37,600	\$25,400	30	\$30,900	\$28,700	21	\$36,400
Texas	\$28,300	\$38,700	\$32,000	15	\$45,300	\$27,600	17	\$33,100	\$30,900	15	\$44,200
Utah	\$26,500	\$40,900	\$27,600	30	\$43,200	\$26,500	25	\$33,100	\$26,500	33	\$33,100
Vermont	\$27,600	\$35,300	\$27,600	30	\$35,300						
Virginia	\$30,900	\$42,000	\$33,100	10	\$44,200	\$26,500	25	\$33,100	\$33,100	11	\$46,400
Washington	\$33,100	\$44,200	\$33,100	10	\$46,400	\$31,800	9	\$36,400	\$30,900	15	\$42,000
West Virginia	\$23,200	\$34,200	\$23,200	47	\$34,200	\$24,900	31	\$28,700			
Wisconsin	\$27,700	\$40,900	\$28,400	28	\$41,900	\$26,500	25	\$33,100	\$25,300	40	\$35,300
Wyoming	\$24,200	\$38,600	\$25,300	46	\$38,700						\$46,400
United States	\$29,800	\$40,900	\$30,900		\$44,200	\$27,600		\$33,100	\$33,100		\$44,200

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^aThe numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Table 4.

^bThis category includes men and women who report "other" or "two or more" races.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

Table 5: How the States Measure Up: Women's Employment and Earnings, by Race and Ethnicity
Median Annual Earnings for Full-Time, Year-Round Workers, 1999, by State, Race, and Ethnicity
(in 2003 dollars)^a (Continued)

Based on Data from Census 2000

State	Native Americans			Other/Two Or More ^b			Hispanics		
	Women's Earnings	Rank for Women (of 43)	Men's Earnings	Women's Earnings	Rank for Women (of 46)	Men's Earnings	Women's Earnings	Rank for Women (of 48)	Men's Earnings
Alabama	\$23,400	33	\$33,600	\$24,300	33	\$33,100	\$22,100	27	\$22,100
Alaska	\$32,000	3	\$40,900	\$34,200	2	\$42,000	\$28,700	1	\$33,100
Arizona	\$23,200	34	\$28,700	\$28,200	16	\$34,200	\$22,400	26	\$26,500
Arkansas	\$26,100	20	\$34,500	\$21,000	46	\$30,900	\$17,700	48	\$20,300
California	\$29,800	5	\$38,100	\$33,100	3	\$43,100	\$24,300	14	\$27,600
Colorado	\$26,500	16	\$33,600	\$29,800	9	\$35,300	\$25,400	10	\$28,700
Connecticut	\$38,700	1	\$39,800	\$29,400	11	\$38,700	\$26,500	7	\$30,900
Delaware				\$30,900	5	\$35,300	\$23,200	22	\$26,500
District of Columbia				\$35,500	1	\$39,800	\$27,600	3	\$26,200
Florida	\$26,500	16	\$33,100	\$23,500	40	\$29,800	\$24,300	14	\$28,300
Georgia	\$24,300	27	\$34,500	\$28,700	13	\$34,200	\$22,100	27	\$23,200
Hawaii				\$28,700	13	\$37,800	\$27,600	3	\$33,100
Idaho	\$24,900	25	\$30,900	\$22,100	42	\$27,600	\$21,000	37	\$24,000
Illinois	\$27,800	11	\$38,700	\$28,500	15	\$35,900	\$23,200	22	\$28,700
Indiana	\$23,200	34	\$37,600	\$25,400	30	\$35,300	\$24,300	14	\$28,700
Iowa	\$24,700	26	\$27,600	\$22,100	42	\$28,200	\$22,100	27	\$25,400
Kansas	\$25,400	23	\$28,700	\$25,200	32	\$30,900	\$22,100	27	\$27,400
Kentucky				\$26,500	25	\$33,100	\$22,100	27	\$24,300
Louisiana	\$26,000	21	\$34,200	\$24,300	33	\$33,100	\$22,500	25	\$32,600
Maine	\$24,300	27	\$34,200	\$23,200	41	\$33,100	\$28,700	1	\$34,600
Maryland	\$35,300	2	\$40,900	\$33,100	3	\$42,000	\$27,600	3	\$31,500
Massachusetts	\$28,700	7	\$35,600	\$27,600	18	\$33,100	\$25,500	7	\$28,700
Michigan	\$26,000	21	\$35,300	\$27,600	18	\$39,300	\$26,500	7	\$33,200
Minnesota	\$26,500	16	\$30,900	\$28,200	16	\$33,100	\$23,500	21	\$27,600
Mississippi	\$22,100	39	\$26,500	\$24,300	33	\$34,200	\$21,000	37	\$23,200
Missouri	\$24,300	27	\$30,900	\$24,300	33	\$30,300	\$24,300	14	\$27,600
Montana	\$22,100	39	\$27,600	\$21,400	45	\$24,300	\$19,900	41	\$33,900
Nebraska	\$22,100	39	\$27,600	\$26,500	25	\$30,900	\$22,100	27	\$25,400
Nevada	\$27,400	13	\$34,200	\$27,600	18	\$36,400	\$22,100	27	\$26,500
New Hampshire				\$30,600	7	\$29,800	\$23,200	22	\$37,000
New Jersey	\$28,700	7	\$39,800	\$30,900	5	\$38,800	\$25,400	10	\$30,900
New Mexico	\$23,200	34	\$26,500	\$27,600	18	\$33,100	\$22,100	27	\$27,600
New York	\$28,400	9	\$34,100	\$30,600	7	\$34,200	\$27,600	3	\$29,800
North Carolina	\$23,700	30	\$28,700	\$26,500	25	\$30,900	\$18,200	47	\$21,000
North Dakota	\$19,900	43	\$26,500						
Ohio	\$27,400	13	\$33,800	\$27,600	18	\$33,100	\$24,300	14	\$32,700
Oklahoma	\$23,200	34	\$28,700	\$23,100	42	\$29,800	\$19,500	44	\$23,500
Oregon	\$27,200	15	\$33,100	\$26,500	25	\$34,000	\$22,100	27	\$24,300
Pennsylvania	\$31,900	4	\$33,100	\$27,600	18	\$35,300	\$24,300	14	\$28,600
Rhode Island				\$25,300	31	\$28,200	\$19,100	45	\$22,100
South Carolina	\$22,100	39	\$30,000	\$24,300	33	\$33,100	\$21,900	36	\$22,100
South Dakota	\$23,600	31	\$22,100				\$18,400	46	\$25,200
Tennessee	\$28,200	10	\$34,200	\$23,700	39	\$33,100	\$19,900	41	\$22,100
Texas	\$29,800	5	\$38,700	\$27,600	18	\$36,400	\$21,000	37	\$26,500
Utah	\$23,200	34	\$30,900	\$26,500	25	\$33,100	\$20,200	40	\$27,600
Vermont									
Virginia	\$26,500	16	\$39,800	\$29,800	9	\$38,100	\$25,300	12	\$28,700
Washington	\$27,600	12	\$36,000	\$29,200	12	\$38,100	\$24,300	14	\$26,500
West Virginia									\$27,600
Wisconsin	\$25,400	23	\$30,900	\$24,300	33	\$35,300	\$24,900	13	\$27,600
Wyoming	\$23,600	31	\$28,700				\$19,900	41	\$28,700
United States	\$25,500		\$32,800	\$28,400		\$35,300	\$23,200		\$27,600

Compiled by the Institute for Women's Policy Research.

Table 5: How the States Measure Up: Women's Employment and Earnings, by Race and Ethnicity
Wage Ratio Between Full-Time, Year Round Employed Women
Compared with Non-Hispanic White Men, by State, Race, and Ethnicity^a

Based on Data from Census 2000

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Other/Two or More Women ^b		Hispanic Women	
	Ratio	Rank (of 51)	Ratio	Rank (of 51)	Ratio	Rank (of 43)	Ratio	Rank (of 45)	Ratio	Rank (of 43)	Ratio	Rank (of 46)	Ratio	Rank (of 48)
Alabama	64.0%	43	68.6%	39	54.9%	39	71.4%	14	60.6%	24	62.9%	25	57.1%	15
Alaska	68.5%	24	72.6%	13	61.2%	30	54.4%	44	65.8%	12	70.3%	3	59.0%	10
Arizona	66.0%	37	72.0%	17	62.5%	26	70.0%	22	52.5%	42	63.8%	19	50.8%	37
Arkansas	70.0%	14	70.0%	31	62.7%	24	64.7%	33	78.7%	1	63.3%	21	53.3%	27
California	63.2%	45	71.2%	23	64.0%	22	66.0%	31	54.0%	40	60.0%	36	44.0%	46
Colorado	70.7%	11	73.2%	10	68.3%	8	70.2%	20	58.5%	31	65.9%	10	56.1%	19
Connecticut	68.4%	25	71.4%	18	59.2%	36	70.0%	22	71.4%	4	54.3%	45	49.0%	40
Delaware	75.0%	2	75.0%	4	65.8%	14	87.5%	1			70.0%	4	52.5%	32
District of Columbia	59.0%	51	82.0%	1	50.0%	42	57.4%	43			52.6%	46	41.0%	48
Florida	69.4%	21	73.3%	7	61.1%	31	69.4%	24	66.7%	9	59.2%	37	61.1%	4
Georgia	65.0%	41	70.0%	31	60.3%	33	62.5%	37	55.0%	38	65.0%	13	50.0%	38
Hawaii	70.5%	13	77.5%	3	62.5%	26	70.5%	20			65.0%	13	62.5%	3
Idaho	67.3%	30	67.8%	40			78.9%	3	65.8%	12	58.5%	38	55.6%	22
Illinois	64.4%	42	66.7%	45	64.4%	19	73.3%	11	56.0%	35	57.3%	41	46.7%	43
Indiana	66.0%	37	66.0%	48	66.0%	13	63.3%	36	55.4%	36	60.7%	34	58.0%	11
Iowa	72.7%	4	72.7%	11	66.7%	10	72.7%	12	67.9%	7	60.6%	35	60.6%	5
Kansas	69.4%	21	69.4%	38	65.3%	15	63.9%	34	63.9%	18	63.3%	21	55.6%	22
Kentucky	69.3%	23	69.9%	36	66.3%	12	75.3%	6			72.3%	2	60.2%	7
Louisiana	61.1%	50	66.7%	45	48.9%	43	58.9%	42	65.3%	14	61.1%	32	56.7%	17
Maine	73.8%	3	73.8%	6			70.8%	19	67.7%	8	64.6%	17	80.0%	1
Maryland	71.1%	7	73.3%	7	68.9%	5	73.6%	10	71.1%	6	66.7%	8	55.6%	22
Massachusetts	71.1%	7	73.3%	7	64.4%	19	68.4%	26	57.8%	32	55.6%	44	51.3%	36
Michigan	65.1%	40	65.1%	49	65.1%	16	74.4%	9	54.7%	39	58.1%	39	55.8%	20
Minnesota	70.8%	10	72.5%	14	64.5%	18	65.0%	32	60.0%	27	63.8%	19	53.3%	27
Mississippi	63.4%	44	70.4%	28	54.4%	40	74.9%	8	60.4%	26	66.5%	9	57.4%	13
Missouri	70.0%	14	70.3%	29	70.9%	4	71.4%	14	62.9%	19	62.9%	25	62.9%	2
Montana	66.7%	34	66.7%	45					66.7%	9	64.7%	16	60.0%	8
Nebraska	72.7%	4	72.7%	11	71.2%	2	63.6%	35	60.6%	24	72.7%	1	60.6%	5
Nevada	67.5%	29	72.5%	14	62.5%	26	62.5%	37	62.0%	20	62.5%	29	50.0%	38
New Hampshire	70.0%	14	70.0%	31			62.5%	37			69.3%	5	52.5%	32
New Jersey	66.0%	37	70.0%	31	60.0%	34	80.0%	2	52.0%	43	56.0%	43	46.0%	45
New Mexico	61.3%	49	70.3%	29	57.9%	37	78.9%	3	55.3%	37	65.8%	11	52.6%	30
New York	67.1%	32	71.1%	24	66.7%	10	71.1%	17	57.1%	33	61.6%	30	55.6%	22
North Carolina	71.1%	7	72.3%	16	62.9%	24	71.4%	14	61.4%	21	68.6%	6	47.1%	41
North Dakota	66.7%	34	67.3%	43					60.0%	27				
Ohio	67.2%	31	67.2%	44	64.6%	17	72.4%	13	64.1%	17	64.6%	17	56.8%	16
Oklahoma	69.9%	19	71.4%	18	64.3%	21	68.3%	27	65.2%	15	64.9%	15	55.0%	26
Oregon	69.7%	20	71.1%	24	71.1%	3	66.1%	30	64.7%	16	63.2%	23	52.6%	30
Pennsylvania	68.4%	25	69.7%	37	68.4%	7	71.1%	17	76.1%	2	65.8%	11	57.9%	12
Rhode Island	68.0%	27	71.3%	22	54.0%	41	53.8%	45			57.3%	41	43.3%	47
South Carolina	67.1%	32	71.4%	18	57.1%	38	68.6%	25	57.1%	33	62.9%	25	56.6%	18
South Dakota	70.0%	14	70.0%	31					71.3%	5			55.7%	21
Tennessee	70.6%	12	70.6%	27	67.6%	9	76.5%	5	75.0%	3	63.2%	23	52.9%	29
Texas	62.4%	47	70.7%	26	61.0%	32	68.3%	27	65.9%	11	61.0%	33	46.3%	44
Utah	61.4%	48	63.9%	50	61.4%	29	61.4%	40	53.7%	41	61.4%	31	46.8%	42
Vermont	78.1%	1	78.1%	2										
Virginia	70.0%	14	75.0%	4	60.0%	34	75.0%	7	60.0%	27	67.5%	7	57.3%	14
Washington	71.4%	6	71.4%	18	68.6%	6	66.7%	29	59.5%	30	62.9%	25	52.4%	34
West Virginia	67.7%	28	67.7%	42	72.6%	1								
Wisconsin	66.2%	36	67.8%	40	63.3%	23	60.4%	41	60.7%	23	58.0%	40	59.4%	9
Wyoming	62.6%	46	62.9%	51					61.1%	22			51.4%	35
United States	67.5%		70.0%		62.5%		75.0%		57.8%		64.3%		52.5%	

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^a The numbers and rankings presented here are based on 2000 Census data for the year 1999. These data differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Table 4. Note that the ratios in this table are calculated differently from those in Table 4, which compare all women and all men; this table compares women's wages by race and ethnicity to white men only.

^b This category includes women who report "other" or "two or more" races.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

Table 5: How the States Measure Up: Women's Employment and Earnings, by Race and Ethnicity
Labor Force Participation Rates for Women, by State, Race, and Ethnicity, 2000

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Other/Two or More ^b		Hispanic Women	
	Percent	Percent	Rank (of 51)	Percent	Rank (of 45)	Percent	Rank (of 51)	Percent	Rank (of 49)	Percent	Rank (of 51)	Percent	Rank (of 51)	
Alabama	53.4%	53.1%	49	53.9%	44	52.8%	50	57.3%	37	58.5%	37	52.7%	45	
Alaska	65.8%	67.6%	3	76.0%	1	58.8%	21	57.5%	33	64.4%	15	66.8%	2	
Arizona	55.0%	55.9%	42	65.6%	9	56.7%	38	49.0%	48	60.1%	29	51.3%	48	
Arkansas	55.1%	54.8%	45	57.3%	39	60.1%	13	52.9%	44	51.4%	49	52.5%	46	
California	56.0%	57.6%	37	59.9%	31	55.2%	43	59.8%	27	59.2%	33	52.0%	47	
Colorado	64.1%	65.4%	9	64.8%	13	59.6%	18	66.0%	6	65.9%	11	57.4%	26	
Connecticut	61.3%	61.2%	19	66.3%	7	58.3%	23	66.9%	5	63.0%	19	57.9%	23	
Delaware	60.7%	59.9%	28	65.0%	11	58.7%	22	60.5%	25	64.7%	13	56.0%	29	
District of Columbia	60.5%	73.2%	1	54.0%	43	65.9%	4			66.2%	9	63.8%	5	
Florida	53.4%	51.7%	50	61.3%	27	58.1%	25	60.5%	26	60.0%	30	52.8%	44	
Georgia	59.9%	59.2%	32	62.7%	20	56.8%	36	65.7%	7	59.8%	32	53.7%	38	
Hawaii	58.8%	60.3%	23	66.3%	8	56.5%	40	72.1%	1	63.6%	18	61.8%	11	
Idaho	59.6%	59.7%	29			57.1%	34	68.3%	3	62.7%	21	55.3%	33	
Illinois	59.9%	60.7%	22	59.4%	34	58.9%	20	62.2%	17	60.0%	30	54.7%	35	
Indiana	60.9%	60.9%	20	62.0%	25	57.9%	28	67.6%	4	60.4%	28	57.9%	22	
Iowa	64.2%	64.4%	10	62.7%	21	61.5%	7	59.3%	28	67.9%	4	58.5%	20	
Kansas	62.0%	62.3%	13	63.4%	16	57.8%	30	63.6%	14	63.9%	16	56.3%	28	
Kentucky	55.1%	54.7%	46	59.7%	32	57.8%	31	62.4%	16	53.8%	47	53.0%	43	
Louisiana	54.2%	53.6%	48	55.5%	41	53.8%	49	49.9%	47	53.1%	48	53.6%	39	
Maine	61.4%	61.3%	17	56.2%	40	68.7%	3	57.4%	36	62.3%	23	62.8%	7	
Maryland	63.4%	62.0%	15	67.0%	5	60.1%	12	64.8%	10	68.9%	3	62.8%	8	
Massachusetts	61.4%	62.0%	14	60.2%	30	57.9%	29	60.9%	24	60.5%	27	55.4%	31	
Michigan	59.1%	59.1%	33	59.3%	35	56.8%	35	64.0%	12	57.0%	41	60.7%	15	
Minnesota	67.3%	67.6%	2	67.5%	4	61.2%	8	64.0%	13	67.0%	7	61.4%	12	
Mississippi	54.3%	53.9%	47	55.0%	42	54.6%	45	56.1%	40	50.9%	50	54.1%	37	
Missouri	60.3%	60.1%	27	62.4%	23	59.0%	19	62.0%	19	57.6%	40	59.5%	18	
Montana	61.0%	61.2%	18			59.7%	17	57.2%	38	61.4%	24	58.3%	21	
Nebraska	65.5%	65.9%	4	64.1%	14	62.8%	6	65.4%	9	70.3%	1	57.6%	24	
Nevada	59.5%	60.2%	25	63.3%	17	60.6%	11	61.0%	22	67.1%	6	53.4%	42	
New Hampshire	65.7%	65.7%	6	69.1%	2	65.8%	5	62.2%	18	67.8%	5	65.9%	4	
New Jersey	58.1%	57.4%	38	62.9%	19	57.9%	27	64.3%	11	59.1%	34	56.4%	27	
New Mexico	55.1%	55.7%	43	65.5%	10	56.5%	39	50.7%	46	58.1%	38	54.8%	34	
New York	55.9%	57.2%	39	57.8%	37	53.9%	47	54.8%	43	53.9%	46	49.4%	51	
North Carolina	59.6%	59.4%	31	61.4%	26	57.7%	33	57.2%	39	64.7%	13	55.3%	32	
North Dakota	63.8%	64.1%	11			77.3%	1	57.4%	35	56.4%	42	67.0%	1	
Ohio	59.4%	59.4%	30	59.6%	33	58.2%	24	57.5%	34	59.0%	35	61.4%	13	
Oklahoma	55.9%	55.4%	44	60.4%	29	53.8%	48	57.7%	31	55.7%	43	54.5%	36	
Oregon	59.2%	59.0%	34	65.0%	12	61.1%	9	61.7%	20	60.6%	26	59.4%	19	
Pennsylvania	56.4%	56.4%	41	57.8%	38	54.8%	44	57.9%	29	57.9%	39	53.5%	41	
Rhode Island	59.4%	60.1%	26	62.1%	24	53.9%	46	51.2%	45	61.1%	25	50.8%	49	
South Carolina	58.3%	58.1%	36	58.9%	36	60.8%	10	55.4%	42	54.7%	44	57.4%	25	
South Dakota	65.1%	65.7%	7			56.4%	41	57.6%	32	70.1%	2	66.4%	3	
Tennessee	57.3%	56.7%	40	61.1%	28	55.9%	42	57.8%	30	54.4%	45	55.8%	30	
Texas	56.8%	58.5%	35	63.4%	15	56.8%	37	61.0%	23	58.7%	36	50.7%	50	
Utah	61.9%	61.9%	16	67.5%	3	60.1%	14	55.9%	41	66.1%	10	62.0%	10	
Vermont	65.8%	65.8%	5			59.9%	16			65.6%	12	63.5%	6	
Virginia	61.3%	60.7%	21	63.1%	18	60.1%	15	68.4%	2	62.7%	21	62.3%	9	
Washington	60.4%	60.3%	24	66.5%	6	58.1%	26	61.2%	21	63.7%	17	61.1%	14	
West Virginia	48.1%	48.0%	51	50.8%	45	51.1%	51	44.7%	49	44.2%	51	53.6%	40	
Wisconsin	65.3%	65.6%	8	62.6%	22	57.7%	32	65.5%	8	66.3%	8	60.2%	16	
Wyoming	62.3%	62.3%	12			74.1%	2	63.1%	15	62.8%	20	59.6%	17	
United States	58.3%	58.8%		60.4%		56.5%		57.9%		59.6%		53.0%		

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III for methodology.

^a The numbers and rankings presented here are based on 2000 Census data for the year 1999. These data differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Table 4. ^b This category includes women who report "other" or "two or more" races.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

Table 5: How the States Measure Up: Women's Employment and Earnings, by Race and Ethnicity
Percent of Employed Women in Managerial or Professional Occupations, 2000, by State, Race, and Ethnicity^a

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Other/Two or More Women ^b		Hispanic Women	
	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	33.3%	30	35.9%	30	25.9%	42	42.6%	16	30.1%	23	31.1%	17	25.6%	15
Alaska	38.3%	13	41.3%	13	33.4%	10	22.1%	50	33.6%	8	30.9%	18	26.4%	12
Arizona	35.1%	19	38.8%	19	33.4%	10	39.2%	24	28.9%	31	30.7%	19	22.2%	32
Arkansas	31.7%	47	33.5%	47	24.5%	46	29.1%	48	26.2%	42	26.4%	44	16.4%	50
California	38.0%	4	45.2%	4	36.1%	5	41.8%	17	33.0%	10	36.3%	5	21.3%	37
Colorado	38.7%	12	41.7%	12	31.4%	16	36.7%	27	28.2%	36	33.0%	10	23.0%	28
Connecticut	40.8%	8	43.7%	8	29.6%	23	47.2%	10	37.5%	4	27.4%	40	22.3%	31
Delaware	38.0%	14	40.5%	14	29.5%	25	50.6%	5	30.5%	20	32.8%	11	23.5%	26
District of Columbia	51.9%	1	74.1%	1	38.6%	2	57.0%	1	49.5%	1	51.6%	1	29.3%	6
Florida	34.1%	27	37.1%	27	28.0%	31	38.7%	26	29.9%	25	26.8%	41	26.6%	11
Georgia	36.0%	15	39.8%	15	29.0%	28	36.0%	29	28.5%	33	30.0%	22	21.4%	35
Hawaii	34.2%	2	46.9%	2	38.7%	1	31.4%	45	38.8%	3	28.0%	35	25.8%	14
Idaho	32.7%	45	33.6%	45	35.1%	7	35.0%	34	25.3%	45	27.8%	37	20.1%	42
Illinois	36.6%	17	39.0%	17	31.6%	15	50.0%	6	28.1%	37	32.6%	12	19.4%	44
Indiana	31.5%	50	32.2%	50	26.1%	40	43.9%	11	25.2%	47	26.4%	44	21.4%	35
Iowa	33.1%	45	33.6%	45	26.5%	38	32.7%	41	20.2%	51	24.1%	48	18.5%	47
Kansas	36.0%	25	37.4%	25	28.5%	29	35.6%	32	26.9%	40	29.5%	27	20.7%	41
Kentucky	32.7%	48	33.3%	48	25.0%	45	41.5%	19	29.1%	30	30.0%	22	23.9%	24
Louisiana	34.1%	23	38.1%	23	25.6%	43	36.2%	28	32.4%	14	33.2%	8	30.1%	4
Maine	35.4%	31	35.6%	31	34.6%	8	31.2%	46	24.3%	48	28.1%	34	34.9%	3
Maryland	43.3%	3	45.8%	3	38.6%	2	49.4%	7	42.4%	2	40.0%	2	30.1%	4
Massachusetts	43.3%	6	44.8%	6	35.9%	6	47.8%	8	35.2%	6	28.7%	32	27.8%	8
Michigan	33.1%	39	34.2%	39	26.8%	35	50.8%	4	25.6%	43	28.8%	31	23.1%	27
Minnesota	37.7%	21	38.5%	21	29.6%	23	32.6%	42	29.4%	28	32.1%	13	22.8%	29
Mississippi	31.8%	29	36.1%	29	23.6%	49	35.6%	32	28.6%	32	29.2%	29	25.5%	16
Missouri	34.3%	36	35.0%	36	29.3%	27	43.4%	13	30.0%	24	31.7%	14	25.5%	16
Montana	34.8%	34	35.2%	34	30.2%	19	34.2%	35	32.0%	15	26.6%	43	25.9%	13
Nebraska	34.3%	33	35.4%	33	26.9%	34	31.8%	44	21.9%	50	23.5%	49	17.9%	48
Nevada	28.2%	51	32.1%	51	24.4%	47	20.9%	51	27.5%	39	24.3%	47	14.2%	51
New Hampshire	37.9%	23	38.1%	23	36.9%	4	41.0%	20	28.3%	35	30.2%	21	28.9%	7
New Jersey	39.5%	10	42.9%	10	32.6%	13	52.8%	3	32.9%	12	30.0%	22	21.6%	34
New Mexico	37.1%	5	45.1%	5	34.4%	9	40.9%	21	29.5%	27	39.8%	3	27.5%	9
New York	39.8%	7	43.9%	7	32.7%	12	42.9%	14	30.6%	19	33.2%	8	24.5%	21
North Carolina	35.1%	22	38.3%	22	26.5%	38	35.7%	31	25.3%	45	31.3%	16	17.8%	49
North Dakota	33.9%	40	34.1%	40	11.3%	51	33.0%	39	33.7%	7	29.7%	26	24.3%	22
Ohio	33.2%	41	34.0%	41	27.0%	33	47.5%	9	28.0%	38	27.9%	36	25.1%	19
Oklahoma	33.5%	35	35.2%	35	26.6%	37	32.0%	43	30.5%	20	29.5%	27	19.9%	43
Oregon	35.3%	28	36.5%	28	29.8%	20	34.0%	37	28.5%	33	28.7%	32	21.0%	39
Pennsylvania	34.9%	31	35.6%	31	29.5%	25	42.8%	15	25.6%	43	31.4%	15	25.2%	18
Rhode Island	36.7%	20	38.7%	20	28.1%	30	32.9%	40	31.3%	17	23.2%	50	19.0%	45
South Carolina	32.7%	26	37.2%	26	22.0%	50	35.9%	30	29.7%	26	26.3%	46	24.7%	20
South Dakota	33.2%	44	33.7%	44	23.9%	48	25.0%	49	30.2%	22	22.9%	51	21.2%	38
Tennessee	32.7%	42	33.9%	42	27.5%	32	39.6%	22	33.0%	10	27.5%	39	20.8%	40
Texas	36.4%	11	42.4%	11	31.2%	17	43.8%	12	35.3%	5	34.7%	6	23.6%	25
Utah	32.5%	43	33.8%	43	29.7%	21	30.7%	47	23.5%	49	26.7%	42	19.0%	45
Vermont	39.7%	15	39.8%	15	30.9%	18	41.7%	18	32.9%	12	33.4%	7	36.6%	1
Virginia	40.0%	9	43.5%	9	29.7%	21	39.5%	23	33.4%	9	37.0%	4	27.2%	10
Washington	37.4%	17	39.0%	17	32.4%	14	34.2%	35	30.8%	18	30.7%	19	24.1%	23
West Virginia	32.9%	49	33.0%	49	25.2%	44	53.1%	2	29.3%	29	28.9%	30	36.3%	2
Wisconsin	33.8%	37	34.5%	37	26.1%	40	33.5%	38	26.4%	41	29.9%	25	22.8%	29
Wyoming	33.5%	38	34.2%	38	26.7%	36	39.0%	25	31.4%	16	27.7%	38	22.1%	33
United States	36.2%		38.7%		29.7%		41.4%		30.0%		31.8%		22.9%	

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^a The numbers and rankings presented here are based on 2000 Census data for the year 2000. The 2000 Census relied on a new system for classifying occupations; thus, the category "managerial and professional occupations" now encompasses a larger group of jobs.

^b This category includes women who report "other" or "two or more" races.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

4. Social and Economic Autonomy

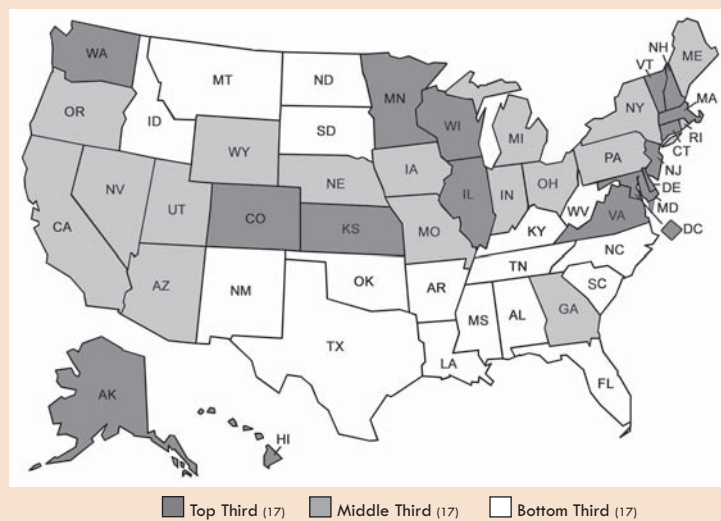
The social and economic autonomy composite index combines four indicators of women's ability to exercise control over their social and economic lives: health insurance, college education, business ownership, and poverty rates. Overall, more women earn college degrees and start their own businesses today than ever before. However, many women lack health insurance, and more women than men live in poverty.

In general, women in the Northeast, the West, and parts of the Midwest are the most likely to have a college degree and to own a business. Women in the Northeast and several northern Midwestern states are also more likely to have health insurance. Women in the Northeast and a band of states from Nevada to Missouri, and north to Minnesota and Wisconsin, are most likely to live above the poverty line.

- Three states—Connecticut, Minnesota, and New Hampshire—are among the top third for three indicators: the percent of women with four or more years of college, with health insurance, and above the poverty line.
- Six states—Arkansas, Florida, Louisiana, Mississippi, Oklahoma, and West Virginia—are in the bottom third for these three indicators.
- Poverty rates in the United States vary particularly widely for women. While over 20 percent of Mississippi women live in poverty, just 7 percent of women in New Hampshire do.
- Poverty rates in the United States also vary significantly by race. Nationally, over 20 percent of Native American, African American, and Hispanic women live in poverty, compared with 9 percent of white women and just over 12 percent of Asian American women.
- Louisiana has the worst poverty rate for African American women (35.6 percent);

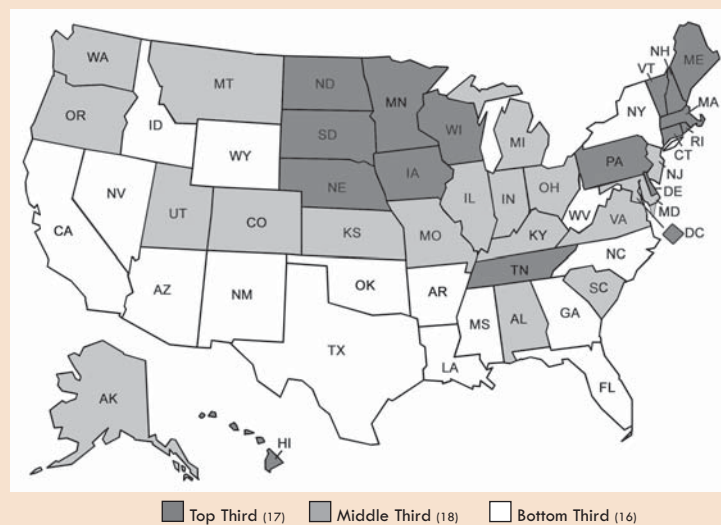
Rhode Island has the worst poverty rate for Asian American women (26.2 percent) and Hispanic women (37.7 percent); and South Dakota has the worst poverty rate for Native American women (45.3 percent). White women have the highest poverty rates in West Virginia, at 17.3 percent.

MAP 11: Social and Economic Autonomy Composite Index



Note: For methodology and sources, see Appendix II.
Calculated by the Institute for Women's Policy Research.

MAP 12: Percent of Women with Health Insurance, 2002

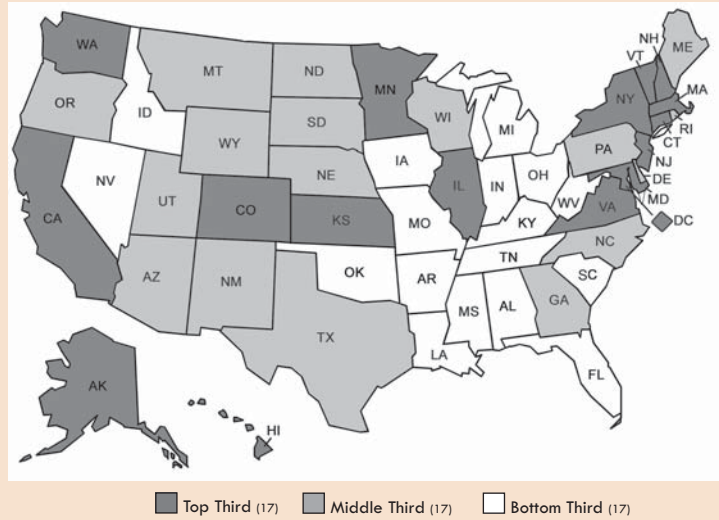


Note: Percent of all women aged 18 through 64 who were insured in 2002.
 Source: Henry J. Kaiser Family Foundation 2004a.
Compiled by the Institute for Women's Policy Research.

- ▶ Six of the top ten states for women’s business ownership—California, Colorado, Hawaii, New Mexico, Oregon, and Washington—are in the West. The area encompassing the District of Columbia, Virginia, and Maryland also does well on this indicator.
- ▶ States with the least women’s business ownership are clustered in the central part of the Southern region and in the Mountain states.

Map 11 shows how the states rank in the top, middle, or bottom third of the United States on the women’s social and economic autonomy composite index. Maps 12 to 15 show the top, middle, and bottom states for the components of the social and economic autonomy composite index and Table 6 ranks each state on these components (see also Appendix Figure 3). Table 7 compares the states by race and ethnicity.

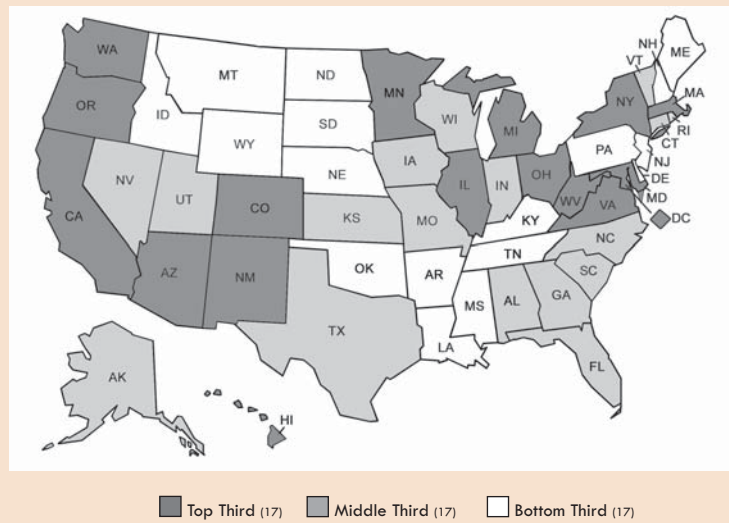
MAP 13: Percent of College-Educated Women, 2000



Note: Percent of women aged 25 and older with four or more years of college in 2000. Source: U.S. Department of Commerce, Bureau of the Census 2003.

Compiled by the Institute for Women’s Policy Research.

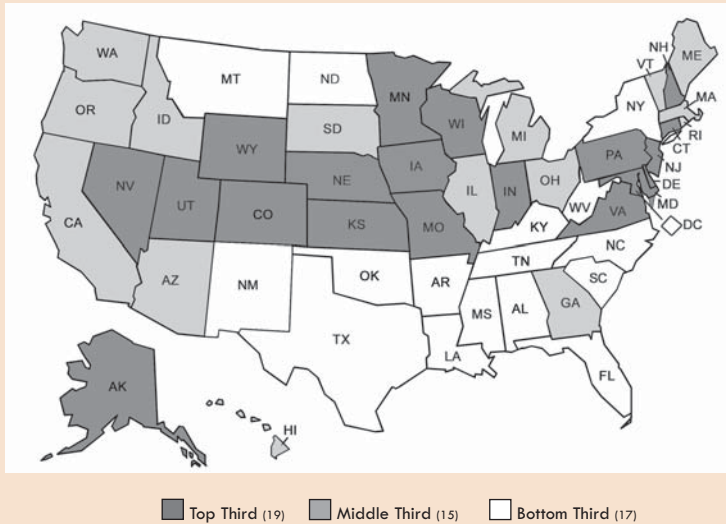
MAP 14: Women’s Business Ownership, 1997



Note: Percent of all firms owned by women in 1997. Source: U.S. Department of Commerce, Bureau of the Census 2001b.

Compiled by the Institute for Women’s Policy Research.

MAP 15: Percent of Women Above Poverty, 2002



Note: Percent of women living above the official poverty threshold, 2001-02.
Source: Urban Institute 2004a.

Compiled by the Institute for Women's Policy Research.

RACE, ETHNICITY, AND WOMEN'S POVERTY

Women of color of all races and ethnicities are more likely to live in poverty than are white women. Nationally, 25.0 percent of Native American women, 24.1 percent of African American women, and 22.5 percent of Hispanic women aged 16 and older were living below the poverty line in 1999 (the source of this data is the 2000 Census, which differs from the Current Population Survey data for poverty presented above and used to rank the states for women living above poverty in the social and economic autonomy index). This compares with 9.0 percent of white women and 12.4 per-

cent of Asian American women (see Figure 3; Urban Institute 2004b; see Table 7 for state-by-state data on poverty among women of color).

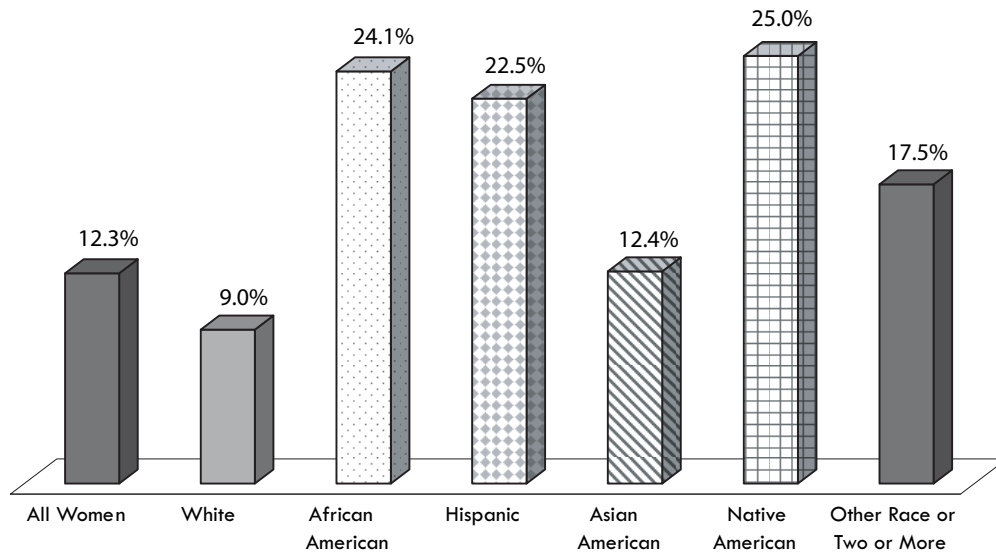
Among single mothers, poverty rates were also higher for women of color than for white women in 1999. Single-mother families experienced poverty rates of 22.1 percent among whites, 22.4 percent among Asian Americans, 35.4 percent among African Americans, 36.3 percent among Hispanics, and 37.8 percent among Native Americans. These numbers are particularly devastating for African American, Native American, and Hispanic women and their children because they are also more likely to live in single-mother families. While single-mother families are 15.5 percent of all white families and 10.1 percent of all Asian American families, they are 49.7 percent of African American families, 31.7 percent of Native American families, and 21.7 percent of Hispanic families (Urban Institute 2004b).

The higher poverty rates of women of color result from lesser economic opportunities in communities of color. Lower wages, which in turn result from factors such as racial discrimination, occupational segregation, lower levels of educational attainment, and a lack of job opportunities, as well as inadequate social supports and safety net programs, all increase the likelihood of poverty. Unemployment is also a key factor among women of color, who have higher unemployment rates than do white women. Nationally, 4.8 percent of white women are unemployed, compared with 10.2 percent of African American women, 8.4 percent of Hispanic women, and 5.7 percent of Asian American women (U.S. Department of Labor, Bureau of Labor Statistics 2004a). Many women of color are also less likely to be married to high-earning men, both because of minority men's lower wages and because of higher rates of single-mother families. High incarceration rates, particularly among African American men, also have effects on the economic stability of their families and communities (Moore 1996). For Native American women in particular, factors such as reduced state and federal assistance and limited economic development, particularly on reservations, also contribute to high levels of poverty.

- Virginia has the least poverty among Native American women (11.3 percent). Alaska has the least poverty among African American and Hispanic women, (7.1 percent and 13.0 percent, respectively). New Jersey has the best poverty rate for Asian American women (7.0 percent; due to small sample sizes, some states are excluded from these rankings for poverty among women of color; see Table 7).

(Continued on next page)

Figure 3.
Percent of Women Living Below the Poverty Line, by Race and Ethnicity, 1999



Notes:

For women aged 16 and older. See Appendix II for methodology.

Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

- Louisiana has the worst poverty rate among African American women (35.6 percent). Rhode Island has the worst poverty rate for Asian American women (26.2 percent) and Hispanic women (37.7 percent). For Native American women, South Dakota has the worst poverty rate (45.3 percent).

Effective federal, state, and local policies to lower women's poverty rates, particularly those in communities of color, will address the critical issue of educational attainment, from elementary school to postsecondary studies. Enforcing equal opportunity laws and raising the minimum wage would also be of particular benefit to women of color, who are disproportionately poor. State and local governments should also address substandard wages, which are found in job sectors predominantly occupied by women, through measures such as living wage ordinances, which base wage levels on the basic cost of living. Finally, welfare policies based on poverty-reduction, increased access to affordable child care, and health and leave benefits would all ease the hardship that women in poverty face.

Table 6: How the States Measure Up: Women's Status on the Social and Economic Autonomy Composite Index and Its Components

State	Composite Index			Percent of Women with Health Insurance		Percent of Women with Four or More Years of College		Percent of Businesses That are Women-Owned		Percent of Women Living above Poverty Based on CPS Data	
	Score	Rank	Grade	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	6.55	47	D-	84.0%	30	17.9%	46	24.4%	33	83.7%	45
Alaska	7.30	10	B-	82.4%	34	25.4%	14	25.9%	18	92.0%	4
Arizona	6.94	31	C-	81.3%	38	21.5%	30	27.0%	13	87.2%	33
Arkansas	6.23	50	F	78.3%	46	15.9%	50	22.0%	50	82.1%	48
California	7.08	21	C	78.6%	45	24.7%	15	27.3%	9	87.8%	31
Colorado	7.55	4	B	82.4%	34	30.9%	3	28.0%	4	90.4%	13
Connecticut	7.53	5	B	87.7%	12	29.5%	5	25.5%	24	92.0%	4
Delaware	7.25	13	B-	91.1%	2	23.5%	19	24.1%	36	92.0%	4
District of Columbia	7.60	2	B	87.4%	15	36.8%	1	30.9%	1	82.1%	48
Florida	6.79	38	D+	79.1%	44	20.2%	37	25.9%	18	86.8%	35
Georgia	6.94	31	C-	81.0%	40	23.0%	22	25.6%	22	87.1%	34
Hawaii	7.24	14	B-	88.3%	9	25.5%	13	27.5%	6	87.8%	31
Idaho	6.74	40	D	79.9%	42	19.4%	39	23.5%	45	88.3%	28
Illinois	7.19	15	C+	84.2%	29	24.5%	16	27.2%	10	88.9%	25
Indiana	6.95	29	C-	84.8%	26	18.1%	45	25.9%	18	90.7%	12
Iowa	7.08	21	C	89.3%	5	20.4%	35	25.3%	25	90.8%	11
Kansas	7.17	16	C+	85.6%	22	24.4%	17	25.6%	22	89.7%	18
Kentucky	6.57	46	D-	83.7%	31	16.4%	49	23.4%	46	86.5%	36
Louisiana	6.38	49	F	74.2%	49	18.2%	44	23.9%	41	82.6%	47
Maine	6.97	28	C-	87.2%	16	22.5%	24	24.0%	38	88.0%	29
Maryland	7.67	1	B+	86.9%	18	29.6%	4	28.9%	3	92.4%	2
Massachusetts	7.58	3	B	90.5%	4	31.4%	2	26.6%	14	89.6%	20
Michigan	7.02	25	C	86.5%	19	20.2%	37	27.2%	10	88.7%	27
Minnesota	7.48	6	B	92.1%	1	26.2%	10	26.4%	15	92.3%	3
Mississippi	6.20	51	F	79.5%	43	16.6%	48	22.8%	47	79.8%	51
Missouri	6.99	26	C-	85.5%	23	20.3%	36	25.2%	26	89.9%	15
Montana	6.84	35	D+	82.5%	33	23.4%	21	23.9%	41	85.6%	41
Nebraska	7.09	20	C	88.4%	8	22.9%	23	24.1%	36	89.9%	15
Nevada	6.89	33	D+	81.5%	37	16.7%	47	25.7%	21	91.9%	7
New Hampshire	7.37	9	B-	88.0%	11	26.8%	9	23.6%	44	92.7%	1
New Jersey	7.28	11	B-	84.7%	28	27.4%	8	23.7%	43	90.9%	9
New Mexico	6.71	42	D	71.9%	50	22.3%	25	29.4%	2	81.9%	50
New York	7.06	23	C	81.7%	36	26.1%	11	26.1%	17	86.1%	37
North Carolina	6.78	39	D+	80.6%	41	21.8%	28	24.5%	32	85.7%	39
North Dakota	6.81	37	D+	87.6%	13	21.9%	27	22.5%	49	86.1%	37
Ohio	6.95	29	C-	86.2%	21	19.4%	39	26.2%	16	89.0%	24
Oklahoma	6.60	45	D-	78.2%	47	18.9%	42	24.0%	38	85.6%	41
Oregon	7.11	19	C	83.7%	31	23.5%	19	27.6%	5	88.0%	29
Pennsylvania	6.99	26	C-	88.3%	9	20.6%	34	24.2%	35	89.8%	17
Rhode Island	7.13	18	C+	89.3%	5	23.7%	18	24.6%	31	89.3%	22
South Carolina	6.73	41	D	84.8%	26	19.4%	39	24.7%	30	85.7%	39
South Dakota	6.84	35	D+	87.0%	17	20.8%	32	21.5%	51	88.8%	26
Tennessee	6.68	43	D	87.6%	13	18.3%	43	24.0%	38	85.5%	43
Texas	6.66	44	D	71.7%	51	21.5%	30	25.0%	28	85.3%	44
Utah	7.05	24	C	85.2%	24	22.3%	25	24.8%	29	89.7%	18
Vermont	7.40	8	B-	88.5%	7	29.5%	5	25.2%	26	89.4%	21
Virginia	7.43	7	B-	86.3%	20	27.6%	7	27.5%	6	90.4%	13
Washington	7.27	12	B-	84.9%	25	25.8%	12	27.5%	6	89.1%	23
West Virginia	6.42	48	F	81.2%	39	14.0%	51	27.1%	12	83.1%	46
Wisconsin	7.16	17	C+	91.1%	2	21.7%	29	24.4%	33	91.6%	8
Wyoming	6.87	34	D+	78.1%	48	20.8%	32	22.6%	48	90.9%	9
United States	7.00			82.3%		22.8%		26.0%		87.9%	

Notes:

See Appendix II for methodology.

Calculated by the Institute for Women's Policy Research.

Table 7: How the States Measure Up: Women's Social and Economic Autonomy, by Race and Ethnicity
Percent of Women and Men Aged 16 and Older Living Above Poverty, 1999, by State, Race, and Ethnicity^a

State	Based on Data from Census 2000										
	Total Population		Whites		African Americans			Asian Americans			
	Percent of Women	Percent of Men	Percent of Women	Rank for Women (of 51)	Percent of Men	Percent of Women	Rank for Women (of 43)	Percent of Men	Percent of Women	Rank for Women (of 46)	Percent of Men
Alabama	83.2%	88.3%	88.5%	41	91.8%	68.7%	40	77.2%	85.1%	33	84.9%
Alaska	91.4%	91.8%	94.1%	3	94.5%	92.9%	1	88.7%	90.3%	8	87.3%
Arizona	86.7%	89.1%	91.6%	15	93.5%	79.3%	13	84.0%	87.6%	19	87.8%
Arkansas	83.8%	88.4%	87.2%	48	90.8%	67.1%	41	76.6%	85.9%	29	81.7%
California	86.4%	88.7%	91.5%	16	93.3%	78.9%	14	83.3%	87.6%	19	88.7%
Colorado	90.1%	92.4%	92.4%	12	94.5%	82.9%	4	89.3%	89.5%	13	89.7%
Connecticut	91.7%	94.0%	94.5%	1	96.2%	81.9%	6	86.4%	91.1%	3	89.8%
Delaware	90.4%	93.1%	93.2%	5	95.4%	82.0%	5	87.0%	92.5%	2	92.7%
District of Columbia	81.5%	84.2%	90.6%	30	92.4%	77.9%	15	79.6%	79.0%	44	79.1%
Florida	87.3%	90.4%	91.2%	20	93.4%	75.1%	27	81.9%	87.6%	19	87.3%
Georgia	86.4%	90.5%	91.0%	22	93.8%	76.9%	19	84.1%	89.8%	12	89.4%
Hawaii	89.1%	90.9%	89.9%	34	91.1%	89.2%	2	95.1%	90.5%	7	91.9%
Idaho	87.9%	91.0%	88.9%	39	92.0%				85.7%	31	86.1%
Illinois	89.2%	91.8%	92.9%	7	94.9%	75.3%	25	80.2%	89.9%	11	90.5%
Indiana	89.8%	93.0%	91.4%	18	94.3%	77.2%	17	85.2%	86.6%	26	80.1%
Iowa	90.6%	92.6%	91.3%	19	93.5%	69.7%	39	76.5%	82.6%	41	77.7%
Kansas	89.5%	92.3%	91.0%	22	93.7%	77.6%	16	84.2%	86.7%	25	85.5%
Kentucky	83.8%	87.9%	84.8%	50	88.6%	72.0%	35	81.3%	86.5%	27	89.4%
Louisiana	79.9%	85.9%	87.4%	46	91.0%	64.4%	43	73.7%	80.5%	42	81.4%
Maine	87.9%	91.7%	88.4%	42	92.0%				79.8%	43	88.8%
Maryland	91.1%	93.5%	93.8%	4	95.8%	86.0%	3	88.9%	90.6%	6	91.5%
Massachusetts	90.0%	92.9%	92.5%	10	95.0%	80.3%	11	83.0%	83.2%	38	85.1%
Michigan	89.1%	92.2%	91.7%	14	94.3%	76.4%	23	81.8%	88.7%	15	89.2%
Minnesota	91.5%	93.6%	92.9%	7	95.0%	72.2%	34	77.6%	85.4%	32	82.6%
Mississippi	79.4%	85.7%	87.3%	47	91.1%	65.3%	42	74.8%	84.0%	35	78.6%
Missouri	87.9%	91.3%	89.7%	35	92.7%	76.5%	21	81.8%	85.8%	30	85.1%
Montana	85.2%	87.8%	87.2%	48	89.3%						
Nebraska	90.2%	92.8%	91.5%	16	93.9%	74.6%	29	81.9%	90.1%	10	88.7%
Nevada	89.5%	91.9%	92.1%	13	94.2%	80.3%	11	86.4%	91.0%	4	91.9%
New Hampshire	92.7%	95.3%	93.1%	6	95.6%				89.1%	14	91.5%
New Jersey	90.9%	93.6%	94.3%	2	96.2%	81.9%	6	86.8%	93.0%	1	93.3%
New Mexico	82.6%	85.7%	89.7%	35	92.0%	80.6%	10	86.1%	87.7%	18	81.7%
New York	85.4%	88.9%	91.0%	22	93.3%	76.5%	21	81.5%	83.1%	39	83.8%
North Carolina	87.1%	90.9%	90.8%	27	93.7%	76.9%	19	84.0%	90.7%	5	87.9%
North Dakota	87.4%	89.8%	88.9%	39	91.0%						
Ohio	88.9%	92.5%	91.0%	22	94.1%	74.9%	28	81.8%	87.1%	22	86.3%
Oklahoma	85.2%	88.8%	87.7%	45	90.8%	72.0%	35	80.7%	84.0%	35	79.4%
Oregon	88.2%	90.5%	89.6%	37	92.0%	75.5%	24	83.3%	86.9%	24	86.6%
Pennsylvania	88.4%	92.0%	90.8%	27	93.8%	73.8%	31	80.3%	82.8%	40	83.3%
Rhode Island	87.3%	91.8%	90.5%	31	94.1%	73.6%	32	79.8%	73.8%	46	81.8%
South Carolina	85.2%	89.8%	90.4%	32	93.5%	73.5%	33	81.3%	86.1%	28	85.0%
South Dakota	87.1%	89.8%	89.6%	37	92.4%						
Tennessee	85.9%	89.8%	88.2%	44	91.5%	75.2%	26	82.9%	88.1%	17	85.8%
Texas	84.9%	88.3%	91.2%	20	93.7%	77.0%	18	83.1%	88.5%	16	87.3%
Utah	89.4%	92.3%	90.9%	26	93.8%	74.5%	30	81.9%	84.8%	34	84.8%
Vermont	89.5%	93.0%	90.0%	33	93.2%						
Virginia	89.9%	92.8%	92.5%	10	94.4%	80.9%	9	87.3%	90.3%	8	91.3%
Washington	89.0%	91.5%	90.7%	29	93.2%	81.9%	6	85.5%	87.1%	22	88.2%
West Virginia	82.2%	85.5%	82.7%	51	86.0%	70.6%	37	73.5%	77.0%	45	74.2%
Wisconsin	91.0%	93.5%	92.8%	9	95.0%	69.8%	38	78.6%	83.9%	37	78.6%
Wyoming	87.2%	91.6%	88.4%	42	92.4%						
United States	87.4%	90.6%	91.0%		93.5%	75.9%		82.2%	87.6%		88.0%

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^a The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ from those based on the 2003 Current Population Survey data (for the year 2002) presented in Table 6.

^b This category includes men and women who report "other" or "two or more" races.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

Table 7: How the States Measure Up: Women's Social and Economic Autonomy, by Race and Ethnicity
Percent of Women and Men Aged 16 and Older Living Above Poverty, 1999, by State, Race, and Ethnicity^a (Continued)

Based on Data from Census 2000

State	Native Americans			Other/Two or More ^b			Hispanics		
	Percent of Women	Rank for Women (of 44)	Percent of Men	Percent of Women	Rank for Women (of 47)	Percent of Men	Percent of Women	Rank for Women (of 48)	Percent of Men
Alabama	75.1%	30	86.9%	82.9%	19	86.8%	75.6%	37	77.0%
Alaska	80.7%	12	80.4%	88.4%	2	89.2%	87.0%	1	88.8%
Arizona	63.8%	40	65.1%	80.1%	32	84.9%	76.3%	32	80.8%
Arkansas	78.0%	23	83.5%	85.0%	10	83.9%	72.6%	44	77.1%
California	79.8%	17	83.7%	85.8%	11	86.3%	78.4%	24	82.4%
Colorado	79.2%	18	83.5%	84.4%	13	87.4%	80.7%	15	84.2%
Connecticut	84.4%	8	89.8%	84.6%	12	87.0%	75.8%	35	81.1%
Delaware				86.9%	3	87.6%	76.3%	32	79.6%
District of Columbia				78.5%	42	82.4%	79.9%	19	85.7%
Florida	78.5%	22	86.0%	79.3%	36	83.2%	81.5%	11	85.0%
Georgia	81.3%	11	88.8%	82.6%	23	86.7%	78.4%	24	81.0%
Hawaii				85.3%	9	89.0%	82.1%	7	85.8%
Idaho	75.6%	28	81.8%	83.1%	17	84.6%	75.7%	36	80.7%
Illinois	85.6%	4	88.8%	83.8%	14	86.8%	83.7%	4	86.1%
Indiana	84.5%	7	85.6%	82.9%	19	88.6%	81.6%	10	83.6%
Iowa	71.0%	34	71.1%	83.3%	16	80.4%	81.4%	12	83.6%
Kansas	86.6%	2	89.9%	81.4%	27	85.1%	79.5%	21	83.4%
Kentucky	74.3%	31	73.2%	78.7%	40	82.4%	78.3%	26	76.6%
Louisiana	72.9%	33	84.2%	75.1%	46	83.7%	80.3%	17	82.5%
Maine	68.9%	36	71.0%	72.1%	47	81.9%	82.0%	8	80.2%
Maryland	85.5%	5	86.4%	90.1%	1	90.7%	86.2%	2	88.9%
Massachusetts	77.6%	24	84.7%	79.5%	34	86.3%	69.9%	46	78.0%
Michigan	80.4%	15	86.3%	81.3%	28	84.6%	82.2%	5	85.1%
Minnesota	73.7%	32	78.0%	81.5%	25	81.7%	78.1%	27	81.1%
Mississippi	65.3%	39	75.4%	79.4%	35	82.5%	77.6%	29	78.8%
Missouri	81.5%	10	83.7%	79.2%	37	83.9%	80.0%	18	83.2%
Montana	58.8%	42	63.5%	76.1%	44	81.3%	77.7%	28	82.8%
Nebraska	70.6%	35	74.3%	82.8%	21	90.3%	80.5%	16	83.7%
Nevada	81.6%	9	88.0%	86.8%	4	90.1%	82.2%	5	85.7%
New Hampshire				86.2%	6	83.0%	81.9%	9	91.7%
New Jersey	86.5%	3	92.7%	85.5%	8	89.0%	81.2%	13	85.9%
New Mexico	65.9%	38	67.9%	78.8%	39	84.6%	77.2%	30	81.4%
New York	75.5%	29	81.1%	79.9%	33	82.0%	71.1%	45	79.0%
North Carolina	79.0%	20	83.1%	81.0%	29	86.2%	74.1%	42	78.8%
North Dakota	55.6%	43	68.8%						
Ohio	76.7%	25	85.7%	78.7%	40	84.2%	81.0%	14	84.5%
Oklahoma	79.2%	19	83.0%	81.5%	25	86.6%	73.6%	43	79.7%
Oregon	79.0%	20	79.5%	80.7%	30	83.2%	74.9%	41	79.3%
Pennsylvania	80.5%	14	85.5%	80.7%	30	84.0%	68.4%	47	75.8%
Rhode Island				78.3%	43	87.6%	62.3%	48	75.9%
South Carolina	76.4%	26	88.5%	81.7%	24	84.4%	76.7%	31	75.3%
South Dakota	54.7%	44	57.6%						
Tennessee	80.6%	13	86.7%	79.2%	37	83.6%	76.1%	34	77.1%
Texas	84.7%	6	88.0%	83.4%	15	86.6%	75.3%	39	80.0%
Utah	66.3%	37	74.5%	83.0%	18	87.6%	79.6%	20	83.1%
Vermont									
Virginia	88.7%	1	90.6%	86.5%	5	89.0%	86.2%	2	88.4%
Washington	76.1%	27	80.0%	82.8%	21	87.0%	75.6%	37	80.3%
West Virginia				76.1%	44	78.6%	75.0%	40	79.7%
Wisconsin	80.1%	16	84.5%	86.0%	7	86.3%	79.1%	22	82.0%
Wyoming	62.2%	41	77.2%				78.9%	23	87.0%
United States	75.0%		79.2%	82.5%		85.7%	77.5%		82.0%

Compiled by the Institute for Women's Policy Research.

Table 7: How the States Measure Up: Women's Social and Economic Autonomy, by Race and Ethnicity
Percent of Women Aged 25 and Over with a Four-Year College Degree or More^a

State	Total Population			Whites		African Americans			Asian Americans		
	Percent of Women	Percent of Men	Percent of Women	Rank for Women (of 51)	Percent of Men	Percent of Women	Rank for Women (of 45)	Percent of Men	Percent of Women	Rank for Women (of 51)	Percent of Men
Alabama	18.0%	20.2%	19.4%	43	23.0%	13.0%	33	9.5%	37.7%	29	51.5%
Alaska	25.3%	24.1%	29.8%	11	28.4%	15.3%	24	14.1%	21.1%	50	20.6%
Arizona	21.7%	25.6%	25.3%	22	31.2%	19.0%	10	18.2%	38.9%	25	52.2%
Arkansas	16.0%	17.7%	16.7%	49	19.3%	12.0%	38	9.0%	30.0%	44	39.8%
California	24.8%	28.7%	30.4%	8	37.3%	17.9%	11	16.2%	38.5%	26	44.7%
Colorado	30.7%	34.4%	34.3%	3	39.4%	22.0%	5	19.1%	38.3%	27	48.6%
Connecticut	29.4%	33.3%	31.9%	6	36.3%	14.5%	27	13.4%	52.3%	6	61.3%
Delaware	23.7%	27.4%	25.1%	23	29.8%	16.3%	18	13.7%	53.8%	3	78.9%
District of Columbia	36.5%	41.2%	77.3%	1	81.8%	17.8%	12	17.4%	56.5%	2	61.0%
Florida	20.1%	24.9%	21.6%	33	28.2%	13.5%	32	11.2%	36.0%	31	44.6%
Georgia	23.1%	25.7%	25.5%	20	30.1%	17.0%	14	14.1%	39.1%	24	49.8%
Hawaii	25.2%	27.0%	35.8%	2	39.0%	25.6%	4	19.4%	23.9%	49	24.6%
Idaho	18.8%	23.9%	19.4%	43	25.3%			29.4%	29.4%	45	41.6%
Illinois	24.5%	27.8%	26.5%	18	31.5%	15.8%	21	13.3%	53.4%	5	62.4%
Indiana	17.8%	20.7%	18.2%	48	21.4%	11.9%	39	11.5%	48.4%	9	66.5%
Iowa	20.3%	22.1%	20.3%	39	22.3%	14.4%	28	12.8%	39.5%	22	53.2%
Kansas	24.3%	27.2%	25.6%	19	28.9%	15.6%	23	16.1%	34.2%	35	45.3%
Kentucky	16.3%	18.0%	16.5%	50	18.3%	10.7%	45	10.3%	41.1%	19	60.7%
Louisiana	18.5%	19.3%	20.8%	37	23.2%	12.9%	34	8.7%	33.2%	37	36.7%
Maine	22.8%	23.8%	22.8%	29	24.0%	27.5%	2	19.2%	34.8%	34	30.1%
Maryland	29.5%	33.4%	32.0%	5	37.9%	21.1%	6	18.9%	50.8%	8	60.7%
Massachusetts	31.3%	35.2%	32.4%	4	36.7%	19.6%	9	21.0%	46.6%	11	54.9%
Michigan	20.2%	23.5%	20.8%	37	24.9%	14.0%	30	11.5%	53.8%	3	67.0%
Minnesota	26.4%	28.5%	27.0%	14	29.1%	16.6%	17	20.2%	31.8%	40	39.8%
Mississippi	16.5%	17.4%	18.7%	46	21.4%	11.9%	39	8.1%	32.0%	39	41.6%
Missouri	20.4%	23.2%	21.0%	36	24.3%	13.8%	31	11.1%	44.9%	13	57.4%
Montana	23.1%	25.5%	23.9%	25	26.5%				28.6%	47	39.5%
Nebraska	22.9%	24.8%	23.9%	25	26.0%	11.6%	41	16.3%	36.2%	30	43.2%
Nevada	16.7%	19.5%	18.3%	47	22.7%	12.9%	34	11.2%	26.0%	48	30.8%
New Hampshire	26.8%	30.5%	26.7%	17	30.4%	31.5%	1	29.5%	47.1%	10	63.2%
New Jersey	27.4%	32.6%	29.2%	13	36.0%	16.9%	15	15.6%	57.8%	1	67.5%
New Mexico	22.4%	24.7%	31.9%	6	36.2%	21.0%	7	18.5%	41.8%	17	54.5%
New York	26.1%	28.8%	30.0%	9	33.8%	17.3%	13	15.2%	39.2%	23	43.1%
North Carolina	21.5%	23.1%	23.6%	27	26.5%	14.4%	28	11.4%	38.1%	28	50.1%
North Dakota	21.6%	21.4%	22.0%	32	21.8%				20.1%	51	
Ohio	19.3%	23.0%	19.8%	41	23.8%	12.3%	36	11.5%	51.1%	7	64.5%
Oklahoma	18.8%	21.8%	19.6%	42	23.7%	15.3%	24	12.6%	30.8%	43	45.6%
Oregon	23.5%	26.3%	24.1%	24	27.5%	15.8%	21	19.1%	35.3%	32	42.1%
Pennsylvania	20.6%	24.2%	21.3%	35	25.2%	12.3%	36	11.4%	43.2%	14	54.7%
Rhode Island	24.0%	27.6%	25.5%	20	29.3%	16.9%	15	18.3%	33.6%	36	41.5%
South Carolina	19.4%	21.5%	22.5%	31	26.1%	11.4%	42	8.0%	31.8%	40	47.8%
South Dakota	20.7%	22.7%	21.5%	34	23.8%			13.5%	31.1%	42	
Tennessee	18.4%	21.1%	18.9%	45	22.4%	14.6%	26	11.6%	40.3%	21	52.7%
Texas	21.4%	25.1%	26.9%	15	33.3%	16.3%	18	14.4%	41.5%	18	53.5%
Utah	21.9%	29.7%	22.9%	28	31.9%	26.4%	3	21.6%	29.0%	46	36.3%
Vermont	29.9%	29.5%	29.8%	11	29.5%				40.6%	20	
Virginia	27.5%	31.6%	29.9%	10	35.3%	16.0%	20	13.5%	45.1%	12	55.0%
Washington	26.0%	29.7%	26.9%	15	31.2%	19.7%	8	20.5%	33.0%	38	39.9%
West Virginia	14.0%	15.7%	13.9%	51	15.5%	10.8%	44	10.5%	42.8%	15	63.5%
Wisconsin	21.9%	23.0%	22.7%	30	23.7%	10.9%	43	10.4%	35.3%	32	47.4%
Wyoming	19.3%	22.7%	19.9%	40	23.9%				42.0%	16	
United States	22.8%	26.1%	24.8%		29.2%	15.3%		13.2%	39.8%		47.6%

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

^a The numbers and rankings presented here are based on 2000 Census data for the year 2000.

^b This category includes men and women who report "other" or "two or more" races.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

Table 7: How the States Measure Up: Women's Social and Economic Autonomy, by Race and Ethnicity
Percent of Women Aged 25 and Over with a Four-Year College Degree or More^a (Continued)

State	Native Americans			Other/Two or More ^b			Hispanics		
	Percent of Women	Rank for Women (of 48)	Percent of Men	Percent of Women	Rank for Women (of 51)	Percent of Men	Percent of Women	Rank for Women (of 51)	Percent of Men
Alabama	12.2%	24	12.9%	18.1%	30	19.2%	16.6%	11	14.1%
Alaska	7.3%	47	4.2%	20.6%	22	20.2%	22.8%	5	15.5%
Arizona	7.9%	44	6.0%	20.7%	21	23.4%	8.7%	47	7.9%
Arkansas	8.8%	40	14.7%	13.7%	49	14.8%	10.6%	37	5.9%
California	13.6%	17	13.8%	25.6%	5	29.4%	7.9%	48	7.8%
Colorado	16.3%	9	14.8%	24.8%	7	30.7%	10.6%	37	9.8%
Connecticut	16.0%	11	15.4%	22.6%	12	22.9%	11.8%	33	11.3%
Delaware	7.1%	48	15.1%	21.9%	14	25.2%	14.8%	21	11.9%
District of Columbia				42.5%	1	44.2%	25.9%	3	24.2%
Florida	15.1%	14	17.9%	18.2%	29	20.4%	17.2%	10	18.1%
Georgia	18.3%	3	18.8%	24.4%	8	25.4%	15.5%	15	12.7%
Hawaii	17.9%	4		16.8%	34	18.3%	13.8%	24	12.6%
Idaho	12.4%	22	6.8%	16.8%	34	15.5%	7.5%	49	5.7%
Illinois	10.3%	32	19.0%	25.4%	6	29.5%	9.5%	42	8.4%
Indiana	15.5%	12	16.3%	16.4%	40	20.2%	12.4%	31	9.3%
Iowa	9.8%	36	9.3%	18.6%	27	14.2%	13.8%	24	10.3%
Kansas	11.1%	29	15.7%	20.3%	24	22.1%	9.5%	42	7.9%
Kentucky	14.2%	16	18.2%	16.2%	42	16.6%	16.4%	12	12.3%
Louisiana	9.8%	36	8.3%	16.4%	40	23.5%	17.8%	9	19.3%
Maine	12.2%	24	9.5%	18.5%	28	15.5%	18.5%	8	25.2%
Maryland	17.1%	7	16.6%	32.4%	2	35.3%	23.7%	4	19.3%
Massachusetts	20.4%	1	28.0%	21.2%	19	22.9%	15.1%	18	13.4%
Michigan	10.7%	31	11.4%	16.7%	36	20.8%	13.5%	26	12.2%
Minnesota	11.5%	27	8.0%	21.7%	15	23.1%	13.2%	28	14.4%
Mississippi	11.1%	29	7.7%	14.1%	48	22.3%	15.0%	20	10.4%
Missouri	13.5%	18	10.7%	16.7%	36	18.8%	15.8%	14	16.5%
Montana	9.9%	35	8.0%	21.3%	18	18.2%	14.6%	22	12.6%
Nebraska	8.9%	39	9.8%	15.9%	43	15.2%	9.1%	44	7.1%
Nevada	10.0%	34	9.8%	15.0%	46	17.9%	7.0%	51	5.7%
New Hampshire				15.9%	43	22.5%	21.3%	6	25.6%
New Jersey	18.9%	2	17.7%	23.5%	10	29.3%	13.3%	27	11.7%
New Mexico	8.7%	42	7.1%	31.0%	3	34.0%	10.9%	36	11.1%
New York	16.2%	10	16.8%	21.7%	15	24.9%	12.1%	32	10.8%
North Carolina	11.4%	28	9.2%	22.4%	13	21.1%	13.1%	29	8.6%
North Dakota	8.2%	43	6.3%	21.7%	15	37.9%	30.6%	2	14.6%
Ohio	13.4%	19	18.4%	16.7%	36	21.7%	15.5%	15	15.4%
Oklahoma	14.4%	15	12.1%	16.7%	36	18.4%	10.3%	39	9.7%
Oregon	12.2%	24	13.5%	18.9%	26	19.4%	10.3%	39	8.9%
Pennsylvania	15.2%	13	15.5%	20.5%	23	24.0%	12.8%	30	11.8%
Rhode Island	7.9%	44	18.2%	14.9%	47	15.8%	7.3%	50	8.8%
South Carolina	12.7%	21	11.4%	17.9%	32	19.6%	15.1%	18	14.1%
South Dakota	10.3%	32	7.6%	10.8%	51	13.5%	11.5%	34	18.8%
Tennessee	17.3%	5	13.4%	15.8%	45	21.2%	16.1%	13	14.3%
Texas	17.1%	7	21.8%	23.4%	11	30.0%	9.0%	45	8.6%
Utah	9.4%	38	9.4%	19.8%	25	29.3%	9.0%	45	8.9%
Vermont				23.9%	9	5.0%	33.2%	1	42.1%
Virginia	17.2%	6	20.3%	29.0%	4	35.7%	20.7%	7	19.2%
Washington	13.3%	20	13.1%	21.1%	20	24.2%	11.3%	35	10.2%
West Virginia	12.3%	23	16.7%	17.0%	33	19.7%	15.4%	17	22.8%
Wisconsin	8.8%	40	8.0%	18.1%	30	21.4%	14.0%	23	11.6%
Wyoming	7.7%	46	3.1%	13.2%	50	12.6%	10.3%	39	8.0%
United States	12.1%		11.7%	21.7%		25.0%	10.8%		10.2%

Compiled by the Institute for Women's Policy Research.

5. Reproductive Rights

The reproductive rights composite index incorporates each state's scores on nine component indicators. The states' scores on this composite vary widely, although women in the West and Northeast have the strongest access to reproductive health services.

- States such as Connecticut, Hawaii, New Jersey, and Vermont rank well on most components of the index and on the composite index as a whole.
- Other states, such as Mississippi, North Dakota, and South Dakota, rank poorly on the composite index as well as on each component of the index.
- Most states show a more mixed commitment to reproductive rights, ranking well on some components and poorly on others.
- In all states, women's reproductive rights vary by race and ethnicity, and disparities and discrimination in access to reproductive resources have seriously impaired the reproductive health of women of color. For example, infant mortality rates are 13.5 for African American infants and 9.7 for Native American infants, compared with 5.7 for white infants, 5.4 for Hispanic infants, and 4.7 for Asian American infants.

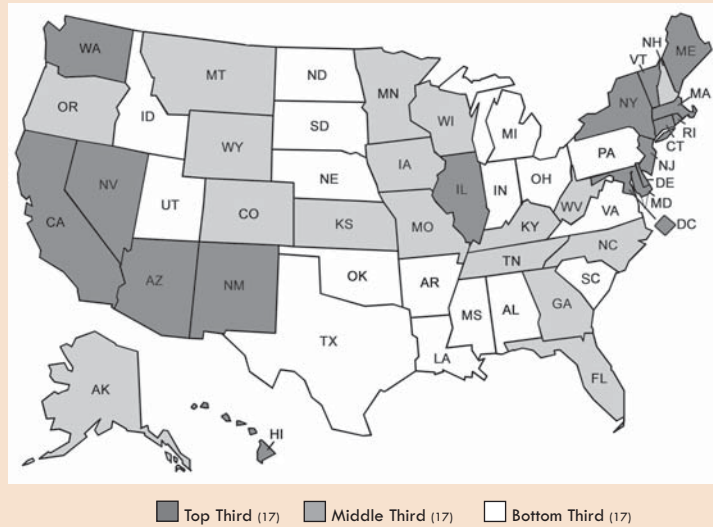
In all states, reproductive rights are continually being challenged, and women need to continue to defend and expand their access to reproductive choice.

Map 16 indicates whether each state is ranked in the top, middle, or bottom third of the country on the overall women's reproductive rights composite index. Table 9 compares the states on each component of the reproductive rights composite index (see also Appendix Figure 4), and Table 10 presents additional data on differences by state and race and ethnicity.

they have led to decreased access to health insurance coverage, particularly among low-income women, and higher incidence rates and mortality from diseases related to reproductive health, including AIDS and chlamydia (see "Racial Disparities in Mortality and Incidence of Disease").

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MAP 16: Reproductive Rights Composite Index



Note: For methodology and sources, see Appendix II.
Calculated by the Institute for Women's Policy Research.

THE REPRODUCTIVE RIGHTS OF WOMEN OF COLOR

Women of color and indigenous women in the United States have a history of reduced access to reproductive rights and resources, in part due to inequalities in factors such as education, access to health care, and socioeconomic status, but in part due to a history of discrimination and racism specific to reproductive health policies. These policies have often worked to disadvantage women of color, indigenous women, and immigrant women, by lessening their access to resources such as abortion and contraception, disrupting their access to information about reproductive health issues, and exposing them to toxins and other health risks. Both poor public policies and social and economic inequalities have led to disparities in access to prenatal care and in low birth weights and infant mortality. In addition,

Forced sterilizations performed within the Indian Health Service (IHS) and federal and state health programs, mostly in the 1960s and 1970s, are a stark example of discriminatory practices affecting women of color. During the 1970s, when the majority of sterilizations occurred, thousands were performed on minority and indigenous women, who commonly lacked full or accurate information about the irreversibility of the sterilization procedure and who were frequently under threat of losing welfare benefits or medical care (Gordon 1990; Lawrence 2000; Trombley 1988). The justification for forced sterilization was primarily to decrease higher birth rates among women of color, which was seen as a way to decrease welfare spending and increase families' economic security (Lawrence 2000). Not only did the sterilizations disrupt women's reproductive rights over their lifetimes, but they resulted in a longstanding distrust of health care institutions for many women of color, which has in turn led to diminished use of health care resources.

Discriminatory policies continue to shape the reproductive health experiences of women of color. Various states have considered or adopted measures designed to punish pregnant women who use drugs or alcohol; some, for example, require drug testing and reporting of women seeking obstetrical care in hospitals. These policies have resulted in prosecuting disproportionate numbers of women of color, especially African American women (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000). In addition, some research suggests that public health officials within the IHS actively promoted long-term hormonal treatments like Depo-Provera, without providing to patients full information about the health consequences of the drugs (Chen and Asetoyer 1995). In the 1980s, before Depo-Provera was approved for general use by the Federal Drug Administration, health providers administered the drug to mentally disabled Native American women to control their menstruation and possible pregnancy, again without proper consent and against manufacturer protocols (which did not recommend the drug for mentally disabled women; Chen and Asetoyer 1995).

Many policies also deny women of color access to crucial resources that would allow them more control over their reproductive lives. The 1976 Hyde Amendment, which disallows the use of federal funding for most abortions, disproportionately affects women of color, who are more likely than white women to use public health services because of their lower incomes. Only 15 states allow the use of their own public funds to pay for abortions for income-eligible women. A national survey of IHS facilities found that only 5 percent provide abortion services to Native American women in accordance with the Hyde Amendment, and, according to IHS statistics, only 25 abortions had been performed between 1981 and 2002 (Native American Women's Health Education Resource Center 2002). In some Indian nations, because of a lack of resources and poverty, one of the only recourses a low-income Native woman may have is to go in front of her Tribal Council to gain emergency assistance for abortion by pleading her private situation publicly, if she qualifies for public health assistance (Native American Women's Health Education Resource Center 2003).

For Native American women, federal policies interrupted the transmission of traditional health knowledge from elders to younger generations by encouraging assimilation among youth. The 19th- and early-20th-century policy of sending youth to boarding schools left young mothers with little information about traditional health care practices that had been transmitted across generations within Native American communities, and many who are now elders report limited knowledge of those practices, including natural contraception, to pass along (Long and Curry 1998).

Women of color may also experience higher levels of exposure to environmental health risks than white women, which in turn may affect their reproductive health status. While the links between disparities in health status and environmental hazards are difficult to assess, there is credible evidence of higher exposure among low-income communities and communities of color to health hazards resulting from, for example, industrial manufacturing, waste treatment, and waste disposal processes, which can taint air and water quality. These disparities may be related to higher rates of infant mortality and low birth weights, as well as lower life expectancy and higher cancer rates, among these communities (Institute of Medicine 1999). Because many women of color, and particularly immigrant women, work in occupations with high levels of occupational hazards, they may experience additional exposure to such risks.

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Finally, it is increasingly clear that many physicians and health care providers stereotype their patients based on race, ethnicity, immigrant status, and sex, and that this affects the quality of health care provided to different patients (Schulman et al. 1999). Along with language barriers, particularly among Hispanic and Asian American immigrant women (who make up relatively high proportions of the Asian American and Hispanic populations), these stereotypes can mean that many providers also display an insensitivity to the cultural and linguistic needs of a wide range of patients. Such biases and barriers discourage many women from seeking access to health care providers and from following the providers' advice when they do (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000). Very few medical schools offer courses in cultural issues related to treating various racial and ethnic groups. In addition, the health care providers who might be particularly sensitive to these issues—men and women of color—comprise only a small proportion of U.S. physicians, and the proportion studying medicine declined in the late 1990s (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000).

Women of color have less access to a variety of reproductive health care resources compared with white women. For example, when pregnant, women of color are less likely to use prenatal care. Among white women nationwide, 89 percent use prenatal care, compared with 84 percent of Asian American women,

76 percent of Hispanic women, 74 percent of African American women, and 69 percent of Native American women (Table 8 and Table 10).

Disparities and discrimination in access to reproductive resources have seriously compromised minority and indigenous women's reproductive health, as well as their children's health. For example, mortality rates are 4.7 for Asian American infants, 5.4 for Hispanic infants, 5.7 for white infants, 9.7 for Native American infants, and 13.5 for African American infants. Thus, racial disparities, particularly for Native American and African American women, are evident nationwide.

Low birth weight (less than 5 lbs., 8 oz.) among babies also affects different racial and ethnic groups at different rates. In the United States, the percent of births of low weight among white infants is 6.8; for Hispanic infants, it is 6.5; for Native Americans, it was 7.3; for Asian Americans, it was 7.5; and for African American infants, it is 13.1. Notably, the proportion of babies born with high birth weight (at least 8 lbs., 14 oz.) is associated with maternal gestational diabetes (Martin et al. 2003) and is also more common for babies born of women of color. For example, among Native

**Table 8.
Prenatal Care, Infant Mortality, and Low Birth Weight
in the United States, by Race and Ethnicity, 2001**

Percent of Mothers Beginning Prenatal Care in the First Trimester of Pregnancy^a	83%
Among Whites	89%
Among African Americans	74%
Among Hispanics	76%
Among Asian Americans	84%
Among Native Americans	69%
Infant Mortality Rate (deaths of infants under age one per 1,000 live births)^b	6.8
Among Whites	5.7
Among African Americans	13.5
Among Hispanics	5.4
Among Asian Americans	4.7
Among Native Americans	9.7
Percent of Low Birth-Weight Babies (less than 5 lbs., 8 oz.)^c	7.7%
Among Whites	6.8%
Among African Americans	13.1%
Among Hispanics	6.5%
Among Asian Americans	7.5%
Among Native Americans	7.3%

Notes:
Hispanics may be of any race or two or more races. Data for whites and African Americans do not include Hispanics; data for Asian Americans and Native Americans do include Hispanics; Hispanics may be of any race.
Source: ^a Centers for Disease Control and Prevention 2003b; ^b Centers for Disease Control and Prevention 2003a; ^c Centers for Disease Control and Prevention 2003c.
Compiled by the Institute for Women's Policy Research.

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American women in IHS service areas, high birth weight occurred in 12.6 percent of babies born in 1997, compared with 10.2 percent for all U.S. births (Indian Health Service 2003).

As federal, state, local, and tribal governments seek to better the status of women, they should consider the impacts of current policies and the legacies of former policies on the reproductive rights and health of women of color. States should assess and modify discriminatory practices and policies that punish pregnant women or restrict women's access to abortion, contraception, and prenatal care within their public health programs. They should provide training to health care providers on the cultural and socio-economic issues facing women of color in these women's reproductive lives and their access to health care and family planning. They should encourage women of color to become health care providers through recruitment and scholarship programs. Programs that are designed to raise awareness of the health disparities facing women of color and to build advocacy skills and self-help concerning their health would also contribute to improving their status. All of these steps would work toward improving trust and confidence in the health care system and increasing access to reproductive rights and resources among women of color.

Table 9: How the States Measure Up: Women's Status on the Reproductive Rights Composite Index and Its Components

State	Composite Index			Parental Consent/ Notification	Waiting Period	Public Funding	% of Women Living in Counties with Providers	Contraceptive Coverage	Pro-Choice Government	Infertility	Second-Parent Adoption	Mandatory Sex Education
	Score	Rank	Grade	Score	Score	Score	Percent	Score	Score	Score	Score	Score
Alabama	0.66	45	F	0	0	0	41%	0.0	0.00	0.0	0.50	0
Alaska	3.36	22	C+	0*	1	1	61%	0.0	0.00	0.0	0.50	1
Arizona	4.11	14	B	0	1	1	82%	1.0	0.67	0.0	0.25	0
Arkansas	1.17	41	D-	0	0	0	21%	0.0	0.33	1.0	0.25	0
California	5.09	6	B+	0*	1	1	96%	1.0	1.00	0.5	0.75	0
Colorado	2.07	30	D+	0	1	0	74%	0.5	0.33	0.0	0.00	0
Connecticut	5.66	3	A-	1	1	1	91%	1.0	1.00	0.5	1.00	0
Delaware	3.91	17	B-	0	0*	0	83%	1.0	0.83	0.0	0.50	1
Dist. of Columbia	4.38	11	B	1	1	0	100%	0.0	1.00	0.0	0.75	1
Florida	2.31	28	C-	0*	1	0	81%	0.0	0.00	0.0	0.00	1
Georgia	3.40	21	C+	0	1	0	44%	1.0	0.33	0.0	0.25	1
Hawaii	6.25	1	A-	1	1	1	100%	1.0	0.50	1.0	0.50	1
Idaho	0.62	47	F	0*	0	0	33%	0.0	0.17	0.0	0.25	0
Illinois	4.91	7	B+	0*	1	0	70%	1.0	0.83	1.0	0.75	1
Indiana	0.92	43	F	0	0	0	38%	0.0	0.17	0.0	0.75	0
Iowa	3.44	20	C+	0	1	0	36%	1.0	0.33	0.0	0.50	1
Kansas	2.09	29	D+	0	0	0	46%	0.0	0.50	0.0	0.25	1
Kentucky	2.04	31	D+	0	0	0	25%	0.5	0.17	0.0	0.25	1
Louisiana	0.64	46	F	0	0	0	39%	0.0	0.00	0.0	0.50	0
Maine	4.18	12	B	0	1	0	55%	1.0	1.00	0.0	0.25	1
Maryland	4.51	9	B	0	1	0	76%	1.0	0.50	1.0	0.50	1
Massachusetts	4.47	10	B	0	0*	1	93%	1.0	0.67	1.0	0.75	0
Michigan	1.15	42	D-	0	0	0	69%	0.0	0.33	0.0	0.25	0
Minnesota	3.17	23	C+	0	0	1	42%	0.5	0.00	0.0	0.50	1
Mississippi	0.27	51	F	0	0	0	14%	0.0	0.00	0.0	0.25	0
Missouri	1.75	32	D	0	0*	0	29%	1.0	0.33	0.0	0.25	0
Montana	2.36	27	C-	0*	0*	1	57%	0.0	0.17	1.0	0.25	0
Nebraska	0.54	48	F	0	0	0	54%	0.0	0.00	0.0	0.00	0
Nevada	4.15	13	B	0*	1	0	90%	1.0	0.50	0.0	0.50	1
New Hampshire	2.87	25	C	0*	1	0	74%	1.0	0.50	0.0	0.25	0
New Jersey	5.51	4	A-	0*	1	1	97%	0.5	0.67	1.0	0.75	1
New Mexico	3.94	16	B-	0*	1	1	52%	1.0	0.67	0.0	0.50	0
New York	5.46	5	A-	1	1	1	92%	1.0	0.67	1.0	0.75	0
North Carolina	3.85	18	B-	0	1	0	56%	1.0	0.67	0.0	0.25	1
North Dakota	0.36	49	F	0	0	0	23%	0.0	0.00	0.0	0.25	0
Ohio	0.75	44	F	0	0	0	50%	0.0	0.00	0.5	0.00	0
Oklahoma	1.40	39	D-	0*	1	0	44%	0.0	0.33	0.0	0.25	0
Oregon	3.82	19	B-	1	1	1	74%	0.0	0.83	0.0	0.50	0
Pennsylvania	1.32	40	D-	0	0	0	61%	0.0	0.33	0.0	0.75	0
Rhode Island	4.03	15	B-	0	1	0	61%	1.0	0.17	1.0	0.50	1
South Carolina	1.47	38	D-	0	0	0	34%	0.0	0.00	0.0	0.25	1
South Dakota	0.35	50	F	0	0	0	22%	0.0	0.00	0.0	0.25	0
Tennessee	1.73	33	D	0	0*	0	44%	0.0	0.17	0.0	0.25	1
Texas	1.68	35	D	0	0	0	68%	0.5	0.00	0.5	0.50	0
Utah	1.62	37	D	0	0	0	49%	0.0	0.00	0.0	0.25	1
Vermont	5.98	2	A-	1	1	1	77%	1.0	0.83	0.0	0.75	1
Virginia	1.66	36	D	0	0	0	53%	0.5	0.50	0.0	0.25	0
Washington	4.91	7	B+	1	1	1	83%	1.0	0.83	0.0	0.50	0
West Virginia	2.88	24	C	0	0	1	17%	0.0	0.33	0.5	0.25	1
Wisconsin	1.71	34	D	0	0	0	38%	0.0	0.33	0.0	0.00	0
Wyoming	2.41	26	C-	0	1	0	12%	0.0	0.67	0.0	0.25	1

Notes:

*Indicates the legislation is not enforced but remains part of the statutory code.

See Appendix II for methodology.

Calculated by the Institute for Women's Policy Research.

Table 10: How the States Measure Up: Women's Reproductive Rights, by Race and Ethnicity
Percent of Mothers Beginning Prenatal Care in the First Trimester of Pregnancy

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Hispanic Women	
	Percent	Rank (of 51)	Percent	Rank (of 51)	Percent	Rank (of 51)	Percent	Rank (of 51)	Percent	Rank (of 48)	Percent	Rank (of 51)
Alabama	82%	34	89%	20	72%	34	87%	9	86%	2	52%	51
Alaska	80%	38	84%	44	83%	5	77%	45	71%	34	82%	4
Arizona	77%	47	87%	34	76%	25	84%	23	66%	40	67%	36
Arkansas	80%	38	84%	44	70%	37	78%	43	73%	27	67%	36
California	85%	16	90%	10	82%	6	87%	9	74%	24	82%	4
Colorado	80%	38	87%	34	72%	34	82%	30	62%	45	65%	42
Connecticut	89%	4	92%	3	82%	6	88%	7	83%	6	79%	11
Delaware	87%	9	92%	3	82%	6	94%	1	80%	12	73%	20
District of Columbia	74%	50	91%	5	69%	40	77%	45			71%	26
Florida	84%	20	89%	20	75%	29	87%	9	63%	44	82%	4
Georgia	86%	13	91%	5	81%	9	91%	2	77%	19	77%	14
Hawaii	84%	20	89%	20	92%	1	83%	26	82%	10	83%	3
Idaho	82%	34	84%	44	81%	9	82%	30	72%	30	69%	34
Illinois	84%	20	90%	10	73%	31	86%	15	84%	4	77%	14
Indiana	81%	37	84%	44	69%	40	80%	36	74%	24	63%	45
Iowa	88%	6	90%	10	79%	13	85%	17	71%	34	75%	18
Kansas	87%	9	90%	10	80%	12	85%	17	83%	6	71%	26
Kentucky	87%	9	88%	27	79%	13	86%	15	86%	2	67%	36
Louisiana	83%	27	91%	5	73%	31	87%	9	80%	12	84%	2
Maine	88%	6	88%	27	81%	9	89%	3	80%	12	77%	14
Maryland	84%	20	90%	10	77%	19	81%	34	84%	4	73%	20
Massachusetts	90%	3	93%	2	79%	13	85%	17	90%	1	82%	4
Michigan	85%	16	89%	20	69%	40	89%	3	77%	19	71%	26
Minnesota	84%	20	89%	20	66%	47	72%	49	64%	42	63%	45
Mississippi	83%	27	90%	10	75%	29	85%	17	70%	37	71%	26
Missouri	88%	6	90%	10	79%	13	87%	9	79%	15	78%	12
Montana	83%	27	86%	38	84%	3	79%	39	64%	42	80%	10
Nebraska	83%	27	87%	34	68%	45	79%	39	68%	38	68%	35
Nevada	76%	49	86%	38	68%	45	79%	39	73%	27	63%	45
New Hampshire	91%	1	91%	5	78%	18	84%	23	83%	6	81%	9
New Jersey	80%	38	89%	20	63%	49	83%	26	72%	30	67%	36
New Mexico	69%	51	77%	51	66%	47	75%	48	60%	46	66%	41
New York	80%	38	88%	27	70%	37	76%	47	74%	24	73%	20
North Carolina	84%	20	91%	5	76%	25	84%	23	79%	15	70%	30
North Dakota	86%	13	89%	20	79%	13	87%	9	65%	41	78%	12
Ohio	87%	9	90%	10	77%	19	89%	3	79%	15	77%	14
Oklahoma	77%	47	82%	49	69%	40	79%	39	68%	38	65%	42
Oregon	82%	34	85%	42	77%	19	82%	30	71%	34	70%	30
Pennsylvania	85%	16	88%	27	73%	31	80%	36	83%	6	73%	20
Rhode Island	91%	1	94%	1	85%	2	85%	17	81%	11	87%	1
South Carolina	79%	44	86%	38	69%	40	78%	43	75%	22	64%	44
South Dakota	78%	46	82%	49	59%	51	82%	30	60%	46	67%	36
Tennessee	83%	27	88%	27	72%	34	83%	26	76%	21	57%	50
Texas	80%	38	88%	27	77%	19	88%	7	75%	22	74%	19
Utah	79%	44	84%	44	62%	50	66%	51	56%	48	61%	49
Vermont	89%	4	90%	10	76%	25	89%	3			82%	4
Virginia	85%	16	90%	10	76%	25	85%	17	78%	18	70%	30
Washington	83%	27	86%	38	77%	19	83%	26	72%	30	73%	20
West Virginia	86%	13	87%	34	77%	19	80%	36			63%	45
Wisconsin	84%	20	88%	27	70%	37	67%	50	73%	27	70%	30
Wyoming	83%	27	85%	42	84%	3	81%	34	72%	30	72%	25
United States	83%		89%		74%		84%		69%		76%	

Notes: Hispanics may be of any race or two or more races. Data for whites and African Americans do not include Hispanics; data for Asian Americans and Native Americans do include Hispanics; Hispanics may be of any race. See Appendix III for methodology.

Blank cells indicate data are not available.

Source: Centers for Disease Control and Prevention 2003b.

Compiled by the Institute for Women's Policy Research.

**Table 10: How the States Measure Up: Women's Reproductive Rights, by Race and Ethnicity
Infant Mortality Rate (deaths of infants under age one per 100,000 live births)**

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Hispanic Women	
	Rate	Rank (of 51)	Rate	Rank (of 49)	Rate	Rank (of 34)	Rate	Rank (of 13)	Rate	Rank (of 7)	Rate	Rank (of 30)
Alabama	9.3	47	6.8	40	14.8	19						
Alaska	7.9	38	5.5	17					14.7	7		
Arizona	6.9	24	6.4	34	18.2	31			11.4	5	6.1	14
Arkansas	8.4	41	7.6	47	12.8	10						
California	5.3	4	4.8	10	10.8	6	4.6	6	7.6	3	5.0	5
Colorado	5.8	11	5.1	11	9.6	3					6.3	17
Connecticut	6.0	15	4.4	4	15.7	27					6.2	15
Delaware	10.6	50	8.3	49	19.0	33						
District of Columbia	10.8	51			15.3	24						
Florida	7.3	27	5.7	21	13.1	11	4.1	4			5.0	5
Georgia	8.6	42	6.4	34	13.1	11	8.5	12			5.3	10
Hawaii	6.0	15					5.9	9				
Idaho	6.3	19	5.9	25							8.8	28
Illinois	7.6	36	6.1	28	15.0	22	6.6	10			5.8	12
Indiana	7.5	35	7.0	43	12.2	9					6.8	22
Iowa	5.7	8	5.4	12								
Kansas	7.4	32	6.3	32	19.4	34					8.4	27
Kentucky	5.9	13	5.8	23	7.8	1						
Louisiana	10.0	48	7.1	44	14.0	16						
Maine	6.2	18	6.0	27								
Maryland	8.1	40	5.4	12	13.1	11					6.9	24
Massachusetts	5.0	3	4.1	2	10.3	4					6.4	19
Michigan	8.0	39	6.2	29	16.2	29	5.6	8			6.3	17
Minnesota	5.4	5	4.6	5	8.0	2	8.6	13			6.0	13
Mississippi	10.5	49	7.1	44	14.6	18						
Missouri	7.3	27	5.9	25	16.3	30						
Montana	7.3	27	6.8	40								
Nebraska	6.8	22	6.2	29								
Nevada	5.6	7	4.6	5	13.8	15					4.5	1
New Hampshire	3.8	1	3.6	1								
New Jersey	6.4	20	4.3	3	14.0	16	3.5	2			6.4	19
New Mexico	6.4	20	6.7	39					6.5	1	6.2	15
New York	5.8	11	4.6	5	10.5	5	3.1	1			5.4	11
North Carolina	8.6	42	6.6	37	15.3	24	7.2	11	11.8	6	5.0	5
North Dakota	8.9	45	8.2	48								
Ohio	7.6	36	6.3	32	15.2	23					6.6	21
Oklahoma	7.4	32	6.6	37	15.3	24			7.4	2	4.8	3
Oregon	5.4	5	5.5	17							5.1	8
Pennsylvania	7.2	26	5.8	23	13.7	14	5.4	7			9.0	29
Rhode Island	6.8	22	4.7	9							11.8	30
South Carolina	9.0	46	6.2	29	14.8	19						
South Dakota	7.3	27	6.4	34					11.3	4		
Tennessee	8.7	44	6.8	40	15.7	27					8.2	26
Texas	5.9	13	5.4	12	10.8	6	4.2	5			5.1	8
Utah	4.9	2	4.6	5							6.8	22
Vermont	5.7	8	5.7	21								
Virginia	7.4	32	5.4	12	14.9	21					4.9	4
Washington	5.7	8	5.6	19	10.9	8	3.8	3			4.6	2
West Virginia	7.3	27	7.3	46								
Wisconsin	7.1	25	5.6	19	18.7	32					7.2	25
Wyoming	6.1	17	5.4	12								
United States	6.8		5.7		13.5		4.7		9.7		5.4	

Notes: Hispanics may be of any race or two or more races. Data for whites and African Americans do not include Hispanics; data for Asian Americans and Native Americans do include Hispanics; Hispanics may be of any race. See Appendix III for methodology. Blank cells indicate data are not available.

Source: Centers for Disease Control and Prevention 2003a.

Compiled by the Institute for Women's Policy Research.

Table 10: How the States Measure Up: Women's Reproductive Rights, by Race and Ethnicity
Percent of Low-Birth-Weight Babies (less than 5 lbs., 8 oz.)

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Hispanic Women	
	Percent	Rank (of 51)	Percent	Rank (of 51)	Percent	Rank (of 44)	Percent	Rank (of 42)	Percent	Rank (of 35) ^a	Percent	Rank (of 47)
Alabama	9.6%	47	7.6%	40	14.0%	36	7.1%	9	12.2%	34	6.9%	29
Alaska	5.7%	2	5.0%	1	10.8%	4	6.3%	4	5.7%	2	6.3%	17
Arizona	7.0%	17	6.7%	23	14.4%	42	7.7%	21	7.4%	15	6.6%	23
Arkansas	8.8%	41	7.6%	40	14.1%	38	7.5%	15	8.6%	25	5.9%	7
California	6.3%	7	5.9%	5	11.7%	9	7.1%	9	6.6%	5	5.7%	3
Colorado	8.5%	39	8.1%	49	14.1%	38	10.4%	42	8.4%	24	8.4%	45
Connecticut	7.4%	21	6.3%	14	12.2%	12	7.6%	19	12.2%	34	8.2%	42
Delaware	9.3%	46	7.9%	47	13.8%	32	10.1%	41			6.5%	19
District of Columbia	12.1%	51	6.3%	14	15.3%	44					6.5%	19
Florida	8.2%	36	7.0%	31	12.5%	14	8.1%	32	7.6%	17	6.5%	19
Georgia	8.8%	41	7.0%	31	12.9%	19	8.4%	35	10.5%	31	5.7%	3
Hawaii	8.1%	35	6.7%	23	11.5%	7	8.5%	37			7.6%	37
Idaho	6.4%	9	6.3%	14					6.7%	7	6.8%	28
Illinois	8.0%	32	6.7%	23	13.8%	32	8.4%	35	9.6%	26	6.6%	23
Indiana	7.6%	22	7.0%	31	13.0%	21	7.1%	9			6.6%	23
Iowa	6.4%	9	6.1%	9	13.6%	27	7.7%	21			6.2%	12
Kansas	7.0%	17	6.6%	21	12.4%	13	7.9%	27	8.1%	19	6.0%	10
Kentucky	8.3%	37	7.8%	44	13.4%	25	7.6%	19			7.7%	39
Louisiana	10.4%	49	7.7%	43	14.4%	42	7.1%	9	10.3%	29	6.6%	23
Maine	6.0%	5	6.1%	9								
Maryland	9.0%	44	7.0%	31	13.0%	21	7.5%	15	11.3%	33	6.9%	29
Massachusetts	7.2%	19	6.5%	19	10.9%	5	7.3%	13			8.3%	44
Michigan	8.0%	32	6.7%	23	14.1%	38	7.7%	21	8.1%	19	6.2%	12
Minnesota	6.3%	7	5.9%	5	9.8%	1	7.8%	25	6.7%	7	6.2%	12
Mississippi	10.7%	50	7.8%	44	14.3%	41	7.9%	27	8.3%	23	7.0%	32
Missouri	7.6%	22	6.8%	28	12.7%	17	7.5%	15	10.3%	29	5.7%	3
Montana	6.9%	16	7.0%	31					6.8%	11	8.0%	40
Nebraska	6.6%	14	6.3%	14	12.5%	14	7.9%	27	6.7%	7	6.2%	12
Nevada	7.6%	22	7.5%	39	12.7%	17	8.2%	33	6.2%	4	6.4%	18
New Hampshire	6.5%	13	6.1%	9	13.8%	32	6.2%	3			5.9%	7
New Jersey	7.9%	28	6.7%	23	13.1%	23	7.8%	25			7.0%	32
New Mexico	7.9%	28	7.8%	44	13.6%	27	7.7%	21	7.3%	14	8.0%	40
New York	7.7%	26	6.4%	18	11.7%	9	7.3%	13	7.5%	16	7.4%	35
North Carolina	8.9%	43	7.6%	40	13.8%	32	8.5%	37	10.1%	28	6.1%	11
North Dakota	6.2%	6	6.0%	8					7.1%	13		
Ohio	8.0%	32	7.0%	31	13.4%	25	6.6%	6	9.9%	27	7.0%	32
Oklahoma	7.8%	27	7.4%	37	13.7%	30	8.3%	34	6.7%	7	5.9%	7
Oregon	5.5%	1	5.3%	2	10.0%	2	5.9%	1	8.1%	19	5.6%	2
Pennsylvania	7.9%	28	6.8%	28	13.7%	30	8.0%	31	7.6%	17	8.8%	46
Rhode Island	7.3%	20	6.5%	19	11.9%	11	9.7%	40			7.6%	37
South Carolina	9.6%	47	7.4%	37	14.0%	36	7.5%	15			6.6%	23
South Dakota	6.4%	9	6.2%	12					6.6%	5	8.2%	42
Tennessee	9.2%	45	8.1%	49	13.6%	27	8.6%	39			6.5%	19
Texas	7.6%	22	6.9%	30	12.9%	19	7.9%	27	6.0%	3	6.9%	29
Utah	6.4%	9	6.2%	12	11.1%	6	7.0%	8	5.1%	1	7.4%	35
Vermont	5.9%	4	5.9%	5								
Virginia	7.9%	28	6.6%	21	12.5%	14	6.9%	7			5.8%	6
Washington	5.8%	3	5.6%	3	10.0%	2	5.9%	1	8.2%	22	5.2%	1
West Virginia	8.5%	39	8.4%	51	11.6%	8						
Wisconsin	6.6%	14	5.8%	4	13.2%	24	6.5%	5	6.9%	12	6.2%	12
Wyoming	8.3%	37	7.9%	47					10.7%	32	9.1%	47
United States	7.7%		6.8%		13.1%		7.5%		7.3%		6.5%	

Notes: Hispanics may be of any race or two or more races. Data for whites and African Americans do not include Hispanics; data for Asian Americans and Native Americans do include Hispanics; Hispanics may be of any race. See Appendix III for methodology.

Blank cells indicate data are not available.

^a Thirty-five states have data available for Native American women on this indicator. However, the lowest ranking is 34 because Alabama and Connecticut are tied for 34th.

Source: Centers for Disease Control and Prevention 2003c.

Compiled by the Institute for Women's Policy Research.

6. Health and Well-Being

The health and well-being composite index includes states' scores on nine indicators of women's health status. States' scores on this composite index vary widely as well.

- Overall, states in the Mountain region and parts of the Midwest rank well, while states in the South and other parts of the Midwest fare poorly.
- Women in Utah have particularly good health status when compared with women in other states. Utah scored in the top five of all states for six indicators: women's lung cancer mortality, breast cancer mortality, incidence of diabetes, incidence of chlamydia, incidence of AIDS, and women's limited activities. Women's health overall is best in Utah and next best in Minnesota.
- In contrast, the District of Columbia ranks in the bottom five states on four of the indicators, and Kentucky does on three. Women's overall health status is the worst in the District of Columbia, followed by Kentucky.
- In all states, disparities in health status based on race and ethnicity are wide. African American women are much more likely to die of heart disease and breast cancer than white women. Racial and ethnic disparities in the incidence rates of AIDS among women are also large, with African American, Hispanic, and Native American women facing much higher rates than white or Asian American women.

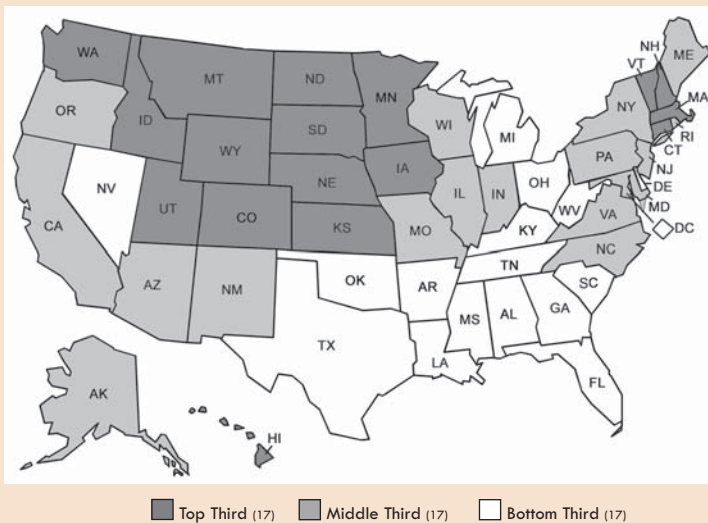
Map 17 shows each state's rank—top, middle, or bottom third—on the overall composite index of women's health and well-being. Table 12 presents the ranks and values for each state on the components of the composite index (see also Appendix Figure 5), and Table 13 disaggregates this data by race and ethnicity.

43.6 white women, 40.3 African American women, 30.3 Native American women, 19.5 Asian American women, and 14.7 Hispanic women per 100,000 died of lung cancer annually in 1999 to 2001.

Mortality rates from breast cancer nationally are highest among African Americans, at 35.4 women per 100,000. Rates were 26.5 for white women, 16.7 for Hispanic women, 15.3 for Native American women,

(Continued on next page)

MAP 17: Health and Well-Being Composite Index



Note: For methodology and sources, see Appendix II.
Calculated by the Institute for Women's Policy Research.

RACIAL DISPARITIES IN MORTALITY AND INCIDENCE OF DISEASE

While U.S. women's health status has generally improved over the past few decades, health disparities among different racial and ethnic groups remain large.

Mortality rates from heart disease are much higher among African American women than among white women nationally (281.1 compared with 207.3 per 100,000; Table 11). Asian American women have the lowest rate (119.1), with somewhat higher rates among Native American and Hispanic women (158.1 and 166.9, respectively).

Mortality from lung cancer also varies by race and ethnicity. White women are more likely to die from lung cancer than African American women and considerably more likely to do so than Hispanic, Asian American, and Native American women:

and 12.8 for Asian American women per 100,000.

Racial and ethnic disparities in the incidence of AIDS are particularly alarming: in 1999, the AIDS rate per 100,000 women nationwide was 1.4 among Asian American women, 2.3 among white women, and 5.0 among Native American women, jumping to 14.9 among Hispanic women and 49.0 among African American women (note that the source of these data differs from the 2001 data presented in Table 12).

There are also extremely large disparities in the rates of incidence of chlamydia nationally. In 2002, rates of chlamydia incidence per 100,000 women were 203 for white women and 244 for Asian American women, rising dramatically to 724 for Hispanic women, 1,190 for Native American women, and 1,638 for African American women.

Table 11.
Mortality and Incidence of Disease Among Women
in the United States, by Race and Ethnicity

Indicator	United States
Average Annual Mortality Rate Among Women from Heart Disease (per 100,000), 1999-2001^a	211.5
Among Whites	207.3
Among African Americans	281.1
Among Hispanics	166.9
Among Asian Americans	119.1
Among Native Americans	158.1
Average Annual Mortality Rate Among Women from Lung Cancer (per 100,000), 1999-2001^a	41.0
Among Whites	43.6
Among African Americans	40.3
Among Hispanics	14.7
Among Asian Americans	19.5
Among Native Americans	30.3
Average Annual Mortality Rate Among Women from Breast Cancer (per 100,000), 1999-2001^a	26.5
Among Whites	26.5
Among African Americans	35.4
Among Hispanics	16.7
Among Asian Americans	12.8
Among Native Americans	15.3
Average Annual Incidence Rate of AIDS Among Women (per 100,000 adolescents and adults), 1999^b	9.3
Among Whites	2.3
Among African Americans	49.0
Among Hispanics	14.9
Among Asian Americans	1.4
Among Native Americans	5.0
Average Annual Incidence Rate of Chlamydia Among Women (per 100,000 adolescents and adults), 1999^b	
Among Whites	203
Among African Americans	1,638
Among Hispanics	724
Among Asian Americans	244
Among Native Americans	1,190

Notes:

Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, and Native Americans) do not include Hispanics.

Source: ^a National Center for Health Statistics 2003; ^b Henry J. Kaiser Family Foundation 2001.

Compiled by the Institute for Women's Policy Research.

All of the racial and ethnic disparities in health outlined here are large, and many others exist as well. For example, women of color are two to three times more likely than white women to develop type-2 diabetes (Centers for Disease Control and Prevention 2001). These differences in disease rates and health outcomes are probably at least partially related to disparities in health insurance coverage: while 16 percent of white women lacked coverage as of 2001, 20 percent of African American and 37 percent of Latina women did (Henry J. Kaiser Family Foundation 2004b). They are also compounded by the problems related to women's reproductive rights and health described elsewhere in this report (see "The Reproductive Rights of Women of Color"). To alleviate these disparities, state governments can contribute to improving women's health status and minimizing racial and ethnic differences by developing policies that reduce barriers to minority women's access to health resources, including health insurance, preventive care, and screenings for disease. In addition, states can work to decrease the economic and social inequalities that can lead to poor health, especially among minority women, who are disproportionately low-income.

**Table 12: How the States Measure Up: Women's Status on the Health and Well-Being
Composite Index and Its Components**

State	Composite Index			Heart Disease Mortality		Lung Cancer Mortality		Breast Cancer Mortality		Incidence of Diabetes		Incidence of Chlamydia		Incidence of AIDS		Poor Mental Health		Suicide Mortality		Limited Activities	
	Score	Rank	Grade	Rate	Rank	Rate	Rank	Rate	Rank	Percent	Rank	Rate	Rank	Rate	Rank	Days	Rank	Rate	Rank	Days	Rank
Alabama	1.70	46	D	243.5	45	39.1	17	27.1	36	8.8%	49	608.0	45	5.6	33	4.1	38	4.4	25	4.4	45
Alaska	2.18	27	C	162.2	7	46.7	45	23.7	6	4.0%	2	850.7	50	1.3	7	3.7	21	7.5	50	2.9	5
Arizona	2.37	19	C+	170.5	12	38.3	12	25.4	19	4.9%	6	454.0	31	3.1	26	3.2	9	6.1	46	3.7	32
Arkansas	1.88	41	D+	231.5	40	44.0	37	24.5	12	7.2%	39	425.0	26	3.9	29	4.2	41	4.8	37	4.4	45
California	2.15	29	C	202.5	27	38.3	12	25.3	18	7.1%	38	477.8	33	4.1	30	3.9	30	3.5	13	4.2	41
Colorado	2.53	10	B-	154.6	3	33.5	6	23.6	5	3.7%	1	488.1	34	2.1	16	3.8	24	6.0	45	3.5	26
Connecticut	2.43	16	B-	186.7	20	40.1	21	26.2	27	6.0%	21	440.6	28	14.2	45	3.4	12	3.1	6	3.2	14
Delaware	1.76	45	D	219.5	35	49.6	48	28.7	45	6.7%	31	504.6	38	24.1	48	3.8	24	4.5	27	4.3	43
Dist. of Columbia	1.29	51	F	257.4	50	40.2	22	34.5	51	7.2%	39	933.3	51	92.0	51	4.2	41	1.3	1	3.6	29
Florida	1.93	38	D+	196.3	24	42.3	28	24.2	10	7.3%	44	414.2	19	21.0	47	3.7	21	5.4	40	4.5	48
Georgia	1.89	40	D+	227.8	38	40.3	24	25.7	22	7.2%	39	661.0	48	12.9	42	4.0	32	4.3	24	3.8	35
Hawaii	2.76	5	B+	146.1	2	25.4	2	20.0	1	5.6%	13	571.4	43	3.0	24	2.7	1	4.7	37	3.3	18
Idaho	2.47	15	B-	167.5	11	33.8	7	24.9	15	5.7%	18	288.6	9	0.7	3	4.2	41	6.2	47	3.2	14
Illinois	2.19	26	C	216.2	31	41.2	27	28.7	45	6.6%	29	538.8	41	5.3	32	3.5	14	3.1	6	3.5	26
Indiana	2.11	32	C	220.7	36	46.5	43	27.2	37	6.8%	34	424.5	25	3.1	26	4.1	38	4.0	19	3.4	23
Iowa	2.75	6	B+	186.4	19	36.2	8	24.6	14	5.6%	13	313.9	13	0.8	4	2.9	3	3.1	6	2.9	5
Kansas	2.53	10	B-	189.2	22	38.9	16	25.2	16	6.1%	22	415.7	20	1.2	6	3.4	12	4.0	19	2.8	3
Kentucky	1.46	50	F	249.0	46	52.7	49	26.8	32	6.4%	26	340.8	14	3.0	24	5.3	51	4.1	21	6.1	51
Louisiana	1.64	47	D-	238.0	44	44.7	39	30.1	50	8.2%	48	640.0	46	13.1	43	3.6	19	4.1	21	4.5	48
Maine	2.27	24	C+	188.8	21	46.5	43	24.5	12	6.5%	27	204.2	2	2.0	15	3.7	21	4.6	28	4.2	41
Maryland	2.12	31	C	216.8	32	44.7	39	28.0	42	6.6%	29	505.8	39	26.5	49	3.5	14	3.0	5	3.2	14
Massachusetts	2.56	8	B-	176.9	15	43.6	34	27.0	34	5.2%	8	248.5	6	8.1	39	3.8	24	2.9	4	3.3	18
Michigan	1.99	37	D+	236.2	42	43.3	32	27.3	38	7.6%	45	496.1	35	3.2	28	4.5	50	3.7	16	3.4	23
Minnesota	2.83	2	A-	137.9	1	36.3	9	25.8	23	4.3%	4	296.0	11	1.9	13	3.2	9	3.1	6	3.6	29
Mississippi	1.49	49	F	287.0	51	42.8	30	28.8	47	9.7%	51	698.4	49	9.5	41	4.2	41	3.7	16	3.9	37
Missouri	2.17	28	C	234.5	41	45.5	41	27.0	34	6.2%	23	461.0	32	2.9	23	3.8	24	4.6	28	2.8	3
Montana	2.50	13	B-	159.0	6	43.0	31	23.9	9	6.2%	23	406.4	18	0.8	4	3.0	5	5.7	42	3.1	10
Nebraska	2.53	10	B-	179.1	16	36.6	11	23.8	8	5.5%	11	415.8	21	1.5	9	3.0	5	3.3	10	4.0	38
Nevada	1.83	42	D	210.7	30	54.4	51	26.6	31	6.2%	23	445.3	29	5.0	31	4.2	41	7.7	51	3.5	26
New Hampshire	2.54	9	B-	191.5	23	44.0	37	26.8	32	5.0%	7	186.0	1	2.5	20	3.1	8	4.6	28	3.3	18
New Jersey	2.35	21	C+	219.0	34	40.8	26	29.6	49	7.0%	37	281.3	8	16.2	46	3.5	14	2.8	3	2.9	5
New Mexico	2.15	29	C	167.3	10	29.0	3	22.8	3	6.5%	27	640.0	46	1.5	9	4.4	48	7.3	49	3.6	29
New York	2.07	34	C-	249.0	46	38.3	12	27.9	41	6.8%	34	419.2	23	30.3	50	3.8	24	2.3	2	3.4	23
North Carolina	2.08	33	C-	207.7	28	40.6	25	25.6	21	6.7%	31	496.4	36	7.3	36	3.5	14	4.9	38	4.0	38
North Dakota	2.77	4	A-	164.3	8	31.6	4	25.4	19	5.6%	13	256.8	7	0.0	1	2.9	3	4.7	33	3.0	9
Ohio	2.03	36	C-	229.3	39	43.9	35	29.1	48	6.9%	36	506.1	40	2.3	17	4.0	32	3.4	11	3.7	32
Oklahoma	1.83	42	D	254.7	48	45.5	41	26.3	29	7.2%	39	499.4	37	2.5	20	2.7	1	5.7	42	4.3	43
Oregon	2.30	23	C+	157.5	4	46.9	47	26.0	24	5.8%	19	291.8	10	1.6	11	4.3	46	5.6	41	3.7	32
Pennsylvania	2.24	25	C+	222.1	37	40.2	22	28.5	44	6.7%	31	370.7	15	9.3	40	3.9	30	3.6	14	3.1	10
Rhode Island	2.40	18	C+	199.1	25	43.9	35	26.1	25	5.6%	13	377.7	17	6.1	34	3.8	24	3.4	11	3.2	14
South Carolina	1.81	44	D	209.3	29	39.5	19	27.5	39	7.7%	46	604.3	44	13.1	43	4.0	32	4.7	33	4.4	45
South Dakota	2.80	3	A-	174.7	14	31.7	5	23.3	4	5.6%	13	422.8	24	1.6	11	3.0	5	3.6	14	2.6	1
Tennessee	1.93	38	D+	237.7	43	43.4	33	26.2	27	7.9%	47	432.5	27	6.3	35	3.5	14	4.7	33	4.0	38
Texas	2.04	35	C-	217.5	33	39.1	17	25.2	16	7.2%	39	547.1	42	7.4	37	4.1	38	4.1	21	3.8	35
Utah	2.90	1	A-	157.6	5	16.6	1	22.3	2	4.2%	3	223.9	4	1.4	8	4.0	32	5.8	44	2.9	5
Vermont	2.64	7	B	180.4	17	38.5	15	27.8	40	5.5%	11	240.3	5	2.3	17	3.2	9	3.7	16	3.1	10
Virginia	2.32	22	C+	199.9	26	42.4	29	28.2	43	5.8%	19	418.7	22	7.9	38	4.0	32	4.6	28	2.7	2
Washington	2.48	14	B-	167.1	9	46.8	46	24.3	11	5.2%	8	371.7	16	2.4	19	3.6	19	5.0	39	3.1	10
West Virginia	1.62	48	D-	255.9	49	53.6	50	26.3	29	8.8%	49	223.0	3	2.8	22	4.3	46	4.6	28	5.0	50
Wisconsin	2.37	19	C+	185.4	18	36.5	10	26.1	25	5.3%	10	453.0	30	1.9	13	4.4	48	4.4	25	3.3	18
Wyoming	2.43	16	B-	173.0	13	39.8	20	23.7	6	4.8%	5	307.7	12	0.5	2	4.0	32	6.6	48	3.3	18
United States				211.5		41.0		26.5		6.5%*		455.4		9.1		3.8*		4.0		3.5*	

Notes:

* Median for all 50 states and the District of Columbia.

See Appendix II for methodology.

Calculated by the Institute for Women's Policy Research.

Table 13: How the States Measure Up: Women's Health and Well-Being, by Race and Ethnicity
Average Annual Mortality Rate from Heart Disease, per 100,000, 1999-2001^a

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Hispanic Women	
	Rate	Rank (of 51)	Rate	Rank (of 51)	Rate	Rank (of 41)	Rate	Rank (of 33)	Rate	Rank (of 32)	Rate	Rank (of 40)
Alabama	243.5	45	236.6	46	275.9	23					59.0	4
Alaska	162.2	7	156.1	4	270.5	21	117.7	26	185.7	21		
Arizona	170.5	12	168.9	11	263.3	18	97.1	13	152.9	16	172.9	32
Arkansas	231.5	40	224.4	42	303.7	36						
California	202.5	27	209.6	32	302.3	35	126.9	28	142.3	12	162.2	30
Colorado	154.6	3	155.2	3	207.9	4	86.8	5	135.4	11	134.7	21
Connecticut	186.7	20	182.9	19	211.8	5	104.6	21			140.6	23
Delaware	219.5	35	210.3	33	265.7	20					189.6	36
District of Columbia	257.4	50	182.2	18	299.5	34						
Florida	196.3	24	190.0	25	279.5	27	89.6	8	97.7	4	182.7	35
Georgia	227.8	38	216.0	35	275.9	23	92.0	10	149.1	15	84.0	9
Hawaii	146.1	2	149.2	2			141.1	32			288.3	40
Idaho	167.5	11	168.0	9					146.4	13	130.7	19
Illinois	216.2	31	207.3	30	291.7	31	104.2	20	90.6	3	130.9	20
Indiana	220.7	36	217.6	37	277.7	25	94.6	11			162.3	31
Iowa	186.4	19	185.7	22	289.4	30	163.5	33			140.4	22
Kansas	189.2	22	185.4	21	249.5	12	103.6	19	288.8	27	96.0	10
Kentucky	249.0	46	246.5	48	298.6	33					180.5	33
Louisiana	238.0	44	224.7	43	281.9	28	135.9	31	109.2	8	104.5	11
Maine	188.8	21	187.5	23					661.4	32		
Maryland	216.8	32	208.5	31	262.6	17	101.3	16	181.6	20	42.0	1
Massachusetts	176.9	15	177.9	16	196.7	3	68.6	3			111.9	15
Michigan	236.2	42	223.8	40	321.8	38	104.6	21	317.8	29	157.4	27
Minnesota	137.9	1	137.0	1	147.7	1	56.5	1	158.4	18	129.9	18
Mississippi	287.0	51	265.0	51	347.4	41						
Missouri	234.5	41	229.2	45	297.5	32	74.8	4	101.2	6	200.2	39
Montana	159.0	6	157.2	6					186.0	22		
Nebraska	179.1	16	176.7	15	230.4	6			408.6	31	121.2	17
Nevada	210.7	30	216.8	36	271.3	22	132.4	30	146.5	14	116.3	16
New Hampshire	191.5	23	188.0	24								
New Jersey	219.0	34	218.9	38	258.2	15	101.9	17			144.3	25
New Mexico	167.3	10	174.3	14	241.6	8			112.3	9	156.3	26
New York	249.0	46	245.3	47	287.0	29	131.2	29	107.7	7	194.0	38
North Carolina	207.7	28	197.8	28	257.8	14	62.8	2	236.1	25	53.1	2
North Dakota	164.3	8	156.6	5					321.8	30		
Ohio	229.3	39	223.9	41	278.6	26	97.6	14	85.5	2	141.6	24
Oklahoma	254.7	48	256.0	49	327.7	40	102.5	18	169.6	19	192.8	37
Oregon	157.5	4	159.1	7	187.4	2	89.3	7	157.9	17	77.2	7
Pennsylvania	222.1	37	219.3	39	261.7	16	96.3	12	99.7	5	158.6	29
Rhode Island	199.1	25	199.3	29	248.0	11					80.5	8
South Carolina	209.3	29	197.3	27	250.3	13	113.3	24			54.9	3
South Dakota	174.7	14	170.5	12					262.9	26		
Tennessee	237.7	43	226.9	44	324.6	39	121.6	27			70.5	5
Texas	217.5	33	214.9	34	306.0	37	115.7	25	48.7	1	182.3	34
Utah	157.6	5	159.7	8			90.5	9			109.9	14
Vermont	180.4	17	181.5	17								
Virginia	199.9	26	192.2	26	247.2	10	89.0	6	129.1	10	105.7	12
Washington	167.1	9	168.7	10	233.1	7	98.2	15	206.4	23	109.3	13
West Virginia	255.9	49	257.3	50	263.5	19						
Wisconsin	185.4	18	183.6	20	241.9	9	109.4	23	211.7	24	73.1	6
Wyoming	173.0	13	172.2	13					293.9	28	157.4	27
United States	211.5		207.3		281.1		119.1		158.1		166.9	

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, and Native Americans) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

Source: National Center for Health Statistics 2003.

Compiled by the Institute for Women's Policy Research.

Table 13: How the States Measure Up: Women's Health and Well-Being, by Race and Ethnicity
Average Annual Mortality Rate from Lung Cancer, per 100,000, 1999-2001^a

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Hispanic Women	
	Rate	Rank (of 51)	Rate	Rank (of 51)	Rate	Rank (of 38)	Rate	Rank (of 18)	Rate	Rank (of 11)	Rate	Rank (of 17)
Alabama	39.1	17	41.6	18	30.2	3						
Alaska	46.7	45	51.3	48					47.3	4		
Arizona	38.3	12	41.8	19	40.3	16	22.9	13			16.7	12
Arkansas	44.0	37	45.3	33	38.1	11						
California	38.3	12	45.9	37	45.8	25	21.4	10	26.1	1	15.1	8
Colorado	33.5	6	35.0	6	45.5	23					18.8	15
Connecticut	40.1	21	41.4	17	36.7	9					13.9	3
Delaware	49.6	48	49.8	47	49.3	28						
District of Columbia	40.2	22	35.9	7	45.0	21						
Florida	42.3	28	48.1	44	29.3	2	15.6	4			14.6	4
Georgia	40.3	24	43.7	28	31.3	4						
Hawaii	25.4	2	32.6	4			22.7	12				
Idaho	33.8	7	34.5	5								
Illinois	41.2	27	42.5	21	47.0	26	9.2	1			14.6	4
Indiana	46.5	43	46.7	41	54.0	32						
Iowa	36.2	8	36.3	9	65.6	38						
Kansas	38.9	16	38.8	13	39.6	14					24.5	17
Kentucky	52.7	49	52.5	49	59.3	36						
Louisiana	44.7	39	46.5	40	42.0	18					18.2	13
Maine	46.5	43	46.3	39								
Maryland	44.7	39	47.1	43	42.6	19	17.1	5				
Massachusetts	43.6	34	45.2	32	34.2	7	22.9	13			15.3	9
Michigan	43.3	32	42.6	22	49.7	29	25.2	16	94.9	10	16.3	11
Minnesota	36.3	9	36.0	8	62.6	37			72.8	9		
Mississippi	42.8	30	45.9	37	35.5	8						
Missouri	45.5	41	45.4	34	51.0	30						
Montana	43.0	31	41.9	20					97.5	11		
Nebraska	36.6	11	36.3	9	40.2	15						
Nevada	54.4	51	60.3	51	56.0	35	25.0	15				
New Hampshire	44.0	37	44.0	29								
New Jersey	40.8	26	44.2	30	41.5	17	11.6	3			10.9	1
New Mexico	29.0	3	36.3	9							18.2	13
New York	38.3	12	42.8	23	32.9	6	17.3	6			13.4	2
North Carolina	40.6	25	43.1	24	31.8	5	30.6	17	28.5	2		
North Dakota	31.6	4	30.0	2								
Ohio	43.9	35	43.5	25	51.1	31	33.8	18				
Oklahoma	45.5	41	47.0	42	45.0	21			32.5	3		
Oregon	46.9	47	48.2	45	37.8	10	21.5	11	63.7	8		
Pennsylvania	40.2	22	39.5	15	54.2	33	9.3	2			20.5	16
Rhode Island	43.9	35	45.5	35								
South Carolina	39.5	19	43.5	25	27.8	1						
South Dakota	31.7	5	30.9	3					55.0	7		
Tennessee	43.4	33	43.6	27	45.5	23						
Texas	39.1	17	45.6	36	43.3	20	19.2	9			15.0	6
Utah	16.6	1	16.9	1								
Vermont	38.5	15	38.9	14								
Virginia	42.4	29	44.2	30	38.9	13	17.9	7			16.2	10
Washington	46.8	46	49.3	46	38.1	11	17.9	7	47.4	5	15.0	6
West Virginia	53.6	50	53.9	50	54.6	34						
Wisconsin	36.5	10	36.4	12	48.7	27			50.3	6		
Wyoming	39.8	20	40.2	16								
United States	41.0		43.6		40.3		19.5		30.3		14.7	

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, and Native Americans) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

Source: National Center for Health Statistics 2003.

Compiled by the Institute for Women's Policy Research.

Table 13: How the States Measure Up: Women's Health and Well-Being, by Race and Ethnicity
Average Annual Mortality Rate from Breast Cancer, per 100,000, 1999-2001^a

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Hispanic Women	
	Rate	Rank (of 51)	Rate	Rank (of 51)	Rate	Rank (of 37)	Rate	Rank (of 13)	Rate	Rank (of 7)	Rate	Rank (of 18)
Alabama	27.1	36	25.1	20	34.6	13						
Alaska	23.7	6	24.9	18					22.2	5		
Arizona	25.4	19	26.4	32	40.4	34			12.9	1	18.7	15
Arkansas	24.5	12	22.8	1	38.2	27						
California	25.3	18	28.4	47	34.5	12	13.9	10	13.0	2	16.2	8
Colorado	23.6	5	24.3	8	31.7	5					17.9	13
Connecticut	26.2	27	26.4	32	29.7	2					11.6	1
Delaware	28.7	45	27.0	39	35.5	19						
District of Columbia	34.5	51	32.5	51	38.7	31						
Florida	24.2	10	24.5	10	31.3	4	7.2	1			17.1	10
Georgia	25.7	22	24.6	12	31.1	3						
Hawaii	20.0	1	23.4	3			18.6	12				
Idaho	24.9	15	25.3	22								
Illinois	28.7	45	27.9	44	39.5	33	11.9	8			12.7	2
Indiana	27.2	37	26.8	37	36.1	22						
Iowa	24.6	14	24.5	10	38.4	29						
Kansas	25.2	16	24.8	17	34.8	17						
Kentucky	26.8	32	26.3	31	34.2	10						
Louisiana	30.1	50	26.9	38	39.4	32						
Maine	24.5	12	24.6	12								
Maryland	28.0	42	27.1	41	34.2	10	11.4	6				
Massachusetts	27.0	34	27.6	42	26.6	1	10.2	4			13.9	5
Michigan	27.3	38	26.1	27	36.2	23			37.8	7	16.2	8
Minnesota	25.8	23	25.8	25	32.7	6						
Mississippi	28.8	47	25.2	21	37.3	25						
Missouri	27.0	34	26.2	30	35.8	20					27.2	18
Montana	23.9	9	24.1	7								
Nebraska	23.8	8	23.5	4	45.8	37						
Nevada	26.6	31	27.9	44	34.7	16					15.2	6
New Hampshire	26.8	32	26.5	34								
New Jersey	29.6	49	30.5	50	35.4	18	11.7	7			15.4	7
New Mexico	22.8	3	24.6	12					14.6	3	20.4	17
New York	27.9	41	28.6	49	33.5	8	9.1	2			17.7	12
North Carolina	25.6	21	23.7	5	34.6	13			26.8	6		
North Dakota	25.4	19	24.6	12								
Ohio	29.1	48	28.4	47	37.9	26					13.3	4
Oklahoma	26.3	29	26.1	27	42.3	36			15.4	4		
Oregon	26.0	24	26.6	35			21.4	13				
Pennsylvania	28.5	44	27.7	43	38.5	30	14.1	11			19.3	16
Rhode Island	26.1	25	27.0	39								
South Carolina	27.5	39	24.6	12	35.9	21						
South Dakota	23.3	4	23.9	6								
Tennessee	26.2	27	25.3	22	33.5	8						
Texas	25.2	16	25.5	24	37.0	24	10.0	3			18.5	14
Utah	22.3	2	22.8	1								
Vermont	27.8	40	28.0	46								
Virginia	28.2	43	26.7	36	38.3	28	10.7	5			17.2	11
Washington	24.3	11	24.9	18	34.6	13	13.6	9			12.7	2
West Virginia	26.3	29	26.0	26	40.4	34						
Wisconsin	26.1	25	26.1	27	32.7	6						
Wyoming	23.7	6	24.4	9								
United States	26.5		26.5		35.4		12.8		15.3		16.7	

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, and Native Americans) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

Source: ^a National Center for Health Statistics 2003.

Compiled by the Institute for Women's Policy Research.

Table 13: How the States Measure Up: Women's Health and Well-Being, by Race and Ethnicity
Average Annual Incidence Rate of AIDS, per 100,000, 1999^a

State	All Women*		White Women	African American Women		Asian American Women		Native American Women		Hispanic Women	
	Rate	Rank (of 51)	Rate	Rate	Rank (of 36)	Rate	Rank (of 5)	Rate	Rank (of 2)	Rate	Rank (of 26)
Alabama	6.3	34	1.7	19.6	11						
Alaska	0.4	1									
Arizona	4.5	29	3.2	30.3	22			8.2	2	5.0	5
Arkansas	3	26	1.3	12.4	5						
California	5.1	31	3.1	29.3	20	1.2	1	7.3	1	4.5	3
Colorado	2	18	1.1	14.8	6					3.2	1
Connecticut	13	42	5.0	61.1	28					51.0	23
Delaware	13.9	44	3.3	57.1	27						
District of Columbia	94.1	51	11.0	148.0	36					26.6	21
Florida	22.9	49	5.3	125.3	34					15.6	18
Georgia	13.1	43	2.2	40.5	25					6.3	9
Hawaii	1.6	12				1.3	2				
Idaho	1.2	7	1.3								
Illinois	5.5	32	1.6	26.5	15					4.6	4
Indiana	2	18	1.2	8.9	2					9.1	12
Iowa	1.2	7	0.9	19.5	10						
Kansas	2.4	23	1.2	22.2	13						
Kentucky	2.7	25	1.6	15.9	7						
Louisiana	11	41	3.0	28.1	19						
Maine	2	18	1.9								
Maryland	20.8	48	2.3	68.2	30					9.2	13
Massachusetts	14.7	45	5.4	132.4	35	4.6	5			68.5	26
Michigan	3.3	27	0.7	18.0	8					8.2	11
Minnesota	1.7	14	0.7	32.4	23						
Mississippi	9.1	39	2.0	20.5	12						
Missouri	3.6	28	1.7	18.1	9					12.0	16
Montana	0.5	3									
Nebraska	1.9	17	1.4								
Nevada	4.5	29	3.1	27.0	16						
New Hampshire	1.2	7									
New Jersey	19.5	47	4.2	108.0	32					20.1	20
New Mexico	0.8	4									
New York	29.9	50	4.5	118.2	33	1.5	3			68.2	25
North Carolina	6.6	35	0.8	26.3	14					7.4	10
North Dakota	0.4	1									
Ohio	1.8	15	0.6	10.1	4					5.9	7
Oklahoma	1.5	11	0.6	6.9	1						
Oregon	1.8	15	1.4							5.9	7
Pennsylvania	9.2	40	1.7	67.7	29					67.6	24
Rhode Island	7.2	36	2.6	78.8	31					32.2	22
South Carolina	14.8	46	2.4	43.9	26						
South Dakota	1.6	12	1.4								
Tennessee	5.9	33	1.5	27.8	18					17.3	19
Texas	7.2	36	3.1	33.9	24	2.7	4			5.1	6
Utah	2.1	21	1.1							11.9	15
Vermont	0.8	4									
Virginia	7.3	38	1.4	30.0	21					10.1	14
Washington	2.1	21	1.1	27.0	16					3.2	1
West Virginia	0.9	6	0.9								
Wisconsin	1.3	10	0.6	9.1	3					12.7	17
Wyoming	2.5	24	2.2								
United States	9.3		2.3	49.0		1.4		5.0		14.9	

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, and Native Americans) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

*The numbers and rankings presented here are based on data for the year 1999. These data differ slightly from those presented in Table 11.

Source: ^a Henry J. Kaiser Family Foundation 2001.

Compiled by the Institute for Women's Policy Research.

7. Conclusions and Policy Recommendations



The United States could clearly invest more in its women, both to improve women's status and to increase the well-being of all its citizens. In most cases, both state and national policies lag far behind the changing realities of women's lives. Policies and programs designed to diminish both gender- and race-based inequities should remain at the forefront of local, state, and national policymaking efforts. All women need policies promoting equality and basic well-being:

- ▶ Policies and practices that encourage women to run for office are integral to increasing women's political voice. This is especially true for women of color who are so poorly represented in government. Such policies include campaign finance reform, recruitment of female minority candidates by political parties and other organizations, and fair and equal media treatment for male and female candidates.
- ▶ The federal government, along with state and local governments, can increase women's earnings by strengthening their support for the enforcement of equal opportunity laws. With more resources, federal, state, and local equal opportunity offices could resolve complaints more quickly and audit large employers regularly for discrimination.
- ▶ Businesses should regularly evaluate their wage and promotion practices to ensure that men and women of all races and ethnicities are fairly compensated for their work. Employers could be required by federal, state, or local policies or by union contracts to show that comparable jobs are paid fairly, using tools such as job evaluation systems that measure job content on many dimensions.
- ▶ Employers can actively recruit women into predominantly male jobs that pay well compared with traditionally female jobs with similar educational and skill requirements. They can also proactively prevent harassment and discrimination in these traditionally male fields.
- ▶ The federal minimum wage should be raised to help reduce poverty among women, particularly minority women, who are the majority of low-wage workers. All levels of government should work to improve educational and job training opportunities for women, especially in higher-paid occupations not traditionally held by women. All levels of state government should also invest in technological training in primary, secondary, and postsecondary schools, in order to reduce the digital divide keeping many disadvantaged women out of these occupations. The federal government and states should enforce Title IX rules about equal access to educational programs at the elementary and secondary school level, as well as at colleges and universities.
- ▶ State and local governments should consider passing living-wage laws, raising their state minimum wages, and tying their minimum wages to cost-of-living increases. These measures raise public awareness about the importance of setting a reasonable wage floor, which disproportionately benefits women workers—and particularly women of color—because they are more likely to be in low-wage work.
- ▶ Educational attainment should be encouraged among all women, and especially women of color, through affirmative action policies encouraging women's enrollment in higher education and through increased federal and state financial aid and scholarship programs designed to reduce economic barriers. Native American women's educational opportunities can be expanded by increased investment in tribal colleges and universities.
- ▶ Rates of women's business ownership and business success could be increased by ensuring that federal, state, and local government contracts are accessible to women-owned businesses and by making public and private sector investments in loan and entrepreneurial programs that expand small-business opportunities for all.
- ▶ Women workers would benefit from greater availability of paid parental and dependent-care leave policies—benefits often least available to the lowest-paid workers. These benefits can be expanded through federal and state policy mandates, including strategies such as using unemployment insurance funds or establishing new temporary disability programs, and extending coverage of all such programs to include family care benefits. Employers in the private sector could incorporate such benefits

into worker compensation packages and collective bargaining agreements.

- ▶ Public health programs should be expanded to reach a wider range of at-risk and uninsured women, including non-English speakers and low-income women not eligible for Medicaid but still in need of public funding.
- ▶ States and the federal government can reduce women's poverty by implementing welfare reform programs that provide a range of important support services, such as high-quality education and training opportunities, while still maintaining a basic safety net for those who earn very low wages or cannot work.
- ▶ National, state, and tribal policies should support the economic and political development of reservations and Native American tribes by incorporating tribally designed economic development strategies, supporting and reinforcing tribal sovereignty, and serving tribal goals.
- ▶ Increased investment in targeted health prevention and treatment, including women's reproductive health, could improve women's health and reduce disparities in health status associated with race and socioeconomic status. Broadening access to public health programs would help alleviate differences associated with socioeconomic status, and investing in programs designed to develop trust and sensitiv-

ity to cultural differences among health care practitioners would help encourage women of color to access health care resources.

- ▶ Enhanced reproductive rights and policies, particularly for low-income women, would allow women more control over their overall economic, health, and social status by giving them more control over their reproductive lives.
- ▶ Women can increase the visibility of the issues facing them by striving to assume leadership positions in a variety of places—on reservations and in tribal governments, in Native corporations, in towns and cities, in state and federal government, in businesses and corporations, in community groups, and in any other place where leadership is needed.

The obstacles that continue to impede women's equality in politics and government, in the workplace, and in society at large, also impede the nation's ability to realize its full potential. Policies must be put in place at the local, state, and national levels to ensure that women's participation in society is on a par with men's, and that women of color in particular are given the opportunities to succeed in life that all members of our society deserve. Addressing the inequalities between men and women, which hold back the entire nation, can only lead to a more productive economy and a more prosperous society.

Appendices



Appendix I: Basic Demographics

As of 2000, women of color (African Americans, Asian Americans, Native Americans, Hispanics of any race, and women of other races or two or more races) constituted 30.7 percent of the national female population, while white women were 69.3 percent (see Appendix Table 1). The two largest minority groups as of 2000 were African Americans (12.4 percent of all women) and Hispanics of any race (12.0 percent of all women). Mexican women (6.9 percent) made up over half of the national Hispanic female population. Asian American women were the third-largest minority group (3.8 percent of all women); Chinese and Filipina women were the two largest groups of Asian American women, at 0.9 percent and 0.7 percent of the U.S. female population, respectively. Native American women comprised 0.7 percent of all women in the United States (see Appendix III for methodology used in computing Census data on race and ethnicity).

Hawaii (78.8 percent), the District of Columbia (73.6 percent), and New Mexico (55.1 percent) have the largest proportions of women of color. In the District of Columbia, most women are African American (61.4 percent); in Hawaii, most are Asian American and Native Hawaiian/Pacific Islander (51.9 percent); and in New Mexico, most are Hispanic and Native American (41.8 percent and 9.1 percent, respectively). Alaska (15.8 percent) has the largest proportion of Native American women.

Immigrant women make up 10.9 percent of the U.S. female population, with Hispanic women the largest group of foreign-born women, at 4.6 percent of the population (Appendix Table 1). California has the largest proportion of women who are foreign-born, with 26.2 percent, followed by New York (20.5 percent) and Hawaii (19.9 percent).

The median age of women in the United States is highest for white women, followed by African American and Asian American women. Hispanic women and women of other races or two or more races have the lowest median age. The proportion of all women over age 65 also differs by race and ethnicity in the United States. White women have the highest proportion over age 65, at 17.3 percent. In contrast, the proportion of African American women over age 65 is 9.8 percent, and the proportion of Asian American women over age 65 is 8.5 percent. Only 5.8 and 6.8 percent of Hispanic and Native American women, respectively, are over age 65 (Appendix Table 1).

The fertility rate in the United States is 67.5 live births per 1,000 women aged 15 to 44, and 18.3 percent of all women live outside metropolitan areas. The United

Total Population, 2003 ^a	290,809,777
Number of Women, All Ages, 2003 ^a	147,772,517
Sex Ratio (women to men, aged 18 and older), 2003 ^a	1.06:1
Fertility Rate in 2000 (live births per 1,000 women aged 15-44) ^b	67.5
Distribution of Women by Race and Ethnicity, All Ages, 2000^c	
White	69.3%
African American	12.4%
Hispanic	12.0%
Mexican	6.9%
Puerto Rican	1.2%
Central American	0.6%
South American	0.5%
Cuban	0.4%
Other Hispanic	2.3%
Asian American	3.8%
Chinese	0.9%
Filipina	0.7%
Asian Indian	0.5%
Korean	0.4%
Vietnamese	0.4%
Japanese	0.3%
Hawaiian/Pacific Islander	0.1%
Other Asian	0.4%
Native American	0.7%
Other/Two or More	1.9%

(Continued on next page)

States has 326,066 lesbian unmarried partner households. Among women aged 21 through 64, 18.2 percent have a disability. Women make up 6.8 percent of the federal and state prison population in the United States (Appendix Table 1).

Approximately 1.2 million women in the United States are American Indian or Alaska Native alone (Appendix Table 2; note that figures in this table include Hispanics). Cherokee (12.4 percent) and Navajo (11.6 percent) women are the two largest

female populations within the Native American female population. Among Alaska Natives, the largest tribe is the Eskimo, who make up 1.9 percent of all Native American women. Eskimo women make up 6.9 percent of all women in Alaska. Excluding Hispanics, slightly more than a million women are American Indian/Alaska Native alone. Slightly less than a million women are American Indian/Alaska Native in combination with one or more other races, including Hispanics. There are a total of 2.2 million Native American women in the United States, including women who identify as Native American in combination with one or more other races or ethnicities.

In the United States as a whole, 52.5 percent of households are married-couple families, 11.8 percent are female-headed families, 4.1 percent are male-headed households, and 31.6 percent are nonfamily households (Appendix Table 3). In the nation, 54.6 percent of women aged 15 and older are married, and 24.1 percent are single. Families with children under age 18 that are headed by women comprise 20.9 percent of all families with children in the United States. Female-headed households make up a larger proportion of African American, Native American, and Hispanic households than white or Asian American households (Appendix Table 4).

Median Age of All Women, 2000 ^d	36.6
By Race and Ethnicity	
White	39.8
African American	32.1
Hispanic	26.6
Asian American	31.6
Native American	30.3
Other/Two or More	24.9
Proportion of Women over Age 65, 2003 ^a	14.2%
By Race and Ethnicity, 2000^c	
White	17.3%
African American	9.8%
Hispanic	5.8%
Asian American	8.5%
Native American	6.8%
Other/Two or More	6.6%
Number of Lesbian Unmarried Partner Households, 2000 ^e	326,066
Proportion of Women Aged 21-64 with a Disability, 2001 ^f	18.2%
Proportion of Women Who Are Foreign-Born, All Ages, 2000 ^g	10.9%
By Race and Ethnicity	
White	2.6%
African American	0.7%
Hispanic	4.6%
Asian American	2.6%
Native American	0.01%
Other/Two or More	0.4%
Proportion of Women Living in Metropolitan Areas, All Ages, 2000 ^c	81.7%
Percent of Federal and State Prison Population Who Are Women, 2000 ^h	6.8%
Notes: Hispanics may be of any race or two or more races. Racial Categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. Source: ^a U.S. Department of Commerce, Bureau of the Census 2004a; ^b Martin et al. 2002; ^c U.S. Department of Commerce, Bureau of the Census 2004b; ^d U.S. Department of Commerce, Bureau of the Census 2004c; ^e U.S. Department of Commerce, Bureau of the Census 2004e; ^f U.S. Department of Commerce, Bureau of the Census 2004i; ^g U.S. Department of Commerce, Bureau of the Census 2004h; ^h Harrison and Beck 2003. Compiled by the Institute for Women's Policy Research.	

**Appendix Table 2.
Native American Female Population,
by Tribal Nation in the United States, 2000^a**

Distribution of Women Within the Native American Population, All Ages	Proportion of the Female Native American Population
American Indian and Alaska Native Alone ^a	1,231,926
American Indian Alone ^a	
Apache Alone	2.3%
Blackfeet Alone	1.1%
Cherokee Alone	12.4%
Cheyenne Alone	0.4%
Chickasaw Alone	0.9%
Chippewa Alone	4.6%
Choctaw Alone	3.7%
Comanche Alone	0.4%
Creek Alone	1.6%
Iroquois Alone	2.0%
Lumbee Alone	2.2%
Navajo Alone	11.6%
Potawatomi Alone	0.7%
Pueblo Alone	2.5%
Puget Sound Salish Alone	0.5%
Seminole Alone	0.5%
Sioux Alone	4.7%
Tohono O'odham Alone	0.8%
Yaqui Alone	0.6%
Alaska Native Alone ^a	
Alaskan Athabascan Alone	0.6%
Aleut Alone	0.5%
Eskimo Alone	1.9%
Tlingit-Haida Alone	0.6%
Other Tribe ^a	9.2%
Tribe Not Specified/Two or More Tribes ^a	33.6%
American Indian and Alaska Native in Combination with Other Race(s) ^a	945,499

Note: ^a Data in this table include Hispanics.

Source: U.S. Department of Commerce, Bureau of the Census 2004a.

Compiled by the Institute for Women's Policy Research.

Appendix Table 3.
Distribution of Households by Type, Women by Marital Status, and Women-Headed Families with Children Under Age 18, by Race and Ethnicity, 2000

United States	
Distribution of Households by Type^a	
Total Number of Family and Nonfamily Households	105,539,122
Married-Couple Families (with and without their own children)	52.5%
Female-Headed Families (with and without their own children)	11.8%
Male-Headed Families (with and without their own children)	4.1%
Nonfamily Households: Single-Person Households	25.8%
Nonfamily Households: Other	5.8%
Distribution of Women Aged 15 and Older by Marital Status^b	
Married	54.6%
Single	24.1%
Widowed	10.5%
Divorced	10.8%
Percent of Families with Children Under Age 18 Headed by Women^c	
By Race and Ethnicity	
White	15.5%
African American	49.7%
Hispanic	21.7%
Asian American	10.1%
Native American	31.7%
Other/Two or More	25.8%

Source: ^a U.S. Department of Commerce, Bureau of the Census 2004d; ^b U.S. Department of Commerce, Bureau of the Census 2004g; ^c U.S. Department of Commerce, Bureau of the Census 2004f.
Compiled by the Institute for Women's Policy Research.

Appendix Table 4.
Proportion of Married-Couple Families and Female-Headed Families (with and without their own children) in the United States, by Race and Ethnicity, 2000

By Race and Ethnicity	Married-Couple Families	Female-Headed Families
Proportion of All Households	52.5%	11.8%
White	55.2%	8.4%
African American	32.1%	30.5%
Hispanic	55.1%	17.3%
Asian American	61.7%	8.9%
Native American	44.3%	20.8%
Other/Two or More	44.9%	15.1%

Notes:
 Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics.
 Source: U.S. Department of Commerce, Bureau of the Census 2004d.
Compiled by the Institute for Women's Policy Research.

Appendix II: Methodology, Terms, and Sources the Composite Indices and Grades

Composite Political Participation Index

This composite index reflects four areas of political participation: voter registration; voter turnout; women in elected office, including state legislatures, statewide elected office, and positions in the U.S. Congress; and institutional resources available for women (such as a commission for women or a legislative caucus).

To construct this composite index, each of the component indicators was standardized to remove the effects of different units of measurement for each state's score on the resulting composite index. Each component was standardized by subtracting the mean value for all 50 states from the observed value for a state and dividing the difference by the standard deviation for the United States as a whole. The standardized scores were then given different weights. Voter registration and voter turnout were each given a weight of 1.0. The indicator for women in elected office is itself a composite reflecting different levels of office-holding and was given a weight of 4.0 (in the first two series of reports, published in 1996 and 1998, this indicator was given a weight of 3.0, but since 2000 it has been weighted at 4.0). The last component indicator, women's institutional resources, is also a composite of scores indicating the presence or absence of each of two resources: a commission for women and a women's legislative caucus. It received a weight of 1.0. The resulting weighted, standardized values for each of the four component indicators were summed for each state to create a composite score. The states were then ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Women's voter registration and voter turnout were each set at the value of the highest state for these components; each component of the composite index for women in elected office was set as if 50 percent of elected officials were women; and scores for institutional resources for women assumed that the ideal state had both a commission for women and a bipartisan women's legislative caucus in each house of the state legislature. Each state's score was then compared with the ideal score to determine its grade.

WOMEN'S VOTER REGISTRATION: This component indicator is the average percent (for the presidential and congressional elections of 2000 and 1998) of all

women aged 18 and older (in the civilian noninstitutionalized population) who reported registering. Source: U.S. Department of Commerce, Bureau of the Census 2000 and 2002, based on the Current Population Survey.

WOMEN'S VOTER TURNOUT: This component indicator is the average percent (for the presidential and congressional elections of 2000 and 1998) of all women aged 18 and older (in the civilian noninstitutionalized population) who reported voting. Source: U.S. Department of Commerce, Bureau of the Census 2000 and 2002, based on the Current Population Survey.

WOMEN IN ELECTED OFFICE: This composite indicator has four components and reflects office-holding at the state and national levels as of July 2004. For each state, the proportion of office-holders who are women was computed for four levels: state representatives; state senators; statewide elected executive officials and U.S. representatives; and U.S. senators and governors. The percents were then converted to scores that ranged from 0 to 1 by dividing the observed value for each state by the highest value for all states. The scores were then weighted according to the degree of political influence of the position: state representatives were given a weight of 1.0, state senators were given a weight of 1.25, statewide executive elected officials (except governors) and U.S. representatives were each given a weight of 1.5, and U.S. senators and state governors were each given a weight of 1.75. The resulting weighted scores for the four components were added to yield the total score on this composite for each state. The highest score of any state for this composite office-holding indicator was 4.34. These scores were then used to rank the states on the indicator for women in elected office. Sources: Data were compiled by IWPR from several sources, including the Center for American Women and Politics 2004a, 2004b, 2004c, 2004d; Council of State Governments 2004.

WOMEN'S INSTITUTIONAL RESOURCES: This indicator measures the number of institutional resources for women available in the state from a maximum of two, including a commission for women (established by legislation or executive order) and a legislative caucus for women (organized by women legislators in either or both houses of the state legislature). States received 1.0 point for each institutional resource present in

their state, although they could receive partial credit if a bipartisan legislative caucus does not exist in both houses. States receive a score of 0.25 if informal or partisan meetings are held by women legislators in either house, 0.5 if a formal legislative caucus exists in one house but not the other, and 1.0 if a formal, bipartisan legislative caucus is present in both houses or the legislature is unicameral. Sources: National Association of Commissions for Women 2004; Center for American Women and Politics 1998, updated by IWPR.

Composite Employment and Earnings Index

This composite index consists of four component indicators: median annual earnings for women, the ratio of the earnings of women to the earnings of men, women's labor force participation, and the percent of employed women in managerial and professional specialty occupations.

To construct this composite index, each of the four component indicators was first standardized. For each of the four indicators, the observed value for the state was divided by the comparable value for the entire United States. The resulting values were summed for each state to create a composite score. Each of the four component indicators had equal weight in the composite. The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Women's earnings were set at the median annual earnings for men in the United States as a whole; the wage ratio was set at 100 percent, as if women earned as much as men; women's labor force participation was set at the national figure for men; and women in managerial and professional positions was set at the highest score for all states. Each state's score was then compared with the ideal score to determine the state's grade.

WOMEN'S MEDIAN ANNUAL EARNINGS: Median yearly earnings (in 2003 dollars) of noninstitutionalized women aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02. Earnings were converted to constant dollars using the Consumer Price Index, and the median was selected from the merged data file for the two years. Two years of data were used in order to ensure a sufficiently large sample for each state. The sample size for women ranged from 568 in Montana to 4,521 in California; for men, the sample size ranged from 781 in Mississippi to 6,584 in California. These earnings data have not

been adjusted for cost-of-living differences between the states because the federal government does not produce an index of such differences. Although all the data presented combine data from 2001 and 2002, they are labeled 2002 in the report. Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey for the calendar years 2001-02; Urban Institute 2004a.

RATIO OF WOMEN'S TO MEN'S EARNINGS: Median yearly earnings (in 2003 dollars) of noninstitutionalized women aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02 divided by the median yearly earnings (in 2000 dollars) of noninstitutionalized men aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02. See the description of women's median annual earnings, above, for a more detailed description of the methodology and for sample sizes. Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey, for the calendar years 2001-02; Urban Institute 2004a.

WOMEN'S LABOR FORCE PARTICIPATION (proportion of the adult female population in the labor force): Percent of civilian noninstitutionalized women aged 16 and older who were employed or looking for work in 2002. This includes those employed full-time, part-time voluntarily or part-time involuntarily, and those who are unemployed. Source: U.S. Department of Labor, Bureau of Labor Statistics 2004b, based on the Current Population Survey.

WOMEN IN MANAGERIAL AND PROFESSIONAL OCCUPATIONS: Percent of civilian noninstitutionalized women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations in 2001. Source: U.S. Department of Labor, Bureau of Labor Statistics 2003, based on the Current Population Survey.

Composite Social and Economic Autonomy Index

This composite index reflects four aspects of women's social and economic well-being: access to health insurance, educational attainment, business ownership, and the percent of women living above the poverty level.

To construct this composite index, each of the four component indicators was first standardized. For each indicator, the observed value for the state was divided by the comparable value for the United States

as a whole. The resulting values were summed for each state to create a composite score. To create the composite score, women's health insurance coverage, educational attainment, and business ownership were each given a weight of 1.0, while poverty was given a weight of 4.0 (in the first three series of reports, published in 1996, 1998, and 2000, this indicator was given a weight of 1.0, but in 2002 IWPR began weighting it at 4.0). The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." The percentage of women with health insurance was set at the highest value for all states; the percentage of women with higher education was set at the national value for men; the percentage of businesses owned by women was set as if 50 percent of businesses were owned by women; and the percentage of women in poverty was set at the national value for men. Each state's score was then compared with the ideal score to determine its grade.

PERCENT WITH HEALTH INSURANCE: Percent of civilian noninstitutionalized women from ages 18 through 64 who are insured. The state-by-state percents are based on the 2002-03 Annual Demographic Files (March) from the Current Population Survey, for calendar years 2001-02. Source: Henry J. Kaiser Family Foundation 2004a.

EDUCATIONAL ATTAINMENT: In 2000, the percent of women aged 25 and older with four or more years of college. Source: U.S. Department of Commerce, Bureau of the Census 2003, based on the 2000 Census.

WOMEN'S BUSINESS OWNERSHIP: In 1997, the percent of all firms (legal entities engaged in economic activity during any part of 1997 that filed an IRS Form 1040, Schedule C; 1065; any 1120; or 941) owned by women. This indicator includes five legal forms of organization: C corporations (any legally incorporated business, except subchapter S, under state laws), subchapter S corporations (those with fewer than 75 shareholders who elect to be taxed as individuals), individual proprietorships (including self-employed individuals), partnerships, and others (a category encompassing cooperatives, estates, receiverships, and businesses classified as unknown legal forms of organization). The Bureau of the Census determines the sex of business owners by matching the social security numbers of individuals who file business tax returns with Social Security Administration records providing the sex codes indicated by individuals or

their parents on their original applications for social security numbers. For partnerships and corporations, a business is classified as women-owned based on the sex of the majority of the owners. Source: U.S. Department of Commerce, Bureau of the Census 2001b, based on the 1997 Economic Census.

PERCENT OF WOMEN ABOVE POVERTY: In 2001-02, the percent of women living above the official poverty threshold, which varies by family size and composition. In 2002, the poverty level for a family of four (with two children) was \$18,513 (in 2003 dollars). Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey for the calendar years 2001-02; Urban Institute 2004a.

Composite Reproductive Rights Index

This composite index reflects a variety of indicators of women's reproductive rights. These include access to abortion services without mandatory parental consent or notification laws for minors; access to abortion services without a waiting period; public funding for abortions under any circumstances if a woman is income eligible; percent of women living in counties with at least one abortion provider; whether the governor and state legislature are pro-choice; existence of state laws requiring health insurers to provide coverage of contraceptives; policies that mandate insurance coverage of infertility treatments; whether second-parent adoption is legal for gay/lesbian couples; and mandatory sex education for children in the public school system.

To construct this composite index, each component indicator was rated on a scale of 0 to 1 and assigned a weight. The notification/consent and waiting-period indicators were each given a weight of 0.5. The indicators of public funding for abortions, pro-choice government, women living in counties with an abortion provider, and contraceptive coverage were each given a weight of 1.0. The infertility coverage law and gay/lesbian adoption law were each given a weight of 0.5. Finally, states were given 1.0 point if they mandate sex education for students. The weighted scores for each component indicator were summed to arrive at the value of the composite index score for each state. The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." An ideal state was assumed to have no notification/consent or waiting period policies, public funding for abortion, pro-choice

government, 100 percent of women living in counties with an abortion provider, insurance mandates for contraceptive coverage and infertility coverage, maximum legal guarantees of second-parent adoption, and mandatory sex education for students. Each state's score was then compared with the resulting ideal score to determine its grade.

MANDATORY CONSENT: States received a score of 1.0 if they allow minors access to abortion without parental consent or notification. Mandatory consent laws require that minors gain the consent of one or both parents before a physician can perform the procedure, while notification laws require they notify one or both parents of the decision to have an abortion. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

WAITING PERIOD: States received a score of 1.0 if they allow a woman to have an abortion without a waiting period. Waiting-period legislation mandates that a physician cannot perform an abortion until a certain number of hours after notifying the woman of her options in dealing with a pregnancy. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

RESTRICTIONS ON PUBLIC FUNDING: If a state provides public funding for abortions under most circumstances for women who meet income eligibility standards, it received a score of 1.0. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

PERCENT OF WOMEN LIVING IN COUNTIES WITH AT LEAST ONE ABORTION PROVIDER: States were given a scaled score ranging from 0 to 1, with states with 100 percent of women living in counties with abortion providers receiving a 1. Source: Finer and Henshaw 2003.

PRO-CHOICE GOVERNOR OR LEGISLATURE: This indicator is based on NARAL's assessment of whether governors and legislatures would support a ban or restrictions on abortion. Governors and legislatures who would support restrictions on abortion rights are considered anti-choice, and those who would oppose them are considered pro-choice. Each state received 0.33 points per pro-choice governmental body—governor, upper house, and lower house—up to a maximum of 1.0 point. Those governors and legislatures with mixed assessments received half credit. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

CONTRACEPTIVE COVERAGE LAWS: As of February 1, 2004, whether a state had a law or policy requiring that health insurers who provide coverage for prescription drugs extend coverage for FDA-approved contraceptives (e.g., drugs and devices) and related medical services, including exams and insertion/removal treatments. States received a score of 1.0 if they mandate full contraceptive coverage. They received a score of 0.5 if they mandate partial coverage, which may include mandating that insurance companies offer at least one insurance package covering some or all birth control prescription methods or requiring insurers with coverage for prescription drugs to cover oral contraceptives. Source: Alan Guttmacher Institute 2004a.

COVERAGE OF INFERTILITY TREATMENTS: As of January 2004, states mandating that insurance companies provide coverage of infertility treatments received a score of 1.0, while states mandating that insurance companies offer policyholders at least one package with coverage of infertility treatments received a score of 0.5. Source: National Conference of State Legislatures 2004.

SECOND-PARENT ADOPTION: Whether a state allows gays and lesbians the option of second-parent adoption, which occurs when a nonbiological parent in a couple adopts the child of his or her partner. At the state level, courts and/or legislatures have upheld or limited the right to second-parent adoption among gay and lesbian couples. States were given 1.0 point if the state supreme court has prohibited discrimination against these couples in adoption, 0.75 if an appellate or high court has, 0.5 if a lower court has approved a petition for second-parent adoption, 0.25 if the state has no official position on the subject, and no points if the state has banned second-parent adoption. Sources: Human Rights Campaign 2003; National Center for Lesbian Rights 2003.

MANDATORY SEX EDUCATION: States received a score of 1.0 if they require public middle, junior, or high schools to provide sex education classes. Source: Alan Guttmacher Institute 2004b.

Composite Health and Well-Being Index

This composite index includes nine measures of women's physical and mental health: mortality from heart disease, mortality from lung cancer, mortality from breast cancer, incidence of diabetes, incidence of chlamydia, incidence of AIDS, prevalence of poor mental health, mortality from suicide, and mean days of activity limitations. To construct the composite index, each of the component indicators was con-

verted to scores ranging from 0 to 1 by dividing the observed value for each state by the highest value for all states. Each score was then subtracted from 1 so that high scores represent lower levels of mortality, poor health, or disease. Scores were then given different weights. Mortality from heart disease was given a weight of 1.0. Lung and breast cancer were each given a weight of 0.5. Incidence of diabetes, chlamydia, and AIDS were each given a weight of 0.5. Mean days of poor mental health and women's mortality from suicide were given a weight of 0.5. Activity limitations were given a weight of 1.0. The resulting values for each of the component indicators were summed for each state to create a composite score. The states were then ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Mortality rates from heart disease, lung cancer, and breast cancer were set according to national goals for the year 2010, as determined by the U.S. Department of Health and Human Services under the Healthy People 2010 program. For heart disease and breast cancer, this entailed a 20 percent decrease from the national number. For lung cancer, it entailed a 22 percent decrease from the national number. For incidence of diabetes, chlamydia, and AIDS, and mortality from suicide, the Healthy People 2010 goals are to achieve levels that are "better than the best," and thus the ideal score was set at the lowest rate for each indicator among all states. In the absence of national objectives, mean days of poor mental health and mean days of activity limitations were also set at the lowest level among all states. Each state's score was then compared with the ideal score to determine the state's grade.

MORTALITY FROM HEART DISEASE: Average annual mortality from heart disease among all women per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 total U.S. population. Source: National Center for Health Statistics 2003.

MORTALITY FROM LUNG CANCER: Average mortality among women from lung cancer per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 U.S. standard population. Source: National Center for Health Statistics 2003.

MORTALITY FROM BREAST CANCER: Average mortality among women from breast cancer per 100,000

population (in 1999-2001). Data are age-adjusted to the 2000 U.S. standard population. Source: National Center for Health Statistics 2003.

PERCENT OF WOMEN WHO HAVE EVER BEEN TOLD THEY HAVE DIABETES: As self-reported by female respondents in the Behavioral Risk Factor Surveillance System (BRFSS) survey in 2001. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2002.

INCIDENCE OF CHLAMYDIA: Reported rate of chlamydia among women per 100,000 population in 2002. Source: Centers for Disease Control, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003.

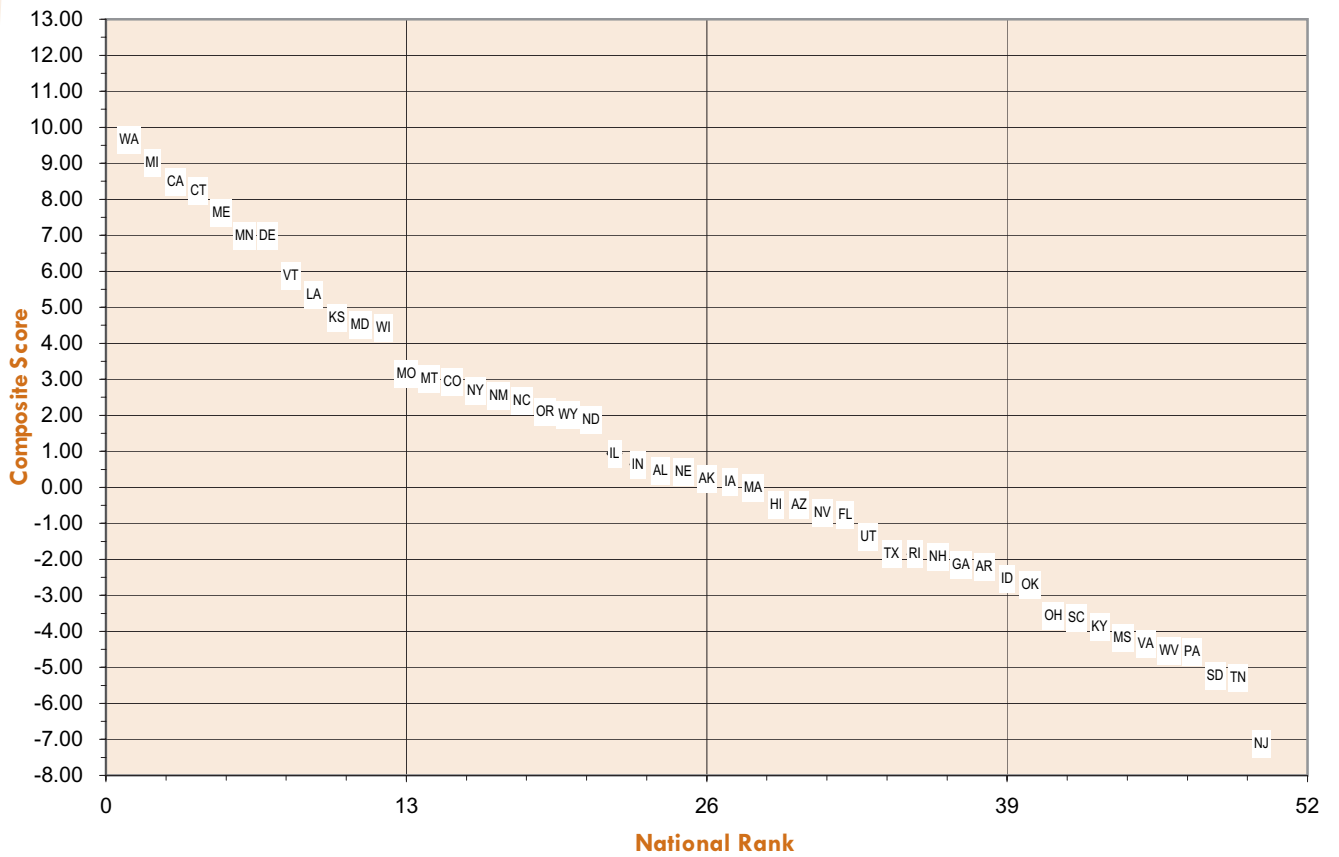
INCIDENCE OF AIDS: Average incidence of AIDS-indicating diseases among females aged 13 years and older per 100,000 population in 2001. Source: Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention 2002.

POOR MENTAL HEALTH: Mean number of days in the past 30 days on which mental health was not good, as self-reported by female respondents in the BRFSS survey in 2000. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2001.

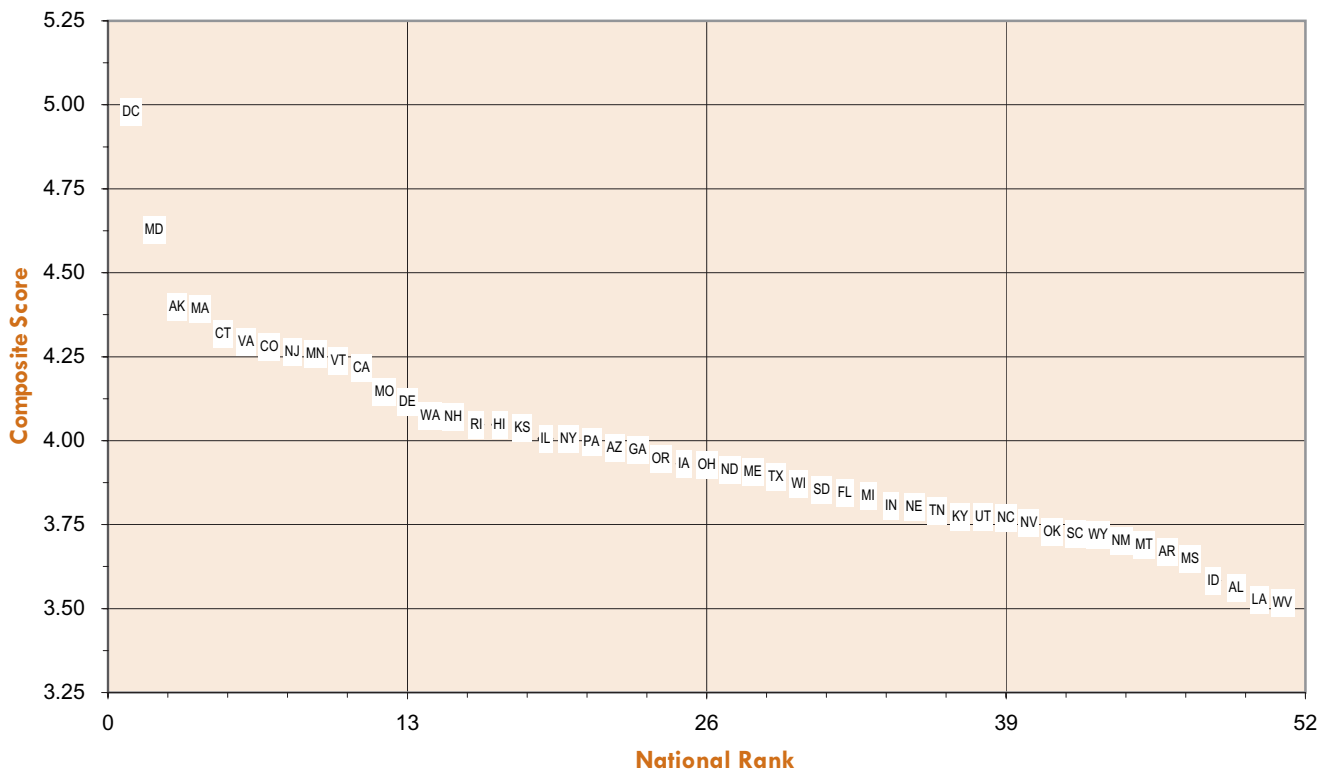
MORTALITY FROM SUICIDE: Average annual mortality from suicide among all women per 100,000 population in 1999-2001. Data are age-adjusted to the 2000 total U.S. population. Source: National Center for Health Statistics 2003.

MEAN DAYS OF ACTIVITY LIMITATIONS: Mean number of days in the past 30 days on which activities were limited due to health status, as self-reported by female respondents in the BRFSS survey in 2000. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2001.

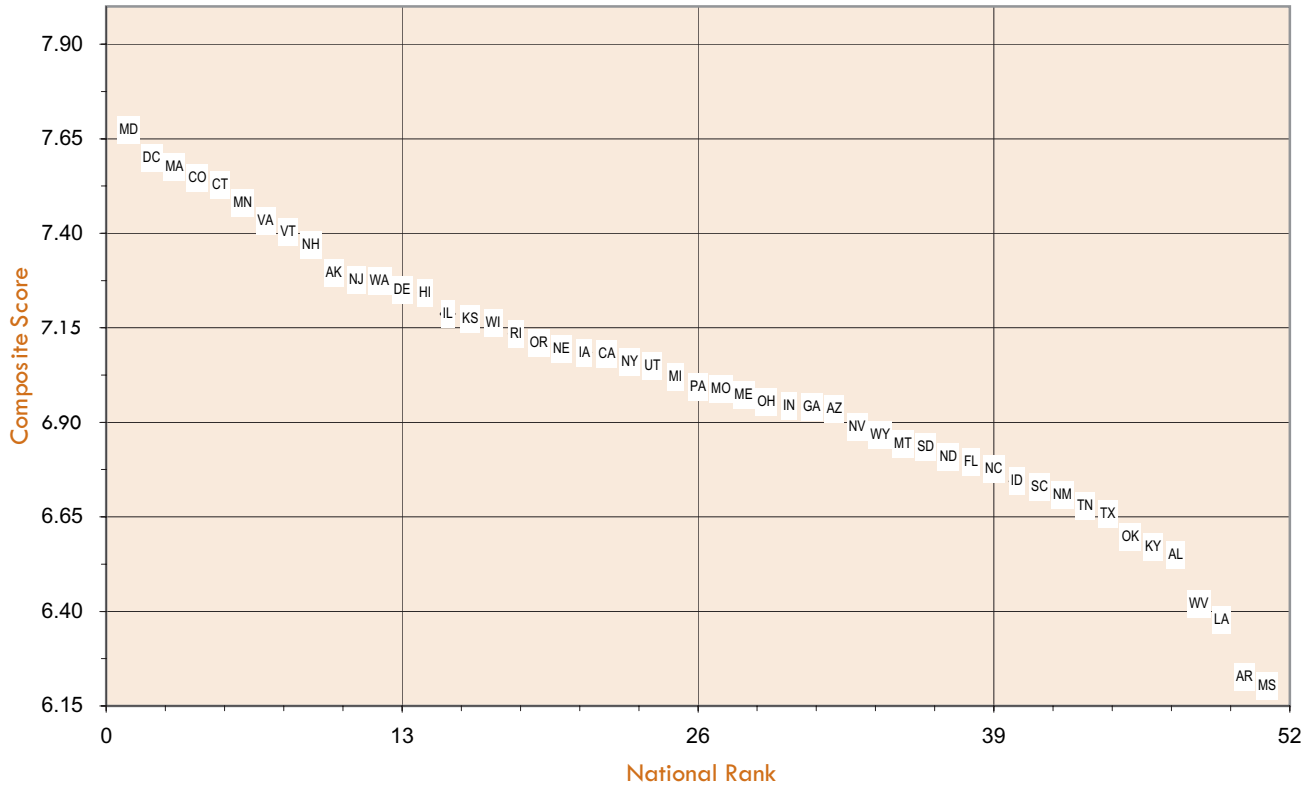
Appendix Figure 1: State-by-State Rankings on the Political Participation Composite Index



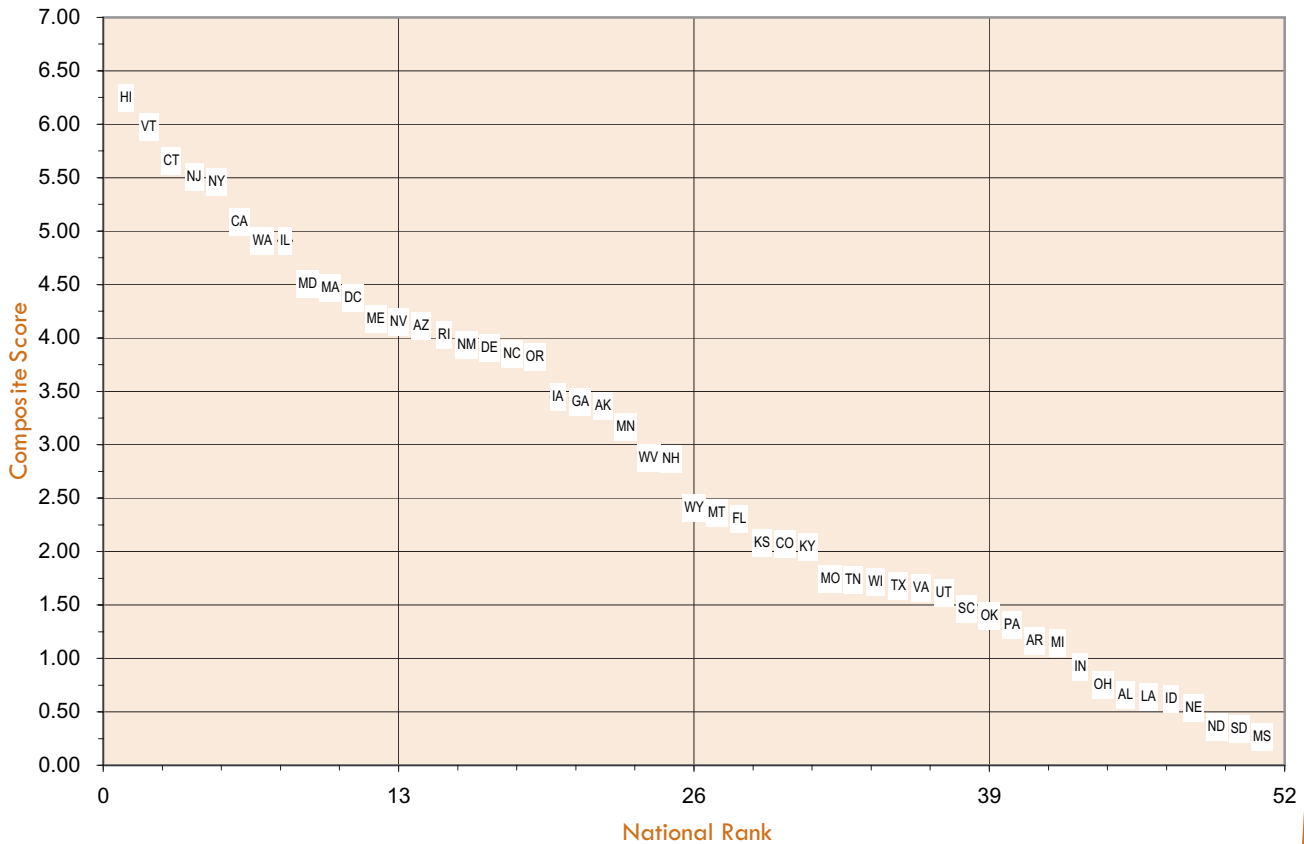
Appendix Figure 2: State-by-State Rankings on the Employment and Earnings Composite Index



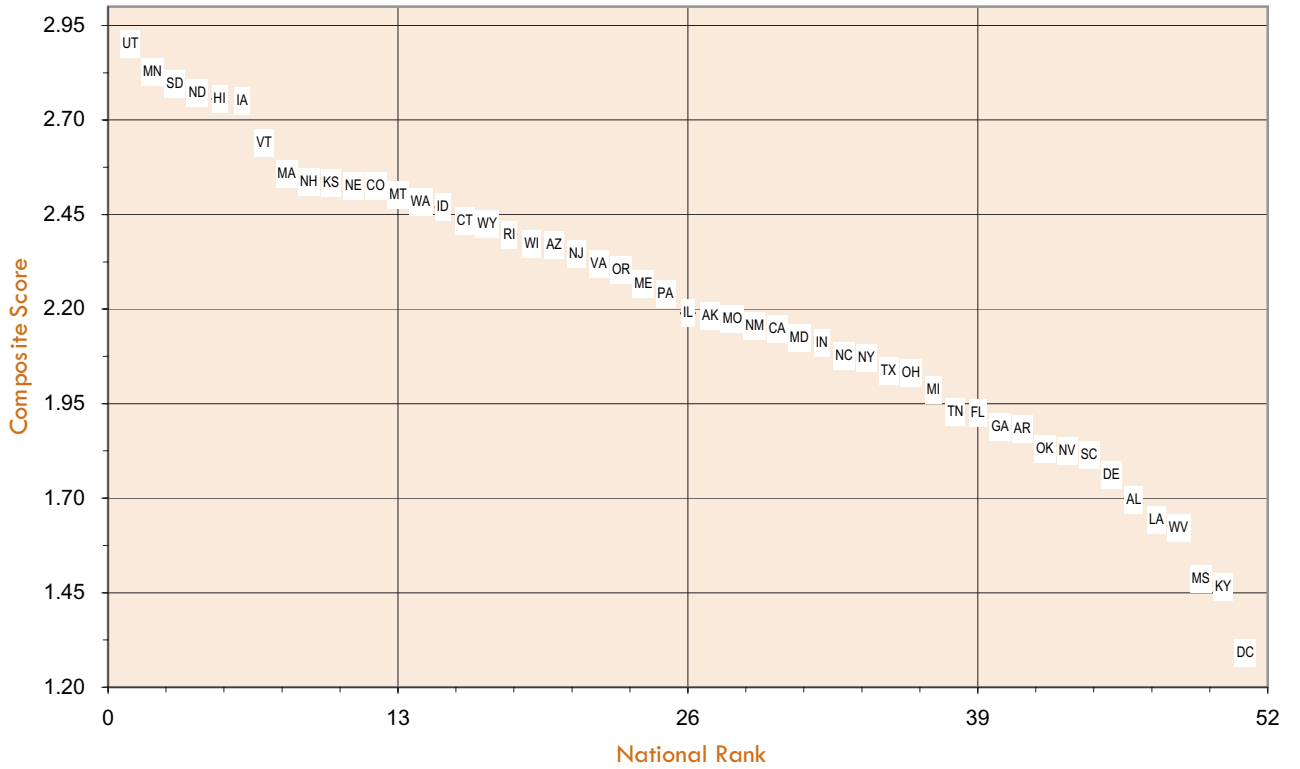
Appendix Figure 3: State-by-State Rankings on the Social and Economic Autonomy Composite Index



Appendix Figure 4: State-by-State Rankings on the Reproductive Rights Composite Index



Appendix Figure 5: State-by-State Rankings on the Health and Well-Being Composite Index



Appendix III: Methodology for Census Data on Race and Ethnicity

Using 2000 Census data, IWPR is able to provide statistics on a variety of indicators of women's economic status, including earnings, the gender wage ratio, labor force participation, education, and poverty, by race and ethnicity in this report. This Appendix provides an overview of how IWPR determines race and ethnicity using the 2000 Census.

Unless otherwise noted, the data included in this report for the various races (whites, African Americans, Asian Americans, Native Americans, and other/two or more races) do not include Hispanics, and Hispanics, who may be of any race, are reported separately. In contrast, most data produced by the Census Bureau include Hispanics in whatever racial group they report and then, in addition, note the number who also report being Hispanic. As a result, the numbers in this report for the various racial groups generally differ from Census Bureau numbers, and the racial groups, including the "other/two or more" category, plus Hispanics equal 100 percent of the U.S. population.

In the 2000 Census, respondents were allowed for the first time to indicate belonging to two or more racial categories. Only 2.4 percent of the population did so (including both Hispanic and non-Hispanic respondents), and only 1.6 percent of the non-Hispanic population did (U.S. Department of Commerce, Bureau of the Census 2001a). Among people who marked "two or more races," the most common combination (47 percent) was "white and some other race." For these reasons, and because social scientists who have been analyzing this group of people have not found

consistent patterns to report, IWPR grouped people of "two or more races" with the "other" category, which is also small, at 0.2 percent of the population when Hispanics are removed from this category (5.5 percent of the population with Hispanics included; U.S. Department of Commerce, Bureau of the Census 2001a). Thus, when this report refers to the various racial groups, unless otherwise noted, it refers only to those people who indicated one race alone.

Although excluding people who mark "two or more races" from all the individual racial categories only slightly underestimates the numbers of most categories, it has a larger impact on the American Indian/Alaska Native population. This population jumps from 0.9 percent to 1.5 percent of the total population if those who report American Indian or Alaska Native in combination with another race are included (these numbers include Hispanics; U.S. Department of Commerce, Bureau of the Census 2001a). Notably, estimates of the population of Native Americans are also proportionately most affected by subtracting Hispanics: about 16.4 percent of all Native Americans are Hispanic, compared with 8.0 percent of whites (U.S. Department of Commerce, Bureau of the Census 2001a). Most Hispanic Native Americans live in the states of the Southwest, such as Arizona, Oklahoma, and New Mexico. Altogether, the national population of Native American women jumps from approximately 1.0 million to 2.2 million if both Hispanics and those identifying as Native American plus one or more other races are included.

Appendix IV: State-by-State Data on Selected Indicators of Men's Economic Status

	Median Annual Earnings for Full-Time, Year-Round Employed Men, 2002	Percent of Men Living Above Poverty, 2002	Percent of Men in the Labor Force, 2002	Percent of Men with Four or More Years of College, 2000
State	Dollars	Percent	Percent	Percent
Alabama	\$39,900	90.1%	68.7%	20.3%
Alaska	\$43,600	93.1%	77.5%	24.1%
Arizona	\$37,200	89.3%	75.5%	25.7%
Arkansas	\$31,700	88.0%	70.3%	17.5%
California	\$40,500	89.7%	75.0%	28.6%
Colorado	\$40,900	92.5%	79.1%	34.5%
Connecticut	\$50,100	93.6%	73.8%	33.5%
Delaware	\$40,900	93.8%	74.2%	26.8%
District of Columbia	\$40,900	89.5%	72.2%	41.7%
Florida	\$35,800	90.9%	69.9%	24.7%
Georgia	\$37,400	92.9%	76.5%	25.7%
Hawaii	\$36,800	91.9%	70.6%	26.9%
Idaho	\$35,300	92.1%	76.9%	24.0%
Illinois	\$40,900	91.7%	74.4%	27.8%
Indiana	\$38,400	93.3%	75.6%	20.9%
Iowa	\$36,400	93.4%	79.8%	22.1%
Kansas	\$37,400	92.2%	76.4%	27.3%
Kentucky	\$36,400	90.5%	68.6%	18.0%
Louisiana	\$36,800	89.6%	69.2%	19.4%
Maine	\$36,400	90.3%	71.5%	23.3%
Maryland	\$45,700	93.0%	77.0%	33.5%
Massachusetts	\$46,800	93.2%	76.6%	35.2%
Michigan	\$46,000	92.6%	72.3%	23.4%
Minnesota	\$43,000	94.4%	80.3%	28.7%
Mississippi	\$33,200	87.0%	68.7%	17.3%
Missouri	\$37,800	93.6%	74.9%	23.0%
Montana	\$33,200	90.3%	70.8%	25.4%
Nebraska	\$36,400	92.2%	79.7%	24.7%
Nevada	\$35,800	93.8%	77.7%	19.6%
New Hampshire	\$45,000	95.6%	77.9%	30.6%
New Jersey	\$47,000	94.0%	73.8%	32.4%
New Mexico	\$34,300	87.3%	70.0%	24.7%
New York	\$40,900	89.4%	70.6%	28.8%
North Carolina	\$35,800	90.8%	73.9%	23.2%
North Dakota	\$31,800	91.3%	75.5%	22.1%
Ohio	\$41,600	93.3%	73.9%	23.0%
Oklahoma	\$35,100	88.9%	72.3%	21.8%
Oregon	\$39,500	91.4%	74.7%	26.8%
Pennsylvania	\$41,100	93.6%	72.6%	24.3%
Rhode Island	\$41,600	91.9%	73.9%	27.8%
South Carolina	\$36,400	89.1%	68.9%	21.6%
South Dakota	\$32,200	91.6%	79.0%	22.3%
Tennessee	\$35,800	89.5%	74.2%	20.9%
Texas	\$35,800	89.0%	77.5%	25.1%
Utah	\$38,400	92.1%	80.3%	30.0%
Vermont	\$37,400	92.5%	76.5%	29.3%
Virginia	\$41,600	93.4%	75.2%	31.5%
Washington	\$45,000	91.1%	74.1%	29.7%
West Virginia	\$34,300	87.7%	64.0%	15.8%
Wisconsin	\$39,500	94.2%	78.0%	23.2%
Wyoming	\$38,600	92.9%	77.3%	23.0%
United States	\$39,500	91.3%	74.1%	26.1%

See Appendix II for methodology.

Appendix V: Selected National Resources

AARP

<http://www.aarp.org>

AFL-CIO Civil, Women's, and Human Rights Department

<http://www.aflcio.org>

African American Women Business Owners Association

<http://www.blackpags.com/aawboa.html>

African American Women's Institute, Howard University

<http://www.howard.edu/colleg-eartsscience/sociology/aawi>

Alan Guttmacher Institute

<http://www.guttmacher.org>

American Association of University Women

<http://www.aauw.org>

American Federation of State, County, and Municipal Employees

<http://www.afscme.org>

American Federation of Teachers

<http://www.aft.org>

American Nurses Association

<http://www.ana.org>

American Woman's Economic Development Corporation

<http://www.awed.org>

American Women's Medical Association

<http://www.amwa-doc.org>

Asian Women in Business

<http://www.awib.org>

Association of Women in Agriculture

<http://www.sit.wisc.edu/~awa>

Black Women's Health Imperative

<http://www.blackwomenshealth.org>

Black Women United for Action, Inc.

<http://www.bwufa.org>

Catalyst

<http://www.catalystwomen.org>

Catholics for a Free Choice

<http://www.catholicsforchoice.org>

Center for Advancement of Public Policy

<http://www.caponline.org>

Center for American Women and Politics

<http://www.rci.rutgers.edu/~cawp>

Center for Law and Social Policy

<http://www.clasp.org>

Center for the Prevention of Sexual and Domestic Violence

<http://www.cpsdv.org>

Center for Reproductive Rights (formerly Center for Reproductive Law and Policy)

<http://www.crlp.org>

Center for Women Policy Studies

<http://www.centerwomenpolicy.org>

Center for Women's Business Research

<http://www.womensbusinessresearch.org>

Center on Budget and Policy Priorities

<http://www.cbpp.org>

Children's Defense Fund

<http://www.childrensdefense.org>

Church Women United

<http://www.churchwomen.org>

Coalition of Labor Union Women

<http://www.cluw.org>

Communication Workers of America

<http://www.cwa-union.org>

Economic Policy Institute

<http://www.epinet.org>

Equal Rights Advocates

<http://www.equalrights.org>

Family Violence Prevention Fund

<http://www.endabuse.org>

Federally Employed Women

<http://www.few.org>

Feminist Majority Foundation

<http://www.feminist.org>

General Federation of Women's Clubs

<http://www.gfwc.org>

Girls Incorporated National Resource Center

<http://www.girlsinc.org>

Girl Scouts of the USA

<http://www.girlscouts.org>

Hadassah, the Women's Zionist Organization of America

<http://www.hadassah.com>

Human Rights Campaign

<http://www.hrc.org>

Institute for Women's Policy Research

<http://www.iwpr.org>

Jacobs Institute of Women's Health

<http://www.jiwh.org>

Jewish Women International

<http://www.jewishwomen.org>

Lambda Legal Defense and Education Fund

<http://www.lambdalegal.org>

League of Women Voters

<http://www.lwv.org>

Legal Momentum (formerly NOW Legal Defense and Education Fund)

<http://www.legalmomentum.org>

MANA, A National Latina Organization

<http://www.hermana.org>

Mexican American Legal Defense and Educational Fund

<http://www.maldef.org>

Ms. Foundation for Women

<http://www.ms.foundation.org>

NARAL Pro-Choice America

<http://www.prochoiceamerica.org>

National Abortion Federation

<http://www.prochoice.org>

National Asian Pacific American Women's Forum

<http://www.napawf.org>

National Asian Women's Health Organization

<http://www.nawho.org>

National Association for Female Executives

<http://www.nafe.com>

National Association of Commissions for Women
<http://www.nacw.org>

National Association of Negro Business and Professional Women's Clubs, Inc.
<http://www.nanbpwc.org>

National Association of Women Business Owners
<http://www.nawbo.org>

National Breast Cancer Coalition
<http://www.natlbcc.org>

National Center for American Indian Enterprise Development
<http://www.ncaied.org>

National Center for Lesbian Rights
<http://www.nclrights.org>

National Coalition Against Domestic Violence
<http://www.ncadv.org>

National Committee on Pay Equity
<http://www.pay-equity.org>

National Congress of American Indians
<http://www.ncai.org>

National Congress of Black Women
<http://www.npcbwo.org>

National Council for Research on Women
<http://www.ncrw.org>

National Council of Negro Women
<http://www.ncnw.org>

National Council of Women's Organizations
<http://www.womensorganizations.org>

National Education Association
<http://www.nea.org>

National Family Planning & Reproductive Health Association
<http://www.nfprha.org>

National Gay and Lesbian Task Force
<http://www.nglftf.org>

National Organization for Women
<http://www.now.org>

National Partnership for Women and Families
<http://www.nationalpartnership.org>

National Women's Alliance
<http://www.nwaforchange.org>

National Women's Business Council
<http://www.nwbc.gov>

National Women's Health Network
<http://www.nwhn.org>

National Women's Health Resource Center
<http://www.healthywomen.org>

National Women's Law Center
<http://www.nwlc.org>

National Women's Political Caucus
<http://www.nwpc.org>

National Women's Studies Association
<http://www.nwsa.org>

Native American Rights Fund
<http://www.narf.org>

Native American Women's Health Education Resource Center
<http://www.nativeshop.org>

9 to 5, National Association of Working Women
<http://www.9to5.org>

Organization of Chinese-American Women
<http://mason.gmu.edu/~lsaavedr/ocawfinal/home.htm>

OWL: The Voice of Midlife and Older Women
<http://www.owl-national.org>

Planned Parenthood Federation of America, Inc.
<http://www.plannedparenthood.org>

Poverty and Race Research Action Council
<http://www.prrac.org>

Religious Coalition for Reproductive Choice
<http://www.rcrc.org>

The Rural Womyn Zone
<http://www.ruralwomyn.net>

Service Employees International Union
<http://www.seiu.org>

Third Wave Foundation
<http://www.thirdwavefoundation.org>

UNITE HERE
<http://www.unitehere.org>

United Food and Commercial Workers International Union Working Women's Department
<http://www.ufcw.org>

The Urban Institute
<http://www.urban.org>

The White House Project
<http://www.thewhitehouseproject.org>

Wider Opportunities for Women
<http://www.wowonline.org>

Women & Philanthropy
<http://www.womenphil.org>

Women Employed
<http://www.womenemployed.org>

Women, Ink.
<http://www.womenink.org>

Women Work!: The National Network for Women's Employment
<http://www.womenwork.org>

Women's Cancer Center
<http://www.wccenter.com/index.html>

Women's Funding Network
<http://www.wfnet.org>

Women's Institute for a Secure Retirement
<http://www.network-democracy.org/socialsecurity/bb/whc/wiser.html>

Women's International League for Peace and Freedom
<http://www.wilpf.org>

Women's Law Project
<http://www.womenslawproject.org>

Women's Research and Education Institute
<http://www.wrei.org>

Women's Rural Entrepreneurial Network (WREN)
<http://www.wrencommunity.org>

Young Women's Christian Association of the USA (YWCA)
<http://www.ywca.org>

The Young Women's Project
<http://www.youngwomensproject.org>

Appendix VI: List of Census Bureau Regions

East North Central

Illinois
Indiana
Michigan
Ohio
Wisconsin

East South Central

Alabama
Kentucky
Mississippi
Tennessee

Middle Atlantic

New Jersey
New York
Pennsylvania

Mountain West

Arizona
Colorado
Idaho
Montana
New Mexico
Nevada
Utah
Wyoming

New England

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Pacific West

Alaska
California
Hawaii
Oregon
Washington

South Atlantic

Delaware
District of Columbia
Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia

West North Central

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

West South Central

Arkansas
Louisiana
Oklahoma
Texas

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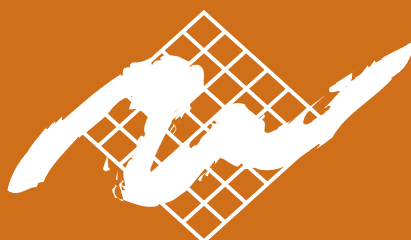
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