

2024 STATUS OF WOMEN & GIRLS+ IN MINNESOTA

EXECUTIVE SUMMARY



Economics

Minnesota is a national leader in women's workforce participation, at 66%.

Since the last report in 2022, Minnesota mothers' workforce participation has recovered since the worst losses of COVID-19. However, women still do not have economic security in Minnesota, and some women face steeper challenges than others. Investing in equity for women requires that we address the persistent gender wage gap, which continues to shortchange all groups of women and affects Latina, Black, and Indigenous women the most.

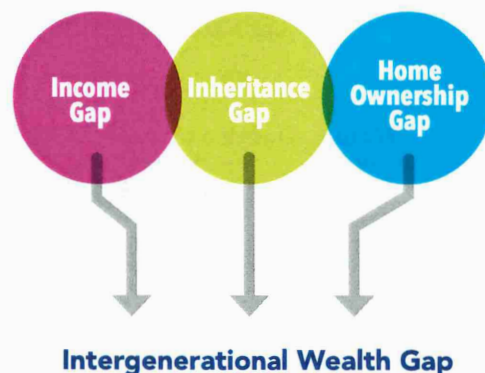
For women to achieve economic security, we need to raise pay in occupations dominated by women, ensure all workers have access to a living wage, expand educational opportunities and access to high-paying trades, address the affordable housing crisis, and value unpaid caregiving through benefits like sick leave and subsidized child care.

WEALTH GAP

Minnesota has the third-largest racial wealth gap in the United States. The median white family in the U.S. has nearly eight times the wealth of the median Black family. In Minnesota, the median net worth of Black households is \$0, compared to \$211,000 for white households and \$18,000 for Latina/o households.

The gender wealth gap is larger than the gender wage gap and is exacerbated by racial inequalities. Families led by women in the U.S. possess only 55 cents of median wealth for every dollar owned by families led by men. Women of color face even larger wealth gaps. While white women have 56 cents in wealth for every white male dollar, Latina women have only 10 cents, and Black women just five cents. Women who have never married also face a steeper wealth gap, with 34 cents for every dollar of male wealth.

The wage gap facing all women in Minnesota has barely budged over the past decade. On average, Minnesota women who work full-time all year make \$0.81 for every dollar that men make, with important differences when it comes to race and ethnicity. Latina women, for instance, make \$0.57 for every dollar and Black women make \$0.62 for every dollar. Over a lifetime, women in Minnesota on average lose an estimate \$483,040 in lifetime earnings due to the gender wage gap. Black, Indigenous, and women of color experience even greater losses, losing more than \$1 million in a lifetime due to the wage gap.



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.

OCCUPATIONS

Women are the majority of workers in the state earning at or below the minimum wage and working in low-wage fields, despite their gains in increasing education. More women in Greater Minnesota work minimum wage jobs. These jobs are concentrated in care and service-related occupations that are

frequently underpaid and are less likely to have access to employee benefits.

Women make up more than 75% of employees in healthcare, personal care, and service occupations, and more than 70% in office and administrative support, education, and library fields. Nearly a third of all Black, Indigenous, and Latina women work service occupations,

where benefits are scarce.

The vast majority of child care workers (96%) are women, and they earn a median hourly wage of \$14.63. More than half of these workers are enrolled in at least one of four public support and health care programs, compared to 21% of the entire U.S. workforce.

Income as it Relates to Cost of Living and Poverty, by Race and Ethnicity

	Single mother with 2 children Cost of living: \$ 85,920			Two-parent family with 2 children Cost of living: \$ 90,252		
	Median income	% with income below cost of living	% below poverty line	Median income	% with income below cost of living	% below poverty line
Asian	\$54,158	73%	23%	\$124,895	36%	5%
White	\$50,172	82%	17%	\$130,837	26%	3%
Latina/o	\$25,800	96%	42%	\$58,287	77%	11%
Black	\$25,121	97%	36%	\$70,000	59%	11%
Native American	\$15,537	99%	54%	\$109,421	31%	18%
Total	\$41,900	87%	24%	\$125,000	31%	4%

CWGPP analysis. Cost of living estimate from the MN DEED, 2022 (includes full-time child care costs). Income data from American Community Survey, 2017-2021.

CAREGIVING

For Minnesota families with children and two parents working full-time, women spend more time than men on housework and child care. Full-time working mothers and fathers in Minnesota contribute similarly to elder care, but women still carry the lion’s share of housework and child care.

POVERTY

Women are more likely than men to experience poverty in Minnesota, and especially in Greater Minnesota. In 2021, 12% of Minnesota women were living below the poverty level, about 1.2 times the poverty rate for men. While 10% of women in the Metro area were living below the poverty level, 14% of women in Greater Minnesota experienced poverty.

Single female-headed households are most likely to experience poverty. While the overall poverty rate in Minnesota (9% for people of all ages) is lower than the national average of 12.5%, poverty rates are three times higher for Minnesota’s

single female-headed families than other family compositions. This is 2.5% over the national poverty rate for single female-headed families of 35%.

Transgender Minnesotans are more likely to live in poverty. While there is not a significant difference in poverty rates between cisgender, straight Minnesotans and the LGB community, 15% of transgender individuals live in poverty (compared to 6% of cisgender, straight individuals).

Race intersects with LGBTQ+ identities to influence poverty rates. Nationally, LGBTQ+ people of color and Native Americans experienced a poverty rate of 25% in 2021 compared to 13% for LGBTQ+ white individuals. Lesbian cis women with children are among the most likely to be poor; 28.2% lived below the poverty line in 2021.

HOUSING

In Minnesota, home ownership disparities impact single-mother households from communities of color

the most. These families are less likely to be living in a home they own, and are missing out on a key building block of wealth.

The Twin Cities has the largest Black-white homeownership gap of any metropolitan region in the U.S. This gap has been steadily expanding since 2000 and is driven by both gentrification and the rise in corporate landlords. Large property investors purchased foreclosed single-family properties, turning former homeowners into renters. In Minnesota, the disparity in homeownership rates between white households and households of color is more than the national average.

LGBTQ+ youth are overrepresented among the unhoused. Twenty-two percent (22%) of unhoused youth under 25 and 10% of unhoused adults 18 and older in 2018 identified as LGBTQ+.

Safety

Women and girls in Minnesota are harmed by gender-based violence across their lifetimes – in their homes, on the streets, and in schools, workplaces, and the criminal justice system.

Consequences of this violence ripple over a lifetime and affect both physical and mental health, pregnancy, housing security, economic productivity, and personal security.

REPORTING VIOLENCE

Reports of rape in Minnesota increased 11% in 2021 over 2020. Minors account for almost half of the rape victims, while only 10% of the rape offenders were minors.

Although 20,705 domestic violence incidents were reported to law enforcement in Minnesota during 2021, evidence shows that does not represent the full picture of intimate partner violence due to a reluctance to report.

Reports of sexual assault to postsecondary institutions result in little disciplinary action. Out of 332 reported incidents of sexual assault in 2021, 107 incidents (32%) were investigated, 14% were referred to a disciplinary process, and only 6% led to identification.

VIOLENCE AGAINST NATIVE AND BLACK WOMEN & GIRLS+

Native American women face high rates of violence. Nationally, Native American women are 19% more likely than white women to have experienced violence at some point in their lives and 71% more likely to have experienced violence in the past year. More than one-third of survivors (38%) were unable to access the essential services they required, showing the need for more connections to support services.

Black women are also disproportionately impacted by violence. Black women are murdered at a rate 2.7 times that of white women. They make up 40% of domestic violence victims in the state. In 2022, 24% of domestic violence homicide victims were Black, despite being 6.4% of Minnesota's population.

SEXUALITY & GENDER IDENTITY

More than three-quarters of LGBTQ+ Minnesotans report experiencing anti-LGBTQ+ behavior in the past year. Twice as many lesbian girls and transgender or nonbinary students report running away from home or living in a shelter on their own as their straight, cisgendered counterparts.

LGBTQ+ individuals are also overrepresented in every stage of the criminal justice system. Trans women of color face high risks of fatal violence, and experience cumulative effects of discrimination, including barriers to employment, housing, and healthcare, which renders them vulnerable to violence, housing and job insecurity, and homelessness.

SCHOOL DISCIPLINE & LAW ENFORCEMENT

School discipline is another measure of safety, and the report shows that girls of color and LGBTQ+ students are sent out of the classroom more often. In Minnesota, Native American girls are five times more likely than white girls to be suspended, and Black girls are four times more likely.

In Minnesota, Native girls are

5x more likely

than white girls to be suspended, and Black girls are

4x more likely

Native American women are disproportionately stopped by police, searched, and incarcerated. 97% of incarcerated Native women in Minnesota reported having experienced violence or abuse, with 84% reporting incidents of intimate partner violence. LGBTQ+ individuals also experience significantly higher rates of arrest, incarceration, and community supervision.

VIOLENCE GROWS OVER A LIFETIME



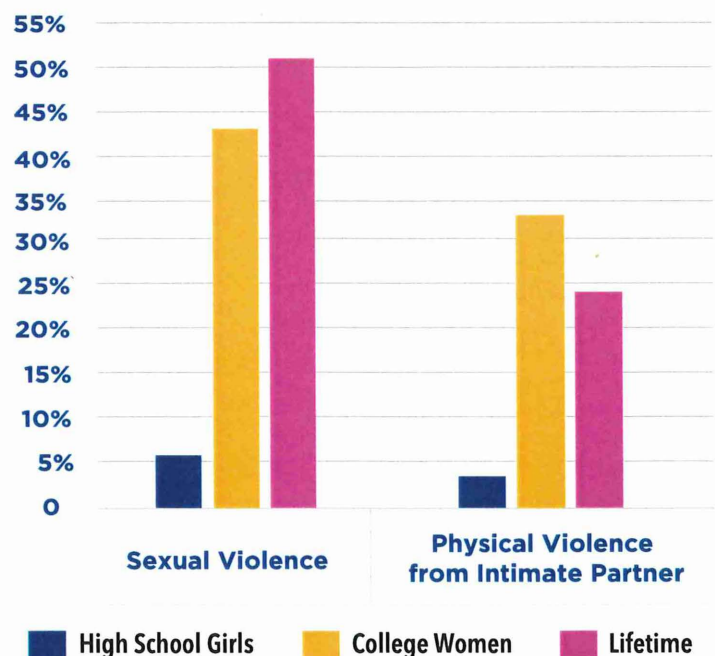
1 in 2 Minnesotan women report sexual violence, and



1 in 4 report physical violence

from an intimate partner at some point during her lifetime.

Minnesota Women & Girls Reporting Sexual Violence, and Physical Violence



Health

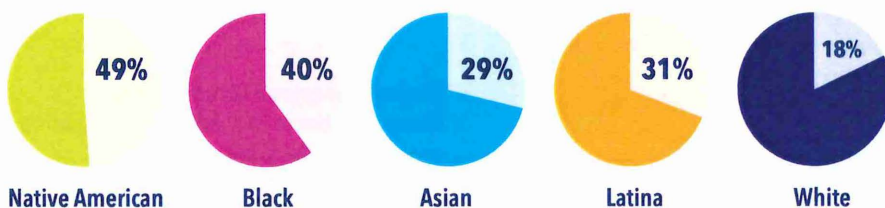
The foundations of physical and mental health and well-being begin in our homes, schools, neighborhoods, and workplaces. And yet, many of these environments harbor inequities and barriers.

Minnesota's women and girls of all racial and gender identities need accessible, affordable, and culturally competent health care. Health inequities for Black, Indigenous, and women and girls+ of color, LGBTQ+ people, and rural women and girls+ lead to significant differences in health care access, quality, and outcomes in Minnesota.

PRENATAL & OBSTETRICS CARE

Access to prenatal care is unequal across racial and ethnic groups in Minnesota, with Native women reporting the highest rate of inadequate care at 49%, followed by Black women at 40%. Over the past two decades, maternal mortality in the United States has increased, while in other high-income countries it has decreased. In Minnesota, maternal mortality rates are highest for Native Americans (near 80 per 100,000) followed by Blacks (near 20 per 100,000). Even though maternal mortality for Asians and Latinas is historically lower than for whites, Minnesota was among the top five states for increased Latina maternal mortality (greater than 105%).

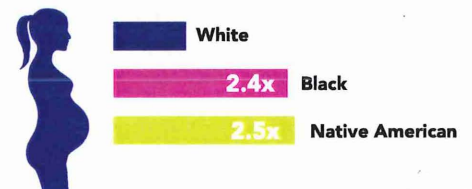
Percentage of Inadequate Prenatal Care, by Race and Ethnicity



CWGGP figures based on Minnesota Department of Health, "2020 Minnesota Health Statistics" (2022).

Increased Maternal Mortality for Black & Native Women

Native Americans and Black people are more likely to die of pregnancy or childbirth-related causes than white people.

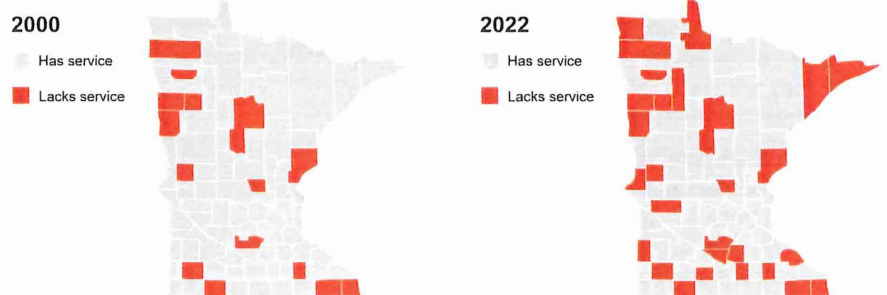


RURAL HEALTH CARE

The report shows disparities based upon place, including high teen birth rates in rural Minnesota. Rural Minnesota has a shortage of healthcare providers, particularly in primary and mental health care. Rural hospitals have fewer services available, and a disproportionate number of rural medical facilities have closed. Minnesota's decline in rural obstetric services outstrips the national average. Forty-two (42%) percent of Minnesota counties lack birth services.

In-hospital Obstetrics Care in Minnesota in 2000 and 2022

In 2000, 15 Minnesota counties had no hospitals providing obstetrics care. By 2022, this figure had increased to 37 counties.



MENTAL HEALTH

The report highlights the role of mental health in overall well-being. Depression is a mental health risk for older and younger women and LGBTQ+ Minnesotans. Economic status affects women's mental health, with low-income women, especially Black, Indigenous, and women of color exposed to more uncontrollable life events, dangerous neighborhoods, and job insecurity, among other risks. Poor mental health has also been linked to the experience of racism, and prior victimization of violence, including sexual abuse. Only 27% of the demand for mental health professionals in Minnesota is met.

Mental health challenges for Minnesota college students continue to increase.

In 2023, most gender-expansive college students (81%) and two-thirds of college women reported a mental health diagnosis during their lives compared to just under half of college men. College women also report having had a depression diagnosis at higher rates than men (49% compared to 31%).

CDC warns teen girls are facing mental health crises. Minnesota teenage girls are two to three times as likely to attempt suicide as teenage boys (12% vs 5%). Almost one in three Native American teenage girls has attempted suicide.

LGBTQ+ Minnesotans report high rates of mental distress. Four out of five (80%)

of respondents to a 2021 Minnesota survey of LGBTQ+ Minnesotans reported experiencing moderate to severe mental distress. Bisexual (89%), pansexual (97%), and queer (98%) respondents experienced much higher levels of moderate to severe mental distress compared to lesbian (66%) and gay (80%) respondents. Transgender respondents (33%) experienced higher rates of severe mental distress compared to cisgender respondents (22%).

Depression is a mental health risk for many older women. In 2021 in Minnesota, 18% of women and 11% of men aged 65 and over reported depressive symptoms.

Leadership

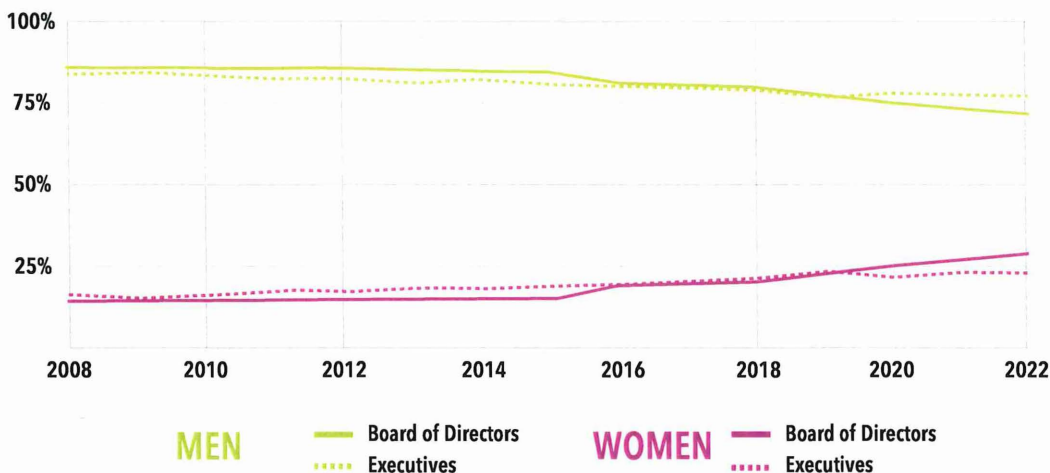
When we look at business, nonprofits, and government together, women make up just one in four leaders statewide. Women hold a greater share of nonprofit and government leadership roles, but even in those sectors, men outnumber women leaders two to one.

BUSINESS

Although women's representation among Minnesota's corporate executives has risen in recent years (to 23 percent in 2022), at the current rate it would take 53 years to reach gender parity.

CWGPP based on data from Minnesota Census of Women in Corporate Leadership, 2022.

Percentage of Women in Leadership Roles in the Top Minnesota Corporations



NONPROFIT LEADERSHIP

Women hold a greater share of nonprofit and government leadership positions, but men still outnumber women two to one.

In Minnesota, nonprofit leaders of color are rare, making up only 17% of leadership positions. Only 4% of nonprofit leaders are people with a disability.

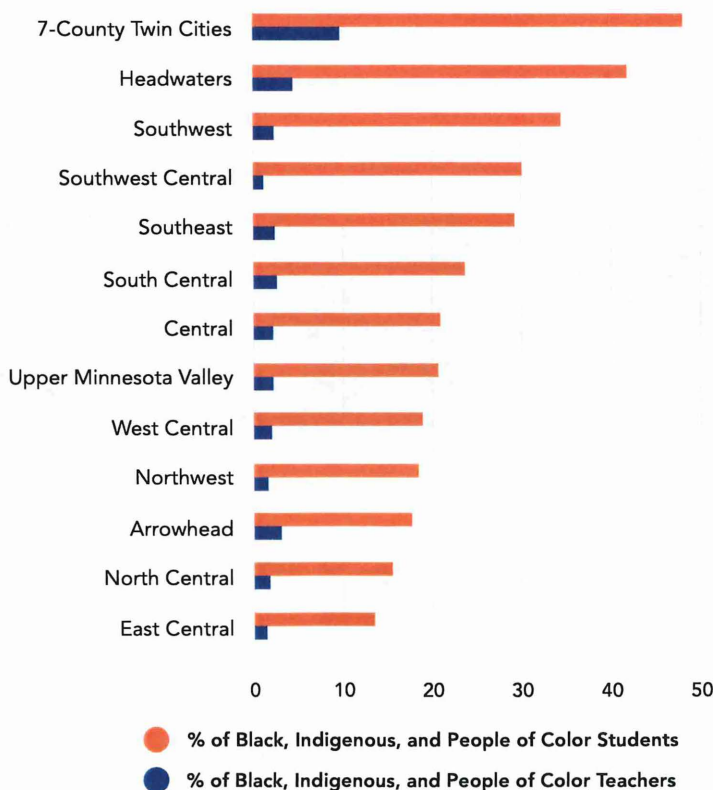
POLITICAL LEADERSHIP

In politics, women bring different experiences to the decision-making process. Women introduce more legislation than men related to women's rights, children, and family. Women of color and Native American women bring unique community voices to elective office; African American and Latina women focus especially on issues and interests of their communities. Not only do congresswomen secure about 9% more federal outlay money than congressmen, but they also sponsor and cosponsor more bills.

The proportion of women in the Minnesota Legislature reached a historic high of 39% in the 2022 election, 17th in the country for the largest proportion of women.

In local politics, men continue to dominate county governments, and women are underrepresented in municipal offices. Yet, the number of women mayors is 32% of all Minnesota cities with a population of 10,000 or more.

Percentages of Teachers and Students of Color



SCHOOL LEADERSHIP

Even though women dominate the teaching profession, they are not proportionately represented in top leadership. Black, Indigenous, and women of color make up just 5% of school district administrators statewide.

The teaching profession in Minnesota is overwhelmingly white. Up slightly from 4% in the last report, only 6% of teachers in the state are non-white, compared to 37% of the population.



Policy Solutions

Economics

The building blocks of economic security include pay equity, education and training, stable living-wage jobs with benefits, avoiding debt, and accumulating wealth.

- Close the Gender Wage Gap
- Provide Support for Care Responsibilities

Safety

Working upstream means investing in prevention, education, and targeting solutions identified by groups most impacted by violence.

- End Violence against Native American and Black Women and Girls in Minnesota
- Support Survivors of Human Trafficking in Minnesota
- Address Racial and Gender Inequities in School Discipline

Health

Increasing access to culturally relevant, community-based preventative health care inclusive of mental and reproductive health will support stronger health outcomes in all communities.

- Close Gaps in Sexual and Reproductive Health
- Improve Access to High-Quality and Affordable Health Care
- Promote Cultural Competence Among Health Care Providers

Leadership

Institutions across sectors can grow their pathways to leadership by increasing access to policymaking and public service, and setting and maintaining standards for recruitment and retention.

- Diversify Leadership in Workplaces and Corporate Boards
- Facilitate the Participation of Marginalized Groups in Civic Engagement and Politics



Access the full report:

bit.ly/2024SOWG



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