

## Women in the Economy Policy Focus Matrix

### Goals (HB 90):

DRAFT, Updated 12/19/14

1. Increase public and government understanding of the current and future impact and needs of the state's women in the economy and how those needs may be most effectively and efficiently met
2. Identify and recommend implementation of specific policies, procedures and programs to respond to the rights, needs, and impact of women in the economy
3. Facilitate coordination of the functions of private and public entities concerned with women in the economy

Identified Issues:	Economic Barriers:	Acronyms:
Culture, Socialization, and Work-Life Balance	Fairness in Pay (F\$)	USHE = Utah System of Higher Education
Educational Attainment	Fairness in Opportunity (FO)	UCAT = Utah College of Applied Technology
Tenure, Experience, and Opportunity	Work-Life Balance (WLB)	DWS = Department of Workforce Services
Occupational Choice		USOE = Utah State Office of Education

Conditions	Econ Barriers	Measures	Partners	Solutions
Cultural norms of male-female socializing become barriers to career networking	FO	Male-female trends in C-level and management positions	Salt Lake Chamber	
Educational attainment for Utah women is on a declining trend	FO, F\$	Educational attainment statistics, graduation statistics, wage-education correlation statistics, YWCA/IWPR research briefing	USHE, UCAT, USOE, Utah Futures	1. Leverage Utah Futures as a tool to educate young women, 2. Focus on completion
Women lack access to capital (funding tools loans and beyond) for business development	FO	Gender distribution of small business loan dollar values, count of loans accepted vs. count applied	Salt Lake Chamber, lending institutions, angel investors, business resource providers	
Career interruptions decrease accumulation rate of experience	WLB	Wage distribution statistics, based on age, gender	Office of Child Care (DWS)	
Women workers tend to concentrate in lower pay professions	FO, F\$	Occupational wage statistics, gender distribution by occupation	DWS, USHE, UCAT, USOE, Utah Futures	1. Leverage Utah Futures as a tool to educate young women, ...
Women are more likely to work part-time than men--lack of work-life balance supports	WLB	CPS measures of part-time work by gender	Office of Child Care (DWS)	
Utah women are underrepresented in occupations that require technical, mathematical, or management skills	FO	Occupational employment statistics, gender distribution by occupation	DWS, USHE, UCAT, USOE, Stem Action Center, Utah Futures	1. Leverage Utah Futures as a tool to educate young women, 2. Partner with STEM Action Center on Initiatives such as Million Mentors
Disconnect between young women's anticipated labor force participation and the reality that a majority of Utah women work outside the home in their lifetimes	FO	Female labor force participation rates (Current Population Survey, American Community Survey), YWCA/IWPR research briefing	DWS, USHE, UCAT, USOE, Utah Futures	1. Leverage Utah Futures as a tool to educate young women, ...
Minority women experience additional challenges in the labor force, education,	FO, F\$	Labor market indicators by race and ethnicity, YWCA/IWPR research briefing	DWS, USHE, UCAT, USOE, Stem Action Center, Utah Futures	
Percentage of women in trades (non-traditional, Construction occupations) is low, yet salaries and benefits in these occupations are often better than average	FO	Gender distribution by occupation	DWS, UCAT, USOE (specifically, Career and Technical Education [CTE]), Utah Futures, AFL-CIO	1. Leverage Utah Futures as a tool to educate young women, 2. JTPA completion with certificate in crafts, 3. Educate young women of opportunities and benefits of jobs in construction trades

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Single women with children face economic insecurity more than any other demographic group; minimum wage jobs don't meet economic needs of family	FO, F\$, WLB	Poverty statistics, YWCA/IWPR research briefing	DWS, YWCA, advocates around the state	
Women face discrimination in wages	F\$	*National studies which control for all non-discrimination differences between men and women in the workplace show discrimination exists (e.g. Claudia Goldin's research); we need to locate or conduct a Utah-specific study, Institute for Women's Policy Research (IWPR)	DWS	
Lack of emphasis and understanding of "Work-Life Ingegration"--Broader than work-life balance, e.g. includes elder care, child care, and paternal leave	WLB			
Economic impact of health care				
Underrepresentation of women in leadership positions in the public (political representation) and private (business leadership) sectors	FO	Wall Street 24/7 report, YWCA/IWPR research briefing on The Well-Being of Women in Utah: An Overview	Utah Legislature, Salt Lake Chamber, Emily's List, Real Women Run	GOED Incentives and government contracts tied to gender equity requirement