

chicago foundation for women

# The Report on the Status of Chicago's Women and Girls



*Photo courtesy of A Long Walk Home*

Report prepared by Chicago Foundation for Women

September, 2017

Special Thanks to McKinsey Global Institute

## Letter from the President

Since 1985, Chicago Foundation for Women (CFW) has advanced gender equity through a variety of strategies: grantmaking in the areas of economic security, freedom from violence and access to health; convening partners and building coalitions to advocate for policy and systemic change; publishing research; investing in women's leadership and growing women's power as philanthropists.

Three years ago, CFW embarked on a listening tour, hosting over 500 conversations about what strategies will accelerate the achievement of gender equity in our region, in our lifetimes. The product of these conversations was **The 100% Project**, an all-in, all-out effort to end gender bias in the Chicago region by 2030 through community conversation, cross-sector collaboration and policy change.

Gender equity in our region by 2030 is an ambitious goal. It requires perseverance, innovation and careful strategic planning. It is not something Chicago Foundation for Women can do on our own; we need everyone at the table. It will take 100% of us, giving 100% of our energy and talent.

We also need a clear roadmap to equity. We know the general direction we are headed, and have strategies for how to get there. But where are we now, exactly, and how far do we have to go? In what areas are women and men approaching parity, and where does the most work remain?

In order to understand the current status of women and girls in our region, CFW has partnered with the McKinsey Global Institute (MGI) to gather and share data on key indicators for women and girls' health, safety and economic opportunity. The following data paints a picture of what life looks like for women in our community, and how Chicago stacks up against other metropolitan regions.

the  
100%  
project



Participants at a 2016 Talk It Out hosted by Mikva Challenge as part of The 100% Project.

This report examines ten indicators, originally identified by MGI, that reflect women's ability to live safe, healthy, secure and productive lives. We have identified **three** areas where women and men are at or near parity: **labor force participation**, **professional/technical jobs** and **higher education**; and **six** areas of where women can benefit from greater opportunity and resources: **corporate leadership**, **time spent in unpaid care work**, **female-headed households**, **teen pregnancy**, **violence against women** and **political representation**.

This report looks at aggregated data. As such, variations and nuances based on geographic location, race, ethnicity, gender identity, ability and everything that makes each of us diverse are not reflected here. We know that these intersecting identities impact women's experiences in all of the indicator groups examined in this report.

In many cases, women of color may not be faring as well as the data would suggest.

Women continue to lag behind men in representation in corporate management and in political office. Women spend more time on unpaid care work compared to men, and nearly a quarter of families with children are headed by single women.

Teen pregnancy rates have declined over the last decade as access to contraception and comprehensive sexual education have increased, but that progress has recently stalled.

Women continue to experience violence at epidemic rates. Violence occurs at the rate of over one reported incident per every two women in Illinois. In our own region, there were 4.5 reported incidents of domestic violence per 100,000 people, per day in 2016.

Knowledge is power. This data will give the Chicago community the tools to better understand the challenges facing women in our region and where opportunities for action lie. This data will also help CFW make informed, evidence-based decisions about where to direct our attention and investments in order to move us closer to our goal.

This report provides an update on the status of women and girls in our region, and in the coming years, CFW will monitor these indicators and our region's progress towards equity. We will track where our collective efforts are having an impact, and where additional attention is needed. We know where we are, where we need to go, and how we can get there. This report is the first step in that journey. Please join us.

With highest hopes,



K. Sujata

President/CEO

Chicago Foundation for Women



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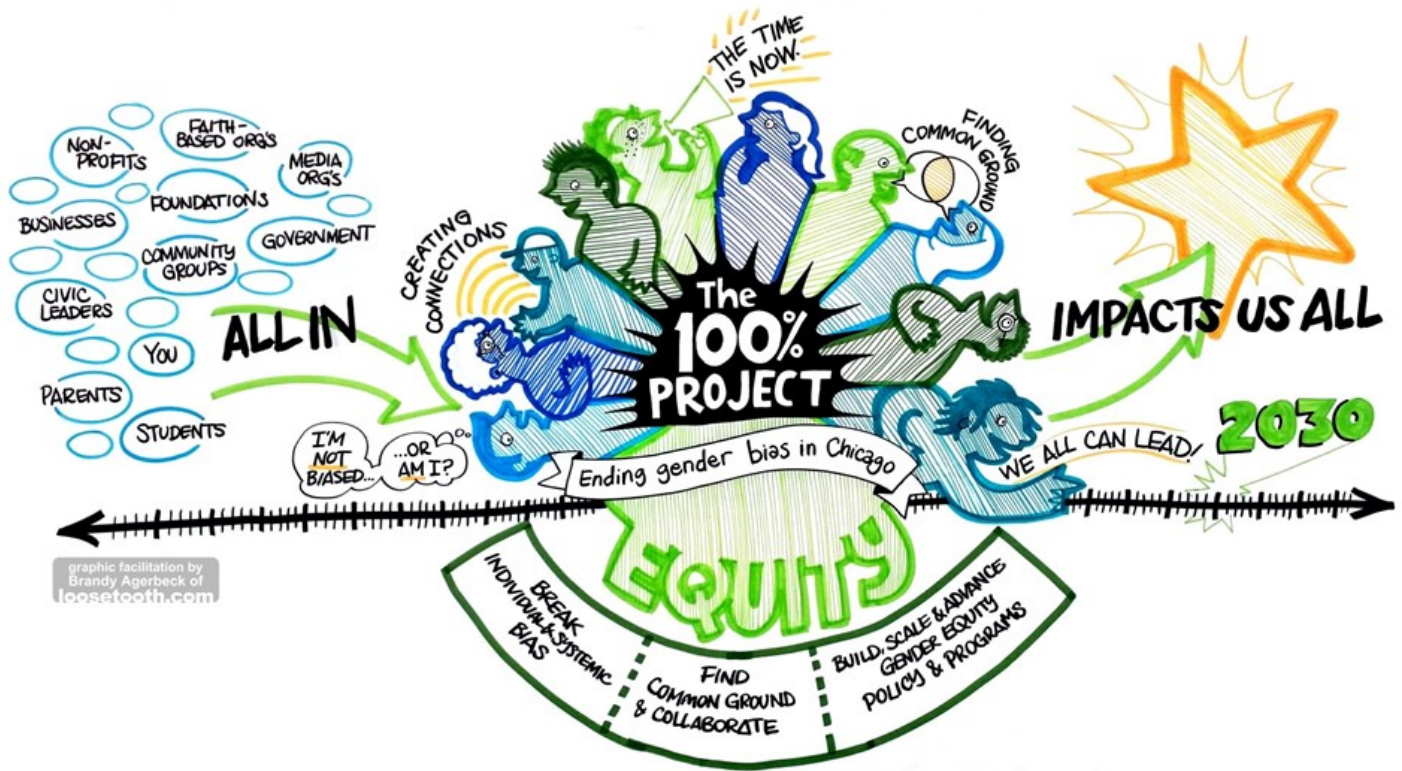


Chicago Foundation for Women



# The 100% Project, powered by CFW

An all-in, all-out effort to end gender bias in the Chicago region in a generation.



## Initiatives of The 100% Project

- **Talk It Out:** a yearly, weeklong conversation series about gender bias. This year, over 100 Chicagoans hosted conversations about developing strategies to end gender bias in their community.
- **Male Champions of Change:** 13 corporate and civic leaders committed to being advocates and partners in the push for gender equity in the workforce.
- **Gender Equity Network:** 9 organizations working across several fields, including domestic violence services and labor, to coordinate efforts and apply a gender lens to their activism and advocacy.



### Strategies:

Break individual and systemic bias  
Work across industries and sectors with new and unusual partners  
Advance policies and programs promoting gender equity

- **Policy:** CFW investments helped pass 30+ laws and policies over the past two years that support gender justice and equity:
  - \* Established paid sick leave in Chicago and Cook County
  - \* Raised the minimum wage in Chicago and Cook County
  - \* Achieved basic labor protections for domestic workers

# Getting to Parity

How will we know when we have achieved gender equity in Chicago? What does our city look and feel like when this milestone is achieved? And, what do we need to do to make that vision a reality?

At CFW, we believe in using data and analysis to take bold, but informed, risks, and to anticipate the needs of our partners and our communities. We invest with impact, using evidence to identify the most pressing and emerging needs of women and girls.

According to the most recent data<sup>1</sup> analyzed by Chicago Foundation for Women, based on the McKinsey Global Institute's recent Power of Parity report, there are ten key indicators of the status of women:

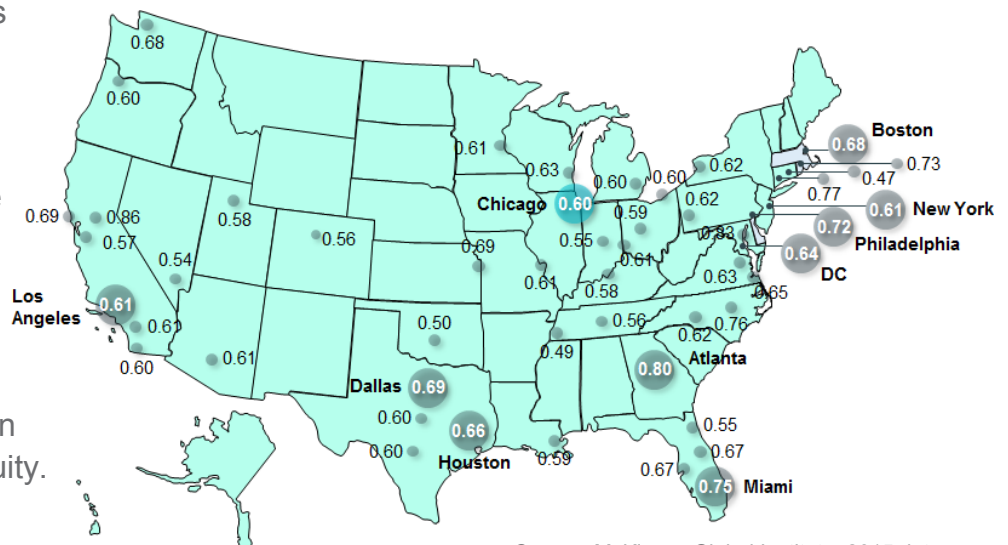
- |  |                             |
|--|-----------------------------|
| 1. Labor force participation                     | 6. Political representation |
| 2. Representation in professional/technical jobs | 7. Unpaid care work         |
| 3. Maternal mortality rate                       | 8. Female-headed households |
| 4. Higher education                              | 9. Teen pregnancy rate      |
| 5. Corporate leadership                          | 10. Violence against women  |

## The Data

The McKinsey Global Institute's City Parity Score (CPS) shows how cities perform relative to each other on gender parity.

Regionally and nationally, Chicago is in the middle of the pack when it comes to gender parity.

Chicago falls behind Houston (0.66), Boston (0.68), Atlanta (0.80) and Milwaukee (0.63) on broad indicators of gender equity.



Source: McKinsey Global Institute, 2015 data

### *The Bottom Line*

If Chicago were to match best-in-class standards of gender parity, it would grow the region's Gross Domestic Product (GDP) by \$58 billion by 2025. Closing the gender gap could grow Illinois' GDP by \$60 billion.

<sup>1</sup> 2015 Data

Based on the data currently available from MGI, CFW identified six key areas holding back women's full participation in the workforce and in their communities throughout Chicago:

1. Corporate leadership
2. Unpaid care work
3. Female-headed households
4. Teen pregnancy
5. Violence against women
6. Political representation

These indicators align with CFW's focus on economic security, access to health, freedom from violence and increasing women's leadership as the means of achieving gender equity. They also represent opportunities where targeted collaboration and increased investment can have the greatest impact and move us closer to gender equity in our region.

By tracking these indicators, CFW will be able to track local progress towards gender equity and identify evolving priorities for investment and innovation.

## Women in Corporate Leadership

Women are graduating from college and joining the workforce at rates nearly matching men. But women remain underrepresented in leadership and managerial roles, with no significant change between 2014 and 2015.

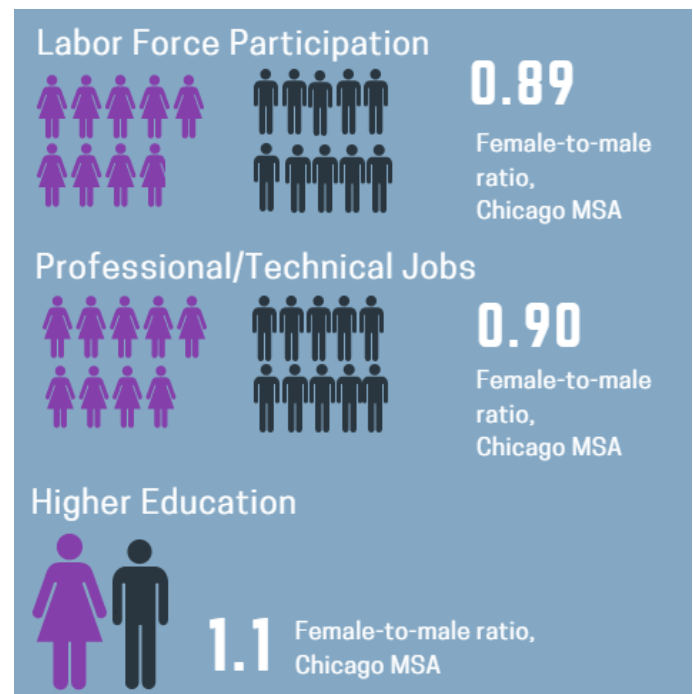
Increasing the number of women in leadership requires building a robust pipeline and policies that value women and support work life balance, including pay equity, paid maternity and paternity leave, affordable childcare, paid sick leave, flexible work schedules and accommodations for pregnant employees.

In 2015, Illinois established protections for pregnant women and new mothers in the workplace. Over 1 million employees in Chicago and Cook County now have the right to earn paid sick time to take care of themselves or family members.

## NEARING PARITY

In several indicators, women in the Chicago region are at or near parity.

Women's labor force participation rate increased from 0.86 to 0.89. More women than men have bachelor degrees, raising the ratio of female-to-male degree holders from 1.05 to 1.1. Women in professional/technical jobs remained consistent at 0.90.



Source: BLS Current Population Survey, 2015



Source: BLS Current Population Survey, 2015

On the other hand, Governor Rauner recently vetoed legislation aimed at closing the salary gap between women and men. The legislation would have barred employers from asking for candidates' salary history, requiring employers to set pay based on skills and job requirements instead. According to the American Association of University Women, the wage gap starts with women's first job, [where they earn 6.6 percent less](#) than their male peers<sup>2</sup>. This gap grows as initial salary is used to determine future pay.

### *Impact Zone: Women in Corporate Leadership*

CFW launched Male Champions of Change to engage men in leadership positions in the private and public sector as advocates and champions of women in the workplace. CFW's Male Champions of Change initiative encourages male CEOs to get involved with ending gender bias in the workplace, and offers a roadmap for how to do it. CFW works with Champions to identify areas for innovation, set goals, develop strategies and measure their progress.

Male Champions of Change are change agents, influencing fellow leaders and other men to join them as champions and to take on gender equity as a key priority in their company, sector or community.



*"Our actions reflect that we have a company where women can excel and make an impact on the strategic direction of the company."*

*Pedro Guerrero  
Male Champion of Change  
CEO, Guerrero Howe Custom Media*

## Unpaid Care Work

In Illinois, men perform approximately 36 minutes of care work for every one hour spent by women. In a single year, the average woman spends 80 additional hours on care work compared to the average man, or two full weeks of paid work.

*Data for care work is currently only available for 2014 at the statewide level.*

## Unpaid care work



Source: BLS American Time Use Survey, 2014

### *Impact Zone: Care Work*

CFW is advancing policies and practices that reduce the burden of care work limiting women's full economic participation.

Over the past year, CFW supported policy work and advocacy that won paid sick leave for over 1 million workers in the Chicago region, allowing employees to earn paid time off to care for themselves or sick family members. CFW also funded a coalition of organizations that successfully passed a bill of rights for domestic workers in Illinois.

Five out of six children under the age of five currently live in 'childcare deserts.' CFW's economic security grants support entrepreneurship support and financing for women looking to start their own childcare business, meeting a community need while providing an income stream for themselves and their families.

<sup>2</sup> AAUW, *Graduating to a Pay Gap* (2012). <https://www.aauw.org/files/2013/02/graduating-to-a-pay-gap-the-earnings-of-women-and-men-one-year-after-college-graduation.pdf>



## Teen Pregnancy + Female-headed Households

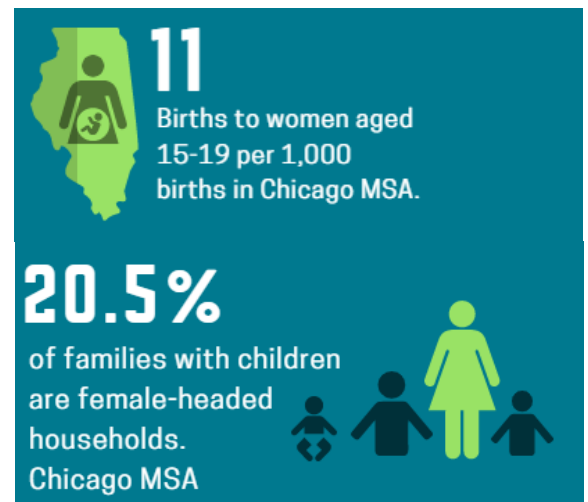
Teen pregnancy and single motherhood are associated with greater economic insecurity for women and their families.

Access to contraception and health information has led to a [drop in teen pregnancies](#) since 1990, according to the Pew Research Center. In the United States in 2015, the teen birth rate for women aged 15-19 was [22.3 per 1,000 women](#)<sup>3</sup>. While the birth rate in the Chicago region is half that at 11 births to teen mothers per 1,000, progress has stalled, with no change from 2014 to 2015.

The proportion of families headed by single women has also declined year-over-year, from 22.95% of families in 2014 to 20.5% in 2015.

Illinois has improved access to health information and contraception. Public school students now receive comprehensive, evidence-based sexual education and Illinois requires insurance coverage for all contraceptives with no co-pay.

Illinois moved to further increase access to health information by removing loopholes in the law that allowed doctors to withhold information about abortion; this legislation is currently held up in court. The Illinois House and Senate also approved legislation protecting reproductive choice in Illinois and ensuring that all women have access to quality reproductive health care, regardless of type of insurance. As of this writing, that legislation is waiting on Governor Rauner's sign-off.



Source: US Census, American Community Survey, 2015

### *Impact Zone: Teen Pregnancy + Female-headed Households*

Equal access to health information and education is the first step toward giving young women and girls the tools to make informed decisions about their health and to prevent unplanned pregnancies.

CFW supports the development of young women and men as educators and advocates for reproductive justice and the sexual health, rights and identities of youth. Our partners won comprehensive sexual education in Illinois schools. CFW grantees are making contraception more accessible, with a focus on delaying subsequent pregnancy for teen parents to support their continued education and career development.

Reproductive choice is key to women's ability to plan secure, stable futures for themselves and their families. CFW works to protect and increase access to abortion care in Illinois, supporting legislation to increase insurance coverage for low-income women and to keep abortion care safe, legal and accessible.

Reproductive justice includes the right to parent your children safely and with dignity. CFW



Planned Parenthood lobby day in Springfield.

<sup>3</sup> <https://www.cdc.gov/teenpregnancy/about/index.htm>



supports job training and self-sufficiency programs for young and single mothers through The Eleanor Network at CFW and the Englewood Women's Initiative (EWI), putting women on the path to economic security.

EWI is a hyperlocal approach to economic security in Chicago's Englewood neighborhood. Two out of three households are headed by single mothers, and 85% of children live at or below 185% of the poverty level. EWI includes job training, entrepreneurship support, financial resources and family support services in order to empower women with the tools and support they need to provide for themselves and their families.

## Violence Against Women

In 2016, there were 4.5 incidents of domestic violence per 100,000 people in our region every day. The vast majority of victims of this violence are women, and the majority of perpetrators are men. This is unacceptable.



Source: Chicago Police Department 2016

### *Impact Zone: Violence Against Women*

Chicago Foundation for Women invests in services to help women recover and thrive in the aftermath of community and gender-based violence, as well as in changing cultural norms that allow violence against women to continue. Ending violence against women requires communities to change a culture that normalizes violence. This will take the active involvement of men and boys, and leaders across sectors.

The Gender Equity Network and the Unifying Communities Against Gender-based Violence Alliance (The Alliance) are bringing together domestic violence advocates, workers collaboratives and the labor movement to address violence against women along the full continuum, from the workplace to our homes and neighborhoods.

## Political Representation

Women must have a seat and a voice at the tables where resources are allocated and policy decisions are made.

With women holding approximately 31.1% of state legislative seats in 2015<sup>4</sup>, Illinois is close to a national leader in women's political representation. In 2017, women are halfway to parity.

However, Illinois still has yet to elect a woman governor. At this moment no women are running for governor in 2018.



Source: Rutgers University Center for American Women & Politics, 2017

<sup>4</sup>Institute for Women's Policy Research, 2015 <https://iwpr.org/publications/status-women-illinois-2015-highlights/>

### *Impact Zone: Women's Leadership*

CFW envisions a world in which women have a seat and a voice at every table and invests in empowering women to be leaders in every community.

The Women's Leadership Development Initiative at CFW is developing a new generation of nonprofit leaders, from community organizing to the board room. CFW invests in the leadership of women of color and women in marginalized communities, and in strengthening the sustainability of women-of-color-led organizations, encouraging new models of leadership, development and community organizing. For example, the Board Boot Camp program increases the number women serving on nonprofit boards throughout the Chicago area by giving women the skills to be effective board members and connecting them with nonprofit organizations.



*Graduates of the WLDI Advocacy Academy.*

CFW builds women's power as philanthropists through the Giving Councils and Circles at CFW, which bring women together to pool their resources and make collective investments in their community.

This year, CFW has increased its focus on women's civic engagement. CFW created The 100 Day Fund, a targeted rapid-response fund to increase civic engagement, and sponsored the Women's March on Chicago in January 2017 and the Women's March on Springfield in April 2017, which engaged women and men in civic action on an unprecedented scale. CFW also partnered with the United State of Women to bring the Galvanize Program to Chicago to increase women's civic participation, leadership and representation.

*[The march] "literally would not have happened if it wasn't for CFW... You enabled Chicago's involvement in a really important day." Liz Radford, WMOC Co-Chair*

## Conclusion: What's Next

Achieving gender equity is not just a moral imperative. It would be an economic boon for every community in our region.

While we are rapidly approaching parity in some areas—labor force participation, professional/technical jobs- and have achieved it in another—higher education—we cannot become complacent. There is still work to be done. This report highlights where our community can focus our efforts: increasing the number of women in corporate and political leadership, valuing and equitably dividing unpaid care work, supporting the economic security of women and their families, reducing unplanned pregnancies, and ending violence against women.

The 100% Project at CFW gives us the tools and strategies to move the needle. We can build partnerships across sectors and industries to change culture, push policies that even the playing field and support economic security, invest in women's leadership, and give women the tools and resources to chart their own lives. And, we can all be champions for women and girls.

CFW is all in. Are you? Join us.



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Chicago Foundation for Women

# The Status of Women + Girls in Chicago

## Nearing Parity

### Labor Force Participation



**0.89**

Female-to-male ratio,  
Chicago MSA

### Professional/Technical Jobs



**0.90**

Female-to-male ratio,  
Chicago MSA

### Higher Education



**1.1**

Female-to-male ratio,  
Chicago MSA

Source: BLS Current Population Survey, 2015

## Corporate leadership



**0.67**

Female-to-male ratio of representation in leadership + managerial positions, Chicago MSA

Source: BLS Current Population Survey, 2015

## Political representation



**0.51**

Female-to-male ratio of political representation Illinois

Source: Rutgers University Center for American Women & Politics, 2017

## Teen pregnancy



**11**

Births to women aged 15-19 per 1,000 births in Chicago MSA.

Source: US Census, American Community Survey, 2015

## Violence against women



**1673**

Incidents of domestic violence, per 100,000 people

Source: Chicago Police Department, 2016



## Female-headed Households

**20.5%**

of families with children are female-headed households.  
Chicago MSA



Source: US Census, American Community Survey, 2015

## Unpaid care work



**0.61**

Male-to-female ratio of time spent on unpaid care work

Source: BLS American Time Use Survey, 2014

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