

A photograph of three women standing side-by-side with their arms crossed, overlaid with a semi-transparent orange filter. The woman in the center has curly hair and is wearing a dark blazer. The woman on the left has straight hair and is also wearing a dark blazer. The woman on the right has long hair and is wearing a dark blazer and a light-colored skirt. They are all looking towards the camera with serious expressions.

If present trends continue, by the next generation,
more Iowa families will be supported by women than by men.

SHE MATTERS

2012 Status of Women and Girls in Iowa

PRESENTED BY THE IOWA WOMEN'S LEADERSHIP PROJECT



Iowa women's median income is currently **21% less** than the median income of Iowa men. If more women than men are the primary breadwinners by the next generation, this gap will mean lost revenues and opportunities statewide.



A HALF CENTURY OF RESEARCH HAS PROVEN THAT INVESTMENTS IN GIRLS AND WOMEN REDUCE POVERTY, INCREASE PRODUCTIVITY, ENHANCE ECONOMIC GROWTH, AND BRING NEW PERSPECTIVE TO THE WORLD'S PROBLEMS. YET WOMEN AND GIRLS STILL FACE CHALLENGES TO THEIR DEVELOPMENT, EDUCATION, CAREERS, AND ECONOMIC STABILITY.

To reach gender parity (equal opportunities for women and men), it is important to know where to begin. This is true not only for policymakers, but also for organizations that directly serve women and girls. Circulating information on both successes and challenges increases awareness of common goals, expanding the potential to blend resources among community stakeholders.

In 2011, the Iowa Women's Leadership Project (IWLP) was formed, involving an array of organizations and businesses that have a stake in the future of girls and women in our state. The group explored common goals, and recognized the need to have relevant and accurate data on the issues affecting women's and girls' lives. With this information, needs and gaps can be identified, and actions and opportunities can be taken to affect change and measurable impact on lives of women and girls.

IWLP has undertaken the research and created the **2012 Status of Women and Girls in Iowa** to provide this information. The collaboration has focused on key areas that we believe are vital to the success of women and girls, each interdependent yet clearly defined.

The **2012 Status of Women and Girls in Iowa** highlights the assets unique to women and girls, as well as opportunities to improve their status and further their participation and achievement. The report's purpose and scope are to make available to all Iowa's citizens information to:

1. establish a baseline on the status of women and girls
2. educate policymakers in the public, private, and nonprofit sectors on the challenges to women's and girls' success
3. start community dialogue about the successes found and remaining needs
4. engage diverse leaders from all sectors in a commitment to action and investment in women and girls
5. develop a long-term investment agenda informed by research, strategic in application, and monitored for progress

We invite readers of this report to take the information and apply it to their own experiences and their own communities. We hope to leverage talent, energy, and resources in making Iowa a better place to live for all its citizens.

"Sixty years have passed since the founders of the United Nations inscribed, on the first page of our Charter, the equal rights of men and women. Since then, study after study has taught us that there is no tool for development more effective than the empowerment of women.

"No other policy is as likely to raise economic productivity, or to reduce infant and maternal mortality. No other policy is as sure to improve nutrition and promote health... No other policy is as powerful in increasing the chances of education for the next generation. And I would venture that no policy is as important in preventing conflict, or in achieving reconciliation after conflict has ended.

"But whatever the real benefits of investing in women, the most important fact remains: Women themselves have the right to live in dignity, in freedom from want and from fear."

Former UN Secretary General Kofi Annan



“Study after study has taught us that there is
no tool for development more effective than the
empowerment of women.”

Former UN Secretary General Kofi Annan

INTRODUCTION

Iowa's women and girls comprise the majority of the state's population (50.49%) yet experience a greater percentage of economic disparities, diseases and disabilities, and barriers to corporate and civic leadership than men and boys.

This report counts the 1,538,036 women and girls in Iowa, providing data on the female population and diversity, health and well-being, achievement and autonomy, and employment and income. Data has been derived from a range of sources, with the most current information available included in statistics.

In the process of creating this report, we uncovered reasons to celebrate achievements, as well as concerns about the disparities women and girls in Iowa face. The information will help us develop an agenda for change — to remove barriers and to enable all of Iowa's women and girls to achieve their potential and be healthy, contributing, independent citizens.

On these pages, you will find statistics on Iowa's women and girls in the following areas:

DEMOGRAPHICS: Population and diversity, age, marital and household status, and women and girls involved in the correctional system provide a framework for understanding Iowa's female population as a whole.

HEALTH AND WELL-BEING: Women's and girls' health challenges will be reviewed, and information on health behaviors, health services, personal safety, homelessness, and violence and abuse will give a snapshot of the unique challenges faced by Iowa's women and girls.

ACHIEVEMENT AND AUTONOMY: Educational attainment and representation in academic, civic, corporate, and volunteer leadership will examine the engagement of girls and women in key decisions and policymaking activities in our state.

EMPLOYMENT AND INCOME: Representation of women in the labor force, in supporting themselves and their families, owning businesses, and living in poverty will be reviewed, as will the future workforce needs.

Our intent is that this report becomes a tool to inform leaders and stakeholders and to guide our collective work, ensuring a strong and vibrant Iowa into the future.



PAGE 6	DEMOGRAPHICS
7	Population
8	Age
9	Race and ethnicity
12	Foreign born
12	Primary language in the household
13	Unauthorized immigrant population
13	Discrimination
14	Marital status
16	Households
18	Sexual orientation
19	Military service
19	Military veterans
19	Incarcerated women and girls

PAGE 22	HEALTH AND WELL-BEING
23	Health behaviors
23	Health indicators
25	Mental health
25	Maternal/child health
27	Aging
28	Health services
28	Personal safety
30	Child abuse
31	Homelessness

PAGE 32	ACHIEVEMENT AND AUTONOMY
33	Academic performance
34	High school graduation
34	College graduation
34	Advanced degrees
35	Degrees by discipline and gender
35	Leadership in education
36	Leadership in politics
37	Leadership in business
38	Leadership on corporate boards

PAGE 40	EMPLOYMENT AND INCOME
41	Women in the labor force
42	Unemployed women
42	Employment benefits
43	Average income
45	Female primary breadwinner
45	Poverty
47	Women-owned businesses
48	Top labor needs for the future

PAGE 49	SUMMARY AND INFORMATION SOURCES
---------	--

Although 2/3 of Iowa females are registered voters and generally vote at a greater rate than men, the number of females in Iowa's Legislature has dropped from a high of 23.3% in 2009 to 21.3% in 2012.

EXECUTIVE SUMMARY

SHE MATTERS, the 2012 *Status of Women and Girls in Iowa Report*, has scanned existing and relatively accessible data to provide a snapshot of how girls and women fare in the state. When available, comparative statistics for the nation and the male population are provided. Notable findings in this report include:

- More than half the population of Iowa is female (50.5%) at a median age of 39.5 in 2010. Over 80% of Iowa women ages 16 to 64 are in the labor force, yet they work for approximately 79% of men's income for similar positions (median income of \$34,534 for women, \$43,872 for men). Nearly 14% of Iowa's women live in poverty, and the numbers increase with an aging population.
- Over 90% of Iowa's population is white, 50.8% are female, and more than half the female population is unmarried (52.4%). Just over 4% of Iowa women are foreign-born, and 7.4% of Iowa families speak a language other than English in the home.
- Iowa women generally live 5 years longer than men (82.0 years and 77.2 years, respectively); however they experience more health problems, ranging from obesity, diabetes, breast cancer, and heart disease (which causes 1 of every 4 female deaths). One of every 3 Iowa women does not have health insurance. In 2008, 31.5% of Iowa women reported poor mental health and teen females reported a reduction in self esteem by nearly 6% between 2002 and 2010.
- Over the past several decades, more Iowa females graduate from high school (from 86.9% high school graduation in 1970 to 90.7% in 2011), attend college (61% of Iowa college and university enrollment), and obtain advanced degrees (78,145 Iowa women hold master's or professional doctorate degrees, a number nearly equal to men).
- Although 2/3 of Iowa females are registered voters and generally vote at a greater rate than men, the number of females in Iowa's Legislature has dropped from a high of 23.3% in 2009 to 21.3% in 2012. Only 2 women have served on the Iowa Supreme Court since 1838, and Iowa has never elected a female Governor or member of Congress.
- Women-owned businesses are over 25% of Iowa's small businesses (2007), yet women hold only 11% of the most highly compensated executive positions in Iowa's 10 largest insurance companies, a percentage that has increased since 2005. Yet the number of women directors on Iowa's corporate boards has dropped to only 16% since 2004.

Many statistics on the lives of Iowa women and girls are still unavailable, due to lack of accessible information and to rapidly changing population trends. This report provides both a benchmark and a guide to explore areas that can be influenced by public policy, additional research, or community resources that support and empower women and girls.

The Iowa Women's Leadership Project intends to provide interim and annual updates to this report as a method to monitor progress or to alert community stakeholders to emerging issues.



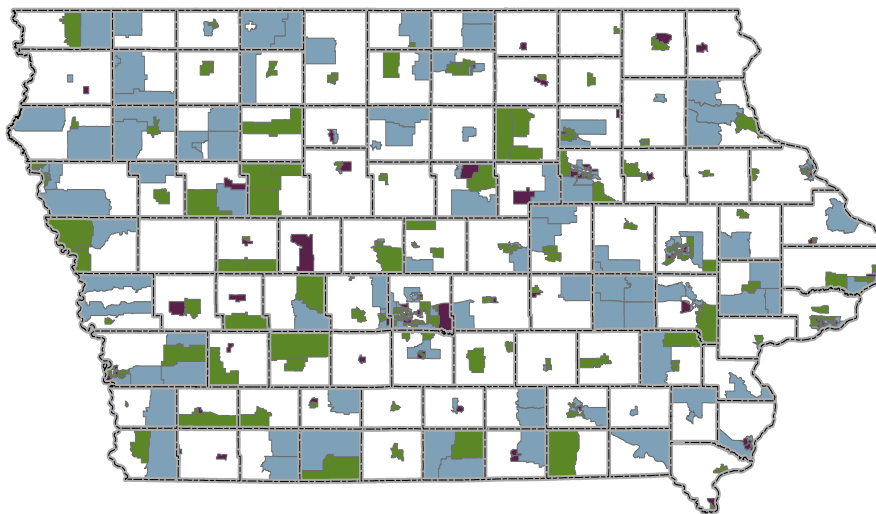
The number of persons residing in Iowa who were born in other countries more than doubled between 1990 and 2000, and continues to grow exponentially.

DEMOGRAPHICS

POPULATION

Women and girls account for slightly more than half (50.5%) of Iowa's population, a drop of only .4% since 2000. Over 60% of Iowa's 825 Census tracts have a female majority, with the highest concentrations in urban areas including the Des Moines metro area and the Cedar Rapids/Iowa City corridor.

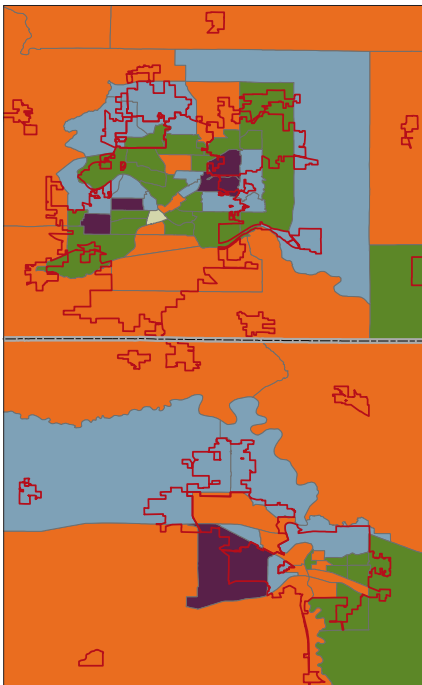
GENDER COMPOSITION PER CENSUS TRACT FOR IOWA (FEMALE MAJORITY CENSUS TRACTS)



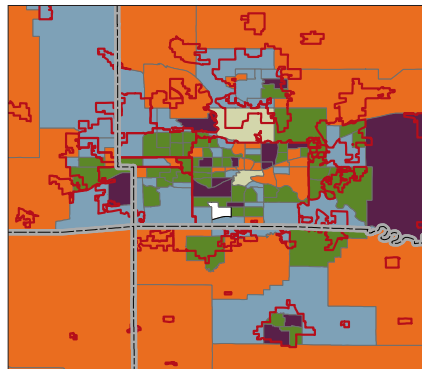
LEGEND: CENSUS TRACTS—FEMALE PERCENTAGE OF TOTAL POPULATION PER TRACT (SMALLER MAPS CONTAIN BOTH GENDERS)

- 0.1–43.5
- 43.6–50.0
- 50.1–51.0
- 51.1–52.8
- 52.9–58.4
- Cities (in detail maps below)

Percentage of females per tract in Iowa.
US Census: DP-1 Profile of General Population and Housing Characteristics



CEDAR RAPIDS/IOWA CITY CORRIDOR



DES MOINES AREA

Census tracts are small, relatively permanent statistical subdivisions of a county delineated by local participants as part of the U.S. Census Bureau's Participant Statistical Areas Program. The U.S. Census Bureau outlined Census tracts in situations where no local participant existed or where local or tribal governments declined to participate. Census tracts generally have between 1,500 and 8,000 people, with the optimal size being 4,000.

IOWA: STATEWIDE

	POPULATION	PERCENT
Females	1,538,036	50.49
Males	1,508,319	49.51
Total	3,046,355	100

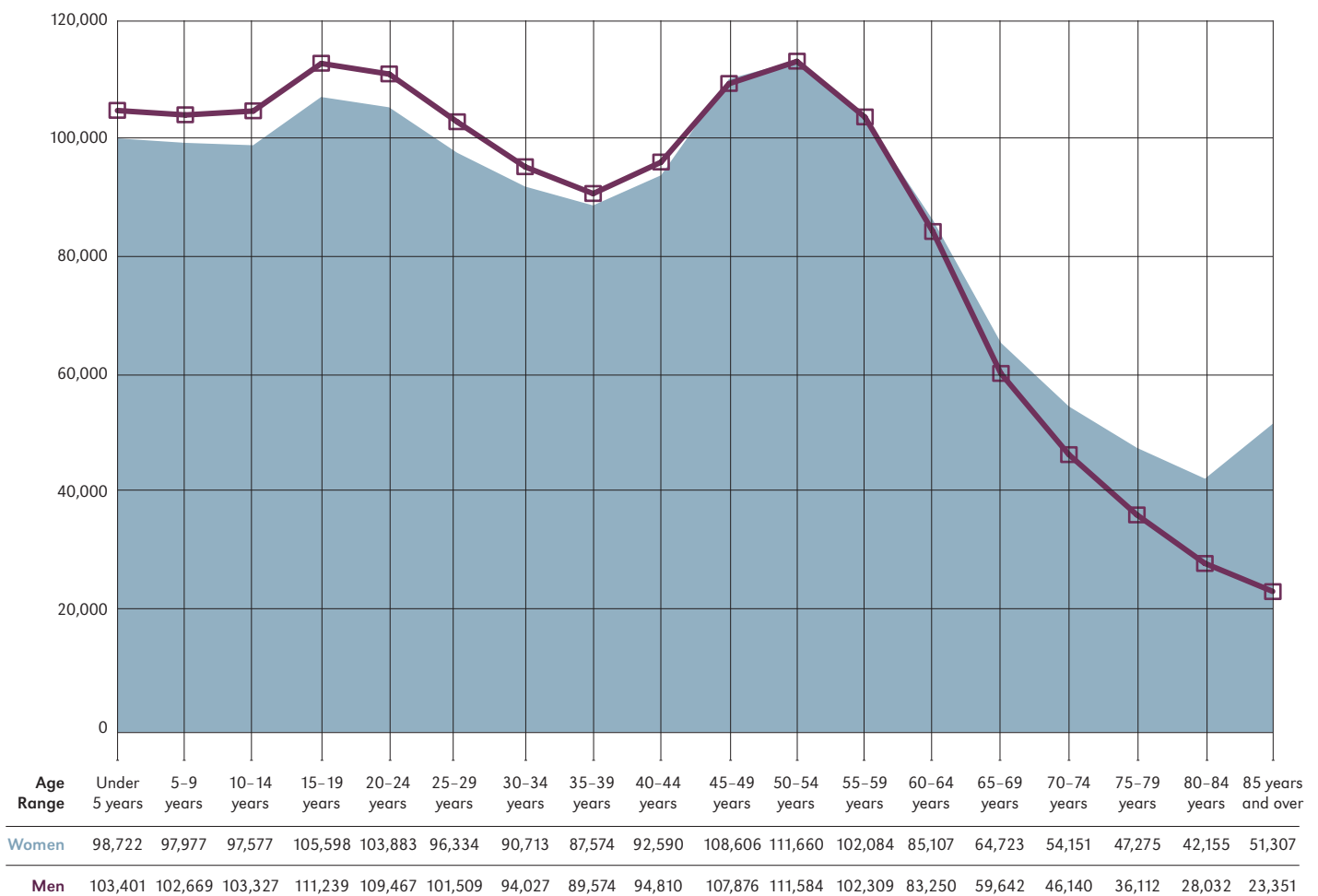
Table DP1 and variables SO26 and SO51

AGE

Males outnumber females in all U.S. Census age group categories through age 44. At age 45 and older, females outnumber males. Numbers of males and females begin to decline at the age 50 to 54 category. At age 85, there are twice as many women as men, with the gap continuing to widen beyond 85 years.

Median age of Iowa's female population is estimated to be 39.5 years, higher than median age for males (36.6) and for the entire state (38.1).

IOWA'S AGE DISTRIBUTION BY GENDER

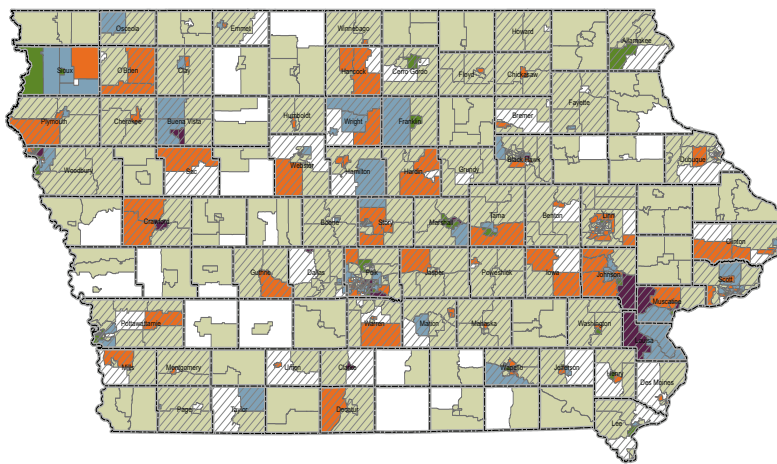


RACE AND ETHNICITY

Iowa's total population is primarily white/not Hispanic (91.3%), with a total of 1,371,585 of this population being female (50.8%). Every Census tract in the state has more than 50 White/not Hispanic females, with the largest population concentration in Polk, Story, Madison, Johnson, Marion, and Linn counties. (For purposes of this report, a concentration of racial or ethnic group is 50 or more persons within a single census tract.)

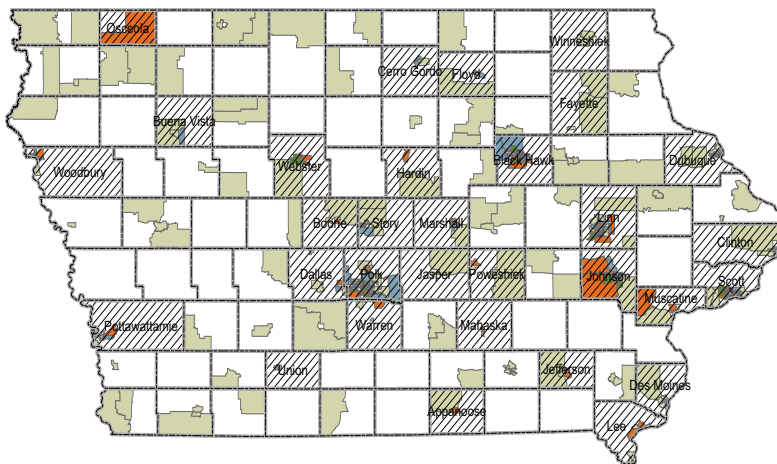
Of Iowa's Hispanic population (5% of total population), there are 331 Census tracts (covering 63 counties) with 50 or more Latinas. Every county in the state with the exception of Wayne County is home for a concentration of Hispanic females (Latinas): 50 or more Latinas in at least 1 tract.

IOWA LATINA FEMALE POPULATION



The entire Black or African American population (2.9%) is dispersed across the state with the highest concentration of Black or African American females in urban areas (Polk, Johnson, Black Hawk, Scott, and Osceola Counties). Concentrations of Black females are not nearly as dispersed across the state as Latina; there were less than one-third of counties (31) that had at least one tract with at least 50 Black females.

IOWA BLACK/AFRICAN AMERICAN FEMALE POPULATION



Beginning in 2010, The U.S. Census separately defines "race" and "ethnicity"; and uses two separate questions to distinguish the separate categories. For purposes of this report, race is defined as biological descent (inherited); ethnicity is defined as cultural heritage (learned). Therefore, Census demographic categories combine race and ethnicity, creating the category of white, which includes Hispanics and White/not Hispanic, and the ethnicity categories of White/not Hispanic and Hispanic. All race and ethnicity information is self-reported.

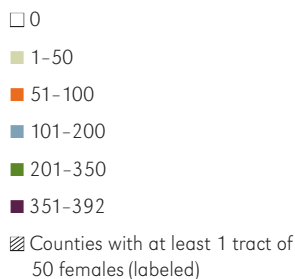
There are 331 tracts with 50 or more Latinas. These tracts are spread over 63 counties. The total Latina population in these 63 counties is 62,416.

LEGEND: FEMALES OF SPECIFIED RACE-ETHNICITY PER TRACT

- 0
- 1-50
- 51-100
- 101-200
- 201-350
- 351-392
- ▨ Counties with at least 1 tract of 50 females (labeled)

There are 204 tracts with 50 or more female Blacks or African Americans. These tracts are spread over 31 counties. The total Black or African-American females in these 31 counties is 39,006.

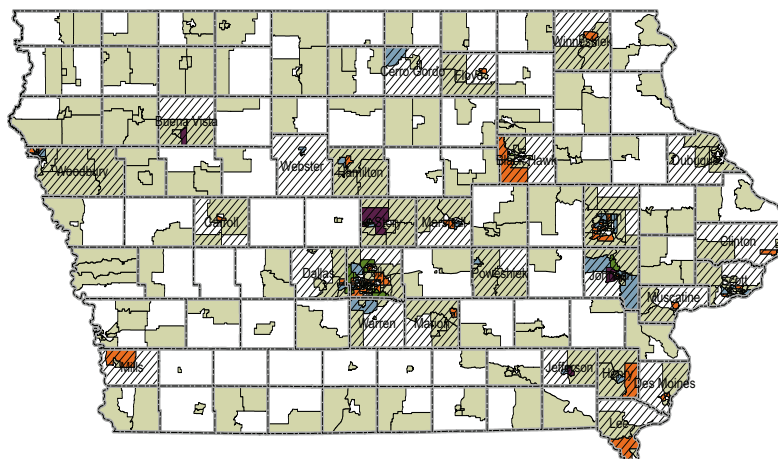
LEGEND:
FEMALES OF SPECIFIED
RACE-ETHNICITY PER TRACT



Asian females are also concentrated in urban areas (Polk, Story, Johnson, Linn, and Scott Counties) with Iowa's entire (female and male) Asian population totaling 1.7% of the state overall. American Indian and Native Alaskan (.4%) females typically live on a reservation or settlement, with 19 Census tracts with 50 or more females. Black Hawk is the only Iowa county with 50 or more Hawaiian and Pacific Islander females in a Census tract.

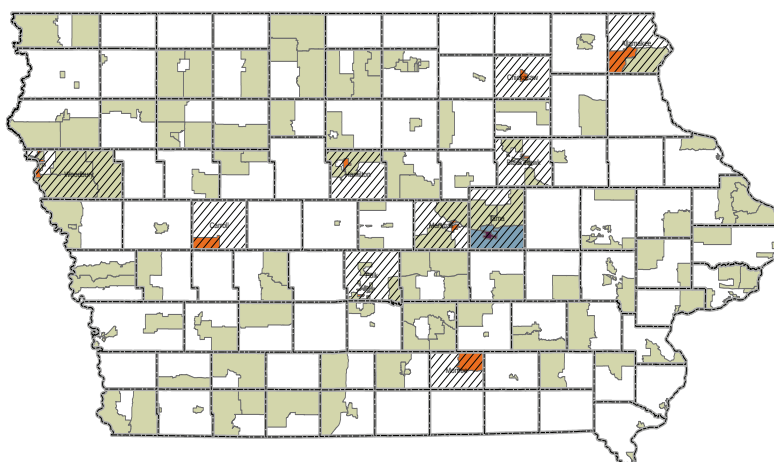
IOWA ASIAN FEMALE POPULATION

There are 146 tracts with 50 or more female Asians. These tracts are spread over 27 counties. The total Asian female population in these 27 counties is 19,978.



IOWA AMERICAN INDIAN AND NATIVE ALASKAN FEMALE POPULATION

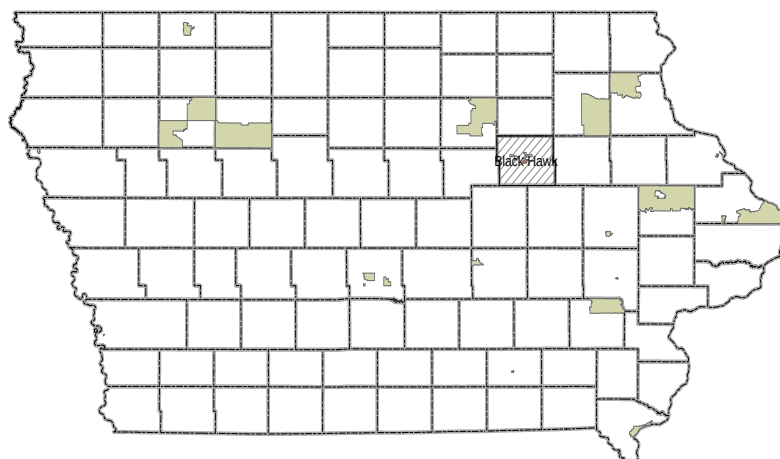
There are 19 tracts with 50 or more female American Indians & Native Alaskans. These tracts are spread over 10 counties. The total American Indian and Native Alaskan female population in these 10 counties is 2,785.



Less than 2% and 1.8%, respectively, of Iowans consider themselves “Other Race” or “Two or More Races.” “Other Race” is often used by individuals recognizing nationality or other factors. Thirty-three Iowa counties are home to a population concentration of at least 50 or more females declared “Other” race.

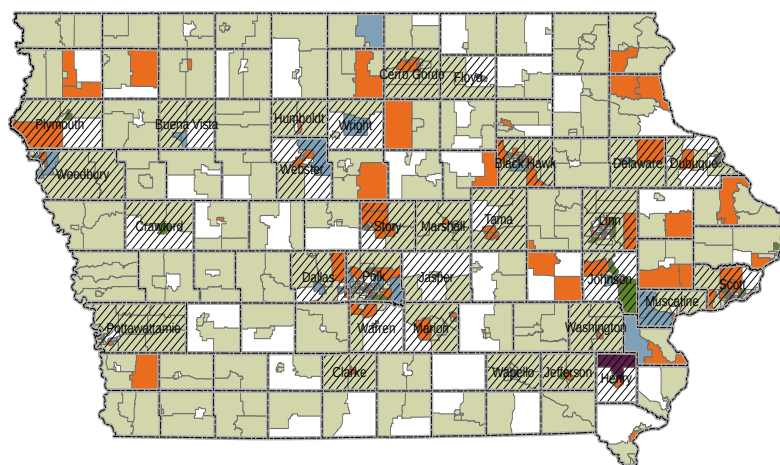
Forty-six counties house at least one tract with 50 or more females considering themselves “Two or More Races.” (This is another new demographic category due to the Census asking two questions.)

IOWA HAWAIIAN AND PACIFIC ISLANDER FEMALE POPULATION



There is 1 tract with 50 or more female Hawaiian or Pacific Islanders. This tract is in 1 county (Black Hawk). The total Hawaiian or Pacific Islander female population for this county is 88.

IOWA MULTI-RACIAL FEMALE POPULATION



There are 171 tracts with 50 or more multi-racial females. These tracts are spread over 46 counties. The total multi-racial population in these 46 counties is 19,416.

According to the Migration Policy Institute, the term *foreign born* refers to people residing in the United States at the time of the Census who were not U.S. citizens at birth. The foreign-born population includes naturalized citizens, lawful permanent immigrants, refugees and asylees, legal nonimmigrants (including those on student, work, or other temporary visas), and persons residing in the country without authorization. The terms immigrants and foreign born are typically used interchangeably.

FOREIGN BORN

According to the Iowa Center for Immigrant Leadership at the University of Northern Iowa, the number of persons residing in Iowa who were born in other countries more than doubled between 1990 and 2000, and continues to grow exponentially. Between 1995 and 2000 alone, the Census Bureau estimates that more than 28,000 foreign-born people arrived in Iowa directly from their home nations.

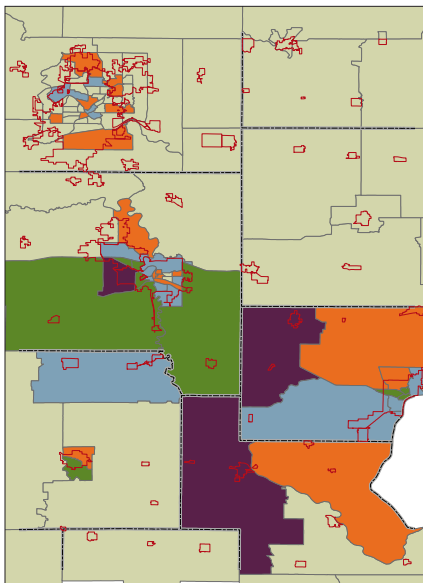
In 1990, there were 43,316 foreign-born people in Iowa (1.65% of the state's total population). This number grew to 91,085 foreign-born people by 2000, and in 2010, Iowa was home to 139,477 foreign-born residents. Of this population, 49% were female and 51% were male. (At the national level, the gender split is 50/50.)

PRIMARY LANGUAGE IN THE HOUSEHOLD

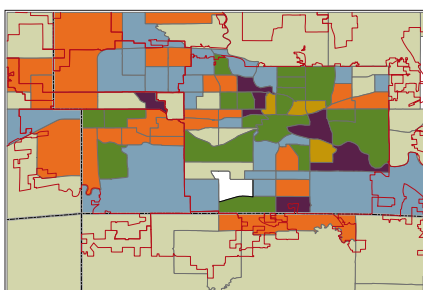
Of households in Iowa in 2009, 1.5% were linguistically isolated, meaning that all persons age 14 and over in the household were of limited English proficiency (LEP). This number includes 21.2% of Spanish-speaking households, 11.7% of households speaking other Indo-European languages (Hindi, Portuguese, Bengali, Russian, German, Marathi, French, Italian, Punjabi, and Urdu), 27.4% of households speaking Asian and Pacific Island languages, and 28.0% of households speaking "other" languages.

By 2010, 7.4% of Iowa families spoke a language other than English in the home.

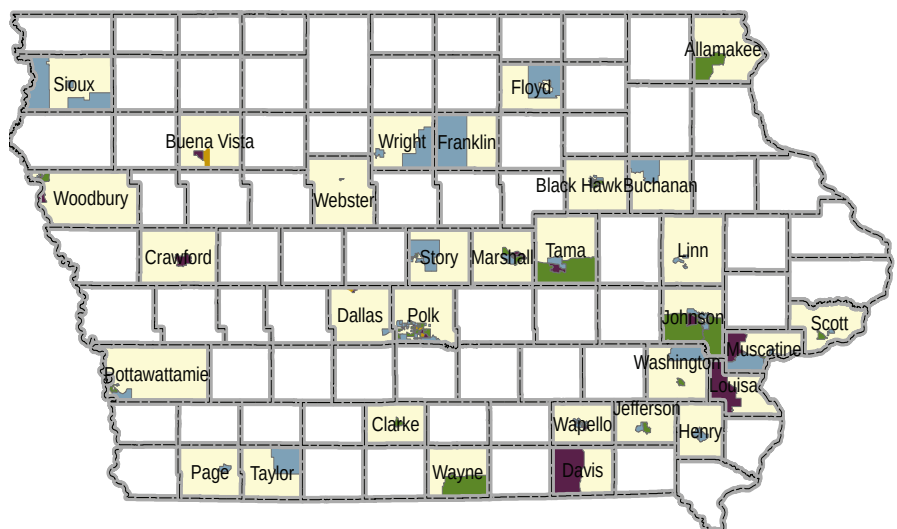
IOWA POPULATION SPEAKING OTHER THAN ENGLISH IN THE HOME



CEDAR RAPIDS/IOWA CITY CORRIDOR



DES MOINES AREA



Census tracts greater than 10% shown with counties containing tract shaded light yellow.

LEGEND: SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME

- 0
- 14.9% - 22.9%
- 0.1% - 5.9%
- 23% - 37.3%
- 6% - 9.8%
- 37.4% - 65.5%
- 9.9% - 14.8%
- Cities (in detail maps left)

UNAUTHORIZED IMMIGRANT POPULATION

The Pew Hispanic Center estimates the unauthorized immigrant population in Iowa in 2010 to have been 75,000, or 2.5% of the state's total population. This was an increase from 25,000 in 2000 and 5,000 in 1990.

Iowa's workforce of nearly 1.75 million persons includes an estimated 55,000 unauthorized immigrants (3.2%).

FOREIGN-BORN POPULATION IN THE U.S., 2009 AND 2010, REPORTED AND REVISED TOTALS (THOUSANDS)

	FOREIGN BORN			2009–2010 CHANGE	
	2010	2009 REPORTED	2009 REVISED	REPORTED	REVISED
Mexico	11,747	11,478	11,707	268	39
Other	37	28	30	9	7
Africa & Oceania	1,501	1,401	1,414	100	87
Europe & Canada	5,798	5,888	5,847	-90	-46
Middle East	1,384	1,366	1,353	19	31
South & East Asia	9,985	9,340	9,743	645	241
South America	2,740	2,601	2,675	139	65
Caribbean	3,749	3,457	3,529	291	220
Central America	2,989	2,903	3,015	86	-26
Total	39,929	38,462	39,313	1,468	616

DISCRIMINATION

The Iowa Civil Rights Commission reported a total of 1,785 discrimination cases filed during 2011, the lowest number since 2007. The majority of cases (1,539) involved employment, with public accommodation, housing, education, and credit case numbers much lower.

Although the report does not break down cases by gender, the total of sex discrimination cases docketed in 2011 (housing and non-housing) was 579 — nearly 33% of all cases and the highest number of all types of discrimination cases.

The *Iowa Civil Rights Act of 1965* prohibits discrimination in the areas of employment, housing, credit, public accommodations and education. Discrimination, or different treatment, is illegal if based on race, color, creed, national origin, religion, sex, sexual orientation, gender identity, pregnancy, physical disability, mental disability, retaliation (because of filing a previous discrimination complaint, participating in an investigation of a discrimination complaint, or having opposed discriminatory conduct), age (in employment and credit), familial status (in housing and credit) or marital status (in credit).

MARITAL STATUS

In 2010, women comprised 52.4% of unmarried Iowans, which includes widowed, divorced, or never married. The total number of married women in Iowa was 673,983, and the average age of brides was 31.9 (average age groom was 32.4). Iowa's marriage rate declined since 2000 (7.4 per 1,000 persons), standing at 6.8 per thousand in 2010.

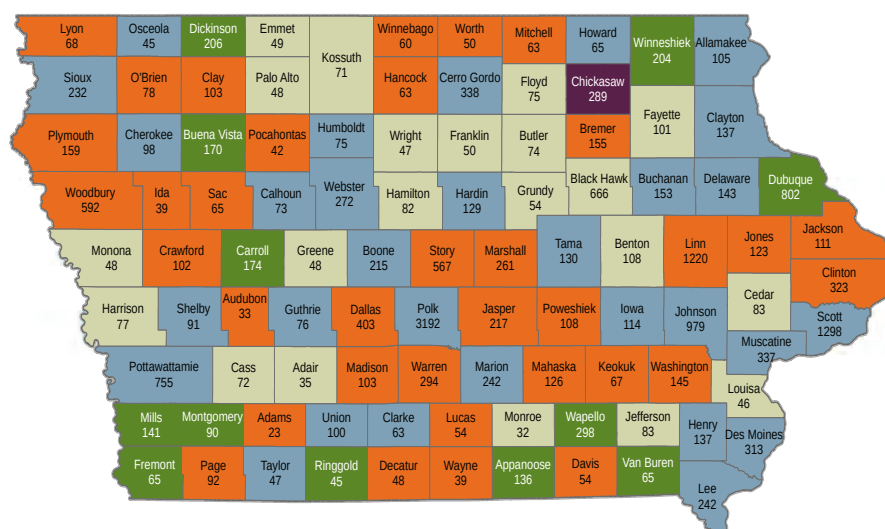
The highest marriage rates were not necessarily the most populous counties. Across the state, Iowa's marriage rate (per 1,000 of population for 2010 occurrences) was highest in Chickasaw County and lowest in Monroe County.

IOWA MARRIAGE RATE PER 1,000 OF POPULATION AND 2010 OCCURRENCES

LEGEND:

**MARRIAGE RATE PER 1,000
(COUNTIES LABELED WITH
2010 OCCURRENCES)**

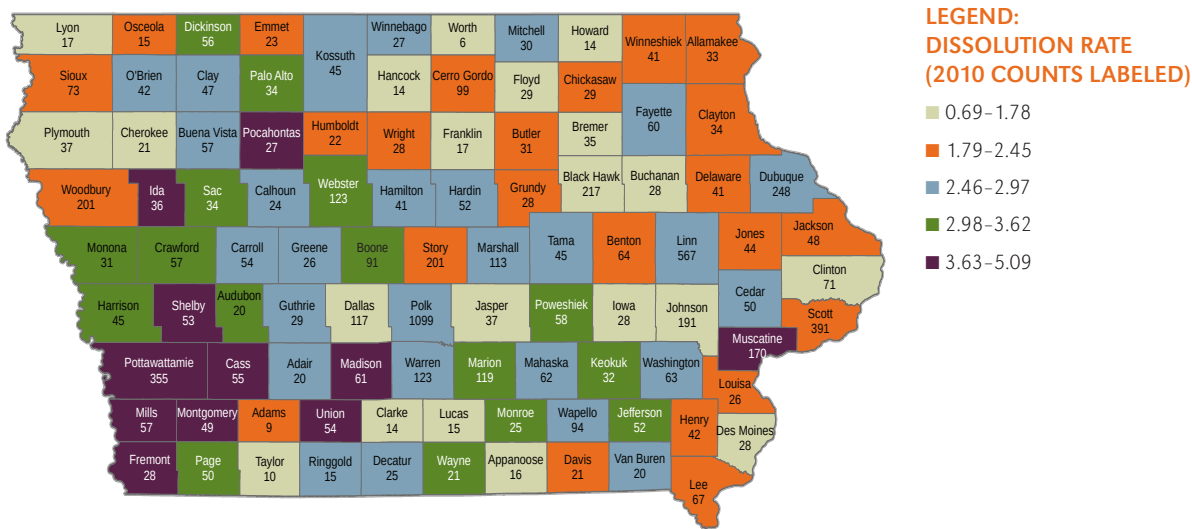
- 3.56 - 5.24
- 5.25 - 6.68
- 6.69 - 8.18
- 8.19 - 12.36
- 12.37 - 23.28



Average age at dissolution of marriage (divorce) for women was 38.6 (2010), and for men 41.0. One of every 4 divorces occurs in marriages of 4 years or less. The highest divorce rate in the state occurs in the southwest; for every one marriage in Montgomery County, 2 marriages ended in divorce in 2010. Every Iowa county reported at least one divorce in 2010.

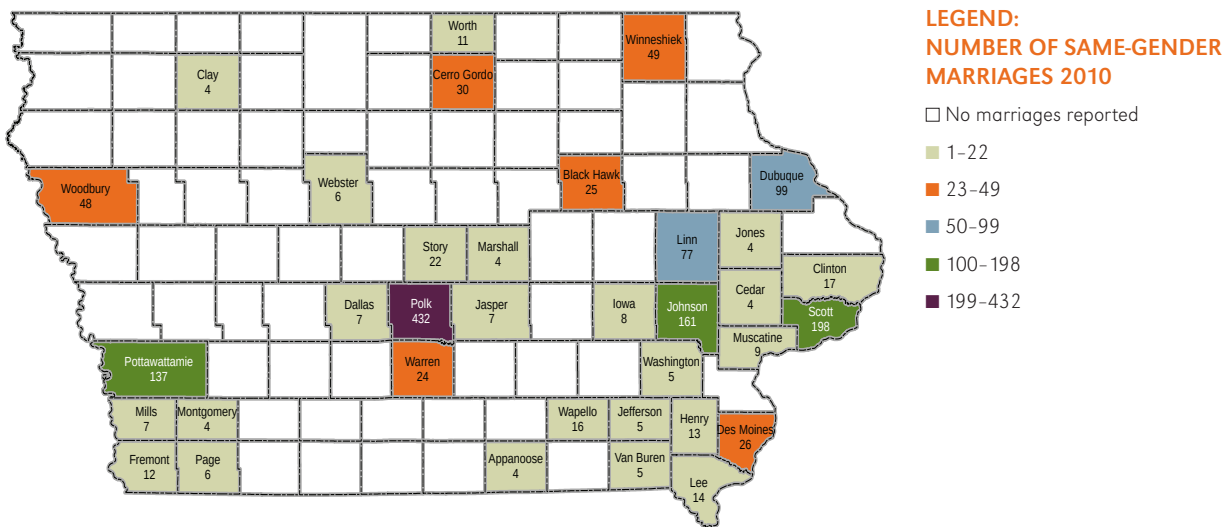
The youngest female to divorce in 2010 was 18, and the oldest was 96. A marriage of 46 days was the shortest duration to end in divorce, and 61 years was the longest. Since 2000, Iowa's divorce rate has steadily declined from 3.3 per thousand marriages in 2000 to 2.4 per thousand marriages in 2010.

IOWA DISSOLUTION RATE PER 1,000 OF POPULATION AND 2010 OCCURRENCES



Same-gender marriage was legalized in Iowa on April 3, 2009. The highest percentage of same-gender marriage per county population in Iowa occurred in Fremont, Pottawattamie, Winneshiek, and Worth counties (2010). Only 21 of Iowa's 99 counties had no same-gender marriages in 2010.

IOWA SAME-GENDER MARRIAGE RATE 2010



HOUSEHOLDS

The United States Census 2010 reported that the number of all households that contain just one person has risen over the last half of the 20th century and into the 21st century. In 1960, 13% of all households contained one person, and in 2011, the number has risen to 28%.

There are 1,215,954 households in Iowa, the majority of which are families (65.3%). Nearly half of family households are families of 2; households of more than 4 persons comprise only 12.5% of family households. Since 1970, the number of Iowa's female householders with no husband present has more than doubled.

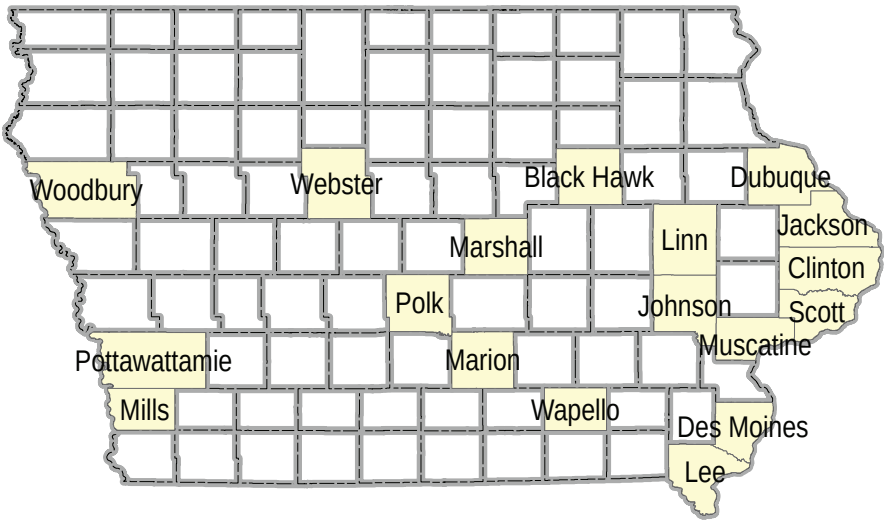
IOWA HOUSEHOLD SIZE STATEWIDE	AMERICAN COMMUNITY SURVEY ESTIMATE (BASE 2006–2010)	% OF TOTAL HOUSEHOLDS	% OF TYPE OF HOUSEHOLDS
Family households	793,842	65.29%	
2-person household	390,383	32.11%	49.18%
3-person household	161,054	13.25%	20.29%
4-person household	143,152	11.77%	18.03%
5-person household	66,828	5.50%	8.42%
6-person household	21,440	1.76%	2.70%
7-or-more person household	10,985	0.90%	1.38%
Nonfamily households	422,112	34.71%	
1-person household	345,813	28.44%	81.92%
2-person household	61,780	5.08%	14.64%
3-person household	9,443	0.78%	2.24%
4-person household	3,721	0.31%	0.88%
5-person household	1,000	0.08%	0.24%
6-person household	266	0.02%	0.06%
7-or-more person household	89	0.01%	0.02%
Total households	1,215,954		

A family is a group of two people or more (one of whom is the householder) related by birth, marriage, or adoption and residing together; all such people (including related subfamily members) are considered as members of one family.

The term "householder" refers to the person (or one of the people) in whose name the housing unit is owned or rented (maintained) or, if there is no such person, any adult member, excluding roomers, boarders, or paid employees. If the house is owned or rented jointly by a married couple, the householder may be either the husband or the wife. The person designated as the householder is the "reference person" to whom the relationship of all other household members, if any, is recorded.

Beginning in 1980, the U.S Census discontinued the use of the terms "head of household" and "head of family." Instead, the terms "householder" and "family householder" are used. Recent social changes have resulted in greater sharing of household responsibilities among the adult members and have made the term "head" increasingly inappropriate in the analysis of household and family data. Specifically, beginning in 1980, the Census Bureau discontinued its longtime practice of always classifying the husband as the reference person (head) when he and his wife are living together.

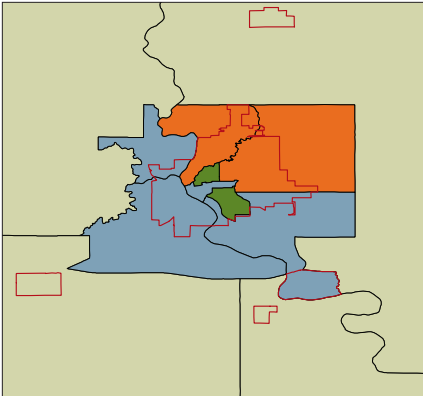
PERCENTAGE OF HOUSEHOLDS WITH FEMALE HOUSEHOLDER AND OWN MINOR CHILDREN; NO HUSBAND PRESENT



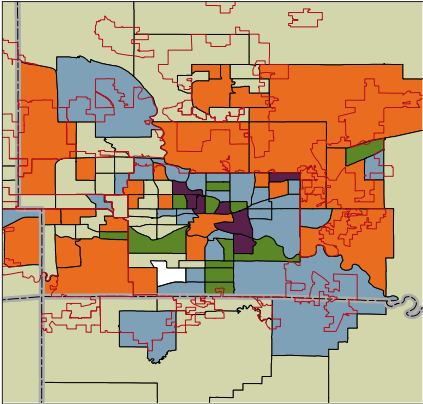
Iowa counties with a concentration of households containing a female householder with her own minor children and no husband present. US Census: DP-1 - Profile of General Population and Housing Characteristics. Counties with at least 1 tract with 10% or over shown with counties containing tract are shaded light yellow.

LEGEND:
CENSUS TRACTS % OF HOUSEHOLDS CONTAINING FEMALE HOUSEHOLDER WITH OWN MINOR CHILDREN

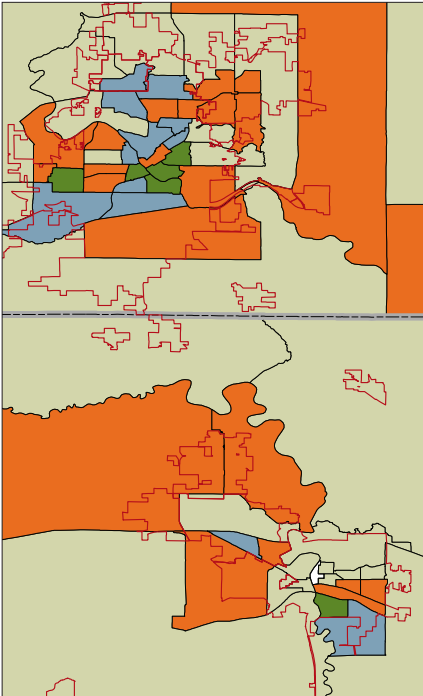
- 0
- 1-5
- 6-7
- 8-10
- 11-14
- 15-21
- Cities (in detail maps below)



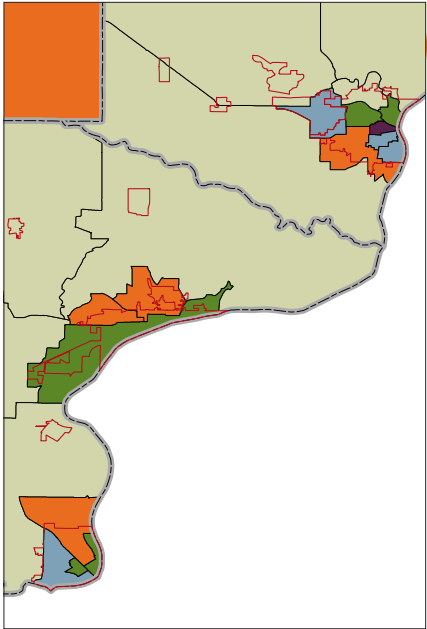
FORT DODGE



DES MOINES AREA



CEDAR RAPIDS/IOWA CITY CORRIDOR



BURLINGTON/FORT MADISON KEOKUK

SEXUAL ORIENTATION

The Williams Institute reports that there are more than 8 million adults in the U.S. who are lesbian, gay, or bisexual, comprising 3.5% of the adult population. Iowa is home to 4,093 same-sex couples as reported in the 2010 U.S. Census, 34% (1,373) of whom identify as husband and wife. Across the country, the number of same-sex couples is 51% female, those who identify as spouses are 51% female, and same-sex couples who identify as unmarried persons are 52% female.

According to the Institute, proportionally fewer same-sex couples are raising children today than in 2006, although the recent Census reported more than 110,000 same-sex couples raising children nationwide. The decrease in the proportion of couples raising children may be due to decreases in parenting by lesbian, gay, and bisexual (LGB) individuals who had children at a relatively young age while in a relationship with a different-sex partner.

Declining social stigma toward LGB people may mean that more are coming out earlier in life and are becoming less likely to have children with different-sex partners. Despite the proportional declines in parenting, analyses also show that adoptive parenting is clearly increasing. Among couples with children, the proportion of same-sex couples who have adopted children has nearly doubled from 10% to 19% between 2000 and 2009.

A recent study, *The Right to Be Out*, found that 44.1% of lesbian, gay, bisexual, and transgender (LGBT) students in the United States were physically harassed (pushed or shoved) because of their actual or perceived orientation, and 22.1% were physically assaulted. One of 3 (32.7%) of LGBT students reported staying away from school because they felt unsafe, which negatively impacted their GPA. Further, the percentage of LGBT students who do not plan to attend college is nearly twice the number of students in general.

Iowa Safe Schools reports that 91% of LGBT students in Iowa reported hearing homophobic remarks frequently in their schools, and 80% reported being verbally harassed because of their sexual orientation. In its study involving 180 lesbian, gay, bisexual, transgender, questioning, or allied (LGBTQA) students, 63% were female, 35% were male, 2% reported being transgender (gender expression or sense of self as male or female differs from culturally conventional gender roles) and .6% reported being “other.” Between 2005 and 2007, survey participants reported a 10% increase in the number of LGBT students in their schools overall.

MILITARY SERVICE

Women have formally been part of the United States Armed Forces since the inception of the Army Nurse Corps in 1901, but have informally served since the beginning of America's military.

According to the U.S. Department of Defense (September 30, 2011), America now has 1,468,364 active military personnel, of which 214,098 are female (14.6%). The Department of Defense employs 207,308 of these women in the Army (13.6% of total Active Duty), Marine Corps (6.8%), Navy (16.4%), and Air Force (19.1%); the U.S. Coast Guard employs 6,790 (15.7%). There are 190,000 women in the National Guard and Reserves.

MILITARY VETERANS

Nationally, the number of women who served in the Persian Gulf War (Desert Storm) was 41,000, and over 200,000 have served to-date in Operation Enduring Freedom/Operation Iraqi Freedom. As of September 2009, more than 1.8 million living women veterans had served in the U.S. military. The percentage of veterans who are female has increased by more than 25% in recent years; in 2000, 6.1% of living veterans were women, and currently are 8% of the veteran population. This number is expected to rise to 9.0% by 2013 and 15% by 2035.

Women in Military Service for America reports there are 15,084 female veterans in Iowa, roughly 6.5% of all Iowa veterans. The median age for U.S. women veterans was 48 years old (46 for non-veteran women), 23% of who were divorced, which is nearly double the percentage of non-veteran women (12%) divorced in the United States. It is estimated that about 8% of sheltered homeless veterans are female, a number that has been increasing since 2000.

INCARCERATED WOMEN AND GIRLS

The United States Department of Justice reports that between 2000 and 2010, Iowa's female prison population increased by 32% (from 592 to 780). In September 2008, a report from the Iowa Department of Corrections reported that the imprisonment rate for Iowa females had risen by 190.5% over a 15-year period (1993–2008), double the rate for males during the same period (81.7%).

The Iowa Department of Corrections Quick Facts Report of July 2011 noted that females comprise 21.1% of Iowa's total offenders, both in Community-Based Corrections and in prison. A total of 8,004 female offenders included 687 in prison and 7,317 in Community-Based Corrections. The median age of Iowa's prison population overall has increased from 28 in 1989 to 36 in 2011. During this period, the percentage of inmates age 30 and below has dropped from 60% to 40%, and the percentage of inmates over 50 has tripled.

In 2006, the Iowa Department of Corrections reported that 60% of female offenders (31% of male) were considered mentally ill, with a high percentage having more than one mental health diagnosis. In addition, an increasing number of female offenders are serving time for drug offenses, a number that had grown from 2% in 1986 to 35% in 2006. Sentencing changes in the 1980s resulted in an increased likelihood of sentences to prison for drug offenses, and also resulted in an increase in average length of stay. Cocaine and crack cocaine were the prominent problem in the 1980s; currently it is methamphetamines.

In addition, the Institute on Women and Criminal Justice reports that Iowa is ranked “notably higher “(29th in the nation) in its punitiveness (degree of punishment) toward female offenders than in its punitiveness overall (39th in the nation).

At the Iowa Correctional Institution for Women, with a capacity to hold 445 women, the population in April 2012 is 537, 79.3% of whom have a mental health diagnosis (56.6% considered “seriously mentally ill”). The women’s unit at the Mount Pleasant Correctional Facility’s figures are similar: 79.2% with a mental health diagnosis and 61.5% considered seriously mentally ill. The Iowa Department of Corrections lists the top ten mental illness diagnoses for female inmates (as a percentage of total population) in January 2011 as:

Substance use disorders	46.8%
Depression/major depressive disorders	39.1%
Personality disorders	25.8%
Anxiety and panic disorders	23.9%
Bipolar disorders	15.2%
Post traumatic stress disorder	14.6%
Psychosis/psychotic disorders	14.0%
Other adjustment disorders (not PTSD)	5.8%
Dysthymia/neurotic depression	5.0%
Schizophrenia	4.4%

Between 2006 and 2011, 80 Iowa inmates gave birth while in prison, turning the infants over to family members to raise, seeking temporary foster care, or giving them up for adoption.

The Women’s Correctional Facility in Des Moines is the only Iowa program that allows offenders to live with their children. A minimum-security facility opened in 1993, it houses up to 48 women who are on probation, work release, or who are serving short sentences for driving under the influence.

In 2007, female recidivism rate (measured by both return to prison for a violation of parole or by a new conviction) was lower for women than men. One in four women (compared with 1 in 3 men) returned to prison for a violation; 10.6% of women and 20.5% of men returned due to a new conviction.

The Iowa Department of Corrections reported that in 2007, 63% of female offenders (compared to 40% of males) released had at least one chronic mental illness diagnosis.

A report from the State of Iowa Juvenile Detention Centers reported that 16.9% of juveniles held in FY 2011 were female with an average age of 15.4. A majority of juveniles held come from a home situation (51.9%), followed by shelter (16.1%) and foster care (11.0%). By race, most female juvenile offenders are Asian/Pacific Islanders (31%) or Native American (29.4%), followed by White/including Hispanic (19%). Eighteen females held were 12 years old or younger over the fiscal year. Most females are detained due to a status offense (chronic or persistent truancy, running away, violating curfew laws, being incorrigible, or possessing alcohol or tobacco).

WHAT YOU CAN DO IN YOUR COMMUNITY

1. Support information and research about women and girls in your school or community.
2. Encourage men and boys to recognize and avoid comments, behaviors, or attitudes that undermine women or girls.
3. Volunteer at a local women-serving organization, such as a shelter or job training program.
4. Call or write your elected officials about decisions or policies that may have a significant impact on women and girls.



Iowa's life expectancy for women is higher than for men (82.0 years and 77.2 years, respectively). In 2010, the oldest Iowa female (114) outlived the oldest Iowa male (105).

HEALTH AND WELL-BEING

HEALTH BEHAVIORS

The Kaiser Family Foundation reports Iowa's women generally compare with the nation's in preventive health care. Statistics below indicate the percentage of Iowa's female population that reported the following preventive practices in 2010:

Women age 40 and older having mammogram within last 2 years	76.0%
Women age 50 and older having mammogram within last 2 years	77.3%
Women age 18 and older having Pap smear within last 3 years	80.6%
Women age 50 and older having had colorectal cancer screening	65.6%
Women having cholesterol check in past 5 years	76.5%
Women who visited dentist or dental clinic within last year	80.0%
Pregnant women beginning prenatal care in first trimester	86.4%

HEALTH INDICATORS

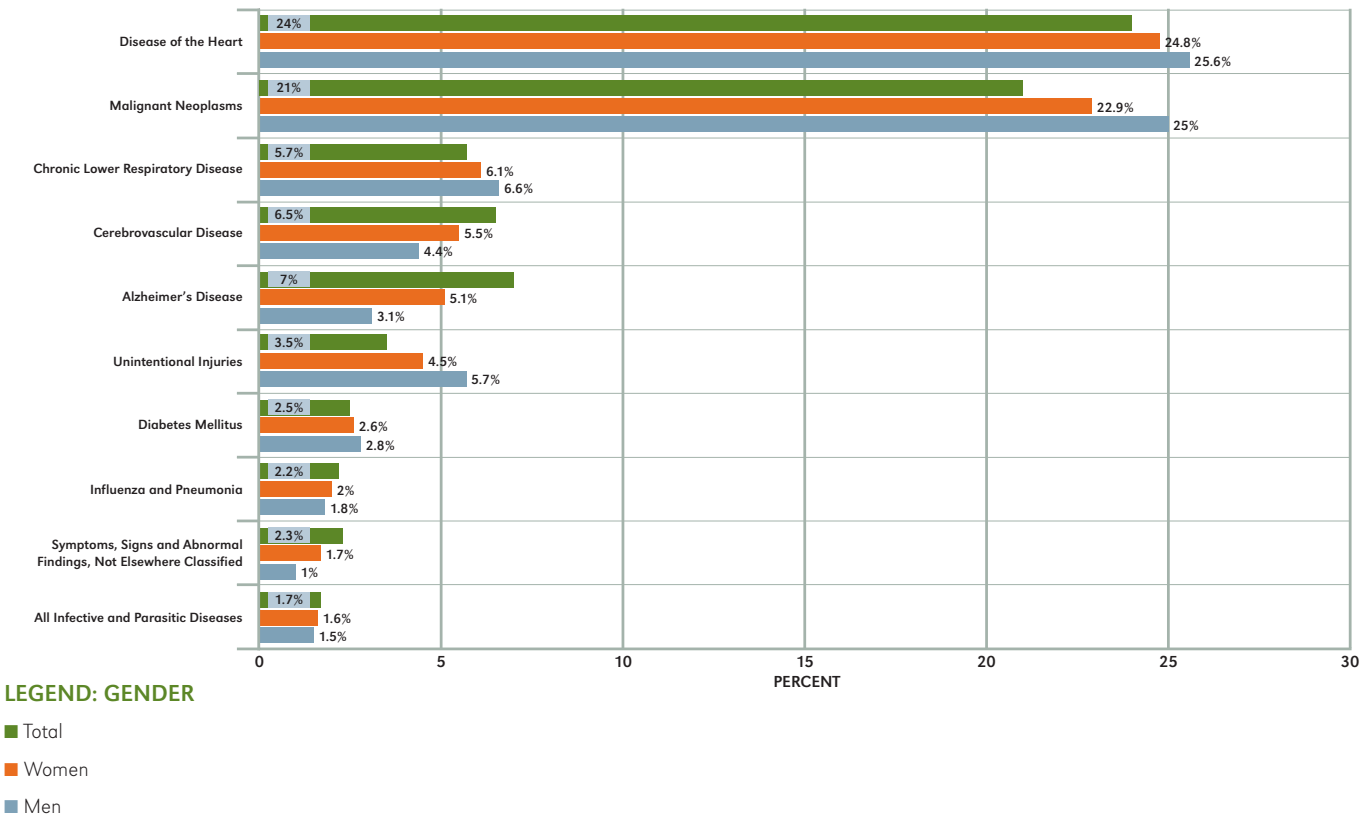
Iowa's life expectancy for women is higher than for men (82.0 years and 77.2 years, respectively). In 2010, the oldest Iowa female (114) outlived the oldest Iowa male (105).

The Kaiser Foundation reports the number of deaths caused by stroke or other cerebrovascular diseases is higher in Iowa men (44.3%) than women (40.6%). Iowa women who smoke (14.8%) attempt to quit at a higher rate (57.6% in 2010) than men (48.2%). Women with asthma (7.9%) are fewer than the national average (10.3%), and Iowa men exceeded women in the rate of overweight/obesity (74.3% of males, 58.0% of females). Most of Iowa's female deaths occurred in December and the fewest in June.

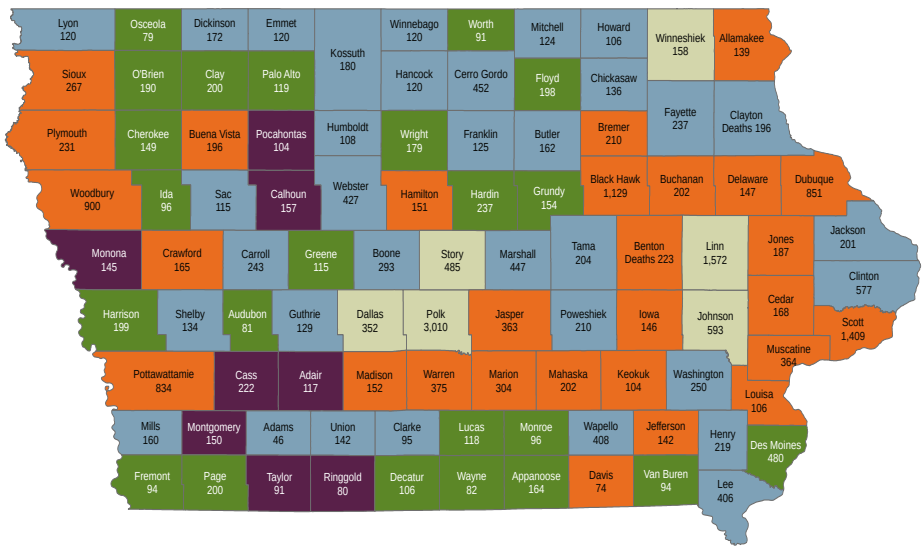
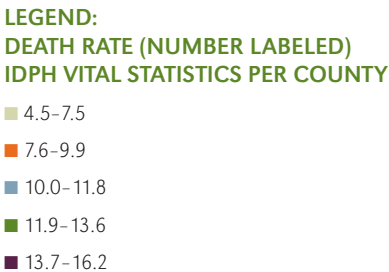
According to the National Women's Law Center's Health Care Report Card 2010, from 2007 to 2010, the percentage of Iowa women who are considered obese increased from 24.3% to 27.5%, those reporting binge drinking increased from 9.6% to 12.0%, those eating 5 fruits and vegetables daily decreased from 24.4% to 23.5%, and the incidence of diabetes increased from 5.7% to 7.2%.

Iowa women's breast cancer incidence is higher than the national average (122.8 compared to 120.4 per 100,000 annually), and cervical cancer incidence is lower than the national average (6.1 per 100,000 compared to 7.9 per 100,000 annually). Cervical cancer (6.1 per 100,000 women) is lower than the national average; 27.2% of women have ever been told by a physician that they have high blood pressure, and 28.7% of women have arthritis.

TEN LEADING CAUSES OF DEATH AS PERCENTS OF ALL IOWA DEATHS BY GENDER 2010



IOWA DEATH RATE BY COUNTY PER 1,000 OF POPULATION 2010



MENTAL HEALTH

Access to mental health care is especially important for women, who more often report unmet mental health needs. The Kaiser Family Foundation cited that in 2008, 31.5% of Iowa females reported poor mental health (between 1 and 30 days of poor mental health within the last 30 days), which is higher than Iowa males (23.9%).

According to the National Alliance on Mental Illness (NAMI) Iowa, 1 in 4 Iowans experiences mental illness in a given year. An estimated 180,000 Iowans have a serious mental illness. A report submitted in 2008 to the Center for Mental Health Services, Substance Abuse and Mental Health Services Administration (SAMHSA) noted that most persons served by the Iowa public mental health and disability service system have serious mental illnesses or severely disabling conditions. Iowa is ranked 46th and 47th in the nation for the number of psychologists and psychiatrists.

The Mental Health Foundation cited that women are more likely to have been treated for a mental health condition than men (29% compared to 17%). Depression affects 25% of women; of persons with a phobia or Obsessive Compulsive Disorder, 60% are female. Women are also 2 times more likely to experience anxiety as men.

The Iowa Department of Human Services defines serious mental illness as “Persons ages 18 or over with a diagnosable mental disorder of such severity and duration as to result in functional impairment that substantially interferes with or limits major life activities.”

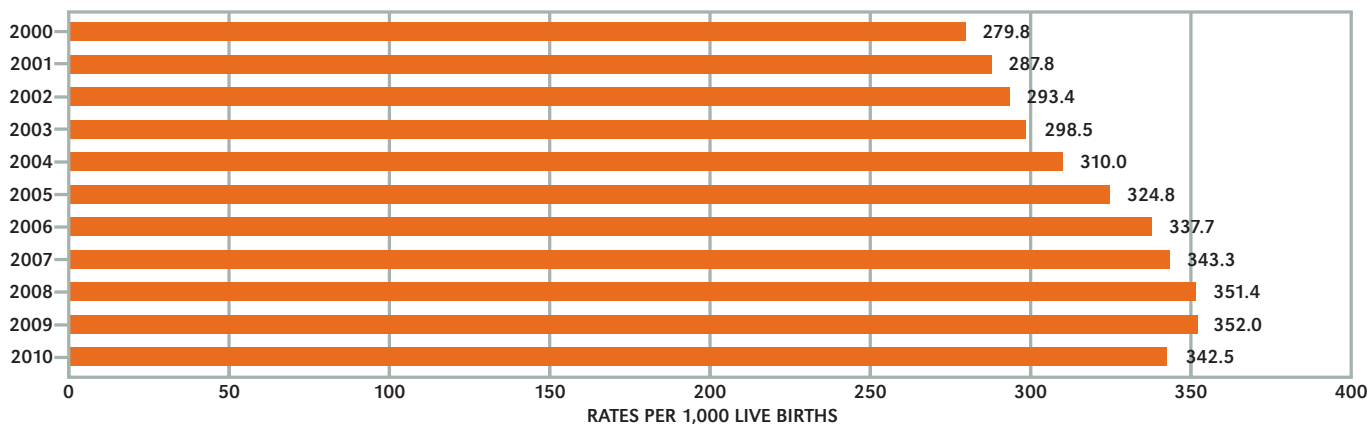
MATERNAL/CHILD HEALTH

The oldest Iowa woman to give birth in 2010 was 51 years old, and the youngest was 12. (The oldest father was 71; the youngest was 14 during the same period.) Most births in 2010 occurred in June and fewest in February.

Although Iowa’s maternal mortality rate increased from 7.0 to 8.2 per 100,000 births between 2007 and 2010, Iowa ranks higher than the nation in the percentage of mothers receiving prenatal care in the first trimester (86.4% compared to 83.2% nationally). The state’s infant mortality rate decreased from 5.4 per 1,000 births in 2007 to 5.2 per 1,000 births in 2010.

Although the percentage of out-of-wedlock births increased in Iowa between 2000 and 2009, there was a small decline in 2010.

IOWA OUT-OF-WEDLOCK LIVE BIRTHS 2000–2010

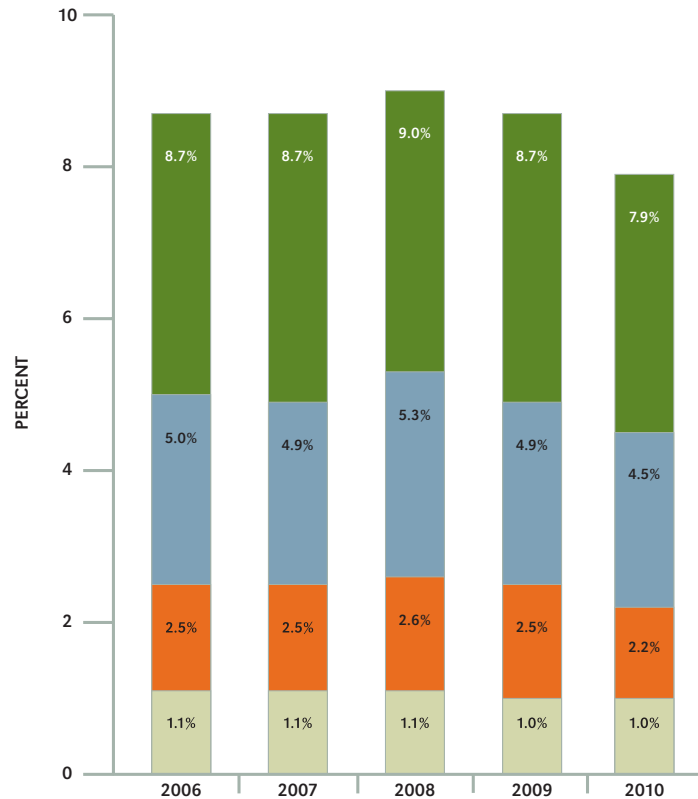


The rate of teen births declined from a high of 4.5% of all Iowa births in 2008 to 3.9% in 2010. The Black or African American population reported the highest number of teen births in 2010, and the fewest occurred in the Asian and Pacific Islander population.

IOWA LIVE BIRTHS TO TEEN MOTHERS AS PERCENTAGE OF TOTAL LIVE BIRTHS 2006–2010

LEGEND:
DEATH RATE (NUMBER LABELED)
IDPH VITAL STATISTICS PER COUNTY

- 16 and under
- 17 and under
- 18 and under
- 19 and under



In 2008, Iowa experienced 228 infant deaths (under one year of age). Of the year's 39,701 births, 11.3% were considered pre-term (less than 37 weeks gestation), 6.7% were considered low birth weight (less than 5 lbs. 8 oz.), and 30.3% were cesarean deliveries. There were 6,475 legal abortions reported in Iowa in 2008, broken down by age as follows:

REPORTED LEGAL ABORTIONS BY AGE GROUP WITHIN THE STATE OF OCCURRENCE 2008

	IOWA NUMBER	IOWA PERCENTAGE	U.S. NUMBER	U.S. PERCENTAGE
Ages up to 19	1,158	18%	121,446	17%
Ages 20–29	3,764	58%	416,162	57%
Ages 30–39	1,359	21%	168,532	23%
Ages 40 and above	194	3%	22,464	3%
Total	6,475	100%	728,604	100%

AGING

According to the Iowa Department on Aging, Iowa has a higher percentage of older adults (who are more likely to need long-term support) than the United States average. In 2010, 25% of Iowa's population was 65 years and older, a number that is projected to increase dramatically between 2009 and 2030. Of this age group, 58% are women, and women are over 70% of Iowans 85 years and older. Fifty-eight percent of Iowa's Medicare beneficiaries are women.

Nearly 30% of Iowans 65 and older are widowed, and the same percentage of this age group live alone (2009). Approximately 1 in 3 in this age group has at least one type of disability, a number that is higher (37.9%) in Iowa's older veterans. In order of prevalence (greatest to least), the types of disability most common to Iowans 65 and older involve ambulation, hearing, independent living, cognition, self-care, and vision.

THE LEADING CAUSES OF DEATH FOR ALL IOWANS AGE 65 AND OVER 2009

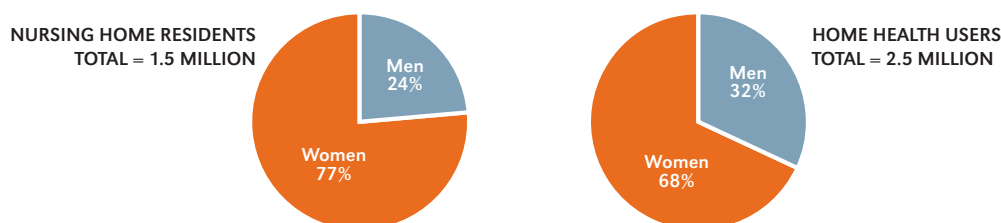
Heart disease	34.1%
Malignant neoplasms	26.2%
Cerebrovascular disease	8.7%
Chronic respiratory disease	6.3%
Alzheimer's disease	5.0%
All others	19.7%

The prevalence of certain chronic health conditions in the elderly differ by gender: women report higher levels of arthritis and hypertension, and men report higher levels of heart disease and cancer.

Older Americans 2010 reports that women 65 years and older are more likely to report clinically relevant depressive symptoms than older men. Women also have higher levels of functional limitations than men (47% of female Medicare enrollees age 65 and older compared to 35% of males), and are less likely to report engaging in leisure time physical activity (18% women, 27% men).

Since women are more likely to live longer and experience higher rates of chronic illness and disability than men, they are more likely to require long-term care services in their lifetime. Women are 73% of nursing home residents and 67% of people receiving home health care in the United States.

MEDICARE NURSING HOME AND HOME HEALTH USERS BY GENDER 2006



Elder abuse is a critical problem in the United States. Although there is a lack of comprehensive data, the Center for Disease Control and Prevention reported that in 1996, 551,000 persons age 60 and older were the victim of abuse, neglect, and/or self-neglect in a domestic setting. It is estimated that 84% of elder abuse goes unreported, and that 40% of all elder abuse involves some form of financial exploitation.

Consequences of elder abuse may be physical injuries ranging from cuts and bruises to head injuries, broken bones, constant physical pain, and soreness; there are also emotional effects including withdrawal, depression, and anxiety. These injuries can also lead to premature death and make existing health problems worse. Iowa is one of 5 states that do not have a law specifically addressing the unique needs of older adults.

HEALTH SERVICES

The Kaiser Foundation reports that of the 31% of Iowa women who are low income (less than 200% of the Federal Poverty Level), 32% do not have health insurance. More than 1 in 4 (28%) of U.S. women under age 65 report not visiting a doctor in the past year due to cost. At a higher percentage than men, women report that they or a family member have done the following over the past year due to health care cost:

Put off/postponed getting needed health care	30%
Skipped a recommended medical test or treatment	25%
Didn't fill a prescription	24%
Cut pills or skipped a dose of medicine	18%
Skipped dental care or checkups	35%

The National Women's Law Center graded Iowa "unsatisfactory" for its 2010 Status Indicators, which are measured in states nationwide each year. Reasons include an increasing number of Iowa women without health insurance (11.8% in 2007 and 13.0% in 2010).

PERSONAL SAFETY

Injuries and violence cause $\frac{3}{4}$ of all deaths among young people in the United States: unintentional injuries claim more lives than any other cause in persons 1 to 34 years old. Motor vehicle crashes are the leading cause of death for 5- to 34-year-olds, and for 15- to 24-year-olds, homicide is second and suicide is the third leading cause of all deaths.

The Iowa Department of Public Health defines domestic violence as a pattern of assaultive and coercive behaviors that adults or adolescents use against their intimate partners, and sexual violence as sexual behavior that occurs between people where consent is not obtained or freely given.

The Iowa Department of Public Health issued *The Burden of Injury in Iowa* in 2006, noting the following statistics:

- 6% of all deaths in Iowa (2002–2006) were injury related
- Injuries led to more than 17,000 hospitalizations and more than 250,000 emergency department visits annually
- Unintentional injury is the 5th leading cause of death for all Iowans
- Firearms (50%), suffocation (27%), and poisonings (20%) are the leading causes of suicide death in Iowa
- Injury death rates increase with age, with rates by far the highest in seniors (85+)
- For every female who dies due to injuries in Iowa, two males will die due to injuries, regardless of age group

According to the U.S. Centers for Disease Control and Prevention, women are disproportionately affected by sexual violence, intimate partner violence, and stalking. Nearly 1 in 5 women in the U.S. have been raped in their lifetime, compared with 1 in 71 men. One of 6 women has been stalked, and 1 in 4 has been the victim of severe violence by an intimate partner.

The CDC notes that the majority of this victimization begins early: 80% of female victims experienced a rape before age 25; and many before age 18 (30% between ages 11 and 17, and 12% at or before age 10).

In 2006, the Iowa Behavioral Risk Factor Surveillance System Survey (BRFSS) explored Iowan's experiences in a range of areas including sexual violence. Of the 5,133 responses:

- Females were more likely to be exposed to unwanted sexual situations
- Younger persons and persons with low education and income had a higher prevalence of exposure to unwanted sexual situations
- 5% of Iowans have experienced forcible sex during their lifetime, with females reporting 8 times more often than males

The Iowa Domestic Abuse Death Review Team published several key findings in 2008 in review of 33 cases involving 52 deaths:

- Domestic abuse perpetrators were 93.9% men during the one-year study
- The most dangerous time for domestic violence victims is when the victim is preparing to leave or has left the relationship
- Domestic violence (especially when accompanied with homicide or suicide threats and when firearms are available) is one of the highest risk cases in the criminal justice system

Recommendations to Communities for Prevention of Future Domestic Violence Deaths

1. Family, friends, and others should take threats, including threats of homicide or suicide, seriously and should contact local law enforcement, clerk of court's office, or the local domestic violence program for help and information. The statewide domestic violence hotline number is 1-800-942-0333.
 2. Local media should be familiar with guidelines for coverage of domestic violence cases to use coverage as an opportunity to educate communities about risks and resources for help.
 3. Family law attorneys should screen for domestic violence in ALL cases, make referrals to community resources knowledgeable in domestic violence, do lethality assessments, and encourage use of protective orders as appropriate.
 4. Community professionals who may come in contact with domestic abuse victims and perpetrators (such as health care providers, clerks of court, religious leaders, substance abuse counselors, mental health providers, social workers, and teachers) should be adequately trained to identify domestic abuse, appropriately intervene, and provide referral to resources knowledgeable about domestic violence in their community.
 5. Employers should offer information on domestic violence and local resources to employees and supervisors, and should establish policies for safety in situations where an employee is in a dangerous relationship.
 6. Local domestic abuse programs should continue to increase awareness and accessibility of services to under-served communities, enhance the cultural competency of staff, and collaborate with communities of color, working to develop leadership to address domestic abuse.
-

CHILD ABUSE

Prevent Child Abuse Iowa reports that there is no federal standard definition for child abuse. In Iowa, the State Legislature defines “child abuse” to include the following harm:

- failure to provide adequate food, shelter, clothing or other care necessary for a child’s health and well-being
- intended physical injury
- sexual abuse of a child
- presence of an illegal drug in a child’s body as a result of actions or neglect
- allowing a known sex offender, who is not the child’s biological parent or the caretaker’s spouse, custody or access to a child
- manufacturing a dangerous substance in a child’s presence
- mental injury to a child
- providing access to or showing obscene material to a child

In Iowa, 11,747 children were abused in 2011; over 50% were under 6 years old. In order of prevalence, denial of critical care (79.1%) far exceeded other categories of child abuse during the year. Physical abuse (9.6%), drug-affected child (4.9%), sexual abuse (4.1%), sex offender allowed access to a child (1.2%), and methamphetamine manufacturing near a child (.9%) were also reported.

Statistics reflect that child abuse incidents exceeded 12,000 annually in Iowa every year since 2003 with the exception of 2008. The 2011 statistics show a decrease in incidents reported from 2009 and 2010.

National research notes that girls are slightly more likely to be abused than boys, with 52% of victims being female (2005). The pattern of abuse differs between genders as well, as girls are more likely to suffer from emotional abuse and neglect, while boys are more likely to experience physical trauma. When viewing abuse leading to death, men are more likely to kill a child by physical abuse, and women more likely by neglect (i.e., starvation).

Over 75% of inflicted abuse is a result of parental action, with risk factors including young or single parents, high school dropout, those who were abused as children, drug and/or alcohol use, and psychiatric disorders (depression, impulse-control disorders).

HOMELESSNESS

A report to the Governor of Iowa, “Iowans Experiencing Homelessness,” counted 27,571 Iowans as homeless or near homeless, 37% of whom were under the age of 18. Of homeless families, 57% of this subset were children. The Homelessness Resource Center reports that the fastest-growing group of homeless people in the United States is composed of single women with 2 or 3 children, who are rarely seen because they often find shelter with friends, relatives, or other homeless women. Among homeless families in shelters (2010), 77.9% were female, 92% of which have experienced severe physical and/or sexual abuse during their lifetime. Roughly 50% of homeless mothers have experienced a major depression since becoming homeless.

According to the National Survey of Homeless Assistance Providers and Clients, among sheltered individuals reported in 2010, 38% were female; among homeless veterans, it is estimated that about 8% of sheltered homeless veterans are female.

Primary reasons for homelessness cited by the report were economic/housing issues (64%); family issues (14%); addiction, disability, or health issues (11%), or other causes. The majority of homelessness in women is caused by divorce or escaping domestic abuse.

The Iowa Department of Human Services defines a homeless individual as “An individual who lacks housing (without regard to whether the individual is a member of a family), including an individual whose primary residence during the night is a supervised public or private facility that provides temporary living accommodations and an individual who is a resident in transitional housing.”

WHAT YOU CAN DO IN YOUR COMMUNITY

1. Mentor a girl or young woman in your life — caring adults help support resiliency.
2. Purchase a health-focused cookbook and integrate healthy recipes into meals.
3. Wear your seatbelt and assure that all passengers are wearing theirs.
4. Walk to work, ride a bike, take the stairs — and encourage your children, family, friends, and colleagues to be physically active.



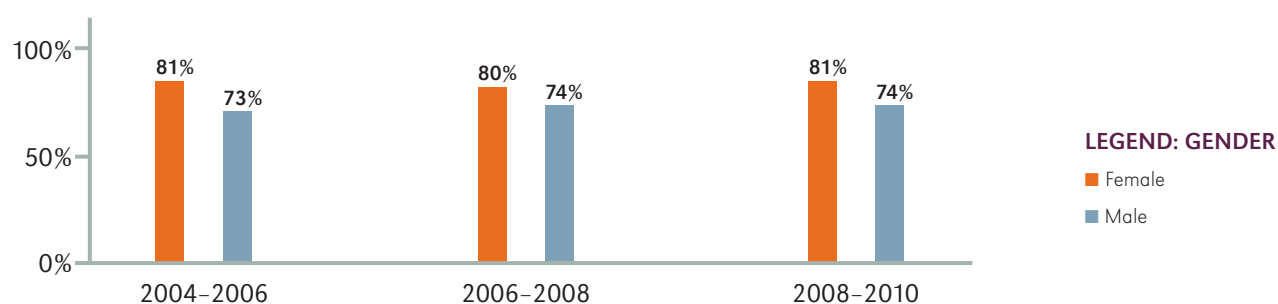
The total number of women earning their first professional degree in 2006–2007 (45,032) was 24 times greater than in 1969–1970 (1,841).

ACHIEVEMENT AND AUTONOMY

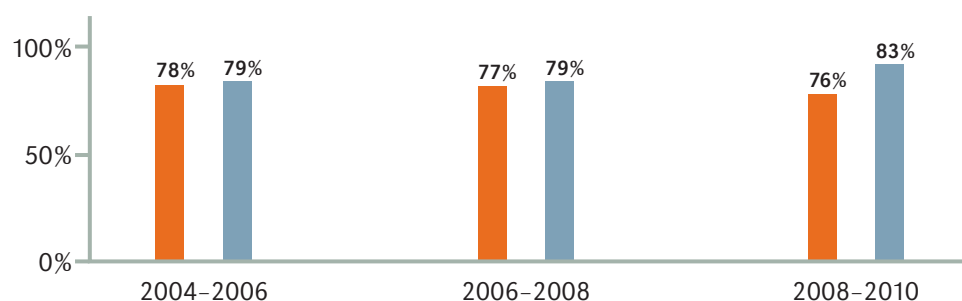
ACADEMIC PERFORMANCE

According to the Nexus Index 2011, the Annual Condition of Education 2010 report prepared by the Iowa Department of Education illustrates by gender the percentage of Iowa's 11th grade students proficient on the Iowa Test of Educational Development (ITED) for reading comprehension, mathematics, and science. Although females scored moderately higher in reading comprehension, there was no significant difference in the mathematics and science scores.

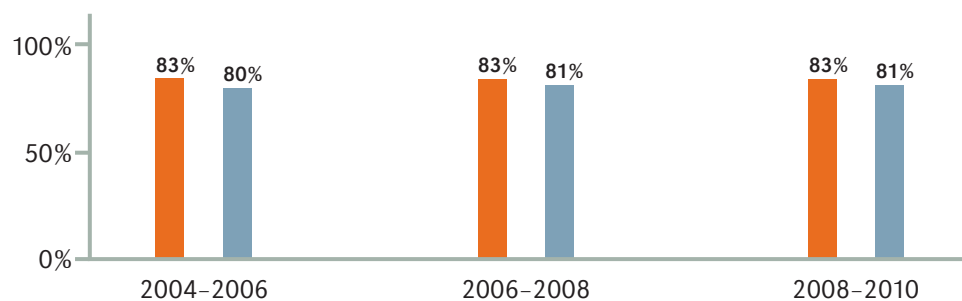
11TH GRADE STUDENTS IN IOWA PROFICIENT ON ITED READING COMPREHENSION TEST BY GENDER



11TH GRADE STUDENTS IN IOWA PROFICIENT ON ITED MATHEMATICS TEST BY GENDER



PERCENT OF IOWA 11TH GRADE STUDENTS PROFICIENT ON ITED SCIENCE TEST BY GENDER



HIGH SCHOOL GRADUATION

During the 2010–2011 school year, 273,945 girls were enrolled in Iowa’s elementary and high schools, including preschool. The high school graduation rate was 90.7% for girls, which was higher than for boys (86.9%).

The percentage of Iowa women age 25 and over who have graduated from high school is 91.2%, which is significantly higher than in 1970, when the percentage was only 61.8%.

The statewide graduation rate varies between Iowa’s 351 districts, of which 56 have at least one traditional public high school with a reported female graduation rate of less than 90% in 2011. There were 63 high schools with female graduation rates of less than 90%, and 10 schools had female graduation rates of 80% or less. (Some Iowa schools graduation rates are too small to report; each graduation from an alternative high school is counted as a successful graduation.)

COLLEGE GRADUATION

In 2011, women made up nearly 61% (totaling 220,276) of students enrolled in Iowa’s colleges and universities, and nearly equal men in the number with advanced degrees. Of Iowa women age 25 and over, 29.4% have attained a bachelor’s degree or higher, markedly more than just 7.5% in 1970.

ADVANCED DEGREES

The number of post-secondary educational degrees awarded to women rose from slightly over half a million in the 1969–1970 academic year to nearly 1.8 million in 2006–2007. Although the number of degrees earned by men has also increased, the rate of growth among women has been much faster, and the proportion of degrees earned by women has risen markedly.

A total of 78,145 Iowa women ages 25 years and older hold an advanced degree (master’s or professional doctorate), nearly equal to the number of men (80,454).

DEGREES BY DISCIPLINE AND GENDER

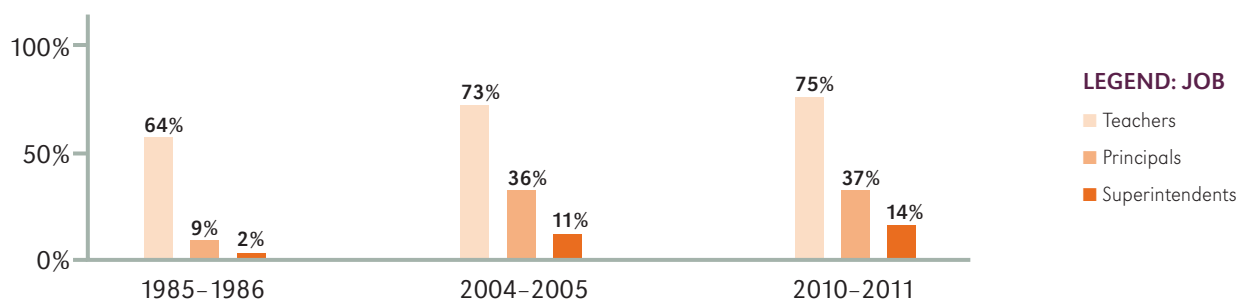
In 1969–1970, men earned a majority of every type of post-secondary degrees, while in 2006–2007, women earned more than half of all associates, bachelors, masters, and doctoral degrees (degrees awarded for fulfilling specialized requirements in professional fields such as education, musical arts, and engineering), and half of all first professional degrees (dentistry, medicine, optometry, osteopathic medicine, pharmacy, podiatry, veterinary medicine, chiropractic, public health, law, and theological professions).

The most significant increase has been in the proportion of first professional degree earners who are women, which jumped from 5.3 percent in 1969–1970 to 50.0 percent in 2006–2007. The total number of women earning their first professional degree in 2006–2007 (45,032) was 24 times greater than in 1969–1970 (1,841).

LEADERSHIP IN EDUCATION

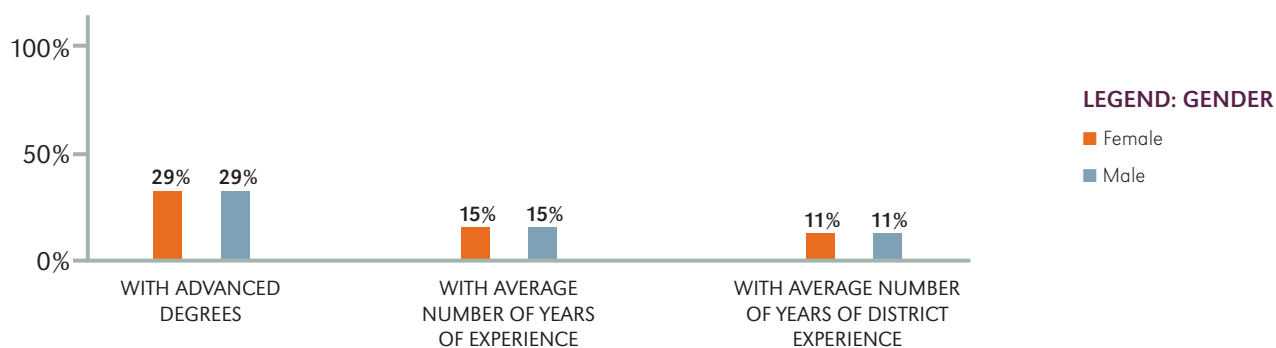
The Nexus Index 2011 reported that 75% of Iowa's teachers were female in 2010. This concentration of females in teaching roles does not transfer to higher roles in education, including principals or superintendents, as 37% of Iowa's school principals and 14% of Iowa school superintendents were female in 2010.

PERCENTAGE OF IOWA FEMALE TEACHERS, PRINCIPALS, AND SUPERINTENDENTS



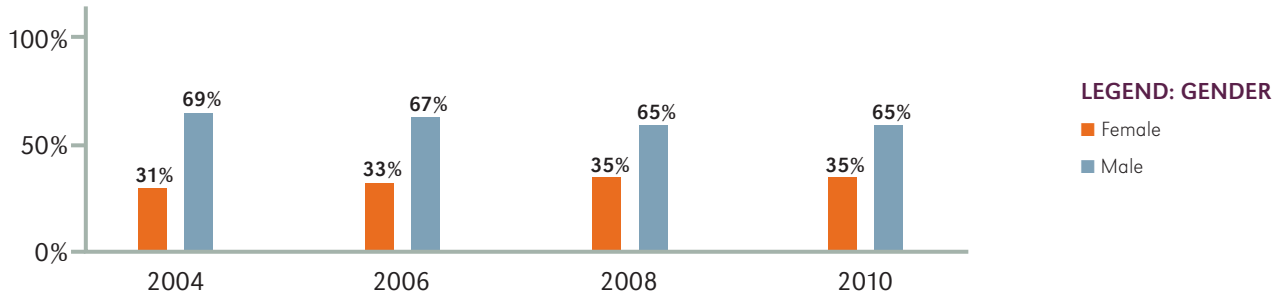
Often cited as reasons for these statistics are a lack of appropriate education and experience in females, however there is no difference in these qualifications between females and males, as reported by the Iowa Department of Education and illustrated below.

PERCENT OF TEACHERS WITH ADVANCED DEGREES AND EXPERIENCE BY GENDER 2010–2011



According to the State of Iowa Board of Regents *Annual Diversity Report*, the number of higher-level staff at the five Regents institutions (University of Iowa, Iowa State University, University of Northern Iowa, Iowa School for the Deaf, and Iowa Braille and Sight Saving School) has increased since 2003. (Numbers reflect percentage of females in the following positions: executive, administrative, managerial, and tenure-track faculty.)

PERCENT OF HIGHEST PAID EMPLOYEES AT REGENTS INSTITUTIONS BY GENDER



LEADERSHIP IN POLITICS

Roughly 64% of Iowans are registered voters (1,971,907). 67% of Iowa females and 62% of Iowa males are registered.

PARTY	FEMALE	MALE
Democrat	362,310	272,283
Republican	306,865	323,188
No affiliation (Independent)	365,737	339,562
Other (Libertarian & Green)	718	1,233
Total registration	1,035,630	936,277

Numbers in bold indicate the majority gender for that party.

LAST ELECTION PARTICIPATION

GENDER	PARTY	11/4/2008	11/2/2010	TOTAL
Female	Democrat	85,069	219,159	304,228
Female	No affiliation (Independent)	103,797	139,881	243,678
Female	Other (Libertarian & Green)	211	284	495
Female	Republican	45,583	221,031	266,614
Male	Democrat	56,223	163,132	219,355
Male	No affiliation (Independent)	78,953	133,913	212,866
Male	Other (Libertarian & Green)	338	588	926
Male	Republican	41,748	231,518	273,266

In the last general election (Gubernatorial and Congressional), female Democrats and Independents were larger voting blocs than males of the same affiliations. More “Other” and Republican males voted than females of these parties, and Iowa’s largest voting block was Republican males, followed by females of the same party.

The highest office held by a female in Iowa is Lieutenant Governor; JoAnn Zimmerman (1987–1991), Joy Corning (1991–1999), Sally Pederson (1999–2007), Patty Judge (2007–2011) and currently Kim Reynolds (2011–present) served in this position. Although female candidates have participated, none have been elected to the United States Congress to date. Iowa is among only 4 states that have never sent a woman to either the Senate or the House; the others are Delaware, Mississippi, and Vermont.

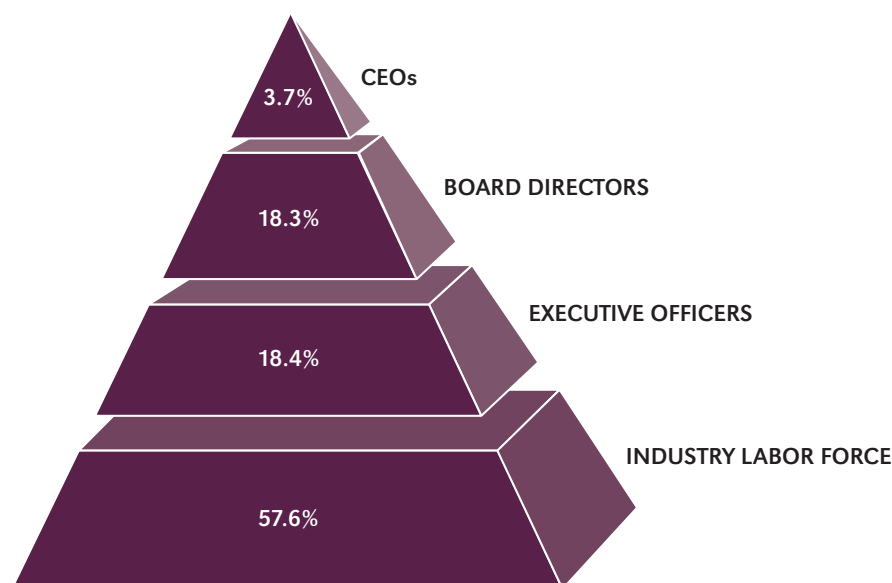
Currently, 21.3% of Iowa Legislators are female, a drop from the high of 23.3% in 2009–2010. Of Iowa’s 50 Senators, 8 are female; of 100 Representatives, 24 are female.

The Nexus Index 2011 notes that from 1838 to 2012, of the 108 Iowa Supreme Court Justices that have or are serving, 2 have been female.

LEADERSHIP IN BUSINESS

A report issued in 2010 by Catalyst, a global nonprofit organization providing research and information about women at work, women’s representation in Fortune 500 leadership positions has stagnated in recent years. From 13.5% of executive officer positions in 2009 and an increase to 14.4% in 2010, the number has dropped to 14.1% in 2011. One industry highlighted by Catalyst in 2011 was the finance and insurance industry:

WOMEN IN U.S. FINANCE & INSURANCE



Working Mother magazine shared factors distinguishing the “best” from the “rest” of employers as the best companies for working moms:

Access to flexible work arrangements

Advancement programs

Paid time off and paternal leave

Access to economic benefits (legal assistance, housing counseling, mortgage assistance)

Employee service benefits (on-site ATMs, travel planning services, dry cleaning services)

Paid parental leave

Child care offerings (on-site services, sick-child care, summer program child care, etc.)

Highlighting the legal profession in the United States, Catalyst provides the following information:

- For the 2009–2010 academic year, women made up 47.2% of law school students.
- In 2010, women were 31.5% of all lawyers.
- In 2011, women were 45.4% of all associates and 19.5% of all partners.

Catalyst conducted a survey of the 50 best law firms for women, noting that:

- 10% of firm chairpersons were women
- 12% of the firms had women managing partners
- 19% of the equity partners were women
- 28% of the non-equity partners were women
- 41% of the of-counsels were women

According to *Working Mother* magazine, the 2011 top ten best companies for working women were:

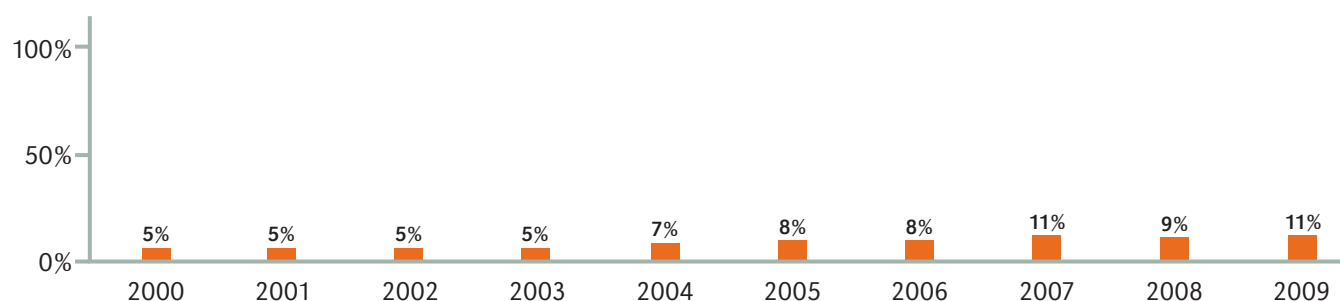
- Bank of America
- Deloitte
- Discovery Communications
- Ernst & Young LLP
- General Mills
- KPMG LLP
- PricewaterhouseCoopers LLP
- Prudential Financial, Inc.
- TriHealth
- WellStar Health System

The Nexus Index 2011 reports that only 11% of the most highly compensated executives in Iowa’s 10 largest casualty insurance companies were female in 2009, inching up from 5% in 2005. The companies included were AMCO, EMC Property and Casualty Company, Employers Mutual Insurance Company, Farm Bureau Insurance Company, Farmland Mutual Insurance Company, Grinnell Mutual Insurance Company, GuideOne Mutual Insurance Company, Northfield Insurance Company, Professional Solutions Insurance, and United Fire and Casualty Company.

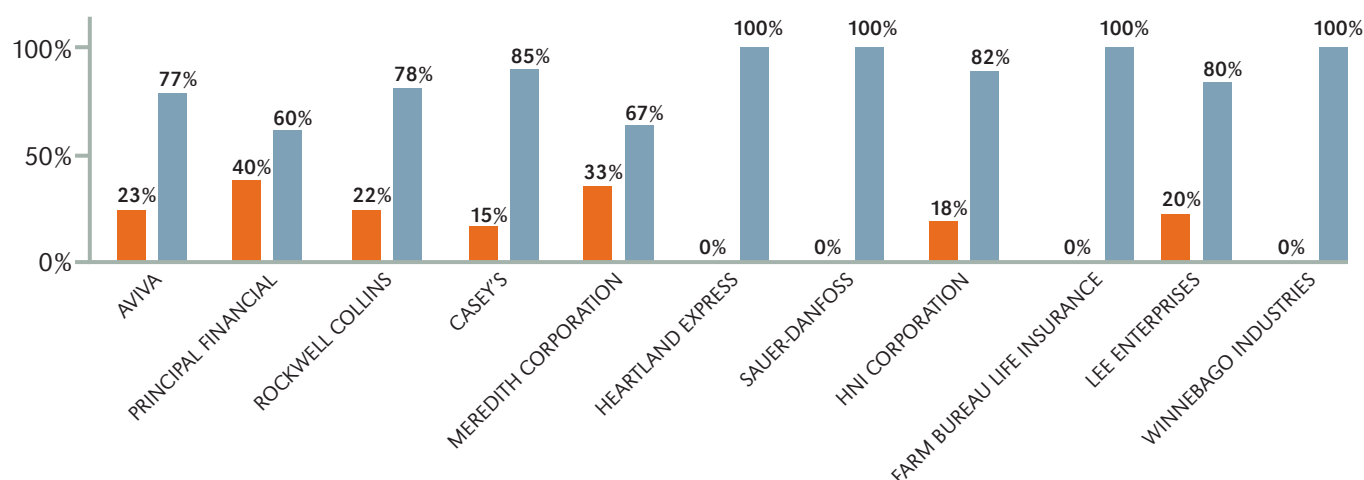
LEADERSHIP ON CORPORATE BOARDS

The Nexus Index 2011 cites that 16% of membership on boards of directors for Iowa’s 11 largest companies are females. In most cases, the percentage of females on these corporate boards has dropped since 2004.

PERCENT OF FEMALE HIGHLY COMPENSATED EXECUTIVES AT IOWA'S TOP CASUALTY COMPANIES



MEMBERSHIP OF CORPORATE BOARDS IN IOWA 2010



LEGEND: GENDER

Female
Male

WHAT YOU CAN DO IN YOUR COMMUNITY

1. Support women to run for elected office, school boards, or local commissions.
2. Support women's athletics at school, college, and professional levels.
3. Encourage girls in your life to consider careers in science, technology, engineering, or math (markedly higher-paying careers with low numbers of women).
4. Understand how media affects gender stereotyping and discuss with girls and women in your life.



Women-owned businesses accounted for 25.5% of all Iowa's small businesses in 2007, down from 27.0% in 2002.

EMPLOYMENT AND INCOME

WOMEN IN THE LABOR FORCE

The U.S. Health Resources and Service Administration (HRSA) reported that in 2008, 59.5 % of women aged 16 and older were in the labor force (either employed or not employed and actively seeking employment) in the country. This represents a 28.5% increase over the 46.3% of women who were in the labor force in 1975. Over the same period, the percentage of men in the labor force decreased slightly (from 77.9% to 73.0%).

Nationally, labor force participation rates among older women have increased substantially since the 1970s. From 1976 to 2008, the number of women 65 to 69 years old in the labor force increased 77.2%. The number of working women age 70 years and older has shown an even larger increase (85.4%) over the same time period. In comparison, men 65 to 69 years saw only a 21.5% increase from 1976 to 2008, while men 70 years and older saw an increase in workforce participation of less than 3%.

Catalyst, a global research corporation focused on women's leadership, provided an overview of the most highly-concentrated occupations for women in the United States in 2010:

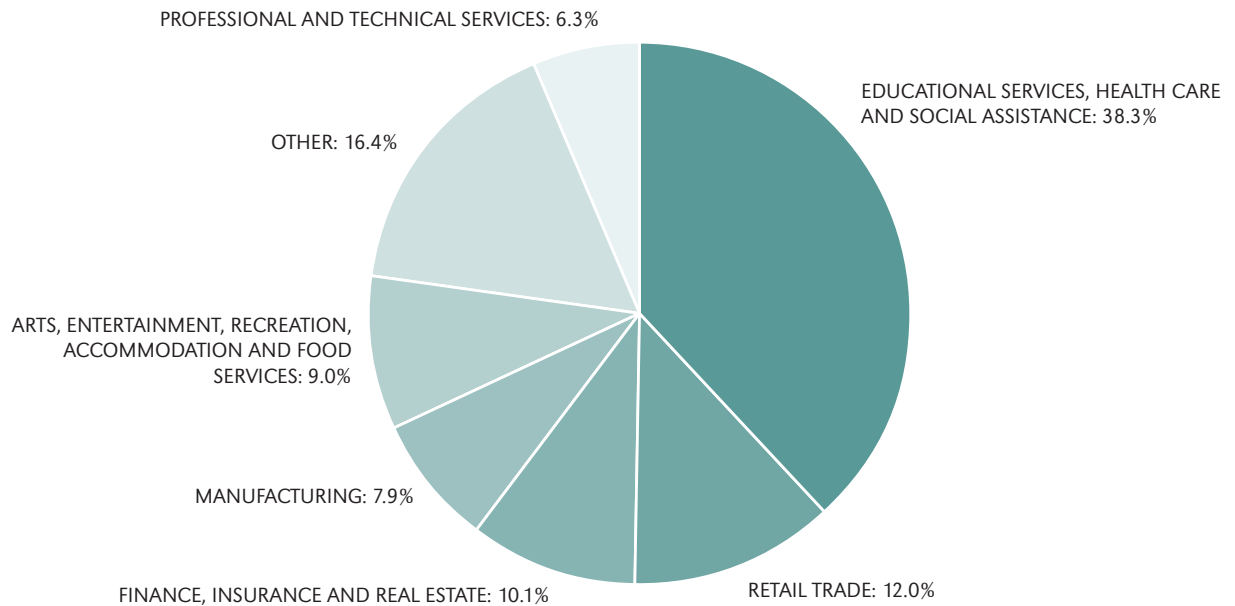
TEN MOST PREVALENT OCCUPATIONS FOR EMPLOYED WOMEN IN THE UNITED STATES 2010

OCCUPATION	TOTAL NUMBER OF PEOPLE IN OCCUPATION	WOMEN'S SHARE OF OCCUPATION
Secretaries and administrative assistants	3,082,000	96.1%
Childcare workers	1,247,000	94.7%
Receptionists and information clerks	1,281,000	92.7%
Teacher assistants	966,000	92.4%
Registered nurses	2,843,000	91.1%
Bookkeeping, accounting, and auditing clerks	1,297,000	90.9%
Maids and housekeeping cleaners	1,407,000	89.0%
Nursing, psychiatric, and home health aides	1,928,000	88.2%
Personal and home care aides	973,000	86.1%
Office clerks, general	994,000	84.2%

In Iowa, 80.4% of women ages 16 to 64 years were in the labor force in 2010, approaching Iowa's male employment rate of 86.6%. Education, health, and social services employ 38.3% of Iowa's total female labor force, which is the largest industry group employing Iowa women.

Women represent a wide range of occupations in the state, although over twice as many women are in office and administrative support positions (168,766) as in healthcare practitioner and technical occupations (66,963), or in management occupations (49,339). Professional, management, and related occupations were held by only 37.4% of employed women in Iowa.

EMPLOYMENT FOR WOMEN IN IOWA BY INDUSTRY 2010



UNEMPLOYED WOMEN

Throughout the country, women and men age 18 and older experience similar rates of unemployment (not employed and actively seeking employment). In 2008, 5.2% of women and 5.8% of men in the labor force were unemployed. Unemployment among both men and women decreases as age increases. Women age 18 to 24 years were most likely to experience unemployment (10.0 %), followed by 25 to 34-year-olds (5.5 %). Women 45 years and older had the lowest proportion of unemployed workers (3.8%).

In December of 2010, 5.6% of Iowa women were unemployed at a time when the state unemployment rate was 6.3%.

EMPLOYMENT BENEFITS

According to Women Employed, 1 in 4 female workers (30 million Americans) earns less than \$8.70 an hour (\$16,704 per year) in a job that provides few basic benefits such as health care, sick pay, disability pay, and paid time off. Only 1 in 3 female workers has paid time off to care for children, and 77% of the lowest paid workers have no paid time off at all, which often jeopardizes their job when children are ill and time off is required.

AVERAGE INCOME

Early in 2012, the U.S. Department of Labor reports “Pay equity is not just a woman’s issue — it is a family issue, as well as a nation’s economic issue. Almost 50 years after passage of the Equal Pay Act, a stubborn wage gap continues to impact women’s pay. On average, women who work full time earn only about 80 cents for every dollar that a man earns. The gap is even larger for African American women who earn just 69 cents and Hispanic women who earn just 59 cents for each dollar that white men earn.”

By comparison, women’s median income is only 79% of the income of men in Iowa. Iowa’s median income for Iowa women employed full-time and year-round in 2010 was \$34,534 in 2010. The median income for Iowa men during the same year was \$43,872.

To better analyze the wage disparity between genders, a comparison of wages by occupation demonstrates average annual salaries by gender in Iowa. From Iowa Workforce Development’s Iowa Gender Wage Equity Study in 2010, the disparities appear most prevalently in the healthcare practitioner and technical occupation category, where males earned an average of \$20,000 more annually than their female counterparts.

The Equal Pay Act was signed by Congress in 1963, making it illegal for employers to pay unequal wages to men and women who hold the same job and do the same work. At the time of the EPA’s passage, women earned just 58 cents for every dollar earned by men. By 2010, the rate had increased to 77 cents. African-American women earn just 69 cents to every dollar earned by white men, and for Hispanic women that figure drops to 59 cents per dollar. Asian women earn 90 cents for every dollar earned by white men, which is a sum higher than women of all other races/ethnicities as well as African-American and Hispanic men.

IOWA WAGES BY OCCUPATIONAL CATEGORY

OCCUPATIONAL CATEGORY	FEMALE	MALE	DIFFERENTIAL
Transportation and material moving	\$18,000	\$50,000	\$32,000
Architecture and engineering	\$37,250	\$66,000	\$28,750
Legal	\$70,000	\$90,000	\$20,000
Office and administration support	\$35,000	\$54,000	\$19,000
Management	\$43,250	\$60,000	\$16,750
Sales and related	\$35,000	\$50,000	\$15,000
Business and financial operations	\$50,000	\$60,000	\$10,000
Healthcare practitioner and technical	\$55,000	\$65,000	\$10,000
Arts, design, entertainment sports and related	\$40,000	\$49,000	\$9,000
Education, training, and Library	\$42,000	\$50,000	\$8,000
Life, physical, and social sciences	\$42,000	\$50,000	\$8,000
Community and social services	\$40,000	\$45,000	\$5,000
Computer and mathematical sciences	\$65,000	\$69,000	\$4,000
Production	\$52,500	\$50,000	\$(2,500)
Building and grounds cleaning and maintenance	\$19,500	*	*
Construction and extraction	*	\$51,500	*
Farming, fishing and forestry	*	\$35,750	*
Food preparation and serving related	\$17,000	*	*
Healthcare support	\$15,000	*	*
Installation, maintenance and repair	*	\$45,000	*
Military specific	*	\$32,500	*
Personal care and service	\$15,000	*	*
Protective service	*	\$49,500	*

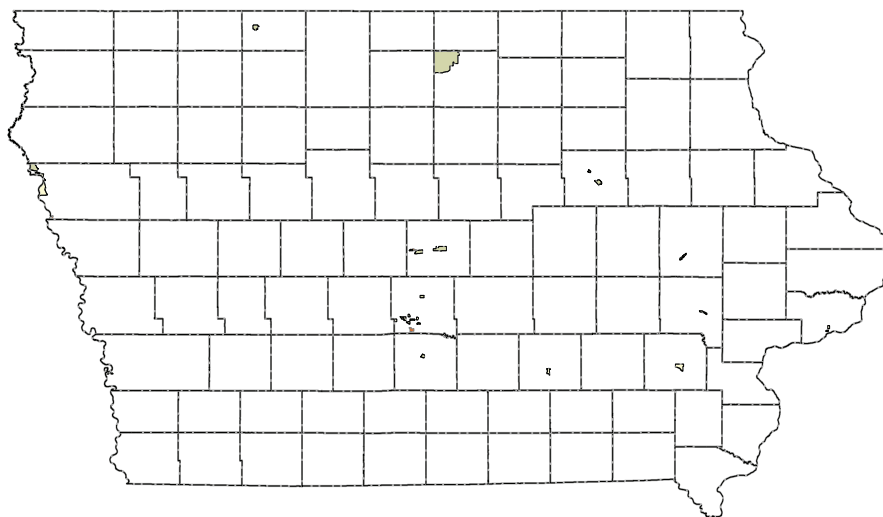
*Insufficient survey data returned

Wage inequity by gender permeates the entire state. In only 35 of Iowa's 825 Census tracts is there either no inequity or a positive female wage gap. Note that the positive wage gap for females in those few tracts is much less than the positive range for males across Iowa: from zero up to \$7,691 versus \$58,804, respectively.

INCOME GAP FOR CENSUS TRACTS WITH NO FEMALE WAGE INEQUITY

LEGEND: MEDIAN INCOME DIFFERENCE. MALE MEDIAN MINUS FEMALE MEDIAN PER TRACT

- (\$7,691.00)–(\$1,902.82)
- (\$1,902.81)–(\$1.00)
- (\$0.99)–\$1.00
- \$1.01–\$6,779.91
- \$6,779.92–\$11,734.97
- \$11,734.98–\$25,372.75
- \$25,372.76–\$58,808.04
- Cities (in detail maps below)



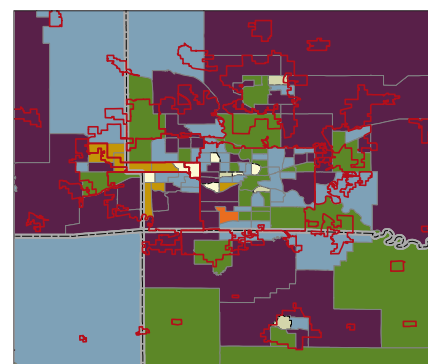
In only 35 of the 825 Census tracts are females' (women and young women) median income higher than males. Three tracts have no data. US Census Table: B24092 Sex by Class of Worker and Median Earnings in the Past 12 Months (in 2010 Inflation-Adjusted Dollars) for the Full-Time, Year-'Round Civilian Employed Population 16 Years and Over.

The Institute for Women's Policy Research looked at a more comprehensive 15-year model (1984–1999), finding that women's cumulative earnings show a far greater disparity than annual comparisons.

Women's lower work hours and years with no earnings (due to family care) are factors affecting the report's findings: in their prime earning years, women workers earned 62% less than men, or only \$0.38 for every dollar men earned. If a woman worked from 1984 to 1999, the average woman earned only \$273,592 while the average man earned \$722,693 (in 1999 dollars).



CEDAR RAPIDS/IOWA CITY CORRIDOR



DES MOINES AREA

FEMALE PRIMARY BREADWINNER

A recent Prudential research study found that women are increasingly becoming the primary breadwinner of their household, with 54% of the country’s general population describing themselves as such. Given this trend, women may overtake men as primary earners in American families within a generation.

POVERTY

In 2008, nearly 40 million people in the United States lived with incomes below the poverty level, over 15 million of which were women 18 years and older (13.0% of the country’s adult female population). By comparison, 9.6% of adult men lived in poverty.

Among women aged 65 and older, income decreases as age increases; women 75 years and older are more likely to have incomes of 100–199% of poverty (36.1%), with 13.3% having incomes less than 100% of poverty.

The State Data Center of Iowa reports that 13.7% of Iowa women live in poverty overall, with the greatest percentage between ages 18 and 44 (13.6%), followed by 65 years and older (9.1%) and 45 to 64 (6.6%). The corresponding rate for men is 11.4% overall.

There are areas in the state where at least 1 of every 10 people are females below the federal poverty line. Out of 825 tracts, there are 74 spread across 34 counties, where 10% or more of the entire population are women below the FPL. There are 5 tracts in metro areas across the state where 2 out of every 10 people is a female below the FPL.

Poverty thresholds were originally developed in 1963–1964 by the U.S. Social Security Administration using the dollar costs of the U.S. Department of Agriculture’s economy food plan for families of three or more persons and multiplied the costs by a factor of three. Since that time, poverty thresholds are updated annually for price changes only using the Consumer Price Index.

2012 FEDERAL POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA

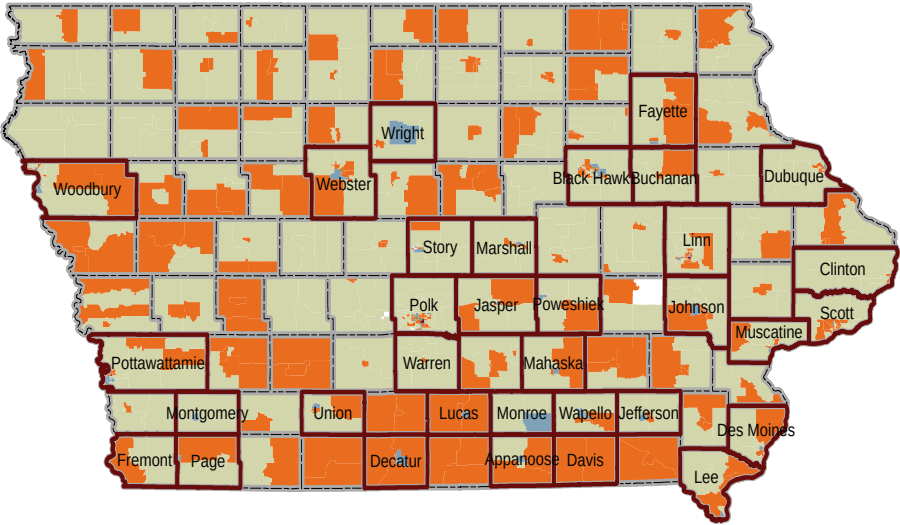
PERSONS IN FAMILY/HOUSEHOLD	POVERTY GUIDELINE
1	\$11,170
2	15,130
3	19,090
4	23,050
5	27,010
6	30,970
7	34,930
8	38,890

For families/households with more than 8 persons, add \$3,960 for each additional person.

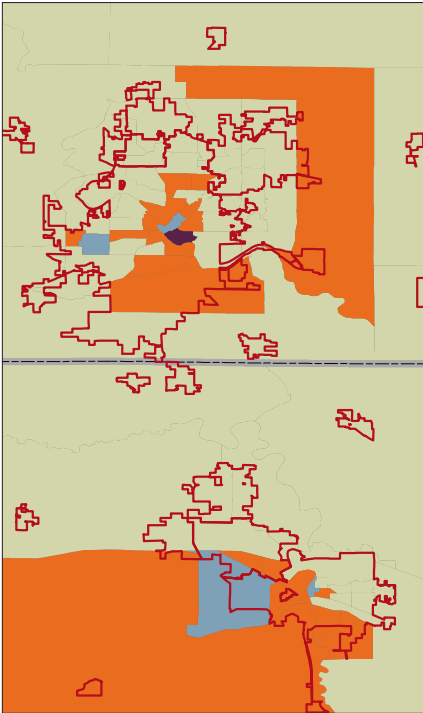
PERCENT OF FEMALE POPULATION BELOW FEDERAL POVERTY LEVEL FOR IOWA POPULATION BY CENSUS TRACT

LEGEND:
CENSUS DATA OF ENTIRE POPULATION:
PERCENT WHO ARE FEMALE BELOW
THE FPL

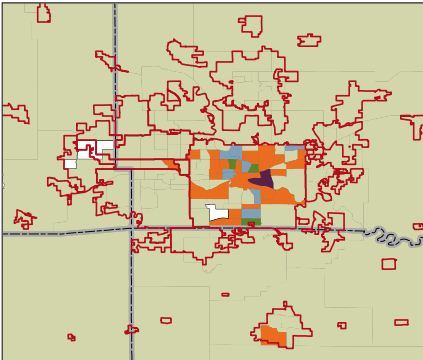
- 0.0
- 0.1–5.0
- 5.1–10.0
- 10.1–15.0
- 15.1–20.0
- 20.1–27.7
- Cities (in detail maps below)
- Counties with at least one specified tract



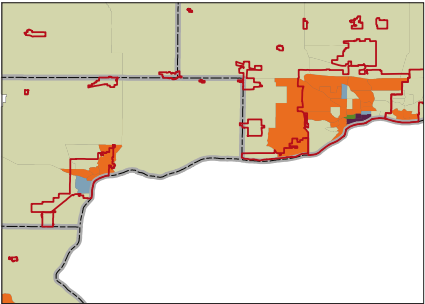
Universe: population 25 years and over for whom poverty status is determined. 2006–2010 American Community Survey 5-Year estimates. B17003 Poverty Status in the Past 12 Months of Individuals by Sex by Educational Attainment.



CEDAR RAPIDS/IOWA CITY CORRIDOR



DES MOINES AREA



MUSCATINE/DAVENPORT

WOMEN-OWNED BUSINESSES

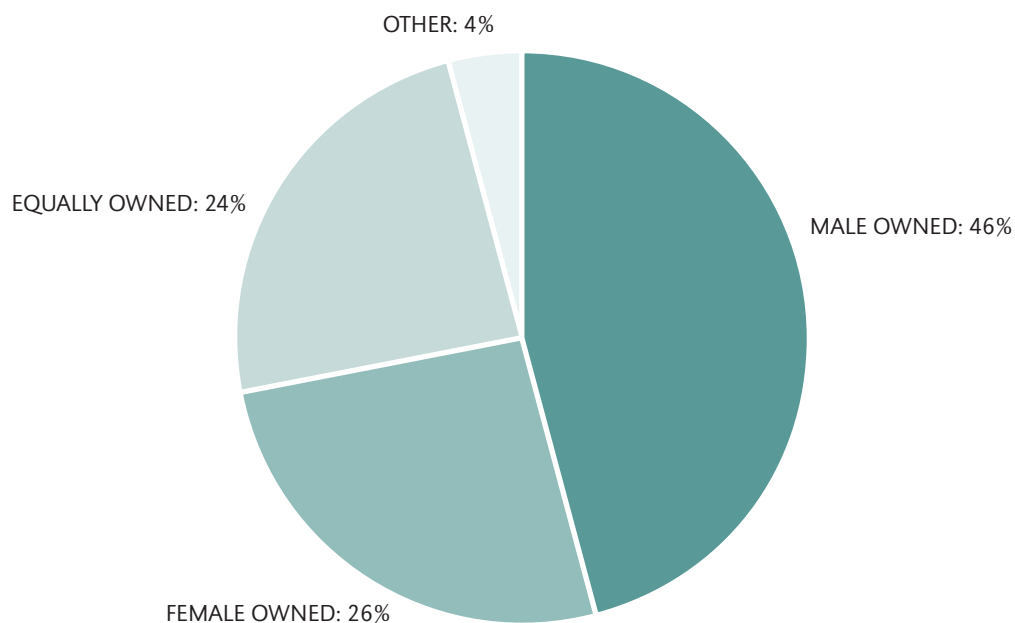
In firms of all sizes, the growth of female business ownership nationally is high. In 1972, women owned less than 5% of all U.S. firms, and in 2012, women own nearly 30%.

From 1997 to 2012, the number of women-owned businesses in the United States grew by 54%. Over the same period, growth of women-owned businesses in Iowa grew by 21%.

A 2012 report by American Express tracked the overall growth and growth by industry of women-owned businesses across the country. In the report, Iowa was last in the nation in revenue growth of women-owned businesses. Iowa was also second to last in the nation for increase in the number of firms and overall employment by women-owned businesses — areas in which Iowa figures dropped by 20% from 1997 to 2012.

According to the Nexus Index 2011, U.S. Census data for Iowa shows that women-owned businesses accounted for 25.5% of all Iowa's small businesses in 2007, down from 27.0% in 2002.

EMPLOYMENT FOR WOMEN IN IOWA BY INDUSTRY: 2010



The United States Department of Labor reports that the fastest growing occupations (2006–2016) are dominated by professional and related occupations associated with health care and the provision of social and mental health services. Examples of these occupations are:

Health related: personal and home care aides; home health aides; medical assistants; substance abuse and behavior disorder counselors; social and human service assistants; physical therapists assistants; pharmacy technicians; dental hygienists; and mental health counselors; mental health and substance abuse social workers; dental assistants; physical therapists; and physician assistants.

Computer related: network systems and data communications analysts; computer software engineers, applications; computer systems analysts; database administrators; and computer software engineers, systems software.

Personal care and service related: makeup artists; theatrical and performance; skin care specialists; manicurists and pedicurists.

Other fast growing occupations: veterinary technologists and technicians; personal financial advisors; veterinarians; financial analysts; gaming surveillance officers and gaming investigators; forensic science technicians; marriage and family therapists; gaming and sports book writers and runners; and environmental science and protection technicians, including health.

TOP LABOR NEEDS FOR THE FUTURE

Iowa Workforce Development reported in December 2011 that Iowa's fastest growing occupations for persons with a bachelor's degree or higher are:

- Network systems and data communications analysis
- Financial examiners
- Medical scientists (except epidemiologists)
- Personal financial advisors
- Physician assistants

Fastest growing occupations for persons with a high school diploma or less are:

- Home health aides
- Personal and home care aides
- Dental assistants
- Tree trimmers and pruners
- Woodworking machine setters and operators

WHAT YOU CAN DO IN YOUR COMMUNITY

1. Encourage women at work to ask for promotions and pay increases.
2. Shop at women-owned businesses in your community.
3. Take a class or attend a workshop on wage negotiation.
4. Join or start a women's leadership group at your place of employment, community, or faith-based institution.

SUMMARY

SHE MATTERS: 2012 Status of Women and Girls in Iowa Report provides a current picture of the lives of Iowa's female population. Although there are reasons to celebrate achievements, there are also reasons for concerns about disparities — new and existing — in health care, education, employment, and leadership for girls and women across the state.

The Iowa Women's Leadership Project presents this report to inspire broader discussion among diverse community stakeholders, connect human and financial resources to future action, and measure positive change in the lives of all Iowans, particularly women and girls.

The status of Iowa's women and girls reflects the overall health of our state. We hope this report creates a comprehensive strategic agenda for all Iowans to ensure long-term quality of life.

INFORMATION SOURCES

American Community Survey (ACS)	Iowa Department of Public Health	State Data Center Iowa
American Express	Iowa Department on Aging	State of Iowa Juvenile Detention Centers
Catalyst	Iowa Homelessness Resource Center	Substance Abuse and Mental Health Services Administration
Center for American Women and Politics, Rutgers University	Iowa Safe Schools	United States Census Bureau
Institute for Community Alliances	Iowa Workforce Development	United States Center for Disease Control and Prevention
Institute for Women's Policy Research	Iowa Youth Survey	United States Department of Agriculture
Institute on Women and Criminal Justice	Kaiser Family Foundation	United States Department of Defense
International Classification of Diseases	Mental Health Foundation	United States Department of Education
Iowa Behavioral Risk Factor Surveillance System Survey (BRFSS)	Migration Policy Institute	United States Department of Justice
Iowa Center for Immigrant Leadership, University of Northern Iowa	National Alliance on Mental Illness (NAMI) Iowa	United States Department of Labor
Iowa Civil Rights Commission	National Center on Education	United States Health Resources and Service Administration (HRSA)
Iowa Correctional Institution for Women	National Survey of Homeless Assistance Providers and Clients	United States Social Security Administration
Iowa Department of Corrections	National Women's Law Center	Williams Institute
Iowa Department of Corrections Quick Facts	National Women's Law Center	Women Employed
Iowa Department of Education	Nexus Index 2011	Women in America: Indicators of Social and Economic Well-Being
Iowa Department of Human Services	Pew Hispanic Center	Women in Military Service for America
Iowa Department of Human Services	Prevent Child Abuse Iowa	<i>Working Mother Magazine</i>
Iowa Department of Public Health	Prudential	
	State Adult Protective Services	

IOWA WOMEN'S LEADERSHIP PROJECT MEMBERSHIP

Iowa Women's Leadership Conference (IWLC)

Chrysalis

NEXUS, Executive Women's Alliance

Carrie Chapman Catt Center for Women and Politics, Iowa State University

Iowa Department of Human Rights

Iowa Women's Foundation

Friends of the Iowa Commission on the Status of Women

Iowa Network for Women in Higher Education

Women's Connection, Quad Cities and Muscatine

Women Aware, Sioux City

The Way Up Conference

Business and Professional Women/Iowa

Women's Leadership Network, Dubuque

Des Moines Women Connected

Mapping Strategies

AUTHOR AND RESEARCH Terry Hernandez, Chrysalis

RESEARCH AND DATA Mary Ann Lee, Chrysalis

MAPPING AND ANALYSIS Jim Addy, Mapping Strategies

DESIGN Benson & Hepker Design

PRINTING TruArt

Report sponsored by Iowa Women's Leadership Conference and Chrysalis

