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A question to ponder: if the law of the land has been “equal pay for equal work” since the 1960s, why is there still a gender pay gap? Because women and men seldom do the same or equal work, so these laws often can’t be invoked.

Over thirty years ago, Minnesota took unprecedented steps to make equal pay a reality for women employed by Minnesota’s state and local governments, pioneering the concept of “pay equity,” which in Minnesota is synonymous with “comparable worth.” Pay equity means that dissimilar jobs that are comparable in terms of value to an employer should receive essentially comparable wages. Quantitative systems have been developed that assess the relative value of jobs according to amount of skill, effort, responsibility, and working conditions required.

Minnesota’s State Government Pay Equity Law was passed in 1982, covering about 35,000 state employees. Our Local Government Pay Equity Law was passed in 1984, covering 1,500 jurisdictions—cities, counties, school districts, and others—with an estimated 220,000 employees.

The last report on the results of Minnesota’s pay equity laws was done in 1994. OESW has just completed an updated review of our state and local government pay equity programs. How are they functioning? Have they eliminated the gender pay gap? What additional measures are recommended?

This newsletter highlights the findings of the update and provides links to a [summary of the report](#) and [the full report](#).

We hope you find this newsletter interesting and informative. Its purpose is to provide information to legislators, legislative staff, and the community on priority and emerging women's economic issues.

Please send us your suggestions to barbara.battiste@oesw.leg.mn and visit our [Facebook Page](#) and [Twitter](#).

Barbara Battiste, Director, Office on the Economic Status of Women

Quote #1

“Men, their rights, and nothing more; women, their rights, and nothing less.”

Who said this? More “mystery quotes” on the next pages. Answers, page 5.

Pay Equity: The Minnesota Experience

February 2016 Update

[Read the summary here.](#)

[Read the full report here.](#)

State Government Pay Equity Results

- Women in Minnesota's state government today earn, on average, 89% of male wages, up from only 69% before pay equity.
- However, for jobs of comparable value, the gender wage gap in the state government workforce has been eliminated.
- The lingering 11% gender wage gap can be attributed to the continued concentration of women in lower-paid office and clerical work and other traditional female jobs. If men and women were equally represented in all occupational groups, the gender wage gap in state government employment would essentially disappear.
- Within a few years of passage of the state pay equity law, 8,500 employees in 200 female-dominated job classes received pay equity increases, averaging \$2,200—an 11.2% increase over the average female wage.
- Pay equity continues to help women in state government. In 2014, 96 employees in six female-dominated job classes received an average pay equity annual salary increase of \$1,400.

Local Government Pay Equity Results

The variety of size and type of local governments makes it more complex to assess the total effect of pay equity on local government employees.

- A 2014 OESW study of 13 diverse Minnesota counties shows that, before pay equity, women in county government earned from 70% to 87% of men's wages. In 2012–2014, women in the "70%" county had increased their earnings to 85% of men's wages. Women in the "87%" county had increased to 98% of men's wages. All counties showed a narrowing of the gender pay gap, with the average decrease in the gap being 13 percentage points.
- A 1992 American Library Association analysis showed that, before pay equity, library staff, a female-dominated class, earned 66-68% of the salaries for male-dominated classes of comparable value. After pay equity, library staff earned between 91-102% of the male classes.
- Data from local governments that were out-of-compliance and then corrected inequities, show that in 1994, women in this sample on average made 77 cents on the dollar compared to their male counterparts. In 2015, the figure had become 88 cents on the dollar, and, if comparisons are made on the basis of job classes of comparable worth, the wage gap disappears.

"After all those years as a woman hearing 'not thin enough, not pretty enough, not smart enough, not this enough, not that enough,' almost overnight I woke up one morning and thought, 'I'm enough.'"

Quote #2

"Some of us are becoming the men we want to marry."

Quote #3

Authors of mystery quotes on page 5.

Pay Equity: The Minnesota Experience

Recommendations Going Forward

[Read the summary here.](#)

[Read the full report here.](#)

1. Minnesota's expertise and experience with pay equity should be widely shared with jurisdictions in other states, with academics, with public policy organizations, and with private employers.
2. Minnesota's pay equity laws should not be weakened. Minnesota's state and local government pay equity laws have resulted in substantially narrowing the wage gap in public employment. Further, the laws have been manageable and efficiently administered for over 30 years.
3. The report-based method (requiring local governments to submit regular reports) should not be weakened. A complaint-based method is costly and time-consuming, difficult for individual workers to do, and does not get at the overall structure of a wage system. Further, lawsuits can be disruptive and expensive for both employers and workers.
4. The statistical software developed by the state to analyze gender differences in pay practices should be more widely used by governmental jurisdictions in other states and by private employers. This tool could encourage all types of employers to "self-test" and voluntarily adopt some measure of pay equity.
5. Pay equity programs should be kept as simple as possible. Personnel systems can be complex, and other employers have often had trouble with establishing a pay equity system by trying to re-do an entire personnel system and make it "perfect."
6. Other states should adopt a law, as Minnesota recently did, prohibiting retaliation against employees for disclosing their wages. Pay equity has been successful in the public sector because wages are public information and readily available to anyone who wants to investigate pay practices.
7. Efforts to eliminate sex-based wage discrimination in the private sector through various means, including education and legislation, should be explored and encouraged. A natural place to start would be with private companies who provide goods and services to governmental units.
8. Research should be undertaken to determine whether pay equity initiatives could improve the economic status of women employed by the University of Minnesota and of all women employed by the Minnesota State Colleges and Universities (MnSCU) system.

Quote #4

"I've exercised with women so thin that buzzards followed them to their cars."

Authors of mystery quotes on page 5.

Quote #5

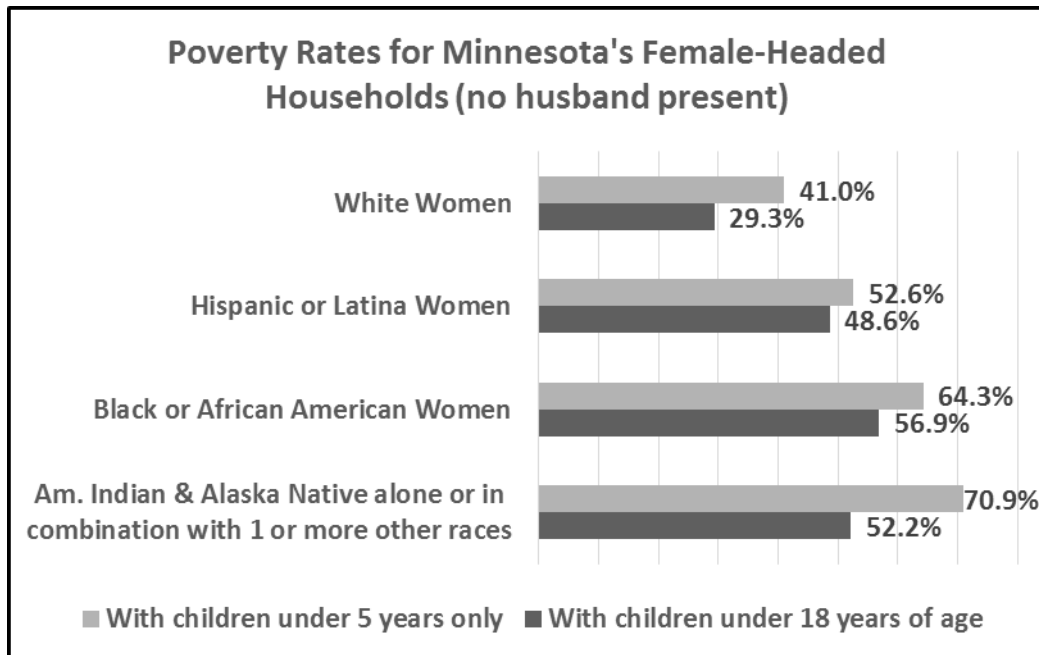
"Seize the moment. Remember all those women on the Titanic who waved off the dessert cart."

Reducing Economic Disparities for Minnesota's Women of Color

The first part of January saw two meetings of the Legislative Working Group on Economic Disparities in Minnesota. OESW submitted comments to the Working Group on reducing the obstacles to economic security that are faced by Minnesota's women of color.

[Here is a link to the full OESW comments.](#)

OESW especially focused on the economic challenges of single mothers. Poverty rates for Minnesota's households headed by single mothers are breathtaking for all races and ethnicities; for women of color, however, the poverty rates are markedly higher.



Source: 2014 American Community Survey 1-Year Estimates

Go Figure!

\$1.6B

Cumulative past due child support in Minnesota.
(MN Dept. of Human Services
<https://goo.gl/ICZAMo>)

2054

Projected date women in Minnesota will see equal pay with men.
(Status of Women in the States 2015, Institute for Women's Policy & Research
<http://goo.gl/gmNzxz>)

1

Minnesota ranks #1 in the nation for Health & Well-Being of Women
(Status of Women in the States 2015, Institute for Women's Policy & Research
<http://goo.gl/GU8btT>)

Resources, Research, & News

Legislative Internships for Students of Color

Out of Minnesota's 201 legislators, 10 are people of color or Native American. That's 5%, whereas 19% of Minnesota's population are people of color or Native American. (Half of the legislators of color are women, whereas women overall are one-third of the legislature.)

The Citizens League has taken note of this, and created an internship program ("Capitol Pathways") at the State Capitol for students of color. The League's goal is to "open access to the Minnesota capitol to the next generation of leaders of color." Twenty-five students of color have been chosen and will be in the halls of the Capitol in the 2016 legislative session. More here <http://goo.gl/NDdBWD>

New Legal Help for Victims of Domestic Violence

A new pro bono legal clinic providing legal services to the clientele at [Women's Advocates, Inc.](#), is starting in February 2016. The clinic will take place once a month, and will be provided by a new entity, the Domestic Abuse Legal Advocacy Center, PSC. For more information, contact Evon Spangler, at

evon@spangleranddestefano.com or Rachel Schromen at rachel@schromenlaw.com.

Supporting Low-Income Parents Who Work and Go to School

A [new report](#) by the [Urban Institute](#) examines low-income parents who both work and go to school, providing a demographic profile of these students, analyzing the support services (government aid, social service agencies, other programs) they use and challenges they face, and suggesting public policy for additional supports.

Nationwide, about 1 million low-income parents attend school, most of whom (71%) are women, most older than 25, and about 46% working full-time, in addition to attending school. Parents with children age two or younger were most likely to work full-time.

Notable in the suggestions for additional support is financial assistance with child care and the availability of child care that fits parents' complex schedules. [Read an overview and the full report here.](#)

Quote #6

"They say that women talk too much. If you have worked in Congress you know that the filibuster was invented by men."

Quote #7

"I keep thinking, 'Georgia O'Keeffe wouldn't have had Botox.'"

Quote #8

"I know God will not give me anything I can't handle. I just wish that He didn't trust me so much."

Answers to quotes:

#1 Susan B. Anthony. #2 Anna Quindlen. #3 Gloria Steinem. #4 Erma Bombeck. #5 Erma Bombeck. #6 Clare Boothe Luce. #7 Gloria Steinem. #8 Mother Teresa.



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This is an extraordinary legislative session! Sure...it’s a very short, rushed session, but what makes it extraordinary is that when you walk the halls of the State Office Building or the new Senate Building, and when you take a seat in the legislative hearing rooms, you look around and see faces of color, a large number of faces of color.

Many of the representatives of communities of color are at the Capitol this year because of the multitude of bills focusing on racial equity. My hope is that these wonderful people, who know their communities well and speak eloquently on their behalf, will come back next year, and the next, and the next. There’s a new vibrancy and relevancy to legislative deliberations because of their participation.

I’d like to specifically acknowledge three young African American women who testified on bills to help women of color get high-wage, high-demand jobs in the skilled trades and STEM and to help girls of color succeed in school and go on to postsecondary education. Denise Bailey, senior welding instructor at Dunwoody College of Technology; Katrina Smith, apprentice carpenter with Knutson Construction; and Tiara Hill, a first-year Dunwoody student in welding and metal fabrication. Their stories of coming from low-income backgrounds and their determination to gain job skills that will provide a good living for themselves and their families thrilled legislators and gave us all hope for a bright future.

Add to this that when you wander through the construction zone in the bowels of the Capitol building, you see a whole lot of women in hard hats working alongside male construction workers. Always makes me happy!

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Barbara Battiste, Director, Office on the Economic Status of Women

Women's Economic Status and the 2016 Minnesota Legislative Session

The 2016 Minnesota legislative session convened on March 8, 2016, and will end on May 23, 2016. This is an exceptionally short session, and many bills are moving at warp speed through the legislative process. Other bills are moving at a pace that makes glaciers seem speedy.

This newsletter will focus on five topics of particular concern to women's economic security: racial and ethnic economic equity, child care, child support, paid family leave, and spousal maintenance. First, however, here are some tips on how everyone can track what is happening at the Legislature.

Tips on Tracking Legislation

Tracking legislation can seem more of an art than a science. Each person has her own quirks and tricks. Even those who have been at this for a very long time can be surprised to learn a new and better way to keep on top of all that's happening.

Here is how OESW tracks women's economic legislation:

- I always start at the OESW home page <http://www.oesw.leg.mn/>. On the top tool bar is a "Schedule" drop down menu. In that drop-down, click on "Combined Upcoming Meetings" and you'll get the schedule for that day of both House and Senate Committee hearings. Also, at the bottom of the OESW home page is "Get Connected." Click on "Email Updates" and sign up for email schedules from House and Senate committees that you're interested in.
- Next I check to see if a hearing of interest will be live webcast. On the top toolbar of the OESW home page, access the "Multimedia" dropdown menu and click on either House Live Video or Senate Live Video. All videos are archived, so you can watch hearings and floor sessions from almost 20 years ago. Only a few hearings are videotaped, but all hearings are audio recorded; the audio recordings are available the day after the hearing. Using the "Multimedia" drop down menu, click on Audio Archives.
- The next thing I do is review new bill introductions. (Bills are introduced only during House and Senate "Floor" Sessions—i.e., when the full House or full Senate meets. The days of floor sessions vary.) To see what bills have been introduced, access the dropdown "Bills" menu from the top tool bar on the OESW home page, and click on House or Senate "Bill Introductions." Each bill is a live link that will take you to the authors, the status, the language of the bill, and the companion bill in the other chamber.
- One of the trickiest things is how to keep track of the particular bills that interest you. Methods vary from post-it notes on your forearm to Excel spreadsheets. A determining factor is the number of bills you're watching. As of April 18th, 2,903 bills had been introduced this session—1,566 in the House and 1,337 in the Senate. OESW is tracking over 450 of these bills.

I find a spreadsheet too time-consuming. Invariably, I abandon it after a week or two. Instead, I use the "My Bills" tool on the legislative website. Go to the tool bar at top of OESW home page, "Bills" dropdown menu, click on "My Bills." A trick is to put key words in the "Notes" section, for example, "child care." That way you can do a word search of My Bills and find all the child care bills you're tracking. Another trick is to put the House or Senate companion number in the "Notes" section.

- In special cases, I also use a spreadsheet. This year, I have a spreadsheet just for "Disparity" bills.

A Closer Look at Selected Issues of Interest

2016 Minnesota Legislative Session

Racial Equity

Many bills have been introduced this session to address the disparities faced by Minnesota's communities of color. As of April 18th, there were at least 105 "disparity" bills in the House and 95 in the Senate. A number of the bills are specific to women and girls of color, acknowledging the importance of their economic security and the increased disparities they encounter due to the combined effect of gender and race/ethnicity. Many of the other bills would help both men and women of color. An example of bills targeted to women and girls of color is the "Women of Color Opportunities Act" (WOCOA), five bills that would fund competitive grants to provide financial literacy education to women and girls of color; encourage girls of color in STEM careers; give small business loans to women of color entrepreneurs; train women of color in the skilled trades and STEM occupations; and help girls of color succeed in school by reducing school suspensions, increasing on-time high school graduation, and encouraging postsecondary education.

The House has held hearings on a number of the racial equity bills, and included some of them in omnibus bills that are progressing through the legislative process. For example, The [House Omnibus Education Finance Bill, HF3858](#), has provisions to encourage quality teachers in schools serving low-income and diverse communities and for teachers in those communities to mirror the diversity of the students. [HF3858](#) also provides funding for mentoring minority students through the Sanneh Foundation and for mentoring girls of color through Girls in Action. [The House Omnibus Jobs bill, HF3931](#), provides funding for a number of initiatives to help racial and ethnic communities succeed: the Neighborhood Development Council, the Construction Careers Foundation, Ujamaa Place, CLUES, Twin Cities RISE, YWCA-Minneapolis, and the St. Cloud Somali Youth Organization. [HF 3931](#) also continues funding for DEED's "Youth at Work" program, which provides job training and career exploration for at-risk youth, and for the Dept.

of Labor & Industry's apprenticeship program, which has been a great help for women, including women of color, to gain skills and certification in well-paid skilled trades.

The Senate is taking a different approach: they have channeled racial equity bills through a new Subcommittee on Equity. The Equity Subcommittee heard over 60 disparity bills and incorporated many of those proposals into an ["Equity Article"](#) that will be part of the Senate Finance Omnibus Bill. Here is a link to the [Senate Finance Equity Article](#), and to a [spreadsheet listing the programs and organizations proposed for funding](#).

Here is a link to an OESW spreadsheet listing all disparity bills introduced this session. <http://goo.gl/E5PMly>

The five WOCOA bills are

[HF3032/SF2865](#) (Financial Literacy),

[HF3033/SF2916](#) (STEM),

[HF3099/SF2931](#) (Small Business),

[HF3098/SF3056](#)(Nontraditional Jobs),

[HF3031/SF2885](#)(Academic Success)

Affordable and Available Child Care

There is great concern by legislators that child care is not affordable for working parents and often, especially for infants and especially in rural areas, not even available. Recognizing the importance of this issue, the House of Representatives established a Select Committee on Affordable Child Care, chaired by Representative Mary Franson from Alexandria—herself a former child care provider.

This Select Committee held seven listening sessions earlier in the year throughout Greater Minnesota, and intend to hold additional sessions later this year in the Twin Cities. Based on input by child care providers and families in these listening sessions, a number of bills (40 by my count) have been introduced to help

working parents find quality, affordable child care.

The bills have two different approaches. The first approach addresses the availability of child care. The Select Committee found that the number of child care providers in Minnesota had declined by 21 percent between 2005 and 2014—from 13,481 in 2005 to 11,384 in 2014. To encourage people to start and expand child care businesses, various bills do the following:

- Simplify and streamline child care licensing and regulations.
- Develop a manual on how to start a child care business.
- Develop uniform standards for licensing and enforcement by counties and train county staff.
- Provide grants to communities for creative ways to provide child care.
- Create a legislative task force to develop recommendations for attracting more providers while maintaining high quality.

The second approach directly targets the affordability of child care by increasing state funds for child care assistance for low-income families and by increasing the state child and dependent care tax credit.

Minnesota's Child Care Assistance Program (CCAP) provides financial assistance for child care for low-income families. The state fully funds child care for low-income families who are in MFIP (Minnesota Family Investment Program) or the Diversionary Work Program (DWP), or were in either program during the last year. For low-income families that are not in MFIP or DWP, the state pays a portion of child care costs, through the Basic Sliding Fee (BSF) program. There are two problems with this system: (1) There is not enough funding to help all the families who qualify for BSF. As of September 2015, 6,386 low-income families were on a waiting list for BSF child care assistance. (2) The state's reimbursement rate to

child care providers for CCAP participants is below market-rate, making it difficult for child care providers to accept these clients.

Thus, the "affordability" legislative approach to easing Minnesota's child care crisis is to increase funding for the Basic Sliding Fee program (some proposals would "fully fund" BSF, meaning the state would pay for child care for all eligible low-income families, eliminating the BSF waiting list), and to increase the reimbursement rate for child care providers who accept CCAP clients..

[Here is a link to an OESW spreadsheet](#) listing all child care bills introduced this session.

Child Support

[HF2889/SF3142](#) would significantly change the way Minnesota calculates the child support "parenting expense adjustment"—the reduction in the amount of child support as the non-custodial parent (usually the parent who pays child support) increases his or her amount of parenting time. These bills eliminate the severe drop (called "the cliff") in the amount of child support under Minnesota's current system when the noncustodial parent gets one more overnight a year over 45% parenting time. This "cliff" is believed to be the source of costly litigation and bitterness between ex-spouses. The bills also gradually decrease the amount of child support as the noncustodial parent increases his/her parenting time to account for the noncustodial parent's increased expenses. There is, however, some concern for custodial parents—often single mothers. The concern is that some single mothers may see a significant reduction in child support under the proposed change.

Paid Parental Leave

Governor Dayton has recommended that the legislature appropriate money to provide paid parental leave for all state employees.

Paid Family Leave

[HF2963/SF2558](#) require private employers (with more than 21 employees) to participate in a state paid family leave insurance program. The insurance would be funded through a tax (payroll deduction) on both the employee and the employer. Employees would get partial wage replacement for up to 12 weeks of leave for the serious illness of a loved one, for pregnancy-related health conditions, or for bonding with a newborn. The Senate bill has progressed through many committees; no hearing has been held on the House companion.

Spousal Maintenance

[HF1333/SF3420](#) allow termination of spousal maintenance if the recipient is cohabiting with another adult.

Go Figure!



22.86 B

U.S. TV viewership of 2015 Women's World Cup Finals, with USA beating Japan. Largest USA TV viewership ever for a soccer game.

\$263,320

U.S. men's soccer salaries if they win all exhibition games. <http://goo.gl/siiEOg>

\$99,000

U.S. women's soccer salaries if they win all exhibition games. <http://goo.gl/siiEOg>

4

Olympic Golds won by U.S. women's soccer team

3

World Cups won by U.S. women's soccer team.

0

Olympic Golds + World Cups won by U.S. men's soccer team.



Message from the Director

Even though Minnesota’s 2016 legislative session was exceptionally short, lasting only 77 calendar days*, there were still 3,068 bills introduced (1,653 in the House and 1,415 in the Senate*) and ultimately 109 new laws passed. Some of the new laws are compilations of many bills.

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On the “women’s economic issues” front, the predominant theme this session was Minnesota’s racial and ethnic economic disparities. Many new programs were funded to help women and girls of color and their families achieve economic security. These programs not only provide promise for communities of color, but also present opportunities for organizations that work with communities of color. Some of the programs also provide assistance to women and girls who are not necessarily from communities of color, but are low-income or in other special groups such as veterans.

Other new laws address economic concerns of older women, child support, child care, and other topics important to women's economic security.

This newsletter summarizes what passed this session, with a link to a detailed list of new laws that affect women’s economic security; provides a list of new grant opportunities for organizations that serve women and girls of color; and gives an overview of other new legislation that will help women and girls of color achieve economic security.

As of the date of this newsletter, it is still unknown whether there will be a special session to address some or all of priority legislation that did not pass or was vetoed by the governor: bonding for large government construction projects, the tax bill, and the transportation bill. OESW’s next newsletter will summarize any additional new laws that affect women’s economic status.

We hope you find this newsletter interesting and informative. Its purpose is to provide information to legislators, legislative staff, and the community on priority and emerging women's economic issues.

Please send your suggestions to barbara.battiste@oesw.leg.mn and visit our [Facebook Page](#) and [Twitter](#).



Barbara Battiste, Director, Office on the Economic Status of Women

Minnesota Legislative Session Summary 2016

New legislation affecting the economic status of women.

Follow this link for a full summary of 2016 legislation affecting the economic status of women <http://goo.gl/wl9yMX>

Below are some highlights of the new state laws. Please look at the [full summary](#) for additional provisions, details on anything of particular interest, and amount of funding for specific provisions.

Equity: addressing racial & ethnic disparities

A massive "Supplemental Budget Bill" passed in the last days of the session that contained 51 separate provisions to help women and girls of color and their families achieve economic security. Here are some of those provisions:

- Job training and placement for women of color in high-wage, high-demand, nontraditional jobs like the skilled trades and STEM. Includes wrap-around support services for these women, like assistance with family caregiving, financial assistance for child-care and transportation, and safe and stable housing.
- Funding for school and community-based programs to encourage and support low-income girls, including girls of color, to graduate from high school on time, complete a postsecondary preparation program and become community leaders.
- Grants to improve postsecondary attendance and completion for historically underrepresented college students.
- Funds for construction or expansion of grocery stores to increase access to affordable, nutritious, and culturally appropriate food for underserved communities in low- and moderate-income areas.
- Rental assistance for individuals or families from emerging communities who are in danger of being homeless and are victims of gender-based violence (domestic violence, sexual assault, trafficking, international abusive marriage, or forced marriage).
- Assistance for small businesses owned by immigrants.
- Financial literacy training and academic and behavioral interventions for low-performing students, for communities of color, and for young adults from families with a history of intergenerational poverty.
- A fast track adult diploma program in communities with the highest concentrations of African and African-American unemployment.
- Workforce development for economically disadvantaged or at-risk youth, ages 14-24. "At-risk" includes young people who are pregnant or parents, and young people with limited English proficiency.
- Programs to address employment and education skill gaps for our Hispanic working parents and youth, including Hispanic people in Greater Minnesota.
- Funding to reduce educational disparities in the American Indian community and to foster small businesses in the American Indian community.
- Funding for educating teens and young adults in construction careers, with priority given to those who are economically disadvantaged or underrepresented in the construction industry, including women, veterans, and minorities and immigrants.
- Capacity-building grants for nonprofits who provide or seek to provide workforce and economic development services.
- Services for Somali youth, including young Somali people living in Greater Minnesota.
- Business loans for businesses in Greater Minnesota or in low-income areas of the Twin Cities that are owned by minorities, women, veterans, or people with disabilities.

- A number of initiatives to increase the diversity of teachers and to ensure that children of color have both high quality teachers and teachers that reflect the children's diversity.
- A home-based literacy and school readiness program for low-income children, ages 16 months to four years.
- State-funded, voluntary pre-kindergarten, with priority to pre-K programs in high-poverty schools and to areas with a scarcity of quality child care programs.
- A pilot program to reduce financial risks to landlords who rent to families or persons younger than age 22 who are homeless or at risk of being homeless.

Older Women

- A requirement that hospitals give patients the opportunity to designate a caregiver, and that the designated caregiver be provided a discharge plan and aftercare instructions prior to patient's discharge.
- A permitting process and requirements for local governments to allow "temporary family health care buildings" on the property of a caregiver or relative, thus providing transitional housing for seniors who need temporary help by loved ones with daily activities.
- Some increased protections for the income and assets of the community spouse (often the wife) when an elderly spouse must access Medical Assistance (Minnesota's Medicaid) for institutionalized care.

Child Support

- Significant change to the way Minnesota calculates the amount of child support. Existing child support orders are subject to court review due to these legislative changes. Some custodial parents may have their child support payments reduced, although there is legislative language limiting modification of existing support if the result would create a hardship for the obligor or obligee.

Child Care

- College students in a graduate or professional program are now eligible for child care grants. Previously only undergrads were eligible.
- Grants for rural communities to increase the number of child care providers.

Women in High-Wage Nontraditional Jobs

- Grants to train women of color in high wage, high demand, nontraditional occupations—like the skilled trades and STEM careers.

Affordable Housing

- Grants to increase the supply of workforce and affordable housing throughout the state.

Pregnancy

- Pilot project for substance abuse disorder treatment for pregnant and postpartum women.
- Grants for screening and treating pregnant women and women who have given birth in the preceding year for pre- and postpartum depression.

Sexual & Domestic Violence & Abuse

- Revenge Porn: Makes it a crime and also a civil cause of action to distribute (including posting on social media) sexual images if both parties did not consent to the distribution.
- Elimination of mandatory hearing and of filing fee for Orders for Protection.
- Expands Minnesota's *Safe Harbor Law* (sexually exploited youth under age 18 who engage in prostitution are considered victims and survivors, not criminals and are directed to supportive services) to apply to youth age 24 or younger.

Spousal Maintenance

- Recipients of spousal maintenance could lose that support if they are living with someone ("cohabiting").

New Grant Opportunities for Organizations that Serve Women and Girls of Color

Here is a link to a detailed summary of new (resulting from the 2016 legislative session) grant opportunities for organizations that serve women and girls of color.

<http://goo.gl/33zqHa>

All the grants in the linked summary are competitive grants. The state agency in charge of grant applications is noted. OESW will do its best to post (on OESW's **Facebook Page** and through **Twitter**) notice of grant RFPs.

Please email OESW if you have a particular interest in any specific grant and are concerned you won't receive RFP notification.

barbara.battiste@oesw.leg.mn

Many of the grants call for a variety of services: for example, \$500,000 is available in fiscal year 2017 (July 1, 2016–June 30, 2017) for grants to organizations that provide support services to improve postsecondary at-

tendance, completion and retention for historically underrepresented college students, and to help these students get well-paid jobs.

These grants can be used for academic and nonacademic counseling, mentoring, tutoring, career exploration, internships, job placement services, college orientation, financial aid counseling, and instruction in math and language arts

If you are an individual or a very small non-profit offering expertise in a narrow field, for example, mentoring of teenage girls of color, or financial literacy education, consider partnering with a larger organization on a grant application. You may not be able to offer everything a grant requires, but can help another organization get the grant by adding your skills to what they can offer.

[See the full list of grant opportunities.](#)

Other New Legislation to Help Women and Girls of Color

In addition to the open competitive grant opportunities described in the above article, much other new legislation is aimed to help women and girls of color and their families achieve economic security. These new laws are designed to help girls and young women of color succeed academically; get well-paid jobs; have safe, affordable housing; and start and expand small businesses.

[Here is a link to a summary of these new legislative provisions.](#)

"For most of history, Anonymous was a woman."

- Virginia Woolf

"I always wanted to be somebody, but now I realize I should have been more specific."

- Lily Tomlin

What's Planned for the Interim

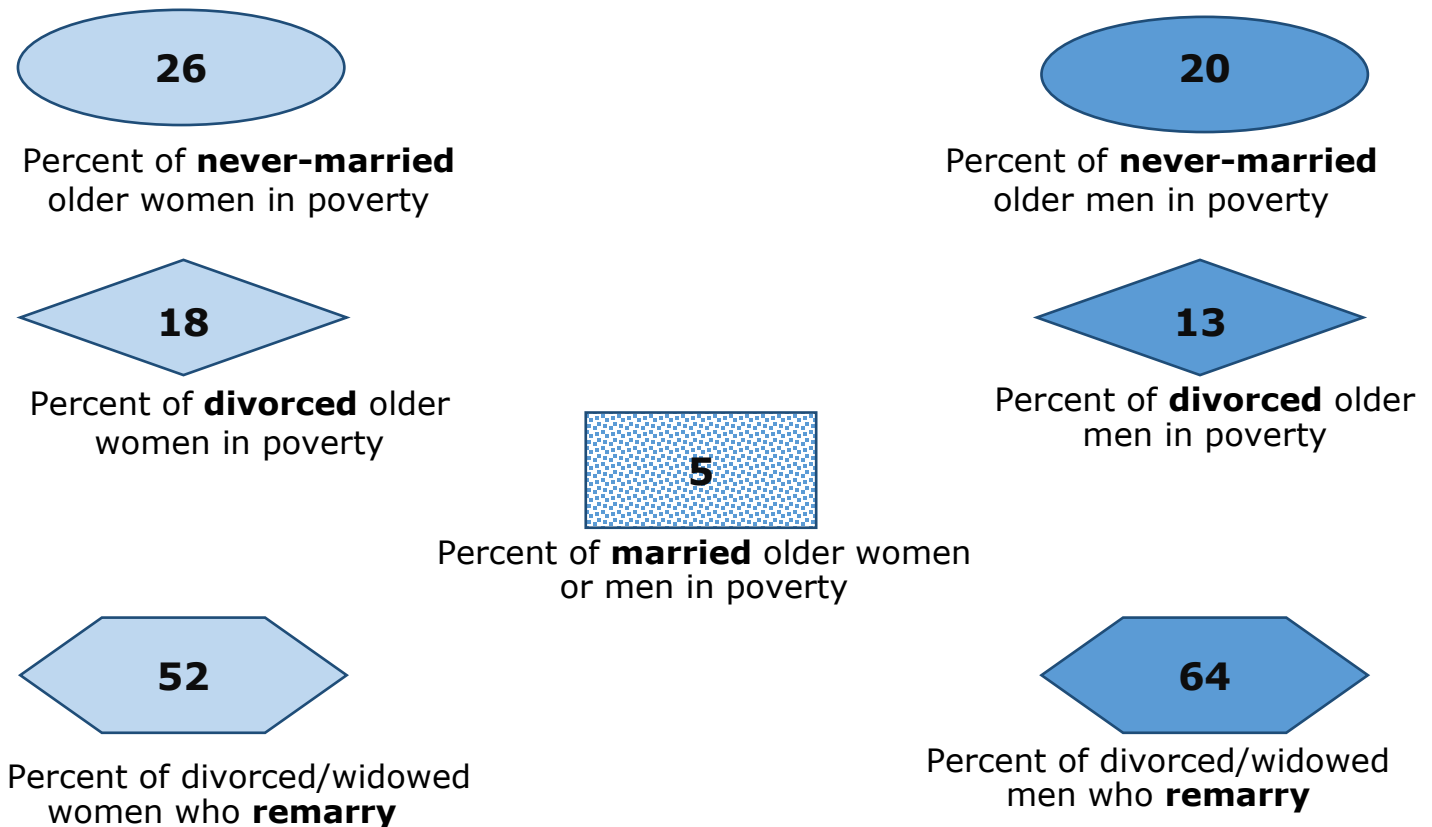
The "interim" is legislative speak for the time in-between legislative sessions. The 2017 legislative session begins January 3, 2017. Between now and then, the following task forces and commissions will be meeting:

- ♦ The new Legislative Task Force on Access to Affordable Child Care. (Recommendations due to legislature and governor by January 15, 2017.)
- ♦ The new Child Support Task Force to continue examining and recommending changes to Minnesota's child support laws and policy.
- ♦ The new Legislative Commission on Surrogacy.

See [OESW's 2016 legislative summary](#) for details on these three task forces/commissions.

In addition, the study of a possible state-administered retirement savings plan for private sector employees who don't have such a plan through their employer, a study required by the 2014 Women's Economic Security Act and due on January 15, 2015, is not yet finalized.

Go Figure!



Sources: Social Security Office or Retirement Security: *Marital Status & Poverty*. May 2016. <https://goo.gl/k1NDTz> (national data); and Pew Research Center: *The Demographics of Remarriage*. Sept. 2014. <http://goo.gl/F95HFH>



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Message from the Director

This newsletter issue provides excerpts from a new [OESW report on Minnesota’s Women-Owned Businesses](#). The report is based on data from the U.S. Census Bureau Survey of Business Owners. By delving deep into that survey, we are able to glean data for Minnesota’s women-owned businesses, and even further break out the data by race and ethnicity.

Minnesota’s women-owned businesses are doing well. In 2012 there were 157,821 Minnesota women-owned businesses, employing 182,229 people, with an annual payroll of over \$5 billion, and generating \$24.6 billion in annual revenue. Between 2007 to 2012, Minnesota’s women-owned businesses added 41,845 jobs; by contrast, the state-s men-owned businesses added 9,548 jobs in that time period.

However, the report details how women-owned businesses still lag behind men-owned businesses in important metrics.

The rate of increase in the number of businesses owned by women of color is much greater than that of businesses owned by White women or by men. However, businesses owned by women of color fall behind in other measurements. The report describes this and gives possible reasons.

In reading the report, one longs to know why women-owned businesses are smaller overall than men’s. On page 10 of this newsletter is a summary of academic and business research on this question.

We hope you find this newsletter interesting and informative. Its purpose is to provide information to legislators, legislative staff, and the community on priority and emerging women's economic issues.

Our heartfelt appreciation to a number of professionals who reviewed and provided suggestions on the draft report: Andi Egbert, Assistant Director, MN State Demographic Center; Oriane Casale, Assistant Director, Labor Market Information Office, MN DEED; Elaine Wyatt, Executive Director, WomenVenture; and Bonnie Watkins, former Executive Director of the Minnesota Women’s Consortium, Minnesota’s first Pay Equity Coordinator, and former Assistant Director of the Legislative Commission on the Economic Status of Women.

Please send your suggestions to barbara.battiste@oesw.leg.mn. Visit OESW’s [Facebook Page](#), [Twitter](#), and website www.oesw.leg.mn.

Barbara Battiste, Director, Office on the Economic Status of Women



Minnesota's Women-Owned Businesses

[Read the full report, with expanded highlights and additional tables and charts, here.](#)

Women-owned businesses are important to Minnesota's economy: Minnesota's 157,821 women-owned businesses employ 182,229 people, have an annual payroll of over \$5 billion, and generate \$24.6 billion in annual revenue. In fact, the number of paid employees employed by Minnesota's women-owned businesses increased by 30 percent from 2007 to 2012, from 140,384 to 182,229—an increase of 41,845. In contrast, the number of paid employees employed by Minnesota's men-owned businesses increased by only 1 percent during that same time period, from 793,348 to 802,896—an increase of 9,548.

However, in some important economic measurements, Minnesota's women-owned businesses lag behind the state's men-owned businesses. Although women-owned businesses are 32 percent of all Minnesota businesses, they

- employ only 8 percent of paid employees,
- generate only 4 percent of payroll, and
- account for 4 percent of Minnesota's business revenue.

Number of Firms

Increases in the number of businesses owned by women continue to outpace those owned by other categories, both nationally and in Minnesota.

Business Revenue ("Revenue," in the context of this report, means sales, receipts, or value of shipments.)

Average revenue of women-owned businesses is significantly lower than that of men-owned businesses in every industry sector, ranging from 10 percent (retail trade sector) to 78 percent (construction sector) of their male peers. In the two industry sectors where the average revenue of women-owned firms approaches that of men-owned firms—the construction and transportation/warehousing sectors—women-owned businesses are vastly under-represented.

In the period from 2007 to 2012, women-owned businesses in Minnesota have done better than nationally in terms of average revenue: Minnesota's women-owned businesses slightly increased average revenue from 2007 - 2012 by 1 percent (from \$154,760 to \$156,010, in 2012 dollars), whereas nationally, the average revenue of women-owned businesses *decreased* by 15 percent (from \$170,050, to \$143,730, in 2012 dollars).

Type of Businesses Women Tend to Own

The two industry sectors with the largest percentage of women-owned firms are the health care and social assistance sector (64 percent of the firms are women-owned) and the educational services sector (52 percent of the firms are women-owned).

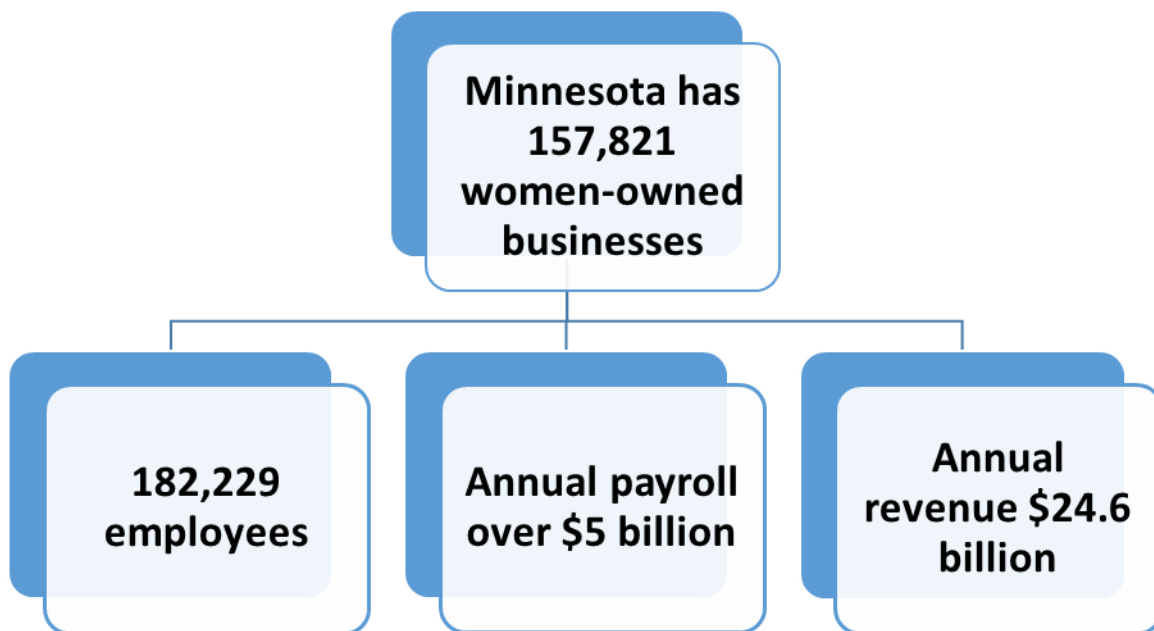
Businesses Owned by Minnesota's Women of Color

The rate of increase in the number of businesses owned by women of color is much greater than that of businesses owned by White women or by men—both nationally and in Minnesota.

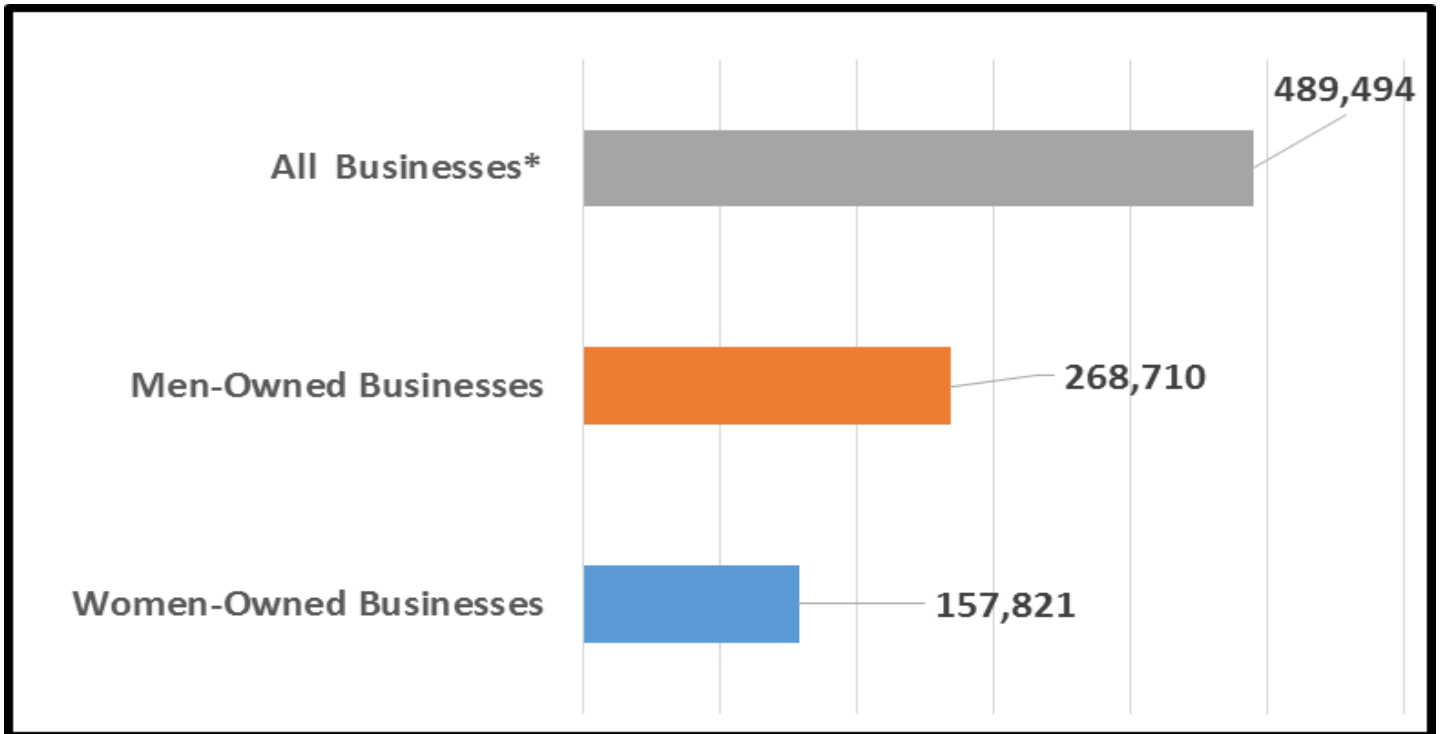
However, businesses owned by women of color lag behind in other measurements. Average annual revenue and payroll of businesses owned by Minnesota's Black or African American women, American Indian/Alaska Native women, and Hispanic women decreased significantly from 2007 to 2012.

Possible causes of the decreases in revenue and payroll from 2007 – 2012 for businesses owned by women of color are (1) the large percentage of new businesses in these categories (new businesses generally have lower revenue in their first years of operation); (2) less capital for start-up and expansion—due to fewer assets (e.g. savings, homeownership) for self-financing or business loan collateral, and to limited access to external sources of capital; (3) lower levels of relevant owner business knowledge—in terms of education levels and experience in family-owned businesses; (4) the type of businesses women of color tend to own; and (5) more limited market access—including the tendency to focus on co-ethnic rather than broader markets.

Women-Owned Businesses are important to Minnesota's economy.

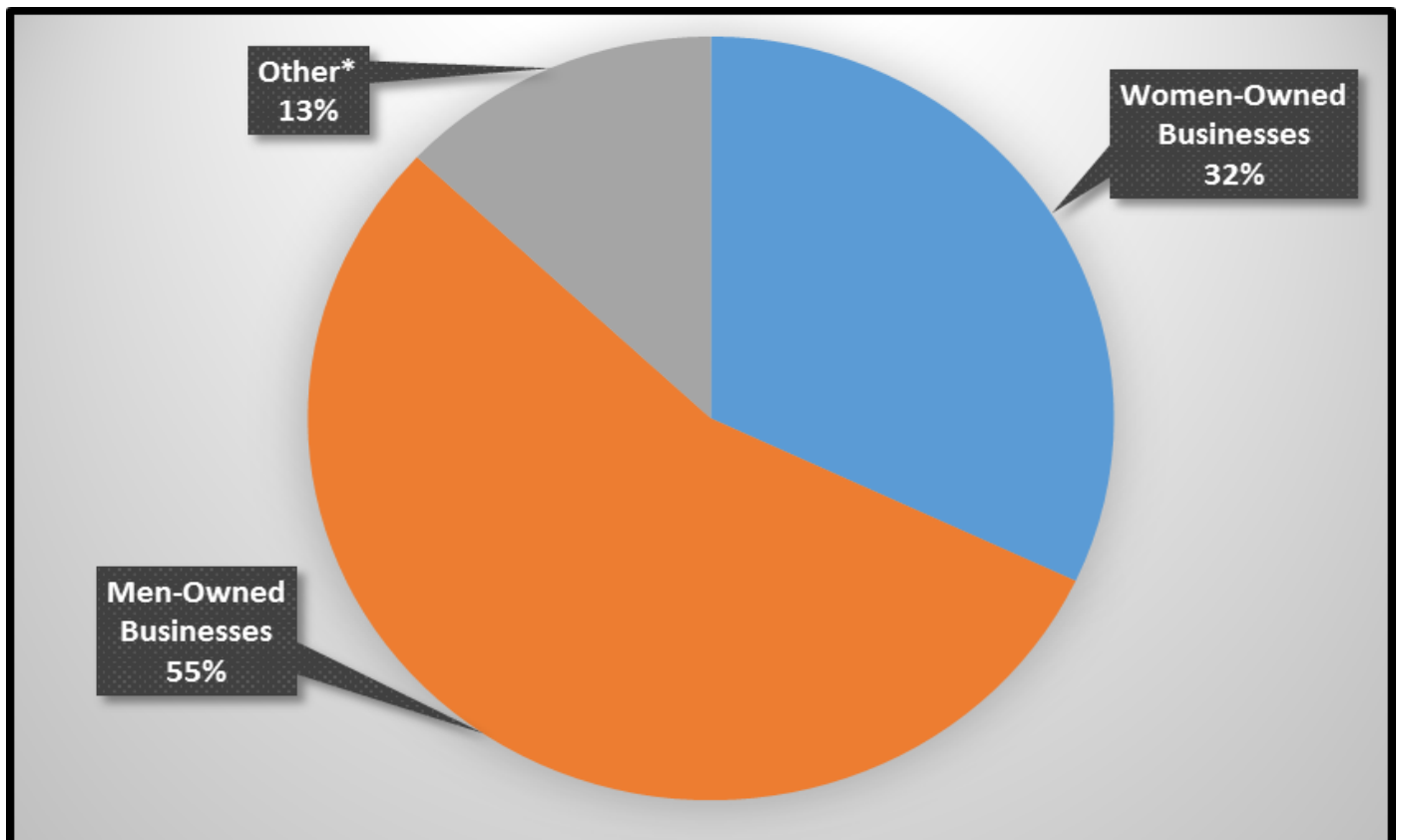


Number of Minnesota Businesses



* Includes businesses that are majority women- and men-owned, publicly owned, equally women- and men-owned, and businesses that don't fit into other categories.

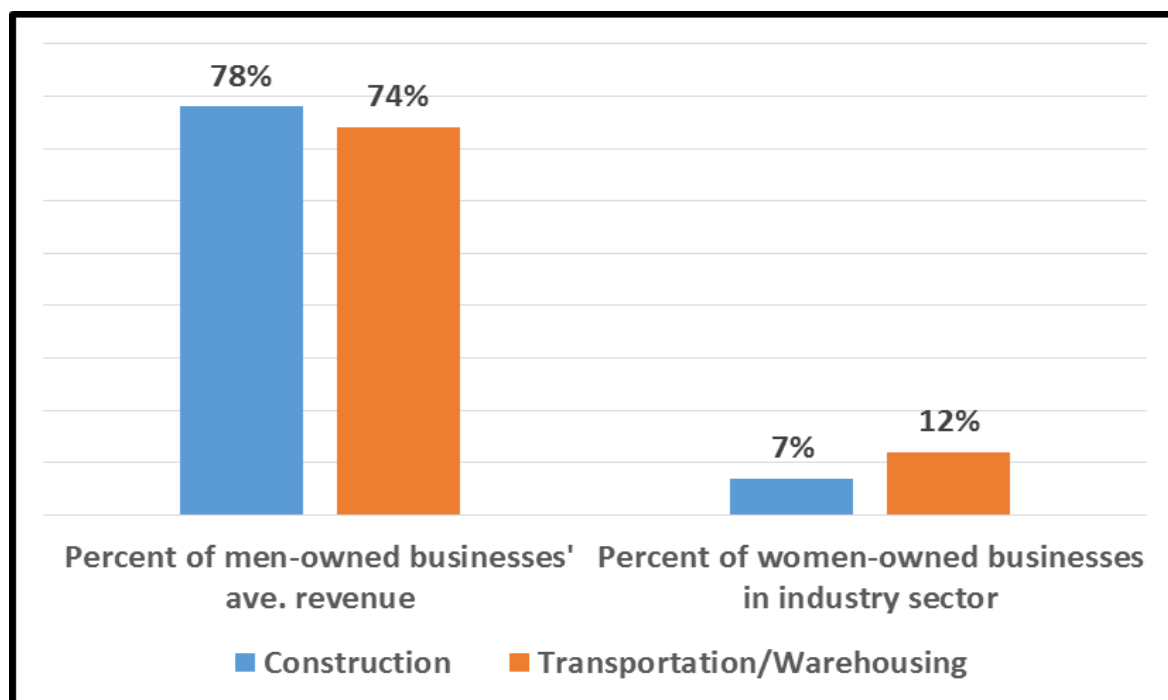
Minnesota Business Ownership



Industry Sector Analysis of Women-Owned Businesses

Industry Sector	Average Revenue of Men-Owned Businesses	Average Revenue of Women-Owned Businesses	Women-Owned Businesses as % of Sector Firms
Construction	\$ 567,129	\$ 440,499	7%
Manufacturing	\$ 4,933,974	\$ 1,029,043	20%
Retail Trade	\$ 1,401,721	\$ 137,173	40%
Transportation & Warehousing	\$ 383,203	\$ 285,260	12%
Information	\$ 612,062	\$ 177,892	25%
Finance & Insurance	\$ 420,925	\$ 220,050	17%
Real Estate and Rental and Leasing	\$ 196,356	\$ 118,868	21%
Professional, scientific, and technical services	\$ 265,035	\$ 84,551	36%
Management of companies and enterprises	\$ 4,277,419	\$ 1,309,633	6%
Educational Services	\$ 106,028	\$ 35,737	52%
Health Care & Social Assistance	\$ 581,993	\$ 85,266	64%
Accommodation & Food Services	\$ 916,827	\$ 439,573	27%

Women-Owned Businesses in Construction and Transportation/Warehousing Sectors



Women-Owned Businesses, Minnesota Compared to U.S.

2012	Minnesota	U.S.
As percent of all firms*	32%	36%
Paid employees as percent of all paid employees	8%	7%
Average revenue	\$156,007	\$143,731
Increase/Decrease in average revenue, 2007-2012	+1%	-18%
Average number paid employees	1.2	0.9

Number of Minnesota Firms

	2007	2012	Change in Number	% Change, Minnesota	% Change, U.S.
All firms*	496,657	489,494	-7,163	-1%	+2%
Women-Owned Businesses	133,260	157,821	+24,561	+18%	+27%
Men-Owned Businesses	251,840	268,710	+16,870	+7%	+7%

Percent of Total Firms

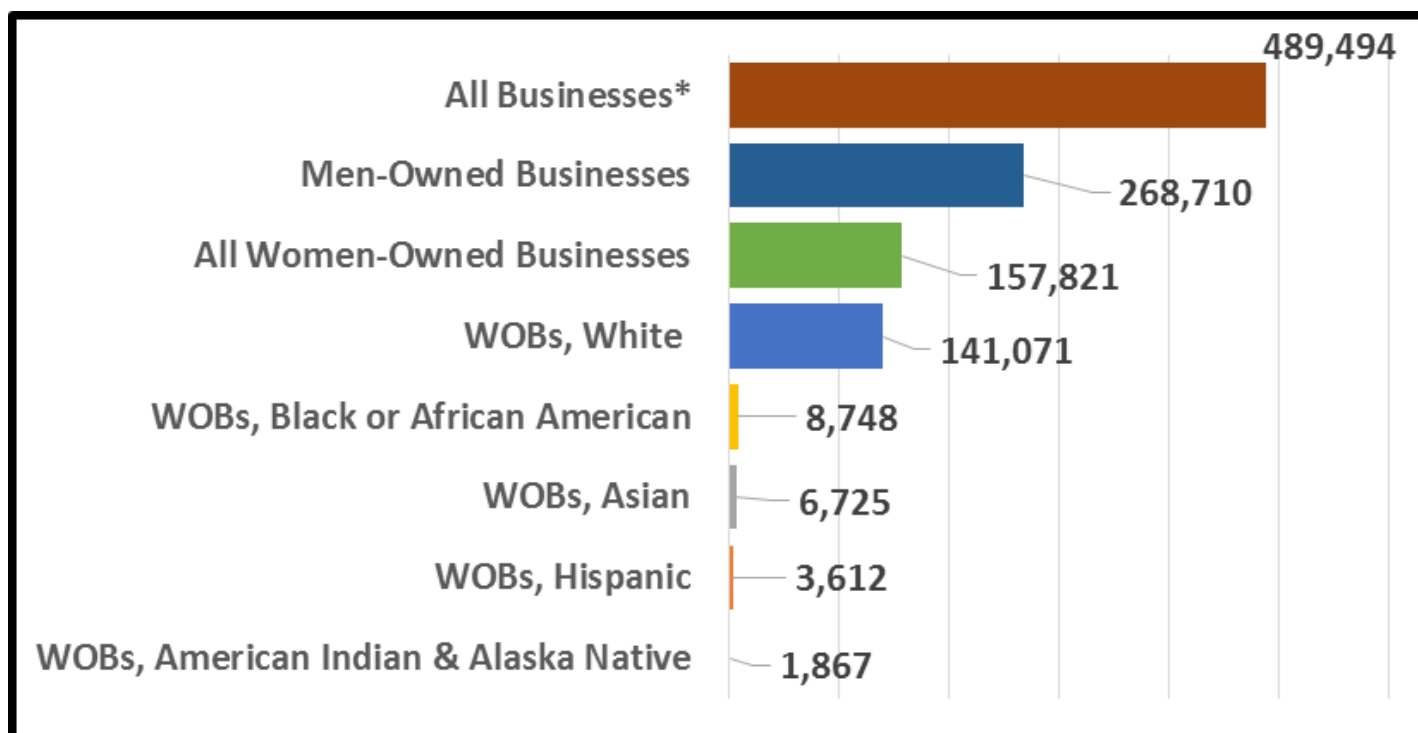
	2007		2012	
	Minnesota	U.S.	Minnesota	U.S.
Women-Owned Businesses	27%	29%	32%	36%
Men-Owned Businesses	51%	51%	55%	54%

*"All firms" include all nonfarm businesses filing IRS tax forms as individual proprietorships, partnerships, or any type of corporation, and with receipts of \$1,000 or more, including for-profit and not-for-profit companies, companies with and without employees, publicly held and privately owned firms, and foreign-owned U.S. corporations. The government/public sector is not included. "All firms" include firms with and without paid employees; businesses that are majority women- and men-owned, publicly owned, equally women- and men-owned; and businesses that don't fit into other categories.

Average Annual Revenue (2012 dollars)

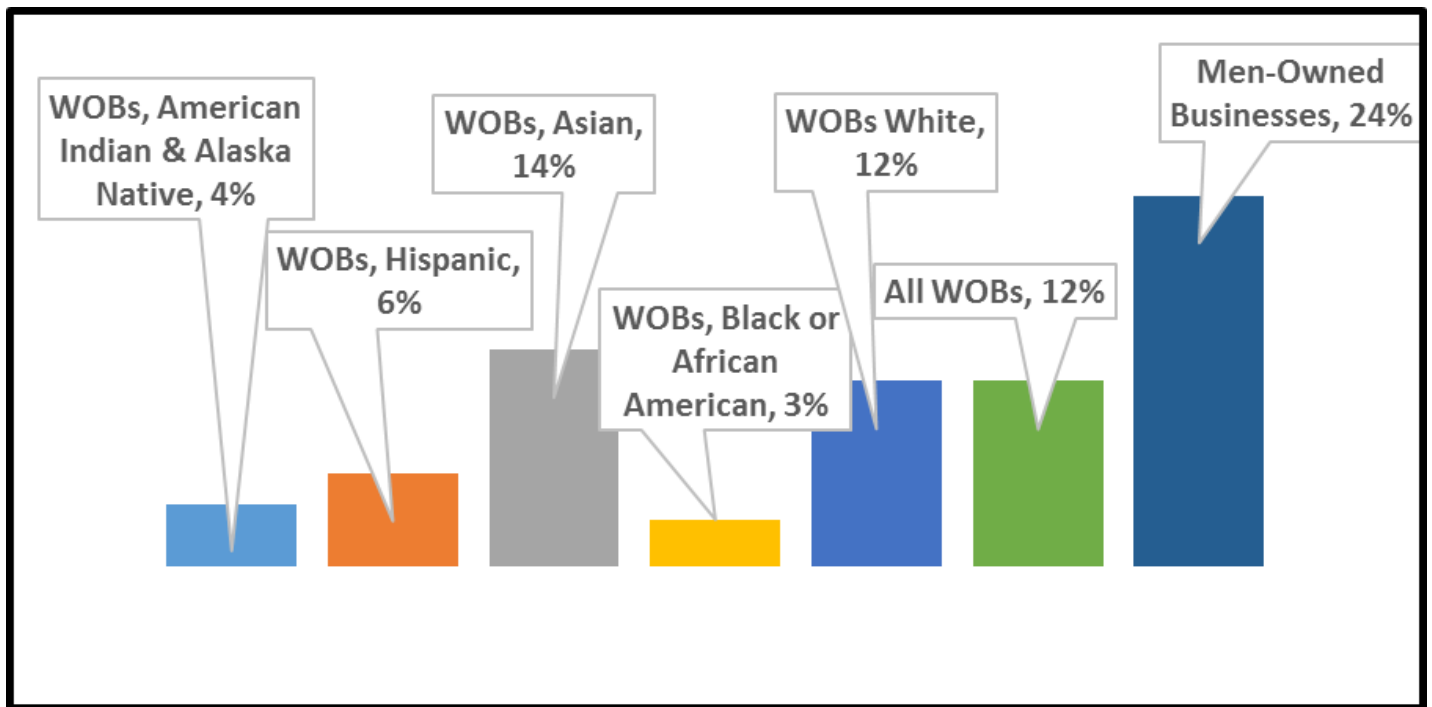
	2007		2012		% Change	
	MN	U.S.	MN	U.S.	MN	U.S.
All Firms	\$1,331,270	\$1,227,420	\$1,419,402	\$1,213,944	+7%	-1%
Women - Owned Businesses	\$154,760	\$170,050	\$156,007	\$143,731	+1%	-15%
Men-Owned Businesses	\$768,590	\$675,380	\$749,086	\$637,676	-3%	-6%

Number of Minnesota Women-Owned Businesses by Race/Ethnicity

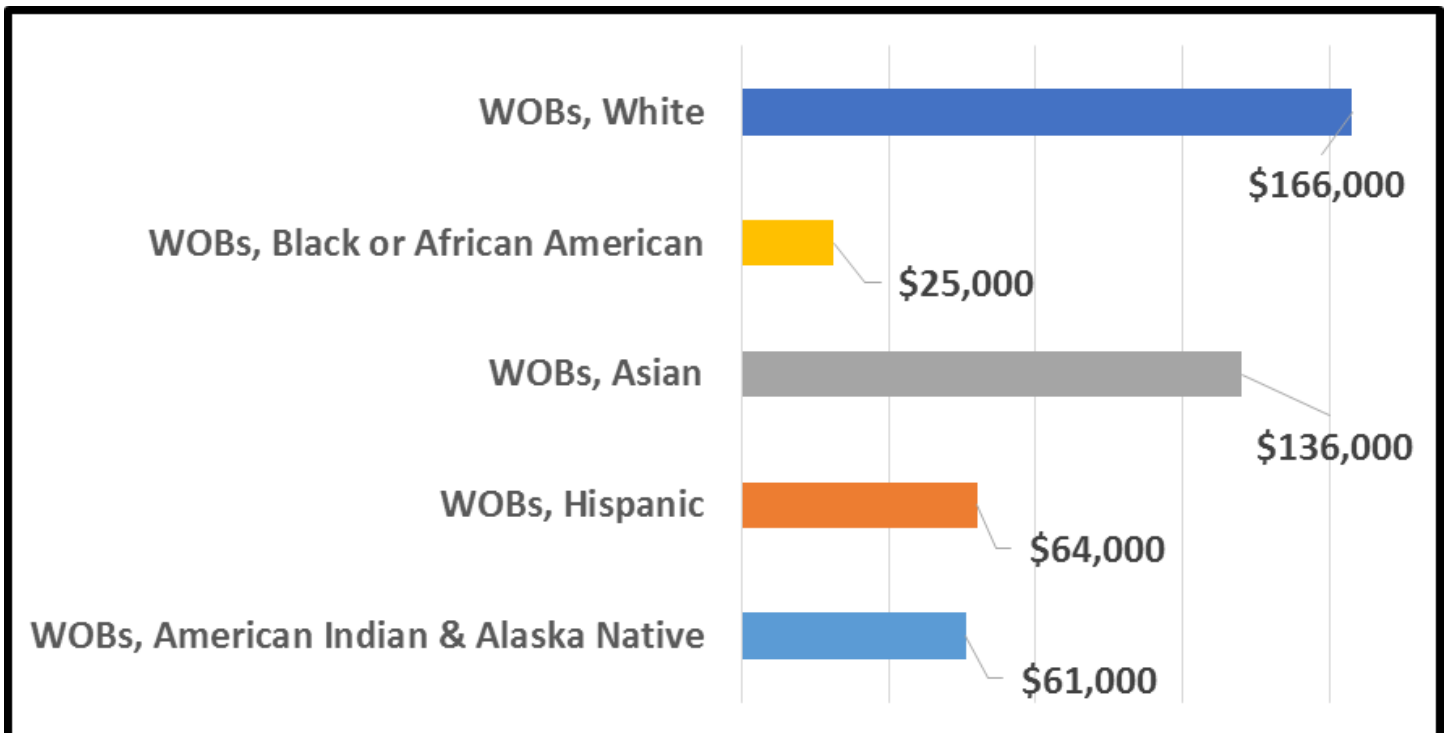


*With and without paid employees. Includes businesses that are majority women- and men-owned, publicly owned, equally women- and men- owned, and businesses that don't

Percent of Firms in Each Demographic Category that have Paid Employees



Average Annual Revenue, Minnesota's Women-Owned Businesses



Number of Minnesota Women-Owned Businesses, 2007 vs. 2012

	2007	2012	Percent Change
White	124,641	141,071	+13%
Black/African American	4,883	8,748	+79%
American Indian/Alaska Native	1,232	1,867	+52%
Asian	3,762	6,725	+79%
Hispanic	2,121	3,612	+70%

Number of Paid Employees, Minnesota Women-Owned Businesses 2007 vs. 2012

	Total Paid Employees			Ave. # Paid Employees	
	2007	2012	Percent Change	2007	2012
White	135,544	170,266	+26%	1.1	1.2
Black/African American	1,571	2,757	+75%	0.3	0.3
American Indian/Alaska Native	1,264	1,319	+4%	1.0	0.7
Asian	3,099	7,946	+156%	0.8	1.2
Hispanic	1,744	1,252	-28%	0.8	0.3
Men-Owned Businesses	793,348	802,896	+1%	3.2	3.0

Average Revenue, Minnesota Women-Owned Businesses 2007 vs. 2012* (2012 dollars)

	2007	2012	Percent Change
White	\$160,010	\$165,723	+4%
Black/African American	\$ 45,920	\$ 25,442	-45%
American Indian/Alaska Na-tive	\$122,161	\$ 61,087	-50%
Asian	\$102,540	\$136,375	+33%
Hispanic	\$135,270	\$ 63,599	-53%
Men-Owned Businesses	\$768,590	\$749,086	-3%

Why are women-owned businesses overall smaller than men-owned businesses?

[\(Read full OESW briefing paper here.\)](#)

A review of research finds the answer to this question more complex than one would think.

There are the usual, and oft-cited, causes for women-owned businesses being generally smaller (less sales/receipts and fewer employees) than men's:

- Women tend to choose types of businesses that inherently are smaller in size and in sales/receipts: businesses in the services sector such as in health care, education and personal or retail services; apparel manufacturing; health and personal care stores; miscellaneous store retailers; internet retailers that require little for start-up and operation; and specialized design services. Men are more likely to own businesses in manufacturing or construction.
- Women-owned businesses have less access to outside capital for start-up and growth, instead tending to rely on self-financing or credit card debt.
- Research shows women, overall, have different goals for entrepreneurship than men: Women entrepreneurs do not have "growth" as a prime motivator. Women often choose entrepreneurship as an avenue for the flexibility in work schedule and number of work hours needed to balance work and family caregiving responsibilities. Women entrepreneurs often measure success in terms of "self-fulfillment and goal achievement," with profits and business growth being somewhat less important.

There also are additional, but less commonly cited, reasons for women-owned businesses being smaller:

- Women may devote fewer hours to their businesses than do men.
- Women are less likely to have prior work experience in a similar business—an important determinant of business outcomes.
- Some research finds women to be more risk-averse than men, especially in terms of financial risk.

- Women entrepreneurs have smaller peer networks, and fewer mentors and role models.
- Women overall may have limited knowledge about financial products and services and may lack relationships with bankers and lenders.
- Women-owned businesses are often too small to be able to compete successfully for large government or business-to-business contracts, and these contracts are an important driver of business growth.
- The Great Recession had a disproportionate negative impact on small and young businesses.
- Women (and minorities) tend to have fewer assets (e.g., savings, homeownership than White males. They are therefore limited in their ability to self-finance or provide collateral for business loans.

The real complexity comes in the underlying causes. Why do women entrepreneurs gravitate to these lower-performing types of businesses? One reason is that an entrepreneur's choice of business is usually closely linked to her or his education and professional experience. Women tend to choose post-secondary courses of study in academic fields like education, sociology, languages, and social work. A woman's "professional experience" is often a function of occupational segregation: Women tend to choose careers in female-dominated, lower-paying occupations. It follows that they are more comfortable starting businesses in these industry subsectors.

Choice of business may also be influenced by less start-up capital, and the need for flexibility and limitation in hours, necessitated by women's family caregiving responsibilities.

Why do women entrepreneurs tend to devote fewer hours to their businesses, and have home-based businesses, and not pursue an aggressive growth strategy? A big underlying reason is that women are more likely to be the primary family caregivers—either for young children or for aging parents and spouses.

They not only do not have the time to throw themselves day and night into running a business, but often the reason they started a business was to give them the flexibility to work fewer or unconventional hours so that they could combine earning income with caregiving.

A last thing to consider is the unfair and inaccurate characterization of women-owned businesses as “underperforming” in comparison to men-owned businesses.

We do not blame the gender wage gap on women being sub-standard workers. We look instead at the causes of the gender wage gap: choice of occupation, fewer hours worked during a woman’s lifetime because of her family caregiving responsibilities, societal undervaluation of “women’s work,” discrimination.

It is also incorrect to say that women-owned

businesses “underperform.” The accurate characterization is to say that women-owned businesses show “constrained performance.” The constraints include the type of business chosen, access to capital, limitations on time to devote to a business due to family caregiving responsibilities, fewer assets to invest. These constraints do not equate to women entrepreneurs being less competent than their male peers.

In fact, research suggests that, once variables such as industry sector, owners’ previous work and business experience, and hours worked, are controlled for, women-owned businesses turn out to be as successful as men-owned businesses.

[Read full OEWS briefing paper, including research references, here.](#)



Initial Round, Group F: Columbia, France, New Zealand, U.S.A.

Wednesday, Aug. 3, 5 p.m. (all times CDT) U.S.A.-2 New Zealand-0

Saturday, Aug. 6, 3 p.m. U.S.A. v. France

Tuesday, Aug. 9, 5 p.m. U.S.A. v. Columbia

Quarterfinals August 12

Semi-finals August 16

Gold and Bronze Medal Games August 19

Excellent place to watch the games: The Local, 931 Nicollet Mall, Minneapolis. (Tweet me @mnoesw with your favorite place to watch!)



Message from the Director

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In my first legislative session as OESW Director, I noticed that it was rare for women from Greater Minnesota to testify at legislative hearings, even though bills being debated would significantly impact their lives. This is understandable, of course. It’s hard to have the time, flexibility in work schedules, and money to travel to St. Paul.

So I decided to drive around the state in the months between legislative sessions and hold informal listening sessions on women’s economic issues. At these sessions I simply ask, “What is successful in your area in helping women and their families achieve economic security? What barriers remain?” The information from these sessions is passed on to our legislators and legislative staff.

This newsletter summarizes the comments from nine 2016 OESW listening sessions—held in Roseau, Moorhead, St. Cloud, Winona, Grand Marais, Ely, St. Paul’s East Side, and Richfield, making a total of 24 communities that have hosted these sessions in the last three years.

Also in this newsletter issue is OESW’s “Women in the Minnesota Legislature 2017,” where you can see how many women have been elected to serve in the state House and Senate for the coming biennium, and how this number has changed since 1922, the first year women were elected to our legislature.

The 2017 legislative session convenes on January 3. OESW will post updates on Facebook and Twitter about legislative proposals of particular significance to women’s economic security.

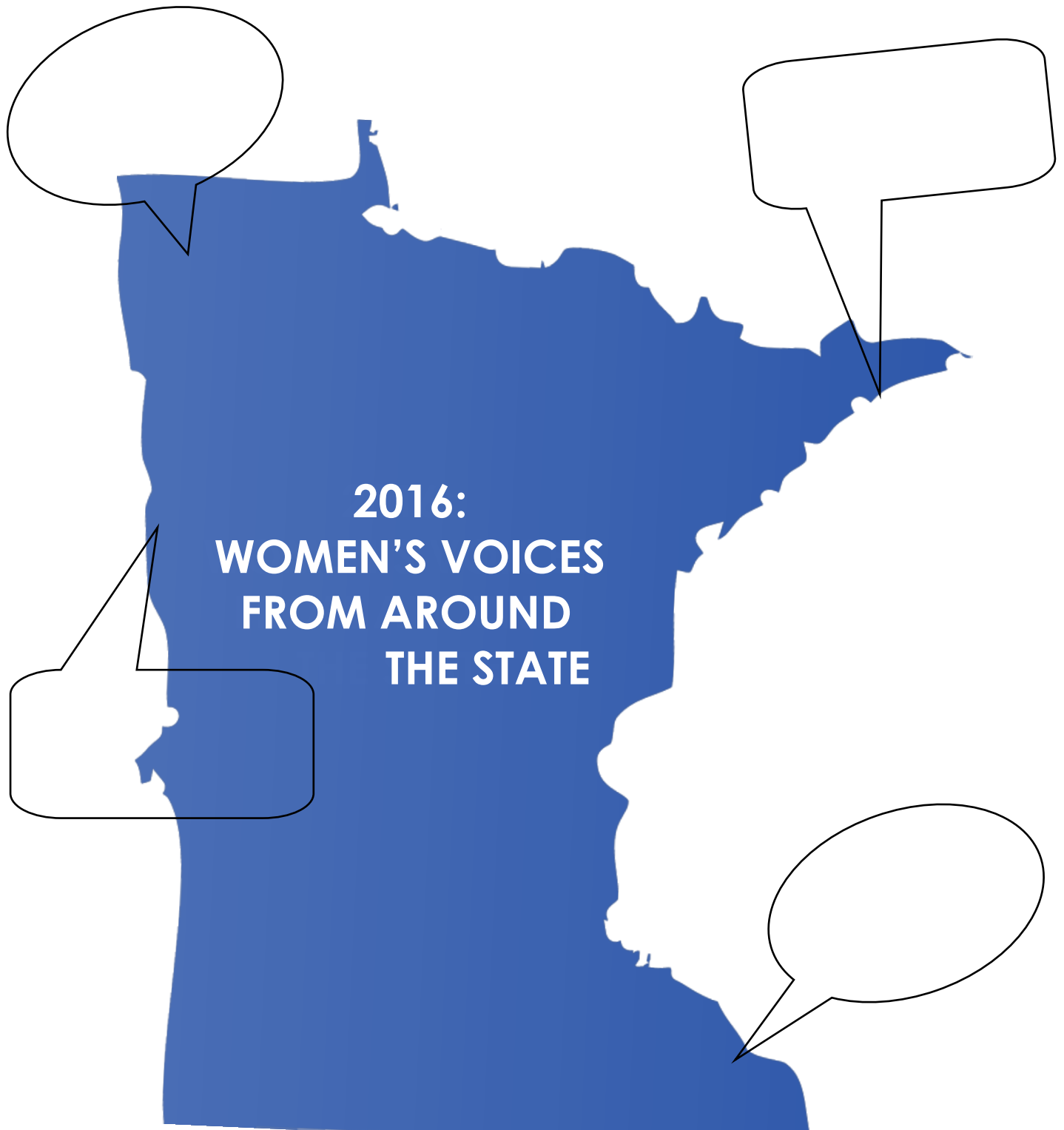
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Please send your suggestions to barbara.battiste@oesw.leg.mn. Visit OESW’s [Facebook Page](#), [Twitter](#), and website www.oesw.leg.mn.

Barbara Battiste, Director, Office on the Economic Status of Women

Read the full report at <https://goo.gl/0OfqSp>



*Minnesota Legislative Office on the Economic Status of Women
December 2016*

2016: Women's Voices from Around the State

OESW held nine listening sessions around the state this fall: in Roseau, Moorhead, St. Cloud (one session for St. Cloud State students and one for the community), Winona, Grand Marais, Ely, St. Paul's East Side, and Richfield. In total, 126 people participated: individual citizens; representatives from nonprofit organizations and government agencies; state legislators; city and county officials; and advocates for seniors, persons with disabilities, battered women, immigrants, the homeless, and women's reproductive health.

The purpose of the listening sessions is to learn what is successful at helping women (and their families) achieve economic security and what barriers remain. It is difficult for those who live far from St. Paul to have their voices be part of the legislative debate. We learned this year that it is also difficult for those who live fairly close to the Capitol to come to legislative hearings. It is hoped that these listening sessions and this report will make this a little less difficult.

What is Working

A success for women is the increase in women's leadership—in government, business, and nontraditional jobs like engineering and manufacturing. For example, women in the Roseau area are directors of nonprofits, high level court administrators and county officials, engineers at Polaris, veterinarians, hospital leaders, border patrol and customs officers, and school superintendent in Warroad.

All participants acknowledged, however, that parity is not yet achieved. For example, at the time of the 2016 listening sessions (shortly before the 2016 general election), Stearns and St. Louis Counties had no women commissioners. In Roseau and Clay Counties, only one of the five commissioners per county was a woman. Of the eight counties where listening sessions were held this year, only Ramsey and Cook Counties had a majority of women commissioners.

Women are turning to entrepreneurship as a path to economic security. STEM courses are integral in high school curriculums, and welcome girls.

Minnesota's communities are embracing new immigrants, celebrating the vitality and economic growth they offer to a region. There is great civic pride and individual commitment to finding creative ways to help one's community prosper.

Read the full report at
<https://goo.gl/0OfqSp>

WHAT IS WORKING

"I started in the mines in 1969, when women were zero; now there are several hundred women working in the mines, at fairly decent wages."Ely

"There's a three-month program that moves nursing assistants from \$9 to \$14 an hour. That's a drastic change."....Grand Marais

"[Cook County] has a higher ed program run by women that provides workforce development, boiler and forklift training, middle management training, 24/7 access to a building where I can get online, and free mentor support. [The program] has a 90% success rate. Many single moms are in the program.".....Grand Marais

"The biggest success that we see is the unsung, ongoing efforts among all women to make the best of what is before them. If there were only ways (like money) to make that easier."St. Paul's East Side

"Some of us Latinas got the right support systems to advance quickly. My dad had three months' education, my mom six years in Mexico. Now, my sister is a teacher; I finished my master's degree.".....Richfield

"Plants are allowing people to come in for hours that work for them. That works really well for women and students."....Winona

"We have women who have started successful businesses like Steger Mukluks. Lots of women-owned businesses in town are successful.".....Ely

Priority Women's Economic Issues

Lack of available, affordable child care; low pay; and lack of affordable housing were the highest priorities as barriers to women's economic security. Many participants noted that all economic issues are deeply interrelated: housing, transportation, health care, and workplace supports like paid leave were listed over and over again as essential (and often unavailable) supports for women and their families.

Two other issues were overriding in importance. First, while all women are vulnerable to economic insecurity, some groups are at greater risk: older women, women of color, single mothers, immigrant women, and those who have experienced domestic violence or sexual assault. Second, there was dramatic evidence in all of the Greater Minnesota sessions of the lack of resources and services in rural Minnesota and a powerful sense of rural areas' being neglected by state policy-makers.

Strong, Recurrent Themes

- Child care is neither affordable nor available.
- With the exception of Ely and Grand Marais, participants said jobs were available. The problems were either that the jobs did not pay a living wage, or that lack of child care, transportation, and housing prevented women from taking those jobs.
- Like child care, the problem with housing is not only that it is not affordable, but that it is not available.
- Older women are living in poverty and isolation, especially older immigrant women.
- Single mothers find it nearly impossible to take care of their children and hold a full-time job, especially when it is a low-wage job with few benefits and little flexibility.
- The high cost of health care insurance is a great concern.
- Policymakers are neglecting rural Minnesota.
- Limited resources in rural Minnesota are limiting growth and prosperity.

County	Hourly Living Wage, Single Parent with One Child
Clay	\$20.09
Cook	\$20.44
Hennepin	\$29.64
Ramsey	\$28.79
Roseau	\$16.99
St. Louis	\$19.52
Stearns	\$19.51
Winona	\$18.92

PRIORITIES

"It's alarming that a single mom needs to make twice the minimum wage to get by. That's third world country stuff."

.....Ely

"We are becoming a two-state state, rural separated from the rest.".....Ely

"I advocate for homeless women. It's caused by rent, medical bills, divorce, anything. People are living outside at age 14 or 15 to age 75."St. Paul's East Side

"We need worker rights and humane workplaces. Paid sick leave, paid parental leave, livable wages, workplaces where you can take six sick days a year for kids or self."

.....St. Cloud

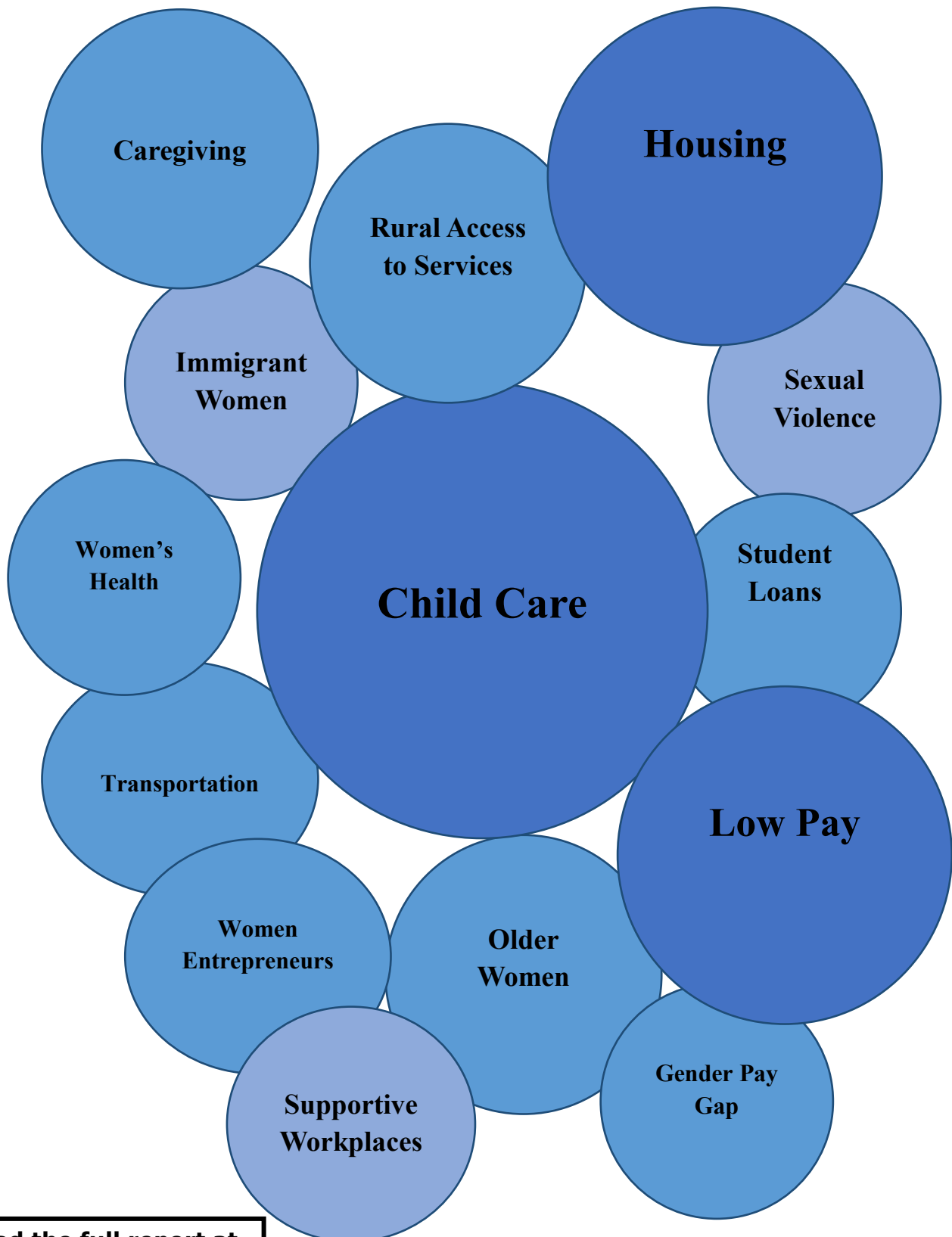
"You can't pay for the babysitter at \$10/hour when work pays \$9.50."Ely

"I'm an import—hired by Marvin Windows—biggest problem was finding a place to rent."Roseau

"I'm scared to death what my insurance premiums will be come January.".....Ely

Read the full report at
<https://goo.gl/0OfqSp>

PRIORITY ISSUES



Read the full report at
<https://goo.gl/0OfqSp>

"We need child care around the clock for second and third shift workers."

Winona

"Older immigrant women—they are in a safe country, but they have lost hope, can't work, can't speak English. They're isolated."

Moorhead

"Even prorated benefits for part-time workers would help with retirement and health insurance."

Ely

"People with disabilities often only have access to low-wage jobs."

St. Cloud

"The DEED living wage for a single parent with one child in Cook County is \$20.44—accurate but a far cry from reality. We think the actual average here is around \$13-\$15. A lot of things cost more here than in Hennepin County, like housing and fuel."

Grand Marais

"People are leaving their jobs and taking care of their parents. Seniors need caregivers, but the caregivers don't get social security."

Richfield

"Limited opportunities and stagnant income with rising prices for seniors. There is no security and nobody will accept them to work."

St. Paul's East Side

"I'm struggling with student loans. I'm a homeowner with no running water, \$600 for housing, \$600 in loans. I've barely dented my loan principal. I have one full-time and two part-time jobs. Some days a wiser choice would be not get a college education."

Grand Marais

Read the full report at <https://goo.gl/0OfqSp>

WOMEN IN MINNESOTA LEGISLATURE, 2017

This report reflects certified election results from the November 8, 2016, general election.

Women in the Minnesota Legislature, 2017

In the November 8, 2016, general election, women were elected to 64 (31.8%) of 201 seats in the Minnesota Legislature. (One seat in the House is vacant, and will be filled by a Special Election on February 14, 2017.) This is a decrease from 68 (33.8%) in 2015. Compared to 2015, the number of DFL women decreased by 5 seats and the number of Republican women increased by one.

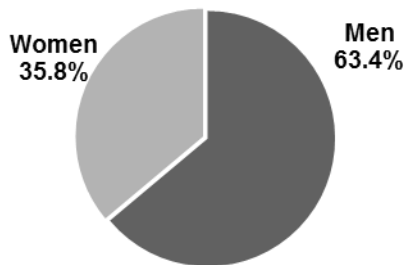
Senate

Women were elected to 16 (23.9%) of the 67 seats in the Minnesota Senate. This is a decrease of seven seats (from 34.3% to 23.9%), from 2015.

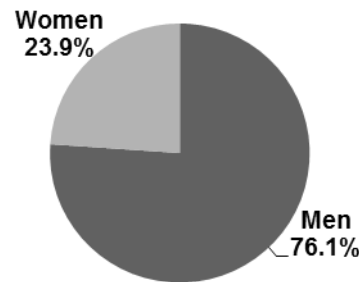
House

Women were elected to hold 48 (35.8%) of the 134 seats in the Minnesota House of Representatives in the 2016 general election. This is an increase of 3 seats from 2015.

Minnesota House, 2017



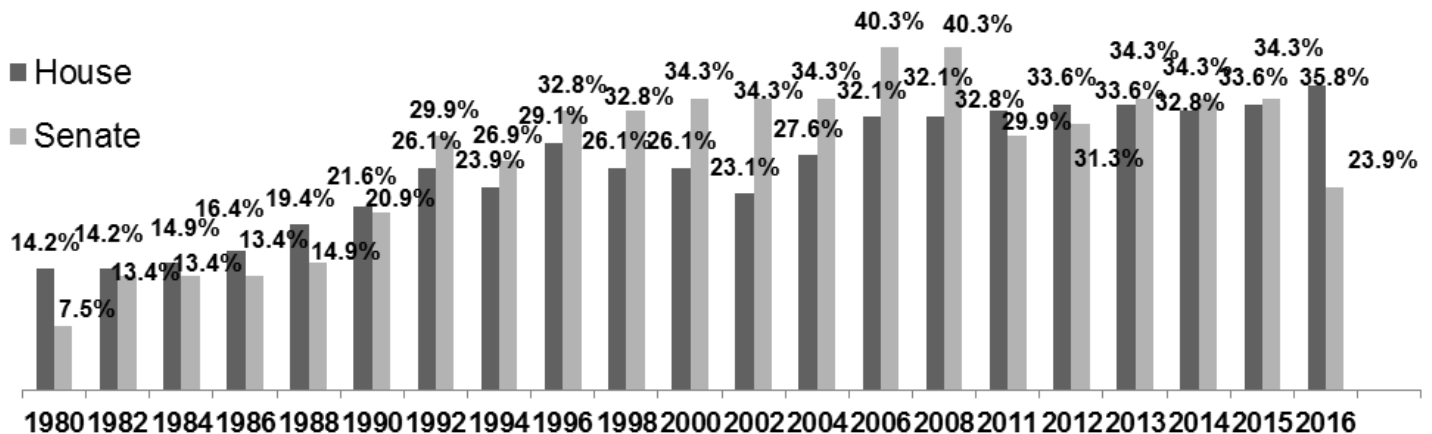
Minnesota Senate, 2017



Newly Elected

Eleven women will serve their first term in the House starting in 2017: Representatives Regina Barr, Jamie Becker-Finn, Barb Haley, Erin Koegel, Mary Kunesh-Podein, Sandy Layman, Liz Olson, Ilhan Omar, Laurie Pryor, Erin Maye Quade, and Julie Sandstede. One woman will serve her first term in the Senate: Senator Carolyn Laine. (Senator Laine formerly served in the Minnesota House.)

Women Elected to the Minnesota Legislature, General and Special Elections



Women were first elected to the Minnesota Legislature in 1922, two years after women won the right to vote. From 1922 to 1970, the percentage of women in the Legislature was very low, ranging from 0 to 2.5 percent. By 1980, 11.9% of Minnesota's state legislators were women. In the 1996 general election, the percentage of women rose to 30.4%. In the 2006 and 2008 general elections the number of women elected reached a historical high of 70 (34.8%). The 2016 general election resulted in 64 (31.8%) women in the Legislature, a decrease from 68 (33.8%) in 2015.

DEED NAMES RECIPIENTS OF NEW EQUITY GRANTS

In 2016, the Minnesota Legislature passed legislation funding a number of competitive grants aimed at helping Minnesota's people of color, women, youth, people with disabilities, and veterans achieve economic security. Here is a link to a description of grants focused on women and girls of color

<http://goo.gl/33zqHa>.

DEED (the Minnesota Department of Employment and Economic Development) has announced the recipients of most of the equity grants. See the full list here <https://goo.gl/xZnwX4>

Two categories of equity grants have not yet been awarded, though the application deadlines have passed: the "Capacity Building" grants for nonprofit organizations and the "Minnesota Emerging Entrepreneur Program."

Applications are still being accepted by DEED for grants to rural communities to increase the number of child care providers. See the article below.

APPLICATIONS OPEN FOR CHILD CARE GRANTS

The 2016 Minnesota legislature provided funding for grants to rural communities to increase the number of child care providers, with priority to communities with a shortage of child care providers. (Areas *not* eligible are the counties of Anoka; Carver; Dakota, except the city of Northfield is eligible; Hennepin, except the cities of Hanover and Rockford are eligible; Ramsey; Scott, except the city of New Prague is eligible; and Washington.)

A total of \$500,000 is available for these grants, with the maximum for any one grant being \$150,000. Applicants must be either a local governmental unit or a nonprofit. But if you are a for-profit child care provider, or thinking of starting a for-profit child care business, or if you are a private employer that wants to help provide child care for your employees, consider collaborating with a local governmental unit or nonprofit.

Here are some possible uses of these grants (this is not an exhaustive list):

- Funding child care business start-ups or expansions
- Training of child care providers
- Facility modifications or improvements required for licensing
- Assistance with licensing and other regulatory requirements.

Deadline for applying for these grants is January 6, 2017.

Here is a link to detailed information <https://goo.gl/NDIwhc> For further questions and access to the data please contact Marnie Werner at mwerner@ruralmn.org. Marnie is with The Center for Rural Policy and Development at <http://www.ruralmn.org/>.