Status of Women in Utah

WOMEN IN THE ECONOMY COMMISSION
DECEMBER 2014
Overview

- Poverty
- Education
- Occupation
- Business Leadership & Ownership
- Political Leadership
Poverty
Poverty Status by Family Type

- Married without children
- Married with children
- Female householder without children
- Female householder with children

United States: 42% 4%
Utah: 39% 8%

Poverty Status by Family Type in the United States and Utah.
Utah Families in Poverty by Level of Education

Less Than High School
- Married: 81% (19% in poverty, 62% not in poverty)
- Male householder: 72% (28% in poverty, 44% not in poverty)
- Female householder: 49% (51% not in poverty)

High School Graduates
- Married: 93% (7% in poverty, 86% not in poverty)
- Male householder: 84% (16% in poverty, 68% not in poverty)
- Female householder: 70% (30% not in poverty)

Some College / Associates Degree
- Married: 94% (6% in poverty, 88% not in poverty)
- Male householder: 86% (14% in poverty, 72% not in poverty)
- Female householder: 74% (26% not in poverty)

Bachelor's Degree or Higher
- Married: 97% (3% in poverty, 94% not in poverty)
- Male householder: 90% (10% in poverty, 80% not in poverty)
- Female householder: 88% (12% not in poverty)
Education

ENROLLMENT & ATTAINMENT
### Educational Attainment, Men and Women 25 Years and Older

<table>
<thead>
<tr>
<th></th>
<th>US Men</th>
<th>US Women</th>
<th>Utah Men</th>
<th>Utah Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate</td>
<td>11.1%</td>
<td>10.7%</td>
<td>12.8%</td>
<td>7.9%</td>
</tr>
<tr>
<td>Bachelors</td>
<td>18.1%</td>
<td>18.4%</td>
<td>20.2%</td>
<td>20.5%</td>
</tr>
<tr>
<td>Associates</td>
<td>7.1%</td>
<td>8.8%</td>
<td>8.3%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Some College</td>
<td>20.9%</td>
<td>21.6%</td>
<td>27.2%</td>
<td>28.7%</td>
</tr>
<tr>
<td>High School</td>
<td>28.5%</td>
<td>27.5%</td>
<td>22.6%</td>
<td>23.1%</td>
</tr>
<tr>
<td>&lt;High School</td>
<td>14.3%</td>
<td>13.0%</td>
<td>9.0%</td>
<td>8.4%</td>
</tr>
</tbody>
</table>
Losing our edge?

Women’s Bachelor’s Degree Attainment

<table>
<thead>
<tr>
<th>Year</th>
<th>Utah</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>1950</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>1960</td>
<td>7%</td>
<td>6%</td>
</tr>
<tr>
<td>1970</td>
<td>10%</td>
<td>8%</td>
</tr>
<tr>
<td>1980</td>
<td>15%</td>
<td>13%</td>
</tr>
<tr>
<td>1990</td>
<td>17%</td>
<td>18%</td>
</tr>
<tr>
<td>2000</td>
<td>22%</td>
<td>23%</td>
</tr>
<tr>
<td>2010</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>29%</td>
<td></td>
</tr>
</tbody>
</table>
Men and women graduate in different majors.

Men dominate nearly all STEM related fields.

Women concentrate in fields like education, family and consumer sciences, and the performing arts.

Health professions are the exception to this trend.
Occupations

WORK STATUS, OCCUPATION TYPE, AND WAGES
Work Status

- Utah women are much less likely to work full-time
- Utah women are much more likely to work part-time
- Nearly 30% of women in Utah and nationally do not work
Wage Gap

The wage gap exists among all occupation groups.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>% Male</th>
<th>$ Male</th>
<th>% Female</th>
<th>$ Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>71%</td>
<td>$72,755</td>
<td>29%</td>
<td>$50,736</td>
</tr>
<tr>
<td>Business/Finance</td>
<td>56%</td>
<td>$63,467</td>
<td>45%</td>
<td>$44,243</td>
</tr>
<tr>
<td>Computer and Math</td>
<td>83%</td>
<td>$71,377</td>
<td>17%</td>
<td>$59,092</td>
</tr>
<tr>
<td>Community and Social Services</td>
<td>48%</td>
<td>$46,114</td>
<td>53%</td>
<td>$40,208</td>
</tr>
<tr>
<td>Education/Training/Library</td>
<td>38%</td>
<td>$56,341</td>
<td>62%</td>
<td>$41,731</td>
</tr>
<tr>
<td>Food preparation/serving</td>
<td>48%</td>
<td>$21,452</td>
<td>52%</td>
<td>$19,545</td>
</tr>
<tr>
<td>Office/Administrative Support</td>
<td>32%</td>
<td>$35,788</td>
<td>68%</td>
<td>$31,049</td>
</tr>
</tbody>
</table>
Business in Utah

OWNERSHIP & LEADERSHIP
Business Leadership

- 82% of top executives are male (18% female)
- Average pay for female top executives is $81,030. For men it is $137,210.
- Among the top 45 public companies only 8.4% of the board seats are held by women
Ownership in Large Firms by Gender

- Male: 44%
- Publicly Held: 50%
- Female: 4%
- Equal: 2%
• 79% of all businesses have <10 employees
• 84% of female owned businesses have <10 employees

• For every large firm (50+ employees) owned by a woman there are 10 large firms owned by men

• Both in Utah and nationally, female owned firms total less than 4% of overall sales/receipts
Political Leadership
Federal

US Congress

- Female: 19%
- Male: 81%

US Cabinet Positions

- Female: 27%
- Male: 73%
State Executive Branch

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governor</td>
<td>Gary Herbert</td>
<td>Male</td>
</tr>
<tr>
<td>Lt. Governor</td>
<td>Spencer Cox</td>
<td>Male</td>
</tr>
<tr>
<td>Attorney General</td>
<td>Sean Rayes</td>
<td>Male</td>
</tr>
<tr>
<td>State Treasurer</td>
<td>Richard Ellis</td>
<td>Male</td>
</tr>
<tr>
<td>State Auditor</td>
<td>John Dougall</td>
<td>Male</td>
</tr>
</tbody>
</table>

Utah Cabinet Positions

- Female: 32%
- Male: 68%
State Legislators

- 84% Male
- 16% Female
87% of seats are held by men

17 of 29 Counties that have no women serving

10 Counties that have a single woman serving
<table>
<thead>
<tr>
<th>Office</th>
<th>2014 (52%)</th>
<th>2015 (48%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>County Clerk</td>
<td>17 (61%)</td>
<td>11 (39%)</td>
</tr>
<tr>
<td>County Treasurer</td>
<td>16 (55%)</td>
<td>13 (45%)</td>
</tr>
<tr>
<td>County Assessor</td>
<td>15 (52%)</td>
<td>14 (48%)</td>
</tr>
<tr>
<td>County Auditor</td>
<td>14 (48%)</td>
<td>15 (52%)</td>
</tr>
<tr>
<td>County Recorder</td>
<td>14 (48%)</td>
<td>15 (52%)</td>
</tr>
<tr>
<td>County Commissioner</td>
<td>15 (52%)</td>
<td>14 (48%)</td>
</tr>
<tr>
<td>County Sheriff</td>
<td>29 (100%)</td>
<td>29 (100%)</td>
</tr>
<tr>
<td>District Attorney</td>
<td>29 (100%)</td>
<td>29 (100%)</td>
</tr>
</tbody>
</table>
Utah Mayors

- 244 mayors, 18 of which are women
- Of the 50 most populous cities in Utah, only 4 have female mayors.
- All cities with populations of 30,000+ have male mayors

7% FEMALE 93% MALE
City Councils

- 1114 councilmembers statewide, 251 of which are women
- Nearly a third (31%) of city councils in Utah are all male
- 7% of city councils have a female majority (n=16) and another 6% have females and males in equal numbers (n=15)
School Leadership

State School Board Positions

- Elected: 8 positions, 7 female, 1 male
- Appointed: 3 positions, 3 female, 0 male

Female | Male
---|---
7 | 1
3 | 0
Local School Board Presidents

- Male: 29 (71%)
- Female: 12 (29%)

Local School Board Vice-Presidents

- Male: 21 (54%)
- Female: 18 (46%)

Local Superintendents

- Male: 38 (93%)
- Female: 3 (7%)
Further Research Questions...

- What cultural barriers exist and how do they impact women?
- Do women have equal access to capital?
- What are the reasons for the occupational disparities?
- What are the reasons for the wage disparities?
- Why are women selecting particular fields of study?
- What are the causes and impacts of career interruptions?
- What are the experiences or barriers for minority women?
Input for the Draft Report
Strategic Priorities for 2015

*Our Purpose*

- Increase public and government understanding of the current and future impact and needs of women and how those needs can be met.
- Identify and recommend specific policies, procedures and programs to best respond to the rights, needs and impact of women in the economy.
- Facilitate coordination of the functions of public and private entities concerned with women in the economy.
Strategic Priorities for 2015

Strategic Priority #1: Increase awareness of the status of women in Utah’s economy.

Strategic Priority #2: Conduct additional research to better understand women’s status as it relates to the economy.

Strategic Priority 3#: Influence public policy