

# chicago foundation for women

## 2019 Report on the Status of Chicago's Women and Girls



**Report prepared by Chicago Foundation for Women**

**in partnership with**

**Loyola University Center for Urban Research and Learning**

CENTER FOR URBAN  
RESEARCH AND LEARNING



**August 2019**

## table of contents

LETTER FROM THE PRESIDENT.....	3
ABOUT THE REPORT AND DATA.....	4
HIGHER EDUCATION.....	6
GROW YOUR OWN.....	6
LABOR FORCE PARTICIPATION.....	8
RESTAURANT OPPORTUNITY CENTER CHICAGO.....	9
UNPAID CARE WORK.....	10
TEEN BIRTH RATE.....	11
CHICAGO WOMEN’S HEALTH CENTER.....	11
FEMALE-HEADED HOUSEHOLDS.....	13
WOMEN IN THE WORKPLACE.....	13
TARGET HOPE.....	14
POLITICAL REPRESENTATION.....	15
MIKVA CHALLENGE.....	15
VIOLENCE AGAINST WOMEN.....	16
YOUTH OUTLOOK.....	18
CONCLUSION.....	19

## letter from the president

Four years ago, Chicago Foundation for Women (CFW) launched the 100% Project, an all-in, all-out effort to achieve gender parity in the Chicago region within a generation. It is an ambitious goal, but one we believe is within reach when powered by the collective impact and the increasing, targeted investments that have bolstered CFW over the last 34 years.



The 100% Project is rooted in conversations with Chicagoans from every walk of life about what the biggest issues are for women and girls today, and what we should be doing about those issues, right now. To keep the conversation going each year, CFW issues an annual Report on the Status of Chicago's Women and Girls to provide an update on the state of gender equity in our region. This year's report uses the latest available data from 2017 to provide an update on nine key indicators. It offers a comprehensive look at our progress as a region, and it allows us to assess which women and industries need additional support.

In its 2016 report, [\*The Power of Parity\*](#), McKinsey Global Institute identified key indicators of gender equity: corporate and political leadership; unpaid care work; female-headed households; teen pregnancy; and violence against women. These indicators align with CFW's focus on economic security, access to health care and freedom from violence, and they serve as CFW's guideposts for measuring our region's progress toward gender parity.

But data can only tell us so much. A nuanced understanding of the stories behind the data requires a critical, intersectional lens that acknowledges the diversity of women's experiences and the factors that complicate, contribute to or influence certain indicators. To paint a fuller picture of the lives of women and girls, we have included stories in the report that follow Chicagoans working on and living these issues every day.

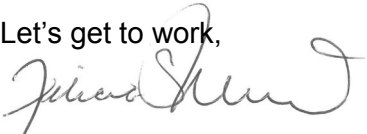
From 2016 to 2017, the Chicago region made moderate progress toward gender parity in the areas of women's representation in corporate and political leadership and in professional and technical jobs. Gender parity remained steady in the area of college completion. Women's labor force participation has crept up, despite the fact that women continue to spend 1.5 times as much time on unpaid care work compared to men. Progress is being made; however, gaps still remain, and persistent inequities emerge once data is broken down by race and industry.

Teen birth rates have declined at the state and city levels overall, but the proportion of female-headed households has remained steady, suggesting a continued need for services that address new mothers' health, safety and economic well-being.

Violence against women, especially women of color, remains alarmingly high.

This year, Chicago made history with the election of the city's first Black woman mayor, and first openly gay mayor, alongside the election of women of color as City Treasurer and City Clerk. At the highest levels, women run Chicago.

A generation of girls will come of age in a city led by women of color. This must go beyond the symbolic. It must be an explicit commitment to improving the lives of women and girls, and to building a safe, just and healthy Chicago for all. Chicago's community of women, girls and partners are ready to make it the best place in the country for women and girls.

Let's get to work,  


Felicia S. Davis  
President/CEO

Chicago Foundation for Women

*Special thanks to Dr. Gina Spitz at Loyola's Center for Urban Research and Learning, and Alexandra Pollock for their work on this report.*

## about the report + data

In 2014, Chicago Foundation for Women (CFW) asked women and men, boys and girls what they needed to move our region closer to gender equity. The result was The 100% Project, an all-in, all-out effort to end gender bias in the Chicago region within a generation. The 100% Project belongs to all of us, and the strategies behind it require full buy-in and full participation at every level and in every sector, across our region.

As part of The 100% Project, CFW provides annual updates on the state of gender equity in the Chicago region, looking at key indicators in nine impact areas identified by McKinsey Global Institute in its 2016 report, The Power of Parity, that align with CFW's focus on economic security, access to health, freedom from violence and increasing women's leadership.

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

### The 100% Project Strategies

- Breaking individual and systemic bias
- Working across industries and sectors
- Advancing policies and programs promoting gender equity

## *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*

Using 2017 data, this report looks at how women stack up across secondary education, in the workplace, and in leadership, with an eye toward achieving gender parity between women and men. It also looks at indicators that tell us more about what daily life looks like for women and girls – how many are living with violence, becoming young mothers, or living as primary breadwinner and caregiver for their households. The report looks at state, county and city level data, broken down by race and ethnicity wherever possible in order to reflect the diversity and reality of life for women in our region.

## what is equity?

What will a gender-equitable Chicago region look like?

It looks 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, girls, trans and gender non-conforming people 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 heard, validated and respected. Little girls have the opportunity to be whatever they dream, be it a construction worker, Fortune 500 CEO or Mayor of Chicago.

In terms of data, this looks like women and men graduating, participating and achieving leadership in the workforce at equal rates, equally distributed among fields and professions and receiving fair pay.

It looks like women and men spending equal amounts of time caring for children, the elderly and households. It looks like reducing the number of unintended and unwanted pregnancies, and breaking the correlation between single and teen motherhood and economic insecurity. It looks like the end of gender-based and sexual violence.

## The limitations of data

This report utilizes 2017 data from the Bureau of Labor Statistics (BLS), the US Census American Community Survey (ACS), the Rutgers Center for American Women and Politics, the Illinois Department of Public Health, and the Chicago Police Department. Data analysis was performed by the Center for Urban Research and Learning at Loyola University.

Our understanding of the status of women and girls in our region is influenced by the data available, and the limitations of that data. Some of the limitations come from missing response data from ‘hard to count’ populations such as undocumented immigrants, people dealing with housing insecurity and migrant workers.<sup>1</sup> Longstanding concerns remain about the ways in which government surveys collect and measure race.<sup>2</sup>

Additionally, the availability of data at the national, state and local levels varies. There are a few differences in the way data on women’s participation in professional and technical jobs was operationalized at the national level versus state and local levels. At the national level, the BLS data directly separates professional and managerial positions, while state and local data was taken from the ACS, which categorizes occupations differently. Therefore, at the state and local levels, managerial positions are all that fall under “management, business, and financial occupations,” and the professional and technical jobs are those that fall under “science and arts occupations: computer, education, healthcare.” This categorization obviously limits our understanding of workforce participation for women outside those sectors, such as women in construction or manufacturing.

Finally, this quantitative data only tells us the ‘what,’ not the ‘why’ or ‘how.’ To understand why teen birth rates are decreasing, or why the time spent on caregiving matters, we must turn to qualitative data from the lived experiences of our grantees and the women and girls they serve. To paint a fuller picture of what life looks like for women and girls in Chicago, this report also highlights CFW partners and grantees working on the frontlines every day to build safe, healthy and just communities for Chicago-area women and girls.

<sup>1</sup> [Census Data in the 21st Century: Changes and Challenges](#)

<sup>2</sup> Washington Post, [There’s a big problem with how the census measures race](#), 2018



## what is equity?

### higher education



**1.15**

Female-to-male ratio,  
higher education  
completion

Women in Chicago are graduating from college at higher rates than men, with 11.5 women graduating for every 10 men, an increase from a ratio of 1.1 to 1.0 in 2016. According to the American Association of University Women (AAUW), women hold nearly two-thirds of the outstanding student debt in the United States. Women often have to take out larger loans than their male peers, and due to the gender pay gap, take longer to pay off their debt compared to men.<sup>3</sup> This debt has consequences for women's ability to pay bills and build long-term wealth to support themselves and their families.

*CFW grantee Women Employed (WE) is a leading advocate in Illinois for financial aid to help low-income students achieve their dreams. WE led the charge to make sure funding streams like Monetary Award Program (MAP) and Pell Grants are available to students who need them. WE also works to ensure student borrowers are protected, working with the Illinois Attorney General's office and our partner organizations to pass a Student Loan Bill of Rights in 2017, which protects borrowers from deception by requiring loan servicers in Illinois to provide clear and accurate information to borrowers.*

### Grantee feature: Grow Your Own

While higher education is one area where gender equity appears to exist, data from 2016 shows that in Chicago, Black and Latina women are graduating college at a third of the rate of white men and women. CFW grantee Grow Your Own Illinois (GYO) supports low-income women of color in their path to complete college and become teachers through community, academic support and financial assistance. GYO addresses the significant barriers to entry and completion of college for women of color, many of whom are working or mothers. In assisting future teachers of color with tuition and the 'invisible' costs of higher education (e.g., books and childcare), GYO paves the way for more equitable classrooms. With a candidate pool that is 39% Black and 58% Latinx, and a job placement rate of 83%, GYO maintains the most diverse teacher pipeline in the state of Illinois.

Auriel Dawson, a GYO graduate, was inspired to teach when she reflected on her own time in Chicago Public Schools and the lack of teachers of color.

<sup>3</sup> [Deeper in Debt](#), AAUW, 2016



Auriel realized that she could “go back into the community and be an inspiration and an advocate” for students of color like her. She now teaches first and second grade in the Washington Park neighborhood. “Just to see a person who looks like you makes you open to the experience more,” Dawson says. “You feel like you have someone to relate to – they can understand you in a different way.”

GYO is currently (as of 2019) supporting 82 candidates. As a partner in the college process, GYO identifies what each participant needs, from tuition assistance in the form of forgivable loans, transportation, books or childcare. They also help with test preparation through tutoring, study sessions and individualized support.

“I think it’s easy to forget that it takes time, it takes money, it takes resources to study,” Auriel says. “It takes commitment and dedication. And if you don’t have support, you have to decide: am I going to put this effort into school or into life?”

Grow Your Own “was there every step of the way,” Auriel adds.

GYO engagement extends beyond future teachers and into the community. Teachers are recruited directly from the communities they will go on to serve, recognizing the untapped resource of committed, passionate, justice and community-oriented women who show promise as teachers but are limited by a lack of funds or support. The community lens at GYO reduces teacher turnover, creating more stability for students. Community cohorts provide emotional and academic support, as well as education about and tools to combat the structural issues that impact their students’ lives and education.

“The professional development that they offer are hands on,” Auriel says. “You talk about restorative justice and not just what it is but what it looks like – and how to bring it to the classroom. They introduce the theory but they also teach you how to put it into practice.”

GYO’s impact is twofold: participants are more likely to complete college, and future students of color have an advocate and a role model they can relate to. The comprehensive services offered by GYO are an investment in women’s economic security and in future educational equity.



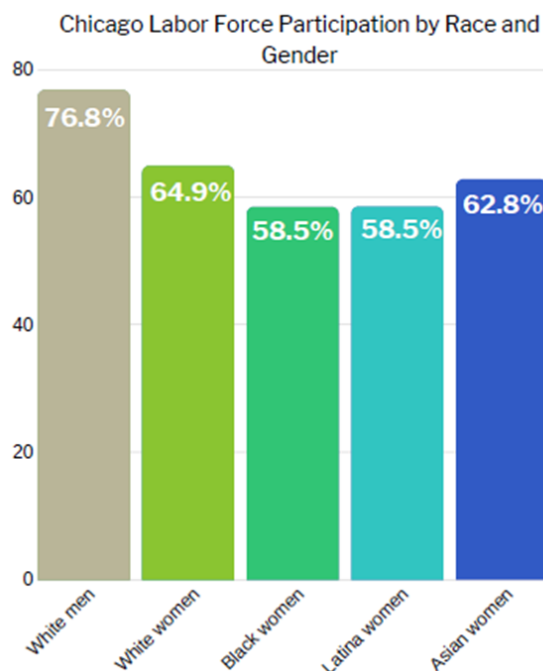
# women in the workforce    labor force participation



**0.93**

Women's labor force participation ratio compared to men is 0.93, which means there are 9.3 women in the workforce for every 10 men.

Women in Cook County are participating in the labor force at rates near equal to men, at a ratio of 0.93 to 1.0 – just under one woman for every man – and an overall increase from 0.90 to 1.0 in 2016. However, when you break down labor force participation by race and ethnicity, the picture changes.



White men in Chicago work at the highest rates, with the greatest disparity between white men and women of color. Within race, Black women work at slightly higher rates than Black men, the only group of women to work at rates equaling or exceeding their male counterparts. Chicago's Latinx community sees the largest gap between women and men.

Women in the workforce in Illinois continue to be shortchanged.

**\$1,071** median weekly earnings of men in Illinois

**\$791** median weekly earnings of women in Illinois



**77.8%** Illinois women's earnings as a percentage of men's

In 2017, women's weekly pay was 77.8% of men's weekly earnings, resulting in an average gap of \$280 a week, or \$14,000 a year. Contributors to this gap include women's underrepresentation in high-paying fields, women taking time off for unpaid care work, lack of women in high-paying leadership roles and the motherhood penalty. The wage gap is larger for women of color.<sup>4</sup>

<sup>4</sup> [The Wage Gap for Women of Color Widened in 2017](#), NWLC



## Grantee feature: Restaurant Opportunities Center - Chicago (ROC)

71% of tipped restaurant servers in Illinois are women.

That means the issues that impact these workers – low wages, uncertain schedules, lack of benefits or paid leave, on-the-job harassment – are women's issues. CFW grantee Restaurant Opportunities Center - Chicago (ROC-Chicago) advocates for improved wages and working conditions for our region's low-wage restaurant workforce, the majority of whom are women of color.

Under current law, Illinois has a two-tier wage system, in which restaurant workers are paid a sub-minimum wage of \$6.25 per hour and have been excluded from city and state-wide minimum wage increases (restaurant owners are required to make sure that these workers reach the full minimum wage through tips, but many ignore these regulations, according to ROC-Chicago).

\$6.25 an hour in an industry in which work is often part time leaves servers in a precarious position. "In this industry, there's not really full-time work," says ROC-Chicago Lead Organizer, and former server, Nataki Rhodes. As part-time workers, servers are often denied benefits such as maternity leave, health insurance or paid time off. Some benefits, such as paid sick days, take longer for part-time workers to accrue. Servers' schedules, and subsequently their incomes, can be unpredictable.

Nataki found herself working for tips as a server after she lost her salaried job as an autoworker in the early 2000s. The career change had a huge impact on her economic security. "I was always late on my rent," Nataki remembers. "If it's slow, then they ask you to go home. If you can't pay your rent, you can't tell your landlord, 'wait until next month' or 'wait until my boss can give me enough hours.'"

ROC-Chicago was part of a coalition that advocated for the new Fair Workweek Ordinance in Chicago, which requires employers to give workers advance notice of their schedules, and offer hours to existing employees before hiring seasonal or temporary help. The ordinance, championed by CFW grantees Arise, Women Employed, Chicago Workers Collaborative, Shriver Center and Warehouse Workers for Justice, will help employees better plan for child care needs, education, bills or other employment by knowing the work schedules in advance.



For the one-third of Chicago households headed by single women, who take on the full burden of both paid and unpaid work for their families, the need for paid leave and predictable hours is acute. According to ROC-Chicago, tipped restaurant workers experience poverty at 2.5 times the rate of other Illinois workers, and they are 1.7 times more likely to use food stamps to get by.

Currently, in order to reach a livable minimum wage, tipped workers are expected to make up the remainder of their wages through tips. This dependence on tips can leave women servers vulnerable to sexual harassment – the restaurant industry is the single largest source of sexual harassment complaints in the United States. When women make sub-minimum wage, their tips are their livelihood, and they are less likely to report harassment at risk of losing their tips or even their jobs.

ROC-Chicago advocates for a living wage through the One Fair Wage campaign, a push to phase out the sub-minimum wage and create a standard minimum wage for all workers, regardless of industry.

"A living wage is the beginning of a wage that you could be able to take care of your family," says Nataki. "You would be able to pay a rent on time, a ticket, a light bill. And then after that, the quality of life – a living wage brings a quality of life."

For Nataki and her colleagues at ROC-Chicago, the bottom line is respect. Respect the hard work women put into the service industry, and respect the unpaid care work women do at home. "Respect the job. And how do you respect the job? By giving me a living wage."

## women and caregiving



Average hours a day on  
unpaid care work by men **2.4**



**3.7** Average hours a day on  
unpaid care work by women

## unpaid care work

Data on the amount of time women and men spend on unpaid care work is currently only available at the national level through the American Time Use Survey. Nationally, men spend about 2.4 hours per day on unpaid care work such as child care, housework or caring for other family members such as elderly parents, while women spend 1.5 times more, at 3.7 hours per day. According to the Family Caregiver Alliance, 65 percent of older people rely on family and friends for care,<sup>5</sup> and 66 percent of caregivers are women.<sup>5</sup> Overall, this difference adds up to a weekly difference of 9.1 hours, or a full extra day of work each week for women.

Women's extra labor as mothers and caregivers for aging and elderly parents has impacts at both ends of their careers.

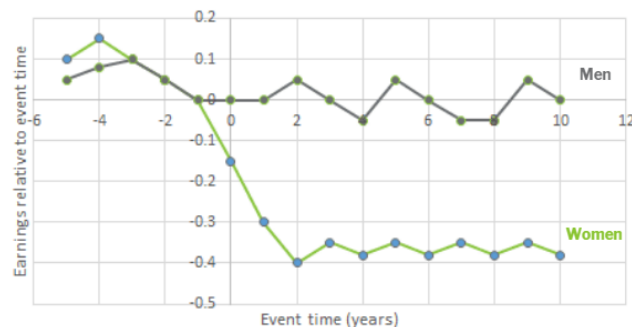
Women see a stark drop in earnings after having children, compared to men. In the United States, a woman's earnings drop by

40% immediately following the birth of her first child, and still haven't recovered a decade out, while men's earnings are largely unaffected.

A large portion of the gender wage gap can be attributed to the 'motherhood penalty' – the drop in earnings and career opportunities women see after having children. A 2007 study found that mothers were recommended a starting salary 7.9% lower than non-mothers – a difference of \$12,000 – while men with children received higher salary offers than men without children.<sup>6</sup>

Meanwhile, a 2019 study of informal eldercare found that women "were twice as likely to have left the labor market as men, and they were eight times more likely to work part-time due to care work."<sup>7</sup>

Child Penalties in Earnings, United States



Workers in the United States lose 31% of their potential earnings after having a child. The majority of the lost earnings burden falls on women. This long-run earning penalty is a moderate figure compared to the earning penalty in other developed nations: 44% in the United Kingdom, but only 21% in Denmark.

Source:

<https://www.nber.org/papers/w25524.pdf>

<sup>5</sup> [Women and Caregiving: Facts and Figures](#), Family Caregiver Alliance, 2015

<sup>6</sup> [Getting a Job: Is There a Motherhood Penalty?](#), Correll, Benard, Paik, 2007

<sup>7</sup> [Male/Female Differences in the Impact of Caring for Elderly Relatives on Labor Market Attachment and Hours of Work: 1997–2015](#), Journals of Gerontology: Series B, online April 8, 2019

## women and caregiving

In Chicago, the teen birth rate dropped from 31 in 2016 to **29.2** in 2017.

CFW believes that all parents, families and caregivers are deserving of respect, resources and the support they need in order to thrive. A variety of factors contribute to teen pregnancy, from lack of resources, to lack of access to health information and health care, to coercion.

## teen birth rate

**29.2**  
Birth rate per 1,000  
women aged 15-19 in  
Chicago.



Due to a variety of factors, teen pregnancy and parenthood are correlated with economic insecurity. According to the CDC, only 50 percent of teen mothers receive a high school diploma by the age of 22. One in three girls that drop out of school cite pregnancy or parenting as the reason. Studies suggest that school absences and dropout rates are reduced for teens receiving prenatal care at a school-based health center.<sup>8</sup>

Some studies suggest that the relationship between teen parenting and economic insecurity is inverse – that lack of resources and opportunities lead young women to make “choices that favor short-term satisfaction – in this case the decision to have a baby while young and unmarried.”<sup>9</sup> The Population Reference Bureau suggests that income inequality is linked to high teen birth rates. Efforts to ensure that young women have access to accurate and evidence-based sexual health education must be paired with broad efforts to increase economic opportunity for young women and girls.

### Grantee feature: Chicago Women’s Health Center

For more than four decades, CFW grantee Chicago Women’s Health Center (CWHC) has made comprehensive, compassionate and respectful health care a reality for women and girls, trans and gender nonconforming populations in Chicago, regardless of ability to pay. CWHC offers primary care that integrates mental health, gynecological care, trans health care, counseling, alternative insemination, acupuncture and massage, all on a sliding scale.

As part of CWHC’s commitment to accessible, comprehensive health care, CWHC also provides medically accurate and evidence-based, developmentally appropriate sexual health education at over forty area schools and organizations for students beginning in fourth grade. The Outreach and Education Program empowers youth to “build the confidence and skills necessary to make informed decisions about their health and behavior.”

<sup>8</sup> [Reduced School Dropout Rates Among Adolescent Mothers Receiving School-Based Prenatal Care](#), Arch Pediatr Adolesc Med. 2004

<sup>9</sup> [Why is the Teen Birth Rate in the United States so High and Why Does it Matter?](#), National Bureau of Economic Research, 2012

Today

- Your Questions
- Relationships
- Presentations
- Team Questions

I want to All

Organize Patterns

Health Center

GROUP PERFORMANCE:

- 1) Participate
- 2) Disrupting is ok
- 3) Be Aggressive
- 4) Be a Leader

class

Ment-Ment

Final Project due Friday, April 5th

class

Test

2022

Test

2022

Assess 15

Log from

Team Roles

Knowledge

Action from

Relationship

...being reported on, like teen pregnancy  
...ing to consistently bring it back in our  
...out our systems,” Bratt says.

ent events as well as the questions and knowledge allows CWHC to better relationships.

that they don't deserve control over  
and that someone else should tell them  
should negotiate their bodies and their  
with the health care literacy and  
barriers and relationships for themselves.

increase in knowledge of anatomy and health-seeking behaviors. CWHC, comfort level when talking to adults, curriculum helps students build tools “that a thoughtful approach that will allow s.”

y eyes and opened my students' eyes  
" says an educator at McAuliffe  
puberty, and other traditional topics,  
ties, experiences, dreams and goals.  
ndness, directness, and an overall

ing affirmed. “I want them to feel that  
bodies deserve those resources and

12



## women and caregiving female headed households

The proportion of households headed by single women in Chicago has remained relatively stable, down to 31.95% from 32.59% in 2016. Women are nearly four times more likely to find themselves the primary breadwinners and caregivers for their family compared to men – approximately 8.4% of households in Chicago are headed by single men.



**31.95%**

of households are single, female-headed.

According to the 2019 Heartland Alliance Report on Illinois Poverty, female-headed households experience higher rates of economic insecurity and are more likely to be rent-burdened than married or male-headed households; single women with children are more likely to experience food insecurity.

## women in leadership in the workplace



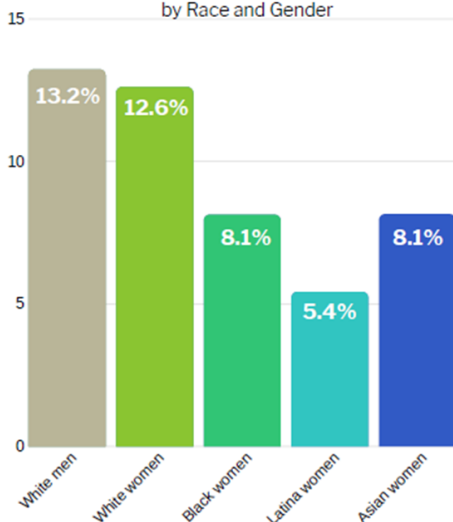
**0.91**

The ratio of women to men in leadership and managerial roles is 0.91 to 1. There are roughly 9 women in leadership for every 10 men.

Women in Chicago achieve leadership and managerial roles in management, business, and financial occupations at rates that nearly equal men, with just under one woman in a leadership role for every

man. However, women are not moving up the corporate ladder at equal rates. While white women are at near parity with men, women of color experience at least a five point gap in participation rates, with Latina women reaching management at less than half the rate of white men.

Chicago Leadership and Managerial Position Rates by Race and Gender



This gap in leadership has consequences for the gender wage gap and women's economic security. The wage gap between men and women is due to a variety of factors, including the gender segregation of industries and fields, and the lower number of women in high-paying management roles, which in the Chicago region paid an average salary of \$117,780 in 2017.<sup>10</sup>

<sup>10</sup> [May 2017 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates](#)

## Grantee feature: Target HOPE

Occupational segregation, such as the underrepresentation of Black and Latina women in Science, Technology, Engineering and Math (STEM) fields<sup>11</sup>, has long-term repercussions for women's economic security. CFW invests in organizations that make the professional and technical sector more accessible, flipping the script on what is considered 'women's work.'

CFW grantee Target HOPE (Healing, Opportunity, Pride and Empowerment) enhances educational opportunities for students attending Chicago Public Schools, with a focus on increasing opportunities for young girls of color to explore STEM fields.

Eriele Tellis joined Target HOPE when she was a junior in high school but wishes she had found it sooner. "It gave me tools and a support system" to succeed, Eriele says, and "It was really there where I was inspired to excel academically in college."

Through Target HOPE's Saturday Academy, Eriele had access to educators from the University of Chicago, whose individualized attention and support in biology and math helped Eriele grasp information and concepts "that I wasn't quite getting in school, just because of the individualized attention," says Eriele. "The professors really matched my learning style, and really pushed you to challenge yourself."

Target HOPE recognizes the myriad factors that contribute to women of color's academic success, and provides comprehensive, responsive support that continues after students graduate. Students are coached in self-esteem, leadership, stress and chronic mental health management, and receive mentoring support. Target HOPE participants have a 98% high school graduation rate, and in the past year, the number of female Target HOPE graduates who selected a STEM-related college major rose to 42%.

Eriele became the first person in her family to attend and graduate from a four year university when she enrolled in the University of Illinois - Urbana Champaign. Of the support and guidance she received at Target HOPE, Eriele says, "I took it and I ran with it...that is really what laid the groundwork for me to do well."



*Photo credit: Ro Wilson*

<sup>11</sup> [Science and Engineering Indicators 2018](#), National Science Foundation

## women and leaders

## political representation

Women's overall political representation increased in 2017. Women made up 35% of the Illinois General Assembly, up from 32.8% in 2016, and held half of statewide elected offices. At the city level, women comprised 26% of City Council and held one of three city-wide elected offices.



**3 of 6**

State-wide elected offices were held by women in 2017.



**1 of 3**

City-wide elected offices was held by a woman in 2017.

Just two years later, women of color now hold all three city-wide elected offices, with the election of Mayor Lori Lightfoot and City Treasurer Melissa Conyers-Ervin in 2019, joining City Clerk Anna Valencia. Women also make up 30% of Chicago City Council in 2019.



At the state level in 2019, women crept up to 36% of the General Assembly, but dropped to just one third of the executive branch, with the loss of Attorney General Lisa Madigan. Both women in the executive branch, Lt. Governor Juliana Stratton and Comptroller Susanna Mendoza, are women of color.

**26%**

of Chicago City Council members were women

### Grantee feature: Mikva Challenge

It matters that women have a seat and a voice at the tables where decisions are made. Studies show that women govern differently, and with different priorities and preferences. Women sponsor and co-sponsor more bills and push for more resources for their districts.<sup>12</sup> And women are more likely to sponsor bills pertaining to women's health, education and economic security<sup>13</sup>, and are equally likely to pass their bills. Studies have also found that women tend to be more collaborative, building coalitions and reaching consensus more quickly.<sup>14</sup>

<sup>12</sup> [The Jackie \(and Jill\) Robinson Effect: Why Do Congresswomen Outperform Congressmen?](#), American Journal of Political Science, 2011

<sup>13</sup> [Women's Issues and Their Fates in the US Congress](#), Cambridge University Press, 2016

<sup>14</sup> [Women Actually Do Govern Differently](#), New York Times, 2016

CFW grantee Mikva Challenge was founded on the premise that youth voice and participation matter, and that our civic and political life will be stronger when youth participate. But staff noticed that these programs tended to serve young men. With the support of CFW, Mikva Challenge launched The Young Women's Leadership Council in 2018 to engage young women in civic conversation and connect them to women currently leading our region as role models.

"It has been so moving to connect with powerful young women that are emerging leaders," says Young Women's Leadership Council member Tatum.



The Council participated in shaping the New Deal for All Chicago Women and Girls proposed by the Chicago City Clerk's Office and a coalition of organizations, including CFW, in March 2018.

"The YWLC has been the most empowering experience," says Maribel. "I was able to voice my opinion about issues that I care about while meeting stakeholders who push for our voices to be heard."

"I have been inspired by participating in city-wide initiatives with my peers – such as providing youth input on policy recommendations aimed at improving the quality of life for girls and women in Chicago," adds Tatum.

## violence against women



The Chicago Police Department recorded over 7,000 violent crimes against women in 2017<sup>15</sup>, an increase from 6,664 in 2016.<sup>16</sup> That is an average of 19 violent crimes a day. Women of color – especially Black women – are disproportionately the victims of violent crimes. The vast racial and ethnic disparities point to an epidemic of violence against women of color.

Black women made up 77% of female murder victims, 80% of human trafficking survivors, 53% of rape survivors and 76% of assault and battery survivors.

<sup>15</sup> Rape, criminal homicide, Aggravated Assault/Battery, Human Trafficking, [Chicago Police Department Annual Report 2018](#)

<sup>16</sup> [CPD Annual Report 2017](#)

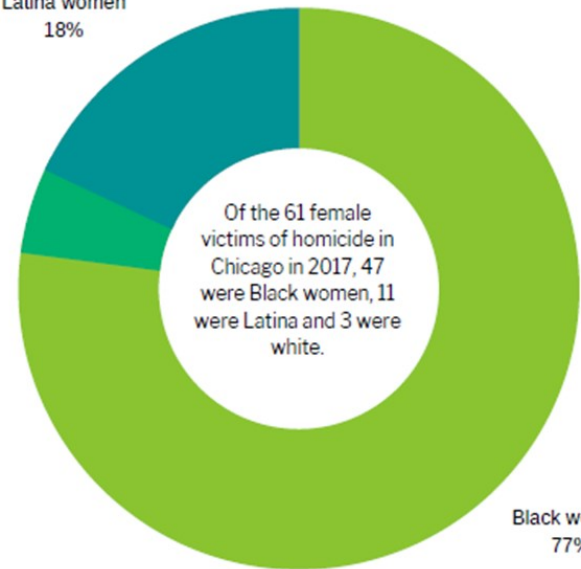




Of the 10 reported human trafficking cases involving women in Chicago in 2017, 8 survivors were Black women, 1 was a Latina woman and 1 was a white woman.

Latina women  
18%

White women  
4.9%



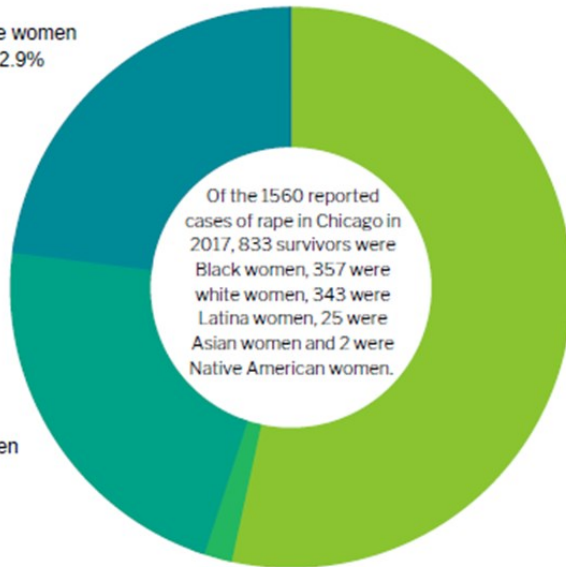
Native American women  
0.1%

White women  
22.9%

Latina women  
22%

Asian women  
1.6%

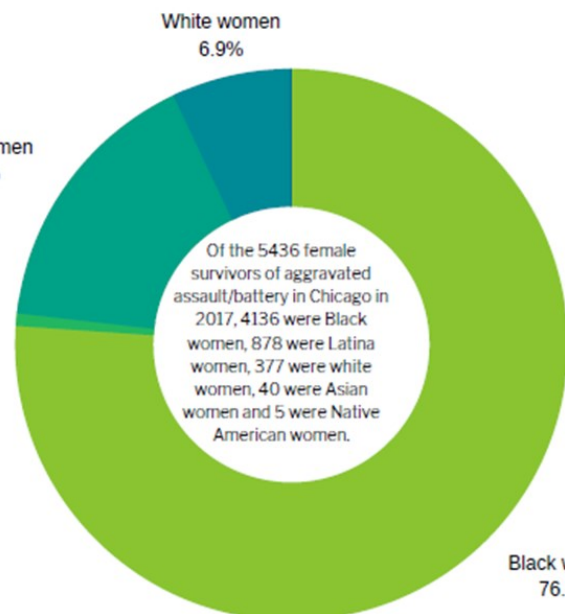
Black women  
53.4%



White women  
6.9%

Latina women  
16.2%

Asian women  
0.7%



## Grantee feature: Youth Outlook

Education is the first step in disrupting the cycles that perpetuate gender-based violence. CFW grantee Youth Outlook brings LGBTQ+ youth from across Chicago's western suburbs together to facilitate honest and inclusive conversations about healthy relationships, and how to recognize and prevent abuse.

At Youth Outlook, young people across the gender spectrum have a space to share their experiences, explore topics such as health decision-making, and make new friends. Conversations range from the dangers of social media, to safe sex, to what makes for a healthy relationship. Participants, who range from age 12 to 20, are encouraged to stand up for what they believe in and bring their own perspectives to the discussion.

Violet, a 13-year-old youth leader who travels thirty minutes to Youth Outlook each week, says, "You feel really accepted here... it was weird the first week, but it was really easy to make friends. Everyone here is really nice and understanding."

Lessons on healthy relationships are not always included in sexual health curricula, and information and resources regarding healthy LGBTQ+ relationships are even harder to come by. Both Violet and 15-year-old youth leader Rianne say they have learned a lot from this aspect of Youth Outlook programming. According to Rianne, the discussion often changes their own perspective on things: "You think you'd be okay with something [in a relationship], then someone else says something... you reconsider."

Participants are given the option to anonymously share issues in their own life, so they can hear feedback from their peers without fear of judgment. In some meetings, participants submit an anonymous question pertaining to a specific topic, such as healthy relationships, bullying or safe sex. Each question leads to group discussion, where participants are encouraged to speak up and weigh in. The meetings generate questions like 'What is a healthy relationship?' and 'How do you know you're in a bad relationship?'. "I learn a lot here," says Violet. "Even though it's hard to find a relationship, especially if you're gay... you still deserve a good relationship."

Despite healthy relationships being a critical part of life, Violet reports that "at school, we don't really talk about that stuff." Rianne, who is homeschooled, says that although they do have conversations with their parents about this topic, "it's not the same" as going to Youth Outlook. They believe that healthy relationships programming is essential for young people "So that you're safe. Even if you're not dating yet, you might at some point... even if a relationship doesn't last for a long time, it could still be helpful or hurtful to you."

"I found such a great community here, and it's really nice to listen to other people's experiences and to share your own and to find a family," Rianne adds. Violet agrees: the best part of Youth Outlook for them is "just getting to hang out with people that I can relate to."

## conclusion

Chicago Foundation for Women has been investing in gender equity, day in and day out, for thirty-four 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 2019 Report to your workplace or organization?*

*Contact CFW Vice President of Development and Communications Emily Dreke at [edreke@cfw.org](mailto:edreke@cfw.org).*



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