

What the Data Show

Women and girls in Economics, Safety, Health, & Leadership – community by community

2024 STATUS OF **WOMEN & GIRLS+** IN MINNESOTA



CENTER ON WOMEN,
GENDER AND PUBLIC POLICY
UNIVERSITY OF MINNESOTA

A presentation by the Women's Foundation of Minnesota & Center on Women, Gender, & Public Policy

Presented by



Dr. Christina Ewig

Professor of Public Affairs and Faculty Director
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Policy at the University of Minnesota

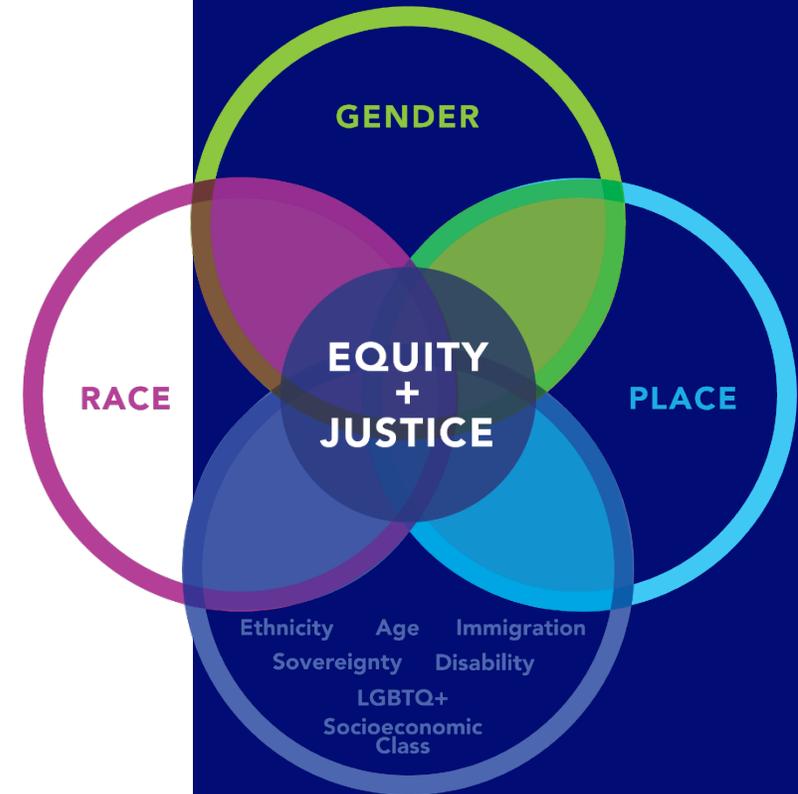


Janett Jimenez

Dr. Reatha Clark King Fellow,
Women's Foundation of Minnesota

Data Reflects Community

When women, girls, and their families thrive, communities thrive. This framework considers how our intersecting aspects of who we are, like race, class, where we live, age, sexuality, and disabilities impact our access to opportunity, well-being, and equity.



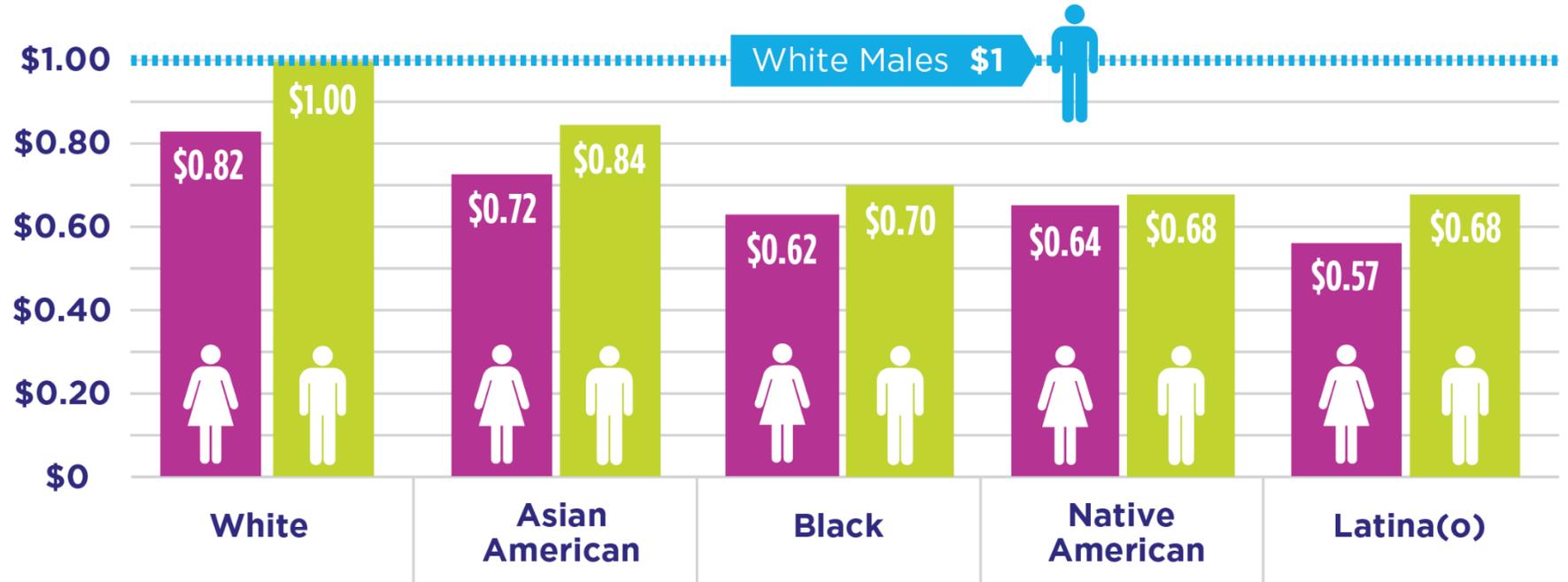


Economics

Gender Wage Gap Hasn't Budged in 10 Years – Women make 81 cents for every \$1 for white men

Minnesota Cents on the Dollar

Average Wage and Salary Income Relative to White Men

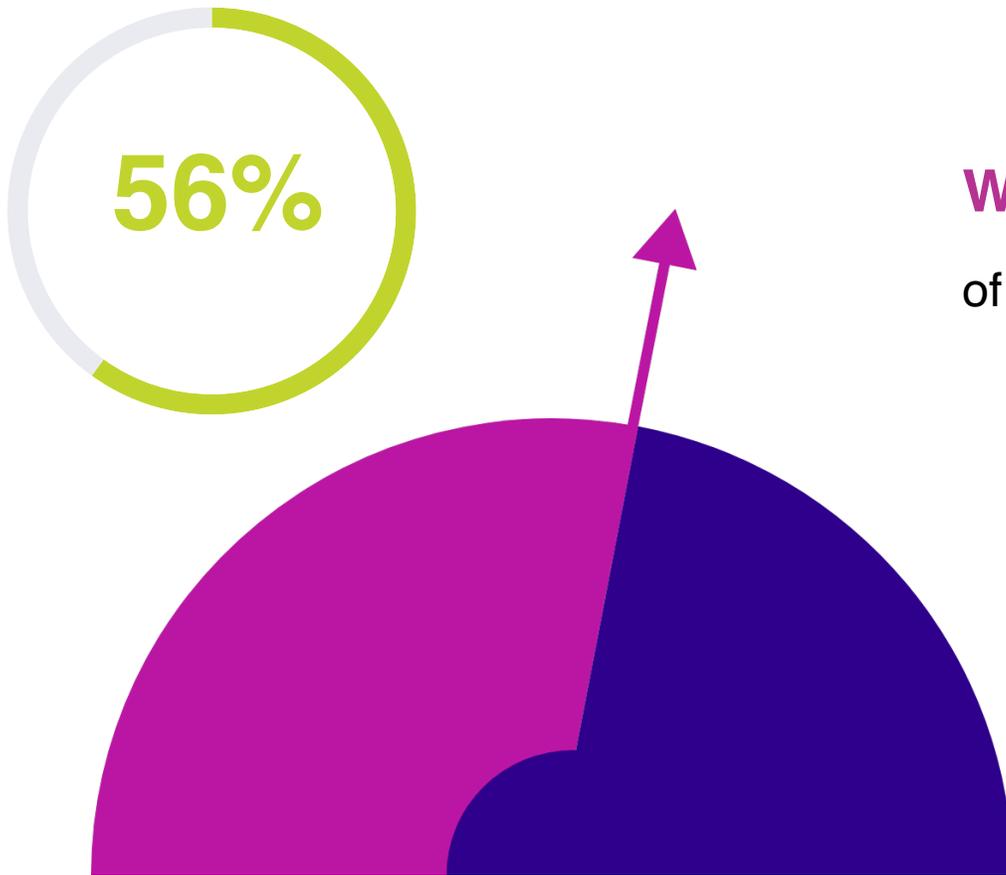


CWGPP analysis of American Community Survey, 2017-21. Average earnings of full-time, year-round workers age 16 and over in Minnesota.



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Wage & Income Gaps Compound Over a Lifetime



Women lose \$483,040 in earnings over time compared to men

Black, Latina, and Indigenous women lose more than \$1 million over a lifetime.

Women make up 56%

of Minnesota's minimum wage workers.

Women make up the majority in lower-paid service jobs

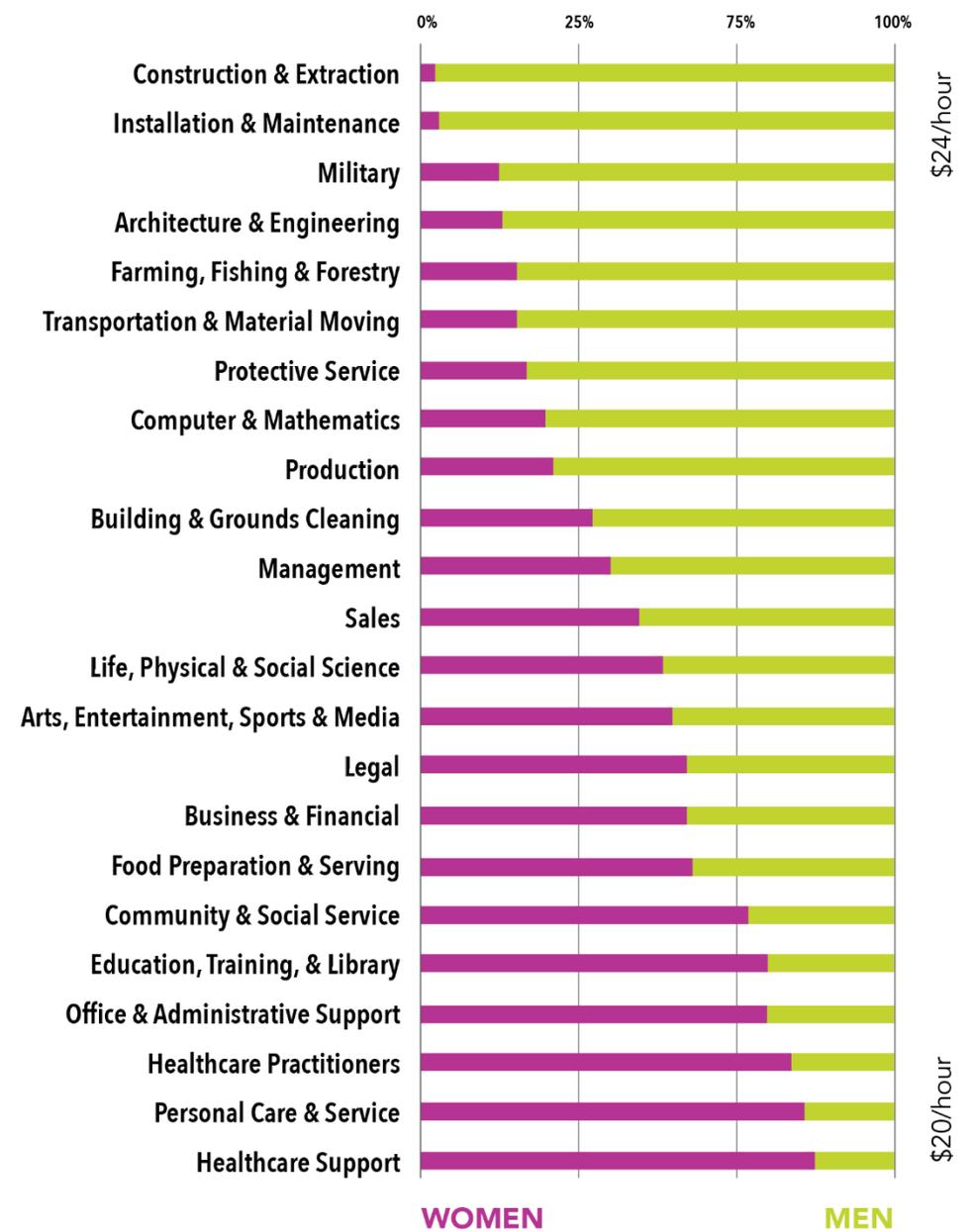
29% of Latina, Black, and Indigenous

women work in service occupations where benefits are scarce.

Women Dominate Low-Wage Work with Low Benefits

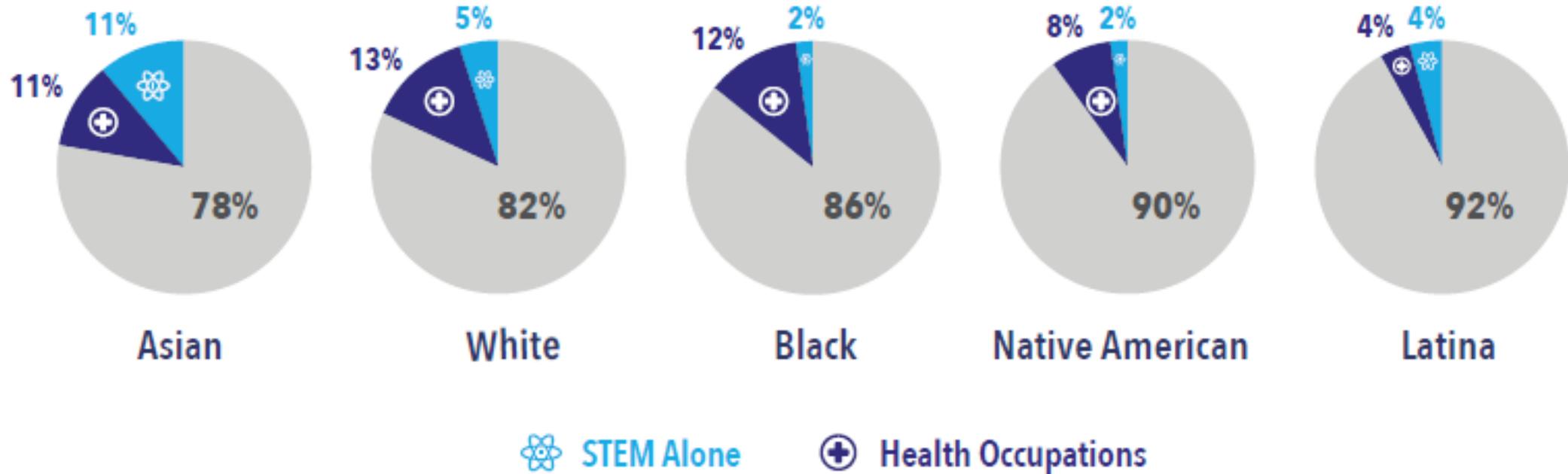
Employee Composition by Gender of Major Occupational Categories in Minnesota

CWGPP analysis of the American Community Survey, 2017-21.

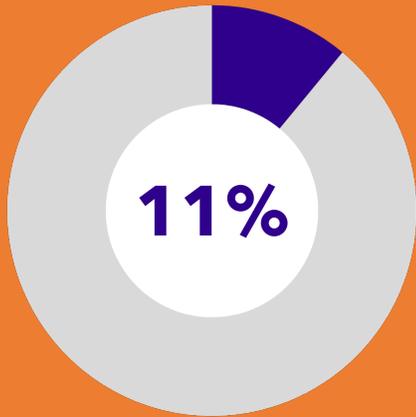


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Percentage of Minnesota women in the labor force who work in STEM and Health occupations, by race & ethnicity



CWGPP analysis of the American Community Survey, 2017-21. Minnesota's racial and ethnic composition is 79% white and 21% non-white including 6.4% Black, 5.5% Latina/o, 4.9% Asian, 3.4% multiracial or other, and 0.9% Native American. See Definitions for more information on STEM calculations.



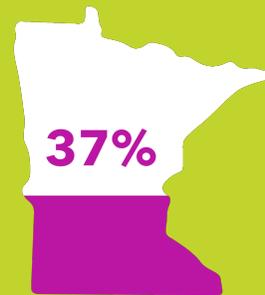
Only nine of the top 78 publicly held companies in Minnesota are headed by a woman (11%).



Research shows that gender, racial, and other types of diversity in leadership bring clear benefits, from economic innovation to deeper community support for democratic institutions.

READ THE FULL REPORT AT:

www.wfmn.org/research/status-of-women-and-girls-in-minnesota



From 2017-2021, only 37% of Minnesota nonprofit leaders were women.

53 years



At the current rate, it would take 53 years to reach gender parity in corporate leadership.

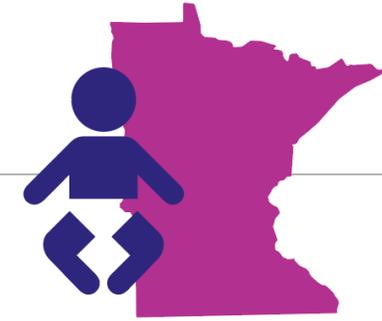
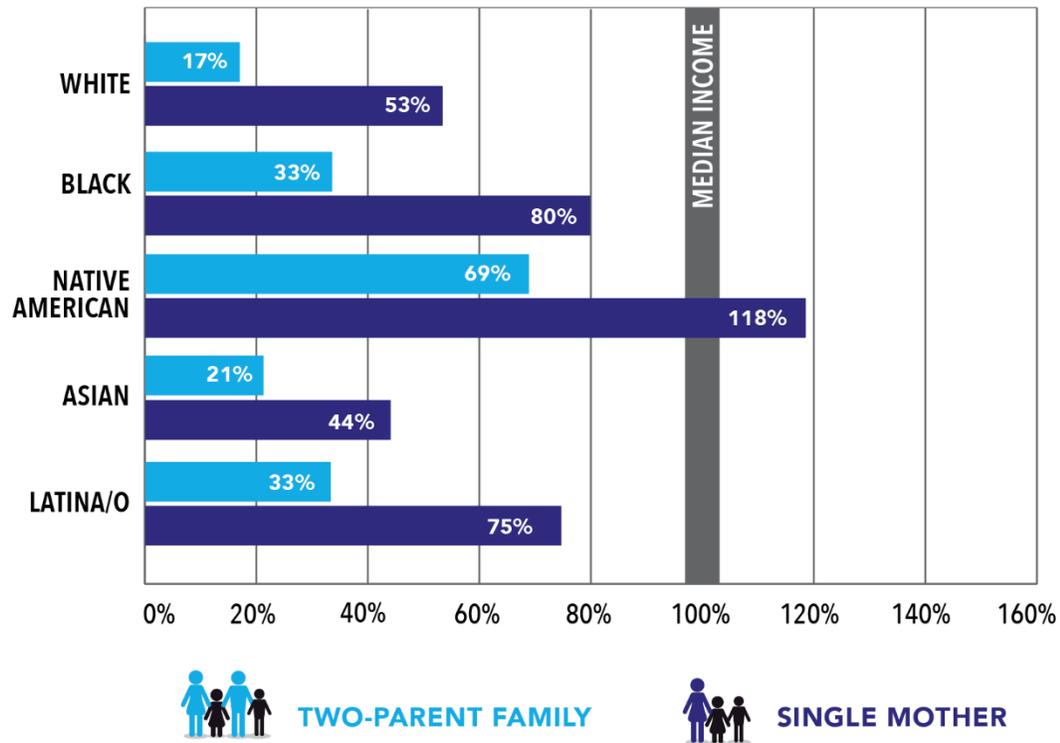
17% BIPOC



Nonprofit leaders of color make up only 17% of leadership positions.

High-quality child care is out of reach for many Minnesota families, especially those headed by women.

Cost of Minnesota Accredited Center-Based Infant Care Compared to Median Income for Families with Children Under 6



Minnesota has the 10th highest cost in the United States for quality infant care.

Annual center-based infant care (<12 mos age) as a percentage of median family income for married-couple families. Child Care Aware, "The Price of Care: 2022 Child Care Affordability Analysis".



Solutions