

chicago foundation for women

## 2018 Report on the Status of Chicago's Women and Girls



Report prepared by Chicago Foundation for Women

October 2018

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## letter from the president

It has been 33 years since Chicago Foundation for Women (CFW) was founded to increase investments in women and girls. Four years since CFW toured the Chicago region, hearing women and men across every demographic share their thoughts on how, collectively, we could best advance gender equity in our communities. And three years since CFW launched the 100% Project, an all-out, all-in effort across the city to address gender bias with the objective of achieving gender parity in the region within a generation.



With our pursuit of this ambitious goal comes a commitment to being transparent in our progress and collaborative in our efforts. This report provides an update on the state of gender equity in the Chicago region as of 2016\*. Where possible, we have included disaggregated data, broken down by race and ethnicity in order to tease out the different life experiences of diverse women across our region. This does not mean that each woman's experience is not unique or that race is the only lens through which to look at the data -- but it is an important lens through which to better understand the true status of women and girls in our region.

From 2015 to 2016, the Chicago metropolitan area made moderate progress towards gender parity in the areas of increasing women's overall participation and leadership in the workplace. Women's secondary and post-secondary educational achievement remains high. However, differences based on race and industry remain. In breaking these indicators down by race and sector, we are able to better identify which women and industries need additional support.

Teen birth rates have declined, while the proportion of female-headed households has increased, suggesting a need for additional investments in living-wage employment and stabilization services for single women and their families.

Reported incidents of sexual violence have decreased; however, we must continue to believe and champion survivors who speak up, as a backlash to #MeToo threatens to undermine efforts encouraging women to report violence and sexual assault and seek help.

The proportion of women in leadership remains low, though our region has one of the highest female-to-male ratios of political participation in the country, and we look forward to publishing an update on women's political representation following the upcoming elections.

Progress is being made, but it is still not enough. In order to reach complete gender parity, strategic advancements - and investments - must be made.

1 month until the midterm and gubernatorial elections. 12 years until the target date for the UN Sustainable Development Goal of gender equality. How many years until we reach our objective of gender parity? That's up to all of us.

With highest hopes,

K. Sujata

President/CEO

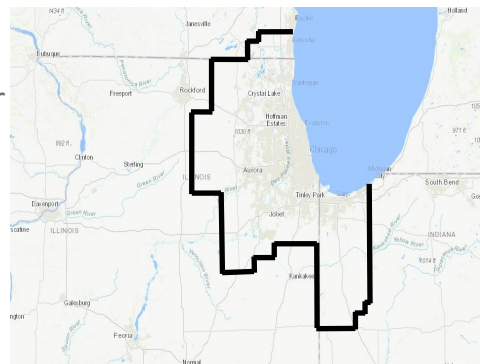
Chicago Foundation for Women

*Special thanks to Lindsay Carlin for all her help compiling this year's report and the stories within.*

*\*Unpaid care work uses most recent available 2014 data*

## executive summary

The Report on the Status of Chicago's Women and Girls tracks our region's progress towards gender equity, as measured by key indicators identified by McKinsey Global Institute in [The Power of Parity](#). This report examines 2016 data, where available, for the Chicago Metropolitan Statistical Area (Chicago MSA), which includes approximately 9.6 million people living in the Chicago-Joliet-Naperville, IL-IN-WI Metro Area, as well as the state, county and city level for comparison.



Chicago Metropolitan Statistical Area, U.S. Census,

## Women + the workforce



The overall ratio of female-to-male **college degree holders** remained constant from 2015 to 2016 at **1.10 to 1**.



Women's **corporate leadership** crept up almost negligibly from 0.66 to **0.67 in 2016**. In 2016, just 21 of Fortune 500 companies had a woman in the CEO position, down from 24 the previous year.

Compared to white men, women's **labor force participation** ratio increased from 0.89 to **0.90** and the ratio of women in **professional and technical jobs** increased from 0.90 to **0.95 in 2016**.

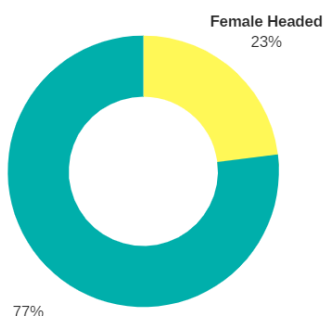


Across race and ethnicity, women are overrepresented in fields like healthcare, education and law, while underrepresented in construction, natural resources extraction, computer and math occupations. In higher education, labor force and professional/technical careers, we see much lower participation ratios for women of color.

## Women + caregiving



The latest available data\* shows women engage in **unpaid care work** at **nearly double** the rate men do.



The percentage of **female-headed households** in the Chicago MSA rose by three points to **23 percent**. In the city of Chicago the number approaches **one in three**.

## Teen birth rate

The **teen birth rate** for the Chicago MSA region was **16** per 1,000 births to young women aged 15-19.



## Political representation



Women held **32.8%** of state legislative seats and **50%** of executive offices in 2016.

## Violence against women

In 2016, there were **1,673** reported incidents of **domestic violence** and **15.4** incidents of **rape** per 100,000 women.



## about the report on the status of chicago's women + girls

In 2014, Chicago Foundation for Women (CFW) embarked on a listening tour, hosting over 500 conversations about how to accelerate progress towards gender equity in our region. The product of these conversations was **The 100% Project**, an all-in, all-out effort to end gender bias in the Chicago region, within a generation. The key strategies of The 100% Project are breaking individual and systemic bias; working across industries and sectors; and advancing policies and programs promoting gender equity

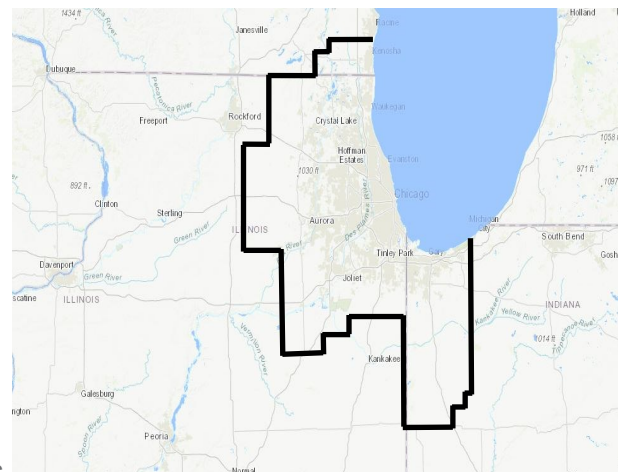
As part of The 100% Project, CFW provides annual updates on the state of gender equity and our region's progress. The initial Report on the Status of Chicago's Women + Girls was published in 2017, using data and indicators of gender parity identified by the McKinsey Global Institute.

In its 2016 report, [\*The Power of Parity\*](#), McKinsey Global Institute identified key indicators of gender equity. These indicators align with CFW's focus on economic security, access to health, freedom from violence and increasing women's leadership, and serve as CFW's guideposts for measuring our region's progress towards gender equity. There are **six areas** where the greatest disparities lie and where the most significant gains are possible: corporate and political leadership; unpaid care work; female-headed households; teen birth rates; and violence against women.

- Labor force participation
- Representation in professional/technical jobs
- Higher education
- **Corporate leadership**
- **Political representation**
- **Unpaid care work**
- **Female-headed households**
- **Teen birth rate**
- **Violence against women**

This report provides an update on the state of gender equity in the Chicago region as of 2016\*, examining data for our region at the state level, Chicago Metropolitan Statistical Area (Chicago MSA) - which includes approximately 9.6 million people living in the Chicago-Joliet-Naperville, IL-IN-WI Metro Area - at the county and city level. Where possible, we have broken down data by race and ethnicity to reflect the diversity and reality of our region.

This report also includes examples of how CFW partners and grantees are working to build safer, healthier and more just communities for Chicago-area women and girls.



Chicago Metropolitan Statistical Area, U.S. Census, 2015

### ***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.

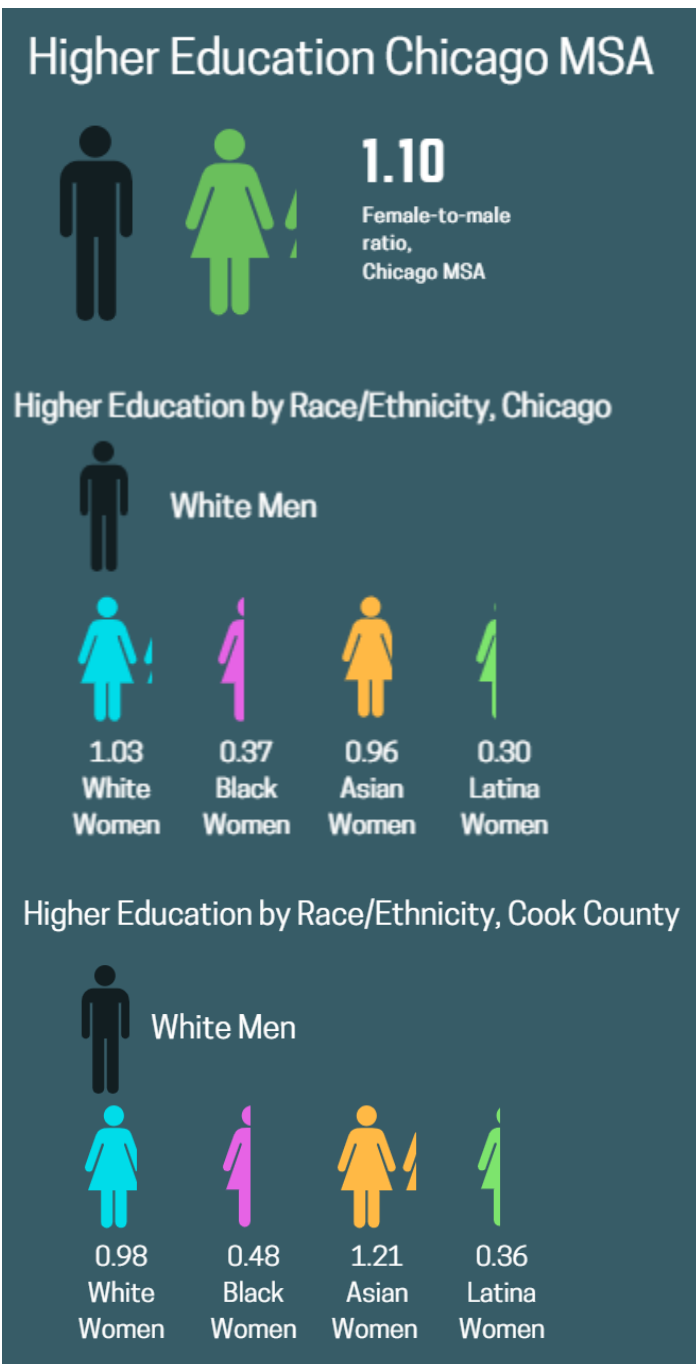
*The Power of Parity*, McKinsey Global Institute

# what is equity?

What will a gender equitable Chicago region look like? A region that values diversity and community. Across the gender spectrum, individuals have the right to self-determination and agency over their bodies, families, health and well-being. Women and girls feel safe on any street. Men and women share the responsibility of caregiving. The needs and experiences of women of color, low-income women, LGBTQIA women and women with disabilities are no longer pushed to the margins. Little girls have the opportunity to be whatever they dream, be it a construction worker, Fortune 500 CEO or civic leader.

In terms of data, this looks like women and men graduating and participating in the labor force in equal rates, equally distributed among fields and professions, and achieving leadership roles at equal rates. It looks like equal amounts of time spent on care work. It looks like reducing the number of unintended pregnancies, and breaking the correlation between single- and teen-motherhood and economic insecurity. It looks like the end of gender-based and sexual violence.

In several indicators related to education and participation in the labor force, women as a group appear to be at or near parity in the Chicago region—measured as equal rates of participation compared to white men.



U.S. Census Bureau, 2016 American Community Survey 1 year estimates

## higher education

The overall ratio of female-to-male degree holders remained constant from 2015 to 2016 at **1.10 to 1**, with women graduating from college at slightly higher rates than men.

At first glance, this appears to be one area where equity has been securely achieved. However, when we break down education by race and ethnicity, we see a starkly different picture.

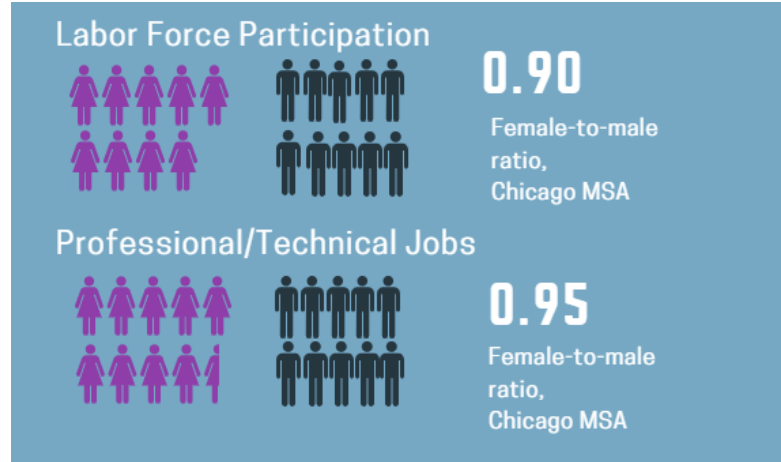
In Chicago, Black and Latina women are graduating college at a third of the rate of white men and women. The number of women of color obtaining college degrees increases in we move beyond the city and look at Cook County as a whole. Within each race and ethnic group, women are either very near, or have exceeded parity with men in college degrees.

# women in the workplace

## labor force participation

Women's labor force participation, measured as the ratio of women to men in the labor force, increased from **0.89** in 2015 to **0.90** in 2016.

The ratio of women in professional and technical jobs compared to men increased from **0.90** to **0.95** in 2016. This looks at the number of women in high-productivity and high growth potential jobs in professional and business services, information, and manufacturing<sup>1</sup>.



U.S. Census Bureau, 2016 American Community Survey 1 year estimates

Compared to white men, white women are working at the highest rates, followed by Asian women, Latina women and then Black women. Barriers to women's labor force participation may include Chicago's persistent segregation<sup>2</sup>, hiring bias, and a lack of affordable childcare. It bears noting that within racial and ethnic groups, Black women have the highest labor force participation, slightly exceeding their Black male peers, possibly reflecting the impact of disproportionate rates of incarceration of Black men and boys and hiring bias, and suggesting that Black women are relied on as economic pillars of their families and communities.

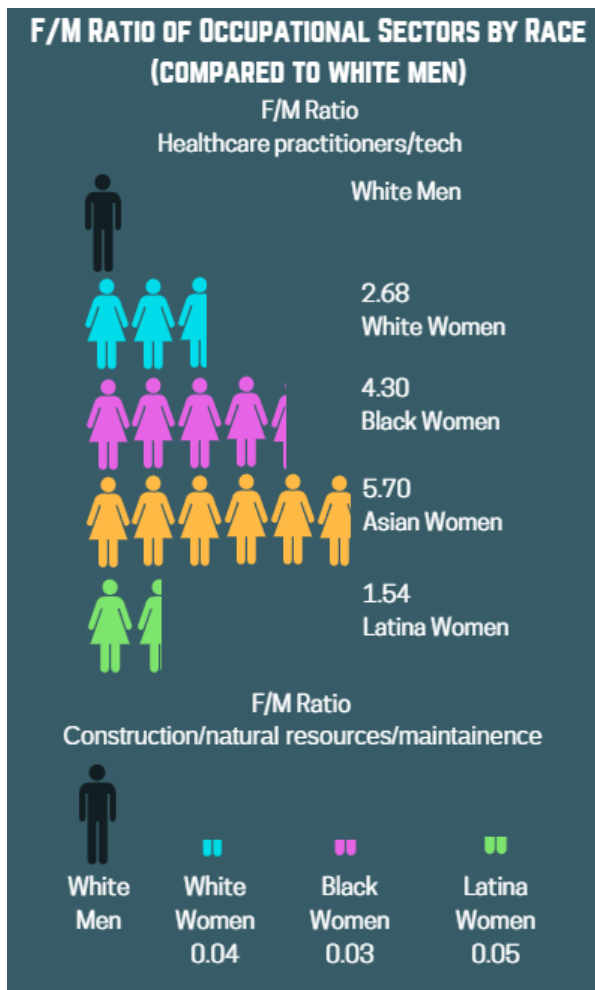
Further breaking down women's workforce participation by race and industry shows us that women continue to be underrepresented in certain fields and overrepresented in others. Across race, education, healthcare and sales continue to be feminized work. In healthcare, women of color, specifically Black and Asian women, drastically outnumber men.



U.S. Census Bureau, 2016 American Community Survey 1 year estimates

<sup>1</sup> <https://www.mckinsey.com/~/media/McKinsey/Featured%20Insights/Employment%20and%20Growth/The%20power%20of%20parity%20Advancing%20womens%20equality%20in%20the%20United%20States/MGI-Power-of-Parity-in-US-Full-report-April-2016.ashx>

<sup>2</sup> <https://www.citylab.com/equity/2016/12/the-persistent-inequality-of-neighborhoods/509408/>



Sex ratio by occupation data for civilian employed population 16 + for the City of Chicago, 2016

Women are underrepresented in higher-earning fields like construction, natural resource extraction and maintenance. Asian women are so underrepresented that their numbers are not significant enough to register.

This occupational divide has long term economic consequences for women's earnings. Male-dominated construction and extraction occupations in the Chicago MSA are paid a median salary of nearly \$78,000<sup>3</sup>. Meanwhile, healthcare practitioners and technicians, a female-dominated field, are paid a median salary of just over \$70,000. This number reflects a wide range of jobs and salaries, from pharmacists and surgeons (with high education levels and high barriers to entry) to orderlies and nursing assistants. For home health aides and nursing assistants, where women of color tend make up the majority of workers<sup>4</sup>, the median salary is below \$28,000.

This disparity in take-home pay has consequences for women's ability to accrue savings and build wealth. As summarized by the 2017 report [Closing the Women's Wealth Gap](#):

*Low wages mean women have less capacity to save and invest in wealth-building assets, and they are more likely to turn to higher-cost debt products to meet daily expenses or unexpected emergencies. Women who work in minimum wage, lower-wage, or part-time jobs typically do not have access to employer-provided retirement savings plans or benefits like healthcare, paid sick and family leave.*

Achieving economic security - where women earn at least \$40,000 a year - means more than achieving equal workforce participation rates. It means breaking down occupational segregation that pushes women toward careers with lower earning potential, and paying a living wage for historically undervalued, feminized work. It also means increasing opportunities for women to advance and become leaders in the workplace.

## corporate leadership

Although, on the whole, women are graduating from college and joining the labor force at rates nearly matching men, women remain underrepresented in leadership and managerial roles. Women's leadership crept up almost negligibly from 0.66 in 2015 to **0.67 in 2016**. The consequence of this is a depleted pipeline of women for top leadership roles. In 2016, just 21 of the Fortune 500 companies had a woman in the CEO position, down from 24 the previous year<sup>5</sup>.

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



3 2017 data [http://www.ides.illinois.gov/LMI/Pages/Occupational\\_Employment\\_Statistics.aspx](http://www.ides.illinois.gov/LMI/Pages/Occupational_Employment_Statistics.aspx)

4 <https://phinational.org/wp-content/uploads/legacy/phi-home-care-workers-key-facts.pdf>

5 <http://fortune.com/2016/06/06/women-ceos-fortune-500-2016/>



### ***impact zone: warehouse workers for justice***

*One barrier to women breaking into, and remaining in, well-paying, male-dominated fields is workplace discrimination, harassment and abuse. Approximately three in five women report experiencing sexual harassment<sup>6</sup>. In addition to job training and education to ensure women have the skills for good paying jobs, CFW invests in organizing and advocacy to create workplaces that work for women and empower them to speak up against harassment and abuse.*

*Located at the center of the country's highway and rail system, the Chicago region is home to a growing transportation and logistics industry, with over half a billion square feet of warehouse and over 150,000 warehouse workers<sup>7</sup>. An estimated 25,000 of those employees are women - many of them women of color<sup>8</sup>.*

*CFW grantee Warehouse Workers for Justice (WWJ) empowers workers to organize for better conditions and develops workers as movement leaders.*



*Bernadette Quasie, a former warehouse worker, board member and member of WWJ's Women's Committee, is one such leader. Quasie educates other women on their workplace rights and empowers them to unify and use their voices to speak up for themselves and others.*

*"Giving them that knowledge and that empowerment to know that they can work these different jobs and they're legally able to do it, it's just impactful," Quasie says. "I help develop leaders as well, and give women voices."*

*The Women's Committee was established to address discrimination, sexual harassment and violence affecting women in Chicago-area warehouses<sup>9</sup>. "The wage gap is huge between women and men, as we know, and I think knowing that piece and empowering women to fight and just keeping the momentum going in that direction for equality is so important," Quasie adds.*

*A 2017 report from WWJ, *Boxed In*, found that "a woman in the [warehouse] industry loses on average \$9,776 annually due to discriminatory hiring and placement practices by staffing firms."*

*Women reported being punished for needing to take time off to care for sick children or due to lack of childcare, being illegally fired during a pregnancy, and being steered away from good paying jobs to support themselves and their families.*

*Led by Black and Latina women warehouse workers, the Women's Committee advocates for policies that support reproductive justice for working women, including removing barriers to good paying jobs and advocating for paid leave. With support from CFW's Catalyst Fund for Reproductive Justice, in 2017 the Committee was part of a coalition that successfully advocated for legislation to address discrimination by requiring temp agencies to report statistics on the race and gender of employees they hire.<sup>10</sup> With the support of WWJ, members have also successfully challenged sexual harassment in their workplace.*

*For working women, worker justice is reproductive justice. CFW and The Women's Committee at WWJ are there to support working women in fighting for reproductive justice in every workplace.*

6 <https://poll.qu.edu/national/release-detail?ReleaseID=2502>

7 <http://www.ides.illinois.gov/LMI/Where%20Workers%20Work/2017.PDF> ; <http://www.ww4j.org/the-chicago-distribution-hub.html>

8 [http://www.ww4j.org/uploads/7/0/0/6/70064813/boxed\\_in\\_small.pdf](http://www.ww4j.org/uploads/7/0/0/6/70064813/boxed_in_small.pdf)

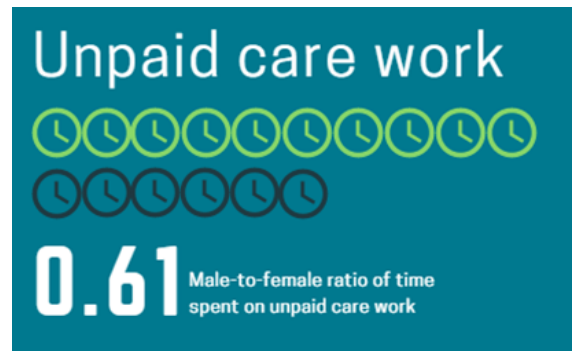
9 <http://www.ww4j.org/uploads/7/0/0/6/70064813/atworkatrisk.pdf>

10 <http://www.ilga.gov/legislation/BillStatus.asp?DocTypeID=HB&DocNum=690&GAID=14&SessionID=91&LegID=100992>

## women + care work

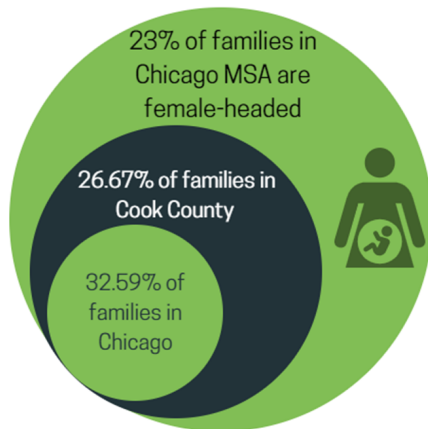
The latest available data shows women engage in unpaid care work at nearly double the rate men do, with women spending one hour on unpaid care work for every 36 minutes spent by a man. Unpaid care work includes unpaid child care, caring for family members and housework.

A large contributor is women's role as primary caretakers for children and other family members<sup>11</sup>. Even after women leave the prime childbearing years, many are still balancing work with care obligations. According to the American Time Use Survey, nationally, one quarter of women aged 45 - 64 are caring for an older relative<sup>12</sup>. Without paid family leave policies, many caregivers are forced to cut back or drop out of the workforce entirely.



## female-headed households

The lack of supportive family leave policies is especially detrimental to female-headed households, where women are both the primary caregiver and breadwinner. The percentage of households headed by women in the Chicago MSA rose by three points from 2015 to 2016, to 23 percent. In Cook County, one in four households is female-headed, and in the city of Chicago the number approaches one in three.



U.S. Census Bureau, 2016 American Community Survey 1 year estimates

This data speaks to a need for policies that recognize and support the work many women are doing as primary breadwinner and caretakers. This includes paid sick and parental leave, living wages and scheduling that creates work-family balance, whether

that is flexible scheduling to allow for after school pick-ups or stable schedules that allow parents to plan out their childcare needs. CFW funds advocacy for policies to support working parents and caregivers. If achieved, these policies would not just benefit women, but all those caring for children or family members.

### impact zone: women employed

CFW grantee *Women Employed* led the way in passing a paid sick leave ordinance for workers in Chicago. Now, they are working with a coalition of organizations to achieve paid leave, including sick leave and family leave, statewide in Illinois.

The paid sick leave ordinance, which took effect on July 1, 2017, allows employees to earn one hour of paid sick time for every forty hours worked, up to 40 hours or 5 sick days. But the ordinance is about more than what happens when an employee gets sick. It also covers employees who need to take time off to care for a sick family member, such as a child, partner or chosen family member. Workers can also use paid sick leave if the worker or family member is a victim of domestic or sexual violence, or if a public health emergency closes their child's school and they are unable to find



<sup>11</sup> <https://www.caregiver.org/women-and-caregiving-facts-and-figures>

<sup>12</sup> <https://www.nytimes.com/2017/12/19/business/economy/women-work-elder-care.html>

childcare.

*“We have been doing outreach around this to let people know the law exists and what their rights are,” Women Employed Director of Equal Opportunity Policy Melissa Josephs says. Outreach includes postcards in English and Spanish, a CTA campaign and the creation of a website, [sicktime.org](http://sicktime.org), in several languages where employees can learn more about the law and calculate their earned time off.*

*The intent of laws like paid sick leave is to counter the economic disruption of events like a child getting sick or caring for an aging parent. These are a fact of life that affect almost everyone, but have a disproportionate impact on women as caregivers.*

*“Women do a lot of the unpaid caregiving,” Josephs says. “A lot of people who are in the lowest percentile of wages are the ones least likely to have paid sick time, a lot of those are women.”*

*Next up on the Women Employed policy agenda is paid family and medical leave.*

*Under the current Family and Medical Leave Act, employees may have the right to twelve weeks of unpaid leave. “But how many people have enough money to take twelve unpaid weeks off?” Josephs asks. “So we are working in Illinois on a bill that would provide some paid leave and it would be funded through a payroll tax deduction similar to Social Security, where a small amount goes into a pot and when you need the leave you get a portion of your wages.”*

*Women Employed advocates for paid family and medical leave that covers serious illness or hospitalizations for a worker or family member, and for all new parents.*

*Ensuring paid leave for both parents is critical to gender equity both at home and in the workplace. “Paid leave should not just be for women who gave birth, it should be for their partners, and for any new parent who has a baby or adopts a child,” Josephs says. “Especially on something like paid family leave and new parent leave, we are encouraging men as well as women to use this.”*

*“It should be more inclusive. This all affects women, [but] I think it’s important in a lot of these issues that it’s seen as being helpful and necessary for all workers, especially so that we don’t punish women when they take this leave. The more everyone uses this, the more we can make a cultural adjustment.”*

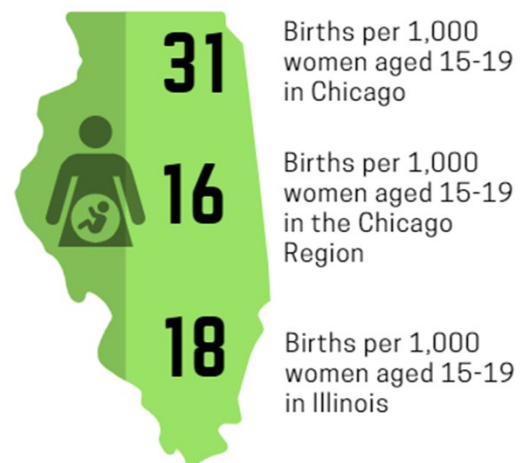
## teen birth rate

There are several ways of measuring the occurrence of teen pregnancy. The teen birth rate is measured as the number of births for the total population of young women aged 15-19.

The Chicago region reported a rate of 16.6 births per 1,000 young women aged 15-19, compared to 18.7 in 2015<sup>13</sup>. This rate was calculated using the most recent IDPH population projections available<sup>14</sup>.

As a proportion of total births, births to teen mothers, aged 15-19, accounted for:

- **6 percent of total births in Chicago**, down from 6.5 percent in 2015;



Illinois Department of Public Health, 2016

<sup>13</sup> <http://dph.illinois.gov/sites/default/files/publications/Teen-Births-by-County-2016.pdf>

<sup>14</sup> <http://www.dph.illinois.gov/sites/default/files/publications/population-projections-report-final-2014-041516.pdf>

- **4.5 percent of births in Illinois counties comprising the Chicago MSA<sup>15</sup>**, down from 4.9 percent in 2015; and
- **5.1 percent of births in Illinois**, down from 5.6 percent in 2015.

### ***impact zone: chicago freedom school***

*At the center of any conversation about the lives of young people must be the voices and experiences of young people. Through the Catalyst Fund for Reproductive Justice, Chicago Foundation for Women is committed to building a reproductive justice movement for all women and girls, and investing in organizations that are growing youth leadership and giving young people the skills and support to advocate for themselves and their rights.*



*Reproductive justice includes the right to accurate information and the ability to make informed decisions about your body and health.*

*CFW grantee Chicago Freedom School launched Project HealUs in 2015 to empower young people of color with the tools to explore, engage and expand the work of the reproductive justice movement within their communities. Chicago Freedom School works on “activating and preparing young people to participate in the larger reproductive justice movement by providing foundational skills, knowledge, and community that is essential to building informed, confident, and experienced young reproductive justice activists.”*

*Project HealUs brings together young people of color ages 14-22 for six full-day intensive youth-centered and youth-led trainings focused on reproductive justice and the politics of the body; misogyny awareness; reproductive planning; rape culture knowledge and identification; communication and compassionate countering techniques; and organizing strategies to dismantle oppressive systems and create change.*

*Chicago Freedom School builds youth leadership as participants and also as program leaders. Trainings are largely planned by Project HealUs alumni like Karla DeJesus, a college freshman who first participated in Project HealUs in 2017. DeJesus describes her experience with Chicago Freedom School as “super empowering.”*

*“I learned how to take care of myself and other women and femmes,” she says. “Even as a curriculum team member, it teaches me a lot about healing.”*

*This past summer, DeJesus facilitated the reproductive planning sessions, focused on getting youth to critically consider questions like, “How do you see your reproductive life in the future, and what steps can you take in order to get to that?” DeJesus guided participants through scenarios practicing healthy, safe and honest communication with partners about topics like sexually transmitted infections, sexual health and expectations.*

*Developing these critical thinking and communication skills ensure young people have the tools to make informed decisions about their own reproductive health, but also to be leaders in achieving reproductive justice for all young people.*

*“We see a lot of people grow from being really quiet to asking questions,” DeJesus says. “It was a nice view of seeing someone go from ‘I don’t know what this means’ to ‘I get it, I’m gonna use it in my everyday language.’”*



## violence against women

For too many women, the threat of violence shapes their lives, limiting their opportunities and experiences.

According to data collected by the Chicago Police Department, there were 1,673 acts of domestic violence committed per 100,000 women in 2016. (Statistically, violence committed against women accounts for the majority of domestic violence.) With an estimated 1.39 million women in Chicago<sup>16</sup>, that adds up to approximately 23,250 incidents per year or 63 per day. It is important to note that this number is likely an undercount. The Bureau of Justice Statistics estimates that 44% of domestic violence incidents are not reported to law enforcement<sup>17</sup>.

Reported incidents of rape dropped slightly from 15.7 per 100,000 women in 2015 to 15.4 in 2016. We must continue to believe and champion survivors who speak up, as a backlash to #MeToo threatens to undermine efforts encouraging women to report violence and sexual assault and seek help.

CFW invests in critical assistance for survivors of domestic violence, including emergency shelter, counseling and financial empowerment, but also invests in innovative efforts to prevent violence and address the root causes of abuse.



Chicago Police Department and FBI, 2016

### **impact zone: center for advancing domestic peace**

*Once a week, a group of men gather in a small office on the West Side of Chicago. As they settle in, they share the highs and lows of their week. They check in on how they are feeling, on their relationships with their partners and children and how they are using the new skills they are learning in the group.*

*A majority of these men have been convicted of misdemeanor domestic battery. Through an intervention group at the Center for Advancing Domestic Peace, they are trying to break the cycle of violence and abuse that brought them here.*

*The Cook County Circuit Court mandates completion of a Partner Abuse Intervention Program (PAIP) for anyone convicted of first time misdemeanor domestic battery. The Center for Advancing Domestic Peace (the Center), a CFW grantee, is the only Partner Abuse Intervention Program in Cook County which focuses solely on rehabilitating adult perpetrators of domestic violence. The Center runs nine intervention groups in the Tri-Taylor, Englewood, and Chicago Lawn neighborhoods, with separate groups for men, women and Spanish-speaking participants.*

*The Partner Abuse Intervention Program, “Beliefs and Skills for Domestic Peace,” is grounded in the Center’s core belief that “most people are not abusive by nature [and] those who have chosen to abuse can change.”*

*Over the course of the 24 week program, participants meet weekly in small groups where they explore the dynamics of power, control and abuse, and learn healthy relationship skills. Participants practice skills for effective communication, non-threatening behavior and preventing escalation. They explore*

<sup>16</sup> <https://www.census.gov/quickfacts/chicagocityillinois>

<sup>17</sup> <https://www.bjs.gov/content/pub/press/prdv0615pr.cfm>



personal beliefs used to justify violence and abuse and hold each other accountable for the choices they make.

“We of course deal with the problems that were occurring to bring this person to our program,” CADP program facilitator and Coordinator of Aftercare Services Terri Pope says. Many participants grew up with the normalization of abuse, witnessing and experiencing violence among family members and peers, Pope says. “We also go back, because you have a whole belief system that brings you to the behaviors that you do. We challenge where these beliefs come from.”

The best part of her job, according to Pope, is the ‘aha’ moment when the lessons click. A participant communicates his feelings, successfully de-escalates a conflict with his partner or notices a positive change in the quality of his relationships with his partner, his children, family members or friends.

“They no longer want to engage in that kind of behavior. It’s destructive to them, it’s destructive to their partners, so they decide that they need to do something a bit differently.”

“Relationships shouldn’t be a power struggle,” she adds. “We should be able to disagree - it’s how we disagree.”

After completing their PAIP with the Center, Pope says many participants return to attend after-care sessions, either Real Men Advancing Peace or the Sisters’ Peace Circle, to continue to build on the skills taught in the PAIP and “to be able to keep each other accountable so that they don’t slip back into those ways.”

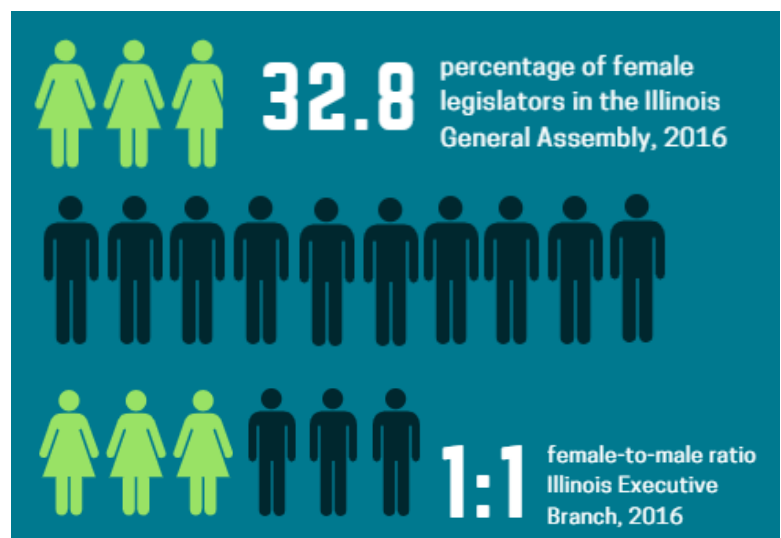
Though PAIP is not easy to complete, Pope is optimistic about the results it yields. “Every time we have new people come, there’s always hope,” Pope said. “There’s always the great possibility that this is going to be another group of people that are going to just really, really get it, and when they do make those changes it directly impacts their families and the community at large”

Most participants make some substantive changes but PAIP is just the first step. The Center’s aftercare program supports their practice in using the new skills learned in the PAIP to help behavioral changes “stick”.

## political representation

In 2016, women held 32.8 percent of state legislative seats in Illinois, up from 31.1 percent in 2015 and putting Illinois in the top 10 states for women’s representation<sup>18</sup>. Women also held three of six executive branch offices; two are women of color.

With the midterms fast approaching and an open mayoral contest in 2019 with several women candidates, we may be looking at a very different picture in the coming years.



<sup>18</sup> [http://www.cawp.rutgers.edu/state\\_fact\\_sheets/il](http://www.cawp.rutgers.edu/state_fact_sheets/il)

## conclusion

Chicago Foundation for Women has been investing in gender equity, day in and day out, for thirty-three years. There is no 'next year,' or 'next election.' There is what we can do here and now to drive change and close the gap for women and girls.

This report highlights that while we appear to be approaching parity in some areas, that is not true for all women. If we are to achieve true equity for **all women**, we must continue to make targeted investments in economic opportunity for women of color. We must support women's leadership, and policies that support women as mothers and breadwinners. We must empower young people to make decisions about their health, their bodies and their futures. And we must end violence against women and girls.

The 100% Project challenges us all to find ways to make a difference in our own lives as parents, teachers, employers, co-workers and civic leaders. We can build partnerships across sectors and industries to change culture, push policies that give women and families a hand up, invest in women's leadership, and give women the tools and resources to chart their own lives. We can all be champions for women and girls.

CFW is all in. We are ready to go all out. Are you? Join us.



*Share the report and join the conversation using #StatusOfChiWomen*

*Interested in bringing CFW and the 2018 Report to your workplace or organization? Contact CFW Manager of Communications Kyle Ann Sebastian at [ksebastian@cfw.org](mailto:ksebastian@cfw.org).*



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