

2017 Report On The Status of Women in Northeast Wisconsin Benefit Program Enrollment



KEY FINDINGS

In Northeast WI, 2,100 families per month received state child care subsidies. Statewide, the majority of Share recipients have incomes under 116% of the Federal Poverty Level.

Statewide, 88% of families served have one parent in the household.

Wisconsin Shares Child Care Subsidy

In the Northeast region, about 2,100 families per month, on average, received Wisconsin Shares child care subsidies in the first half of 2016.*

To be initially eligible for Wisconsin Shares, the family's gross monthly income must be equal to or less than 185% of the Federal Poverty Level (FPL). Families continue to be eligible up to 200% of the FPL. Statewide, the majority of families served are under 116% of the FPL.

Wisconsin's YoungStar program is a 5 Star quality rating and improvement program that provides consistent standards for measuring child care quality across the state and supporting ongoing quality improvement. In 2015, the Department of Children and Families reported that of the 5,000 children participating in Wisconsin Shares in its Northeastern region, 35% were with 4 or 5 Star providers, compared to 23% statewide.

About families that rely on Wisconsin Shares

* In 2015, statewide (excluding Milwaukee County), 88% of served families have one parent in the household and a family co-pay of \$105.39/month, with a state co-pay of \$524.90/month.**

* In 2015, statewide (all), among children served, 30% are age 2 or younger and 55% are age 4 or younger; 80% are in licensed group child care settings. About half of families served have household income at or below the FPL (see table).

*Does not include families located on Tribal land (versus a county). Additional Wisconsin Shares data are not currently available on the program website.

+The YoungStar program divides Wisconsin into six regions. For this purpose, Northeast refers to a 20-county area in the northeast quadrant of the state. See dcf.wisconsin.gov/YoungStar/program/local_office.

** Family co-pay is the co-pay amount used to determine the provider payment rate for each authorization. This family co-pay amount may or may not be the same as that which is actually owed or paid by family to the child care provider.



Is the Wisconsin Shares reimbursement of \$630.29 (\$105.39/family + 524.90/state) average sufficient for child care providers to cover costs and operate their businesses?

2015 Federal Poverty Level (FPL)

Persons in Household	Annual Income Threshold
1	\$11,770
2	15,930
3	20,090
4	24,250

For households with more than 4 persons, add \$4,160 for each additional person.

Children participating in Wisconsin Shares by YoungStar Level

	2 Star	3 Star	4 Star	5 Star
Northeast WI	22%	44%	13%	22%
Statewide	28%	48%	6%	17%

Wisconsin Shares does not reimburse providers rated 1 Star.



Do you think the family co-pay of \$105.39 per month is affordable to single parent families that make up the majority of program recipients?

KEY FINDINGS

Households on FoodShare include workers and are not more likely than non-FoodShare households to have no workers.

In Northeast WI, the number of households receiving FoodShare doubled between 2009 and 2015.

Wisconsin FoodShare (food stamps)

About 30,200 households (11% of all households) received FoodShare in 2015. This figure is more than double the number and share of households in the region that received FoodShare benefits in 2009.

The percent of families receiving FoodShare with no workers in the past 12 months (14%) was about the same as that for all households (13%).

Almost half of all female-headed households with minor children (single mothers) received FoodShare benefits in 2015, nearly twice the rate for single-father families and more than 4-times the rate for married-couple families.

Why do you think the number of Wisconsin FoodShare recipients in the region has more than doubled since 2009, which is supposed to be a period of economic recovery following the end of the 2008-2009 recession?

It is interesting to note that the share of households receiving benefits that are below the Federal Poverty Line has dropped since 2009. This suggests a great percentage of FoodShare recipients likely have income at the other eligibility thresholds such as 130% FPL, 165% FPL and 200% FPL.

FoodShare (SNAP) Recipients, Northeast WI (all household types)

	Total Households	Households Receiving Food Stamps (2011-2015 5-year average)	Households Receiving Food Stamps (2005-2009 5-year average)
All Households	281,200	30,200 (11%)	14,300 (5%)
With Children <18 years	31%	52%	62%
Below the FPL	11%	47%	56%
Families with no workers in past 12 months	13%	14%	
Family Households by Type with Children <18 years			
Married Couple	68%	9%	
Single Father	9%	23%	
Single Mother	21%	44%	

Note: SNAP, the Supplemental Nutrition Assistance Program, is the federal benefit program formerly known as food stamps. In Wisconsin the name for the federal SNAP program is FoodShare.

Sources: See Appendix

This research is a collaboration of the Women's Funds of Northeast Wisconsin.



Research conducted by:



2017 Report On The Status of Women in Northeast Wisconsin Educational Attainment



KEY FINDINGS

More than one-quarter (27%) of women in the region have a bachelor's degree or higher. A total of 38% of women in the region have a post-secondary degree when we add in associate's degrees.

The major differences in educational attainment levels are found between racial/ethnic groups, not between counties.

About 10% of Black and Hispanic women have a bachelor's degree or higher, compared to 28% of white (not Hispanic) women.

Educational attainment rates for the Northeast region are about the same as those for women statewide.

For example, the region mirrors the state in post-secondary education with an associate's degree or higher (38% regionally versus 39% statewide). Regionally, the percent of women with an associate's degree (as the highest level of educational attainment) increased by 2% from 2009 to 2014.

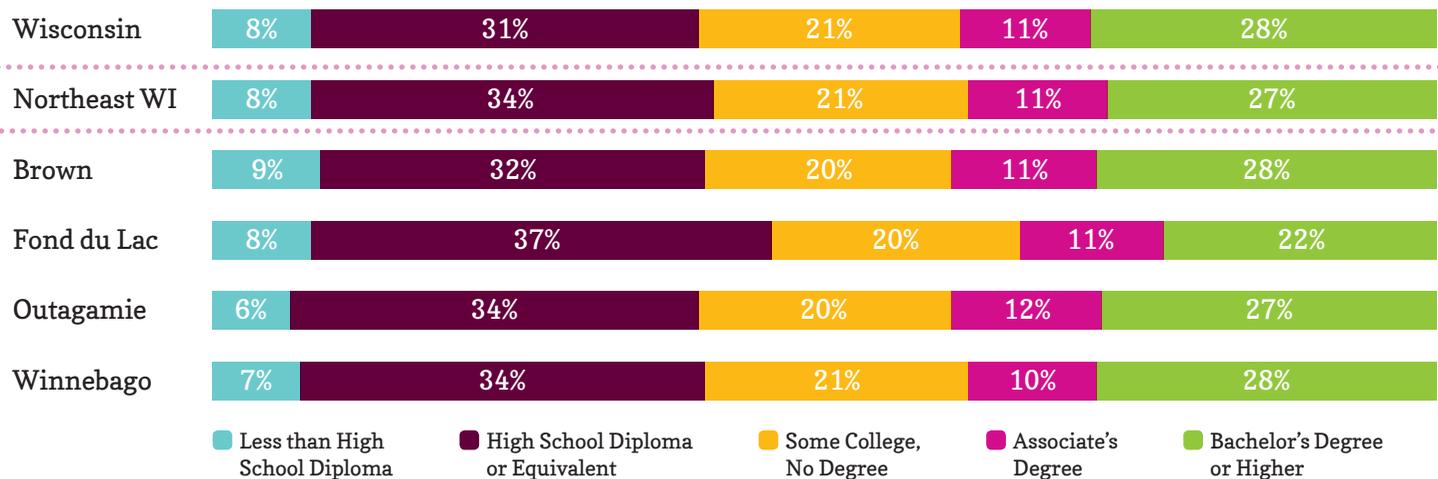
All of the "measurable change" across the counties, from 2009 to 2014, represented increases (improvements) in overall educational attainment—that is, lower percentages with less than high school or a high school diploma as the highest level of education, offset by increases in attainment of associate's and bachelor's degrees.

1 out of 5
women in the region has some college experience but no degree. Should we be concerned about this? If so, why?

Notably, while Fond du Lac County continues to lag the region in post-secondary educational attainment for women, it showed measurable improvements in the percent of women with associate's and bachelor's degrees.

Compared to their statewide counterparts, women in Northeast WI are more likely to have a high school diploma (or equivalent) as their highest level of education (34% regionally versus 31% statewide).

Educational Attainment of Women Ages 25 and Over Wisconsin and the Northeast region, 5-year average, 2010-2014



Note: Figures may not add due to rounding.





* Black or African-American and Hispanic women have the lowest levels for 4-year college (bachelor's degree or higher).

* Black or African-American and Native American women have "some college, no degree," or an associate's degree* as the most common level of education.

* Asian women have an unusual split in educational attainment with the highest share of women with a bachelor's degree or higher, while also having a high share of women with less than a high school diploma.

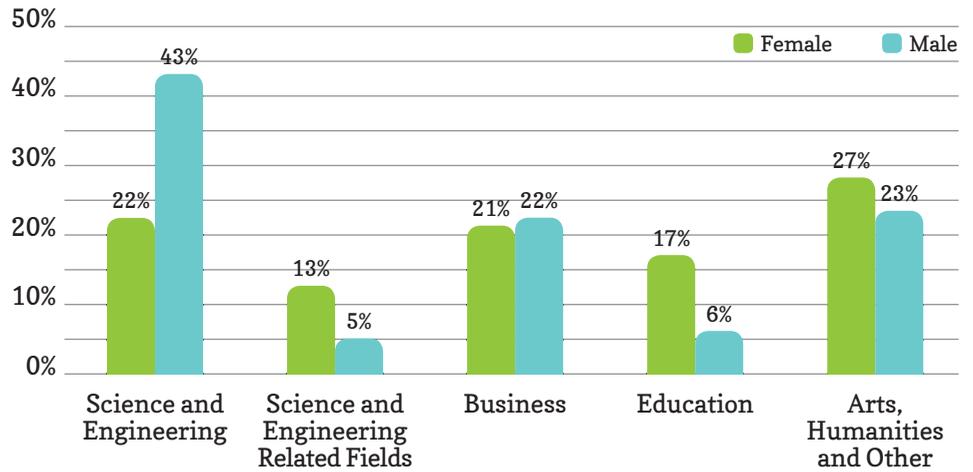
* Hispanic women are the most likely to have less than a high school diploma as their highest level of educational attainment.

* The most common field of study for women is Arts & Humanities.

* Men are twice as likely as women to pursue a degree in Science and Engineering, while women are three times more likely to major in Education.

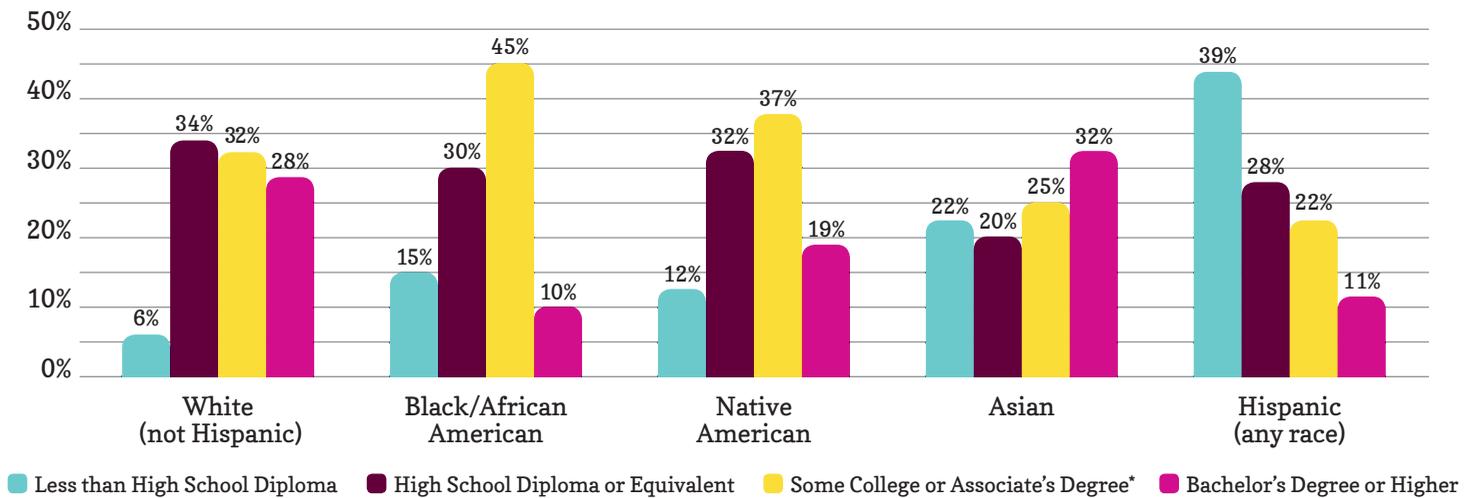
Field for Bachelor's Degrees Earned, by Gender

Age 25-39, holding a Bachelor's degree or above, 2015



Highest Level of Educational Attainment, Northeast WI

Women 25 and older, by race/ethnicity, 2015 (5-year average)



*Census Bureau combines "some college, no degree" with "associate's degree" in reporting educational attainment data for racial/ethnic groups. It is also unknown whether or not "some college, no degree" accounts for certificate or other attainment programs that may not constitute a "degree" for this purpose.

Sources: See Appendix

This research is a collaboration of the Women's Funds of Northeast Wisconsin.



Research conducted by:



2017 Report On
The Status of Women in Northeast Wisconsin

Free & Reduced-price School Meals



KEY FINDINGS

In Northeast WI, 44,000 K-12 students (38%) are eligible for free or reduced-price school meals—the equivalent of 2 out of 5 students.

Over the past decade, the percentage of eligible students grew by 43%—growing by 34% from 2007 to 2011, and an additional 9% from 2011 to 2016.

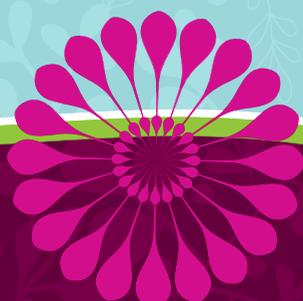
The percent of school children that receive free and reduced-price school meals is often used as an indicator of child/family poverty in a community.

In the 2015-2016 school year, about 38% of K-12 students in Northeast Wisconsin were eligible for free or reduced-price school meals, up from 35% in 2011, and catching up to the statewide average of 39%. By county, the percentages ranged from 31% in Outagamie County to 41% in Brown County (see table).

Does it surprise you
that nearly half of all K-12 students across the region are eligible for the free and reduced-price meal program?

Percent of Students Eligible for Free or Reduced-price School Meals

	2015-2016 School Year		Historical Trend				
	Total Enrollment	Eligible Students	2016	2015	2011	2007	2003
Brown	43,701	17,904	41%	41%	39%	30%	25%
Fond du Lac	15,079	6,034	40%	40%	37%	25%	20%
Outagamie	35,068	10,957	31%	29%	29%	20%	16%
Winnebago	22,847	9,014	39%	40%	36%	27%	20%
Northeast Region	116,695	43,909	38%	37%	35%	26%	21%
Wisconsin	860,809	338,778	39%	41%	39%	31%	28%



Program eligibility is based on the household income where the child lives.

Children in households with annual income at or below 130% of the Federal Poverty Level (FPL) are eligible for free meals, while those in households with income between 130% and 185% of the FPL are eligible for reduced-price meals (see example). Families that participate in public benefit programs such as FoodShare (food stamps) and Wisconsin Works (W2) are also eligible for free meals.

The percentage of students eligible for free and reduced-price meals has increased markedly over the past decade, both locally and statewide.

In Northeast Wisconsin, 2 out of 5 students (38%) now qualify for the program, compared to 1 out of 5 in 2003.



Do you think having nearly half of all K-12 students eligible for the free and reduced-price meal program is an indicator that food insecurity is a growing issue for children in our area?



Example: Student Eligibility

2015 Federal Poverty Level (FPL) = \$24,250 for a family of four

Free School Meal

If annual household income is
\$0 to \$31,525
(at or below 130% FPL)

Reduced-price Meal

If annual household income is
\$32,526 to \$44,862.50
(130% to 185% FPL)

Sources: See Appendix

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2017 Report On The Status of Women in Northeast Wisconsin Health & Well-being

KEY FINDINGS

Compared to statewide data, counties in Northeast WI have:

- ✓ lower reports of only fair or poor health
- ✓ fewer poor physical or mental health days
- ✓ lower rates of adult smokers
- ✓ more access to exercise opportunities (in 3 of 4 counties)
- ✗ higher rates for binge drinking than are found statewide



While heroin overdoses are overwhelmingly among males, what ways are women at risk in this statewide (and national) epidemic?

County Health Rankings and Selected Measures from the Robert Wood Johnson Foundation & UW Population Health Institute

	Wisconsin	Brown	Fond du Lac	Outagamie	Winnebago
Quality of Life Ranking (out of 72 WI Counties)		41	34	48	58
Individuals reporting:					
Fair or Poor Health	15%	12%	11%	12%	12%
Poor Physical Health Days	3.7	3.2	3.0	3.1	3.3
Poor Mental Health Days	3.7	3.4	3.2	3.1	3.3
Health Behaviors (out of 72 WI Counties)		32	20	15	27
Adult Smoking	17%	16%	15%	14%	15%
Access to Exercise Opportunities	81%	89%	74%	85%	84%
Excessive Drinking	23%	26%	25%	27%	26%

For a complete list of rankings and measures, see www.countyhealthrankings.org and select Wisconsin on the map.

Sources: See Appendix

Cancer and heart disease remain the leading causes of death for women.

Lung, breast and colon cancers remain the leading types of cancer deaths among women statewide and in Northeast WI. Mortality (death) rates for heart disease and lung, breast and colon cancers are largely unchanged since the last Status of Women in Northeast Wisconsin Report.

Alcohol use by adults (18 and older) ranges from 64% in Winnebago and 68% in Brown County, compared to 65% statewide. Statewide, women ages 18-44 remain as likely as WI men to drink heavily, and more likely to drink and binge drink, than women nationally. In the Northeast region, Brown, Fond du Lac and Outagamie Counties all had decreases in binge drinking among adults.

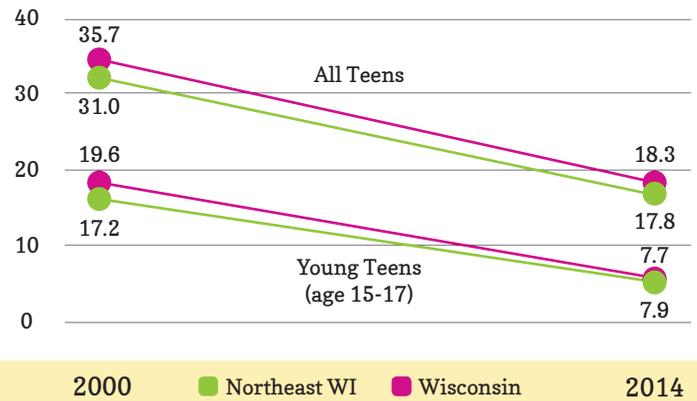
From 2011-2015, there were 520 suicides (total) in the region, up from 454 from 2006-2010. Suicides among youth—primarily teens ages 17 and under—increased from 14% to 23% over the 5-year periods 2006-2010 and 2011-2015. Girls accounted for 7 of 23 youth suicides from 2011-2015. According to a 2016 report by Mental Health America, Wisconsin youth have the second highest prevalence of severe major depressive episodes in the country.

Opioids, including heroin, represent the largest and fastest growing category of drug-related deaths in WI. From 2006 to 2015, drug-related deaths involving heroin grew from 5% to 32%. WI residents who died from heroin overdoses in 2014 were predominantly male (75%), white (80%), unmarried (87%) and average age 34. Data are not available by county.

Sources: See Appendix

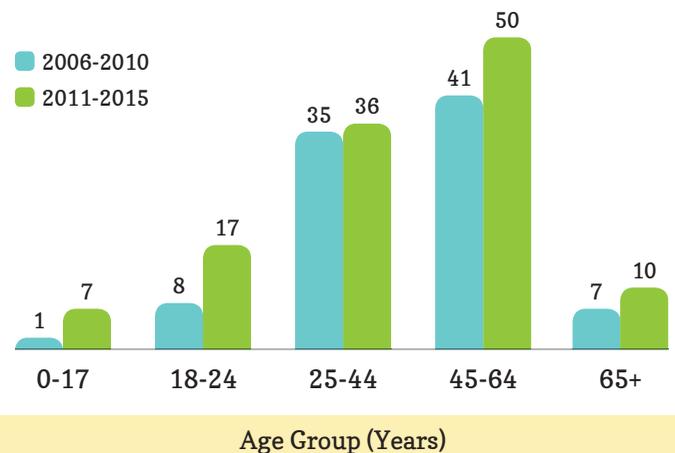
Teen Birth Rates, Statewide and Northeast WI

2000 to 2014, births per 1,000 population



Regionally, the teen birth rates continue a steady decline, following the statewide trend.

Female Suicide (intentional) Deaths, Northeast WI



The number of suicides by women increased, particularly for age groups 18-24 and 45-64.

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2017 Report On The Status of Women in Northeast Wisconsin Political Representation

KEY FINDINGS

Women hold 24% of elected offices in local government, about the same as statewide.

In 2016, there were only 2 women out of the 25 elected State Representatives (8%) whose Districts include some portion of the 4-county region.

Local Government in Northeast WI

24% of local government elected offices are held by women; and 12% of leadership positions (such as Board Chair or Mayor), about the same as is found statewide.

There are over 870 elected local government offices in 141 local government units in the 4-county region. Level of representation varies by unit of government, with School Boards having the most women members and Town Boards the least.

Most Increase

* The share of City Council seats held by women has shown the most growth. Women hold 27% of City Council seats, versus 16% in 2010.

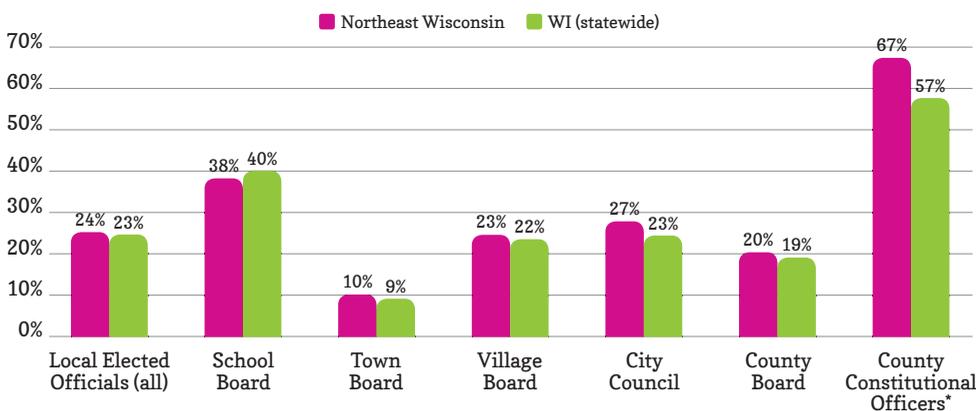
Leadership

- * Women hold 23% of Mayoral seats in the region (3 of 12), compared to 10% in 2010, and double the statewide rate.
- * Women hold no leadership positions in county government (County Board Chair or Executive).

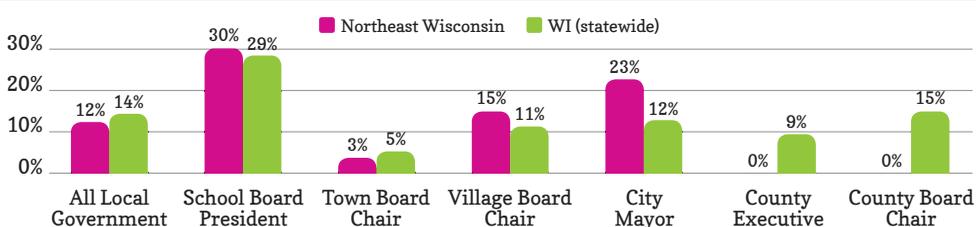
Overall Representation

- * All County Boards and nearly all City Councils (12 of 13) and School Boards (26 of 27) have women board members.
- * Women are least likely to be represented on Town Boards; and there are no women serving on 63% (44 of 77) of Town and 15% of Village Boards (4 of 27).

Percent of Local Government Elected Offices Held by Women (2016)



Leadership Seats* in Local Government Held by Women (2016)



Note: Leadership Seats: Mayor and County Executive are elected positions, while Board Chairs and Presidents are elected from among board membership. For this purpose data have been collected for County, City, Village, Town and School District units of government in Brown, Fond du Lac, Outagamie and Winnebago Counties.

What can be done locally to encourage and support more women in running for local government office?

State Legislative Representatives

In 2016, there were two women out of the 25 elected State Representatives (8%) whose Districts include some portion of the 4-county region:

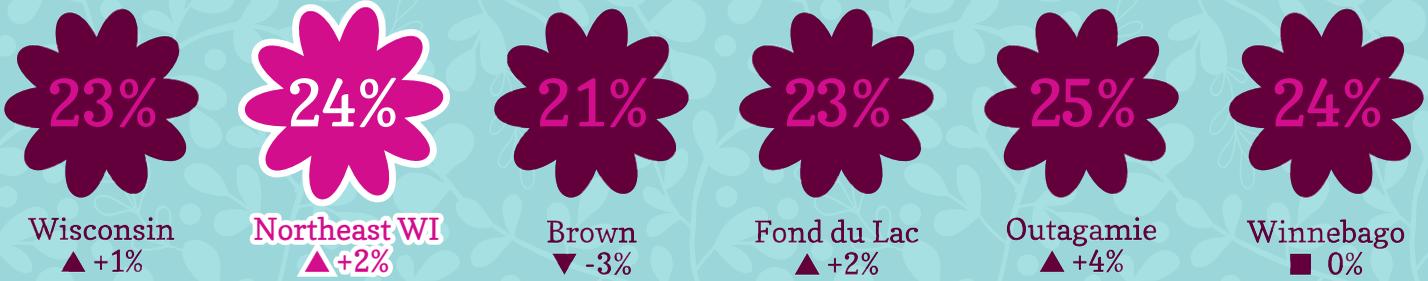
- * Representative Amanda Stuck (Assembly District 57, including parts of both Outagamie and Winnebago Counties)
- * Representative Joan Ballweg (Assembly District 41, including a small portion of northwest Fond du Lac County)

KEY FINDINGS

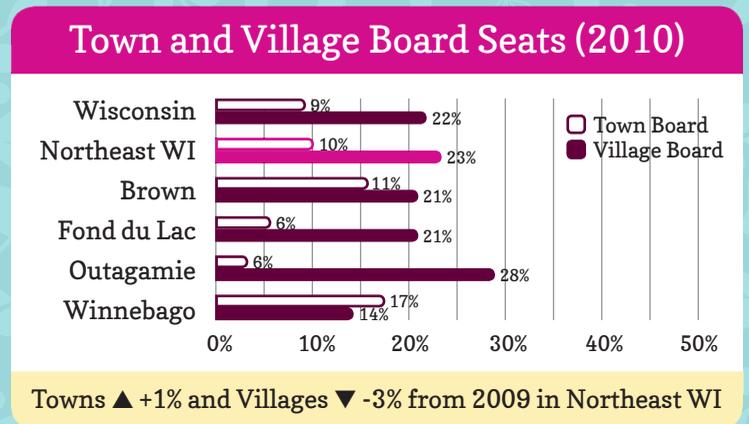
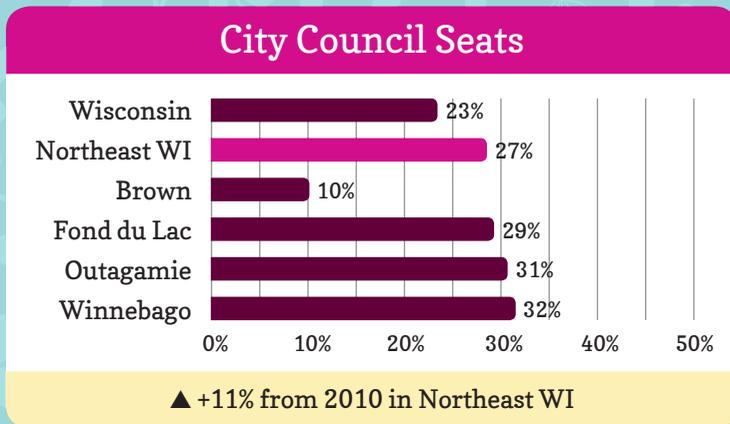
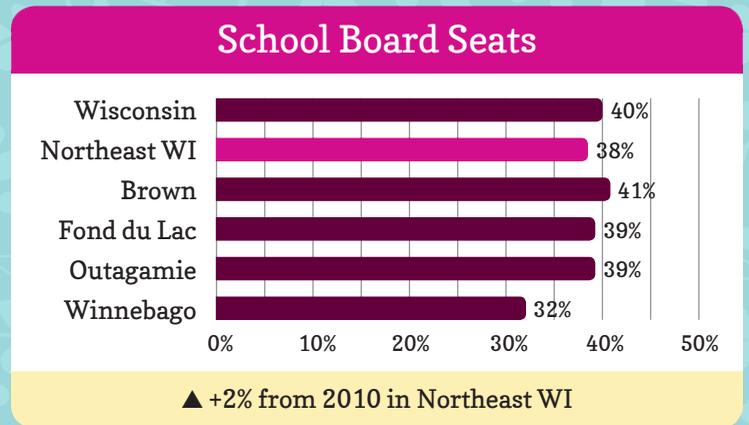
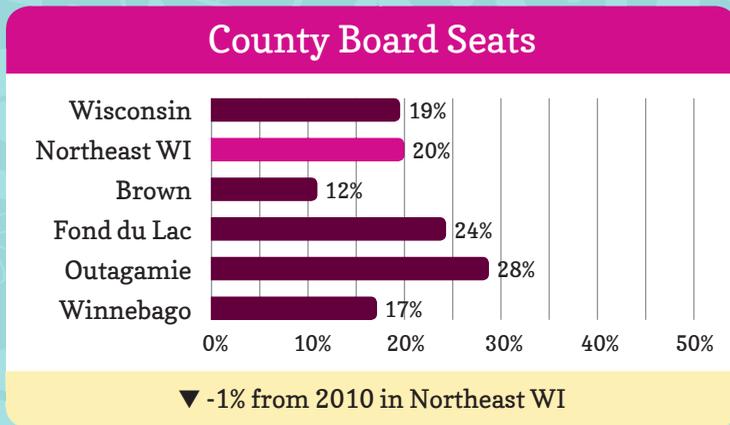
Outagamie County had the largest increase in women in local government, and now leads the region.

The largest gains, regionally, were for women serving on City Councils, putting the region above the corresponding statewide average.

Percent of All Local Government Seats Held by Women in 2016 and Net Change from 2010



Percent of Elected Offices Held by Women in 2016, by County and Unit of Local Government



Sources: See Appendix

This research is a collaboration of the Women's Funds of Northeast Wisconsin.

2017 Report On The Status of Women in Northeast Wisconsin Violence Against Women



KEY FINDINGS

Regionally, both the number of reported domestic abuse incidents and certain sexual assault crimes reported to law enforcement have decreased.

There were no domestic violence-related homicides in Northeast WI in 2015; however, almost half of domestic violence homicides in the region since 2000 occurred in Brown County.

In 2012,* there were about 3,000 domestic abuse incidents reported to law enforcement in the region. Since 2008, there are fewer reported incidents regionally and in three counties.

Statewide, nearly half of all victims are between 18-29 years of age. Seventy-seven percent of victims are female. An arrest was made in about 70% of cases. Regionally, arrest rates varied widely by county, from 62% in Fond du Lac to 99% in Outagamie.

There were 58 domestic violence-related homicides in Wisconsin in 2015; none took place in Northeast WI. From 2000-2015, there have been 50 homicides in Northeast WI (out of 770 statewide) including, by county, Brown (23), Fond du Lac (8), Outagamie (9), Winnebago (10).

Why do you think arrest rates for domestic violence incidents vary so much by county?

Reported Domestic Abuse Incidents				
	2012		2008	
	Incidents	Arrest Rate	Incidents	Arrest Rate
Northeast Region	2,987		3,239	
Brown	1,074	66.3%	1,230	75.5%
Fond du Lac	388	61.6%	337	89.6%
Outagamie	788	98.7%	814	98.8%
Winnebago	737	85.7%	858	99.7%

*The annual "Domestic Abuse Incident Report" published by the Wisconsin Department of Justice was last released in 2012. More recent data are not currently available.

Sexual Assault

The annual “Sexual Assault in Wisconsin” report published by the Wisconsin Office of Justice Assistance was discontinued after 2010. Limited data are provided using two categories of crimes—Forcible Rape and Sex Offense—available from the state’s Uniform Crime Reporting (UCR) data website.

Regionally incidents of both Rape* and Sex Offense** were reduced from 2013 to 2015. In particular, Sex Offense incidents fell by about one-third, over the period.

A 2013 definition change for Rape in the reporting data does not allow for comparison with data from earlier years.

Violence against women
from domestic violence and sexual assault
both show improvement, with fewer
incidents reported to police. What
factors might be responsible
for the change?

Reported Sexual Assault Incidents

	2015		2013	
	Forcible Rape	Sex Offense	Forcible Rape	Sex Offense
Northeast Region	57	243	67	390
Brown	20	72	22	151
Fond du Lac	22	58	20	80
Outagamie	10	45	19	55
Winnebago	5	68	6	103

UCR Definitions:

*Rape (rev. 2013): Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

**Sex Offense (except forcible rape, prostitution, and commercialized vice): Offenses against chastity, common decency, morality.

Sources: See Appendix

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Research conducted by:



2017 Report On The Status of Women in Northeast Wisconsin

Who is in Poverty

KEY FINDINGS

Poverty rates are higher for women than men, across all age groups.

Older women (ages 75 and over) are twice as likely as older men to be in poverty.

Social Security benefits are key in keeping older adults, especially women, above the poverty line. Women's lower average benefits and lack of pension income for many, however, means living on the margins of poverty.



Poverty rates in the Northeast region, and statewide, are higher for women than men. Poverty rates for both women and men decline with age; however, for women the decline levels off in middle age and increases sharply at age 75.

Older women are twice as likely as older men to be in poverty. According to the Center for American Progress, one issue is that women have a longer life expectancy than men, leaving "them more likely [than men] to outlive their resources and slip into poverty, especially when combined with lower benefits and access to retirement income."

The Center for American Progress highlights several other factors that contribute to higher poverty rates for women, including:

- * Domestic and sexual violence can push women into a cycle of poverty, resulting from related job loss, poor health, and homelessness.
- * Women are more likely to bear the costs of raising children, noting that nationally custodial mothers are twice as likely to be poor as custodial fathers.
- * Women are clustered in lower-paying occupations than are men, even in occupations where women are the majority of workers (see wage gap).

Were you surprised that female-headed non-family households are the largest poverty group? Why are more women than men in non-family households in poverty?

Women, Poverty and Social Security

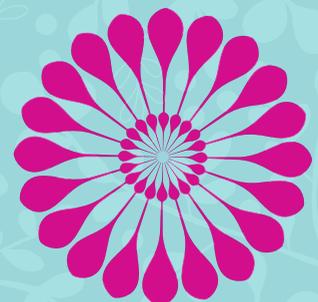
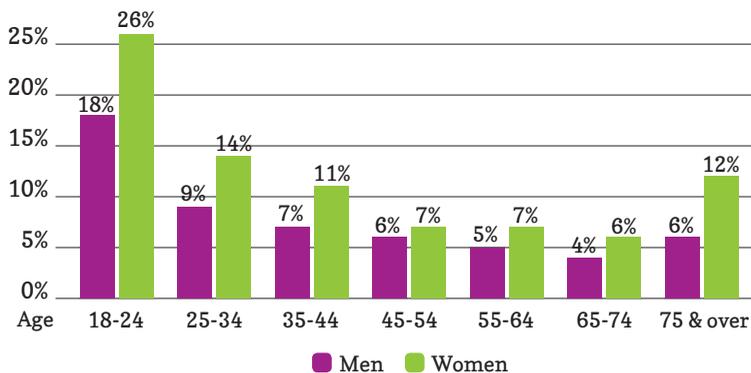
People are often surprised to learn that older women represent only a small portion (15%) of women in poverty, based on official data. This is in large part due to Social Security benefits which often keep women above poverty level—though just above.

According to the Social Security Administration:

In 2014, the average annual Social Security (before tax) income received by women 65 years and older was \$13,150, (\$17,106 for men). For a 1-person household, the 2014 Federal Poverty Level was \$11,670. This puts women's average benefit only \$1,480 above the poverty limit.

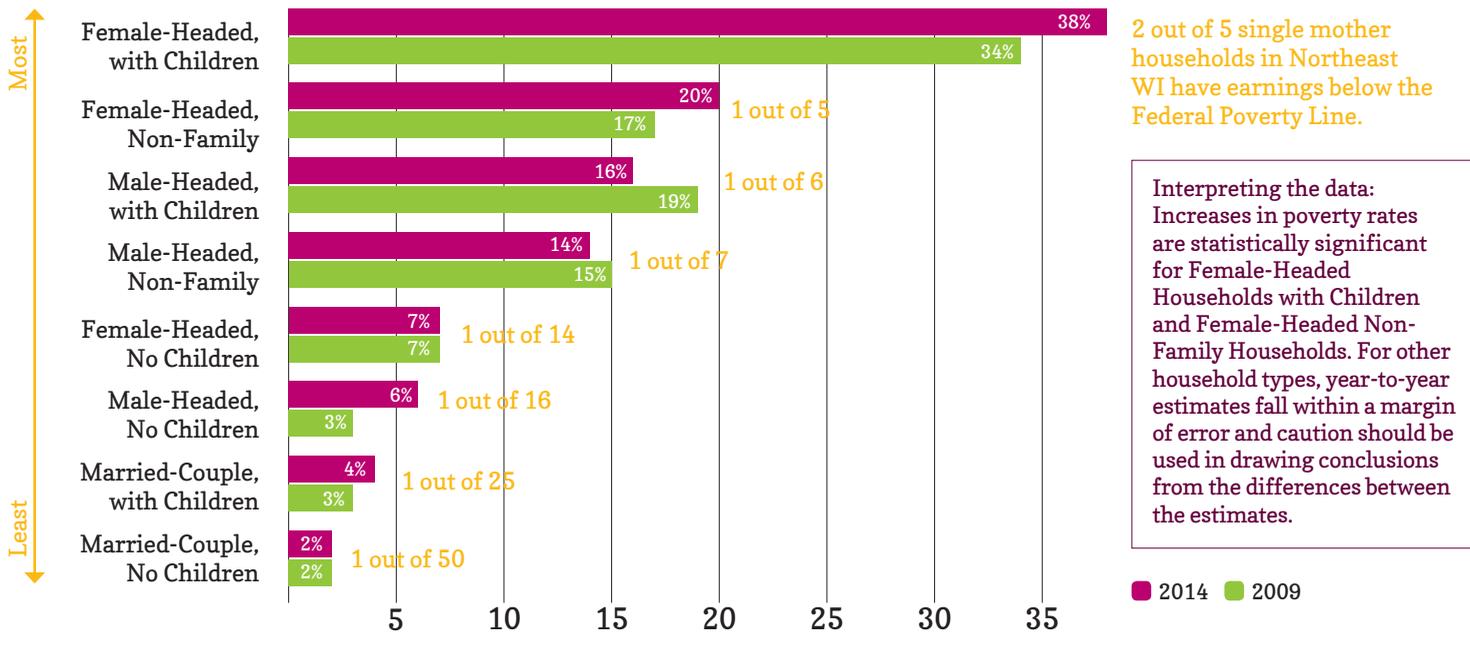
In that same year, 46% of all elderly unmarried females receiving Social Security benefits relied on Social Security for 90% or more of their income. Elderly women are less likely than elderly men to have significant family income from pensions other than Social Security.

Poverty Rates by Sex & Age, Northeast WI
2010-2015, 5-year average





Types of Households Most and Least Likely to Be Below the Poverty Line, by Household Type and Presence of Children, 2014 vs. 2009



2 out of 5 single mother households in Northeast WI have earnings below the Federal Poverty Line.

Interpreting the data:
Increases in poverty rates are statistically significant for Female-Headed Households with Children and Female-Headed Non-Family Households. For other household types, year-to-year estimates fall within a margin of error and caution should be used in drawing conclusions from the differences between the estimates.

Female-headed households with children (often called “single mother households”) are the most likely type of household to be in poverty (38%, or 1 out of 2.6 single mother households)—more than twice the rate of any other household type and 10 times married couples with children.

- * There are more than 7,000 single-mother households in Northeast WI with earnings below the poverty line—while they are the most likely type of household to be in poverty, they are the second largest poverty demographic regionally and statewide.
- * There are more than 10,000 female-headed non-family* households in Northeast WI with earnings below the poverty line; they account for the single largest poverty demographic regionally and statewide.

Married-couple families with and without children are the least likely type of households to be in poverty. There are about 4,200 married-couple family households below the poverty line.

Households in Northeast WI by Type

All Households and Households Below the Federal Poverty Line (2014)

	All Households	Households in Poverty
TOTAL	279,600	30,100
Married-Couple Family	143,400	4,200
Female-Headed Family	25,900	7,600
Male-Headed Family	12,000	1,500
Female-Headed Non-Family*	51,000	10,100
Male-Headed Non-Family*	47,300	6,700

*Living alone or with non-family members.

Sources: See Appendix

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2017 Report On The Status of Women in Northeast Wisconsin Women & Poverty



KEY FINDINGS

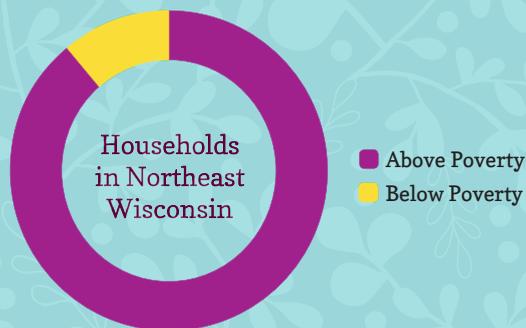
More than half of all households in poverty in Northeast WI are headed by women (59%).

Nearly two-thirds (64%) of the households with minor children in poverty in the region are headed by single mothers.

Change in the Percent of Female-Headed Households Below the Federal Poverty Line, 2009 versus 2014:

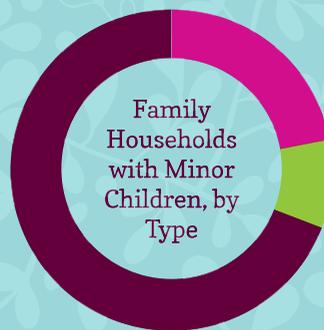
Among Households with Minor Children: ↔ No Change
Among All Households: ↑ 2% Increase

In Northeast WI, 11% of all households (30,000 out of 280,000 total households) have earnings below the Federal Poverty Line, compared to 12% statewide.

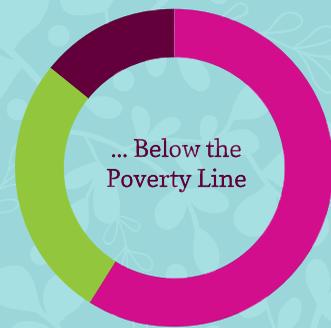
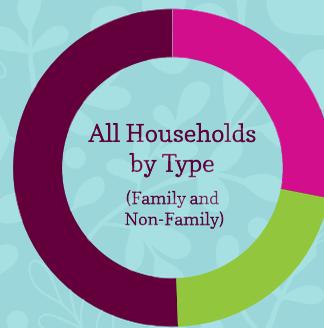


Officially, the last recession began in 2007 and ended in 2009. Why aren't we seeing improvements in the poverty status of women since 2009—years of economic recovery and growth?

In Northeast WI, female-headed households account for about one-quarter (28%) of all households (family and non-family) in the region, but over half (59%) of all households below the poverty level—largely unchanged from 2009. This 2:1 ratio of female-headed households in poverty versus as a share of all households in the region holds true for each of the four counties and is consistent with the statewide rates.



Looking at only households with minor children, single mothers make up 22% of households, but they make up about two-thirds (64%) of all the households with children in the region living below the Federal Poverty Line—a 3:1 ratio.



■ Married Couple ■ Female-Headed Family ■ Male-Headed Family



KEY FINDINGS

“Office and Administrative Support,” with median annual wage of \$33,300, is the most common occupation for women in the Northeast WI working full-time, year-round.

The BEST Index estimates that child care costs become a family’s greatest expense once a family includes two young children.

For workers without employer benefits who add a second child to their family, BEST expenses for health care increase up to 25%, taxes increase by about 10%, and emergency and retirement savings nearly double.

Achieving economic security for families in Northeast WI

The Federal Poverty Level provides one assessment of the level of income needed by families to meet basic economic needs. The measure is used by Federal and State Government programs to determine eligibility for programs such as FoodShare and Wisconsin Shares child care subsidies.

The BEST Index was developed to better understand the true costs of living for families in our communities, including what resources are needed to prepare for the future.

The BEST Index presents local expenses, savings requirements, and what incomes are needed to achieve economic security by family type, and at the local level. The BEST Index addresses several pieces of the larger basic economic security picture—basic needs, savings, and employment-based benefits—and allows a broad and complete view of worker needs and families’ prospects for achieving the economic security so critical to their futures and to their communities.

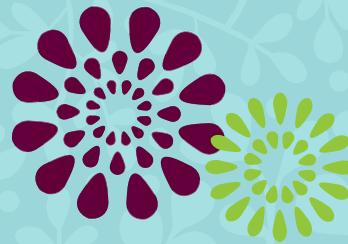
Single Mother Example: Federal Poverty Level vs. BEST Index for a 3-Person Family Household with 1 worker (employed with benefits), 1 preschooler, and 1 school-age child

2017 Federal Poverty Level (FPL)
for a 3-Person Family/Household

\$20,420 (48 Contiguous States)
(\$9.67/hr based on BEST methodology) = 100% FPL

	Brown	Fond du Lac	Outagamie	Winnebago
Minimum Income Required for Economic Security (BEST Index), by County, as a percent of the Federal Poverty Level (FPL)	\$54,900 (\$26/hr) or 269% FPL	\$52,800 (\$25/hr) or 259% FPL	\$57,200 (\$27/hr) or 280% FPL	\$57,800 (\$27/hr) or 283% FPL

Sources: See Appendix



This research is a collaboration of the Women’s Funds of Northeast Wisconsin.



Research conducted by:



2017 Report On The Status of Women in Northeast Wisconsin Women in the Population

KEY FINDINGS

The racial/ethnic mix of our communities is changing. This is particularly evident when looking at the youth population.

Only the Hispanic population had measurable growth in all four counties in the region.

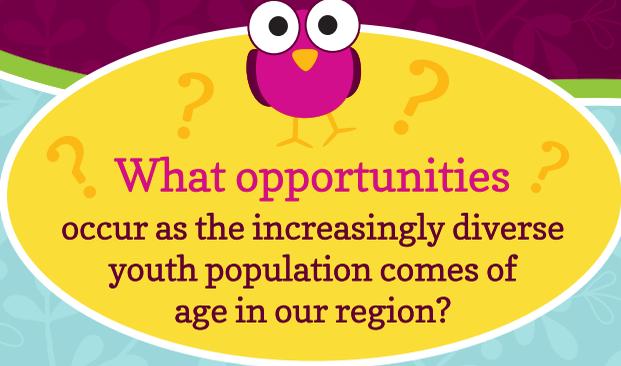
Women in Northeast WI experienced 3% population growth, regionally, from 2009 to 2014.

The Northeast region is home to about 356,000 women—up 3% over the 5-year period from 2009 to 2014. Population growth ranged from 4.2% in Brown to 2.2% in Winnebago County.

Only the Hispanic population had measurable growth in all four counties, with the largest percent growth in Brown County. Brown County was also the only county in the region with measurable growth in its Black/African American population.

The region is more racially/ethnically diverse than in 2009. In 2014, women in the population were 87% white (not Hispanic), down from 90% in 2009.

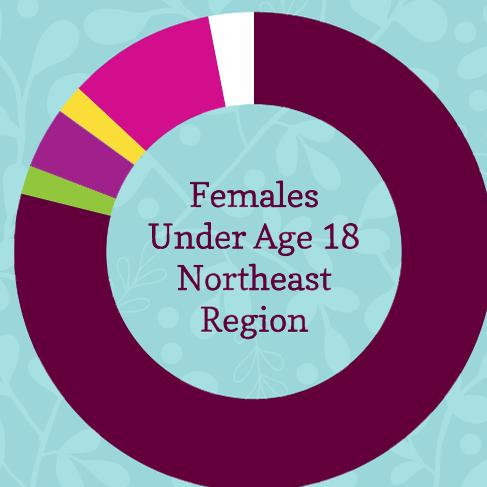
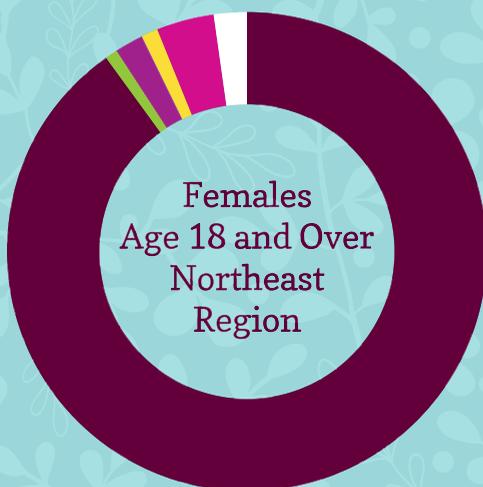
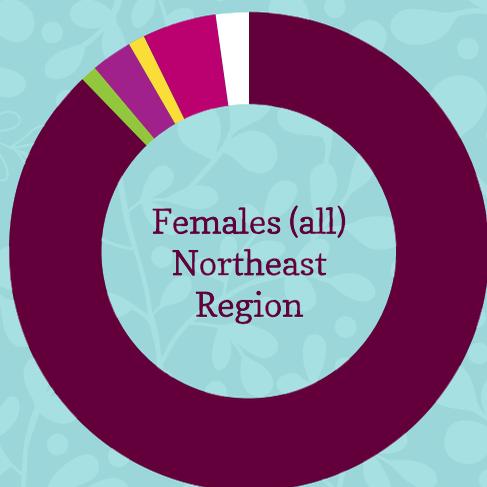
Brown County's population is increasingly diverse compared to the rest of the region. Women in Brown



What opportunities occur as the increasingly diverse youth population comes of age in our region?

County are 82% white (not Hispanic) compared to about 90% in Fond du Lac, Outagamie and Winnebago counties.

Generational changes. The population of girls (under age 18) is twice as diverse as the population of adult women (age 18 and over). Among the 276,000 adult women in the Northeast region, the population is 90% white (not Hispanic) and 10% minority, while among the 80,000 girls (under age 18), the population is 79% white (not Hispanic) and 21% minority. Increased diversity in the youth versus adult populations holds true across the four counties.



■ White (Not Hispanic)
 ■ Black/African American
 ■ Asian
 ■ Native American
 ■ Hispanic (any race)
 ■ Other

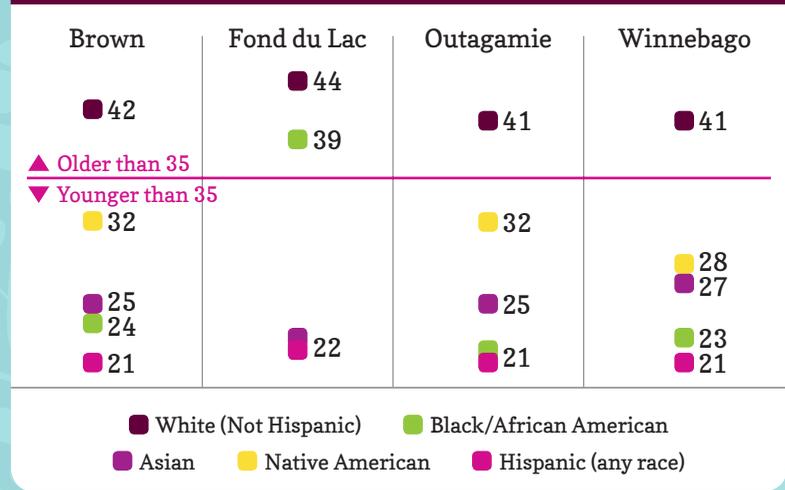


Age Profiles by Racial/Ethnic Group

In Northeast Wisconsin (and statewide), women fall into two distinct age profiles. For white (not Hispanic) women across the region, the median age is 41 years or older. At the same time, the median age of women of color ranges from low-20s to mid-30s. In fact, the median ages for Asian and Hispanic women across the four counties is particularly low, typically from about 21 years to 25 years.

Some of the age difference between women of color and white women is driven by the share of females under age 18, compared to adult women age 18 and over. For example, among white females, about 1 of 4 (26%) are under age 18; while almost half (44%) of Hispanic females in the Region are under age 18.

Women's Median Age by Race/Ethnicity



Women in the Population, Change from 2009 to 2014*

	Wisconsin	Northeast WI	Net Change	Brown	Fond du Lac	Outagamie	Winnebago
All Women - 2014	2.9M	356,000	▲ 3%	129,600	52,000	90,700	83,400
All Women - 2009	2.8M	345,000		124,400	50,600	88,400	81,600
Women by Race/Ethnicity as Percent of the Population, 2014 compared to 2009							
White (not Hispanic)	82%	87%	▼ 3%	82%	91%	88%	91%
White (not Hispanic)	85%	90%		86%	93%	91%	92%
Black/African American	6%	1%	NO CHANGE	2%	1%	1%	1%
Black/African American	6%	1%		1%	NA	NA	1%
Asian	2%	3%	▲ 1%	3%	<1%	3%	2%
Asian	2%	2%		3%	NA	3%	2%
Native American	1%	1%	NO CHANGE	2%	NA	2%	<1%
Native American	1%	1%		2%	NA	2%	NA
Hispanic	6%	5%	▲ 1%	7%	4%	4%	4%
Hispanic	5%	4%		5%	3%	3%	3%
Other	2%	2%	NO CHANGE	4%	1%	3%	1%
Other	2%	2%		4%	1%	3%	1%

*Figures may not add due to rounding.

Sources: See Appendix

This research is a collaboration of the Women's Funds of Northeast Wisconsin.

2017 Report On The Status of Women in Northeast Wisconsin Women, Work & Wages



KEY FINDINGS

Regionally, the wage gap ranges from 72 cents on the dollar (on average) for women in Fond du Lac County to 78 cents in Brown County (the same as the statewide gap).

Median earnings for women in Wisconsin were \$37,700 compared to men's median earnings of \$48,300—a 78% earnings ratio.

Statewide and across the region, half of all women working full-time, year-round can be found in four occupations, with one-in-four women working in office and administrative support occupations, unchanged from 2009.

For men, the most common occupation is production (including manufacturing), with a median wage about 35% higher than for women in office occupations.

Three occupations appear in the Top 5 lists for both women and men and in each case women's median annual income (wages), on average, is less for each occupation—often considerably less. These lower overall earnings for women have significant consequences for household income, in both female-headed households and dual-earner family households.



Why does the wage gap persist despite women's high levels of educational achievement and workforce participation?

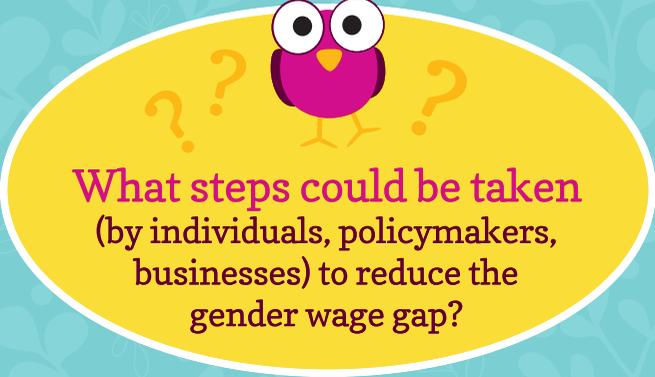
The gender wage gap has narrowed in three of the four counties in the Northeast WI, since the last Status of Women in Northeast Wisconsin Report, with a notably large improvement in Outagamie County. Fond du Lac County has the widest gender wage gap in the region at 72 cents for every dollar earned by a man (on average). An upward arrow reflects an increase in women's median annual wages relative to men's, which reduces (narrows) the gender wage gap.

Women of color face substantially larger gender wage gaps as county or statewide overall wage gap figures are heavily weighed by white women's wages. While reliable local data are not available (due to small sample sizes), a 2013 report from the Wisconsin Women's Council found, statewide, wage gaps as low as \$0.58 for Hispanic women to \$0.66 for African American and Asian women.

Gender Wage Gap, WI and by County
Women's earnings per \$1.00 of men's earnings

	Women's Median Annual Wage	Men's Median Annual Wage	Gender Wage Gap	Gap in 2011 Report
Wisconsin	\$37,700	\$48,300	▲ \$0.78 up 3¢	\$0.75
Brown	\$36,900	\$47,400	▲ \$0.78 up 3¢	\$0.74
Fond du Lac	\$34,800	\$48,000	▼ \$0.72 down 1¢	\$0.73
Outagamie	\$38,400	\$51,300	▲ \$0.75 up 7¢	\$0.68
Winnebago	\$35,600	\$47,300	▲ \$0.75 up 3¢	\$0.72





What steps could be taken
(by individuals, policymakers,
businesses) to reduce the
gender wage gap?

Where Women Work and the Gender Wage Gap
Women's Top 5 Occupations
(full-time, year-round civilian workers)

The gender wage gap is a measure of earnings by women (on average) for every \$1.00 earned by men (on average), by occupational area.	Northeast, WI					Wisconsin (statewide)
	Number of Women	Share of Jobs Held by Women	Women's Median Wage	Men's Median Wage	Gender Wage Gap by Occupation	Gender Wage Gap by Occupation
Office & administrative support	24,700	75%	\$33,300	\$40,500	\$0.82	\$0.84
Management occupations*	9,700	37%	\$51,600	\$75,500	\$0.68	\$0.76
Sales & related (incl. retail)*	9,600	39%	\$33,400	\$50,200	\$0.66	\$0.64
Production*	8,300	25%	\$31,600	\$44,500	\$0.71	\$0.73
Business & financial operations	8,200	57%	\$47,500	\$61,400	\$0.77	\$0.75

*Also a Top 5 occupation for men in Wisconsin.

Sources: See Appendix

This research is a collaboration of the Women's Funds of Northeast Wisconsin.



Research conducted by:



2017 Report On
The Status of Women in Northeast Wisconsin

Women's Business Ownership

KEY FINDINGS

In Northeast WI, 27% of businesses were women-owned, up from 24% in 2007, but still below the 31% statewide.



What can be done locally to encourage and support women's business ownership?

Women-owned
Businesses

27%
Northeast WI

31%
Wisconsin

Northeast WI **exceeds the statewide figures** in the percentage of women-owned businesses with paid employees (15% versus 12%).

In 2012, these businesses employed about 17,600 persons, with annual payrolls totaling about **\$405 million**.

About **one-third** of these businesses in Northeast WI are located in Brown County (36%), followed by Outagamie County (27%).

In 2012, women-owned businesses in the region generated over **\$2 billion annually** in sales and receipts.

Women's Business Ownership

	Wisconsin	Northeast WI	Brown County	Fond du Lac County	Outagamie County	Winnebago County
Number (Percent), 2012	133,900 (31%)	13,200 (27%)	4,800 (27%)	2,100 (28%)	3,500 (26%)	2,800 (27%)
Number (Percent), 2007	112,400 (26%)	11,200 (24%)	4,100 (24%)	1,500 (22%)	3,100 (24%)	2,500 (23%)
Economic Impact of Women-owned Businesses						
Annual Sales/Receipts	\$24.8 B	\$2.1 B	\$745 M	\$355 M	\$706 M	\$304 M
Annual Payroll	\$4.5 B	\$405 M	\$142 M	\$79 M	\$106 M	\$78 M

Note: 2012 is the most current year for which county-level census data are available. Figures may not add due to rounding.

Corporate Leadership

KEY FINDINGS

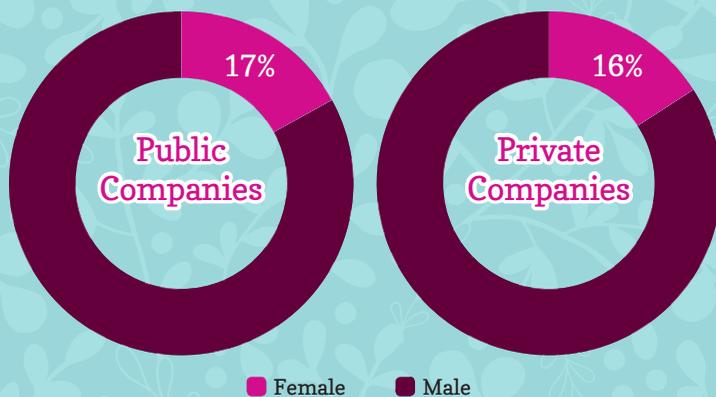
Statewide, women hold 17% of seats on the boards of directors of Wisconsin's largest public companies and 16% among private companies.*

Twenty-four of the 50 largest public companies in WI have two or more women on their board of directors, compared to three companies in 2008.

Women's Leadership in Large Wisconsin Companies

Another measure of business leadership is women's representation on the boards of directors of Wisconsin's largest companies.

Director seats held in Wisconsin, in 2016:



Despite the small percentage of women in corporate leadership, there has been progress as a result of local and national attention to this issue.

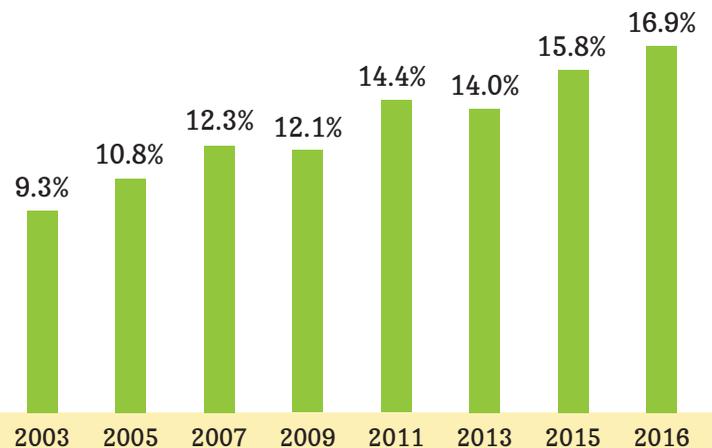
*Public versus private companies: A public company has sold a portion of the business (shares) to the public and its shares are traded publicly, while in a private company ownership shares are privately held by, for example, the company founder, management, and/or private investors.

Sources: See Appendix



Are there resources or networks in the region to help women become board-ready and explore leadership positions on boards of directors—corporate or non-profit?

WI Public Company Women Directors, 2003-2016



This research is a collaboration of the Women's Funds of Northeast Wisconsin.



Research conducted by:



2017 Report On The Status of Women in Northeast Wisconsin

Appendix



Benefit Program Enrollment

U.S. Census Bureau, American Community Survey, S2201 Food Stamps/ SNAP, 2010-2014 5-year estimates.

Wisconsin Department of Children & Families, SHARES online data, accessed 9/23/16.

Wisconsin Department of Children & Families, *Annual Report, Division of Early Childcare and Education, 2015*, dcf.wisconsin.gov/files/childcare/pdf/2015-dece-annual-report.pdf, accessed 12/22/16.

Wisconsin Department of Public Instruction, School Nutrition Program Statistics, School Year 2014-2015 Statistical Summary (dpi.wi.gov)

U.S. Department of Health & Human Services, ASPE, 2015 Poverty Guidelines 09/03/15, 2015, Poverty Guidelines for the 48 Contiguous States and the District of Columbia (aspe.hhs.gov/2015-poverty-guidelines)

Corporate Leadership

Milwaukee Women inc, *Measuring Change 2016*, October 2016 (<http://www.milwaukeewomeninc.org/research.html>)

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U.S. Census Bureau, American Community Survey, B15002 and C15002B/C/D/H/I, Educational Attainment. Sex by Educational Attainment for the Population 25 years and over, 2010-2014 5-year estimates; same for 2005-2009 ACS, 5-year estimates.

U.S. Census Bureau, American Community Survey, B15011: Sex by Age by Field of Bachelor's Degree for First Major for the Population 25 years and Over, with a Bachelor's degree or higher attainment, 2011-2015 5-year estimates.

Free & Reduced-price School Meals

Wisconsin Department of Public Instruction (DPI), School Nutrition, Program Statistics, Wisconsin School Free/Reduced Eligibility Data, Fiscal Year 2015 and Fiscal Year 2014, DPI website (dpi.wi.gov/school-nutrition/program-statistics) accessed 9/22/16.

Wisconsin Department of Public Instruction (DPI), School Nutrition, National School Lunch Program, Free and Reduce Meal Applications and Eligibility, Income Eligibility Guidelines, DPI website (dpi.wi.gov/school-nutrition/national-school-lunch-program/free-reduced-applications) accessed 9/22/16.

Program note: The National School Lunch Program (NSLP) is a federally assisted meal program, meaning that while the Federal Government provides part of the funding needed, the rest is provided at the state/school district level. The program provides nutritionally balanced, low-cost or free lunches to more than 30 million children each school day. It was established under the National School Lunch Act in 1946. (Source: Wisconsin Department of Public Instruction (DPI), National School Lunch Program, DPI website (<https://dpi.wi.gov/school-nutrition/national-school-lunch-program>) accessed 3/9/2017.

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Welter, Liz and Rory Linnane, "Grieving Family's Vow: Not Another Suicide," Post-Crescent, 3/17/16.

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- Prenatal Care Module, accessed 11/1/2016
- Infant Mortality Module, accessed 11/1/2016
- Teen Births Module, accessed 11/1/2016
- Mortality (Deaths) Module, accessed 12/27/16

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Wisconsin Department of Health Services, Division of Public Health, Tobacco Fact Sheet 2014, Wisconsin Behavioral Risk Surveillance System.

Wisconsin Heroin Brief 2007-2014,

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Data on current office holders collected via review of current information posted on local government officials websites and in County Clerk official directories.

Wisconsin Women's Council, *Moving WI Forward, 2015* (womenscouncil.wi.gov).

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Wisconsin Department of Justice, UCR Arrest Data, online accessed 12/23/16, www.doj.state.wi.us/dles/bjia/ucr-arrest-data

U.S. Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Division, "Crime in the United States, Offense Definitions," online accessed 12/23/16, ucr.fbi.gov.



Who is in Poverty and Women & Poverty

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Center for American Progress, "Straight Facts on Women & Poverty," website, accessed 12/22/16. www.americanprogress.org/issues/women/reports/2008/10/08/5103/the-straight-facts-on-women-in-poverty

U.S. Social Security Administration, "Fact Sheet: Social Security is Important to Women," November 2016. www.ssa.gov.

Anzick, Michael and David A. Weaver, "Reducing Poverty Among Elderly Women," ORES Working Paper No. 87, U.S. Social Security Administration, Office of Policy, January 2001.

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U.S. Census Bureau, American Community Survey, B17012, Poverty Status in the Past 12 Months of Families by Household Type by Number of Related Children Under 18 Years, 2010-2014 and 2005-2009 5-year estimates.

U.S. Census Bureau, American Community Survey, B17017, Poverty Status in the Past 12 Months by Household Type by Age of Householder, 2010-2014 and 2005-2009 5-year estimates.

U.S. Department of Health & Human Services, ASPE, 2015 Poverty Guidelines 2017, Poverty Guidelines for the 48 Contiguous States and the District of Columbia (aspe.hhs.gov/2017-poverty-guidelines)

Notes on Poverty Data

How is "poverty level" determined? Cash income such as wages and salaries, Social Security benefits, interest, dividends, pension or other retirement income. Households are considered poor if the resources they share are not enough to meet basic needs. The official measure of "basic needs" needs was created in 1963 and uses three times the cost of a minimum food diet in today's prices. The Federal Poverty Level is updated annually.

U.S. Census Bureau has created a new Supplemental Poverty Measure (SPM) which extends the official poverty measure by taking account, for example, of government non-cash benefits (food stamps, subsidy programs) designed to assist low-income families and individuals and allowing for basic set of goods that includes food, clothing, shelter, and utilities and expenses such as child care and medical costs. Currently, however, SPM data are only available at the national level.

For more information see this infographic created by the US Census Bureau: http://www.census.gov/library/visualizations/2014/demo/poverty_measure-how.html

Interpreting poverty rates by household type. The increases in poverty rates are statistically significant for Female-Headed Households with Children and Non-Family Households. For the other types of households, the two estimates fall within a margins of error. The margin of error measures the degree of uncertainty caused by sampling error, resulting in part from small demographic groups. Caution should be used in drawing conclusions from differences in the year-to-year percentages.

Women in the Population

U.S. Census Bureau, American Community Survey, B01001, Sex by Age, 2014 1-year estimates. (All Women)

U.S. Census Bureau, American Community Survey, B01001B/C/D/H/I, Sex by Age, 2010-2014 5-year estimates. (Racial/Ethnic data)

U.S. Census Bureau, American Community Survey, B01002, Median Age by Sex, 2014 1-year estimates. (All Women)

U.S. Census Bureau, American Community Survey, B01002B/C/D/H/I, Median Age by Sex, 2010-2014 5-year estimates. (Racial/Ethnic data)

Notes on these data. Due to smaller populations and sample sizes, percentages for minority racial/ethnic populations should be viewed with caution as some data may have high margins of error and/or select figures may not be published by the Census Bureau of some groups for some counties. About "race" categories: The U.S. Census Bureau is required to collect data on five minimum racial categories: white, black or African American, Asian, American Indian or Alaska Native, and Native Hawaiian or Pacific Islander. People may choose to report more than one race, such as "American Indian" and "White," which are identified by Census under a category "2 or More Races" and are, for purposes of this table included in "Other." People who identify their origin as Hispanic may be of any race. An individual's response to the race question is based upon self-identification. Data in the tables: Total Numbers (all women) are 2014 1-year estimates; racial/ethnic group data are 5-yr average estimates for 2010-2014 and 2004-2009.

Women, Work and Wages

U.S. Census Bureau, American Community Survey, C24020, Sex by Occupations for the full-time, year-round civilian employed population age 16 and over, 2010-2014 5-year estimates.

U.S. Census Bureau, American Community Survey, S2401, Occupations by Sex and median earnings in the past 12 months (in 2014 inflation-adjusted dollars) for the full-time, year-round civilian employed population age 16 and over, 2010-2014 5-year estimates.

Wisconsin Women's Council, *Fast Facts*, "Gender Wage Gap: Wisconsin," April, 2013.

Women's Business Ownership

U.S. Census Bureau, *Survey of Business Owners* (SBO), 2012 and 2007. Table SB1200CSA01: Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race for the U.S., States, Metro Areas, Counties, and Places, via American Community Survey.

This research is a collaboration of the Women's Funds of Northeast Wisconsin.



Research conducted by:

