



2022

# Girls and Women in Idaho

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Economics, Health, and Leadership

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## Executive Summary

This landscape analysis is the first to summarize economics, health, and leadership specific to girls and women in Idaho. It explores wealth, debt, wages, education, employment, caregiving, health, poverty and low-income, housing, interpersonal and intimate partner violence, incarceration, and leadership.

The University of Idaho James A. and Louise McClure Center for Public Policy Research conducted a literature review; collected national, regional, statewide, and local published data; and gathered unpublished Idaho-specific data. Data presented in this report reflect the language of each primary source. Breadth and depth of data on girls and women in Idaho are limited. When information about Idaho or specific subsections of women and girls in Idaho was not available, national data were used to describe the scope of an issue and how it may relate to Idaho.

Data summarized in this report represent a snapshot in time. Many of the outcomes (wealth, debt, wages, caregiving) are presented as single data points that are a culmination of complex processes. Fully describing these processes is beyond the scope of this report.

### **Key takeaways:**

**Economics: Women in Idaho face greater economic instability than men.** Compared to men in Idaho, women in Idaho are more likely to have less income; are underrepresented in Science, Technology, Engineering, and Math (STEM) degrees; are more likely to work in lower paying jobs; and are more likely to take time off of work to provide unpaid child care and/or caregiving for disabled or older family members.<sup>2</sup>

**Health: Not all girls and women in Idaho experience health and health care the same way.** Many girls and women in Idaho and the U.S. are economically stable, have access to quality education and health care, and live in safe housing and neighborhoods.<sup>3</sup> Those that do not often face health disparities.<sup>4</sup> Women in Idaho with lower incomes are less likely to receive recommended cancer screenings, report higher instances of depression and overall days of poor mental health, and report higher instances of cognitive decline.<sup>5</sup>

**Leadership: Women make up half of Idaho's population and less than half of leadership and decision-making positions in public policy.** In 2022, 30% of Idaho legislators were women,<sup>6</sup> 3 of 7 Idaho state constitutional officers were women,<sup>7</sup> and 24% of Idaho judges were women.<sup>8</sup>

# **ECONOMICS**

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**Wealth**

**Debt**

**The Gender Wage Gap**

**Education**

**Employment**

**Caregiving**

## Wealth

*“The economic security of women is not just about women—it’s about the prosperity of children, families, communities, and the national economy.”<sup>9</sup>*

Wealth is a key factor that touches almost every part of life in the U.S. and around the world. When a household has greater assets and less debt, they have more freedom to choose where they live, have increased access to medical care, are able to provide their children with educational opportunities, and are more equipped to handle financial setback.<sup>10</sup> When households have little or no wealth accumulated, they are less resilient to economic shocks, such as job or income loss; less prepared for retirement; and less able to provide their children with educational opportunities and inheritance to help them achieve future financial stability.<sup>11</sup>

Wealth is defined as the difference between a household’s total assets (income, investments, property, savings, etc.) and total debts (credit card debt, mortgage, student loans, etc.).\*

In the U.S., the primary ways wealth is obtained is through earnings, homeownership, savings, investments, and generational wealth (assets, such as property, investment funds, and cash passed from one generation to the next).<sup>12</sup>

\*Widely used definition; see, for examples, U.S. Census Bureau and U.S. Department of the Treasury.

Building wealth can be difficult, especially for households without generational wealth, households with low paying jobs, households that rent rather than own their homes, households with high debt, households with low credit scores, survivors of interpersonal or intimate partner violence, people who are incarcerated or otherwise involved with the criminal justice system, and caregivers of children or other family members.<sup>13</sup>

### Who Experiences the Wealth Gap\*

A combination of systems and structures have created or contributed to the wealth gap, and these systems determine which groups are more or less likely to experience inequalities in wealth.<sup>14</sup>

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\* Wealth gap: “A gap between two groups of people.” “Wealth Gap,” in Collins English Dictionary. The U.S. Survey of Consumer Finances (SCF), a triennial cross-sectional survey of U.S. families sponsored by the Federal Reserve Board in cooperation with the U.S. Department of the Treasury, is an example of collecting information on wealth to analyze the wealth gap.

Historical practices have prevented accumulation of assets for some families to inherit.<sup>15</sup> This can prevent some people from being able to afford college without taking on student debt, obtaining high paying jobs, buying a home, and more, continuing the wealth gap.<sup>16</sup> Individuals and families who do not face discrimination are in a better position to pass wealth from one generation to the next.<sup>17</sup>

**Women disproportionately experience systems and structures that prevent them from building wealth.**<sup>18</sup> They are more likely to have higher levels of student debt, more likely to be primary care providers for children or other family members, and less likely to qualify for employer retirement accounts or tax subsidies that could help them save or invest money.<sup>19</sup>

Not everyone experiences these factors in the same way.<sup>20</sup> For women, single women, women 65 and older, girls and women of color, and (lesbian, gay, bisexual, transgender, queer) LGBTQ+\* girls and women, economic disparities and barriers are often multiplied.<sup>21</sup> The more these characteristics overlap, the more a person may experience inequities in wealth, income, debt, education, employment, health, housing, and more.<sup>22</sup>

### ***Women 65 and Older***

Idaho-specific information describing the wealth gap that women 65 and older face is limited. National data show that factors contributing to the wealth gap, such as lower lifetime earnings, greater caregiving responsibilities, higher debts, and increasing medical costs over the lifespan, result in less economic stability for older women than for older men.<sup>23</sup> In the U.S., women 65 and older have less in retirement income and savings compared to men of the same age.<sup>24</sup> In 2020, median income (including earnings, investment income, pension, and Social Security) for women 65 and older was \$47,244 annually compared to a median income of \$57,144 for men 65 and older.<sup>25</sup>

### ***Women of Color***

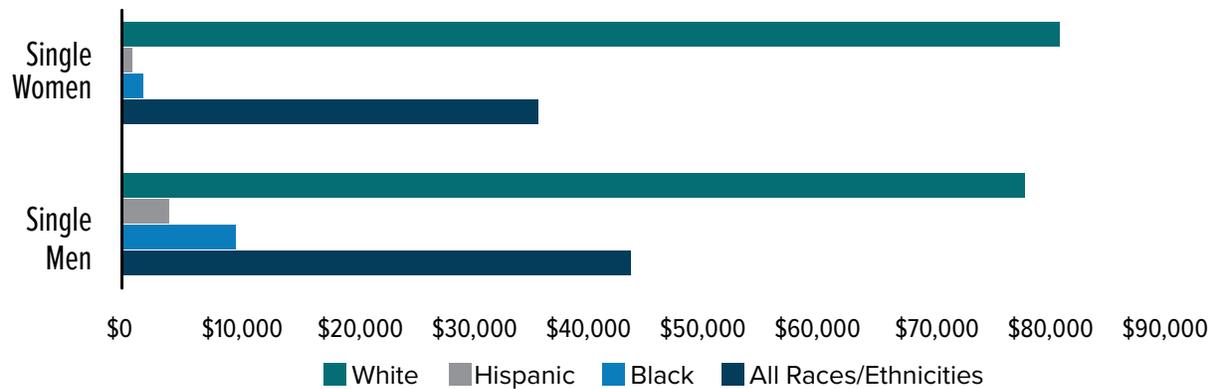
Nationally, women of color are particularly impacted by the wealth gap and often face the largest difficulties in building economic security.<sup>26</sup> They are less likely to benefit from generational wealth, are overrepresented in low paying jobs, and face an intersection of gender and racial discrimination that impacts “opportunities for employment, income, promotions and public and private sector job benefits.”<sup>27</sup>

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\* “+” represents other gender identities and sexual orientations not represented by the other five categories.

Single women of color have less wealth than single White women and single women of all races have less wealth than their male counterparts, although single White women have more wealth than single White men (see Chart 1).<sup>28\*</sup>

### Median Single Family Wealth in the U.S. by Gender and Race, 2019



**Chart 1.**

SOURCE: Mariko Chang, Ana Hernandez Kent, and Heather McColloch, “Understanding the Gender Wealth Gap, and Why It Matters,” (The Aspen Institute, 2021).

#### ***LGBTQ+ Women***

There is limited information quantifying the overall wealth gap experienced by LGBTQ+ women and Idaho-specific information is not available. However, at the national level, research finds that LGBTQ+ people, particularly LGBTQ+ women, experience significant socioeconomic disparities compared to non-LGBTQ+ people.<sup>29</sup> These disparities include higher poverty rates, greater instances of unemployment and underemployment, limited comprehensive employment benefits, larger wage gaps, less stable housing, and more.<sup>30</sup>

\* Median: “Having a value in the middle of a series of values.” Oxford Advanced Learner’s Dictionary, “Median,” (Oxford University Press, 2022)

## Debt

The more debt a household has, the more difficult it is to accumulate wealth.<sup>31</sup>

According to the U.S. Census Bureau, nationally, in 2020, women had higher rates of unsecured debt—credit card, medical, and student loan—than men.<sup>32</sup>

The percentage of debt in collection for communities of color in Idaho was higher than the national average (41% compared to 35%, respectively), while the percentage of debt for White communities\* in Idaho was slightly lower than the national average (19% compared to 22%, respectively).<sup>33</sup>

### Medical Debt

In 2022, an estimated 41% of adults in the U.S. had medical debt.<sup>34</sup> Women, people of color, people earning lower incomes, and people with lower educational attainment were more likely to be in medical debt.<sup>35</sup>

According to a 2022 survey:

**57%** of adult households earning under \$40,000 annually carried medical debt compared to **26%** of adult households earning \$90,000 or more;

**56%** of Black and **50%** of Hispanic adults carried medical debt compared to **37%** of White adults;

**48%** of women carried medical debt compared to **34%** of men; and

**47%** of people without a college degree carried medical debt compared to **31%** of college graduates.<sup>36</sup>

Women, particularly women of color, experience disproportionate medical debt due to underemployment and unemployment, which affects access to health insurance.<sup>37</sup> Women and Black and Hispanic Americans were more likely to have problems paying medical bills due to “underlying differences in income and insurance status between these groups and their counterparts.”<sup>38</sup>

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\* “White communities and communities of color are based on zip codes where most residents are white (at least 60 percent of the population is white) or most residents are people of color (at least 60 percent of the population is of color).”

In 2019, before Medicaid expansion, Idaho ranked 39th in the nation for uninsured rates (11%)<sup>39</sup> and 44th in the nation for women who were uninsured (18% uninsured rate compared to the national average of 13%).<sup>40</sup>

For those with health insurance, plans may not cover many health services. A 2020 survey of women found that:

**47%** of women with private insurance and **20%** of women on Medicaid reported being billed out of pocket for check-ups and well-woman visits (annual visits including breast and pelvic exams);

**24%** of women with employer sponsored insurance, Medicaid, or private insurance reported that their plan did not cover services they thought were covered;

**23%** of women with employer sponsored insurance, Medicaid, or private insurance reported their plan would not cover a prescription or charged high-cost sharing;

**20%** of women with employer sponsored insurance, Medicaid, or private insurance said their preferred care provider was not covered by their plan;

**14%** of women with employer sponsored insurance, Medicaid, or private insurance reported their insurance plan would not cover a scan or test recommended by their doctor; and

**10%** of women with employer sponsored insurance, Medicaid, or private insurance reported their plan stopped covering a medication they were taking.<sup>41</sup>

Motherhood, especially the first year after a baby is born, is a time of heightened financial strain for women.<sup>42</sup> A 2021 report found that **24% of pregnant women and women who recently gave birth said they could not afford the health care they needed and 60% were worried about their ability to pay their medical bills.**<sup>43</sup> Women with lower incomes and with private insurance were less likely to be able to afford health care than women with higher incomes and women with public insurance.<sup>44</sup>

**Student Loan Debt**

In the U.S., women and men earn bachelor’s degrees or higher at similar rates, with 34% of women 25 and older earning bachelor’s degrees or higher compared to 32% of men.<sup>45</sup> Compared to men, women are more likely to take on student debt and stay in debt longer.<sup>46</sup> According to the Education Data Initiative, nationally, 58% of all student loan debt belongs to women.<sup>47</sup>

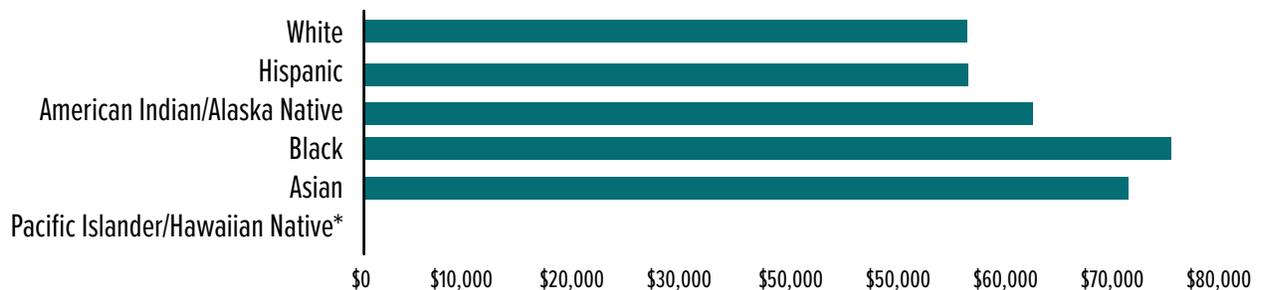
One year after graduation, the average cumulative debt for undergraduate and graduate student loans is higher primarily for women of color (see Charts 2 and 3).<sup>48</sup>

**Average Cumulative Undergraduate Student Loan Debt One-Year Post-Graduation, Women in the U.S. by Race, 2016-2017**



**Chart 2.**  
SOURCE: “Deeper in Debt 2021 Update,” (AAUW, 2021).

**Average Cumulative Graduate Student Loan Debt One-Year Post-Graduation, Women in the U.S. by Race, 2015-2016**

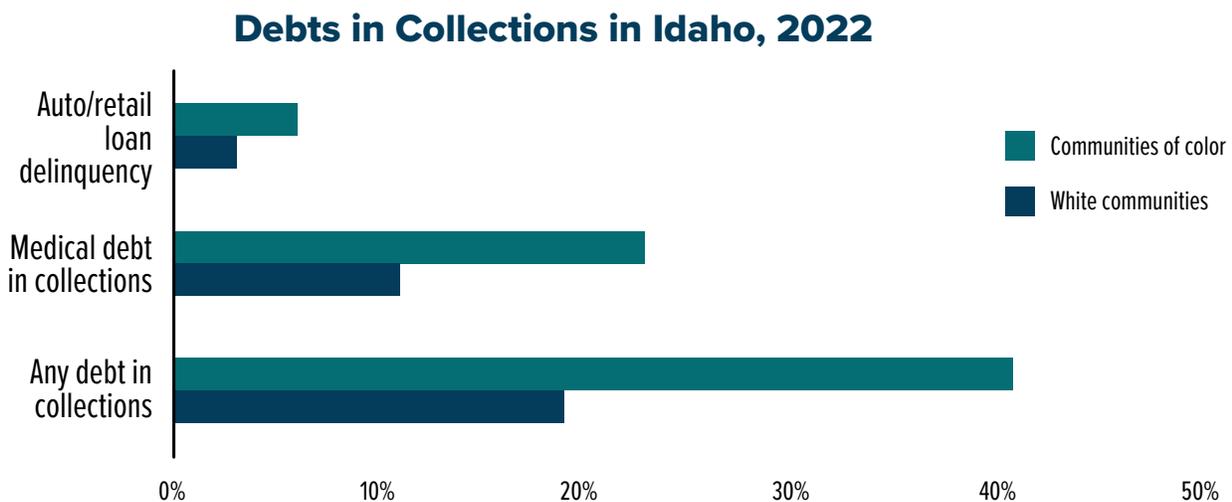


**Chart 3.**  
SOURCE: “Deeper in Debt 2021 Update,” (AAUW, 2021).  
\*Information about Pacific Islander/Hawaiian Native unavailable.

**After 12 years of repayment, student loan debt decreases 44% for White men; during this same period, student loan debt decreases by 28% for White women and increases by 13% for Black women.**<sup>49</sup> Student loan debt information by LGBTQ+ women and LGBTQ+ men is not available. LGBTQ+ people owe an average of \$16,000 more in student debt than their non-LGBTQ+ peers.<sup>50</sup>

### Debts in Collection

When past due bills are sent to third parties (collection agencies) to collect payment, these bills are referred to as being in collection.<sup>51</sup> According to credit data from February 2022, in Idaho, communities of color were more likely to have debts in collection than White communities (see Chart 4).<sup>52</sup>



**Chart 4.**

SOURCE: “Debt in America: An Interactive Map,” Urban Institute, (2022).

### **Credit**

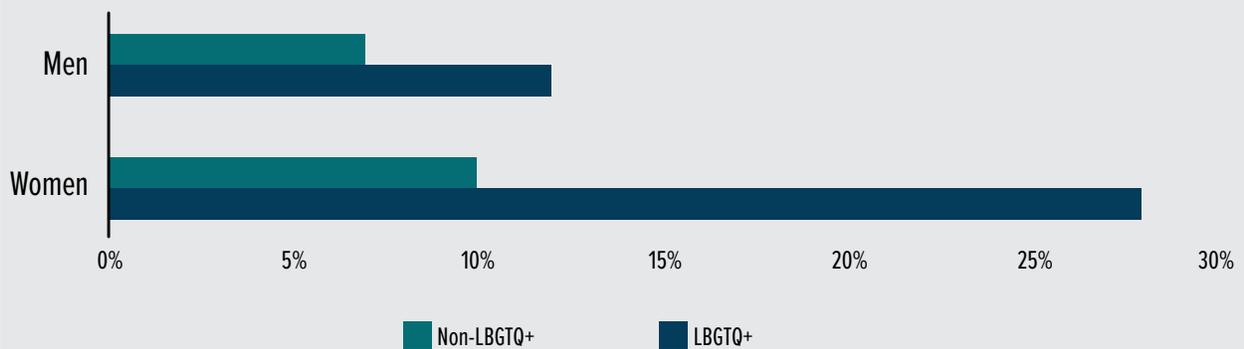
Credit scores play a key role in a person’s ability to be approved for and use credit. **Because the current credit system ranks people with high paying jobs, higher education, and assets as creditworthy, people who have historically lacked access have difficulty acquiring credit.**<sup>53</sup>

In the U.S., people of color and LGBTQ+ people have lower credit scores than White people and non-LGBTQ+ people.<sup>54</sup> In 2020, the median credit score was **725 for Whites, 661 for Latino/as, 612 for Blacks, and 603 for Native Americans.**<sup>55</sup> In Idaho, in August

2021, 29% of communities of color had subprime credit scores (scores of 600 or less) compared to 15% of Idaho communities that were majority White.<sup>56</sup>

Nationally, in 2019, LGBTQ+ people had a greater percentage of low or very low credit scores compared to their non-LGBTQ+ counterparts.<sup>57</sup> LGBTQ+ women, especially Black and Hispanic LGBTQ+ women, had a greater percentage of low or very low credit scores than LGBTQ+ men (see Charts 5 and 6).<sup>58</sup>

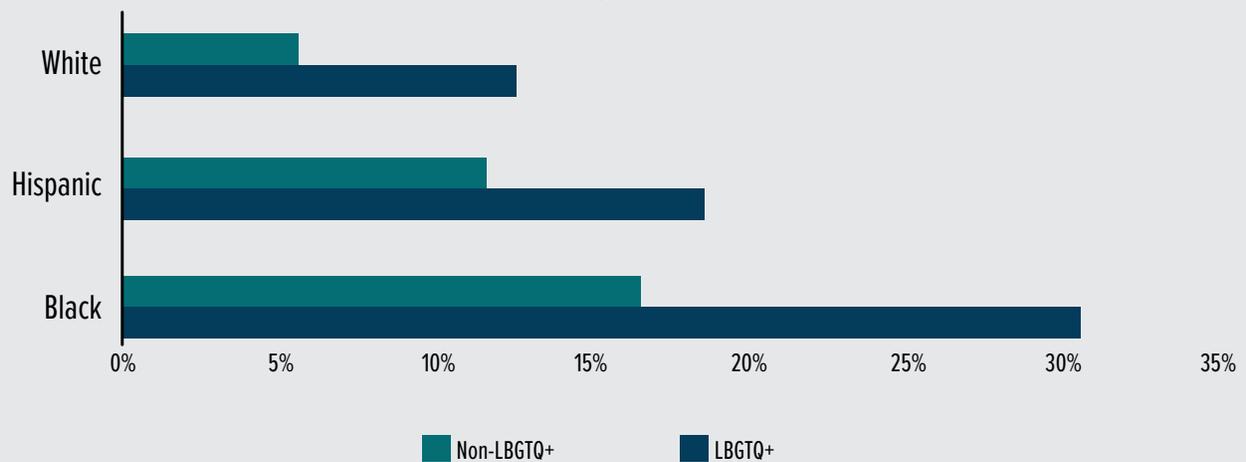
**Low or Very Low Credit Scores, non-LGBTQ+ and LGBTQ+ People in the U.S., 2019**



**Chart 5.**

SOURCE: Spenser Watson, Oliver McNeil, and Bruce Broisman, “The Economic Well-Being of LGBTQ Adults in the U.S. in 2019,” (San Francisco: CLEAR, 2021).

**Low or Very Low Credit Scores, non-LGBTQ+ and LGBTQ+ People in the U.S. by Race, 2019**



**Chart 6.**

SOURCE: Spenser Watson, Oliver McNeil, and Bruce Broisman, “The Economic Well-Being of LGBTQ Adults in the U.S. in 2019,” (San Francisco: CLEAR, 2021).

## The Gender Wage Gap

The gender wage gap is commonly defined as the difference between the median wages of men and women working full-time year-round.<sup>59</sup> **The gender wage gap reflects a combination of multiple factors, including differences in education, occupation, and experience; gender discrimination; caregiving expectations; and career choices.**<sup>60, 61</sup> It also can include differences in number of hours worked, amount of leave used, and labor market incentives.<sup>62, 63</sup>

Earnings data, typically from the U.S. Census Bureau, are used to calculate the gender wage gap. To fully understand the underlying elements of the gender wage gap, detailed data on occupational and worker characteristics are required and such data are rarely available.<sup>64</sup> Despite limitations, the gender wage gap is widely used as a metric.

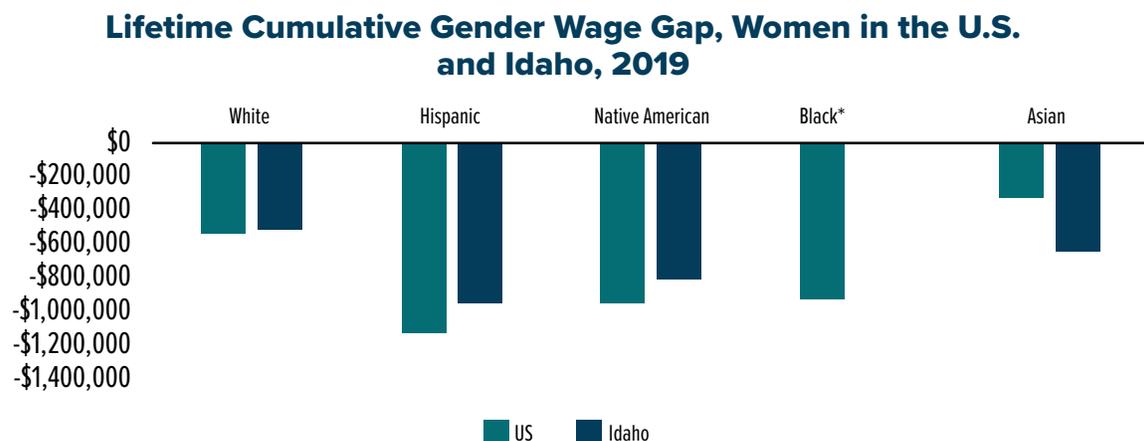
### Who Experiences the Gender Wage Gap

#### *Women*

**In 2020, on average, across the U.S., women earned \$0.82 for every dollar earned by White men.**<sup>65</sup> The state with the lowest gender wage gap was Vermont, where women earned \$0.91 for every dollar earned by their White male counterparts and the highest gap was Wyoming, where women made \$0.65 for every dollar earned by their White male counterparts.<sup>66</sup> Women of color are disproportionately impacted.<sup>67</sup>

#### *Women of Color*

The lifetime loss in earnings due to the gender wage gap is significant nationally and in Idaho and is greater for women of color compared to White women and White men (see Chart 7).<sup>68</sup>



#### **Chart 7.**

SOURCE: “The Lifetime Wage Gap, State by State,” (National Women’s Law Center, 2021).

\*Data for Black women in Idaho were not reported.

Nationally, more women than men work in low-wage jobs, earning less than \$15.00 per hour.<sup>69</sup> In 2022, in the U.S., 40% of women earned less than \$15.00 per hour compared to 25% of men.<sup>70</sup> This was more pronounced for women of color, with 50% on average earning less than \$15.00 per hour.<sup>71</sup>

**LGBTQ+ Women**

Information about the gender wage gap for LGBTQ+ women is limited; the U.S. has “never captured how many cents on the White male dollar LGBTQ+ women earn on average...”<sup>72</sup>

An analysis of national surveys conducted from 2017 to 2019 showed that LGBTQ+ women earned less than cisgender\* women, cisgender men, and LGBTQ+ men.<sup>73</sup> See Table 1 for income level comparison.

Income Distribution, non-LGBTQ+ and LGBTQ+ People in the U.S., 2017-2019*					
	Cisgender Men	Cisgender Women	LGBTQ+ Men	LGBTQ+ Women	Trans Women
Less than \$10,000	4%	6%	6%	8%	9%
\$10,000-\$49,999	40%	47%	47%	54%	57%
\$50,000-\$74,999	16%	15%	15%	14%	12%
\$75,000 or Greater	40%	33%	32%	25%	21%

**Table 1.**

SOURCE: Bianca D.M. Wilson et al., “Health and Socioeconomic Well-Being of LBQ Women in the U.S.,” (Williams Institute, 2021).

\*Due to rounding, total may not equal 100%.

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\*Cisgender: person whose personal identity and gender corresponds with their birth sex. “Cisgender Definition & Meaning,” (Merriam Webster).

### Who Experiences the Gender Wage Gap in Idaho

#### *Women*

Idaho ranks 45th in the nation for the gender wage gap.<sup>74</sup> **Women in Idaho make \$0.75 for every dollar earned by White men in Idaho.**<sup>75</sup>

#### *Single Women*

**In 2019, in Idaho, the median income for single women households with children was \$40,286 compared to \$52,008 for single male households with children.**<sup>76</sup> For households without children in Idaho, the median income was \$36,761 for women and \$48,861 for men.<sup>77</sup>

#### *Women of Color*

Women of color in Idaho earn less money to the dollar compared to White women and White men in Idaho (see Chart 8).<sup>78</sup>

### **Earnings on the Dollar, Women in Idaho Compared to White, non-Hispanic Men in Idaho, 2015-2019\***



#### **Chart 8.**

SOURCE: “The Lifetime Wage Gap, State by State,” (National Women’s Law Center, 2021).

\*Data were not available for Black women and Native Hawaiian/Other Pacific Islander women in Idaho. Source did not compare to all men.

### **LGBTQ+ Women**

Specific information about the gender wage gap for LGBTQ+ women in Idaho is not collected. However, the Williams Institute, using Gallup Daily Tracking surveys, reports that in 2017, **28% of LGBTQ+ people in Idaho had incomes less than \$24,000 annually compared to 21% of people in Idaho who did not identify as LGBTQ+.**<sup>79</sup> LGBTQ+ people in Idaho experienced higher unemployment rates, were less likely to have health insurance, and were less likely to have enough food to eat than non-LGBTQ+ people in Idaho.<sup>80</sup>

### **Low Wage Workers**

**In 2021, 48% of Idaho women earned less than \$15.00 per hour compared to 30% of Idaho men.**<sup>81</sup> For women of color in Idaho, 68% earned less than \$15.00 per hour (50% of men of color earned less than \$15.00).<sup>82</sup> **For parents in Idaho, 48% of mothers compared to 26% of fathers earned less than \$15.00 per hour.**<sup>83</sup> Full-time workers making \$15.00 per hour earn \$600 per week and \$31,200 annually before taxes.

### **Minimum Wage Workers**

**In 2021, nearly 80% of workers making Idaho's minimum wage (\$7.25 per hour, \$3.35 for tipped positions) were women.**<sup>84</sup> Full-time workers earning minimum wage earn \$290 per week and \$15,080 annually before taxes.<sup>85</sup>

### **Closing the Gender Wage Gap**

Closing the gender wage gap would significantly reduce poverty and provide greater economic security for women and their families across the U.S.<sup>86</sup> If women received the same pay as their male peers (same age, educational attainment, hours worked, and living in similar rural or urban environments), “poverty for working women would be reduced by more than 40 percent” and the poverty rate for working single mothers nationally would decrease from 28% to 17%.<sup>87</sup> **In Idaho, if women earned the same as men, the poverty rate for women would decrease from 11% to 6% and the poverty rate for single mothers would decrease from 32% to 18%.**<sup>88</sup>

National and state economies also would benefit if women received the same pay as their male peers. Nationally, this would add an average of nearly \$7,000 annually to women's earnings.<sup>89</sup> **In Idaho, this would add an average of more than \$6,100 annually to women's earnings.**<sup>90</sup>

### The Gender Wage Gap Persists Despite Educational Attainment

With similar levels of education, men earn more than women in Idaho.<sup>91</sup> See Table 2 for comparisons of educational attainment and earnings.

<b>Median Earnings and Educational Attainment in Idaho by Gender, 2016-2020</b>		
<b>Population 25 Years and Older, Educational Attainment</b>	<b>Men</b>	<b>Women</b>
Less than High School	\$32,375	\$17,453
High School Graduate (includes equivalency)	\$36,719	\$22,838
Some College or Associate Degree	\$42,724	\$26,117
Bachelor's Degree	\$58,806	\$37,257
Graduate or Professional Degree	\$78,386	\$51,941

**Table 2.**

SOURCE: U.S. Census Bureau, 2020 American Community Survey 5-Year Estimates, Table S1501 Educational Attainment.

## Education

Access to high-quality education, at all ages of life, has many positive impacts.<sup>92</sup> People with higher levels of education are less likely to live in poverty<sup>93</sup> and are more likely to live longer and healthier lives.<sup>94</sup>

### Early Education (pre-Kindergarten)

High-quality early childhood education that takes place before kindergarten has positive short- and long-term impacts.<sup>95</sup> Access to high-quality early childhood education (whether inside or outside of the home)<sup>96</sup> is important for building healthy relationships; learning how to regulate emotions and pay attention; developing vocabulary, literacy, and math skills; and increasing readiness for school.<sup>97</sup> High-quality early childhood education can positively impact high school graduation rates, college attendance, and employment.<sup>98</sup> Studies on Head Start programs show additional long-term impacts of early childhood education, including decreased behavioral problems and criminal activity.<sup>99</sup>

The number of spaces in Idaho child-care facilities does not meet demand. **According to a 2020 report, in 2019, Idaho had an estimated 55,845 child-care spaces available for approximately 76,400 children who may be in need of child care.**<sup>100</sup>

This gap in child-care spaces was more pronounced in Idaho communities with greater percentages of people of color:

- In communities where people of color made up less than 25% of the population, the average child-care gap was 26%;
- In communities with 50%-75% people of color, the average gap was 38%; and
- In communities with greater than 75% people of color, the average gap was 58%.<sup>101</sup>

In addition to limited child-care spaces, other circumstances can make early childhood care and education difficult to obtain.<sup>102</sup> Factors including cost, operating hours, distance, and the need for specialized services can make early childhood care and education inaccessible.<sup>103</sup>

### Kindergarten-3rd Grade

Idaho students from kindergarten through 3rd grade in public schools participate in Idaho's Reading Indicator (IRI) tests, which are early literacy screening and diagnostic assessments. Fall IRI scores determine literacy levels as children enter a grade and spring levels show literacy levels after a year of learning.<sup>104</sup> IRI scores for students of color are not separated by gender.<sup>105</sup>

An analysis of fall IRI scores for kindergarten-3rd grade from school years 2018-19 to 2020-21 shows that girls consistently test at grade level more often than boys.<sup>106</sup>

**Students of color (except for Asian students) were less likely to score at grade level compared to White students.**<sup>107</sup> See Tables 3-5 for IRI scores.

<b>Kindergarten-3rd Grade Fall IRI Scores, Students in Idaho Public Schools, 2018-2019 School Year</b>			
	<b>At Grade Level</b>	<b>Near Grade Level</b>	<b>Below Grade Level</b>
Boys	51%	24%	25%
Girls	54%	24%	22%
White	57%	24%	19%
Hispanic or Latino/a	35%	26%	39%
American Indian/Alaska Native	30%	27%	43%
Black/African American	39%	21%	40%
Asian or Pacific Islander	60%	18%	22%
Native Hawaiian/Other Pacific Islander	48%	22%	30%
Two or More Races	55%	24%	22%

**Table 3.**

SOURCE: "Idaho Reading Indicator," Idaho State Department of Education.

<b>Kindergarten-3rd Grade Fall IRI Scores, Students in Idaho Public Schools, 2019-2020 School Year</b>			
	<b>At Grade Level</b>	<b>Near Grade Level</b>	<b>Below Grade Level</b>
Boys	53%	25%	22%
Girls	57%	25%	19%
White	59%	25%	16%
Hispanic or Latino/a	38%	28%	34%
American Indian/Alaska Native	32%	26%	42%
Black/African American	40%	23%	37%
Asian or Pacific Islander	65%	17%	18%
Native Hawaiian/Other Pacific Islander	51%	24%	25%
Two or More Races	59%	24%	18%

**Table 4.**

SOURCE: "Idaho Reading Indicator," Idaho State Department of Education.

<b>Kindergarten-3rd Grade Fall IRI Scores, Students in Idaho Public Schools, 2020-2021 School Year</b>			
	<b>At Grade Level</b>	<b>Near Grade Level</b>	<b>Below Grade Level</b>
Boys	48%	26%	26%
Girls	51%	26%	23%
White	54%	26%	20%
Hispanic or Latino/a	33%	27%	40%
American Indian/Alaska Native	26%	24%	50%
Black/African American	32%	23%	44%
Asian or Pacific Islander	66%	17%	17%
Native Hawaiian/Other Pacific Islander	48%	23%	30%
Two or More Races	54%	26%	21%

**Table 5.**

SOURCE: "Idaho Reading Indicator," Idaho State Department of Education.

## High School

### Graduation Rates

Four-year high school graduation rates for boys and girls in Idaho public schools remained relatively consistent from 2015 to 2020.<sup>108</sup> The average four-year graduation rate for girls during this time was 83% and 78% for boys.<sup>109</sup>

**From 2015 to 2020, four-year graduation rates for students of color (except for Asian students) were lower than four-year graduation rates for White students (see Table 6).**<sup>110</sup>

Four-Year High School Graduation Rates, Students in Idaho Public Schools, 2015-2020	
Asian	86%
White	82%
Two or More Races	76%
Native Hawaiian/Other Pacific Islander	75%
Hispanic or Latino/a	74%
Black/African American	73%
American Indian/Alaska Native	64%

**Table 6.**

SOURCE: “Assessments & Graduation Results,” Idaho State Department of Education.

### Safety

High school in Idaho is not always a safe environment for girls and LGBTQ+ students.<sup>111</sup> According to the 2021 Youth Risk Behavior Survey, girls experienced more bullying at school and electronically than boys in their peer group (see Tables 7 and 8).<sup>112</sup>

Reporting Being Bullied at School, Idaho Students, 2021					
	9th Grade	10th Grade	11th Grade	12th Grade	9th-12th Grades
Girls	23%	24%	15%	11%	18%
Boys	18%	18%	10%	9%	14%

**Table 7.**

SOURCE: “Results of the 2021 Idaho Youth Risk Behavior Survey,” (Idaho State Department of Education, 2021).

Reporting Being Bullied Electronically, Idaho Students, 2021					
	9th Grade	10th Grade	11th Grade	12th Grade	9th-12th Grades
Girls	23%	22%	18%	15%	20%
Boys	11%	15%	12%	9%	12%

**Table 8.**

SOURCE: “Results of the 2021 Idaho Youth Risk Behavior Survey,” (Idaho State Department of Education, 2021).

Bullying has been linked to a range of consequences, including negative impacts on health, increased experiences of depression and anxiety, decreased academic achievement, and increased risk of suicide.<sup>113</sup>

Data that describe bullying experienced specifically by LGBTQ+ girls are not available. According to a 2019 National School Climate Survey, LGBTQ+ students in Idaho schools did not feel safe, were subject to harassment and assault by their peers, faced anti-LGBTQ+ policies or practices at their schools, and did not have in-school resources and supports to address the adversities they experienced.<sup>114</sup>

Sixty-eight percent (68%) of LGBTQ+ students surveyed in Idaho reported experiencing discrimination at school.<sup>115</sup>

LGBTQ+ students reported regularly hearing anti-LGBTQ+ comments (93%), negative remarks about gender expression (79%), and negative remarks about people who are transgender (73%) from their peers.<sup>116</sup> The same students reported regularly hearing from school staff negative comments about someone’s gender expression (43%) and homophobic remarks (22%).<sup>117</sup>

**Higher Education**

In Idaho, 29% of men and 29% of women earned bachelor’s degrees or higher.<sup>118</sup>

Single mothers are less likely to earn higher education degrees than women who are not mothers.<sup>119</sup> Nationally, 8% of single mothers in undergraduate programs earned associate or bachelor’s degrees within six years compared to 49% of undergraduates who were not mothers.<sup>120</sup> Poverty decreases for single mothers with higher educational attainment.<sup>121</sup>

**Single mothers in Idaho with associate degrees were 21% less likely to live in poverty than single mothers with high school diplomas.<sup>122</sup> Single mothers with bachelor’s degrees were 50% less likely to live in poverty compared to single mothers without bachelor’s degrees.<sup>123</sup>**

White women are more likely than women of color (except for Asian women) to obtain bachelor’s degrees or higher.<sup>124</sup> See Table 9 for rates of educational attainment by race.

<b>Educational Attainment, Women 25 and Older in Idaho by Race, 2016-2020</b>							
	<b>White</b>	<b>Hispanic/ Latina</b>	<b>American Indian/ Alaska Native</b>	<b>Black/ African American</b>	<b>Asian</b>	<b>Native Hawaiian/ Other Pacific Islander</b>	<b>Two or More Races</b>
Bachelor’s Degree or Higher	30%	13%	15%	27%	42%	29%	28%

**Table 9.**

SOURCE: U.S. Census Bureau, 2020 American Community Survey 5-Year Estimates, Tables C15002A, C15002D, C15002G, C15002H, C15002I Sex by Educational Attainment for the Population 25 Years and Over.

**Science, Technology, Engineering, and Math (STEM) Degrees in Idaho**

An analysis of degrees and certificates awarded by Idaho’s eight public universities and colleges (Boise State University, College of Eastern Idaho, College of Southern Idaho, College of Western Idaho, Idaho State University, Lewis-Clark State College, North Idaho College, and University of Idaho) shows that from 2015 to 2020, there are gender differences in STEM degree and certificate completion (see Table 10).<sup>125</sup>

<b>STEM Degrees and Certificates Earned in Idaho by Gender, 2015-2020</b>		
<b>STEM Field</b>	<b>Men</b>	<b>Women</b>
Computer and Information Sciences and Support Services	84%	16%
Engineering	84%	16%
Engineering/Engineering-Related Technologies/Technicians	83%	17%
Physical Sciences	66%	34%
Communications Technologies/Technicians and Support Services	60%	40%
Mathematics and Statistics	60%	40%
Architecture and Related Services	55%	45%
Natural Resources and Conservation	55%	45%
Agricultural/Animal/Plant/Veterinary Science and Related Fields	42%	58%
Biological and Biomedical Sciences	42%	58%
Health Professions and Related Programs	22%	78%

**Table 10.**

SOURCE: “Degrees/Certificates by Field,” (U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Completions Component, 2015-2020).

### **Public Attitudes towards Women and Barriers to STEM Careers**

STEM workers earn approximately two-thirds more annually than those in non-STEM careers and STEM careers can help narrow the gender pay gap and increase women’s economic security.<sup>126</sup>

Nationally and in Idaho, women earn nearly 80% of the degrees in health care (a STEM field).<sup>127</sup> Data show that women are “most highly represented in lower-paying fields such as home health workers, nurses and lower paying specialties such as pediatricians.”<sup>128</sup>

A variety of circumstances discourage women from pursuing STEM education and careers, ranging from gender stereotypes (girls are not as good at math as boys) to discrimination in the workplace.<sup>129</sup>

A 2017 national survey of adults 18 and older asked respondents to select the “major reason more women are not in STEM jobs”:

**39%** said “face discrimination in recruitment, hiring, and promotion”;

**39%** said women were “not encouraged to pursue STEM from an early age”;

**33%** said it is “more difficult to balance work/family in STEM jobs”;

**24%** said there was a “lack of female role models in STEM”;

**23%** said women were “less likely to believe they can succeed in STEM”; and

**18%** said women were “just less interested in STEM than men.”<sup>130</sup>

National data show that women of color are underrepresented in postsecondary STEM education.<sup>131</sup>

Analysis of National Center for Education Statistics data from 2015 to 2020 reveals that the average number of postsecondary STEM degrees or certificates awarded during each academic year was:

**114,048** to White women;

**29,456** to Asian or Pacific Islander women;

**27,255** to Hispanic or Latina women;

**19,951** to Black or African American women;

**8,393** to women of two or more races; and

**1,030** to American Indian or Alaska Native women.<sup>132</sup>

### Workforce Development Training

Careers in trade jobs (construction, electricity, plumbing, welding, etc.) are typically high earning, with comprehensive health-care and pension benefits and the ability to learn on the job through apprenticeships.<sup>133</sup> Trade jobs provide high-paying wages, and are in demand, with a projected nationwide workforce shortage of 650,000 in 2022.<sup>134</sup>

In August 2021, nationally, women made up 3% of the workforce in trade jobs, short of the federal goal of 7%.<sup>135</sup>

### *Workforce Development in Idaho*

The Idaho Division of Career Technical Education (Idaho CTE) provides workforce training through a statewide network of programs.<sup>136</sup> Idaho CTE provides programs for high school students at career technical schools.<sup>137</sup> There, students receive education to prepare them for employment in careers that require skills and training but not a bachelor's degree.<sup>138</sup> Idaho CTE also offers trades and Industry education and training through postsecondary education programs.<sup>139</sup> Trades and Industry programs for both secondary and postsecondary students include education and training in architecture and construction, manufacturing, and transportation, distribution, and logistics.<sup>140</sup>

Of students enrolled between the beginning of the 2019-2020 school year and the end of 2020-2021 school year, **709 Idaho high school students were enrolled in Trades and Industry programs.**<sup>141</sup> **Of these students, 8% were girls and 92% were boys.**<sup>142</sup> Girls had a 93% graduation rate and 89% of boys graduated.<sup>143</sup>

**In 2019-2020 Idaho postsecondary Trades and Industry programs, 10% of graduates were women and 90% were men.**<sup>144</sup> Employment rates for 2019-2020 graduates were the same for both women and men at 62%.<sup>145</sup>

## Employment

From 2016 to 2020, the majority of Idaho occupations were divided by gender, with a handful of occupations having similar percentages of men and women.<sup>146</sup> Occupations with a greater percentage of men were primarily in trades (installation, construction, transportation); agriculture; law enforcement; and STEM fields.<sup>147</sup> Occupations with a greater percentage of women were typically lower paying and included health care, personal care, office and administrative, education and library, and community and social service fields.<sup>148</sup>

### From 2016 to 2020, the occupations in Idaho with the highest wage gaps were:

- Educational instruction and library—women’s earnings 56% of men’s (\$24,938 compared to \$44,712);
- Farming, fishing, and forestry—women’s earnings 48% of men’s (\$14,741 compared to \$31,106);
- Legal—women’s earnings 48% of men’s (\$44,801 compared to \$94,534);
- Sales—women’s earnings 48% of men’s (\$21,027 compared to \$43,472); and
- Transportation—women’s earnings 48% of men’s (\$20,207 compared to \$41,943).<sup>149</sup>

### From 2016 to 2020, the occupations in Idaho with the lowest wage gaps were:

- Law enforcement—women’s earnings 98% of men’s (\$50,981 compared to \$51,943);
- Health technologists and technicians—women’s earnings 90% of men’s (\$33,542 compared to \$37,354);
- Office and administration—women’s earnings 84% of men’s (\$27,036 compared to \$32,311);
- Food service—women’s earnings 84% of men’s (\$11,310 compared to \$13,522); and
- Community and social service—women’s earnings 82% of men’s (\$34,137 compared to \$41,524).<sup>150</sup>

### From 2016 to 2020, the occupation in Idaho in which women earned more than men was:

- Health care support—women’s earnings 101% of men’s (\$21,333 compared to \$21,085).<sup>151</sup>

For a comprehensive list of men and women in Idaho by occupation, see Table 11.

<b>Participation and Median Earnings in Idaho by Occupation and Gender, 2016-2020</b>				
<b>Occupation</b>	<b>Men Participation</b>	<b>Women Participation</b>	<b>Men's Median Earnings</b>	<b>Women's Median Earnings</b>
Installation, Maintenance, and Repair	97%	3%	\$42,291	\$28,578
Construction and Extraction	97%	3%	\$36,626	\$24,464
Transportation	88%	12%	\$41,943	\$20,207
Farming, Fishing, and Forestry	81%	19%	\$31,106	\$14,741
Architecture and Engineering	80%	20%	\$79,672	\$57,452
Law Enforcement Workers, Including Supervisors	79%	21%	\$51,943	\$50,981
Computer and Mathematical	74%	26%	\$68,797	\$51,620
Production	72%	28%	\$38,848	\$22,496
Material Moving	70%	30%	\$24,428	\$16,748
Management	66%	34%	\$65,974	\$45,515
Building and Grounds Cleaning and Maintenance	61%	39%	\$22,241	\$15,189
Life, Physical, and Social Science	58%	42%	\$65,321	\$46,639
Sales and Related	53%	47%	\$43,472	\$21,027
Legal Occupations	51%	49%	\$94,534	\$44,801
Business and Financial Operations	48%	52%	\$60,254	\$43,958
Arts, Design, Entertainment, Sports, and Media	45%	55%	\$36,820	\$21,521
Food Preparation and Serving	43%	57%	\$13,522	\$11,310
Community and Social Service	36%	64%	\$41,524	\$34,137
Health Diagnosing and Treating Practitioners	31%	69%	\$100,686	\$56,803
Educational Instruction and Library	27%	73%	\$44,712	\$24,938

Participation and Median Earnings in Idaho by Occupation and Gender, 2016-2020				
Occupation	Men Participation	Women Participation	Men's Median Earnings	Women's Median Earnings
Office and Administrative Support	23%	77%	\$32,311	\$27,036
Personal Care and Service	20%	80%	\$21,493	\$13,060
Health Care Support	15%	85%	\$21,085	\$21,333

**Table 11.**

SOURCE: U.S. Census Bureau 2020 American Community Survey 5-Year Estimates, Table S2411 Occupation by Sex and Median Earnings in the Past 12 Months; U.S. Census Bureau 2020 American Community Survey 5-Year Estimates, Table S2401 Occupation by Sex for the Civilian Employed Population 16 Years and Over.

### Women-Owned Businesses

In 2017, the most recent data available, women owned 38% of all businesses in the U.S.<sup>152</sup> White women owned the largest share of women-owned businesses (77%), with Black or African American women owning 14%, Hispanic or Latina women owning 14%, Asian women owning 8%, and American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander owning less than 1% each.<sup>153</sup>

Sixty-eight percent (68%) of women-owned businesses were centered in five industries:



**18% - Other Services (excluding public administration):** auto repair; car washes; electronic and precision equipment repair and maintenance; commercial and industrial machinery and equipment repair and maintenance; personal and household goods repair and maintenance; barber shops; beauty salons; nail salons; dry cleaning and laundry services; funeral homes and cemeteries and crematories; other personal services; religious organizations; civic, social, and advocacy organizations and grant making and giving services; labor unions; business, professional, political, and similar organizations; and private households;



**14% - Health Care and Social Assistance:** employment at physician, dentist, chiropractor and optometrist offices; outpatient, home health-care, and nursing care facilities; community food, housing, and community services; and child-care services;



**14% - Professional Scientific and Technical Services:** legal services; accounting, tax preparation, bookkeeping, and payroll services; architecture, engineering, and related services; computer systems design and related services; management, scientific, and technical consulting services; scientific research and development services; advertising, public relations, and related services; veterinary services; and other professional, scientific, and technical services;



**11% - Retail Trade:** auto dealers, other motor vehicle dealers, automotive parts, furniture and home furnishings, household appliances, electronics, building materials and supplies, hardware, lawn and garden equipment, supermarkets and grocery stores, convenience stores, specialty food, liquor, beer, wine, pharmacies, health and personal care, gas stations, clothing, shoes, jewelry, sporting goods, bookstores, department stores, general merchandise, florists, stationary, used merchandise souvenir, miscellaneous retail stores, electronic shopping and mail-order, vending machine operators, fuel dealers, other direct selling establishments, and not specified retail trade; and



**10% - Administrative and Support and Waste Management and Remediation Services:** employment services, business support services, travel arrangements and reservations, investigation and security services, services to buildings and dwellings, landscaping, other administrative and other support services, and waste management and remediation services.<sup>154</sup>

### ***COVID-19 and Women-Owned Businesses***

**The last count of women-owned businesses occurred before the COVID-19 pandemic; it is difficult to determine whether business ownership has changed over the past two years.** There are indications that the pandemic has had mixed effects on women-business ownership. In late summer 2020, women were less likely to feel that the businesses they owned were in “good health” than men.<sup>155</sup>

While the pandemic caused many small businesses to permanently close, in 2020, people in the U.S. started new businesses at a faster rate than at any other time in the previous decade.<sup>156</sup>

Many women who started new businesses during the pandemic were motivated by emerging factors or existing factors that were amplified by the pandemic, such as control over work schedule, job loss, lack of job opportunities, and improved financial opportunities.<sup>157</sup>

In early 2021, a survey of women business owners found that:

**51%** of women who started businesses in the previous year were either sole providers for their households or were the primary source of income;

**47%** of women-owned businesses started in the previous year were minority-owned and 35% of these respondents indicated that they opened businesses because they were “laid off or worried about their financial situation...”; and

**12%** of minority women-owned businesses cited child-care responsibilities as a reason for starting their own businesses.<sup>158</sup>

Over 50% of the women business owners surveyed said that government assistance was absolutely necessary for them to be able to continue operating their business over the upcoming year.<sup>159</sup> However, to qualify for the Paycheck Protection Program (PPP), businesses were required to be in operation by February 15, 2020, with businesses opening after that date ineligible for PPP assistance.<sup>160</sup> **In Idaho, as of July 2020,\* male-owned businesses received 68% of PPP loans, women-owned businesses 18%, and businesses where the gender of the owner was not reported 14%.**<sup>161</sup>

### Idaho Women in Agriculture

Idaho is the third largest agricultural state in the West and has the fifth largest state agriculture economy in the nation as percent of GDP (Gross Domestic Product).<sup>162</sup> Women play an essential part in sustaining Idaho’s farming and ranching operations.

Every five years, the U.S. Department of Agriculture (USDA) conducts the Census of Agriculture, a count of farms and ranches and the people who operate them.<sup>163</sup> Farms and ranches that raise and sell \$1,000 or more of fruit, vegetables, or food from animals are included in the Census of Agriculture.<sup>164</sup>

The 2017 Census of Agriculture, the most recent available, shows that **70% of Idaho farms had one or more woman producer, 45% of Idaho’s principal producers (those who make primary decisions about the farms they operate) were women, and 39% of farmers and ranchers in Idaho were women.**<sup>165</sup> On average, women and men principal

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\*The most recent data available describing PPP loans and gender.

producers are similar in terms of age, acres of land owned, and years of experience.<sup>166</sup> Women operate roughly half the number of acres as men.<sup>167</sup> Women who are principal producers also rent more acres of farmland to others compared to men who are principal producers.<sup>168</sup>

In 2017, women producers in Idaho were less likely than men to own or operate farms earning \$10,000 or more\* (see Table 12).<sup>169</sup>

Annual Earnings, Producers in Idaho by Gender, 2017		
	Women	Men
Less than \$1,000	4,641	5,594
\$1,000-\$49,999	7,446	9,900
\$50,000 or Greater	3,059	6,080

**Table 12.**

SOURCE: “Chapter 1, Table 55 - Male Producers - Selected Farm Characteristics,”; “Chapter 1, Table 57 - Female Producers - Selected Farm Characteristics,” 2017 Census of Agriculture (United States Department of Agriculture, 2017).

According to a 2021 survey of women farmers and ranchers in Idaho, much of the funding women used to establish and/or operate their farms came from income generated by other jobs and personal savings.<sup>170</sup> Other sources of capital included lenders, loans from friends or family, inheritance, and credit cards.<sup>171</sup>

### Small Business Support

There are several resources in Idaho designed to support women-and minority-owned businesses. The following are some examples of these resources.

The Idaho Women’s Business Center, sponsored by the Idaho Hispanic Foundation, provides women entrepreneurs with free or low-cost programs, including small business training, small business lending services, and mentorship programs.<sup>172</sup>

In November 2021, the Idaho Hispanic Foundation received grant funding to create Idaho Connect,<sup>173</sup> which provides technical assistance through community-based organizations to help small business owners access resources.<sup>174</sup> Several organizations participate

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\*USDA bases earnings on agricultural sales and federal farm program payments.

in providing support to small business owners, including the Idaho Black Community Alliance, Idaho Hispanic Chamber of Commerce, Idaho Veterans Chamber of Commerce, Nez Perce Tribe, North Idaho Native Fund, Shoshone-Bannock Tribes, and Veteran Entrepreneur Alliance.<sup>175</sup>

The Economic Opportunity (EO) program supports underserved Idahoans as they build their own small businesses.<sup>176</sup> EO provides financing and support, small personal and emergency loans, one-on-one coaching, technical support, and training.<sup>177</sup> One of EO's programs, Refugee Childcare Business Development, supports refugee women in becoming economically self-sufficient through establishing child-care businesses in their homes.<sup>178</sup>

### **COVID-19 and Women in the Labor Force**

For many working women, especially women of color and mothers, the COVID-19 pandemic led to record-setting reductions in employment and economic instability.<sup>179</sup> Government shutdowns affected some industries more than others. The industries that were most affected—food service, health care, and retail—were industries in which the majority of employees were women, and in particular women of color.<sup>180</sup>

For mothers, the pandemic caused major disruptions in child care with the closure of child-care centers and the shift from in-person to online schooling.<sup>181</sup> Nationally, more than 30% of working mothers ages 25-44 surveyed reported they were unemployed due to child-care demands (compared to 12% of working fathers).<sup>182</sup> The largest number of mothers leaving the labor force were mothers of children under the age of six, mothers in lower paying jobs, and Hispanic or Latina and Black or African American mothers.<sup>183</sup>

Prior to the pandemic, women were more likely than men to take time off or work fewer hours to provide child care, which negatively impacted their ability to earn income and advance their careers.<sup>184</sup> When the number of women who had to leave work or reduce hours due to the pandemic increased, experts expressed concern that the pandemic had the potential to take women back a decade in terms of equality in the workplace.<sup>185</sup>

In July 2022, women's participation in the labor force was at 58%, 1% lower than participation pre-COVID-19 and the overall unemployment rate for women was 3%, the same unemployment rate as in February 2020, before the pandemic began.<sup>186</sup> However, rates of unemployment in July 2022 were higher for Black women (5%), women ages 20-24 (6%), and women with disabilities (8%) compared to women overall (3%).<sup>187</sup>

## Caregiving

Providing unpaid care for children or other family members can have negative effects on an individual's income.<sup>188</sup> This can take the form of paying out of pocket for expenses, such as school and medical supplies, and reducing work hours or leaving jobs altogether to provide family members with full-time care.<sup>189</sup>

### Child Care

Due to the high cost of child care, many families choose to take care of their children at home; most often mothers leave their jobs or reduce work hours to provide child care.<sup>191</sup>

Many women experience a decrease in earnings when they become mothers, a phenomenon known as the motherhood penalty.<sup>190</sup>

Taking a small amount of time off from work can result in long-term financial consequences, including lost wages and reduced retirement savings and social security benefits.<sup>192</sup> **Workers lose up to three to four times their annual salary for each year they spend out of the workforce.<sup>193</sup> For example, a 26-year-old woman making just over \$30,000 a year who leaves the workforce for five years will lose \$467,000 over her career.**<sup>194</sup>

In Idaho, child care is one of the largest expenses in a family's budget.<sup>195</sup> In 2020, infant care cost an average of \$7,474 per year, or \$623 per month.<sup>196</sup> For a 4-year-old, the average cost was estimated at \$6,454 per year or \$538 per month.<sup>197</sup>

The U.S. Department of Health and Human Services guidelines state that child care is affordable if it costs less than 7% of a household income.<sup>198</sup> In Idaho, infant care costs approximately 13% of a median household income.<sup>199</sup> For 84% of Idaho families, infant care is more than 7% of their income.<sup>200</sup>

The pandemic amplified the difficulties in finding appropriate child care.<sup>201</sup> From 2019 to early 2022, more than 200 child-care centers across Idaho closed.<sup>202</sup> For those that remained open during the pandemic, enrollments dropped but overhead costs did not, forcing many centers to lay off staff and/or raise the cost of child care.<sup>203</sup>

### Caregivers

Caregivers are friends or family members who provide unpaid care for people who need consistent support with everyday tasks.<sup>204</sup> Generally, caregivers provide support to people who are older or people living with disabilities or long-term illnesses.<sup>205</sup>

In 2020, approximately 53 million people (one in five) in the U.S. were caregivers and 61% of these caregivers were women.<sup>206</sup> Women were more likely than men to care for two or more adults (27% compared to 20%, respectively) and 55% of women caregivers reported feeling as though they had no choice in taking the caregiving role.<sup>207</sup> Fifty-eight percent (58%) of women caretakers were employed in jobs outside of caretaking compared to 67% of men caretakers.<sup>208</sup>

In 2020, of women caregivers who were employed in addition to caregiving, 54% were workers paid by the hour.<sup>209</sup> Hourly workers often do not have the same benefits as many salaried workers, such as paid family, sick, or vacation leave. Without these benefits, caregivers with hourly jobs can lose income if they reduce hours to provide care or respond to emergencies.<sup>210</sup>

In a 2020 survey, approximately one in five caregivers reported financial difficulties caused by caregiving activities and nearly half of caregivers said they had taken on debt, were forced to not pay or make late payments on bills, and needed to borrow money from family or friends as a result of caregiving.<sup>211</sup> Caregivers reported experiencing other financial impacts; for example, 28% had stopped saving money, 22% had used up their short-term savings, and 12% had used long-term savings, such as retirement or education accounts.<sup>212</sup>

Providing caregiving is associated with increased levels of depression and anxiety, increased use of psychoactive medications, increased risk of early death, and poor immune function.<sup>213</sup> In Idaho, caregivers were reported to have higher risk of developing chronic diseases, including arthritis, asthma, depression, and diabetes.<sup>214</sup>

In Idaho, in 2015, the most recent data available, 24% of women were caregivers (123,019) compared to 19% of men (93,276).<sup>215</sup>

Of women caregivers in Idaho providing regular care:

**43%** were unemployed;

**23%** were employed; and

**16%** of employed caregivers needed, but did not receive, support services (such as classes about giving appropriate care, support groups, individual counseling to help cope with giving care, and respite care) related to the care they provided.<sup>216</sup>

# **HEALTH**

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**Health**

**Poverty and Low-Income**

**Housing**

**Interpersonal and Intimate  
Partner Violence**

**Women and Incarceration**

## Health

*“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”<sup>217</sup>*

Not everyone in the U.S. experiences health and health care the same way.<sup>218</sup> Many people in the U.S. are economically stable, have access to quality education and health care, and live in safe housing and neighborhoods.<sup>219</sup> Those that do not may face health disparities.<sup>220</sup>

Health Disparity: a particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage.<sup>221</sup>

Health disparities impact groups that are marginalized, with disparities occurring “across socioeconomic status, age, geography, language, gender, disability status, citizenship status...sexual identity and orientation...” and race and ethnicity.<sup>222</sup>

**Poor health and poverty are intertwined.<sup>223</sup> When people cannot afford food, regular medical care, safe living conditions, and other necessities, their physical and mental health is impacted.<sup>224</sup>** When people with low-income or living in poverty become sick (or their family becomes sick), they may be forced to reduce work hours, spend money on medical bills or prescriptions, and face a variety of other financial obstacles that can amplify the cycle of poverty.<sup>225</sup> People with low-income have higher rates of chronic conditions, such as diabetes, heart disease, strokes, and more.<sup>226</sup>

### The Social Determinants of Health

The U.S. Department of Health and Human Services has identified five elements that contribute to the economic, physical, and social well-being of people and their communities.<sup>227</sup> These elements are known as the **Social Determinants of Health** and include economic stability, education access and quality, health-care access and quality, neighborhood and built environments, and social and community context.<sup>228</sup> Examples of social determinants of health include the availability of clean air and water, education and job opportunities, health care and other supports, healthy food, safe and stable housing and communities, and more.<sup>229</sup>

## Health Care

Preventative health care is key to reducing risk for chronic disease and disabilities, tracking development in children, catching health issues early on, and increasing life expectancy.<sup>230</sup> Studies show that many people do not receive preventative care and that income, education, geography, and inequities due to race or ethnicity impact their access to preventative care.<sup>231</sup>

### *Health Care in Idaho*

Nearly all counties in Idaho are designated as Health Professional Shortage Areas (HPSA) for primary, dental, and mental health care providers.<sup>232</sup>

**99%** of Idaho is designated as a primary care HPSA;

**96%** of Idaho is a dental health HPSA; and

**100%** of Idaho is a mental health HPSA.<sup>233</sup>

HPSAs are determined, in part, by the number of health-care professionals available to serve the population.<sup>234</sup>

In 2021, Idaho ranked 43rd lowest in the U.S. for primary care providers, with 220 primary care providers per 100,000 people.<sup>235</sup> As of August 2022, Idaho had a total of 1,790 primary care providers, 1,432 specialist physicians, 1,023 dentists, and 112 psychiatrists.<sup>236</sup> Of active physicians in Idaho in 2020, approximately one-third were at or nearing retirement age, with more than 30% 60 and older.<sup>237</sup>

While health-care providers in Idaho are limited, health-care needs for women and children in Idaho are extensive.<sup>238</sup>

In 2021, Idaho women ranked 40th highest in the nation for cancer, 39th highest for frequent physical distress, 38th highest for depression, 34th highest for diabetes, 33rd highest for high blood pressure, and 32nd highest for frequent mental distress.<sup>239</sup> In 2021, Idaho children ranked 41st highest for anxiety, 36th highest for depression, and 33rd highest for child mortality.<sup>240</sup> In 2021, Idaho ranked 39th lowest in the nation for overall availability of health care for women, 49th lowest for preventative care for women (Idaho ranked 32nd lowest for preventative care overall),<sup>241</sup> 37th lowest for clinical care for children, and 33rd lowest for preventative care for children (see Table 13 for health and preventative care rankings).<sup>242</sup>

National Rankings for Health and Preventative Care, Women and Children in Idaho, 2021		
	Women	Children
Preventative Care	49th	33rd
Cervical Cancer Screening	48th	N/A
Well Woman Visit	48th	N/A
Avoided Care due to Cost	45th	N/A
Uninsured	44th	26th
Clinical Care	43rd	37th
Dental Visit	43rd	8th
Access to Care	39th	40th
Childhood Immunizations	N/A	36th
HPV Vaccination	N/A	45th
Pediatricians	N/A	50th
Well-Child Visit	N/A	36th

**Table 13.**

SOURCE: “2021 Health of Women and Children,” (America’s Health Rankings).

Responses to the Idaho 2018 and 2020 BRFSS surveys show that many Idaho women did not meet age-appropriate preventative care recommendations and that **women in Idaho who earned less than \$35,000 annually were less likely to meet recommended preventative health screening, including any cervical cancer screenings, mammograms, and PAP tests than women in Idaho who earned more than \$35,000 annually (see Table 14).**<sup>245</sup>

The Behavioral Risk Factor Surveillance System (BRFSS) is a national system of health-related surveys that collect data from U.S. residents in all 50 states, the District of Columbia, and three U.S. territories.<sup>243</sup> BRFSS estimates the rates of behaviors that are linked to death and disabilities, chronic disease, health conditions, and injuries.<sup>244</sup>

Women in Idaho not Meeting Recommended Preventative Health Screenings, 2018 and 2020		
Did not meet any cervical cancer screening recommendation (Ages 21-64)		
All Ages and Income	27%	100,171
Ages 21-34, Income Less than \$35,000	31%	18,566
Ages 21-34, Income \$35,000 or Greater	21%	12,491
Ages 35-64, Income Less than \$35,000	41%	22,133
Ages 35-64, Income \$35,000 or Greater	18%	25,241

<b>Women in Idaho not Meeting Recommended Preventative Health Screenings, 2018 and 2020</b>		
<b>Did not meet any cervical cancer screening recommendation (Ages 21-64)</b>		
All Ages and Income	31%	72,662
Ages 50-64, Income Less than \$35,000	40%	16,370
Ages 50-64, Income \$35,000 or Greater	35%	29,160
Ages 65+, Income Less than \$35,000	27%	7,417
Ages 65+, Income \$35,000 or Greater	18%	7,637
<b>Did not have an HPV test in the past five years (Ages 30-64)</b>		
All Ages and Income	53%	99,178
Ages 30-34, Income Less than \$35,000	48%	6,951
Ages 30-34, Income \$35,000 or Greater	52%	11,294
Ages 35-64, Income Less than \$35,000	60%	22,011
Ages 35-64, Income \$35,000 or Greater	47%	42,263
<b>Did not have a mammogram in the past two years (Ages 35 and Older)</b>		
All Ages and Income	57%	362,161
Ages 35-64, Income Less than \$35,000	54%	40,485
Ages 35-64, Income \$35,000 or Greater	48%	88,523
Ages 65+, Income Less than \$35,000	42%	21,223
Ages 65+, Income \$35,000 or Greater	23%	13,687
<b>Did not have PAP test in the past three years (Ages 18-64)</b>		
All Ages and Income	29%	105,463
Ages 18-34, Income Less than \$35,000	32%	19,015
Ages 18-34, Income \$35,000 or Greater	22%	13,299
Ages 35-64, Income Less than \$35,000	43%	22,666
Ages 35-64, Income \$35,000 or Greater	22%	29,435

**Table 14.**

SOURCE: “Idaho Behavioral Health Risk Factor Surveillance System (BRFSS) 2018 and 2020,” (Idaho Department of Health and Welfare).

A key part of women’s health and economic stability is access to family planning and reproductive health services.<sup>246</sup> These services include wellness screenings, birth control, and other medical services.<sup>247</sup> Public policy may impact availability of family planning and other medical services.<sup>248</sup>

## Mental Health

*“The economic costs of having depression (increased medical care use, lower quality of life and decreased workplace productivity) are among the highest of any disease.”<sup>249</sup>*

In 2020, nearly 53 million people (one in five adults) across the U.S. experienced some sort of mental illness.<sup>250</sup> Living with mental illness can affect all aspects of life.<sup>251</sup> People with mental illness are more likely to develop cardiovascular and metabolic diseases, are more likely to experience substance use disorders, have higher rates of unemployment, are more likely to drop out of high school, have higher rates of homelessness, and experience increased interactions with the criminal justice system than people who do not have mental illness.<sup>252</sup> In 2019, 15% of U.S. veterans experienced mental illness.<sup>253</sup>

### *Mental Health in Idaho*

**In 2021, there were 234 mental health-care providers in Idaho per every 100,000 people.**<sup>254</sup> These providers include psychiatrists, psychologists, licensed clinical social workers, counselors, therapists, and advanced practice nurses specializing in mental health care and substance abuse.<sup>255</sup>

**In 2021, nearly 1.3 million Idahoans lived in communities that did not have enough mental health-care professionals to meet the need for services.**<sup>256</sup>

Using Substance Abuse and Mental Health Services Administration (SAMHSA) data, a 2021 study found that 311,000 adults in Idaho lived with a mental illness.<sup>257</sup>

**Approximately 25% of Idaho adults with mental illness did not receive treatment in the previous year.**<sup>258</sup> **Forty-five percent (45%) of people who went without treatment did so because they could not afford it.**<sup>259</sup>

Women in Idaho report higher rates of poor mental health and diagnoses of depression than men.<sup>260</sup> From 2018 to 2020, approximately 104,000 (16%) of women and 63,000 (10%) of men reported having 14 or more days of poor mental health in the previous month and more than 178,000 women (27%) and nearly 93,000 (14%) of men reported having been diagnosed with depression at some point in their lifetime.<sup>261</sup>

Women who live in poverty or on low-income and women of color are at higher risk for depression and are less likely to seek or remain in mental health treatment.<sup>262</sup> **Women in Idaho earning less than \$35,000 per year are more likely to report higher instances of poor mental health days and diagnoses of depression than women earning \$35,000 or more (see Tables 15 and 16).**<sup>263</sup>

<b>Women in Idaho Experiencing 14+ Days of Poor Mental Health in the Past Month, 2020</b>		
	<b>Income Less than \$35,000</b>	<b>Income \$35,000 or Greater</b>
Ages 18-34	27%	16%
Ages 35-64	28%	9%
Ages 65+	11%	7%

**Table 15.**

SOURCE: “Idaho Behavioral Health Risk Factor Surveillance System (BRFSS) 2020,” (Idaho Department of Health and Welfare).

<b>Women in Idaho Reporting Diagnosis of Depression in Their Lifetime, 2020</b>		
	<b>Income Less than \$35,000</b>	<b>Income \$35,000 or Greater</b>
Ages 18-34	38%	25%
Ages 35-64	43%	22%
Ages 65+	22%	17%

**Table 16.**

SOURCE: “Idaho Behavioral Health Risk Factor Surveillance System (BRFSS) 2020,” (Idaho Department of Health and Welfare).

In 2016 and 2020 Idaho BRFSS surveys, women with lower incomes and lower educational attainment reported higher instances of cognitive decline (occasions of confusion and/or memory loss) than women with higher incomes (see Table 17). During that time, 54% of all women experiencing cognitive decline did not discuss their cognitive health with a medical professional.<sup>264</sup>

<b>Women in Idaho Reporting Cognitive Decline, 2016 and 2020*</b>		
<b>Experiencing confusion/memory loss that is getting worse</b>		
Ages 45-64, Income Less than \$35,000	18%	9,427
Ages 45-64, Income \$35,000 or Greater	6%	6,190
Ages 65+, Income Less than \$35,000	12%	6,216
Ages 65+, Income \$35,000 or Greater	8%	3,691
Did Not Attend College	11%	12,428
Attended/Graduated College	9%	17,481
<b>Sometimes/usually/always gave up daily chores due to confusion/memory loss</b>		
Ages 45-64, Income Less than \$35,000	63%	5,909
Ages 45-64, Income \$35,000 or Greater	35%	2,210
Ages 65+, Income Less than \$35,000	35%	2,232
Ages 65+, Income \$35,000 or Greater	15%	585
Did Not Attend College	55%	6,905
Attended/Graduated College	35%	6,221
<b>Sometimes/usually/always gave up work/social activities due to confusion/memory loss</b>		
Ages 45-64, Income Less than \$35,000	48%	4,496
Ages 45-64, Income \$35,000 or Greater	20%	1,239
Ages 65+, Income Less than \$35,000	20%	1,201
Ages 65+, Income \$35,000 or Greater	15%	587
Did Not Attend College	40%	4,883
Attended/Graduated College	25%	4,506
<b>Needs assistance sometimes/usually/always</b>		
Ages 45-64, Income Less than \$35,000	50%	4,656
Ages 45-64, Income \$35,000 or Greater	7%	424
Ages 65+, Income Less than \$35,000	29%	1,893
Ages 65+, Income \$35,000 or Greater	15%	595
Did Not Attend College	40%	5,057
Attended/Graduated College	25%	4,487

**Table 17.**

SOURCE: "Idaho Behavioral Health Risk Factor Surveillance System (BRFSS) 2016 and 2020," (Idaho Department of Health and Welfare).

\*BRFSS information for women younger than 45 was not collected for cognitive decline.

### ***Suicide***

In 2020, suicide was the 12th leading cause of death in the U.S., with more than 12 million adults having seriously thought about suicide, 3.2 million planning a suicide attempt, and 1.2 million attempting suicide.<sup>265</sup> While anyone can be at risk for suicide, certain groups have higher rates of suicide than others.<sup>266</sup> These include American Indian or Alaska Native and non-Hispanic White populations, veterans, people living in rural communities, and young people identifying as lesbian, gay, or bisexual.<sup>267</sup>

In 2020, Idaho had one of the highest suicide rates per capita in the U.S., ranking 46th in the country.<sup>268</sup> **In 2020, suicide was the 9th leading cause of death in Idaho;** the 2nd leading cause of death for age groups 5-14, 15-24, 25-34, and 35-44; 4th leading cause of death for people ages 45-54; and the 8th leading cause of death for people ages 55-64.<sup>269</sup> Suicide was not a leading cause of death for Idahoans 65 and older.<sup>270</sup>

According to Idaho BRFSS surveys in 2016 and 2020, approximately 4,700 Idaho women annually had attempted suicide in the previous 12 months. **Women making under \$35,000 per year were more likely to have a suicide attempt than women earning more than \$35,000** (2,892 attempts annually compared to 1,169, respectively) and women who did not attend college were more likely to have attempted suicide than women who attended college (3,158 compared to 1,526, respectively).<sup>271</sup>

The 2021 Idaho Youth Risk Behavior Survey of children in grades 9-12 found that 22% of Idaho students reported yes to the question: “During the past 12 months, did you ever seriously considered attempting suicide?”<sup>272</sup> **Girls were more likely to consider suicide than boys (26% compared to 17%, respectively).**<sup>273</sup>

### ***Adverse Childhood Experiences (ACEs)***

Examples of ACEs include experiencing abuse, neglect, or violence; witnessing violence in the community or home; a family member attempting or dying by suicide; living in a household with substance use and/or mental health problems; and parental or household member incarceration.<sup>275</sup>

Adverse Childhood Experiences (ACEs) are events occurring in childhood that are potentially traumatic.<sup>274</sup>

A child’s exposure to ACEs can have lifelong consequences.<sup>276</sup>

ACEs have been linked to:

- Alcoholism, smoking, and substance abuse;
- Health issues, including cancer, depression, diabetes, heart disease, stroke, and suicide; and
- Negative impacts on education and job opportunities.<sup>277</sup>

In 2018 and 2020, the Idaho BRFSS found that adult women had more exposure to some ACEs as children compared to adult men (see Table 18).<sup>278</sup>

<b>Types of ACEs Reported, Adults in Idaho, 2018 and 2020</b>		
<b>Lived with someone with a mental illness</b>		
Women	26%	142,179
Men	18%	97,690
<b>Parents or adults verbally abused child</b>		
Women	38%	208,846
Men	37%	194,280
<b>Parents or adults physically abused child</b>		
Women	22%	118,250
Men	21%	113,539
<b>Parents or adults physically abused each other</b>		
Women	18%	97,098
Men	15%	78,190
<b>Parents or adults forced child to have sex</b>		
Women	8%	42,950
Men	2%	10,248
<b>Parents or adults touched child sexually</b>		
Women	20%	108,387
Men	6%	30,883
<b>Parents or adults forced child to touch them sexually</b>		
Women	14%	75,016
Men	5%	25,120

**Table 18.**

SOURCE: “Idaho Behavioral Health Risk Factor Surveillance System (BRFSS) 2018 and 2020,” (Idaho Department of Health and Welfare).

The more ACEs a person experiences as a child, the greater the risk for negative impacts as an adult.<sup>279</sup> **A 2021 analysis of ACEs in Idaho found that in 2018, 23% (243,870) adults experienced four or more ACEs.**<sup>280</sup>

In Idaho, experiencing four or more ACEs was greater:

- For individuals earning less than \$35,000 annually (30%) compared to those earning more than \$35,000 (20%);
- For unemployed people (39%) compared to employed, retirees, students, homemakers, and people unable to work (23%);
- For individuals with less than a high school diploma or GED (33%) compared to college graduates (18%); and
- Among women (28%) than men (19%).<sup>281</sup>

In Idaho, healthwise, compared to adults with no ACEs, those with four or more ACEs were more likely to report binge drinking, blindness, cognitive issues, depression, fair or poor overall health, respiratory disease, smoking, and more.<sup>282</sup>

### **Telehealth**

At the onset of the COVID-19 pandemic, Idaho Governor Brad Little expanded access to health care by lifting regulations that required health-care providers to have additional licensing to practice telehealth.<sup>283</sup> This provided much needed additional access to care, especially for Idahoans living in rural areas where practitioners were already in short supply.<sup>284</sup> Telehealth usage increased dramatically after the regulations were lifted, with an increase of 32,035% in behavioral health telehealth visits and a 12,681% increase in medical telehealth visits in the March-July 2020 timeframe compared to the same time period in 2019.<sup>285</sup> In June 2020, Governor Little signed an executive order to make the waivers for additional licensing permanent.<sup>286</sup>

## Poverty and Low-Income

### Poverty Thresholds, Federal Poverty Levels (FPLs), and Low-Income

The U.S. Government defines poverty in two ways: poverty thresholds and Federal Poverty Levels (FPLs).<sup>287</sup>

Poverty thresholds are created by the U.S. Census Bureau and are used to measure poverty.<sup>288</sup>

FPLs are created by the U.S. Department of Health and Human Services and are used to determine a household's eligibility for some federal programs.<sup>289</sup>

For poverty thresholds and FPLs, the annual incomes that determine a household's poverty status are similar and some sources use the terms interchangeably.<sup>290</sup>

The U.S. Department of Education defines low-income households as households whose taxable income for the previous year is not above 150% of FPL.<sup>291</sup>

Poverty has been associated with negative mental and physical health outcomes and is considered a public health issue in the U.S.<sup>292</sup> Adults, children, and families living in poverty are at greater risk for chronic disease and lower life expectancy,<sup>293</sup> as well as mental health conditions, including depression and substance abuse.<sup>294</sup>

Certain factors increase the likelihood of risk for experiencing poverty.<sup>295</sup> **Research shows that education, income level, location, social class, and social status all can influence a person's risk for poverty.**<sup>296</sup>

Eleven percent (11%) of Idahoans lived in poverty in 2021.<sup>297</sup> However, many households that earn above the FPL cannot afford basic necessities.<sup>298</sup> These families are referred to as Asset Limited, Income Constrained, Employed (ALICE).<sup>299</sup> In Idaho in 2018, the most recent year available, 28% of households were ALICE.<sup>300</sup> When combined with Idaho's 12% poverty rate in 2018, **40% of Idaho households were classified as below FPL and ALICE.**<sup>301</sup>

When households are unable to afford basic needs, they often have to choose between essentials.<sup>302</sup> When a household must decide between which necessities they can afford, there is no financial cushion to help with unexpected expenses, such as a car breaking down or a trip to the emergency room.<sup>303</sup>

### **Cost of Living in Idaho**

United for ALICE provides basic household budget estimates for Idaho.<sup>304</sup> These household budgets include the costs of essentials, such as child care, food, health care, housing, transportation, and more.<sup>305</sup> United for ALICE provides three types of household budgets: the Household Survival Budget, Senior Survival Budget, and Household Stability Budget (for more information about United for Alice and how these budgets were created, see the 2020 Research and Methodology Report).<sup>306</sup>

In 2018, the most recent information available, the Household Survival Budget for a single adult in Idaho was estimated at \$21,276 per year, nearly double the amount of the 2018 FPL.<sup>307</sup> Due to higher health-care costs, the average single Senior Survival Budget was estimated at \$24,156 per year.<sup>308</sup> The Household Stability Budget, which “estimates the higher costs of maintaining a variable household over time and is the only ALICE budget to include a savings category...” was estimated at \$43,452 per year for a single adult.<sup>309</sup>

The ALICE Household Stability Budget is \$12,000 more than the annual income of low wage workers (\$31,200) and is nearly three times the amount of the annual earning of a worker making Idaho’s minimum wage (\$15,080).

### **Who Lives in Poverty or Low-Income**

#### ***Women***

From 2016 to 2020, 55% of people living below the poverty threshold in Idaho were women.<sup>310</sup>

#### ***Single Mothers***

Across the U.S., in 2019, nearly 25% of single mothers lived below the FPL.<sup>311</sup> In Idaho, from 2016 to 2020, 29% of single women households with children lived below the poverty threshold; this number varied greatly depending on race/ethnicity (see Table 19).<sup>312</sup>

Single Women Households with Children below Poverty Threshold in Idaho, 2016-2020						
White	Hispanic or Latino/a	American Indian/ Alaska Native	Black/ African American	Asian	Native Hawaiian/ Other Pacific Islander	All
26%	40%	34%	84%	16%	47%	27%

**Table 19.**

SOURCE: U.S. Census Bureau American Community Survey 5-Year Estimates, Table S1702 Poverty Status in the Past 12 Months of Families.

### *Women 65 and Older*

From 2016 to 2020, 12% of Idaho women 65 and older lived in poverty compared to 9% of men in the same age group.<sup>313</sup> There are several reasons why older women have higher rates of poverty compared to older men. In general, married couples have higher incomes and are less likely to live in poverty than unmarried people.<sup>314</sup> Because women have longer life expectancies, they are more likely to be widowed and spend more time on fixed retirement incomes, which pays for less with inflation.<sup>315</sup>

The amount a person receives in Social Security benefits is determined by how much income they earned while they were working.<sup>316</sup> Because women typically have lower incomes than men, their Social Security benefits are often less.<sup>317</sup> When a spouse dies, the surviving partner can experience a sizable reduction in income, with a 33% to 50% reduction in Social Security benefits compared to a couple's combined benefits.<sup>318</sup>

Partners cannot receive survivor benefits in addition to their own; Social Security pays the higher of the two amounts.<sup>319</sup> **In 2021, among retired workers nationally, the average monthly benefit for men was \$1,714 compared to \$1,378 for women.**<sup>320</sup>

Women received slightly more than men as survivors of deceased workers, with benefits of \$1,462 per month compared to \$1,292 for men.<sup>321</sup>

### *Women of Color*

When poverty rates (people living below the poverty threshold) are examined by race and gender, of Native Hawaiian and Other Pacific Islanders in Idaho, 68% were women and 32% were men.<sup>322</sup> Fifty-five percent (55%) of White women and 45% of White men were in poverty.<sup>323</sup> Black women in Idaho experience lower rates of poverty than Black men (44% compared to 56%, respectively).<sup>324</sup> See Table 20 for poverty rates by race and gender.<sup>325</sup>

Living below Poverty Threshold in Idaho by Gender, 2016-2020							
	White	Hispanic or Latino/a	American Indian/ Alaska Native	Black/ African American	Asian	Native Hawaiian/ Other Pacific Islander	All
Women	55%	54%	57%	44%	60%	68%	55%
Men	45%	46%	43%	56%	40%	32%	45%

**Table 20.**

SOURCE: U.S. Census Bureau, 2020 American Community Survey 5-Year Estimates, Tables B17001H, B17001I, B17001C, B17001B, B17001D, B17001E, B17001 Poverty Status in the Past 12 Months by Sex and Age.

**LGBTQ+ Women**

Information about Idaho’s LGBTQ+ population and poverty that separates LGBTQ+ women and LGBTQ+ men is not available. Idaho’s LGBTQ+ population was more likely to be:

- **Food insecure:** 32% compared to 15% non-LGBTQ+ people;
- **Uninsured:** 24% compared to 16% non-LGBTQ+ people;
- **Unemployed:** 8% compared to 5% non-LGBTQ+ people; and
- **Earning less than \$24,000 annually:** 28% compared to 21% non-LGBTQ+ people.<sup>326</sup>

## Housing

Clean, safe, and stable housing is directly linked to physical and mental wellbeing.<sup>327</sup> Stable housing is largely dependent on a household's ability to afford to pay their mortgage or rent, utilities, and other basic necessities, including child care, food, transportation, and more.<sup>328</sup>

### *Women*

A 2021 study found that, in all but one state, women on average pay more for their mortgages than men due to higher interest rates.<sup>334</sup> A number of factors contribute to this, including higher debt to income ratios, credit scores, lending searches, and property types.<sup>335</sup>

According to a 2021 study, for single women who are not homeowners, the pandemic and rapid increase in housing costs caused many to have concern about securing home ownership.<sup>336</sup> Almost 60% of single women heads of household who rented could not afford to buy a home and did not know if they would be able to do so.<sup>337</sup>

**Homeownership is financially significant for single women, as homes account for 70% of single women's wealth near retirement compared to 50% for single men.**<sup>338</sup>

### *People of Color*

Information that distinguishes homeownership rates for people of color in Idaho by gender is not available. From 2016 to 2020, the percentages of White households that were homeowners were greater than for households of all other races and ethnicities (see Table 21 for Idaho homeownership rates by race).<sup>339</sup>

Housing is considered affordable when a household spends less than 30% of their income on housing and utilities.<sup>329</sup> Households that spend more than 30% of their income on housing are considered cost burdened.<sup>330</sup> When households spend more than 50% of their income on housing, they are severely cost burdened.<sup>331</sup>

The federal Fair Housing Act (1968) provides protection against housing discrimination based on color, disability, family status, national origin, sex (including gender identity and sexual orientation), race, and religion.<sup>332</sup> These protections apply to people who are renting or buying, applying for mortgages, seeking housing assistance, and pursuing other housing related activities.<sup>333</sup>

Owner-Occupied Housing Rates in Idaho by Race, 2016-2020							
White	Hispanic or Latino/a	American Indian/ Native Alaska	Black/ African American	Asian	Native Hawaiian/ Other Pacific Islander	Some Other Race	Two or More Races
73%	56%	56%	39%	60%	45%	56%	59%

**Table 21.**

SOURCE: U.S. Census Bureau, 2020 American Community Survey 5-Year Estimates, Table S2502 Demographic Characteristics for Occupied Housing Units.

Across the U.S., practices and policies such as redlining have had a lasting effect on the ability for people of color to purchase homes.<sup>341</sup> Because of this and other systemic factors, people of color continue to have lower homeownership rates compared to Whites.<sup>342</sup>

Redlining is the practice of denying mortgage applications or limiting property insurance, often based on the demographic nature of the applicant’s neighborhood.<sup>340</sup>

**LGBTQ+ People**

An analysis of Home Mortgage Disclosure Act (HMDA) data from 2018 found that same sex couples were more likely to pay higher closing costs and interest rates and to have their home loan applications denied than opposite sex couples.<sup>343</sup> In a 2017 survey of LGBTQ+ renters and homebuyers, 13% of LGBTQ+ homeowners reported discrimination or prejudice when trying to buy a home.<sup>344</sup> Information about Idaho’s LGBTQ+ population and homeownership that separates LGBTQ+ women from LGBTQ+ men is not available.

**Housing in Idaho**

**Renters**

For the past several years, Idaho has experienced unprecedented population growth and housing costs at historic highs, creating a severe shortage of affordable housing.<sup>345</sup> These factors, combined with Idaho wages not keeping pace with the increase in housing costs, have made it difficult for many Idahoans to find housing without becoming cost or extremely cost burdened.<sup>346</sup>

Housing Wage: the hourly wage needed to afford an apartment without being cost burdened.<sup>347</sup>

To afford a one bedroom apartment at fair market rate without being cost burdened, a person would need to work full-time and earn \$15.03 per hour.<sup>348</sup> To afford a two bedroom apartment at fair market rate without being cost burdened in Idaho in 2022, a

person would need to work full-time, earning at least \$18.87 per hour.<sup>349</sup> The minimum hourly wage to secure affordable housing (housing wage) for a two bedroom apartment is higher in some areas of Idaho. For example, the hourly housing wage for a two bedroom apartment is \$21.50 in Boise; \$21.46 in Blaine County; \$20.13 in Coeur d’Alene; \$19.04 in Teton County; and \$18.67 in Gem County.<sup>350</sup>

**The median hourly wage made by an estimated 136,000 Idahoans employed as restaurant workers, cashiers, home health and care aids, receptionists, nursing assistants, and more are lower than the housing wage (see Table 22).<sup>351</sup>**

<b>Occupations Paying Lower than the Housing Wage in Idaho, 2022</b>		
<b>Occupation</b>	<b>Total Employed</b>	<b>Median Hourly Wage</b>
Waiters and Waitresses	9,780	\$10.13
Fast Food and Counter Workers	15,500	\$10.53
Cooks, Fast Food	7,700	\$11.52
Cashiers	18,340	\$11.80
Home Health and Personal Care Aides	17,630	\$12.16
Teaching Assistants, Except Postsecondary	7,150	\$13.79
Retail Salespersons	19,060	\$14.42
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11,670	\$14.62
Cooks, Restaurant	6,910	\$14.82
Receptionists and Information Clerks	6,370	\$14.92
Stockers and Order Fillers	9,680	\$14.96
Nursing Assistants	6,850	\$14.98

**Table 22.**

SOURCE: “Out of Reach: Idaho,” (National Low Income Housing Coalition).

From 2016 to 2020, occupations in Idaho with a higher percentage of women than men included health care, personal care, office and administrative, education and library, and community and social service fields.<sup>352</sup> (See also Table 11.)

Of Idaho renters with families, 26% are single mothers compared to 12% of single fathers.<sup>353</sup>

From 2016 to 2020, Idaho households of color were more likely to rent their homes than White households.<sup>354</sup>

### Homeowners

Homeownership is considered a key element in building wealth and financial stability.<sup>355</sup> It also is associated with intergenerational homeownership, with the children of homeowners being more likely to own homes of their own than the children of renters.<sup>356</sup> Because low-income homeowner households generally have less savings and investments or other assets, the majority of their wealth is held in homeownership.<sup>357</sup> Low-income homeowners with affordable mortgages tend to have higher wealth compared to renters.<sup>358</sup>



More single women than single men in Idaho are homeowners (7% compared to 4%, respectively).<sup>359</sup>



From 2016 to 2020, Idaho homeowners were less likely to be cost burdened than renters, with 26% of Idaho homeowners spending 30% or more on housing compared to 45% of renters.<sup>360</sup>



In 2020, 32,130 men in Idaho applied for mortgage loans compared to 18,502 women. Eighteen percent (18%) of mortgage applications for men and 18% of mortgage applications for women were denied.<sup>361</sup>



Mortgage loan information that separates gender by race in Idaho is not available. People of color are more likely to have their mortgage applications denied compared to Whites (see Table 23).<sup>362</sup>

<b>Mortgage Applications (Denied) in Idaho by Race, 2020</b>						
<b>White</b>	<b>Hispanic or Latino/a</b>	<b>American Indian/ Alaska Native</b>	<b>Black/ African American</b>	<b>Asian</b>	<b>Native Hawaiian/ Other Pacific Islander</b>	<b>Two or More Minority Races</b>
13%	24%	33%	20%	15%	26%	24%

**Table 23.**

SOURCE: “HDMA Dataset Filtering 2021 Idaho Loan Applications,” (Federal Financial Institutions Examination Council, Home Mortgage Disclosure Act).

### ***Assisted Living***

The cost of care to assist Idahoans 65 and older can be substantial.<sup>363</sup> In 2021:

- In-home homemaker services (including grocery shopping, meal making, cleaning, checking batteries in smoke detectors, and more) and home health aide services (assistance with bathing, basic medical services, and cooking and cleaning) each cost more than \$65,000 annually (an increase of 21% from 2020);
- Adult day health care cost \$26,000 annually;
- Assisted living facilities cost \$46,050 annually; and
- Idaho nursing home facilities cost more than \$102,000 annually for a semi-private room and nearly \$110,000 for a private room.<sup>364</sup>

In 2021, in Idaho nearly 2,500 women and 1,485 men 65 and older lived in nursing and skilled nursing facilities.<sup>365</sup>

## Homelessness

The U.S. Department of Housing and Urban Development (HUD) defines homelessness in four categories: literally homeless, imminent risk of homelessness, homelessness under other federal statutes, and fleeing/attempting to flee domestic violence.<sup>366</sup>

**Literally Homeless:** “Individual or family that lacks a fixed, regular, and adequate nighttime residence.” This includes having a primary nighttime residence that is not meant for human habitation and/or living in a shelter.

**Imminent Risk of Homelessness:** “...an individual or family who will imminently lose their primary residence, provided that: 1) residence will be lost within 14 days of the date of application for homeless assistance, 2) no subsequent residence has been identified, and 3) the individual or family lacks the resources or support networks needed to obtain other permanent housing.”

**Homeless under Other Federal Statutes:** “Unaccompanied youth under 25 years of age, or families with...children and youth, who do not otherwise qualify as homeless...but who: 1) are defined as homeless under the other listed federal statutes, 2) have not had a lease [or] ownership interest in permanent housing...60 day prior to the homelessness assistance application, 3) have experienced persistent instability as measured by two moves or more during the preceding 60 days, 4) can be expected to continue in such status for an extended period of time due to special needs or barriers.”

**Fleeing/Attempting to Flee Domestic Violence:** “Any individual or family who: 1) is fleeing, or is attempting to flee, domestic violence; 2) has no other residence; 3) lacks the resources or support networks to obtain other permanent housing.”<sup>367</sup>

Experiencing homelessness has been connected to negative impacts on physical and mental health.<sup>368</sup> People experiencing homelessness are at increased risk of death and health issues, including alcohol and drug addiction, diabetes, HIV, hypertension, mental illness, seizures, tuberculosis, and other serious conditions.<sup>369</sup> The health problems that many people experiencing homelessness face emerge from factors such as discrimination, food insecurity, insufficient public health infrastructure, and limited health care, housing, and social services.<sup>370</sup>

### *Homelessness in Idaho*

HUD uses the annual Point in Time (PIT) Count to estimate the number of sheltered and unsheltered people experiencing homelessness.<sup>371</sup> HUD relies on nonprofit providers and local and state governments (Continuum of Care Programs) to conduct the annual PIT Counts in each state.<sup>372</sup> Idaho has two Continuum of Care Programs, the Boise City/Ada County Continuum of Care and the Idaho Balance of State Continuum of Care.<sup>373</sup>

In 2022, Idaho's two Continuum of Care programs identified 2,054 men, women, and children experiencing homelessness.<sup>374</sup>

The 2022 Idaho Balance of State (which includes all of Idaho except for Ada County) PIT Count identified 1,378 men, women, and children experiencing homelessness, a slight increase over 2021. The majority of this homeless population, 808, were unsheltered, meaning they lived in a vehicle, on the street, in tents, in encampments, and in other places not meant for habitation.<sup>375</sup> Five hundred and seventy (570) people experiencing homelessness were considered "sheltered"—living in emergency shelters or supportive or transitional housing.<sup>376</sup> The Balance of State PIT Count found that the top three reasons people cited as both situations causing homelessness and circumstances that prevented them from being housed were 1) unable to find affordable housing, 2) unemployment, and 3) evicted/unable to pay rent.<sup>377</sup>

The Boise City/Ada County Continuum of Care PIT Count found 620 people and 56 children experiencing homelessness.<sup>378</sup> While these numbers indicate a decline in homelessness from 2021, Our Path Home, the administrator of Ada County's PIT Count, stated that all of their partner organizations (health-care providers, housing services, nonprofits, shelters, and more) reported an increase in demand for services.<sup>379</sup>

While information is not available about homelessness among Idaho's LGBTQ+ community, national research indicates that in 2017, LGBTQ+ youth were 120% more likely to experience homelessness than youth who were not LGBTQ+.<sup>380</sup> Nationally, for LGBTQ+ adults, 8% of transgender people experienced homelessness in the previous year and 17% of lesbian, gay, and bisexual adults reported experiencing homelessness at some point in their lifetime.<sup>381</sup>

## Interpersonal and Intimate Partner Violence

*“Interpersonal Violence occurs across age, ethnic, gender and economic lines, among persons with disabilities, and among heterosexual and same-sex couples.”<sup>382</sup>*

Interpersonal violence is “the intentional use of physical force or power against other persons by an individual or small group of individuals. Interpersonal violence may be physical, sexual, or psychological (also called emotional violence) ...”<sup>383</sup>

Types of interpersonal violence include dating and intimate partner violence, child and elder abuse, assault, rape, or sexual assault.<sup>384</sup>

Intimate partner violence is defined as abuse or aggression that occurs in a romantic relationship and refers to current and former spouses and dating partners.<sup>385</sup>

**Intimate partner violence is considered a “significant public health issue.”<sup>386</sup>**

Nationally, it is estimated that 11 million women and 5 million men experience sexual assault, physical assault, and/or stalking by an intimate partner in their lifetime and more than 43 million women and 38 million men have experienced psychological abuse from an intimate partner.<sup>387</sup>

Reported national rates of intimate partner violence for women over their lifetime:

**45%** Black women,

**37%** White women,

**34%** Hispanic women,

**18%** Asian or Pacific Islander,

**61%** of bisexual women,

**44%** of lesbian women, and

**35%** of cisgender women.<sup>388</sup>

Women with disabilities are disproportionately impacted by intimate partner violence.<sup>389</sup>

**Having a disability has been associated with nearly double the risk of experiencing intimate partner violence;** women with disabilities report four times more instances

of rape, two and a half times more sexual violence (other than rape), two times more physical violence, and three times more occurrences of stalking than women without disabilities.<sup>390</sup>

LGBTQ+ women are also at greater risk of intimate partner violence, with 44% of lesbian and 61% of bisexual women experiencing physical abuse, stalking, or rape from an intimate partner.<sup>391</sup>

The incidence of intimate partner violence is likely higher than reported. **A 2015 U.S. Bureau of Justice Statistics report estimated that less than half (44%) of instances of intimate partner violence were reported, with an average of 582,000 victimizations unreported annually from 2006 to 2015.**<sup>392</sup>

Reporting intimate partner violence can be difficult and emotionally complicated.<sup>393</sup> Coercion; fear for one's safety and the safety of their children; physical, emotional, and financial control; and other reasons can prevent a survivor from reporting crimes to law enforcement.<sup>394</sup> Survivors of color face additional challenges that could discourage them from reporting violence.<sup>395</sup> These may include cultural or religious beliefs, distrust of law enforcement or the criminal justice system, lack of services that are linguistically or culturally appropriate, legal status, and more.<sup>396</sup>

**It is estimated that financial abuse happens in nearly all intimate partner violence (99%) and is one of the most powerful tools in preventing women from leaving an abusive relationship.**<sup>397</sup> Financial, or economic, abuse can be defined as controlling a woman's ability to acquire, use, and maintain economic resources.<sup>398</sup> Interpersonal and intimate partner violence can have severe financial consequences, including disrupted educational attainment, job instability, medical bills, and poor credit due to financial control and exploitation.<sup>399</sup>

**A 2017 study estimated that the lifetime cost of rape was more than \$122,000 per survivor.**<sup>400</sup> This included the cost of criminal justice activities, lost work productivity for survivors and their perpetrators, medical care, and other costs, such as property loss or damage.<sup>401</sup> Intimate partner violence was estimated to have a lifetime cost of more than \$103,000 per woman and \$23,414 per man.<sup>402</sup>

### Interpersonal and Intimate Partner Violence in Idaho

In 2021, 10,366 women and girls in Idaho were subjected to violent crimes—murder, negligent manslaughter, kidnapping, rape, sodomy, sexual assault with an object, fondling, aggravated assault, simple assault, intimidation, incest, statutory rape, and human trafficking.<sup>403</sup> This number represents reported cases.

In 2019 and 2020, Idaho BRFSS surveys estimated that 21% of women in Idaho (more than 110,000) experienced unwanted or forced sexual contact.<sup>404</sup>

Women who earned less than \$35,000 per year (except for women 65 and older) reported higher rates of unwanted or forced sexual contact than women making more than \$35,000 per year (see Table 24).<sup>405</sup>

<b>Women in Idaho Reporting Ever Having Unwanted or Forced Sexual Contact, 2019 and 2020</b>	
Ages 18-34, Income Less than \$35,000	31%
Ages 18-34, Income \$35,000 or Greater	22%
Ages 35-64, Income Less than \$35,000	37%
Ages 35-64, Income \$35,000 or Greater	20%
Ages 65+, Income Less than \$35,000	10%
Ages 65+, Income \$35,000 or Greater	11%

**Table 24.**

SOURCE: “Idaho Behavioral Health Risk Factor Surveillance System (BRFSS) 2019 and 2020,” (Idaho Department of Health and Welfare).

Intimate partner violence is decreasing year-over-year in Idaho (down 9% from 2016 to 2020); however, victim service providers believe that victimization is increasing.<sup>406</sup> The number of survivors receiving help from Idaho service providers was nearly four times higher than the number of survivors known to Idaho law enforcement (21,608 survivors receiving help compared to 5,723 survivors known to law enforcement).<sup>407</sup>

As reported cases of intimate partner violence are decreasing, reported cases of sexual assaults and rape are rising, with an 8% increase in non-consensual sex offenses from 2020 to 2021 and a 12% increase in reported rapes from 2020 to 2021.<sup>408</sup>

**In 2020, the number of sexual assaults reported to Idaho law enforcement increased (by 16% compared to 2016) and were the highest numbers recorded since 2009.**<sup>409</sup>

As with intimate partner violence, occurrences of sexual violence are likely higher than those reported to law enforcement, with service providers in 2020 assisting 9,573 Idaho survivors compared to 2,091 of offenses known to Idaho law enforcement.<sup>410</sup>

In 2020, Hispanic or Latina women accounted for 33% of intimate partner violence survivors; Hispanic or Latina women represent 13% of Idaho’s population.<sup>411</sup> While

Hispanics and Latino/as reported sexual assault at lower rates than Idaho's general population, data indicate that they report sexual assault less often than other races; the rate of sexual assault is likely higher than reported to law enforcement.<sup>412</sup>

**The 2021 Idaho Youth Risk Behavioral Survey found that 18% of girls grades 9-12 reported having been physically forced to have sex in the previous year compared to 5% of boys.**<sup>413</sup>

### **Missing and Murdered Indigenous People (MMIP)**

Idaho has a number of tribal communities, including five federally recognized tribes—the Coeur d'Alene Tribe and Kootenai Tribe of Idaho in the north, the Nez Perce Tribe in the central part of the state, the Shoshone-Bannock Tribes in the east, and the Shoshone-Paiute Tribes in the south.

Until recently, little research had explored victimization rates for Indigenous people; most were categorized racially as non-Whites compared to Whites or Blacks.<sup>414</sup> However, studies show that Indigenous people experience higher rates of violence compared to any other race or ethnicity.<sup>415</sup> **A 2010 national study, the most recent data available, indicated that 82% of Indigenous men and 84% of Indigenous women had experienced violence at some point in their life.**<sup>416</sup>

Experiencing violence and the risk of going missing or being killed are connected.<sup>417</sup> In Idaho, Indigenous people have higher rates of going missing and higher rates of death as result of assault, 6.06 per 100,000 residents compared to 1.89 per 100,000 for Whites.<sup>418</sup> **Seventy-five percent (75%) of missing Indigenous people are women; 29% of missing non-Indigenous people are women.**<sup>419</sup>

## Women and Incarceration

From 1980 to 2020, the female incarceration rate in the U.S. increased by more than 475%, from a total of 26,378 women held in federal prison, state prison, and jail in 1980 to 152,854 in 2020.<sup>420</sup>

Women who are incarcerated in the U.S. tend to be socioeconomically disadvantaged, be disproportionately women of color, live below the poverty line, and have children.<sup>421</sup> Studies show that women who experience certain factors are at greater risk for incarceration.<sup>422</sup> These factors include experiencing child abuse, intimate partner violence, sexual assault, mental health issues, substance abuse, and post-traumatic stress disorder (PTSD).<sup>423</sup>

Incarceration increases the cycle of poverty for women.<sup>424</sup> When women reenter their communities after incarceration, they often face heavy debt, ineligibility for jobs due to their convictions, and the need to find housing quickly in order to adhere to the conditions of their probation.<sup>425</sup> Other obstacles to achieving financial stability include lifetime bans on federal housing participation, student loan eligibility, and welfare benefits.<sup>426</sup>

Children with incarcerated mothers, particularly single mothers, also can experience negative outcomes.<sup>427</sup> The bond between children and their mothers is often damaged due to the separation while their mother is incarcerated.<sup>428</sup> Incarceration also can increase the risk of foster care placement.<sup>429</sup> Studies show that when a child has a parent in jail and/or is placed in foster care, they are at greater risk for incarceration and homelessness.<sup>430</sup>

### Incarceration and Women and Girls in Idaho

**In 2020, Idaho imprisoned more women than any other state in the U.S., with 110 women incarcerated per every 100,000 women state residents.**<sup>431</sup> Two states, Idaho and Oklahoma, imprisoned women at greater than 100 women per 100,000 state residents.<sup>432</sup>

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\*Criteria for inclusion for these data: individuals must be 21 or younger, charged with an offence, and in residential placement because of that offense.

In 2019, the most recent data available, Idaho was the third highest in the U.S. in terms of placing girls in residential placement,\* with 72 girls incarcerated per 100,000 girl state residents.<sup>433</sup>

Incarcerated juveniles in Idaho are disproportionately girls and boys of color. In 2019, of juveniles in detention in Idaho (as measured per 100,000 juvenile residents):

**980** were Black,

**580** were American Indian,

**176** were Hispanic,

**167** were Asian, and

**137** were White.<sup>434</sup>

# **LEADERSHIP**

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**Corporate Leadership**

**Government Leadership**

*“...We approach our jobs, as we do other aspects of life, using our personal experiences, and personal experience is necessarily limited...When we say, ‘that just makes common sense,’ we are really saying, ‘that accords with my own life experience.’”<sup>435</sup> - Justice Debra L. Stephens*

Women are 50% of both the U.S. and Idaho population.<sup>436</sup> Women make up less than 50% of leadership and decision-making positions in business\* and public policy, both nationally and across the state.<sup>437</sup> In 2022, 30% of Idaho legislators were women, 3 of 7 Idaho state constitutional officers were women, and 24% of Idaho judges were women.<sup>438</sup>

## Corporate Leadership

There is little information available on women in corporate leadership in Idaho. Studies at the national level show that women, especially women of color, are underrepresented in upper management and leadership positions in U.S. corporations.<sup>439</sup>

In 2021, the percentage of women and women of color was greater in entry level positions and less in senior leadership positions, and the percentage of White men was less in entry level positions and greater in senior leadership positions.<sup>440</sup> Detailed percentages of women and men in corporate positions are found in Table 25.

Corporate Positions in the U.S. by Gender and Race, 2021						
	Entry Level	Manager	Director	Vice President	Senior Vice President	Chief Executive
White Men	35%	42%	50%	56%	61%	62%
Men of Color	17%	17%	15%	13%	12%	13%
White Women	30%	28%	27%	24%	22%	20%
Women of Color	17%	12%	9%	7%	5%	4%

**Table 25.**

SOURCE: Tiffany Burns et al., “Women in the Workplace 2021,” (McKinsey & Company, 2021).

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\*Representation for women in Idaho in corporate leadership is not available.

In 2021, for every 100 men promoted to management, 86 women were promoted.<sup>441</sup>

In the workplace, women, women of color, LGBTQ+ women, and women with disabilities experience more challenges to their competence and indirect or direct discrimination than men (see Table 26).<sup>442</sup>

<b>Workplace Challenges Reported by Those in Corporate Positions in the U.S., 2021</b>								
	<b>All Men</b>	<b>All Women</b>	<b>White Women</b>	<b>Latina Women</b>	<b>Black Women</b>	<b>Asian Women</b>	<b>LGBTQ+ Women</b>	<b>Women with Disabilities</b>
Being interrupted or spoken over	15%	28%	27%	27%	32%	29%	34%	40%
Having your judgement questioned	24%	31%	31%	29%	38%	25%	37%	46%
Having others comment on your emotional state	12%	18%	18%	16%	21%	13%	25%	30%
Hearing people express surprise at your language skills or other abilities	6%	8%	5%	13%	18%	11%	10%	13%
Hearing or overhearing insults about your culture or people like you	7%	7%	5%	9%	16%	9%	12%	14%
Being confused with someone else of the same race/ethnicity	5%	7%	4%	6%	17%	17%	9%	9%

Feeling like you are expected to speak on behalf of all people with your identity	6%	9%	5%	11%	31%	14%	16%	13%
Having others comment on your hair or appearance	4%	6%	5%	5%	14%	5%	11%	11%

**Table 26.**  
SOURCE: Tiffany Burns et al., “Women in the Workplace 2021,” (McKinsey & Company, 2021).

Women in corporate leadership has been connected to larger profits and higher stakeholder returns<sup>443</sup> and can bring new and different ideas and problem-solving skills, offer new perspectives on mentoring, and provide positive role models.<sup>444</sup> Women CEOs are often motivated by creating positive work cultures and value work-life balance.<sup>445</sup>

## Government Leadership

Today, women, women of color, and LGBTQ+ people hold elected office in greater numbers than in the past.<sup>446</sup>

For example, in 2022, women held:

**31%** of state legislative seats (more than five times the number in 1971).<sup>447</sup>

**28%** of U.S. House seats (record high).<sup>448</sup>

**24%** of U.S. Senate seats (second highest on record).<sup>449</sup>

**18%** of governors (record high).<sup>450</sup>

Women of color are underrepresented in elected office (see Table 27).<sup>451</sup>

Women in Elected Office in the U.S. by Race, 2022*							
	White	Latina	Native American/ Alaska Native	Black	Asian American/ Pacific Islander	Middle Eastern/ North African	Multiracial
U.S. Senate	21%	1%	0%	0%	2%	0%	0%
U.S. House of Representatives	17%	3%	<1%	6%	2%	<1%	0%
State Legislatures	23%	2%	<1%	5%	1%	<1%	<1%

**Table 27.**

SOURCE: “Women in State Legislature 2022”; “Women in the U.S. House of Representatives 2022”; “Women in the U.S. Senate 2022”; (Center for American Women and Politics, 2022).

\*As compared to all elected office holders in that category (i.e., U.S. Senate, U.S. House, all state legislatures).

### Government in Idaho

Every year, Represent Women conducts a Gender Parity Index, which ranks states based on the number of women in U.S. Congress (30 points), statewide executive positions (30 points), state legislatures (30 points), and city and county government (10 points).<sup>452</sup> According to these metrics, Idaho ranked 37th out of 50 states in the country for women in elected positions.<sup>453</sup>

Specifically, the 2022 Idaho Parity Index notes:

- Idaho has never had a woman serve in the U.S. Senate and only two women have been elected to the U.S. House of Representatives (Grace Bowers Pfost, 1953-1963 and Helen Chenoweth, 1995-2001);
- Of seven statewide executive positions, in 2022, women held three— Lieutenant Governor, State Treasurer, and Superintendent of Public Instruction, and of the 21 women who have served in Idaho statewide executive positions, 12 have served as Superintendent of Public Instruction;
- Women made up 30% of Idaho’s legislators; and
- 4 out of 12 cities in Idaho with populations greater than 30,000 had women mayors.<sup>454</sup>

In 2022, 39 out of 161 judges in Idaho were women, though the percentage of women judges has increased over the past 5 years (see Table 28).<sup>455</sup> Women are underrepresented in Idaho’s judiciary.<sup>456</sup>

<b>Women Judges in Idaho, 2017 and 2022</b>		
	<b>2017</b>	<b>2022</b>
Idaho Supreme Court	0%	40%
Idaho Court of Appeals	25%	75%
Idaho District Court	17%	23%
All	17%	24%

**Table 28.**

SOURCE: “Statistics: Foster-Long’s Gender Diversity Survey,” (National Association of Women Judges).

Women in government leadership has been linked to creating policies supporting families and health, addressing intimate partner violence, and supporting pay equity, as well as promoting collaboration, coalition building, and consensus.<sup>457</sup> Research has connected women policy makers and improved overall population health, as women policy makers are more likely to support spending on “health promoting issues such as healthcare, family benefits, social services, and education” than their male counterparts.<sup>458</sup>

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