When Women Thrive, Mississippi Thrives
“I'm a feminist.
I've been a female for a long time now.
It'd be stupid not to be on my own side.”
-Maya Angelou

I am large.
I contain multitudes.

– Walt Whitman
Context: Noun

the circumstances that form the setting for an event, statement, or idea, and in terms of which it can be fully understood and assessed.
it's time to change the narrative
Bill and Melinda Gates:

“Gender inequality cuts across every single country on Earth. No matter where you are born, your life will be harder if you are born a girl. If you are born in a poor country or district, it will be even harder.”
United Nations Millennium Goals 2015

The MDGs are inter-dependent; all the MDG influence health, and health influences all the MDGs. For example, better health enables children to learn and adults to earn. Gender equality is essential to the achievement of better health. Reducing poverty, hunger and environmental degradation positively influences, but also depends on, better health.

1. to eradicate extreme poverty and hunger
2. to achieve universal primary education;
3. to promote gender equality and empower women;
4. to reduce child mortality;
5. to improve maternal health;
6. to combat HIV/AIDS, malaria, and other diseases;
7. to ensure environmental sustainability; and
8. to develop a global partnership for development.
UN Sustainable Development Goals 2030

- No poverty
- Zero Hunger
- Global Health and Well-being
- Quality Education
- **Gender Equality**
- Clean Water and Sanitation
- Affordable and Clean Energy
- Decent work & Economic Growth
- Industry, Innovation, and Infrastructure
- Reduced Inequalities
- Sustainable Cities and Communities
- Responsible Consumption and Production
- Climate Action
- Life Below Water
- Life on Land
- Peace, Justice and Strong Institutions
- Partnerships
UN Sustainable Development Goals: Gender Equality

• Women continue to suffer discrimination and violence in every part of the world.

• Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. (When women thrive, Mississippi Thrives)

• Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making will fuel sustainable economies and benefit societies and humanity at large.
  • Representation in national parliaments is at 23.7 percent. In 46 countries, women now hold more than 30 percent of seats in national parliament in at least one chamber.
  • Representation in MS = 15%.

• Only 52 percent of women married or in a union freely make their own decisions about sexual relations, contraceptive use and health care.
In the United States, 20.3% of all children live in poverty.

Mississippi has the highest child poverty rate in the nation: 30.2% Mississippi children live in poverty.

Source: 2013-2017 ACS, Table S1701
## Poverty Status of Women in Mississippi

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Women</td>
<td>21.9% (Ranked 50th)</td>
<td>16.4%</td>
</tr>
<tr>
<td>Black/African American Women</td>
<td>32.6%</td>
<td>24.2%</td>
</tr>
<tr>
<td>Hispanic/Latina Women</td>
<td>31.3%</td>
<td>21%</td>
</tr>
<tr>
<td>White</td>
<td>14.6%</td>
<td>11.4%</td>
</tr>
<tr>
<td>Single Parent-Headed Family with Children</td>
<td><strong>52.8%</strong> (Ranked 49th)</td>
<td>22.4% (Ranked 29th)</td>
</tr>
</tbody>
</table>

More Numbers…

About 45% of Mississippi’s children ages 0-17 live with a single parent, 84% of those live with their mother or a female caretaker. Children living with single moms are much more likely to be poor: among poor Mississippi children, 70% live with a single mom.

Single Moms in Mississippi Work: In fact they participate in the labor force at a higher rate than the population overall - but are stuck in low-wage jobs.

**MINIMUM WAGE LEAVES FAMILIES BELOW POVERTY**
- Mississippi Minimum Wage: $7.25
- Full-time Equivalent, 52 weeks/year: $15,080
- 2019 Federal Poverty Level, Family of 2 (a mom and one child): $16,910

Child care is expensive; it can cost as much as college. This is unaffordable without assistance, especially for single moms - it can represent 25% of her income.

Ranked 51st nationally for ratio of women’s to men’s earnings (74.5%)
Year wage gap is expected to close: 2088
Education Increases Earnings Power – but doesn’t eliminate gender disparities

- Women were 60% of degree earners at MS public universities in 2015 (IHL)

- Higher education and technical education is key to strengthening economic security, but not enough to close the gender pay gap

- The gap in median earnings gets wider the higher the level of education

Source: 2015 1-year American Community Survey, Table S2001; IHL
"Just closing the gender wage gap for similar men and women workers could, by itself, cut the poverty rate among working women in Mississippi in half."

WFM'S "Women's Access to Quality Jobs" Research
Women and Work

• Approximately 21.6% of women in Mississippi have a bachelor’s degree or higher – Ranked 49th

• A key reason women have lower earnings than men is the tendency for women to work in different - and lower paying - occupational groups than men

• Women are less likely to have full-time year-round employment

• Quality Jobs: wages, health insurance, retirement benefits, full-time, full-year employment, access to paid sick days

• Men are more likely than women to be in the best quality jobs
Women and Income

• The median wage for all full-time year-round working women in Mississippi is $30,485 ($35,000 for White women, $25,404 for Black women, $24,388 for Hispanic women).

• Mississippi women who work full-time, year-round earn 75 cents on the dollar compared with similarly employed men.

• The wage gap can be even larger for women of color. For Mississippi women who hold full-time, year-round jobs, African American women are paid 56 cents and Latinas are paid 54 cents for every dollar paid to white, non-Hispanic men.
Women and Income

• On average, Mississippi women who are employed full time lose a combined total of nearly four billion dollars every year due to the wage gap.

• Lost wages mean families have less money to save for the future or to spend on basic goods and services – spending that helps drive the economy.

• If the annual wage gap were eliminated, on average, a working woman in Mississippi would have enough money for approximately:
  • 77 more weeks of food for her family (one and a half years’ worth),
  • 9 more months of mortgage and utilities payments, or
  • More than 13 additional months of rent.
Women and Wealth

• Women are more likely to go to college than men, AND families are more likely to rely on women’s earnings than ever before.

• Two-thirds of mothers are either the sole or primary breadwinner or co-breadwinners.

• During their single years the median wealth for single women is $3,210. For men it is $10,150. Women have 32 cents for every dollar of wealth owned by men.
  • Single black women have a median wealth of $200
  • Single Hispanic women: $100
Women and Wealth

- Percent of single female households with liquid asset poverty
  - Mississippi & Alabama: 75%
  - Arkansas: 62%
  - Kansas: 50%
  - Iowa: 37%

- The difference in wealth between men and women increases as education increases.
  - Median wealth for men with a high school diploma is almost $2,000 more than women
  - At the graduate school level the median wealth for men is more than $51,000 higher than women
Women and Wealth

• Women student debtors – and especially women of color – are more likely to experience the negative financial consequences associated with student loan delinquency and default. According to one of the three major credit rating bureaus in the United States, women borrowers are more likely to be in default on their student loans or in serious delinquency than men.

• Wealth is also a function of debt.
  • Women are more likely to have every debt type
  • Median debt for women is 177% higher than the median debt for men
Healthy Women

Unintended pregnancy can have significant, negative consequences including adverse maternal and child health outcomes:

• delayed prenatal care
• premature birth
• poor physical and mental health
• poverty

Of the annual 6 million pregnancies in the US each year, nearly 3 million are unplanned. In Mississippi in 2010, 62% of all pregnancies were unplanned, higher than the national average of about 45%.
Maternity Care Deserts

Attala, Benton, Calhoun, Carroll, Chickasaw, Choctaw, Claiborne, Copiah, Covington, Franklin, Holmes, Humphreys, Itawamba, Jasper, Jefferson Davis, Kemper, Lawrence, Leake, Marion, Marshall, Montgomery, Newton, Noxubee, Perry, Pontotoc, Prentiss, Quitman, Scott, Sharkey, Simpson, Stone, Tallahatchie, Tippah, Tunica, Walthall, Webster, Wilkinson, Winston, Yalobusha, Yazoo
**Healthy Women**

- Mississippi Ranks 50\(^{th}\) in infant mortality, child mortality, low birthweight, neonatal mortality, preterm birth, and 40\(^{th}\) in maternal mortality (March of dimes, 2016 Health of Women and Children Report, MS)

- In Mississippi, the preterm birth rate among **black women** is 44% higher than the rate among all other women (Hispanic is 9.3, white 11.3, black is 16 percent)

- Maternal mortality: Pregnancy related death has more than doubled over the past 25 years
# Teens and Health

<table>
<thead>
<tr>
<th>Percent of high school students who report they or their partner used a condom during last sexual intercourse</th>
<th>Mississippi</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>56%</td>
<td>57%</td>
</tr>
<tr>
<td>Male</td>
<td>58%</td>
<td>62%</td>
</tr>
<tr>
<td>Female</td>
<td>54%</td>
<td>52%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Percent of high school students who report they or their partner used birth control pills before last sexual intercourse</th>
<th>Mississippi</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>18%</td>
<td>18%</td>
</tr>
<tr>
<td>Male</td>
<td>16%</td>
<td>15%</td>
</tr>
<tr>
<td>Female</td>
<td>20%</td>
<td>21%</td>
</tr>
</tbody>
</table>

Source: Department of Adolescent Health - HHS
Imbalance of Representation?

MS Population

Mississippi Legislature

White Women
Black Women
Black Men
White Men
Women in Government

• Women hold only 14.9 percent of seats in the state legislature.

• Mississippi State Government:
  • 8 out of 52 Senators are women
  • 23 out of 122 members of the House of Representatives are women

• None of Mississippi’s five largest cities with elected mayors has a female mayor.
Women in Government

• Mississippi has **NEVER** elected a woman to serve as Governor or as a representative to US Congress.

• There are **NO** women of color in statewide elective executive office in Mississippi.

• The 33% Concept…
The Power of 33%
Gender Lens Philanthropy: Addressing the specific concerns of women and girls

Women’s Funds & Foundations granted $410 million in 2015 (Women’s Philanthropy Institute, Lilly Family School of Philanthropy). Priority areas funded:

- Education 63%
- Economic empowerment, security and self-sufficiency 61%
- Health 54%
- Leadership 41%
- Safety 28%
- Basic needs 26%
- Employment 15%
How much did Americans give in 2018?
$427.71 billion
Americans gave $427.71 billion to charity in 2018 in a complex year for charitable giving.

Where did the generosity come from?
Contributions by source (by percentage of the total)

- Giving by Foundations: $75.86 billion (18% of total giving)
- Giving by Request: $39.71 billion (9% of total giving)
- Giving by Corporations: $20.05 billion (5% of total giving)
- Giving by Individuals: $292.05 billion (68% of total giving)

Giving by individuals declined in 2018, comprising less than 70 percent of overall giving for the first time in at least 50 years.

Where are all the charitable dollars going?
Contributions by source (by percentage of the total)

- 29% to Religion
- 14% to Education
- 12% to Human Services
- 12% to Foundations
- 10% to Health
- 7% to Public-Society Benefit
- 5% to International Affairs
- 5% to Arts, Culture, and Humanities
- 3% to Environment/Animals
- 2% to Individuals

Giving to international affairs showed the largest growth in 2018 of any sector.

Our mission is economic security for women.

We implement programs and projects and invest in organizations and across the state because we know that when women are economically safe and secure — so are their families, and so are their communities.
What makes WFM unique?

We work toward long-term, lasting SOCIAL CHANGE vs providing social services. By cultivating social change, we create long-term opportunity for personal stability and stronger families. This approach helps women and fosters greater success for our entire state.

A public foundation: the only state-wide grant maker focused on women and girls.
- A 501c3 public charity
- We combine resources to support our area of expertise

We believe that for women to be economically safe and secure, they must have access to education and career paths, voices at the table, and the ability to plan for pregnancy.
We make grants, conduct research, provide education and awareness, and advocate for change in the following focus areas:

- Access to (2-year) degrees and skills training
- Leadership development
- Two-generation approach
  - Community
  - Campuses
- Healthy Women:
  - Unplanned pregnancy
  - Teen pregnancy and STI rates
  - Access to care
  - Education

When Women Thrive, Mississippi Thrives
2018 Class of Grantees

2ndChanceMS

Children's Defense Fund

EAST Mississippi Community College

TEEN HEALTH Mississippi

Mississippi State University

UMMC Office of Diversity and Inclusion

ITAWAMBA Community College

PEARL RIVER Community College

We2gether Creating Change

The Lighthouse black girl projects

GIRLS
WFM Commissioned Research: Do you know what you’re spending on teen pregnancy in MS?

- Access to Abstinence-Plus Sex Education in Public Schools that is evidence-based and medically accurate
- Access to School nurses and Youth-Friendly Preventative Health Services
- Access to Educational Opportunities, Community Service, Employment and a Vision for a Positive Future
- Help Parents Succeed in the Role as Sex Educators
Jackson has the 4th highest rate of HIV infection in the nation.

Mississippi ranks at #3 in the US for highest rates of gonorrhea.

Mississippi ranks at #5 in the US for highest rates of chlamydia.

CDC 2015 “Sexually Transmitted Disease Surveillance”
Women’s Access to Quality Jobs in Mississippi

- Research commissioned by the Women’s Foundation of Mississippi (WFM)
- Research conducted by Institute for Women’s Policy Research (IWPR)
- Research made possible through funding from the W.K. Kellogg Foundation.
What makes a Quality Job?

The report compares broad occupational groups based on a Quality Jobs Index composed of five dimensions:

1. Median annual wages
2. Employer-provided health insurance
3. Employer-sponsored retirement benefits
4. Full-time, year-round employment
5. Access to paid sick days

Remember: Just closing the wage gap would cut poverty in Mississippi in half!
Research Recommendations

WFM: Women’s Access to Quality Jobs

- Experience, Education, Training: Increasing women’s access to better quality jobs will require that high school graduation rates improve and will likely require additional education beyond high school.
- Eliminate employment bias. Just closing the gender wage gap would cut the poverty rate among working women by half.
- Increase the minimum wage.
- Increase access to health insurance and retirement benefits.
- Increase access to full-time, full-year work.
- Increase access to paid time off.
- Reduce discrimination.
- Increase access to training and education through increased financial support, subsidized on campus childcare.
Research Recommendations

Asset Funders Network: Women & Wealth

- Make child care affordable and available
- Support affordable college completion
- Support financially sound home ownership
- Increase retirement assets, opportunities for asset ownership, and access to the wealth escalator
- Support business start-ups
- Close the wage gap
- Invest in timely and relevant financial education coupled with coaching
- Build coalitions for effective public policies
- Two-generational strategies
Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard.
Thrive @ Work
SUCCESS IN THE WORKPLACE
A Conversation with Business Leaders
Community Engagement & Education

• Mississippi Women’s Policy Institute Fellowship Program

  • Betsy Bradley
  • Rita Brent
  • Oleta Fitzgerald
  • Holly Lange

• “Consider This” Panel Discussions
  • Upcoming: December 3, Giving Tuesday: Gender-Lens Investing
it's time to change the narrative
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