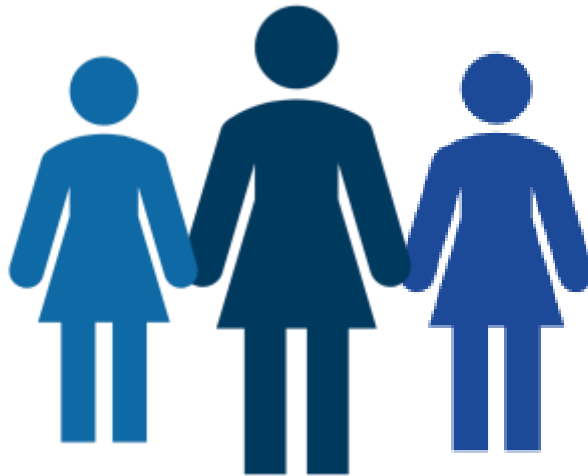




# The Status of Women in Montgomery County, Pennsylvania: 2018 Report

EXECUTIVE SUMMARY



Issued Spring 2019

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# Acknowledgements

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## **We sincerely thank our funding partners:**

The Arcadia Foundation.

The Honorable Senator Daylin Leach, Pennsylvania State Senator, who generously facilitated support from the Pennsylvania Department of Education.

The Montgomery County Foundation, Inc.



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# Our Special Thanks To:

## Researchers

Center for Social and Economic Policy Research at West Chester University of Pennsylvania

Michelle L. Wade, PhD, MPA

Lorin Mayo, MEd

Margaret Tracy, MPA

## Lead Staff

Jodi Button McHale, The Montgomery County Foundation, Inc.

## Report Review and Editorial Committee

Vibha Agrawal, The Montgomery County Foundation, Inc. Women's Leadership Council

Virginia Frantz, President & CEO, The Montgomery County Foundation, Inc.

Maureen Furletti, MHS, President & Founder, Excelsis Consulting LLC

Joanne O. Kline, Executive Director, VNA Foundation of Greater North Penn

## Focus Groups or Interviews

ACLAMO Family Centers

VNA-Community Services, Inc.

Women's Resource Center

Montgomery County Office of Veteran Affairs

Jaisohn Memorial Foundation

Community Leaders, Montgomery County

Women's Executive Roundtable, Montgomery County Foundation, Inc.



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# Introduction

The purpose of this report is to highlight significant issues and trends related to the status of women in Montgomery County, Pennsylvania and bring them to the forefront to inform conversations and planning. Data for this report was obtained from both primary and secondary sources. Primary data was gathered by the researcher through a nonprofit provider survey, focus groups, and in-depth interviews. Secondary data came from a variety of government agencies and nonprofit organizations. National, state, and county level data was provided when possible to provide a basis of comparison for interpretation. Every effort has been made to include the most recent data available at the time this report was originally drafted.

Although American women received the right to vote in 1920, progress towards equality has been slow because of legal barriers and social norms surrounding gender. In the 1960s, women started to make substantial progress towards political, economic, and social equality. Most legal barriers have been removed, and gendered expectations have started to change. However, women still face a number of inequalities in various aspects of their work and home life across the United States, Pennsylvania, and Montgomery County. This report explores each of those areas systematically and is organized around the following eight topics related to the quality of women's lives:

- employment and earnings
- work and family
- poverty and opportunity
- health and well-being
- reproductive rights and infant health
- violence and safety
- political participation
- women veterans

**The full report including source material can be found at [www.mcfoundationinc.org](http://www.mcfoundationinc.org).**



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# About

**The Montgomery County Foundation, Inc.** assists donors in achieving their philanthropic goals. The Foundation’s mission is to develop, receive, administer and manage, under community control, funds received from public and private sources and distribute them for charitable purposes, primarily to meet local needs. The Foundation also acts as a Catalyst for Community Solutions- exploring, identifying and addressing needs in the community, and supporting non-profit organizations that provide important services in Montgomery County.

The Montgomery County Foundation, Inc. commissioned the report on the Status of Women in Montgomery County to provide an integral tool for individuals and organizations interested in improving the well-being of women in Montgomery County. The report is a comprehensive baseline needs assessment of women and girls in the county. Women continue to face challenges such as gender wage gap, poverty, limited access to childcare, adverse health conditions and underrepresentation in high-paying jobs and political office. The report can be used by community leaders, stakeholders and policymakers to improve disparities that exist for girls and women in the county. Addressing these gaps is key to promoting the advancement of women, which will lead to the overall betterment of families and communities in Montgomery County.



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# Montgomery County: An Overview

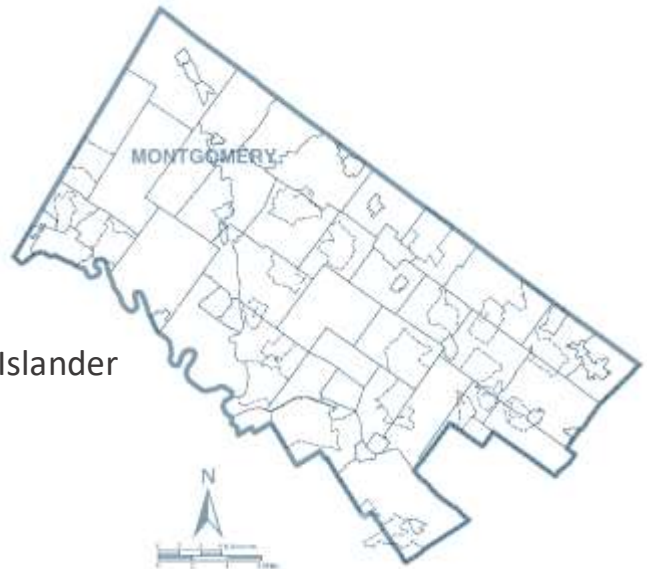
Montgomery County is one of the wealthiest counties in Pennsylvania (Montgomery County Planning Commission 2014), and it has the third largest population out of 67 counties in the state.

POPULATION OF MONTGOMERY COUNTY = **826,075**



## Racial and Ethnic Demographics

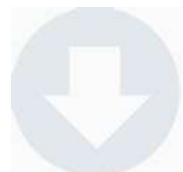
- 82% White
- 77% non-Hispanic White
- 9% Black or African American
- 7% Asian
- 5% Hispanic
- <5% Native Hawaiian and Other Pacific Islander
- 1% other race
- 2% two or more races



The median household income was **\$81,902** in 2016.

- ~ 7% of households had incomes below \$15,000/year.
- ~ 21% of households had incomes over \$150,000/year.

The poverty rate *decreased* from 6.6% in 2012 to 4.6% in 2016.



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## Employment and Earnings

Despite the fact that women make up almost half of the workforce, their wages lag behind those of men. Although there was a great deal of improvement in women's wages during the 1980s, that progress slowed in the 1990s. The gender wage gap is still a concern for women nationwide. Historically, women's lower educational levels contributed to the gender gap, but women are earning college degrees at slightly higher rates than men. One of the biggest contributors to the gender wage gap is occupational segregation, the distribution of women and men in certain occupations where men's occupations receive higher pay regardless of the necessary education or skills. Women of color are even more likely to be segregated into lower paying jobs than their white female counterparts.



*Women earn*

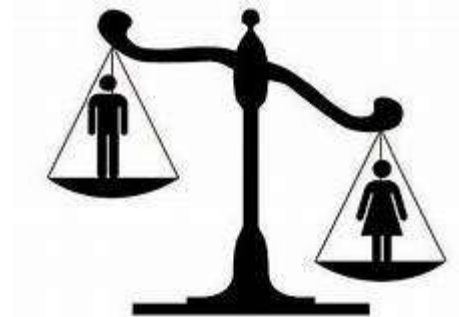
**75.7%**

*of what men earn in Montgomery County*

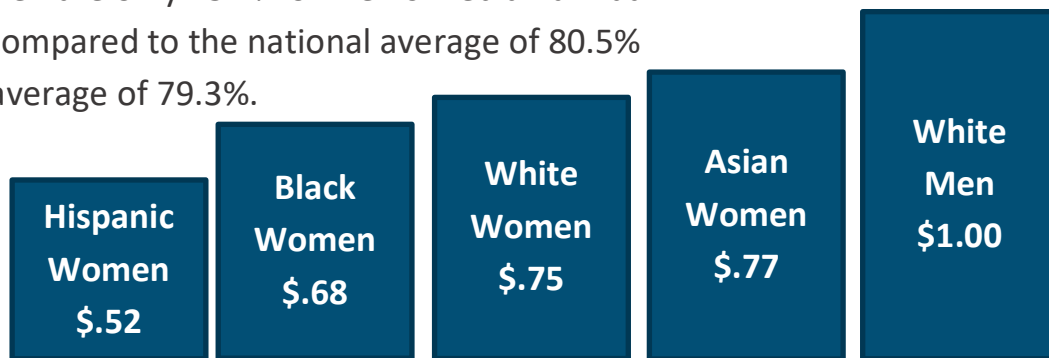


## Earnings and the Gender Wage Gap

In the United States, women make 80.5 cents for every dollar that men make. In 2017, women in Pennsylvania earned approximately 78.4 cents for every dollar that a man made. At the current rate, it would take until the year 2068 for women in Pennsylvania to receive equal pay. Women in Pennsylvania would need to work until age 70 in order to make what a man would make by age 60.



In Montgomery County, the median annual earnings for all women are only 75.7% of men's median annual earnings, compared to the national average of 80.5% and state average of 79.3%.



**Ratio of Women's Earnings to White Men, Montgomery County (2016)**

**In every racial/ethnic group, women earn less than White men. Compared to other states, Pennsylvania ranked 9<sup>th</sup> in Black women's lifetime losses of earnings at \$679,920.**

- Hispanic women's earnings were 52.4% of White men's earnings in Montgomery County, 57.4% in Pennsylvania, and 58.5% in the United States (2016).
- Black women's earnings were 68.5% of White men's earnings in Montgomery County, 69.4% in Pennsylvania, and 67.9% in the United States (2016).
- White women's earnings were 75.0% of White men's earnings in Montgomery County, 78.8% in Pennsylvania, and 79.9% in the United States (2016).
- Asian women's earnings were 77.0% of White men's earnings in Montgomery County, 79.1% in Pennsylvania, and 97.5% in the United States (2016).





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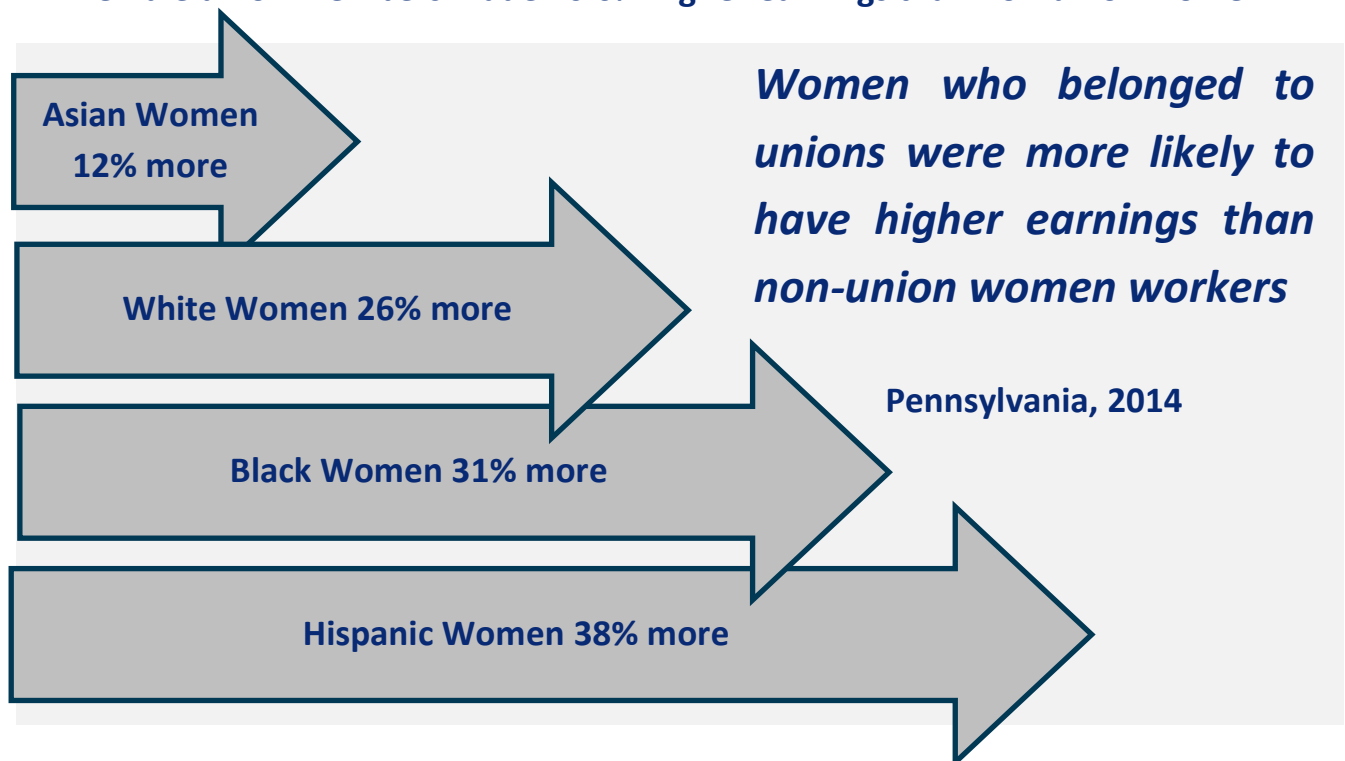
## Union Advantage

In the United States, women who belonged to unions were more likely to have health insurance and more likely to have a lower gender and race wage gap. In 2017, male union members received a 21% bump in salary compared to non-union males while female union members received a 30% bump compared to non-union females in the United States.

Female union members of every racial/ethnic group had higher earnings than non-union women in the United States in 2016:

- Hispanic women made 46.7% more
- Black women made 28.2% more
- White women made 32.1% more
- Asian women made 9.3% more

**In Pennsylvania,  
female union members made 20.6% higher earnings than non-union women.**



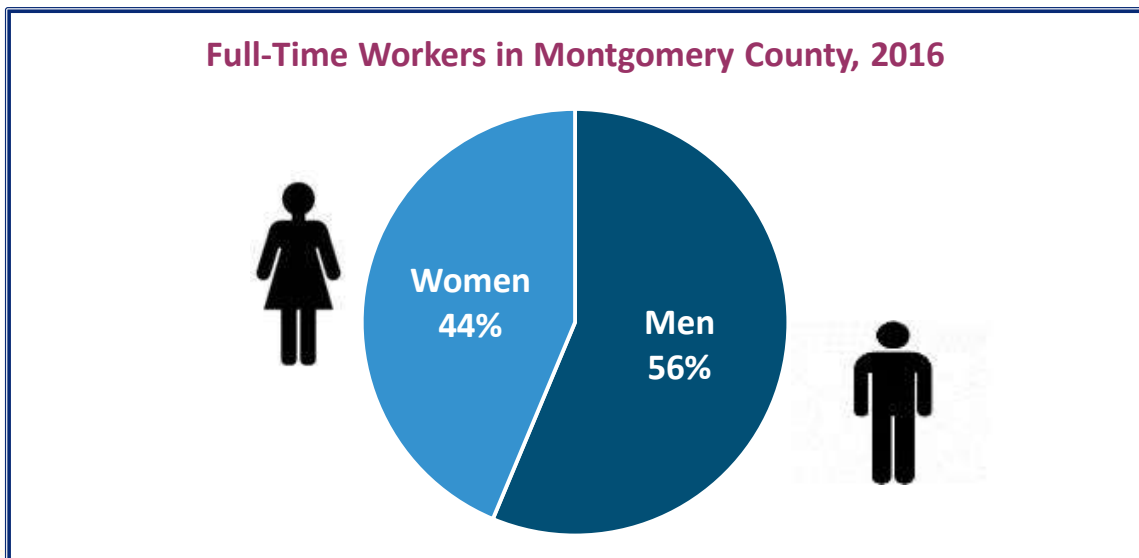
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## Women's Labor Force Participation

Among women aged 20-64, 72.4% participated in the labor force in the United States, compared to 81.9% of men. In Pennsylvania, 73.9% of women participated in the labor force, compared to 80.7% of men. Labor force participation rates for women were higher in Montgomery County at 79.2% for women and 86.8% for men. Among those individuals who worked full-time in the United States in 2016, 56.9% were men, and 43.1% were women.

***Labor force participation rates for women were higher in Montgomery County (79.2%) than on average in Pennsylvania (73.9%).***

- In Pennsylvania, 56.2% of those who worked full-time were men, and 43.8% were women.
- **In Montgomery County, 56.3% of those who worked full-time were men, and 43.7% were women.**



## Occupational Segregation

Occupational segregation is a key cause of the gender wage gap. Female-dominated occupations pay less than male-dominated occupations do. While women are well represented in some industries like government and retail trade, they are underrepresented in industries like construction, agriculture-related industries, and mining-related industries.

Women also make up the majority of community and social service workers:

- 64.1% in the U.S.
- 66.5% in Pennsylvania
- 70.4% in Montgomery County

**70.4%**

*of community and social services workers in Montgomery County are women.*



Even in female-dominated occupations, however, women make less than men. For example, nursing is a field dominated by women at 88%, but there is still a wage gap. **In 2017, female nurses earned 90.7% of men's median weekly earnings in the U.S.**



Women are better represented in agriculture-related industries in Montgomery County (31.3%) than in Pennsylvania (16.7%) or the United States (16.2%).

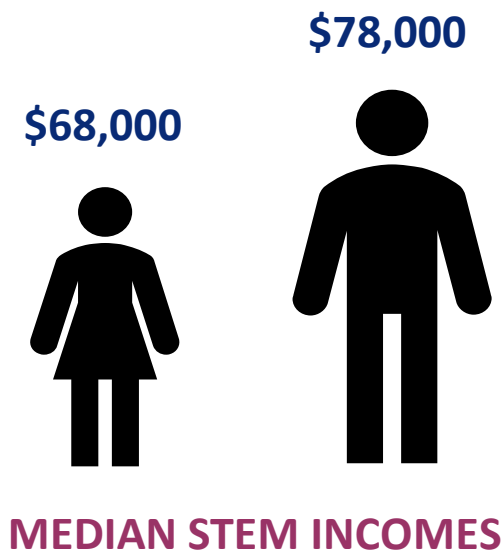
Women are eight times more likely than men to work in occupations with poverty level wages. Two of the most common occupations for women are cashiers and maids or household cleaners. The median earnings for these occupations are below the poverty threshold for a family of four. Black and Hispanic women are twice as likely to work in service occupations compared to White women.



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## Women in STEM

The fields of computers, engineering, and science have experienced rapid growth in recent years, and these industries also have higher compensation than many other ones. Median salaries in STEM (science, technology, engineering, mathematics) disciplines were \$68,000 for women and \$78,000 for men.



In the United States, women made up 23.8% of computer, engineering, and science occupations compared to men's 76.2%. The percentage of women in these fields is similar in Pennsylvania (23.8%) and **Montgomery County (22.5%)**.

Only 4.6% of women work in STEM occupations, compared to 10.3% of men. Approximately 11.3% of Asian/Pacific Islander women work in STEM occupations, compared to White women at 4.6%, Black women at 2.8%, and Native American and Hispanic women at 2.3%.

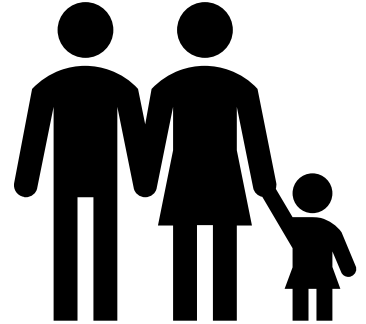
Women's work in STEM fields varies considerably by occupation. Women only make up about 7% of sales engineers, 8% of mechanical engineers. The largest growing STEM field is computer related. Between 1990 and 2017, women's representation in computer occupations has decreased from 32% to 25%.



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# Work and Family

Employer policies often hurt women in the workplace disproportionately because women are still the primary caregivers in families and perform the bulk of unpaid household labor. Mothers, in particular, often face challenges due to their additional responsibilities at home. Working mothers spend more time caring for children or other family members and performing unpaid household labor than working fathers.



## Paid Leave and Paid Sick Days

Research has shown that having access to paid sick days provides a variety of benefits not only to workers and their families, but also to employers and communities. Benefits of paid sick days include reduced health care costs, lower turnover costs, reduced spread of illness, and safer work environments. However, access to paid leave varies considerably by gender, race, and ethnicity in the United States.

In 2014:

- 49% of Hispanic women had access to paid leave.
- 61% of White women had access to paid leave.
- 64% of Black women had access to paid leave.
- 67% of Asian women had access to paid leave.

Immigrants were less likely to have access to paid sick days than those who are born in the United States. **Only 53% of female immigrants had access to paid sick days.**



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There are several discrepancies in access to paid leave benefits depending on full-time or part-time worker status. Full-time workers are much more likely to have access to an array of paid leave benefits.



**While 88% percent of full-time workers have access to paid holidays, only 42% of part-time workers do.**

The least common paid leave benefit for both full-time and part-time workers is family leave. Only 19% of full-time workers have paid family leave, compared to 6% of part-time workers.

Pennsylvania has no statewide laws that provide for paid leave benefits, but paid family and medical leave are of particular importance since Pennsylvania has the fourth oldest population in the U.S., and workers spend approximately 1.4 billion unpaid hours caring for the elderly.

In 2017, 70.4% of employees in Pennsylvania received some form of wage replacement for paid sick days, vacation, short-term disability insurance, or paid family leave. The employees most likely to receive one of these forms of wage replacement are high earning White men between the ages of 45 and 64 working at a large firm/organization.

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***Young workers (ages 16-24) and workers below the federal poverty guidelines are much less likely to receive paid leave benefits.  
(PA Department of Labor and Industry 2017)***

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## Female-Headed Households

In the United States, mothers were the sole providers for almost one-quarter of households with children under 18. The number of single-parent households has increased from 16.3% in 1975 to 31.3% in 2015. Of those single-parent households, 78.2% were mother-only families. Mother-only families were also more likely to have two or more children under the age of 18 - 51% compared to 40% of father-only families. Mother-only families also vary considerably by race and gender. Black women, in particular, are much more likely to face challenges associated with single parenthood.



**Average annual cost of infant child care in Pennsylvania:  
\$12,129**

### Child Care

Child care is one of the most significant expenses for families across the United States. The average cost of infant center-based child care is about 27% of a family's income, which is up 3 percentage points from 2016. If parents have access to affordable quality child care, they are less likely to miss work. Mothers and single parents are more likely to be adversely affected by lack of reliable and affordable child care. In 28 states and the District of Columbia, the average annual cost of public college tuition was less than the annual cost for an infant in center-based child care.





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- In Pennsylvania, the average annual cost for an infant in center-based child care was \$12,129, compared to the average annual cost of public college tuition, which was \$14,436.
  - Single parents in Pennsylvania paid about 49.6% of their income for center-based child care for an infant.
  - As a percent of family income, single parents paid a considerably higher percent for child care.
  - While a married couple pays 23.4% of its income towards child care for two children, a single parent pays 87.4% of her/his income in comparison. This is a significant difference that often serves to disadvantage women.

## Child Care Subsidies



Access to child care subsidies is vitally important to families in order to ensure quality child care and to reduce absenteeism at work. The U.S Department of Health and Human Services provides subsidies for child care to low-income working parents through two programs. About two-thirds of funding comes from the Child Care and Development Fund while one-third comes from the Temporary Assistant for Needy Families program. While the federal government sets broad guidelines for eligibility, states may set stricter guidelines if they wish.

- In 2015, 847,400 families and 1.4 million children received child subsidies in an average month in the United States.
- Almost half of the families that received subsidies had income below the federal poverty level, which was \$20,090 for a family of three in 2015.
- In Pennsylvania, 55,100 families and 93,500 children received subsidies.



## The Coverage and Quality of Pre-Kindergarten Education

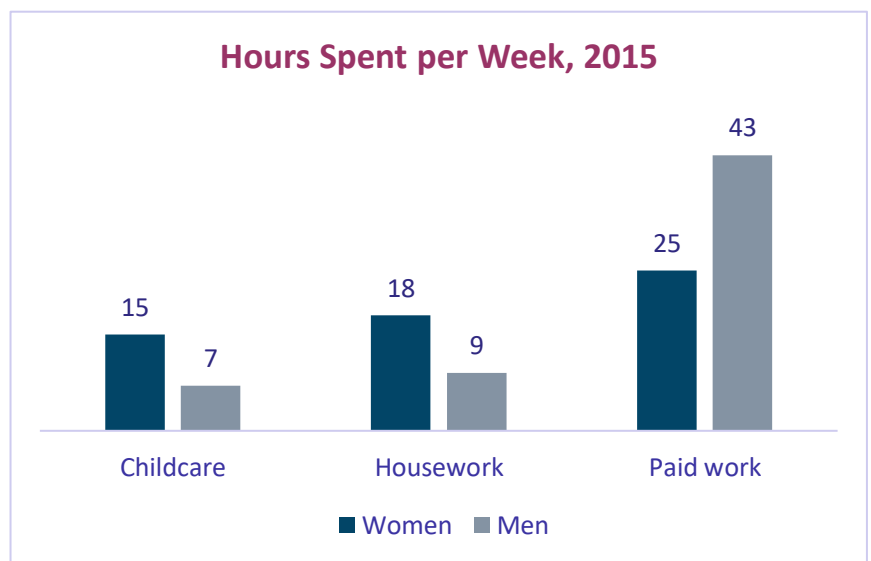
Pre-Kindergarten education has a variety of lifelong benefits including the development of social, academic, cognitive, and emotional skills. From 2013-2015, Pennsylvania ranked 28<sup>th</sup> among the fifty states and D.C. in the percentage of four-year olds enrolled in State Pre-K, Preschool Special Education, and State and Federal Head Start.



- In Pennsylvania, about 64% of three and four-year-old children (living in families that earned up to 300% of the federal poverty level) did not have access to early education programs that were publicly funded and high quality.
- **Montgomery County is among one of the underserved counties in Pennsylvania, with an unmet preschool need of 75.4%, compared to the state average of 64%.**

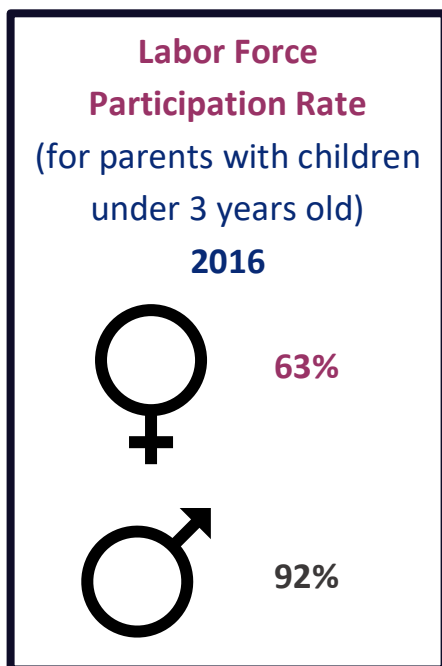
## The Gap in Mothers' and Fathers' Labor Force Participation

Historically, women have been less likely to work outside the home and more likely to care for children and to perform unpaid labor inside the home. Men have been far more likely to work outside the home and have been less likely to care for children or to perform unpaid labor inside the home.



- In 2015, fathers reported they spent seven hours a week on child care, nine hours a week on housework, and 43 hours a week on paid work. In 1965, fathers reported they only spent two and half hours on child care, four hours on housework, and 46 hours on paid work.
- In 2015, mothers reported that they spend 15 hours a week on child care, 18 hours a week on housework, and 25 hours a week on paid work. In 1965, mothers reported that they spent ten hours a week on child care, 32 hours a week on housework, and 9 hours a week on paid work.

In 2016, men with children of any age were more likely to participate in the labor force than women with children. Men’s labor force participation rate varied little in 2016 depending on the age of the children, ranging from a low of 91.8% with children 6 to 17 years old and a high of 94.4% with children under three years old. Women’s labor force participation rates varied considerably depending on the age of the child or children.



- In 2016, 63% of women with children under three years old participated in the labor force compared to 75% of women who participated in the work force if they had children between the ages of 6 to 17.
- For mothers with children under 18 years old in 2016, unmarried mothers were more likely to participate in the work force than married mothers at 75.9% and 68.6% respectively.
- Black mothers were the most likely to work at 73.4%, which is considerably higher in the overall rate of mothers’ labor force participation rate of 64.2%.
- In 2015, Hispanic and Latino mothers were the least likely to work at 54.7%, compared to 55% of Asian mothers and 63.3% of White mothers.



# Poverty and Opportunity

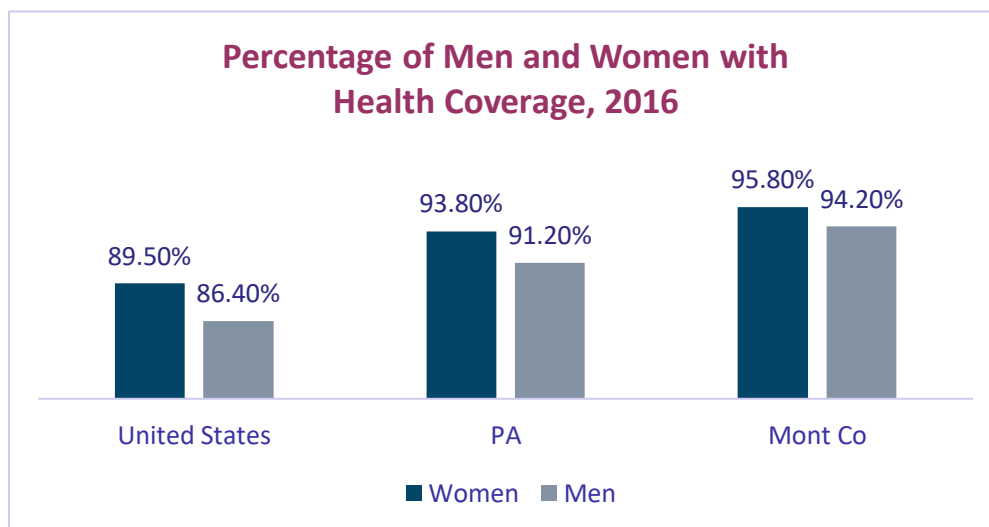
Overall, women’s economic well-being has improved in many areas including health insurance coverage, education, and women-owned businesses. Despite these advancements, however, women – particularly women of color - are still more likely to live in poverty than men.



## Health Insurance

Health insurance was one area where women consistently fared better than men (2016):

- In the United States, 89.5% of women had health coverage, compared to 86.4% of men.
- In Pennsylvania, 93.8% of women had health coverage, compared to 91.2% of men.
- **In Montgomery County, 95.8% of women had health coverage, compared to 94.2% of men.**
- Overall, individuals in Montgomery County were more likely to have health insurance than in Pennsylvania and the United States.

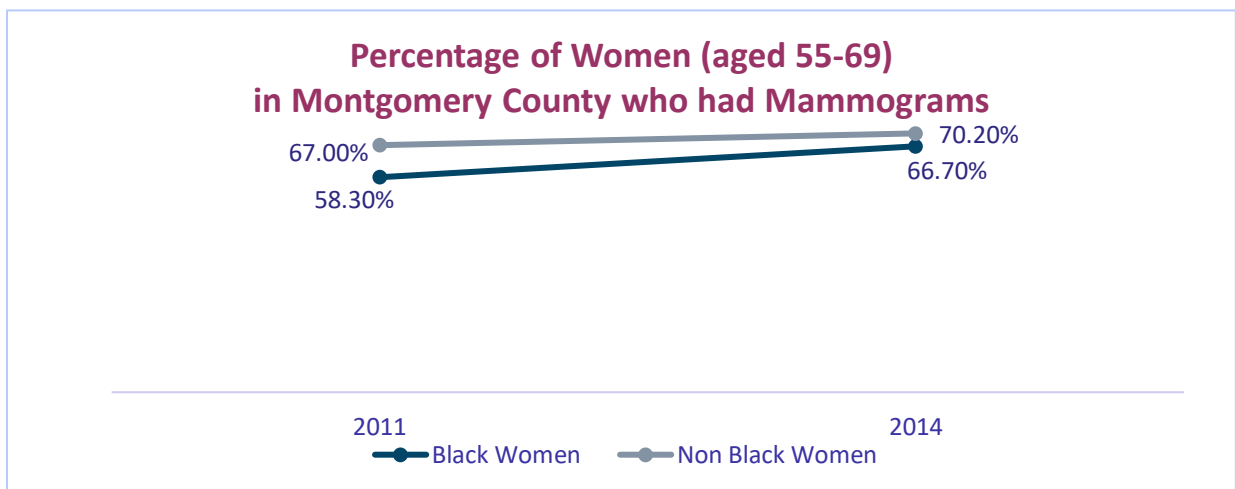




In 2011, the Department of Health and Human Services established guidelines for Women’s Preventative Services that were part of the Affordable Care Act (ACA). Since then, the number of mammograms performed on women between the ages of 65 and 69 has increased.

Black women are less likely to have mammograms than non-Black women, but there was improvement from 2011 to 2014:

- In Pennsylvania, the percentage of Black women (aged 65-69) who had mammograms increased from 56.5% in 2011 to 61.5% in 2014.
- **In Montgomery County, the percentage of Black women who had mammograms (aged 65-69) increased from 58.3% in 2011 to 66.7% in 2014.**
- In Pennsylvania, 65% of non-Black women had mammograms in 2014, compared to 63.5% in 2011.
- **In Montgomery County, 70.2% of non-Black women had mammograms in 2014, compared to 67% in 2011.**
- Overall, non-Black women were more likely to have had a mammogram, but all women’s rates in this age group were higher in Montgomery County than in Pennsylvania.

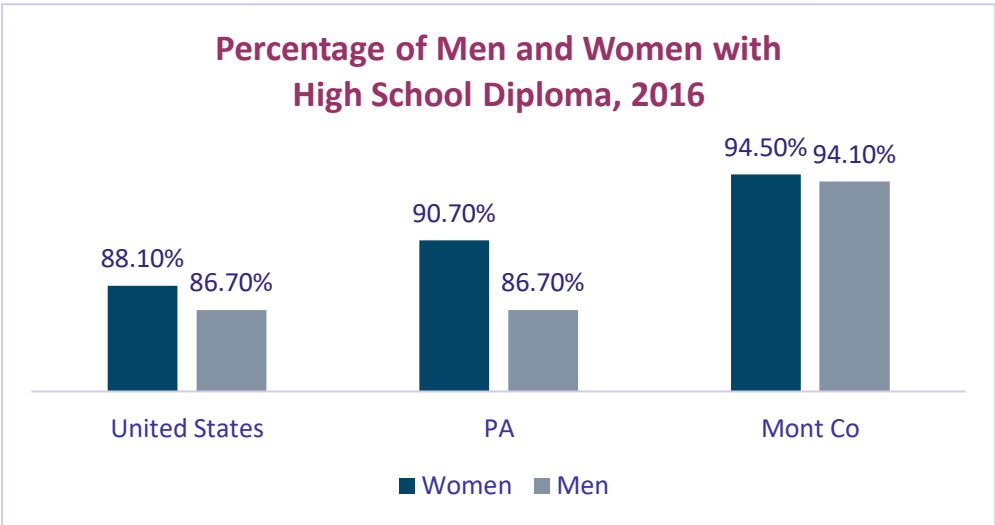


# Education

Women’s educational attainment has increased dramatically over the past several decades. In 2016, just about 6% of women did not have a high school diploma compared to 34% in 1970. Currently, women are slightly more likely to graduate high school and to attain a bachelor’s degree than men. **Levels of educational attainment were much higher in Montgomery County than in the U.S. or Pennsylvania.**

In 2016:

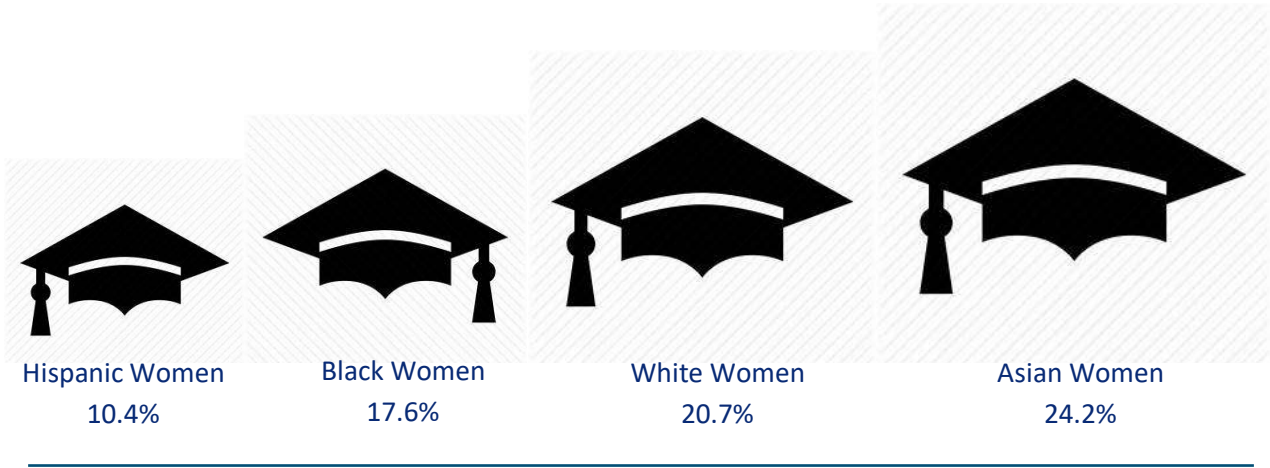
- In the U.S., 88.1% of women graduated from high school compared to 86.7% of men and 31.7% of women earned a bachelor’s degree or higher, compared to 30.8% of men.
- In Pennsylvania, 90.7% of women graduated from high school, compared to 86.7% of men, and 31.0% of women earned a bachelor’s degree or higher, compared to 30.6% of men.
- **In Montgomery County, 94.5% of women graduated from high school, compared to 94.1% of men in 2016, and 47.6% of women earned a bachelor’s degree or higher, compared to 48.9% of men.**



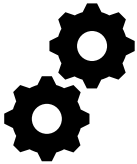
Educational levels also vary by race and ethnicity. Overall, Asian women had the highest levels of educational attainment, and Hispanic women had the lowest in the U.S., Pennsylvania and Montgomery County. However, in Montgomery County, educational attainment levels were higher for women in every racial and ethnic group as compared to Pennsylvania and the United States:

- 36.2% of Asian women had a bachelor’s degree, and 24.2% had a graduate or professional degree.
- 27.4% of White women had a bachelor’s degree, and 20.7% had a graduate or professional degree.
- 19.6% of Black women had a bachelor’s degree, and 17.6% had a graduate or professional degree.
- 16.9% of Hispanic or Latino women had a bachelor’s degree, and 10.4% had a graduate or professional degree

**Percent of Women in Montgomery Co with Graduate or Professional Degree, 2016**



One of the factors in the gender wage gap is occupational segregation that can be traced back to the college majors of female and male students. Among the majors that are high paying and male-dominated are Mechanical Engineering (89% male), Civil Engineering (83% male), Physics (81% male), Computer Science and Engineering (74% male), and Electrical Engineering (74% male).



Female students are more likely to major in the social sciences and liberal arts, which are typically much lower-paying. Among the majors that are female dominated are Social Work (85% female), Healthcare Administration (84% female), Anthropology (80% female), Nursing (80% female) and Human Resources (80% female). Out of the ten highest paying majors, nine were male-dominated, and six out of ten of the lowest paying majors were female-dominated. The underrepresentation of women in science, technology, engineering, and mathematics (STEM) fields has a significant impact on the earning potential of women.

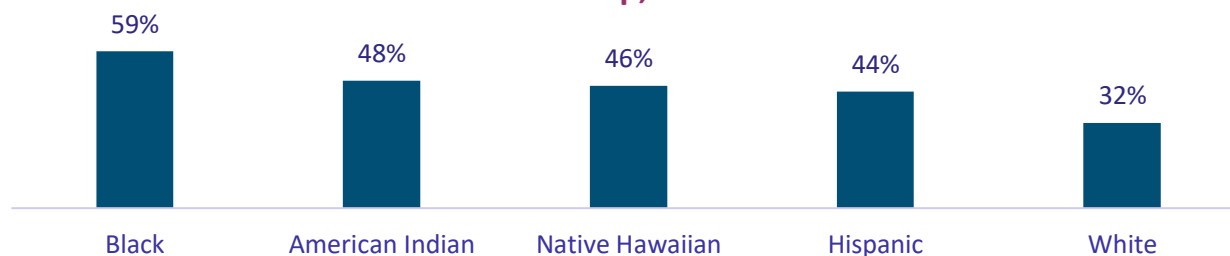
## Women Business Owners



Over the past several decades, the number of women-owned businesses has increased considerably. The percent of women business owners in Pennsylvania has steadily increased from 24.2% in 2002, to 27% in 2013 to 31.2% in 2016. Nationwide, women of color were more likely to own a business in their respective demographic group than White women in 2017:

- Black women owned 59% of Black owned businesses.
- American Indian women owned 48% of businesses in their demographic group.
- Native Hawaiian women owned 46% of businesses in their demographic group.
- Hispanic women owned 44% of businesses in their demographic group.
- White women owned 32% of businesses in their demographic group.

**Percent of Women Owned Businesses by Each Demographic Group, 2017**





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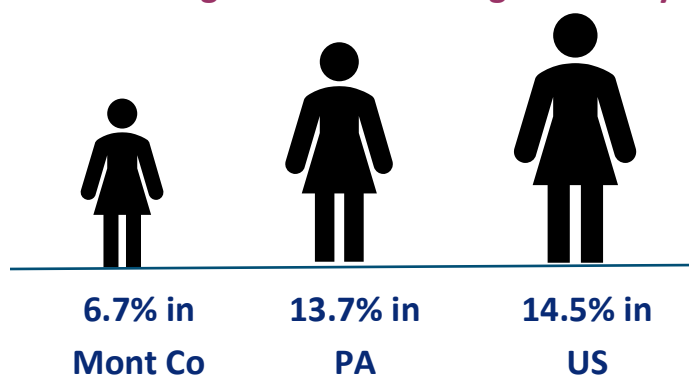
## Women's Poverty and Economic Security

Women are more likely to live in poverty than men. In the United States, 12.2% of men and 14.5% of women lived below the poverty level in 2017. Statistics in Pennsylvania were similar, with 11.2% of men and 13.7% of women living below the poverty level. **Overall, fewer men (4.7%) than women (6.7%) lived in poverty in Montgomery County.**

Public assistance programs like Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Medicaid are particularly important for women given their more economically vulnerable position due to the gender wage gap and the greater likelihood of facing poverty. In households that have children under 18 years old, mothers were much more likely to receive SNAP than fathers. Although the general pattern in Montgomery County was the same, the percent of male householders receiving SNAP was higher than in the U.S. or Pennsylvania.

- In the U.S., 27.2% of female householders (with no husband present) and 5.4% of male householders (with no wife present) received SNAP benefits in 2016.
- In Pennsylvania, 25.5% of female householders and 5% of male householders received SNAP benefits in 2016.
- In Montgomery County, 25.6% of female householders and 7.7% of male householders received SNAP benefits in 2016.

### Percentage of Women Living in Poverty



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# Health and Well-Being

Women’s health is an important part of their financial well-being and vice versa. Access to health care regardless of socioeconomic status is a key component to maintaining women’s health. Historically, women’s health has been under-studied. The Centers for Disease Control and Prevention (CDC) currently have a commitment to make sure they work with a diverse group of human subjects that include women and minorities.



## Heart Disease

Heart disease is the leading cause of death for both women and men. Heart disease is typically associated with men, and only 54% of women even realize that heart disease is their leading cause of death. The overall death rate due to heart disease from 2014-2016 for both women and men was 324.3. Women are more likely than men to be affected by chest pain, cardiac syndrome, and broken heart syndrome. From 2014 to 2016, heart disease death rates (per 100,000) were:

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**Montgomery Co**

**US**

**PA**



**215.8**



**256.2**



**272.2**

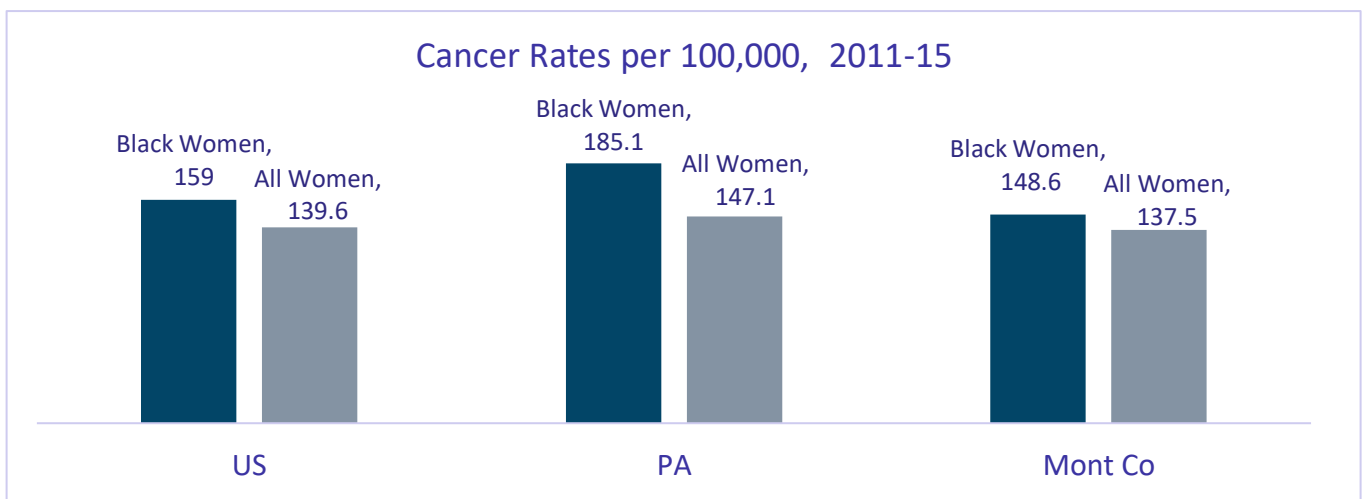
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## Cancer

Cancer is the second leading cause of death in the U.S. The most common types of cancer among women are skin, breast, lung, colorectal, and uterine. In 2015, there were 816,453 new cases of cancer, and 282,107 women died in the U.S.

Black women have the highest cancer death rates in the U.S., Pennsylvania, and Montgomery County. Cancer death rates were higher for Black women in Pennsylvania than in the U.S., but lower in Montgomery County.



## Breast Cancer



Breast cancer is the fastest growing type of cancer, with a rate of 124.7 per 100,000 women from 2011 to 2015. Among cancer deaths for women, breast cancer ranks second highest with a rate of 20.9. The mortality rate for breast cancer was slightly higher in Pennsylvania and Montgomery County than it was nationwide.

Death rates for breast cancer were:

- 20.9 in the United States
- 21.9 in Pennsylvania
- 21.4 in Montgomery County



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In Montgomery County from 2011 to 2015, there were 3,777 new cases of female breast cancer. This means that for every 100,000 women, there were 142 female breast cancer cases reported.

Black women are affected by breast cancer at a much greater rate than all other racial and ethnic groups. From 2011-2015, breast cancer death rates for Black women were 31.3 in Pennsylvania, 29.3 in Montgomery County, and 28.7 in the U.S.

## Lung and Bronchus Cancer

Among women and men, lung and bronchus cancer had the highest rate of cancer deaths in the U.S.

- **In Montgomery County, lung and bronchus mortality rates were highest for White women at 32.1, followed by Black women at 26.7 from 2011-2015.**
- In Pennsylvania, mortality rates were highest among Black woman at 45.2, followed by White women at 36.1
- In the U.S., mortality rates were highest among White women at 36.6, followed by Black women at 33.5.

## Diabetes



Diabetes increases the likelihood of heart disease, stroke, kidney disease, and blindness. Since 1980, the rates of diagnosed diabetes in the U.S. have increased dramatically. In 2015, 8.3% of women and 9.2% of men were diagnosed with diabetes nationwide. In Pennsylvania, 8.2% of women and 9.5% of men were diagnosed with diabetes in 2015.

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***In Montgomery County, diagnosed diabetes rates were substantially lower than the national and state rates for both women and men.***

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In 2013, Montgomery County had the lowest percentage of people with diagnosed diabetes out of all the counties in Pennsylvania, with 6.3% of all adults having been diagnosed with diabetes.

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**The rate of diagnosed diabetes in 2013 was 5.8% for women and 6.9% for men in Montgomery County.**

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## Obesity and Healthy Weight



Obesity is associated with heart disease, stroke, type 2 diabetes, and some types of cancer. Rates of obesity were somewhat lower for both women and men in Montgomery County, compared to the state and national averages in 2016:

- 29.5% for women and 29.6% for men in the U.S.
- 29.3% for women and 31.3% for men in Pennsylvania
- **22.9% of women and 25.4% for men in Montgomery County**

## Mental Health

Approximately one in five adults has a mental health condition in the U.S. Mental illness can affect women and men differently. American women were more likely to experience depression, anxiety, panic disorder, social anxiety disorder, specific phobias, post-traumatic stress disorder (PTSD), and obsessive-compulsive disorder.

**In the United States, women (8.5%) were almost twice as likely as men (4.8%) to experience major depression.**



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Rates of any form of depression were also higher among women than men:

- In Pennsylvania, 23% of women and 14% of men had been told they have some form of depressive disorder.
- **In Montgomery County, 19% of women and 14% of men had been told they have some form of depression.**

## Opioids



Over the past twenty years, opioid use disorder has increased significantly in the United States.

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### *Rate of death from prescription opioid overdose in United States 1999 - 2005*

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For women, psychological and emotional distress are risk factors for prescription opioid misuse. Physical and sexual abuse are correlated with substance abuse disorders for women, and studies have found that rates of childhood and adult sexual abuse are higher for women than men. This means that among all individuals with substance use disorders, a higher proportion of women have a history of trauma that frequently includes sexual and physical abuse. Childhood abuse is also associated with chronic pain later in life.



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In the United States, American Indian or Alaska Native women are at the greatest risk of dying from a prescription opioid overdose. The overdose death rate is also significantly higher among White, non-Hispanic women than other racial and ethnic categories – with the exception of American Indian or Alaska Native women.

**In Montgomery County, 63.2% of men overdosed on prescription opioids compared to 36.8% of women in 2017.** Of the prescription opioid overdose incidents among women in Montgomery County in 2017, the vast majority occurred among White women.

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### Opioid Addiction



### Opioid Overdose Among Women in Montgomery County, 2017

<b>2.6%</b>	<b>10.3%</b>	<b>23.1%</b>	<b>62.5%</b>
<b>Hispanic Women</b>	<b>Black Women</b>	<b>Race not reported</b>	<b>White Women</b>



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# Violence and Safety

Sexual violence and intimate partner violence pose a serious public health problem. Victims of sexual violence suffer both physical and psychological trauma. Being a victim of violence as a child also increases the odds of being victimized as an adult. In the United States:



- Nearly 1 in 4 women and 1 in 10 men experience some sort of intimate partner violence during the course of their lifetime.
- About 40% of female murder victims are killed by an intimate partner.
- In 2015, **266** women were shot or killed in the middle of an argument by a spouse or intimate partner.

## Intimate Partner Violence by Race and Ethnicity



STOP DOMESTIC VIOLENCE

According to the Rape, Abuse, and Incest National Network, American Indian women are the most likely to face sexual assault specifically. Over 84% of Native American women have experienced assault or domestic violence at some point during their lifetime in the U.S. They are twice as likely as women in any other demographic group to experience rape or sexual assault.

There are over 566 Native tribes in the U.S. but only 26 shelters across the country that offer culturally specific services to Native women. Compared to other racial/ethnic groups, American Indian women experience more interracial violence than other racial/ethnic groups. About 2/3 of Native women who are sexually assaulted are attacked by non-Native men.





In the U.S., the prevalence of physical violence, rape, or stalking varies among racial/ethnic groups of women:

- 53.8 % of multiracial women
- 46% of American Indian or Alaska native women
- 43.7% of Black women
- 37.1% Hispanic women
- 34.6% of White women
- 19.6% of Asian or Pacific Islander women

## Domestic Violence Fatalities

From 2003 to 2015, over half (55.5%) of female victim homicides were instances of intimate partner violence. Male perpetrators (98.2%) were overwhelmingly responsible for female homicides. Black women were murdered by men at a rate twice as high as that of White females in the United States. According to the Violence Policy Center, the murder rate of women in 2017 was:

- 2.43 per 100,000 for Black women.
- 1.46 per 100,000 for American Indian and Alaskan Native women.
- .96 per 100,000 for White women.
- .51 per 100,000 for Asian and Pacific Islander women.

More than 1,600 victims and perpetrators have died in domestic violence-related deaths in Pennsylvania over the last ten years. In 2017, 117 victims died due to domestic violence-related causes in Pennsylvania. Over the past eleven years, there have been 50 victim deaths due to domestic violence incidents in Montgomery County.

## DOMESTIC VIOLENCE

**Over the past 11 years, there have been 50 victim deaths due to domestic violence incidents in Montgomery County.**



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## Sexual Assault on College Campuses

Sexual assault is a common problem on college campuses that frequently goes unreported. **One in five women is sexually assaulted at some point while attending college.** Sexual assault includes “any unwanted sexual activity, from unwanted touching to rape” (Office of Women’s Health). Alcohol and/or drugs are often involved in instances of campus rape and sexual assault.



- An estimated 5% of female student victims was incapacitated when raped during their first year of college.
- An estimated 20% of female student victims (aged 18-24) reported the crime to law enforcement.
- Sexual assault is common across all racial and ethnic groups, but is more prevalent among female students who identify as lesbian, gay, or bisexual.

### In Montgomery County,

there were **89** reported incidents of rape at colleges and universities within or on the border of the county from 2014 to 2016.

There were also 53 reported incidents of fondling, 142 incidents of domestic violence, 43 incidents of dating violence, and 49 stalking incidents.

## Rape and Sexual Violence

In 2015, 43.6% of women reported that they had experienced some sort of contact sexual violence during their lifetime, compared to 24.8% of men in the U.S. About 1 in 5 women or 21.3% reported completed or attempted rape during their lifetime, compared to 2.6% of men. The majority of female victims (81.3%) reported completed or attempted rape before the age of 25.



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## Violence and Safety among LGBT Women and Youth



According to the National Intimate Partner and Sexual Violence Survey, LGBT individuals in the U.S. were more likely than heterosexual individuals to have experienced intimate partner violence, sexual violence, and stalking. Among women who reported instances of intimate partner violence in their lifetime were:

- 61% of bisexual women.
- 44% of lesbian women.
- 35% of heterosexual women.

Women who identify as bisexual, in particular, are disproportionately affected by intimate partner violence in the United States:

- About 1 in 5 bisexual women have been raped by an intimate partner, compared to 1 in 10 heterosexual women.
- 37% of bisexual women have been stalked, compared to 16% of heterosexual women.
- 37% of bisexual women have also been injured as a consequence of rape, stalking, or physical violence, compared to 16% of heterosexual women.



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# Reproductive Rights and Infant Health

## Abortion Services

In 2014, there were 42 facilities that provided abortions in Pennsylvania, and 20 of those were clinics. This was an 11% decline in the number of overall providers from 2011 when there were 47 facilities that provided abortions. In 2014, about 85% of the counties in Pennsylvania had no facilities that provided abortions. Pennsylvania is at the bottom of the middle third of states for women's reproductive rights.

## Low-Weight Births

From 2012-2016, the percent of low-weight births was 8.2% in Pennsylvania and 7.4% in Montgomery county. **Low birth weight rates were most common among Black or African American women in Pennsylvania (13.3%) and Montgomery County (11.1%).** In both Pennsylvania and Montgomery County, White women were the least likely to give birth to low-weight babies at 7.2% and 6.6%, respectively.



## Infant Mortality

Even though infant mortality rates have improved overall, women of color have considerably higher infant mortality rates than White women. Women of color are also less likely to have access to prenatal care during the first trimester.

**In Montgomery County, infant mortality among Black women is concerning as the rate is much higher than other racial groups and considerably higher than national and state averages.** The infant mortality rates among racial and ethnic groups of women in 2014 were:

- 13.2 for Black women in Pennsylvania and **16.7 in Montgomery County**
- 4.5 for White women in Pennsylvania and 2.5 in Montgomery County



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## Contraception Coverage

Under the Patient Protection and Affordable Care Act (ACA) of 2010, women's access to contraceptives was increased. Before implementation of the ACA, approximately 30-44% of women's out-of-pocket medical expenses were on contraception. Out-of-pocket expenses for all prescriptions were reduced significantly by the ACA, and most of that reduction was related to reduced out-of-pocket expenses for contraception.

## Same-Sex Marriage and Second-Parent Adoption

Historically, same-sex couples were often denied the right to legally adopt children. As a result of the Supreme Court decision in *Obergefell*, same-sex couples now have the right to stepparent adoption and joint adoption for married couples. Some states have provided additional protections against discrimination in fostering and adoption. There are no anti-discrimination laws for same-sex couples in reference to fostering or adoption in Pennsylvania.

## Prenatal Care

**From 2012-2016, the percent of mothers with prenatal care in the first trimester was 78.2% in Montgomery County and 72.5% in Pennsylvania.** This is up from 2014 when the percent of mothers with prenatal care in the first trimester was 77.3% in Montgomery County and 71.9% in Pennsylvania. White women were the most likely to have received prenatal care in Pennsylvania and Montgomery County.

During the first trimester, women's access to prenatal care varied by race and ethnicity:

- 57.2% of Black women in Pennsylvania and 58.5% in Montgomery County.
- 60.8% of Hispanic women in Pennsylvania and 52.8% in Montgomery County.
- 70.7% of Asian/Pacific Islander women in Pennsylvania and 75% in Montgomery County.
- 76.6% of White women in Pennsylvania and 82.6% in Montgomery County.



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# Political Participation

Historically, women have not been as active in public life as men. Women are severely underrepresented in elected office at all levels: federal, state, and local. The main reason for women's lack of representation currently is because women are less likely to express an interest in running for political office than men, which is related to gender socialization and gender stereotypes.

## Voter Registration, Voter Turnout, and Gender in the United States and Pennsylvania

Women's political participation in the form of voting has increased considerably since women received the right to vote, and women currently register and vote at greater rates than men.



- In the U.S. 66% of women were registered to vote, compared to 62.3% of men (2016).
- In Pennsylvania, 71.7% of women were registered to vote, compared to 66.5% of men.
- In the U.S., 63.3% of women turned out to vote, compared to 59.3% of men.
- In Pennsylvania, 64.2% of women turned out to voted, compared to 60.9% of men.



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## Women in the United States Congress

In 2019, 23.7% of the U.S. Congress was comprised of women, and 8.8% of Congress was made up of women of color.

- Women made up 25% of the U.S. Senate and 23.4% of the House of Representatives.
- Women of color made up 4% of the Senate and 9.9% of the House.



Prior to the November 2018 election, there were **no** female Congressional representatives or senators from Pennsylvania. In 2018, four women were elected to the U.S. House of Representatives, two of whom represent portions of Montgomery County. Pennsylvania has never had a female U.S. senator, but has had eleven U.S. representatives since 1941.

**In the 2018 midterm election, four women from PA were elected to the US House of Representatives, two of whom represented portions of Montgomery County.**

## Women in State Legislatures in the United States

Over one-fourth (28.7%) of state legislatures were comprised of women in 2019.

- Women of color occupy 6.2% of state legislative offices.
- Women hold 25.8% of state senate seats.
- Women were best represented in state houses at 29.8%.
- Women of color made up 5.6% of state senators and 6.3% of state house representatives.
- There were 76 women (21.6%) in positions of leadership in state legislatures nationwide.



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## Women in the Pennsylvania State Legislature

In Pennsylvania, women made up 24.9% of the state legislature in 2019.

- Women made up 24% of the State Senate and 25.1% of the State House.
- There were no women of color in the State Senate and nine women of color in the State House.
- In the November 2018 election, two women serving Montgomery County were elected to the Pennsylvania State Senate.
- Of the 18 state representatives that have jurisdiction in Montgomery County, 5 (27.8%) are women in 2019.
- In 2019, women serve as Caucus Chair for both the Democratic and Republican parties. The Democratic Caucus Chair is the first woman of color to occupy the position. The Republican Caucus Chair serves part of Montgomery County.

**Prior to the November 2018 election, there were no women from Montgomery County serving in the Pennsylvania State Senate.**

**Today, there are two women serving in the Pennsylvania State Senate representing the 12<sup>th</sup> and the 44<sup>th</sup> District, both of which include parts of Montgomery County.**

## Women in Elected County or Local Office in Montgomery County

There is one female Montgomery County Commissioner, which means women's representation there is 33.3%. Women also make up 33.3% of the Montgomery County Row offices.

- Women occupy 30% (113) of seats on a Board of Supervisors, a Board of Commissioners, or a Council in Montgomery County municipalities.
- Women comprise 16.4% (10) of chair or president positions in local municipalities across Montgomery County.
- Women make up 16.7% (4) of mayors in boroughs across Montgomery County.





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## Institutional Resources

Because women are less likely to run for political office, having access to institutional resources can help women to run for office. Such programs work to prepare women for political campaigns and to serve a networking function to connect them to other women. Campaign training is critical for increasing women’s pipeline to political office and for encouraging women to run for office in the first place. In Pennsylvania, there are 19 different statewide resources for leadership and campaign training, but not all of these are targeted specifically to women.



The Governor of Pennsylvania created a statewide Commission for Women by executive order in 2017. The Commission is responsible for advising the Governor about legislation and policies that affect women. It also supports economic and civic opportunities for women, encourages mentoring programs for girls and young women, identifies opportunities and programs that benefit and advance women, and serves as a resource for all women in Pennsylvania. **One State Representative from Montgomery County serves as a member of the Women’s Commission.**

Montgomery County also has a Commission on Women and Families created by the Montgomery County Commissioners. According to the Commission, its goals are ***“to foster leadership, provide awareness of existing services, promote the development of resources and advocate equal access to such resources in order to enhance the lives of women and families.”***



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## Female Veterans

Although women have served unofficially in the U.S. military since its inception, women have been an official part of the U.S. military since 1901 with the creation of the Army Nurse Corps. In 1948, Congress passed the Women's Armed Services Integration Act, which allowed women to serve as permanent members of all military branches including the Army, Navy, Marine Corps, and Air Force. The law limited women to 2% of the enlisted force and 10% of officers. In 1967, the limit was repealed. When military conscription and the draft were ended in 1973, the opportunities for women to serve in the military increased.



**In 2014, women comprised 16.5% of those in both active and reserve duty in the armed forces and the National Guard.**

### Women as Veterans

Historically, women have not always been recognized officially as veterans, meaning they were denied benefits that veterans received such as the G.I. Bill and health care. Veterans eligible for the G.I. Bill received a variety of benefits including financial support for education and vocational training, unemployment compensation, and home and business loans. It was not until the late 1970s and early 1980s when women who served in World War II would be granted official veteran status.



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In the 1980s and 1990s, the federal government performed studies to find out how they could serve women veterans better. In 1983, the Advisory Committee on Women Veterans was formed to ascertain the needs of women veterans. In 1994, Congress approved the Center for Women Veterans to supervise Veteran Affairs (VA) health care administration for women. In 2000, the VA provided funding to support programs specifically for homeless women veterans (National Center for Veterans Analysis and Statistics 2017).



**In 2015, women veterans constituted 9.4% of the veteran population, and that is expected to increase to 16.3% by 2042.** While the number of women veterans is projected to increase, the overall number of veterans is projected to decrease.

Women veterans are more likely to be younger than male veterans. **The median age for women veterans was 50, compared to 65 for men veterans in 2016.**

Women veterans are more racially and ethnically diverse than men veterans. In Black, Hispanic, Asian and American Indian/Alaskan Native groups, the percent of women was higher in comparison to men in 2016:

- White women comprised 65.6% of women veterans, compared to White men, who made up 78.9% of male veterans.
- Black women comprised 19.5% of women veterans, compared to Black men, who made up 10.6% of male veterans.
- Hispanic women comprised 8.3% of women veterans, compared to Hispanic men, who made up 6.7% of male veterans.
- Asian women comprised 2.2% of women veterans, compared to Asian men who made up 1.5% of the male veterans.
- American Indian/Alaska Native women comprised .9% of women veterans, compared to American Indian/Alaska men who made up .6% of the male veterans.



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**Black women and White women are the most overrepresented as women veterans when compared to their demographics in the larger population**, but American Indian/Alaska Native women and Native Hawaiian/Pacific Islander women are also overrepresented in comparison to their representation in the larger population. Hispanic and Asian women are the only two demographic groups that are underrepresented as women veterans in comparison to their representation in the population as a whole.



## Veterans and Education



As with the general population, women's educational attainment is higher than men's in the military. In 2016, women veterans were more likely to have completed some college or to have earned a bachelor's or master's degree.

22.1% of women veterans had earned bachelor's degrees compared to 16.1% of men.

***The smallest difference was in earning advanced degrees – 14.8% of women veterans earned master's degrees compared to 11.1% of men.***

In 2015, women veterans also had higher educational attainment than nonveteran women. **While 44.3% of women veterans had some college, only 31.7% of nonveteran women had the same.** The difference in bachelor's and advanced degrees was smaller. In 2015, 20.7% of women veterans had a bachelor's degree and 13.8% had an advanced degree, compared to 31.7% and 10.1% of nonveteran women respectively.



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## Women Veterans: Earnings and Opportunity

In 2016, 33.6% of women veterans had children in the household, compared to 15.1% of men veterans.



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***Veteran women earned approximately 79% of what their male veteran counterparts did.***

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In 2016, the unemployment rate was 3.9% for women veterans and 3.6% for men veterans.

Women veterans were more likely to work in government than women nonveterans, men veterans, and men nonveterans. Both women (34.3%) and men (25.1%) veterans were more likely to work in government than nonveteran women (16%) and men (10.3%).

### **Poverty levels were higher for women veterans than men veterans.**

In 2016, 9.5% of women veterans were below the poverty threshold, compared to 6.4% of men veterans.

### **Overall, poverty levels for both women and men were less for veterans than nonveterans.**

In 2016, 14.3% of nonveteran women and 11.5% of nonveteran men lived below the poverty threshold.



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## Women Veterans in Pennsylvania and Montgomery County

According to the U.S. Census, 6% of veterans in Pennsylvania were women, and 5% of veterans in Montgomery County were women in 2016. The demographic breakdown of veterans in Montgomery County was:

- 84.6% White men
- 13% Black women
- 8% Black men
- 3.1% White women
- 1.6% Hispanic men
- .6% Hispanic women
- .7% Asian men
- 0% Asian women



### Military Sexual Trauma



According to the U.S. Department of Veteran Affairs, the term military sexual trauma (MST) refers to sexual assault or repeated experiences of threatening sexual harassment during military service. Veteran Affairs (VA) healthcare providers have implemented a screening program where they ask all of their patients if they have experienced MST. Data from this screening program reveal that 25% of women veterans seen at these healthcare providers have experienced MST, in comparison to 1% of men veterans.



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# Opportunities for Improvement in Montgomery County

**SHARE** the report with stakeholders, policy makers, community members and organizations so that they can promote policies and develop programs that better address the needs of women and girls.

**CREATE** leadership programs for women, and particularly for women of color, that prepare and encourage participation in political office.

**SUPPORT** laws to raise minimum wage, directly impacting women's earnings, since women - particularly women of color - are disproportionately represented in low-paying jobs.

**ADVOCATE** for legislation and business practices that help caregivers advance in the workplace, such as workplace flexibility, paid family leave and paid sick days.

**PROTECT** women's safety by passing laws that safeguard women from violence, stalking, harassment and abuse.

**EXPAND** access to health care and mental services for women by opposing the repeal of the Affordable Care Act.

**PROMOTE** child care subsidies and support policies that provide funding for child care subsidies for low-income families.

**EDUCATE** girls and young women about gender disparities and provide them with the tools they need to better address, overcome and resolve these issues.



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