

Joint Committee on Children, Youth, and Families

Senator Mary L. Washington, Senate Chair
Delegate Ariana B. Kelly, House Chair

Wednesday, September 8, 2021, 1:00 p.m.
Virtual Meeting

Agenda

- I. Call to Order and Chairs' Opening Remarks**
- II. Summary of Proposed and Enacted Legislation related to Children, Youth, and Families during the 2021 Session**
 - Anne P. Wagner, Policy Analyst, Department of Legislative Services (DLS)
 - Tiffany J. Clark, Policy Analyst, DLS
- III. Briefing on the Kaiser Family Foundation (KFF) report, *Women, Work, and Family During COVID-19: Findings from the KFF Women's Health Survey***
 - Brittni Frederiksen, PhD, Senior Policy Analyst, Women's Health Policy, KFF
 - Usha Ranji, MS, Associate Director, Women's Health Policy, KFF
- IV. National Workforce and Wage Issues Impacting Women during the COVID-19 Public Health Emergency**
 - Kathryn Menefee, Georgetown Justice Fellow – Income Security, National Women's Law Center
- V. Update on COVID-19 Relief Programs Available to Women-owned Businesses**
 - Sarah Sheppard, Director, Education & Workforce, Department of Commerce

VI. Impacts of the COVID-19 Public Health Emergency on Women-owned Businesses and Women in the Workforce

- Jim Rzepkowski, Assistant Secretary for the Division of Workforce Development and Adult Learning, Maryland Department of Labor

VII. Briefing on the Maryland Commission for Women report, *Maryland Women: A Status Report*

- Yun Jung Yang, Chair, Maryland Commission for Women
- Rev. Tamara Wilson, Chair of the Status of Women in Maryland Committee, Maryland Commission for Women
- Dr. Rita Kirshstein, Research Coordinator, Maryland Commission for Women
- Judith Vaughan-Prather, Executive Director, Maryland Commission for Women

VIII. Closing Remarks and Adjournment

**Maryland General Assembly
Joint Committee on Children, Youth, and Families
2021 Interim Membership Roster**

**Senator Mary L. Washington, Senate Chair
Delegate Ariana B. Kelly, House Chair**

Senators

Malcolm Augustine
Joanne C. Benson
Mary Beth Carozza
Adelaide C. Eckardt
Melony Griffith
Shelly Hettleman
Nancy J. King
Bryan W. Simonaire
Charles E. Sydnor, III

Delegates

Vanessa E. Atterbear
Jason C. Buckel
Eric Ebersole
Shaneka T. Henson
Susan W. Krebs
April Rose
Stephanie M. Smith
Jared Solomon
Alonzo T. Washington

Committee Staff

Tiffany Clark
Anne P. Wagner

Summary of Enacted and Proposed Legislation – 2021 Session

**Presentation to the
Joint Committee on Children, Youth, and Families**

**Department of Legislative Services
Office of Policy Analysis
Annapolis, Maryland**

September 8, 2021

Long-term Care/Aging

Enacted Legislation

Nursing Homes – COVID-19 and Other Catastrophic Health Emergencies – Visitation (The Gloria Daytz Lewis Act)

- Chapter 789 of 2021 (House Bill 983)
- Emergency legislation that requires the Maryland Department of Health (MDH) to develop specified guidelines relating to restrictions on visitation that a nursing home may impose to reduce the spread of COVID-19 or another disease that constitutes a “catastrophic health emergency”
- Expresses the intent of the General Assembly that visitation be prioritized to balance the physical needs of residents with the mental and spiritual needs of residents and family members from isolation and separation during a catastrophic health emergency

Enacted Legislation

Public Health – Long-Term Care Planning

- Chapters 485 and 486 of 2021 (House Bill 599/Senate Bill 652)
- Requires MDH, by April 1, 2022, to develop and publish materials to assist Maryland residents with long-term care family planning
- Materials must be consistent with recommendations in the final report of the Task Force on Long-Term Care Education and Planning
- Uncodified language requires other agencies to update their websites in accordance with recommendations of the task force

Proposed Legislation

Oversight Committee on Quality Care in Nursing Homes and Assisted Living Facilities – Membership and Cochairs

- Senate Bill 795 of 2021
- Would have altered the membership of the Oversight Committee on Quality of Care in Nursing Homes and Assisted Living Facilities by adding a representative of Leading Age Maryland
- Would have repealed the requirement that the Secretary of Aging serve as chair; instead, the oversight committee would have been required to elect two co-chairs from among specified members of the oversight committee
- Would have specified that the Maryland Department of Aging (MDOA), MDH, the Department of Human Services (DHS), and the Department of Legislative Services all must provide staff support for the oversight committee

Proposed Legislation

Health Facilities – Nursing Homes and Assisted Living Programs – Essential Caregivers

- Senate Bill 47/House Bill 806 of 2021
- Would have required each nursing home and assisted living program to establish policies and procedures to authorize indoor visitation from an “essential caregiver”
- Would have authorized a nursing home or assisted living program to restrict or revoke essential caregiver status if the caregiver does not follow rules and policies or the direction of staff

Proposed Legislation

Department of Aging – Grants for Aging-in-Place Programs – Funding

- House Bill 255 of 2021
- Would have authorized MDOA grants for aging-in-place programs to also be used to provide seniors the opportunity to live in a “senior village”
- Would have required the Governor to include at least \$100,000 in the annual budget for grants to aging-in-place programs with at least 20% of this funding supporting senior villages

Child Care

Enacted Legislation

Child Care Centers – Teacher Qualifications

- Chapters 243 and 244 of 2021 (House Bill 597/Senate Bill 436)
- Requires regulations adopted by the State Board of Education regarding the licensing and operation of child care centers to establish probationary employment qualifications
- Probationary employment qualifications apply to individuals who are applying for the first time to be a child care teacher in a center that serves preschool or school-age children who are at least age three

Enacted Legislation

Growing Family Child Care Opportunities Pilot Program – Established

- Chapters 437 and 438 of 2021 (House Bill 944/Senate Bill 711)
- Establishes a program in the Maryland State Department of Education (MSDE), in partnership with the Maryland Child Care Resource Network, to provide grants to establish and support local pilot programs for establishing and supporting family child care providers
- Grant recipients must provide technical assistance and financial incentives for individuals as they navigate MSDE's process to become a registered family child care provider, among other requirements
- The Governor must appropriate \$450,000 in the fiscal 2023 and 2024 State budget for the program, using federal funds to the extent authorized

Proposed Legislation

Family Child Care Homes, Large Family Child Care Homes, and Child Care Centers – Early Childhood Screening and Assistance

- House Bill 392 of 2021
- Would have required MSDE to establish guidelines for early childhood developmental screenings for children younger than age three to (1) assess a child's progress through foundational early childhood development milestones and (2) screen for potential disabilities
- Would have required specified child care centers and family child care homes to offer the parent or guardian of each child younger than age three who enters care at the home or center a screening using the developed guidelines

Proposed Legislation

Education – Child Care Centers and Youth Development Organizations and Programs (Support Youth Development for School-age Children Act)

- House Bill 1307 of 2021
- Would have exempted “youth development organizations or programs” from the definition of a child care center and established additional requirements regarding their operations

Child Welfare

Enacted Legislation

State Child Welfare System – Reporting

- Chapters 315 and 316 of 2021 (House Bill 258/Senate Bill 592)
- Alters the information DHS must report to the General Assembly and publish on the DHS website regarding children and foster youth in the State child welfare system
- Requires MSDE to annually submit certain information regarding children and foster youth to the General Assembly and DHS

Enacted Legislation

Family Law – Mandatory Reporter Training

- Chapter 84 of 2021 (House Bill 9)
- Requires DHS to post on its website a free online course on the identification, prevention, and reporting of child abuse

Proposed Legislation

Child Care Providers – Notice of Allegations of Child Abuse or Neglect (Aiden's Law)

- House Bill 931 of 2021
- Would have required the State Superintendent of Schools' designee, upon receipt of required notification regarding suspected child abuse within child care facilities, to ensure that notice to parents and guardians has been provided
- Would have required family child care providers and child care centers to provide notice to parents or guardians of all children who are under the care of the provider/center of a report or incident of suspected child abuse or neglect that is alleged to have occurred on the premises

Proposed Legislation

Child Abuse and Neglect – Training of Health Care Professionals

- House Bill 701 of 2021
- Would have required MDH to provide each health occupations board that is authorized to act against certain individuals who knowingly fail to report suspected child abuse, as required by current law, with a list of generally recommended courses on the obligation to report abuse and neglect and the identification of abused and neglected children

Income Tax Credits

Enacted Legislation

Income Tax – Child Tax Credit and Expansion of the Earned Income Credit

- Chapter 40 of 2021 (Senate Bill 218)
- Emergency legislation that creates a refundable credit against the State income tax equal to \$500 for each dependent child who is a qualified dependent, is younger than age 17, and has a disability
- A taxpayer must have a federal adjusted gross income at or below \$6,000 to claim the credit, which is reduced by the amount of any federal child tax credit claimed for the child in the tax year
- Legislation also expands eligibility for State and local earned income tax credits and State and local poverty level credits
- Provisions apply to tax years 2020 through 2022 (terminates June 30, 2023)

Trauma-informed Care/Adverse Childhood Experiences

Enacted Legislation

Human Services – Trauma-Informed Care – Commission and Training (Healing Maryland’s Trauma Act)

- Chapters 722 and 723 (House Bill 548/Senate Bill 299)
- Establishes the Commission on Trauma-Informed Care as an independent commission in DHS to coordinate a statewide initiative to prioritize the trauma-responsive and trauma-informed delivery of State services
- The commission must, among other things, study and implement an Adverse Childhood Experiences (ACE) Aware program

Proposed Legislation

Public Health – Adverse Childhood Experience Screening – Requirement and Practitioner Training Program

- House Bill 774 of 2021
- Would have required a physical examination for children entering public school for the first time to include a screening for ACEs
- Would have required Medicaid to provide reimbursement to a provider who provides a screening for ACEs
- Would have required the Secretary of Health to approve certain ACEs training programs

Proposed Legislation

Workgroup on Screening Related to Adverse Childhood Experiences

- Senate Bill 425/House Bill 783 of 2021
- Would have established a Workgroup on Screening Related to Adverse Childhood Experiences to, among other things, update, improve, and develop screening tools that primary care providers can use in a primary care setting to identify and treat minors who have a mental health disorder that may be caused by or related to an ACE

School-based Health Centers

Enacted Legislation

State Department of Education and Maryland Department of Health – Maryland School-based Health Center Standards – Telehealth

- Chapters 347 and 348 of 2021 (House Bill 34/Senate Bill 278)
- Emergency legislation that requires MSDE and MDH to authorize a health care practitioner at a school-based health center (SBHC) to provide health care services through telehealth
- MSDE and MDH must revise SBHC standards by July 1, 2021
- MSDE and MDH are prohibited from requiring approved SBHCs to submit an application or seek approval to provide telehealth services, among other prohibited requirements

Education

Enacted Legislation

Higher Education – Tuition Exemption for Foster Care Recipients and Homeless Youth – Alterations and Reports

- Chapters 256 and 257 of 2021 (House Bill 216/Senate Bill 155)
- Expands the definition of “homeless youth” who are eligible to receive a tuition waiver at a public institution of higher education
- Public institutions of higher education must:
 - make the application for the tuition waiver available to current and prospective students;
 - establish an appeals process; and
 - designate a homeless and foster student liaison to assist students with applying for financial aid

Enacted Legislation

Public Schools – Pregnant and Parenting Students – Policies and Reports

- Chapters 345 and 346 of 2021 (House Bill 401/Senate Bill 438)
- Requires MSDE to develop a model policy to support the educational and parenting goals and improve the educational outcomes of pregnant and parenting students
- MSDE must provide technical assistance to local boards of education to establish the policies
- Local boards of education must excuse any parenting-related absence from a class to nurse or express breast milk

Proposed Legislation

Department of Human Services, Maryland Department of Health, and Department of Education – Easing Access to Family Support Programs

- House Bill 786 of 2021
- Would have required the Secretary of Human Services, the Secretary of Health, and the State Superintendent of Schools to work together to simplify the application processes for “family support programs”

Proposed Legislation

Maryland Longitudinal Data System Student Data – Pregnant and Parenting Students

- Senate Bill 437/House Bill 359 of 2021
- Would have added data on pregnant and parenting students to the data collected, organized, managed, disaggregated, reported on, and analyzed by the Maryland Longitudinal Data System Center

Proposed Legislation

Institute for Innovation and Implementation – Pregnant, Expecting, and Parenting Students – Data Collection and Report

- Senate Bill 470/House Bill 439 of 2021
- Would have required five local boards of education to collect, track, and submit certain information about pregnant, expecting, and parenting students to the Institute for Innovation and Implementation in the University of Maryland School of Social Work
- Would have required the Institute to use this information to develop recommendations for the General Assembly

Wealth Disparities

Proposed Legislation

Human Services – Maryland Baby Bond Account Program – Establishment

- House Bill 568 of 2021
- Would have established the Maryland Baby Bond Account Program to address wealth disparities in the State
- The program would have established individual accounts for children with a family income up to 200% of the federal poverty level and made a one-time deposit of \$2,000 into each account
- An eligible individual could withdraw funds at age 18 if the individual still resides in Maryland and takes a financial literacy course, and use the funds for education, purchase of a home, qualified business expenses, and investments in financial assets or personal capital

Impact of the Pandemic on Women and Families: Health Care and Employment

Brittni Frederiksen, PhD
Usha Ranji, M.S.
Kaiser Family Foundation (KFF)

Wednesday, September 8, 2021



Filling the need for trusted information on national health issues.

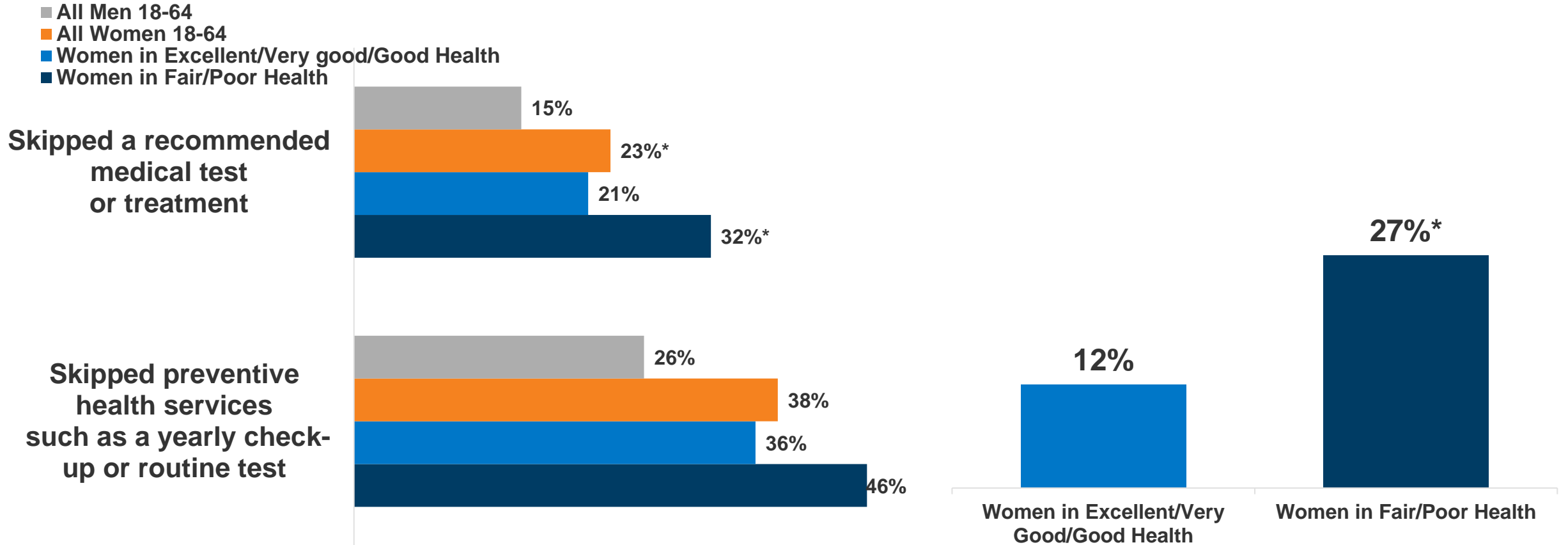
Key Issues

- How Women Have Accessed Care During the Pandemic
- How Telehealth Has Transformed Care
- Women as Family Health Care Managers
- The Impact of the Pandemic on Parent and Child Mental Health

Many Women Have Gone Without Health Care During the Pandemic, Especially Women in Fair or Poor Health

Since March 1, 2020, have you experienced any of the following because of the COVID-19 pandemic, or not?

Share of women reporting their condition got worse as a result of skipping medical care



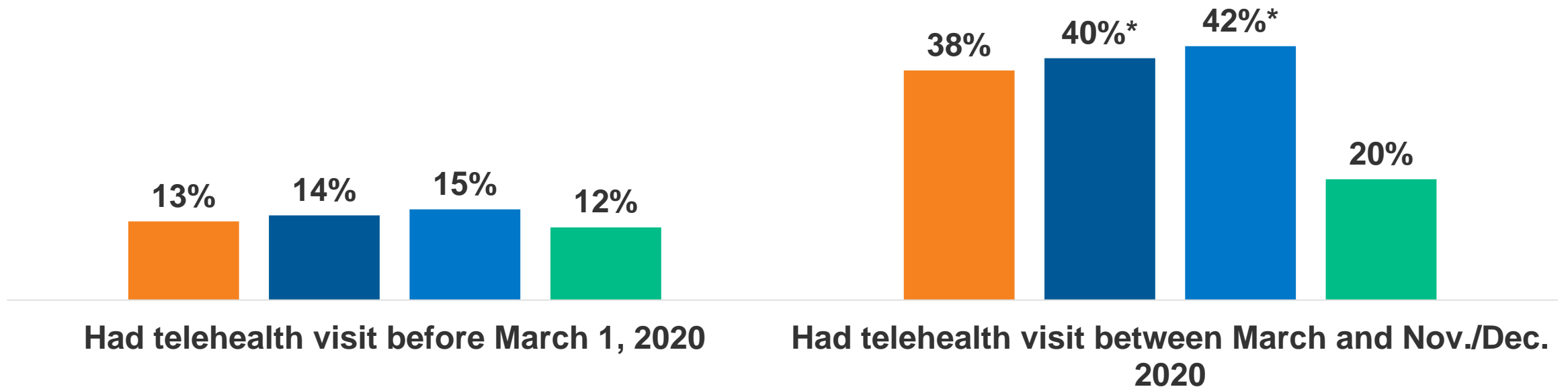
NOTE: *Estimate for women is statistically different than estimate for men and estimate for women in fair/poor health is statistically different than estimate for women in excellent/very good/good health.

SOURCE: [Women's Experiences with Health Care During the COVID-19 Pandemic: Findings from the KFF Women's Health Survey](#)



Women's Telehealth Use Has Increased, but is Lower Among Younger Women and Uninsured Women

■ All Women 18-64 ■ Private Insurance ■ Medicaid ■ Uninsured (Ref)



NOTE: *Estimate is statistically different than reference (Ref) estimate ($p < 0.05$).

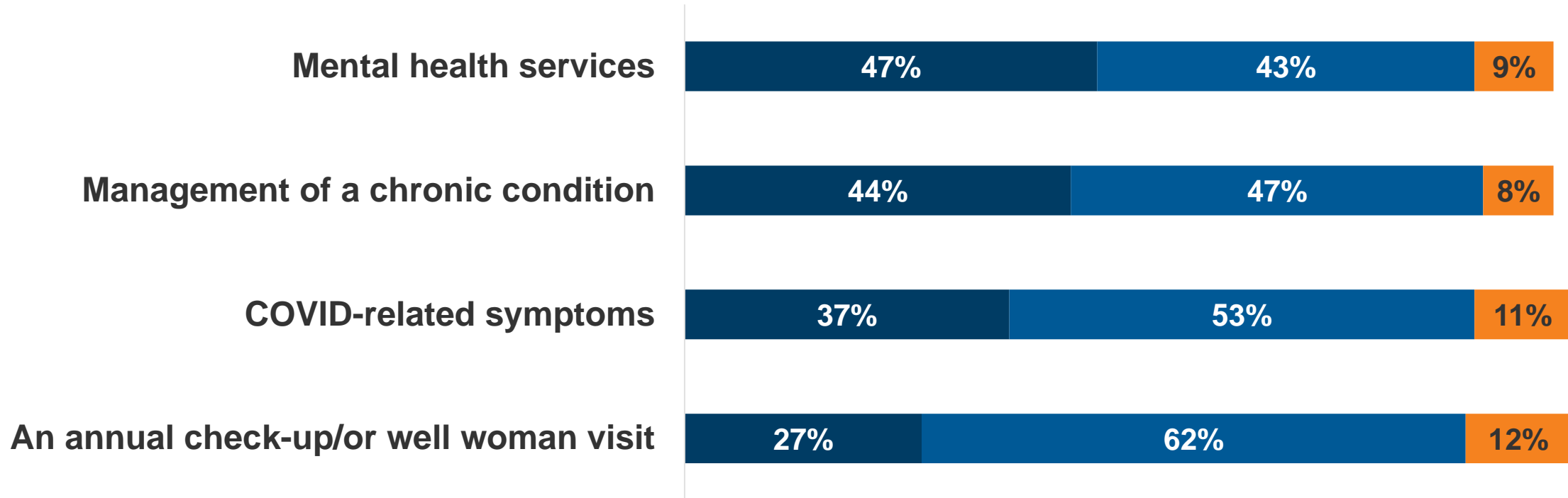
SOURCE: [Women's Experiences with Health Care During the COVID-19 Pandemic: Findings from the KFF Women's Health Survey](#)



Most Women Give Their Most Recent Telehealth Visit High Ratings

How would you rate the quality of care that you received at your most recent telemedicine or telehealth visit?

■ Excellent ■ Very Good/Good ■ Fair/Poor



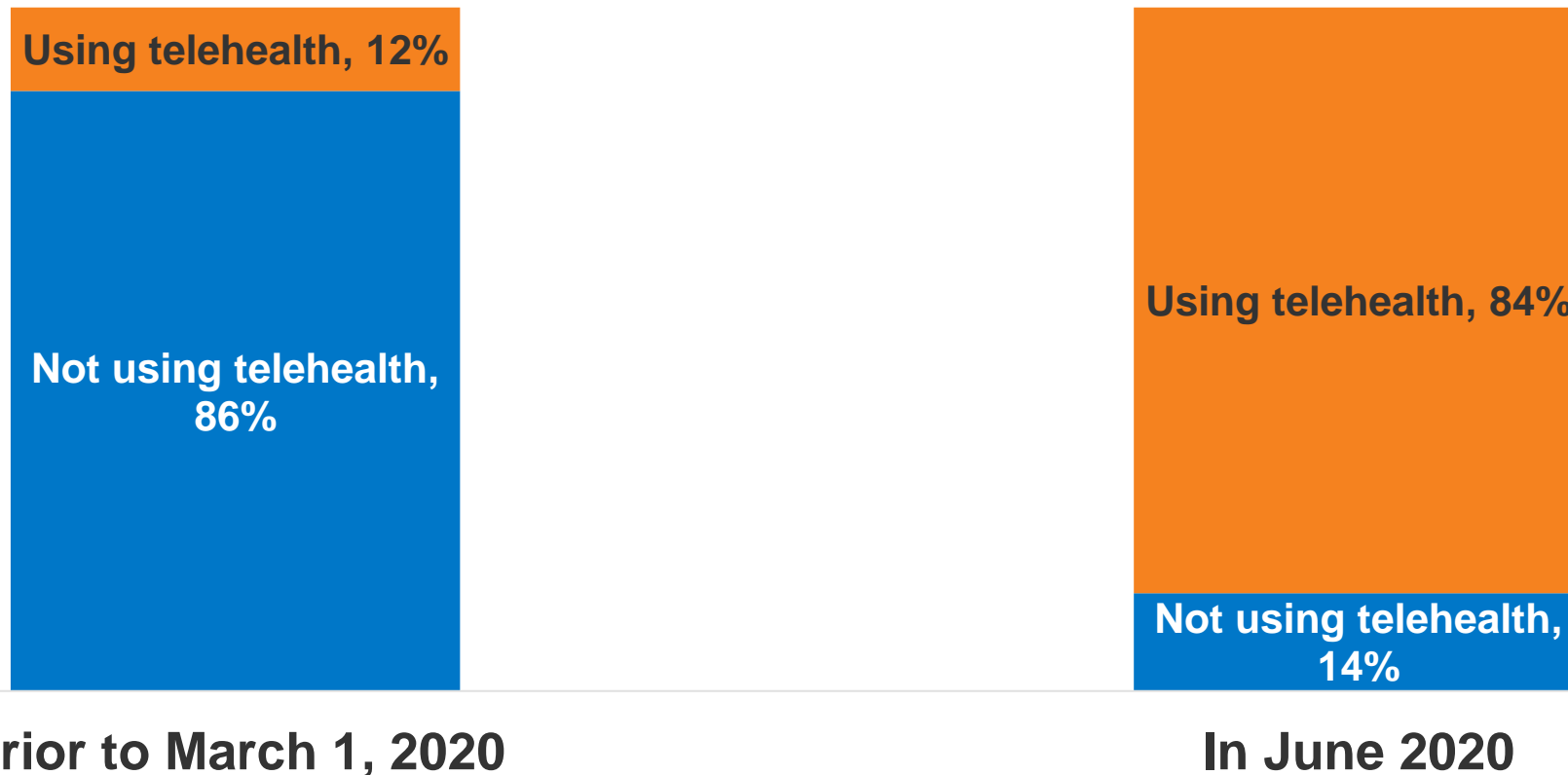
SOURCE: [Women's Experiences with Health Care During the COVID-19 Pandemic: Findings from the KFF Women's Health Survey](#)



The Shift to Telehealth was Dramatic

Prior to the COVID-19 Pandemic Few OBGYNs Used Telehealth
3 Months Later, the Vast Majority Were Doing So

Share of OBGYNs who were:



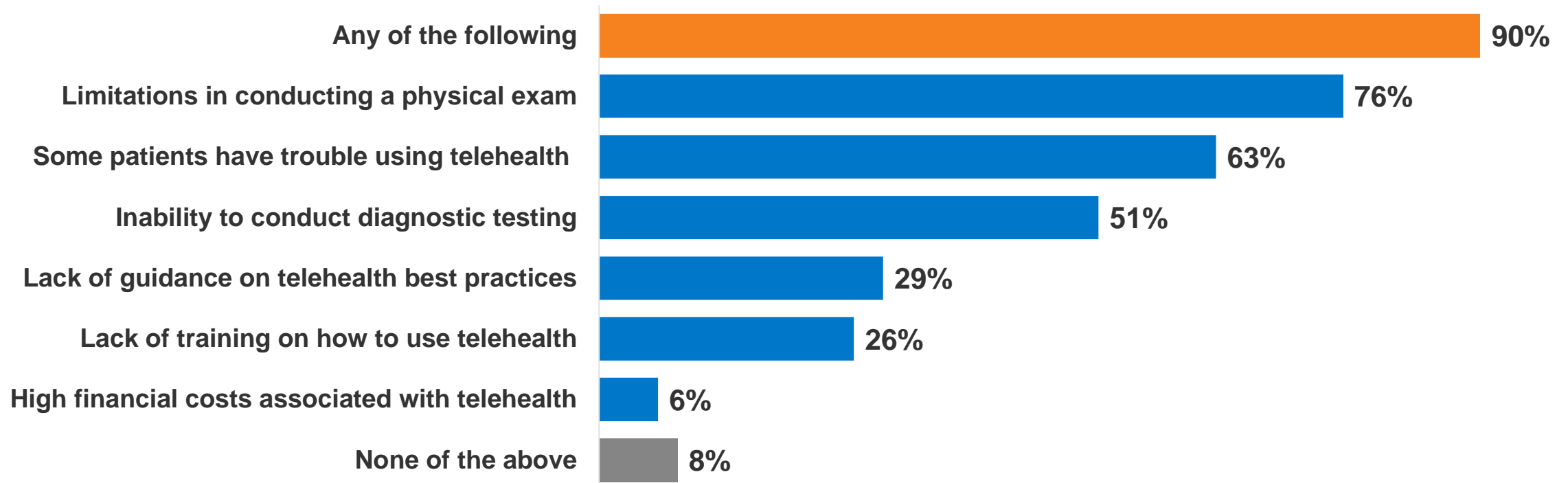
NOTE: n=10 OBGYNs did not specify an answer. Total n= 855. Question wording: "Thinking about telehealth visits, what percentage of your practice visits were via telehealth before the start of the COVID-19 emergency in the U.S. (March 1, 2020) and in June 2020?" 0% telehealth classified as not using telehealth. >0% classified as using telehealth.

SOURCE: KFF 2020 National Physician Survey on Reproductive Health. Fielding from July 8 to September 1, 2020.

Nine in Ten OBGYNs Cite Challenges to Delivering Care via Telehealth

Which of the following challenges, if any, have you experienced in using telehealth in your practice?

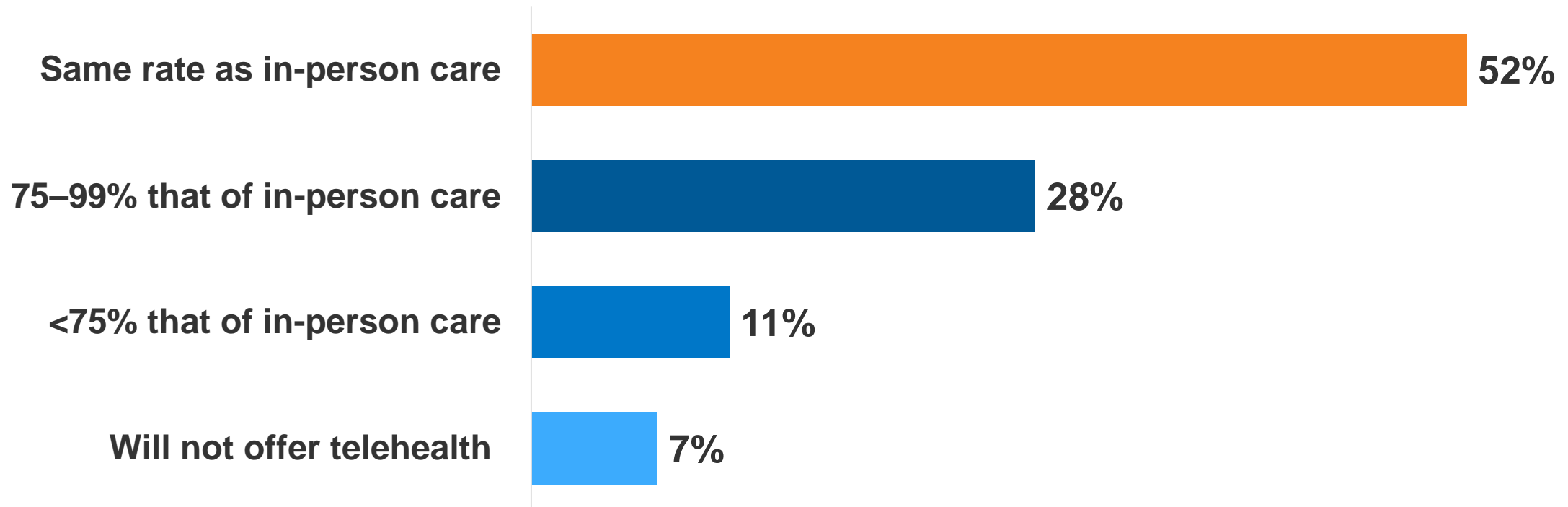
(Among OBGYNs seeing patients via telehealth in June 2020, n= 697)



What Will it Take to Continue Telehealth?

Most OBGYNs Say They Will Need to Be Reimbursed for Telehealth at a Comparable Rate to In-Person Care

After the resolution of the COVID-19 emergency, on average, how much would you need to be reimbursed compared to in-person care to offer telehealth care?



Tele-Contraception Providers are Proliferating



The COVID-19 lockdown increased interest in and use of these platforms – Most saw a dramatic increase in client volume

Many function as online pharmacies with a telemedicine option

Other considerations:

- Contraceptive counseling is limited

- Some have age restrictions for teens

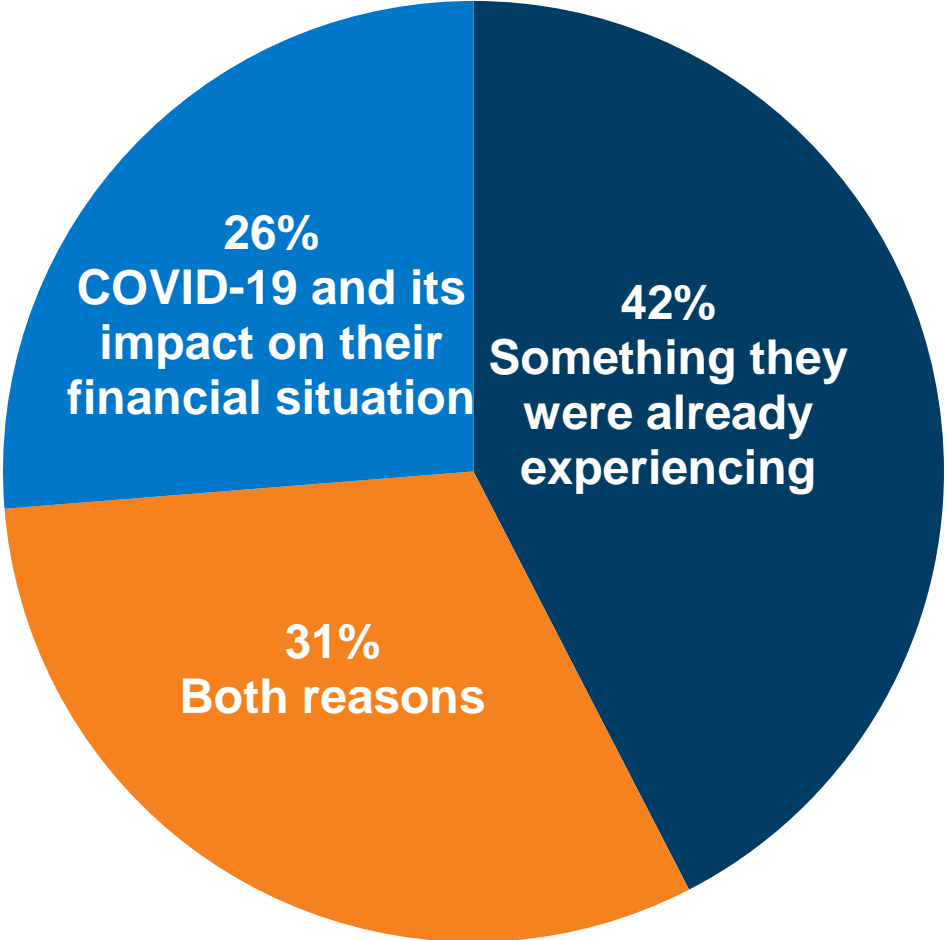
- Need credit or debit card for payment

- Many accept insurance plans for contraception but charge a fee for counseling or membership

- Fewer accept Medicaid

The Pandemic Contributed to Difficulties Paying Medical Bills for Many Women

Among women reporting problems paying medical bills in the past year, share who said they were due to:



NOTE: Twenty-four percent of women report having had problems paying medical bills in the past 12 months.

SOURCE: [Women's Health Care Utilization and Costs: Findings from the 2020 KFF Women's Health Survey](#)



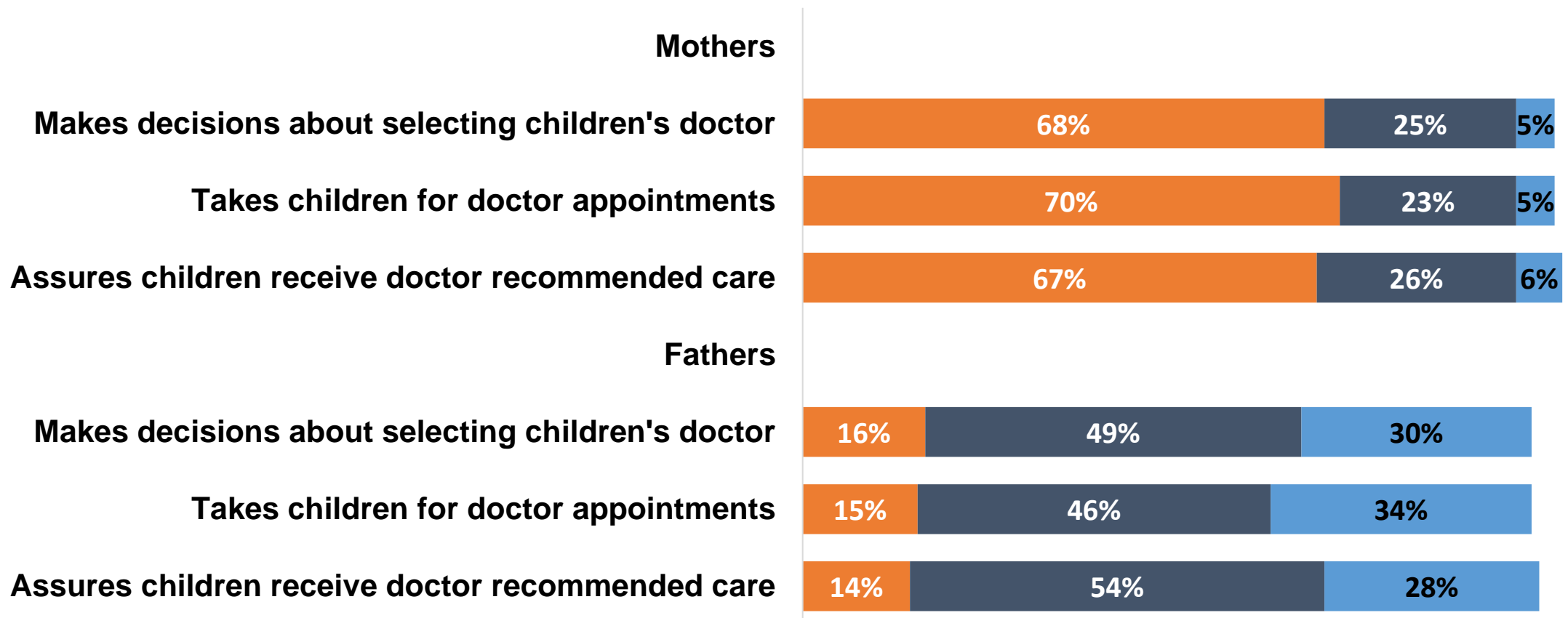
Mothers Take the Lead on Managing Children's Health Care Needs

Share of mothers and fathers reporting who takes primary responsibility for:

■ Respondent

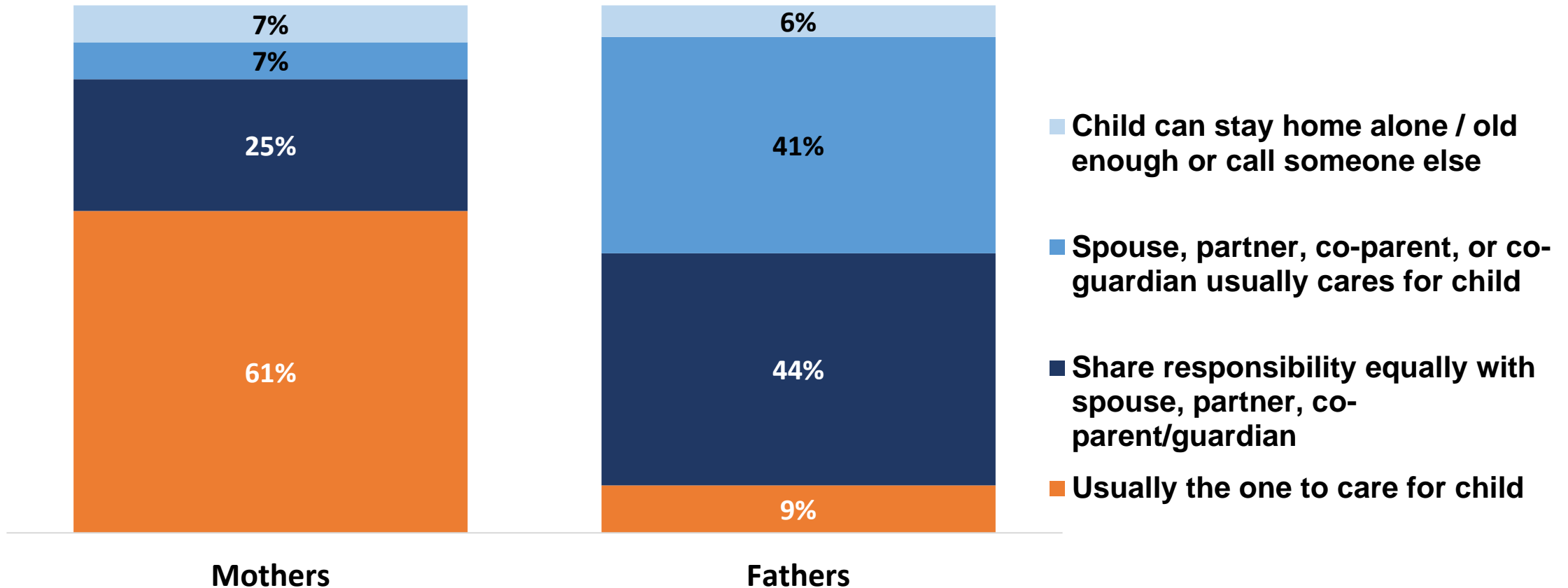
■ Share responsibility equally with partner

■ Spouse/partner/other parent



Among Working Parents, Mothers More Likely than Fathers to Care for Children When they Cannot go to School

Share of parents working outside the home who report that when their children cannot attend school due to illness such as a bad cold or ear infection, they...

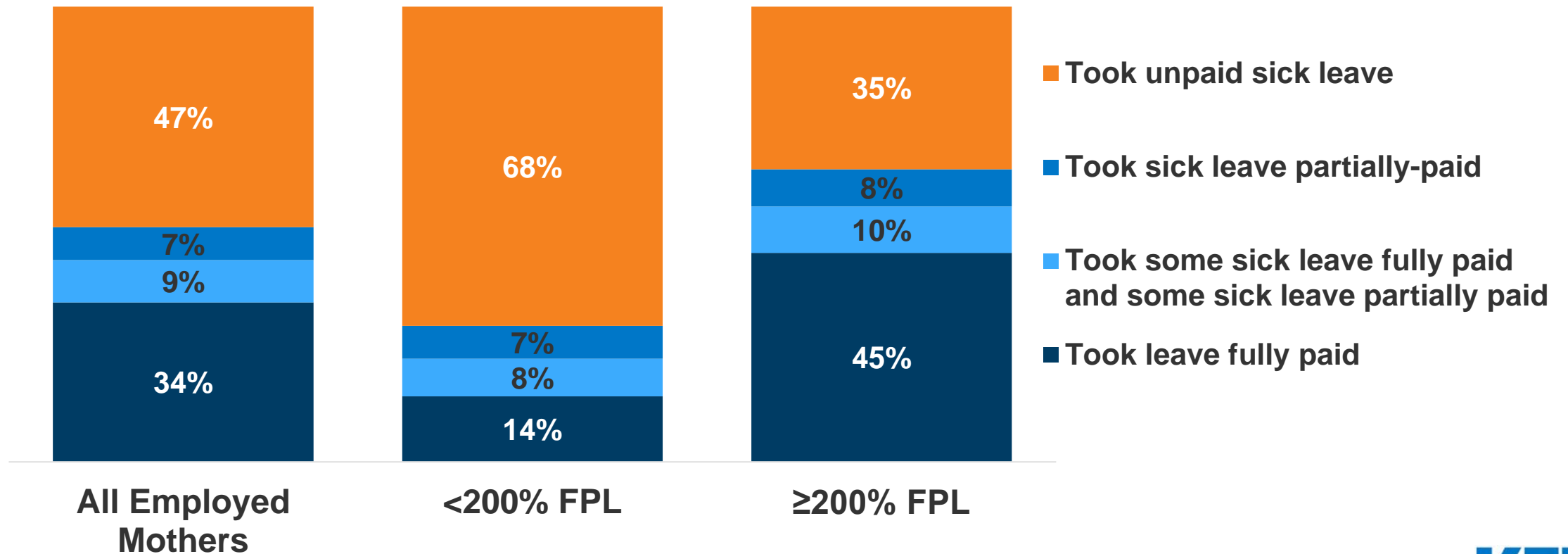


NOTE: Among women and men who are employed for pay with children under age 18.

SOURCE: [Difficult Tradeoffs: Key Findings on Workplace Benefits and Family Health Care Responsibilities from the 2020 KFF Women's Health Survey.](#)

Many Employed Mothers Had to Take Time Off Due to School Closures and Many Lost Pay As a Result

Share of employed mothers reporting that when they took time off due to school or daycare closure, they...



NOTE: Among women who are employed for pay with children under age 18. The federal poverty level (FPL) in 2020 for a family of four was \$26,200.
SOURCE: [Difficult Tradeoffs: Key Findings on Workplace Benefits and Family Health Care Responsibilities from the 2020 KFF Women's Health Survey.](#)

Mothers who are Low-income or Work Part-time are Less Likely to be Offered Some Workplace Benefits

Share of mothers reporting their employer offers them:

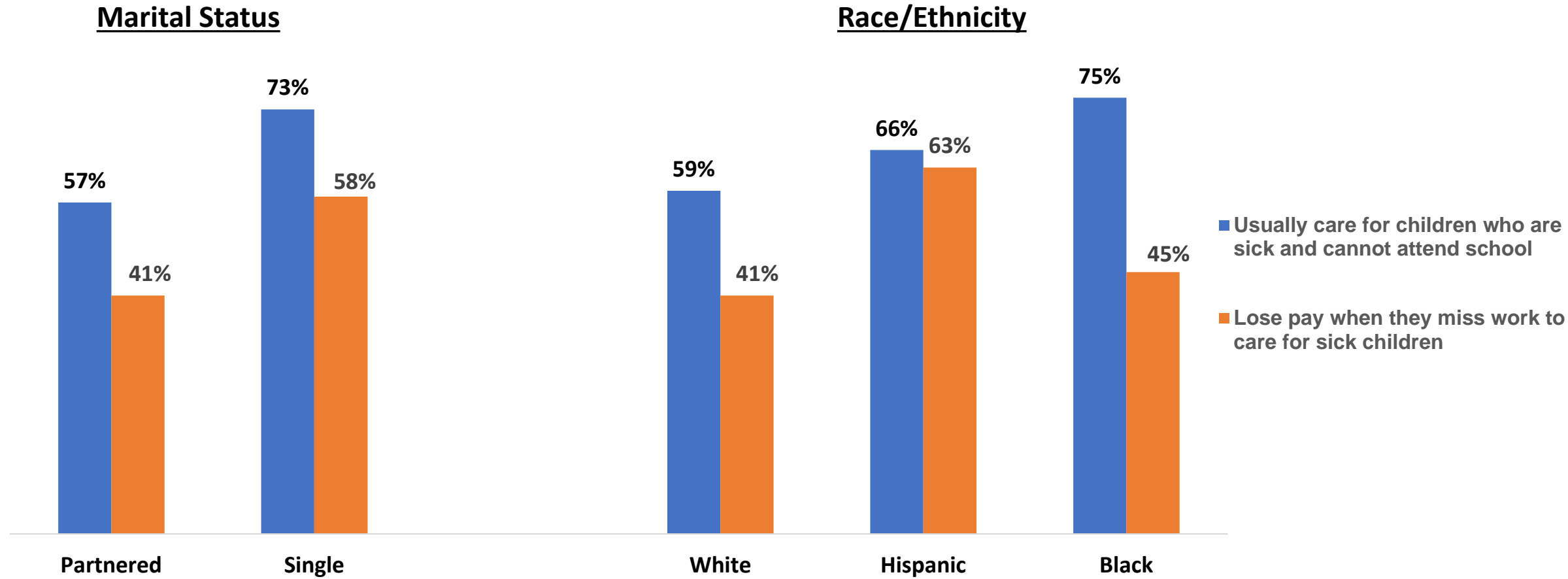
	Paid Vacation	Paid Sick Leave	Paid Family and Medical Leave
Mothers Total	65%	63%	41%
Income			
<200% FPL*	48%	46%	31%
>200% FPL	72%	72%	47%
Work Status			
Part-time employment*	38%	33%	21%
Full-time employment	75%	74%	48%

Note: *Estimates are statistically different than estimates for comparison group ($p < 0.05$). The federal poverty level (FPL) in 2020 was \$26,200 for a family of four. See topline for full question wording.

SOURCE: [Difficult Tradeoffs: Key Findings on Workplace Benefits and Family Health Care Responsibilities from the 2020 KFF Women's Health Survey.](#)

Childcare and Loss of Pay Higher Among Some Groups

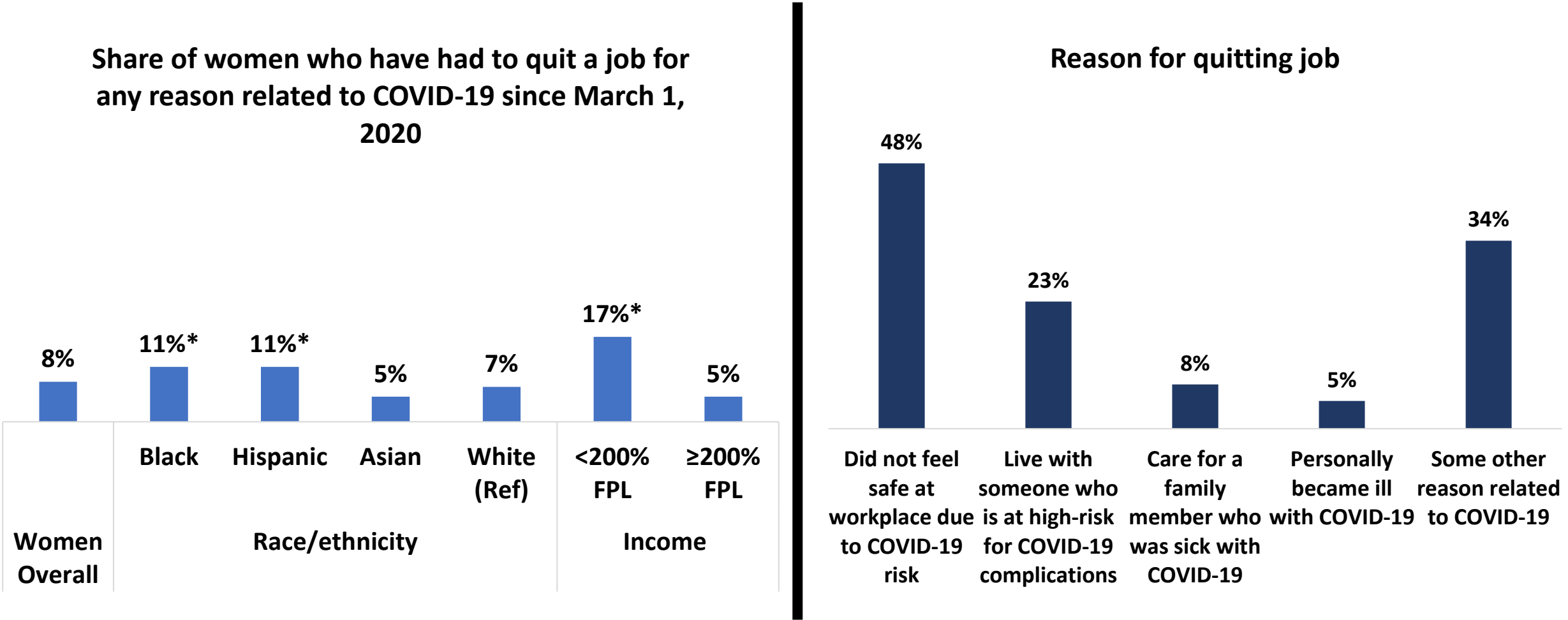
Share of women with children under age 18 who report they:



NOTE: Among women who are employed for pay and have children under age 18. The federal poverty level (FPL) in 2020 for a family of four was \$26,200. Persons of Hispanic origin may be of any race; other groups are non-Hispanic.

SOURCE: [Difficult Tradeoffs: Key Findings on Workplace Benefits and Family Health Care Responsibilities from the 2020 KFF Women's Health Survey.](#)

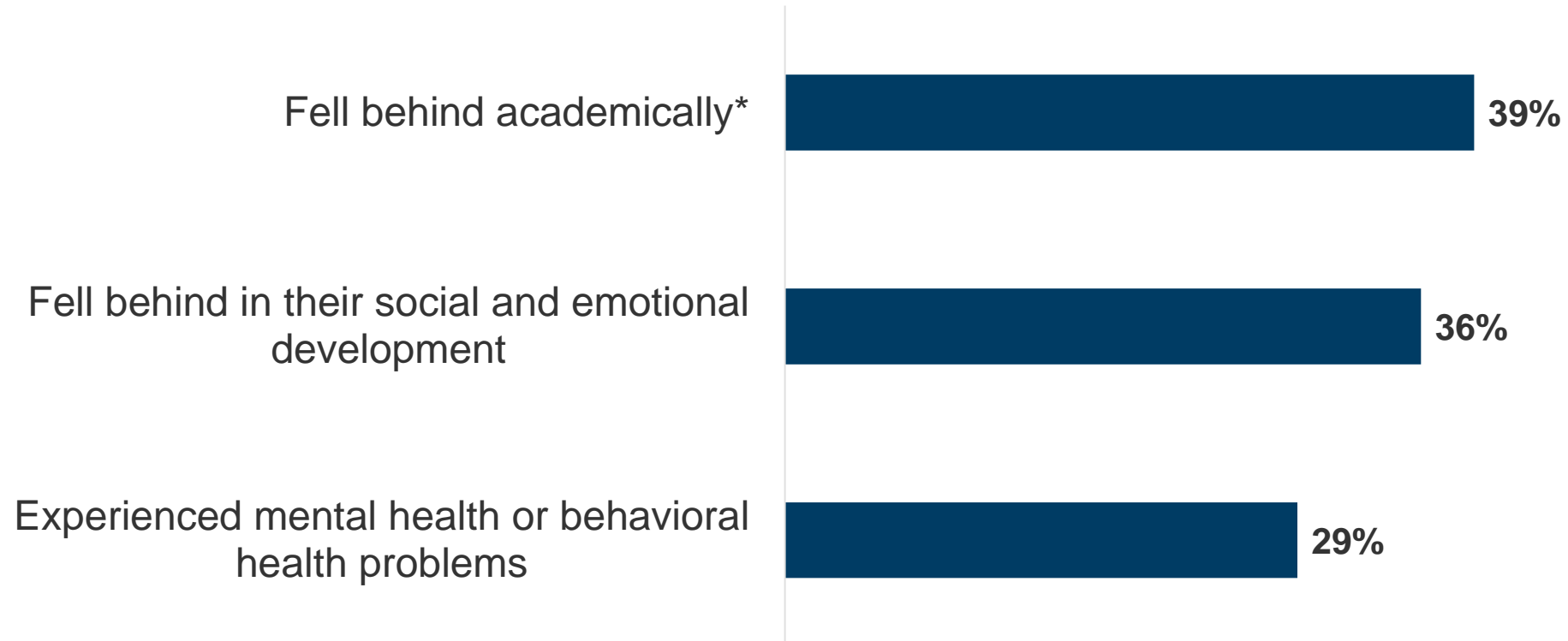
Low-income Women More Likely Than Higher Income Women to Report Quitting a Job For a COVID-related Reason



*Estimate statistically different than reference (Ref) estimate (p < 0.05).
 NOTE: The federal poverty level (FPL) in 2020 for a family of four was \$26,200. Persons of Hispanic origin may be of any race; other groups are non-Hispanic.
 SOURCE: [Women, Work, and Family During COVID-19: Findings from the KFF Women's Health Survey.](#)

Parents Also Report Concerns About Children's Mental Health

Percent of parents who say that as a result of the pandemic, at least one of their children:

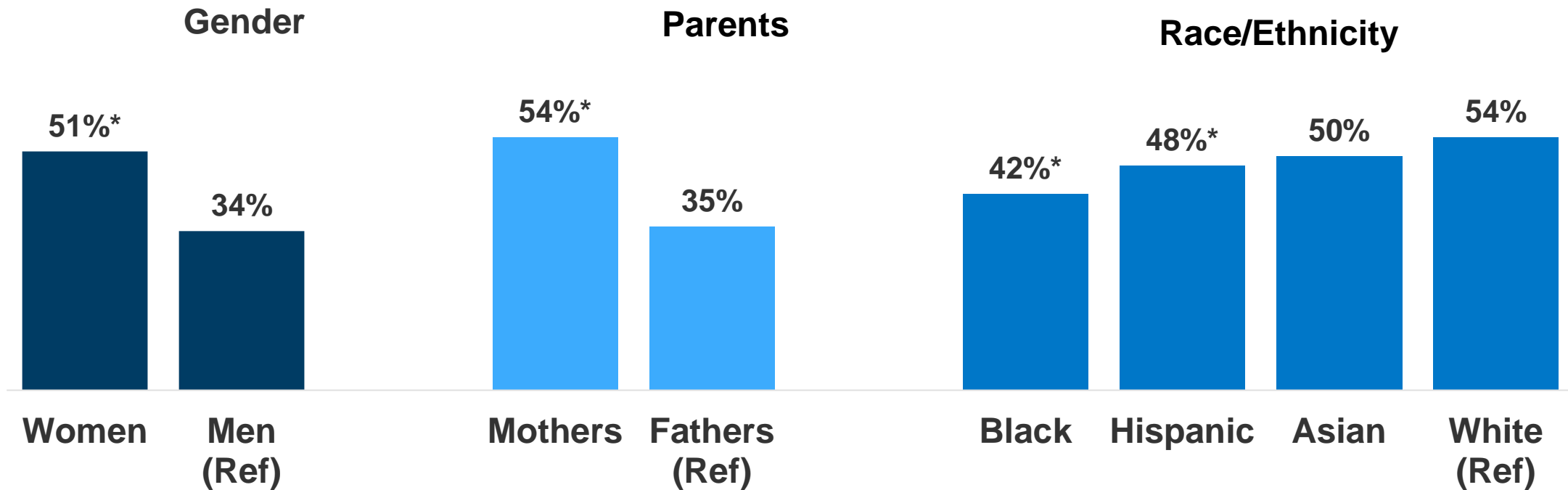


Note: *Asked of parents or guardians of children ages 5 to 17. See topline for full question wording.

Source: KFF COVID-19 Vaccine Monitor: Parents and the Pandemic (July 15 - Aug 2, 2021).

More Than Half of Women Say That Worry or Stress Related to Coronavirus Affected Their Mental Health

Share who say that worry or stress related to coronavirus affected their mental health



NOTE: *Estimate is statistically different than estimate for Men, White, and Fathers within group ($p < 0.05$). Persons of Hispanic origin may be of any race; other groups are non-Hispanic.

SOURCE: [Women's Experiences with Health Care During the COVID-19 Pandemic: Findings from the KFF Women's Health Survey](#) and [Women, Work, and Family During COVID-19: Findings from the KFF Women's Health Survey](#)

Looking Forward

- **How can policymakers continue to support telehealth policies developed during the pandemic?**
- **How do we ensure both telehealth and in-person care are available to women and families?**
- **How can we put equity at the foundation of policies and structures that support women and families?**
- **How do we ensure people have access to high quality mental health care services?**
- **What is the role of policymakers, employers, providers?**



**NATIONAL
WOMEN'S
LAW CENTER**

The Impact of the COVID Recession on Women & Child Care Workers

Kat Menefee, NWLC

Women Have Been Hit Hard by the Pandemic

- The pandemic demonstrated the deep flaws in our economy that make women's underpaid and undervalued labor our true safety net
- Increased caregiving obligations from illness, remote schools, and closed child care providers have largely fallen on women
- Women of color are disproportionately represented in the poorly paid workforce, including many industries—including the child care, retail, and restaurant industries—that have not fully recovered. These workers are more likely to contend with labor shortages and the health risks of in-person work.
- Women have lost nearly 3 million net jobs since February, and unemployment is still high for women of color: 7.9 percent for Black women and nearly 6 percent for Latinas in August

The Role of the Gender Wage Gap

- Women working full-time, year-round are typically paid just 82 cents for every dollar paid to men nationally (89 cents in MD)
- Gaps are larger for women of color. Compared to white, non-Hispanic men:
 - Black women are paid 63 cents (68 in MD)
 - Latinas: 55 cents (46)
 - Native American women: 60 cents (74)
- Nearly two in three front-line workers is a woman, but they are paid less than their male peers
- Lost earnings compromise women's ability to build savings and weather crises like the COVID recession

THE WAGE GAP FOR WOMEN IN SELECTED FRONT-LINE OCCUPATIONS

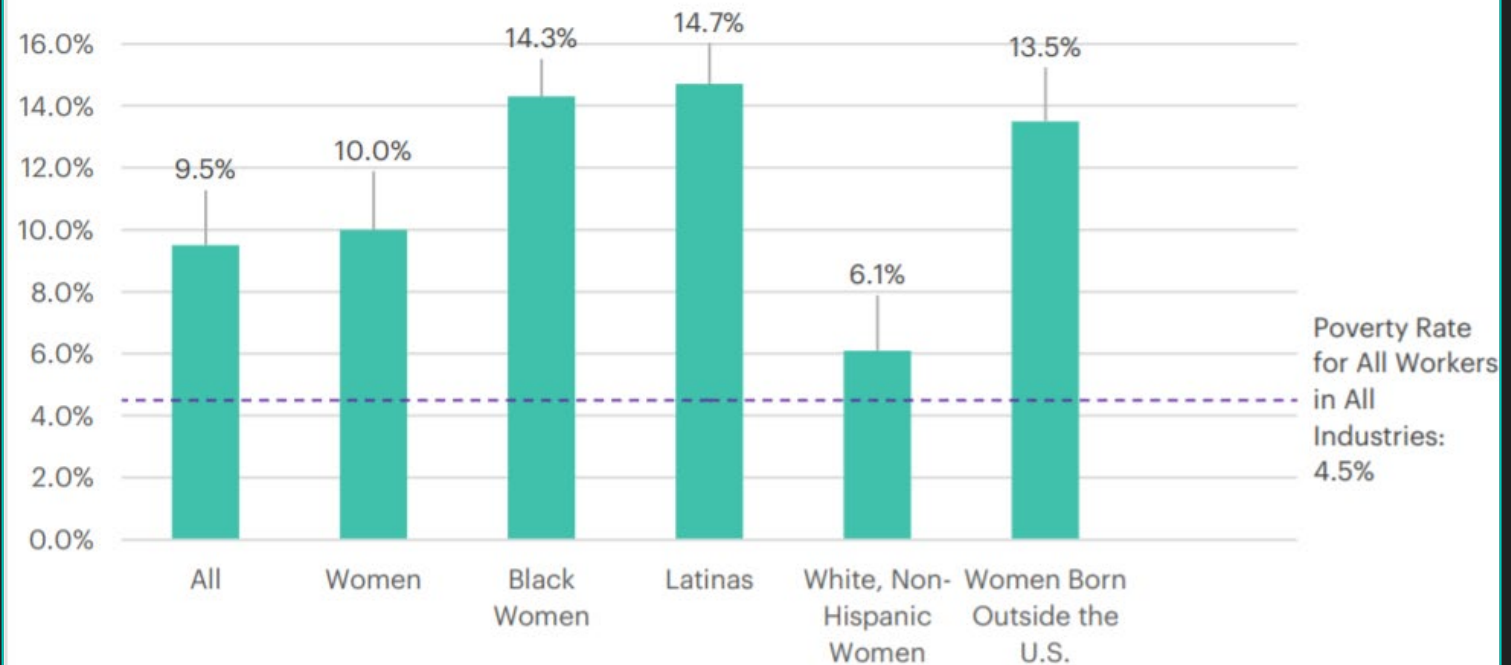
	Share of occupation that is women	Share of women in occupation who are women of color	Median hourly earnings for women in occupation	Median hourly earnings for men in occupation	What women make for every dollar men make
Dental assistants	94%	41%	\$ 16.25	\$ 19.23	\$ 0.85
Registered nurses	88%	30%	\$ 32.69	\$ 35.10	\$ 0.93
Home health aides, personal care aides, and nursing assistants	87%	60%	\$ 12.98	\$ 14.42	\$ 0.90
Hairdressers, hairstylists, cosmetologists, and barbers	83%	35%	\$ 13.80	\$ 14.42	\$ 0.96
Pre-K, K-12, and special education teachers	79%	26%	\$ 24.04	\$ 27.40	\$ 0.88
Waiters and waitresses	69%	39%	\$ 10.96	\$ 14.09	\$ 0.78

Source: NWLC calculations based on 2019 American Community Survey using IPUMS. Median hourly wages are for full-time, year-round workers. Hourly wages are derived by dividing median annual earnings by 2,080 hours, which assumes a 40-hour work week for 52 weeks.

Child Care Workers Struggled Even Before the Pandemic

- Nearly all child care workers are women, and disproportionately women of color: Black women make up 18.9% and Latinas 17.9%.
- One in ten child care workers had incomes below the federal poverty line in 2019
- Like other low-income workers, child care workers are less likely to have employer-sponsored health insurance and access to paid sick time or paid family and medical leave

Poverty Rates Among Child Care Workers by Demographic Group (2019)



Source: NWLC calculations based on 2020 CPS ASEC, using IPUMS. In the CPS, respondents self-identify their sex, race, disability status, whether they are Latinx, and whether they were born outside the U.S.

The Child Care Industry Has Not Recovered—and Must be Rebuilt Stronger

- As of August, over a year into the pandemic, more than 1 in 8 (12.1%) child care jobs are still lost
- Because children under 12 can't yet be vaccinated, child care providers must still bear additional safety costs and take on fewer children to maintain social distancing
- Federal funding has helped stabilize the industry in the short term—but more is needed
- The pandemic has shown that relying on the underpaid and undervalued child care workforce burdens women, families, and the economy overall. Child care workers are the backbone of the economy: they need and deserve living wages, benefits, and improved working conditions

Working People Do Not Have the Paid Leave They Need

- Before the pandemic, only one-fifth of workers in the United States had access to paid family leave through their employers
- The numbers are even more stark for the low-paid workforce: among the lowest fourth of wage earners, only 9% had paid leave
- Because women take on more caregiving work, they especially need paid time off to care for their families
- The Families First Coronavirus Response Act (FFCRA) was the first national, comprehensive paid leave and paid sick days program
 - Helped flatten the COVID curve
 - Still didn't reach all families

Paid Family & Medical Leave is Essential

- A national paid family & medical leave program would:
 - Help us recover from COVID-19 and guard against future pandemics
 - Promote economic stability and support caregiving
 - Improve health outcomes and possibly help lower health care costs
 - Strengthen businesses by reducing turnover and administrative costs
 - Ensure access for women and families of color who have been most excluded from these protections

Comprehensive paid family & medical leave would reduce the number of working families in Maryland facing significant economic insecurity when they need to take family and medical leave **by 85 percent**

For More Information

- Kathryn Menefee, kmenefee@nwlc.org
- <https://nwlc.org/>
 - <https://nwlc.org/resources/the-wage-gap-has-robbed-women-of-their-ability-to-weather-covid-19/>
 - <https://nwlc.org/resources/sector-report-child-care-workers/>
 - <https://nwlc.org/resources/paid-family-leave-will-support-an-equitable-economic-recovery/>
 - <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-maryland.pdf>



Commerce Assistance to Women-Owned Businesses

September 8, 2021



March 2020

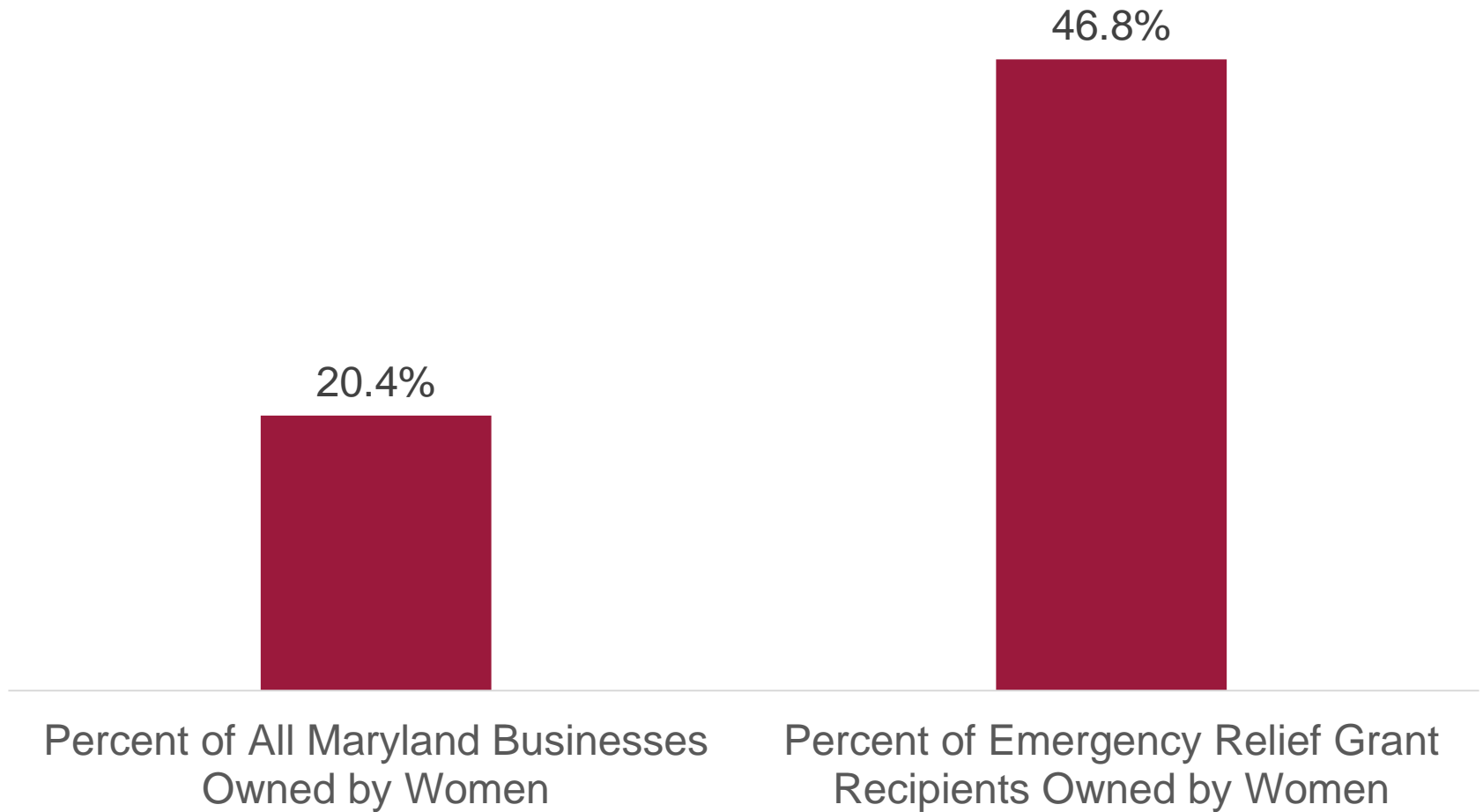
In the early days of the pandemic, Commerce established two small business emergency relief programs:

- **Maryland Small Business COVID-19 Emergency Relief Grant Fund**
- **Maryland Small Business COVID-19 Emergency Relief Loan Fund**

Maryland Small Business COVID-19 Emergency Relief Grant Fund (2020)

- \$145 million total (replenished twice in 2020).
- Provided grants of up to \$10,000 to small businesses and nonprofits.
- Recipients needed 50 or fewer employees, at least one W2 employee (other than the owner), a valid UI number, and must be in good standing with SDAT.
- 17,876 applications received between March 23 and April 6, 2020.
- 14,286 grants issued to approved businesses.

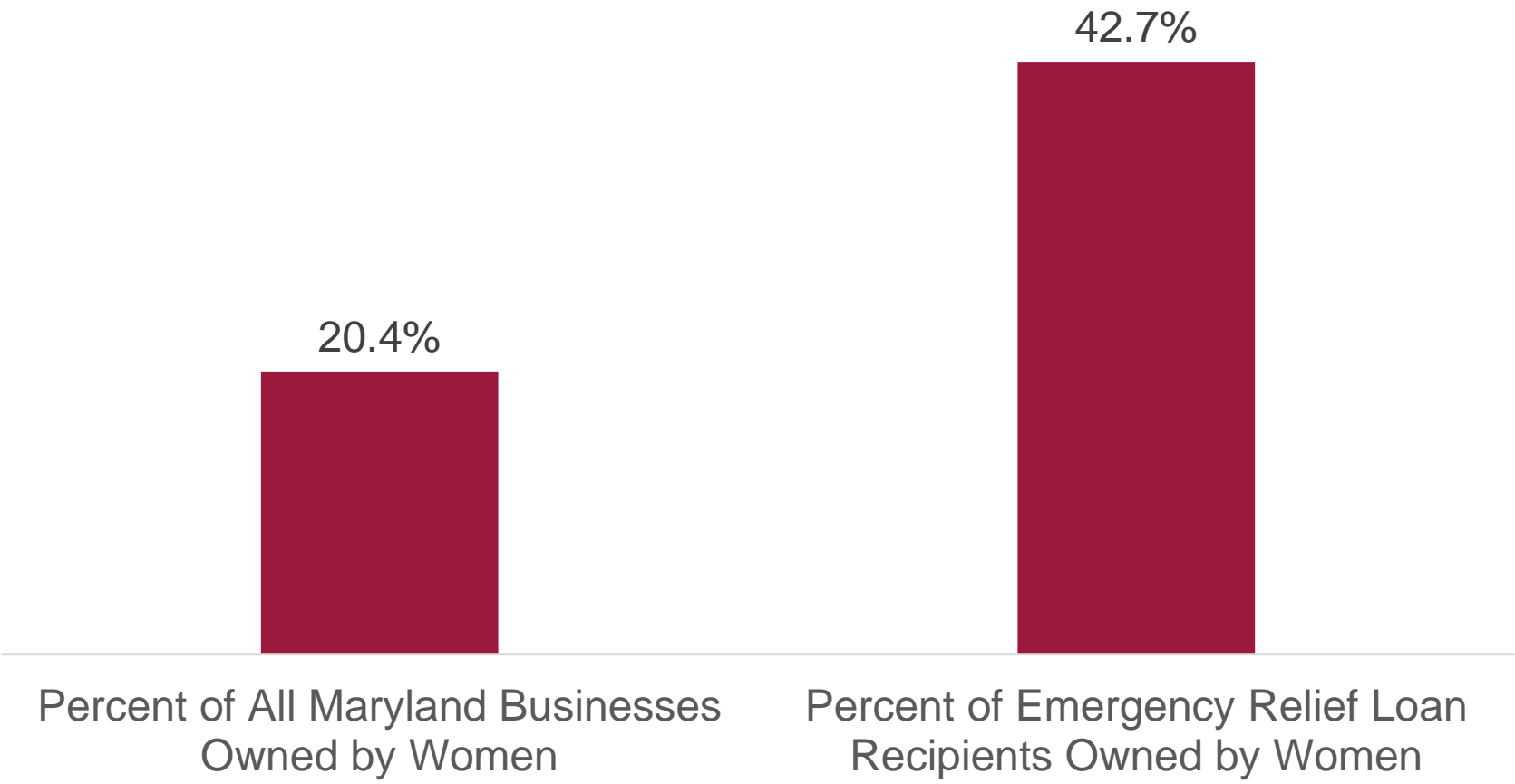
The 2020 Emergency Relief Grant fund Succeeded in Providing Grants to Women-Owned Businesses



Maryland Small Business COVID-19 Emergency Relief Loan Fund (2020)

- \$75 million was put into program in March 2020.
- Provided loans of up to \$50,000 to small businesses.
- 8,603 applications received between March 23 and April 6, 2020.
- 1,654 loans issued to approved businesses.
- Loans were converted to grants in early 2021; businesses who had already begun repayment received refunds.

The 2020 Emergency Relief Loan fund Also Succeeded in Providing Loans to Women-Owned Businesses



The RELIEF Act of 2021

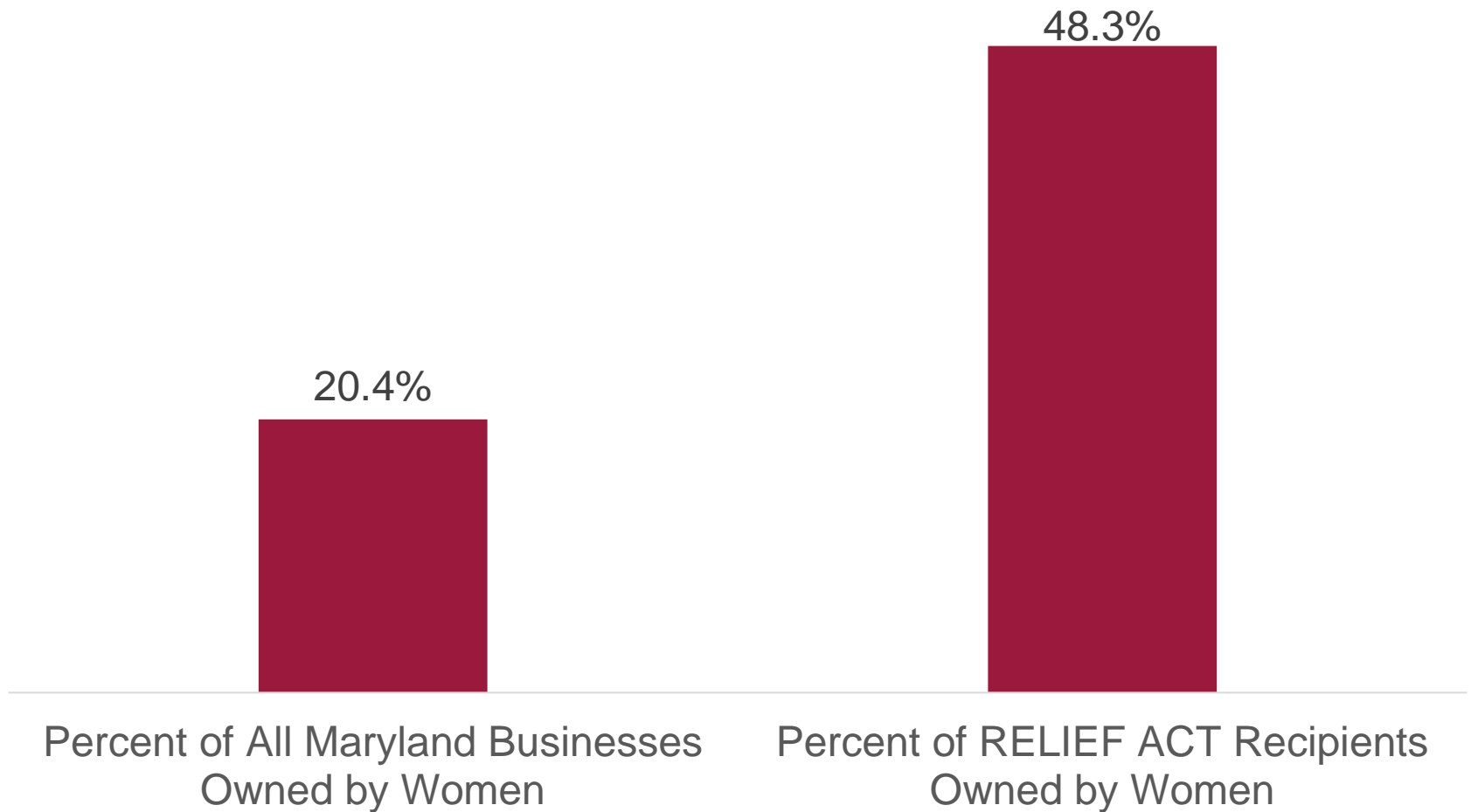
Small Business COVID-19 RELIEF Grant Program (Relief Act of 2021)

- \$10 million for \$9,000 grants for businesses that primarily do not collect sales & use tax.
- E.g., medical offices, hair salons, and professional and personal services.
- Recipients needed between 1 and 20 employees, at least one W2 employee (and a valid UI number), and must be in good standing with SDAT.
- Legislation required disadvantaged businesses to be prioritized; called for geographic diversity among grantees.

Small Business COVID-19 RELIEF Grant Program

- Commerce marketed the program to numerous organizations across the state in weeks leading up to program launch.
- Commerce accepted applications from March 30 to April 6 and then from April 30 to May 24.
- 1,800 applications received.
- 1,131 grants were awarded.

48.3% of RELIEF ACT Small Business Grant Recipients Were Women-Owned Businesses





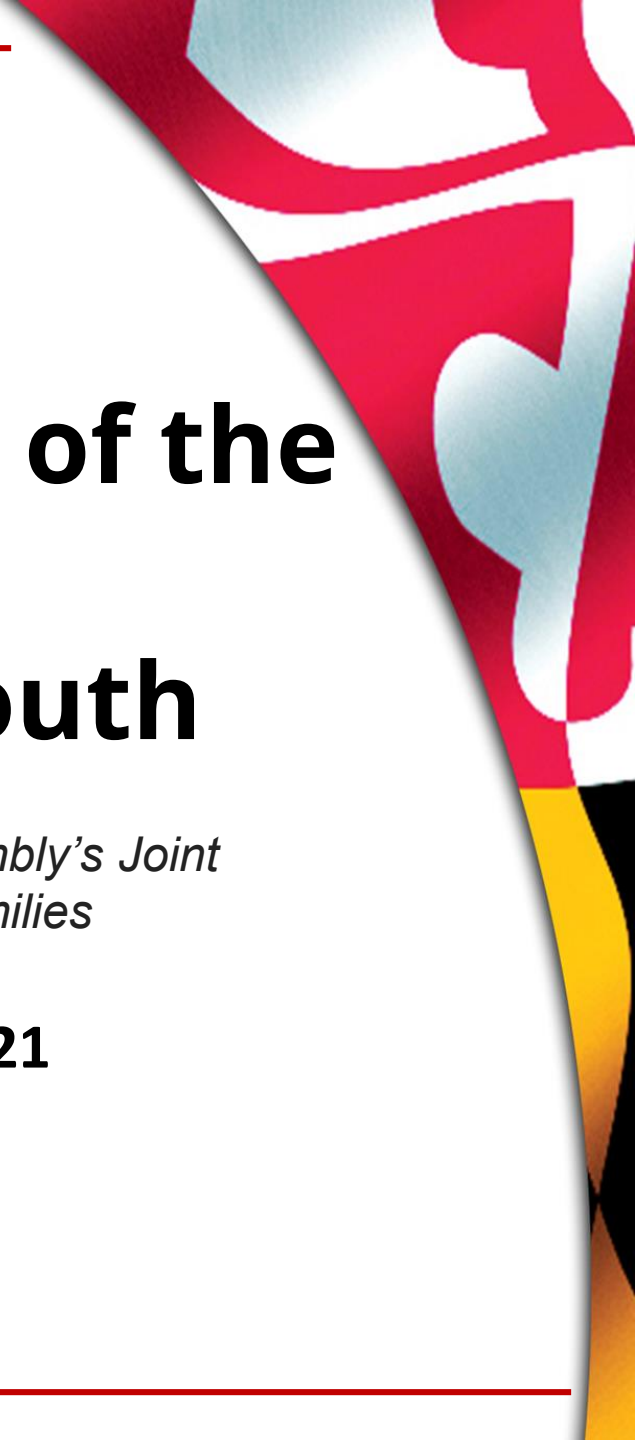
Commerce Assistance to Women-Owned Businesses

September 2021

Employment Impact of the Pandemic on Women and Youth

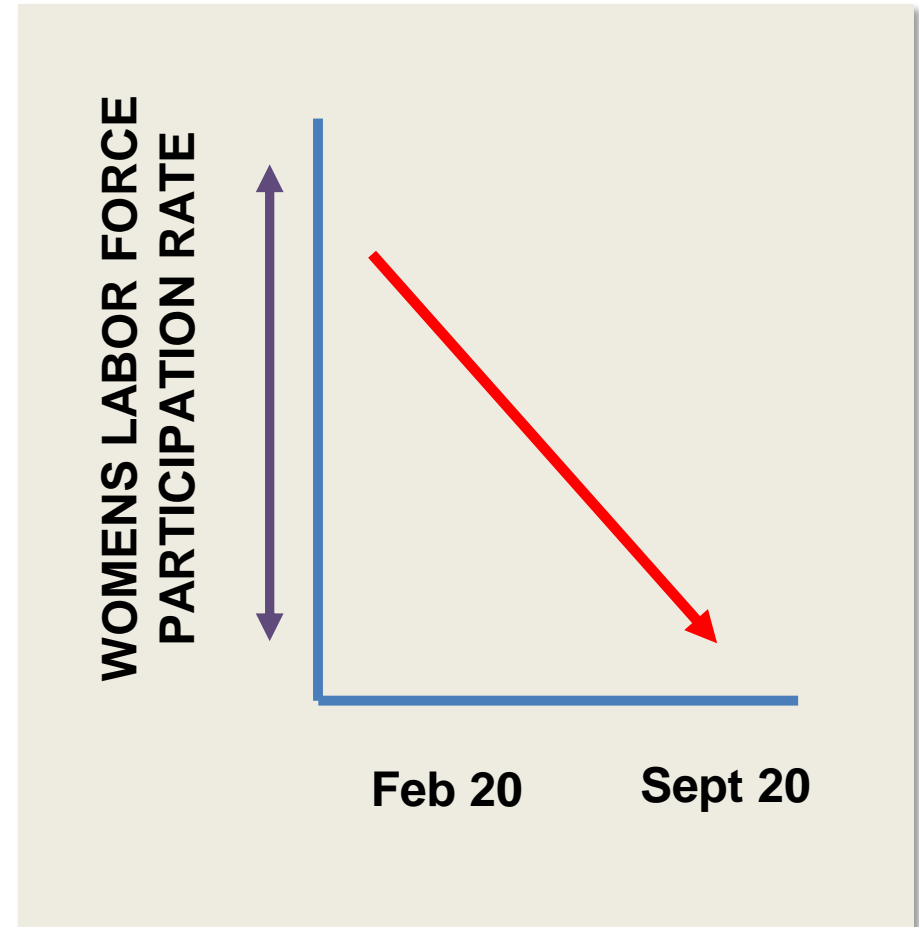
*Presentation to the Maryland General Assembly's Joint
Committee on Children, Youth and Families*

Wednesday, September 8, 2021



Labor Force Participation Rate

Labor force participation measures how many adults are working or actively looking for work. People may not be in the labor force for reasons like attending school, retirement, stay-at-home parent, or not thinking they can get a job.



Labor Force Participation Rate

Drop in LPR during first few months of the pandemic:



Men: - 40,000



Women: - 85,000

LPR January 2020 to June 2021:



Men: +13,000



Women: - 57,000

Peak unemployment rate for women in July 2020:



10%

Workforce Solutions for Women

Hospitality pre-apprenticeship at the Maryland Correctional Institution for Women

- Program launched in 2019.
- Students can earn up to 8 industry-recognized certifications.
- Nearly 20 women have enrolled and Labor will continue to support the program for the next two years.

Maryland New Directions (MND) and PIVOT

- **MND** provided women with training for careers in transportation / logistics, case management, support services, and wellness services. 21 participants in the program have obtained employment.
- **PIVOT** enrolled women into an 8-week program that included job readiness, group therapy, and intensive case management. Completers were placed into employment or referred to occupational training or employment. 17 women have obtained employment.

Workforce Solutions for Youth

Apprenticeship Maryland Program (AMP)

- Approved by the Maryland State Department of Education as a Career and Technology Education Pathway in 20 of the 24 school systems for students 16+
- 450 hours of work-based training and one year+ of related classroom instruction
- Credit toward a high school diploma and/or postsecondary credential
- 200+ employers approved for participation and nearly 100 students signed up as youth apprentices



Workforce Solutions for Youth

Workforce Innovation and Opportunity Act (WIOA) Title I Youth Services

- Maryland's 13 local areas deliver year-round youth services.
- 75% of youth funds must support services to out-of-school youth between the ages of 16 - 24 with barriers to continued education and employment.
- 20%+ of local area's expenditure rate must support work experience.



Summer Employment Programs

- All 13 local areas offer summer employment programs that include work-readiness preparation and work-based experiences.

Questions?



Contact Information

James (Jim) Rzepkowski

Assistant Secretary

Division of Workforce Development & Adult Learning

Maryland Department of Labor

James.rzepkowski@Maryland.gov

**STATEMENT OF THE MARYLAND COMMISSION FOR WOMEN
TO THE JOINT COMMITTEE ON CHILDREN, YOUTH AND FAMILIES
MARYLAND WOMEN – A STATUS REPORT**

SEPTEMBER 8, 2021

**Yung Jung Yang, Chair, Maryland Commission for Women (MCW)
Rev. Tamara England Wilson, Chair, MCW Status of Women in Maryland Committee**

MCW CHAIR YUN JUNG YANG:

Good afternoon Chair Washington, Chair Kelly and members of the Joint Committee on Children, Youth and Families. Thank you for inviting us to testify today about the Commission for Women's recent research. My name is Yun Jung Yang, and I am chair of the Maryland Commission for Women. Joining me today is Reverend Tamara Wilson, who chairs our Status of Women in Maryland Committee this year; Dr. Rita Kirshstein, a sociologist with extensive experience in research and women's issues and our research consultant for all three phases of this project, and our Executive Director, Judith Vaughan-Prather.

The Commission is a 25-member advisory board whose commissioners are appointed by the Governor with the advice and consent of the state Senate. The Commission was first established by Executive Order in 1965 as the Governor's Commission on the Status of Women. In 1971, the Commission was reestablished as the Maryland Commission for Women and permanently set in state law – so we consider this our 50th anniversary year and we are proud to publish *Maryland Women – A Status Report* during our semicentennial year.

In 2016, the Maryland Commission for Women launched the first phase of its three-part Status of Women in Maryland (SWIM) initiative with the *Voices of Maryland Women Listening Tour*, traveling more than 3,000 miles across the state over a two-year period to conduct 19 public forums. In addition, a survey that was available in four languages, gathered further information from women who may not have been able to attend these in-person forums. *In Their Own Words: The Voices of Maryland Women*, published in August 2018, identified the top five issues presented by the more than 1400 women who participated in the Listening Tour and survey:

- Domestic violence and sexual assault
- Paid time off for parental and medical leave
- Drug abuse and addiction
- Too few women in leadership positions, and
- Affordable, quality childcare.

To further illuminate the areas of concern, the Commission undertook Phase II of the Status of Women initiative: extracting and compiling the most current information available about Maryland women from statistics published by a range of federal and state agencies as well as private research and policy firms. To do this, we contracted with Dr. Rita Kirshstein.

The data she collected is presented in *Maryland Women: A Status Report*, released on June 10, 2021. Today, we will share some of the more pertinent findings with you and will tell you about the current phase of this research.

As we are sure you know, the state's population of more than 6 million is a little more than half female, but as the population ages, the percent of women increases, so that overall women make up 51% of the residents of Maryland, but they are more than 65% of those 85 and older. One fifth of adult women in Maryland are either divorced or widowed and 34% have never married.

Highlights from the report note that several "glass ceilings" for women have been shattered in our state:

- The highest-ranking judge in Maryland is a woman – the first ever to hold that position.
- The state superintendent of schools was a woman at the time the study was conducted.
- For the first time in Maryland's history, the Speaker of the House is a woman.

Yet, many disparities remain, including:

- A gender-based wage gap persists and is especially significant for women of color.
 - In general, men average \$13,000 more per year than women.
 - With college degrees, men average \$30,500 more than equally educated women.
 - This means that:
 - The average white woman will have to work to age 71 to earn what the average white man earns by age 60.
 - The average black woman will have to work to age 79 to earn what the average white man earns by age 60, and
 - The average Hispanic woman would have to work to age 108 to catch up to the average white man has earned by age 60.
- This is partly true because sixty percent (60%) of all minimum wage earners in Maryland are female, and because women still tend to be clustered into just a few occupational categories, in fact:
- Almost 1/3 of all employed women in Maryland work in either health care or education.
- Childcare costs represent a huge, and for many, unsustainable percent of working mother's incomes:
 - The average cost of in-home childcare is more than \$29,000 per year in our state, more than \$10,300 for care at a center.
 - For a woman working as a cashier in a grocery store, for example, or even an administrative aide or a registered nurse, these rates are simply beyond reach for many.
- Even in the field of education, where so many women spend their careers, we found disparities:
 - More than half of all community college presidents but only 27% of the presidents of four-year colleges and universities in the state are women.
 - In both public and private colleges and universities, as the faculty rank increases, the percentage of women decreases.

- When exploring the most significant health issues for women in our state, we found that:
 - There is a significant disparity in infant mortality in the state, based on race/ethnicity:
 - For both white and Hispanic newborns, the rate of infant mortality is less than 4 per 1000 births, but
 - The infant mortality rate for African American newborns is more than 10 per 1000 births – that’s two and half times higher than for other babies born in Maryland.
- Of course, women in leadership positions have an opportunity to address these issues directly, yet, as you know:
 - Only three (13%) of Maryland’s 24 major jurisdictions are headed by women.
 - Only 76 (41%) of the 188 seats in the Maryland General Assembly are filled by women.
 - There are no women among the 10 legislators representing Maryland in the U.S. Congress and Senate.

One more general finding of this research was that for most issues studied, we could find numbers by gender, or numbers by race and ethnicity, but often, we could not find numbers by both gender and race/ethnicity. To truly understand the experience of the women – or men - of our state, we need to be able to examine the intersection of race and gender. As you’ve seen from the data we’ve presented, the experience of one racial group of women may be different from that of others, and all are affected by the fact of being women. We would encourage all organizations and agencies who collect and analyze information to collect and report data by both gender and race/ethnicity in order to fully understand the needs of our constituents.

There is a great deal more data in the report, but we could not present it all today. ***Maryland Women – A Status Report*** is available in full on the Commission for Women’s website at www.marylandwomen.org. We would be happy to send you hard copies if that would be helpful.

Reverend Tamara Wilson chairs the Status of Women in Maryland Committee this year and will tell you about our current research on the impact of the COVID-19 pandemic on Maryland women. Reverend Wilson . . .

MCW STATUS OF WOMEN IN MARYLAND COMMITTEE CHAIR, REV. TAMARA WILSON:

Good afternoon Chair Washington, Chair Kelly and members of the Joint Committee on Children, Youth and Families. Thank you, again, for inviting the Commission for Women to talk to you about our research initiative.

Even as the research for ***Maryland Women – A Status Report*** was being conducted, beginning in March 2020 and continuing well into 2021, the state, the nation, and the world experienced the unprecedented challenges of the COVID-19 pandemic. As the virus swept through communities, change was sudden and drastic. Schools, businesses, and organizations were forced to close their doors to avoid spreading the virus through in-person contact, and many people lost their jobs. Others were forced to work from home, while students across all levels of education learned through virtual platforms.

Much has been written nationally about the pandemic's unbalanced impact on women, especially working women with dependent children. The Brookings Institute* recently published a report that said that:

- COVID-19 is hard on women because the U.S. economy is hard on women.
- The virus excels at taking existing tensions and ratcheting them up.
- Millions of women were already supporting themselves and their families on meager wages before coronavirus-mitigation lockdowns sent unemployment rates skyrocketing and millions of jobs disappeared.
- Evidence shows working mothers have taken on more of the resulting childcare responsibilities and are more frequently reducing their hours or leaving their jobs entirely in response.**

It was these kinds of findings that led The MCW to launch Phase III of the SWIM research project in June 2021. This third and final phase of the research will examine how Maryland women specifically have been affected by the pandemic over the past 17 months and seeks to understand the challenges they continue to face as society recovers.

The research project is being carried out in two steps. The first is an online survey that is available in five languages – English, Spanish, Chinese, Korean, and French. We have partnered with the 14 county Commissions for Women around the state, who have encouraged the women in their communities to participate in the survey. For counties from which at least 200 responses are received, we will provide the Commission for Women with the specific data for its county.

The survey was launched on August 4th and will close on September 30th. So far, more than 2500 women have completed the survey, with every one of the 24 major jurisdictions in Maryland participating.

The second step in the project will be a series of six focus groups, which will be conducted virtually later this fall. Three of these groups will be general in focus. The remaining three will concentrate on a specific area of impact: mothers with young children, women business owners, and essential workers.

Our goal is to complete the research this fall and publish the results in early January 2022.

MCW CHAIR YANG:

Reverend Wilson is doing an extraordinary job coordinating the work of our committee and our research consultant, Dr. Kirshstein.

We would be happy to come back to you as soon as our report on the impact of the pandemic on the women of Maryland is published. We very much hope that the report will help both the Executive and Legislative branches of Maryland ensure that the recovery policies and programs they develop address the very real needs of Maryland women and their families.

Thank you, again, for inviting the Maryland Commission for Women to discuss this research with you.

*(<https://www.brookings.edu/essay/why-has-covid-19-been-especially-harmful-for-working-women/>)

**<https://www.wiareport.com/2020/07/gender-differences-in-the-economic-and-social-impact-of-the-covid-19-pandemic/>



www.marylandwomen.org

MARYLAND WOMEN

A STATUS REPORT

Overview and Highlights

Maryland Commission for Women

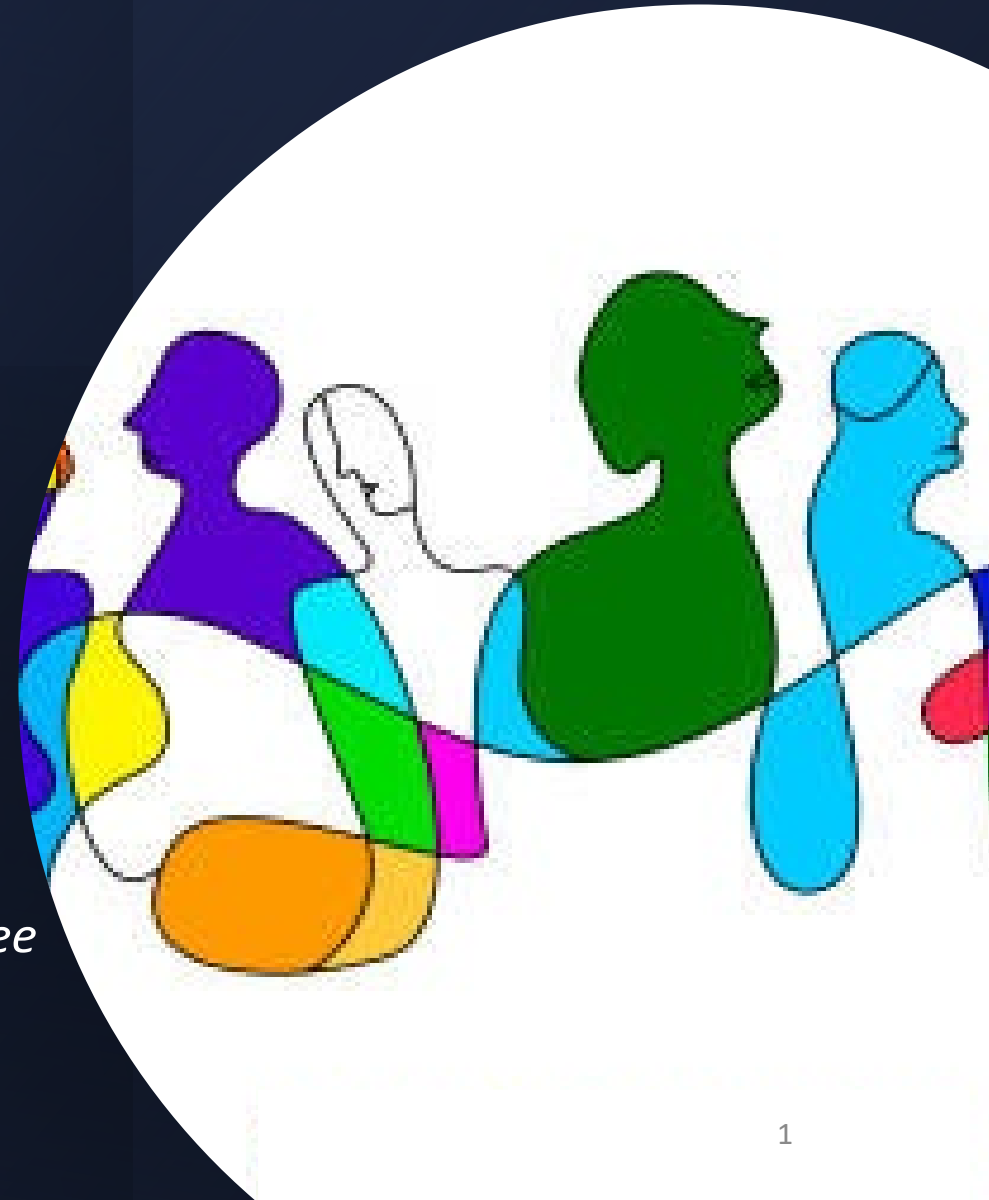
Yung Jung Yang, Chair

Rev. Tamara Wilson, Chair, Status of Women in Maryland Committee

Rita Kirshstein, Ph.D., Research Consultant

Judith Vaughan-Prather, Executive Director

September 8, 2021



Maryland Commission for Women

- 25 Commissioners
- Established by state law

www.marylandwomen.org





www.marylandwomen.org

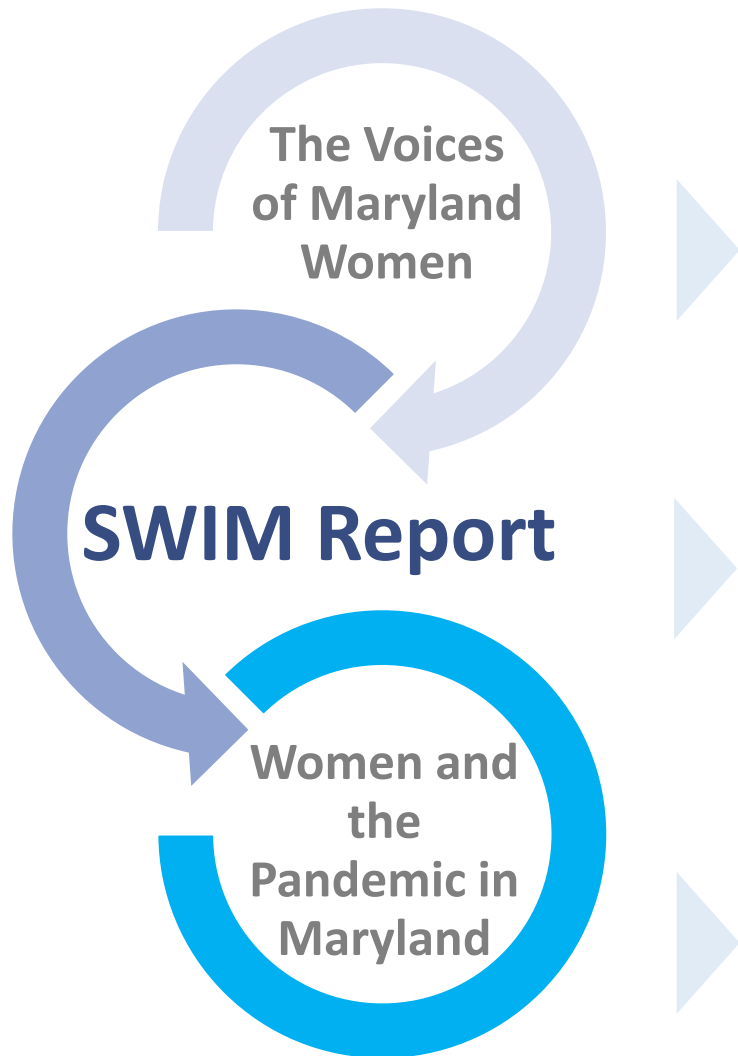
Legislative Mandate

- Study the status of women in our state
- Direct attention to critical problems confronting women
- Recommend methods of overcoming discrimination
- Recognize women's accomplishments and contributions
- Provide informed advice to the executive and legislative branches of government on the issues concerning the women of our state

In 2021, celebrating 50 years of advocacy on behalf of the women and girls of Maryland

SWIM- Research Path

FOCUS AREAS



2016-2018
Listening Tour & Survey Report

2019-2021
**Maryland Women
A Status Report**

2021-2022
**Impact of the Pandemic
on Maryland Women**

- Domestic Violence & Sexual Assault
- Parental & Medical Paid Time Off
- Drug Abuse & Addiction
- Affordable Childcare
- Women in Leadership
- Work and Economy
- Childcare and Poverty
- Education and Educators
- Safety and Justice
- Health and Wellbeing
- Leadership and Political Participation
- Social Needs
- Financial
- Work & Career
- Mental & Emotional
- Family & Parenting



www.marylandwomen.org

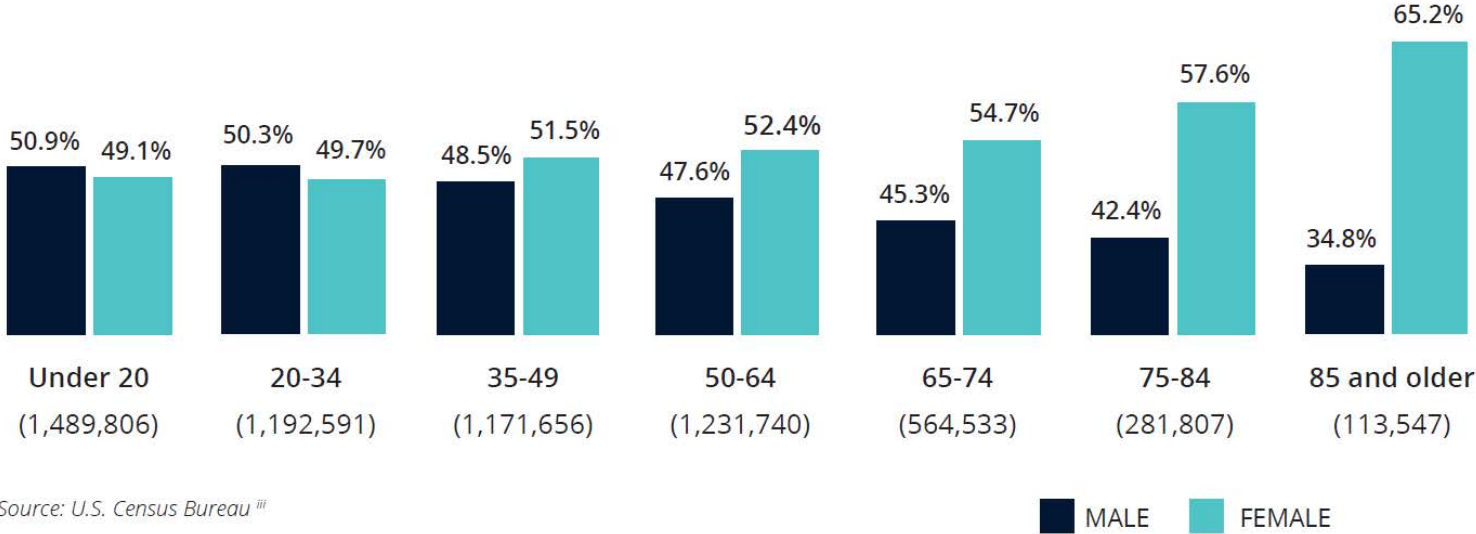
This report presents data on demographics and diversity of women in Maryland using five indicators.

Maryland Women: A Status Report is a compilation of information about women from statistics published by various of federal and state agencies, private research and policy firms.

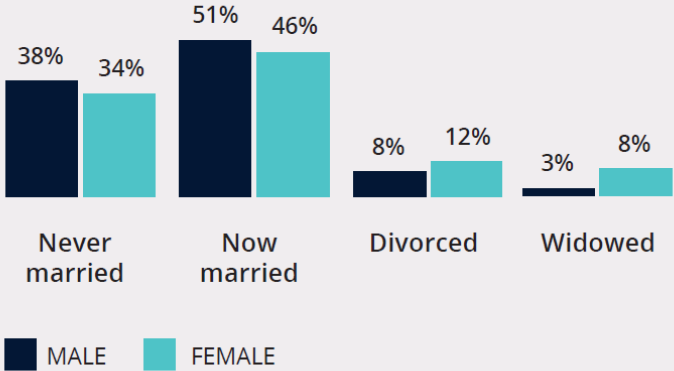


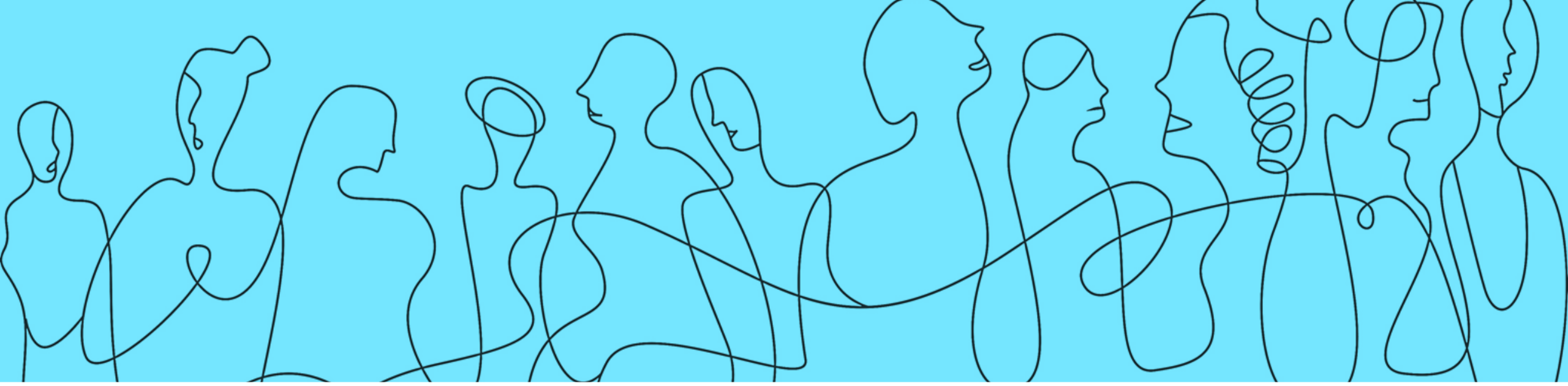
Women in Maryland

AGE DISTRIBUTION | POPULATION BY AGE AND GENDER (2019)



MARITAL STATUS BY GENDER (2019)





Shattered Glass Ceilings . . .

- *Highest ranking judge in the state – Hon. Mary Ellen Barbera (2013 – 2021)*
- *State Superintendent of Schools – Dr. Nancy Grasmick (1991 – 2011) – Dr. Karen Salmon (2016 – 2021)*
- *Speaker of the House – Honorable Adrienne Jones (2019 –)*

Work & The Economy

49%

of Maryland's
workforce
is female

60%

of minimum
wage workers are
women

**Women's average
earnings are less
than men's at every
education level.**



Significant disparities were noted related to work and earnings.

To equal the average lifetime earnings
of white men by age 60, women would
need to work until:

Asian women age 68

White women age 71

Black women age 79

Hispanic women age 108



Childcare and Poverty

Of mothers employed outside the home in Maryland:

29.5%
are not married

20%
are not married with children under age 6

Percent of families with children under 18 in poverty:

4%
of married couple families

12%
of single male-headed households

23%
of single female-headed households



Average childcare costs as a percentage of average wages of different professions:

23%
Registered nurses

30%
Elementary & middle school teachers

37%
Secretaries & administrative assistants

71%
Cashiers

**Women are more likely than men to live in poverty at all ages.
Child Care costs in Maryland represent a significant proportion of female salaries.**

Education and Educators

11 female

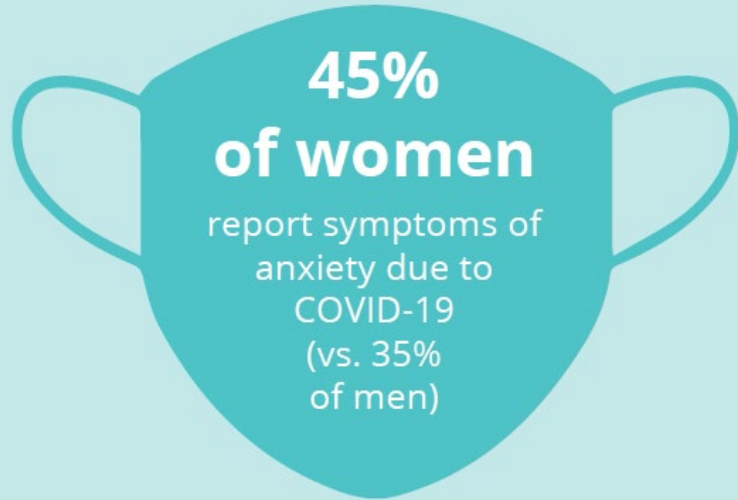
presidents out of
Maryland's
16 community
colleges

7 female

presidents out of
Maryland's 26
four-year public and
private colleges

	Full Professor	Assistant Professor
Private Colleges and Universities		
Male	67.7 %	46.3%
Female	32.3	53.8
Public Colleges and Universities		
Male	69 %	45.8%
Female	31.2	54.2

Health and Wellbeing



Infant Mortality Rate (per 1,000 births)

White	3.8
Hispanic	3.9
Black	10.4

- More men than women have died from COVID-19.
- More women than men have been diagnosed with COVID-19.
- Coronary heart disease is the major cause of death in both genders.



Leadership and Political Participation

3.1 million+

women and girls in
Maryland (51.6% of the
population)

76 women

in Maryland's General
Assembly (out of 188
elected members)

3 women

heading Maryland's 24
major jurisdictions

8 female

appellate judges in
Maryland (out of 22)

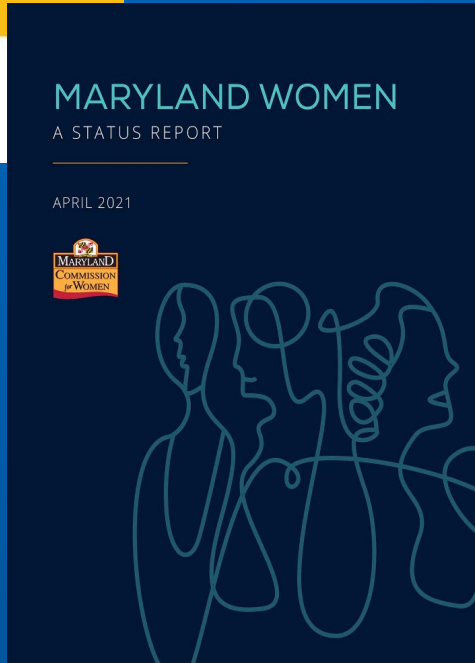
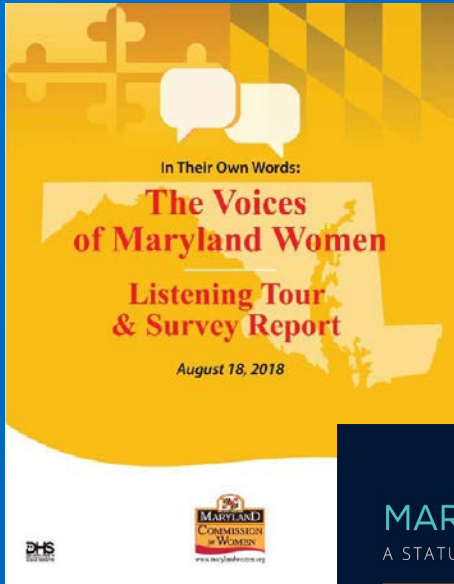


0 women

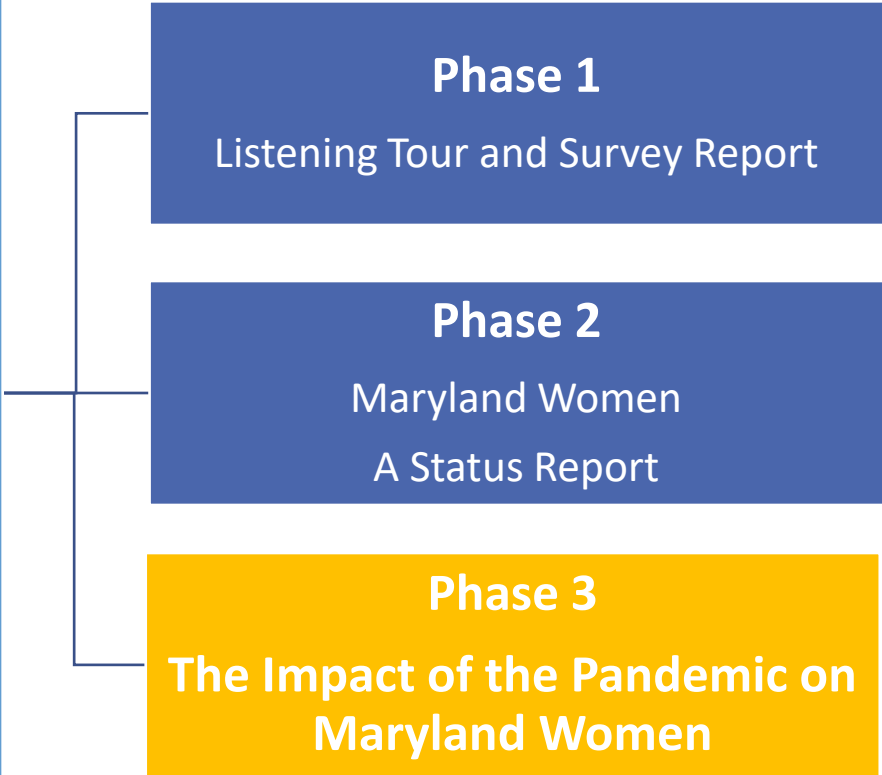
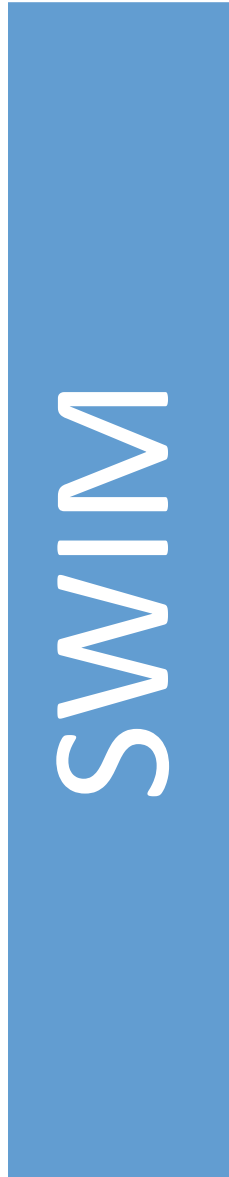
in Maryland's 10-person
delegation to the
U.S. Congress

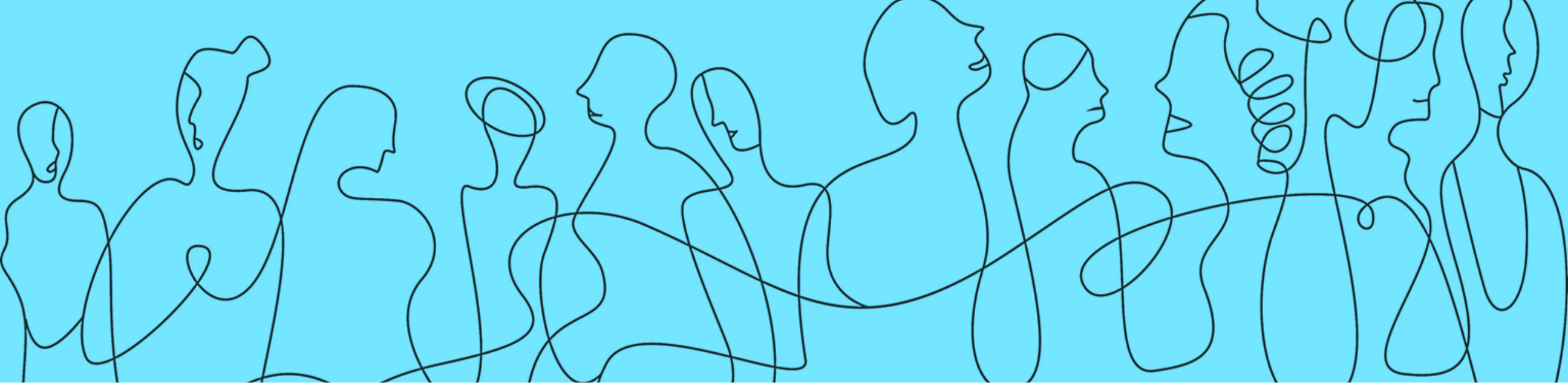
More data needed on the intersection
of race/ethnicity and gender





What's Next?





“COVID-19 is hard on women because the U.S. economy is hard on women . . .”

- The Brookings Institute

Women were already earning less, often with less flexible hours, and carrying more of the home and childcare responsibilities.



Phase III Research GOALS

- **To learn how women of Maryland have been impacted by the pandemic**
- **To understand challenges and needs as they prepare for life in the new normal**

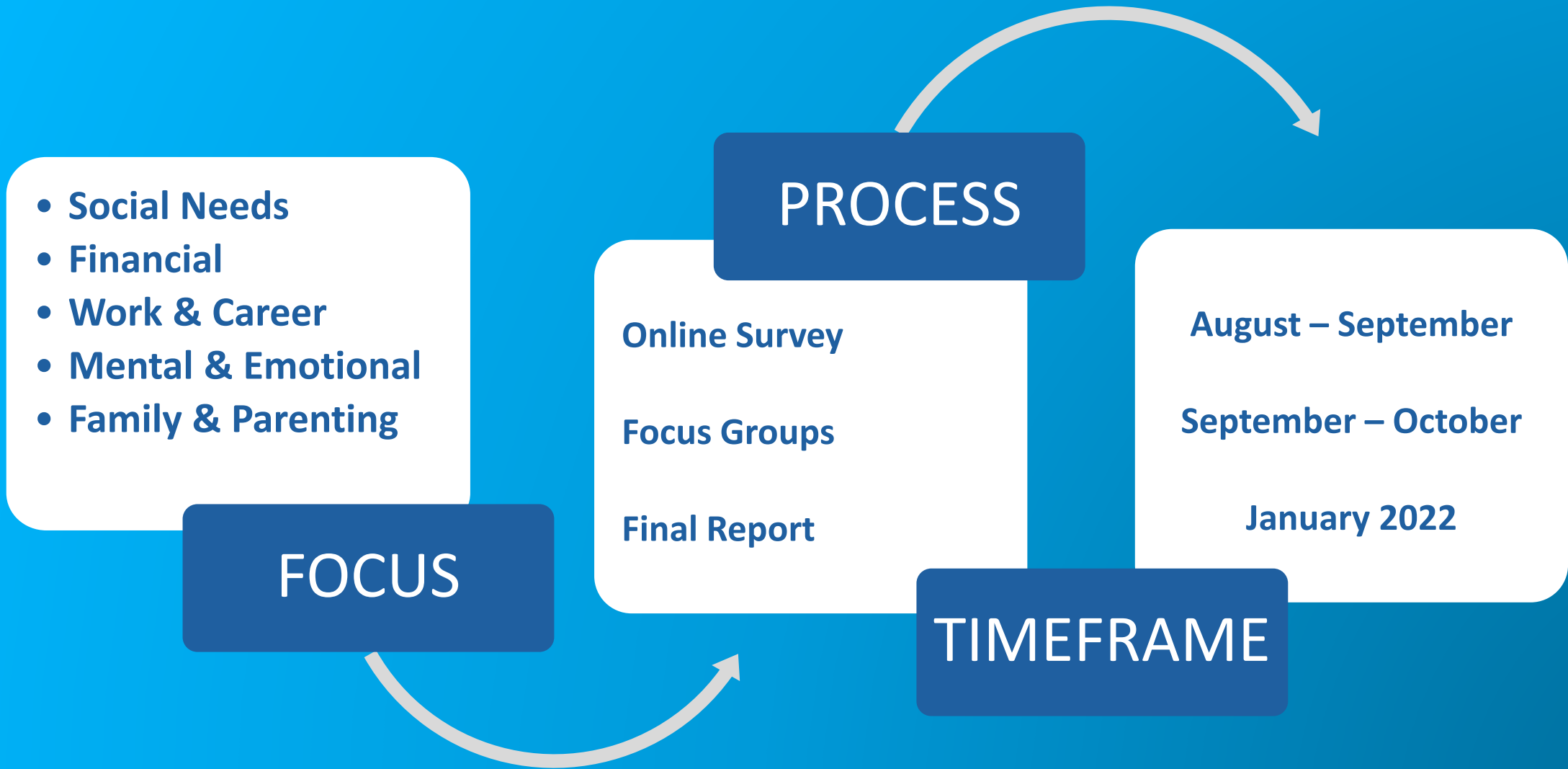
Research will reflect the diversity of the women of Maryland

Statewide Outreach



★ County Commission for Women

Maryland Women & the COVID-19 Pandemic



THANK YOU FOR YOUR TIME AND
YOUR INTEREST

MARYLAND WOMEN

A STATUS REPORT

APRIL 2021



Questions?



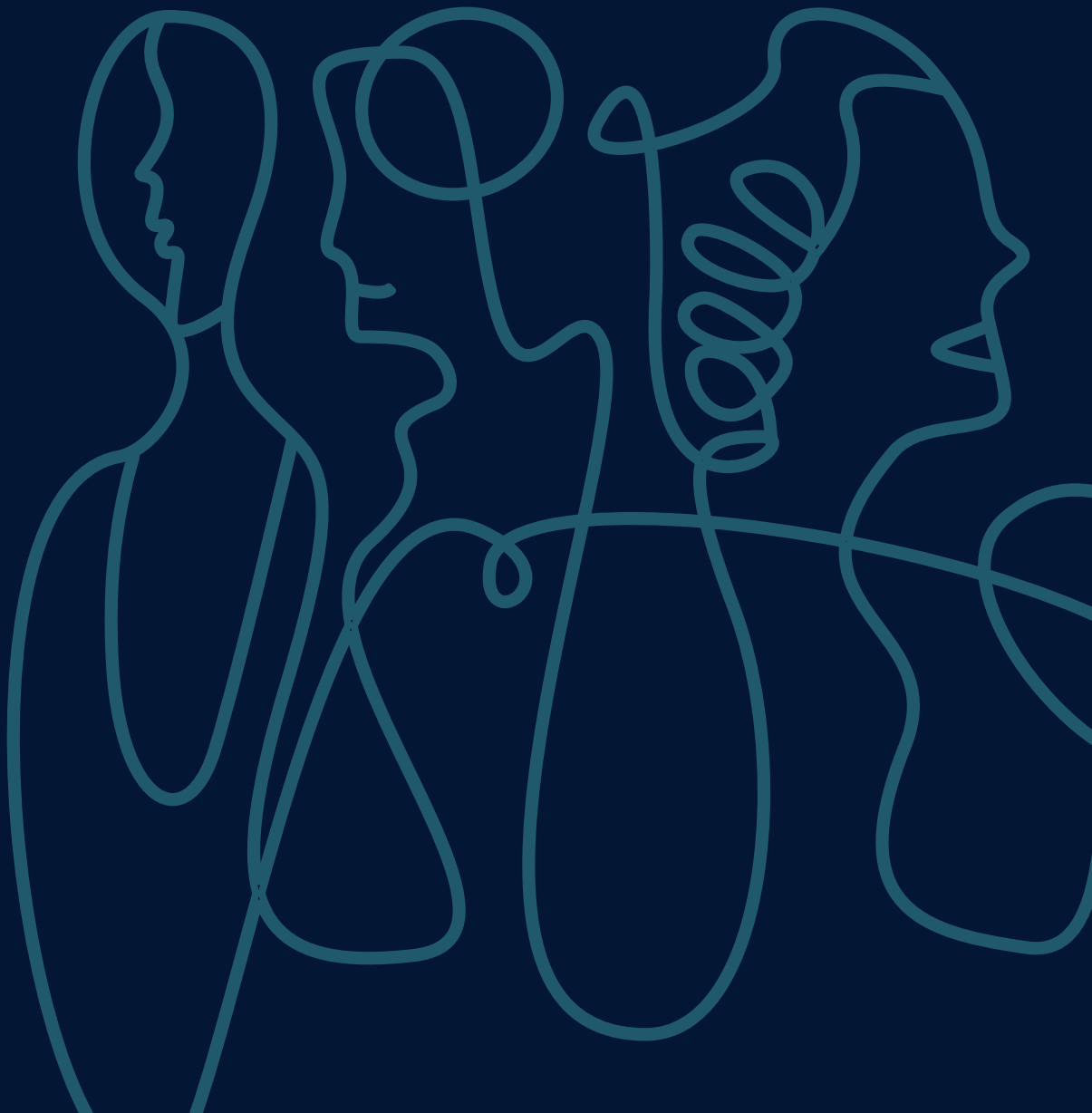
www.marylandwomen.org



MARYLAND WOMEN

A STATUS REPORT

APRIL 2021



MARYLAND COMMISSION FOR WOMEN



www.marylandwomen.org

The Maryland Commission for Women was first established by the Governor in 1965 and was set in state law in 1971. An office of the Department of Human Services, the Commission is a 25-member advisory board whose duties outlined in its enabling legislation include:

- Study the status of women in our state
- Direct attention to critical problems confronting women
- Recommend methods of overcoming discrimination
- Recognize women's accomplishments and contributions
- Provide informed advice to the executive and legislative branches of government on the issues concerning the women of our state

JULY 2020-2021 COMMISSIONERS

Yun Jung Yang, Chair

Tawanda A. Bailey, First Vice Chair

Carole Jaar Sepe, Second Vice Chair

Tammy Bresnahan

Deborah L. Cartee

Gloria Chang

Maureen G. Colburn

Amanda L. Costley

Melissa Hough Curtin

Essita R. Duncan

Kristi S. Halford

Eugenia B. Henry

Lauren M. Lambert

Patricia McHugh Lambert

Beth Anne Langrell

Bonnie Nelson Luna

Brenda J. McChriston

Ishrat N. Memon

Roberta Pardo

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Maxine Griffin Somerville

Evelyne S. Steward

Tamara England Wilson

Marylou Yam

STAFF

Judith Vaughan-Prather, Executive Director

Tammy Wise, Management Associate

ACKNOWLEDGEMENTS

Dr. Rita Kirshstein was the principal researcher for this project, and the Maryland Commission for Women is most appreciative of her skill, expertise, and wisdom as she gathered and interpreted data from such a diverse range of sources. The beautiful graphic design for this publication was developed by Vicki Clary of VLS Studios. Ms. Clary and Dr. Kirshstein worked together to translate the myriad of numbers into an accessible graphic portrayal of the status of women in our state.

The Maryland Commission for Women extends its gratitude to each person and organization who provided advice, information and data for inclusion in this report, including the Maryland Administrative Office of the Courts, the Maryland Department of Labor, the Maryland Department of Public Safety and Correctional Services, and many others.

We are grateful to all the agencies, organizations and firms, public and private, whose data we were able to access for this report.

The Commission is especially appreciative of the Foundation for the Maryland Commission for Women, without whose support this project would not have been possible.

The support we receive from the Maryland Department of Human Services, especially Secretary Lourdes Padilla and Chief of Staff Samantha Blizzard, is instrumental to all the work of the Commission for Women, throughout the year, and specifically for this project.

STATUS OF WOMEN IN MARYLAND COMMITTEE

Marylou Yam, Chair

Evelyne S. Steward, Vice Chair

Tawanda A. Bailey

Deborah L. Cartee

Kristi S. Halford

Patricia McHugh Lambert

Beth Anne Langrell

Ishrat N. Memon

Carole Jaar Sepe

Tamara England Wilson

Yun Jung Yang

Dr. Rita Kirshstein, Principal Research Consultant

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INTRODUCTION

In 2016, the Maryland Commission for Women launched its Voices of Maryland Women Listening Tour, traveling more than 3,000 miles across the state over a two-year period to conduct 19 public forums. Maryland women spoke to the Commission about the challenges they face in their everyday lives. An online survey, available in four languages, gathered further information from Maryland Women. The report, **In Their Own Words: The Voices of Maryland Women***, summarized the top five issues presented by the women who participated in the listening tour and survey: domestic violence and sexual assault, paid time off for parental and medical leave, drug abuse and addiction, women in leadership positions, and affordable, quality childcare.

To further illuminate these areas of concern, **Maryland Women: A Status Report** examines existing statistics through a gender lens. Specifically, this report presents information on:

- Demographics and Diversity
- Work and the Economy
- Education and Educators
- Health and Wellbeing
- Safety and Justice
- Leadership and Political Participation

Maryland Women: A Status Report is a compilation of information about women from statistics published by a range of federal and state agencies as well as private research and policy firms. Using existing data focused on gender allowed us to efficiently and cost-effectively gather information on topics of importance to women in Maryland. There are limitations to this approach, however; data are not available on every relevant issue and the years for which information is accessible often vary.

The report includes data by gender and race when available. Because different agencies and firms collect information using different race/ethnicity categories, tables and charts in this report reflect these differences.

The information presented in **Maryland Women: A Status Report** highlights gender differences and inequities between men and women in Maryland and is intended to serve as a resource for developing statewide legislation, programs and policies to address the needs of over half the population in the state and to ensure brighter futures for all residents of Maryland.

*<https://dhs.maryland.gov/maryland-commission-women/programs/voices-maryland-listening-tour/>

HIGHLIGHTS

Maryland Women: A Status Report presents data on women in the state using five indicators: Work and the Economy, Education and Educators, Health and Wellbeing, Safety and Justice, and Leadership and Political Participation.

The data show that women are breaking the glass ceiling in some areas. The highest-ranking judge in the state is a woman, as is the State Superintendent of Schools and in 2019, the Maryland House of Delegates elected the first woman, and first African American, ever to serve as Speaker of the House.

However, significant disparities remain, particularly related to work and earnings. The findings that follow highlight some of these areas.

WORK AND THE ECONOMY

49%

of Maryland's workforce is female

60%

of minimum wage workers are women

Serious wage gaps exist, particularly for women of color.

To equal the average lifetime earnings of white men by age 60, women would need to work until:

Asian women	age 68
White women	age 71
Black women	age 79

Hispanic women age 108

Women's average earnings are less than men's at every education level.



CHILDCARE AND POVERTY

Of mothers employed outside the home in Maryland:

29.5%

are not married

20%

are not married with children under age 6

Percent of families with children under 18 in poverty:

4%

of married couple families

12%

of single male-headed households

23%

of single female-headed households

Average childcare costs as a percentage of average wages of different professions:

23%

Registered nurses

30%

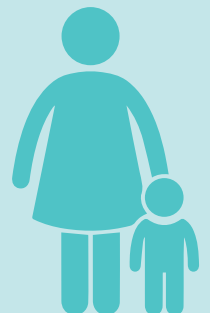
Elementary & middle school teachers

37%

Secretaries & administrative assistants

71%

Cashiers



EDUCATION AND EDUCATORS

11 female

presidents out of
Maryland's
16 community
colleges

7 female

presidents out of
Maryland's 26
four-year public and
private colleges

Percent of bachelor's degrees awarded by
Maryland colleges and universities to women
in selected STEM fields:

65%

Biology and
biomedical sciences

23%

Computer and
information sciences

SAFETY AND JUSTICE

36,499

domestic violence
cases were reported in
calendar year 2019

69%

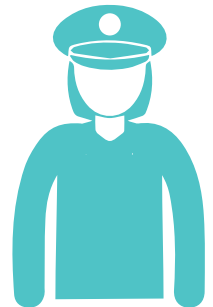
of cases
were female
victims

19

women died

Only 14%

of law enforcement
officers are
women



HEALTH AND WELLBEING

**Infant Mortality Rate
(per 1,000 births)**

White 3.8

Hispanic 3.9

Black 10.4

**45%
of women**

report symptoms of
anxiety due to
COVID-19
(vs. 35%
of men)

**More women than men
have been diagnosed
with COVID-19.**

**More men than women
have died from
COVID-19.**

LEADERSHIP AND POLITICAL PARTICIPATION

3.1 million+

women and girls in
Maryland (51.6% of the
population)

76 women

in Maryland's General
Assembly (out of 188
elected members)

3 women

heading Maryland's 24
major jurisdictions

8 female

appellate judges in
Maryland (out of 22)



0 women

in Maryland's 10-person
delegation to the
U.S. Congress

MARYLAND WOMEN

Demographics and Diversity

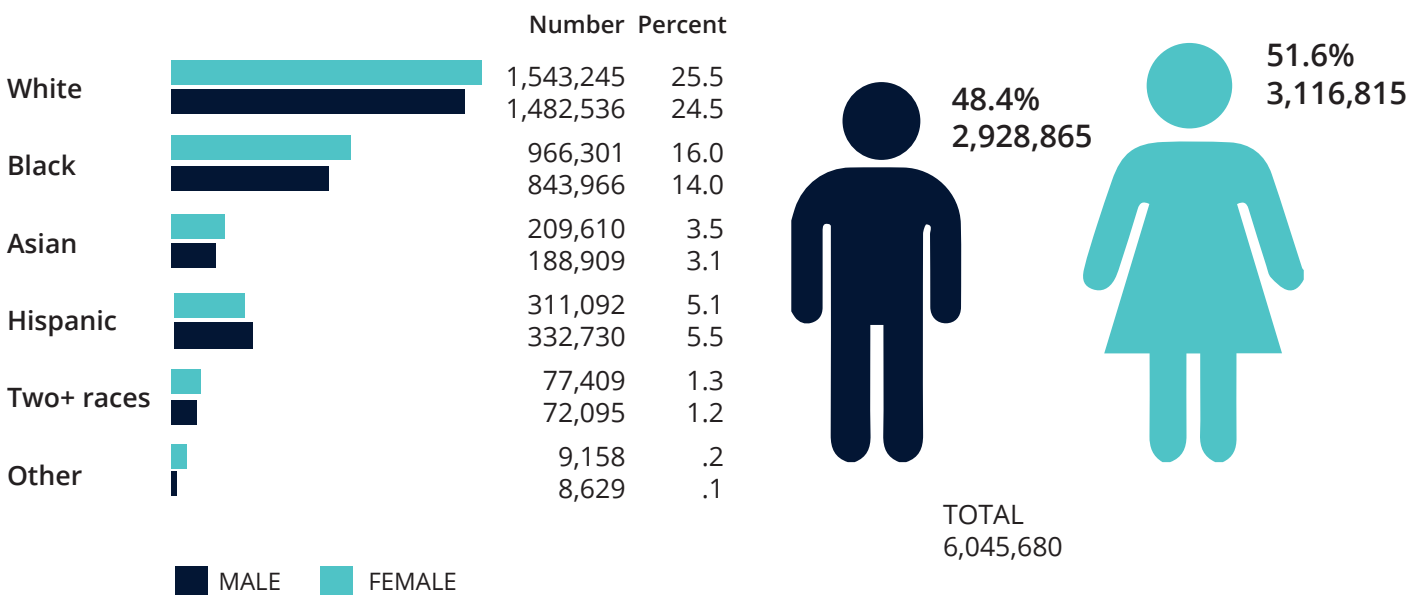


A relatively small state in square miles, Maryland is home to a richly diverse population. Students in our schools speak more than 200 different languages.* The city of Baltimore, with an urban population of more than 594,000 residents, centers the mid-state region that includes the suburbs of both Baltimore and Washington, D.C. while smaller towns and cities—from Annapolis to Frederick to Hagerstown, Ocean City, Rockville and Oakton—range across the state. The western panhandle is largely mountainous with both rural and resort communities, while the eastern shore supports not only agriculture but also the beach resorts of the Chesapeake Bay and the Atlantic Coast.

Within this context dwell more than 3 million women and girls, representing more than half the population of the state. While the population is roughly evenly distributed by gender in the younger age groups, by age 35 – 49, the proportion of women begins to increase until by the age of 85 and older, women represent more than 65% of the age group. A fifth of the women 15 years of age and older are divorced or widowed, and there are over 50,000 female veterans in the state.

The snapshot provides a glimpse of the overall characteristics of Maryland’s female population. Later sections of this report provide more detailed information about Maryland women in the following areas: workforce and the economy, education and educators, health and wellbeing, safety and justice, and leadership and political participation.

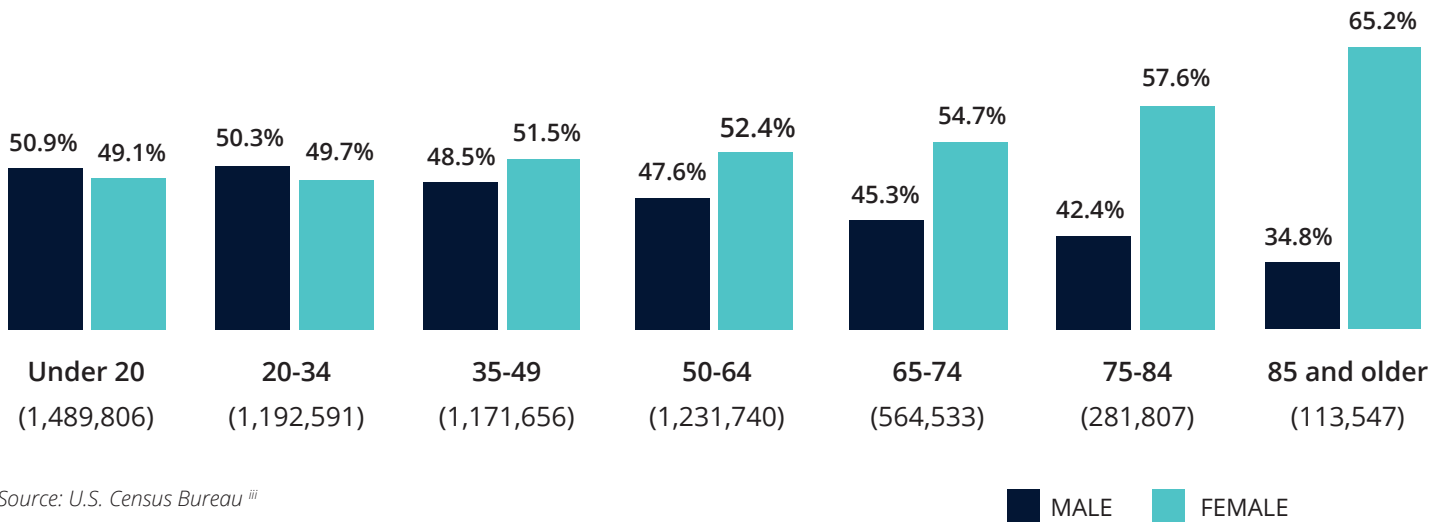
POPULATION OF MARYLAND BY RACE AND GENDER (JULY 1, 2019 ESTIMATES)



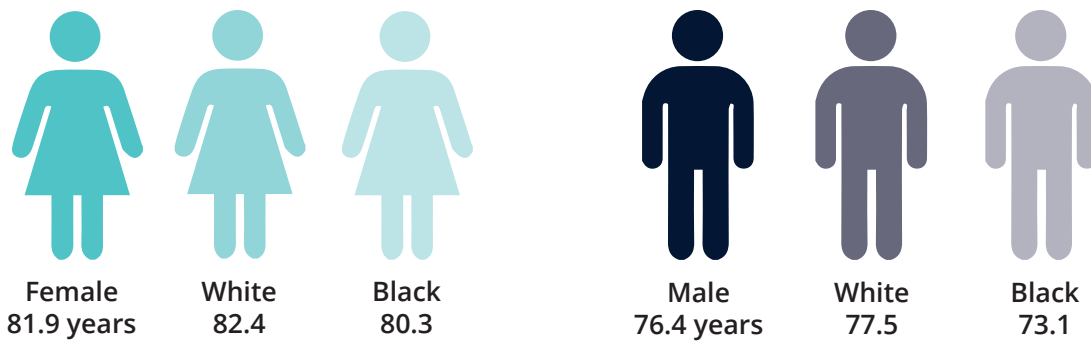
Source: U.S. Census Bureau ¹

¹ <https://data.census.gov/cedsci/table?q=S0101&g=0400000US24&tid=ACSS1Y2019.S0101&hidePreview=true>

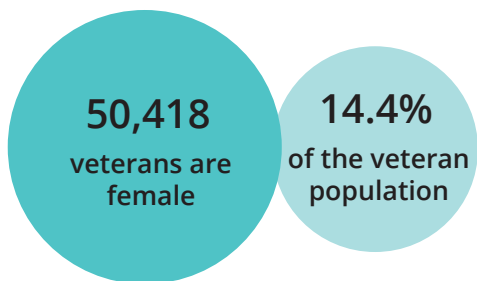
AGE DISTRIBUTION | POPULATION BY AGE AND GENDER (2019)



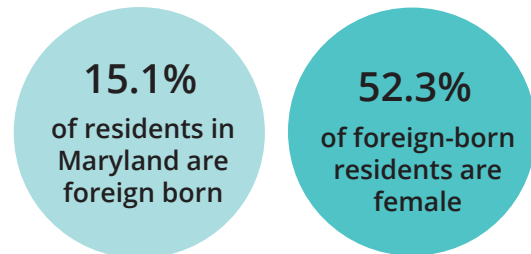
LIFE EXPECTANCY (2018)



VETERANS (2020)



FOREIGN BORN RESIDENTS (2018)



ⁱⁱⁱ <https://data.census.gov/cedsci/table?q=Maryland%20age%20by%20gender&tid=ACST1Y2019.S0101&hidePreview=true>
^{iv} <https://health.maryland.gov/vsa/Documents/2018Annual.pdf>
^v <https://veterans.maryland.gov/wp-content/uploads/sites/2/2021/01/2020-Annual-Report.pdf>
ⁱⁱ <https://www.migrationpolicy.org/data/state-profiles/state/demographics/MD>

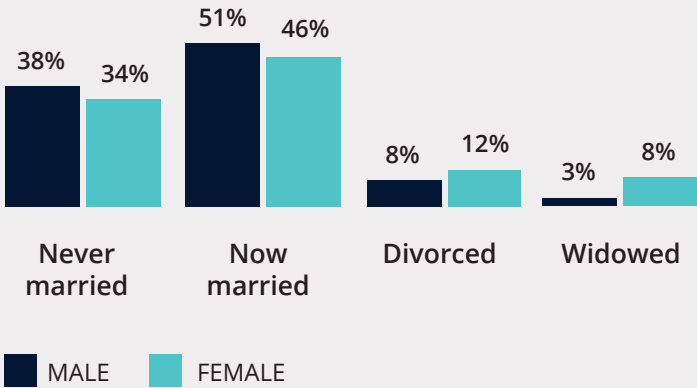
LGBT POPULATION (2017)



Note: The only data available was based on the LGBT portion of the larger LGBTQIA population.

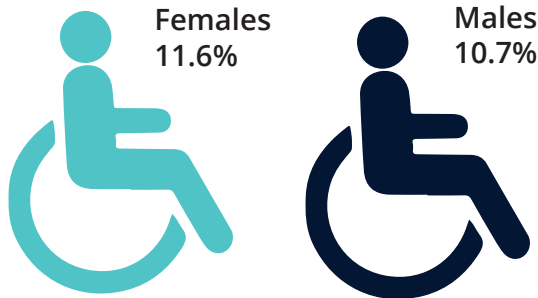
Source: UCLA School of Law, Williams Institute ^{vi}

MARITAL STATUS BY GENDER (2019)



Source: Census Reporter ^{vii}

PERCENT REPORTING A DISABILITY



Source: U.S. Census Bureau ^{viii}

^{vi} <https://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=SS&area=24031#density>

^{vii} <https://censusreporter.org/profiles/04000US24-maryland/>

^{viii} <https://data.census.gov/cedsci/table?q=disability%20by%20gender&g=0400000US24&tid=ACSST1Y2019.S1810&hidePreview=true>

MARYLAND WOMEN

Work and the Economy



Maryland's economy has historically been strong, boasting the highest median household income and the third lowest poverty rate in comparison to other states in 2019.ⁱ Women have contributed significantly to Maryland's successful economy yet their workforce experiences differ from those of men and their salaries lag behind. Women are underrepresented in a number of fields, especially STEM, and a wage gap exists at all education levels. For women of color, the wage gap is especially pronounced.

THE WORKFORCE

- Women are more likely than men to be employed in education, health and social assistance occupations and are underrepresented in STEM.
- Slightly over a third of the STEM workforce is female.

DISTRIBUTION OF MEN AND WOMEN IN INDUSTRIES/OCCUPATIONS IN MARYLAND (2019)

Industry/Occupation	Female	Male
Agriculture	.2	.8
Construction	1.9	13.7
Manufacturing	3.4	6.3
Wholesale Trade	1.1	2.8
Retail Trade	6.4	8.0
Transportation and Warehousing	2.9	6.7
Information (broadcasting, publishing, data processing)	1.2	2.0
Finance/insurance/real estate	7.1	5.9
Professional, scientific and management	15.7	18.5
Educational services	12.8	5.8
Health care	18.4	5.4
Social assistance	3.0	.7
Arts, entertainment and recreation	5.7	5.8
Other services	5.8	4.5
Public Administration	14.2	13.0
TOTAL	99.8% (1,041,872)	100% (1,245,194)

Source: U.S. Census Bureauⁱⁱ

Almost a third of women in the Maryland workforce are employed in education and health care.

ⁱ <https://commerce.maryland.gov/about/rankings-and-statistics>

ⁱⁱ <https://data.census.gov/cedsci/table?q=Female%20Maryland&t=Employment%3AIndustry&g=0400000US24&tid=ACSDT1Y2019.B24040&hidePreview=true>

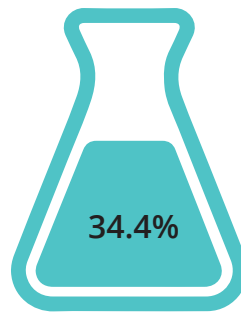
THE STEM WORKFORCE IN MARYLAND (2013)



Percent of Women Employed in STEM



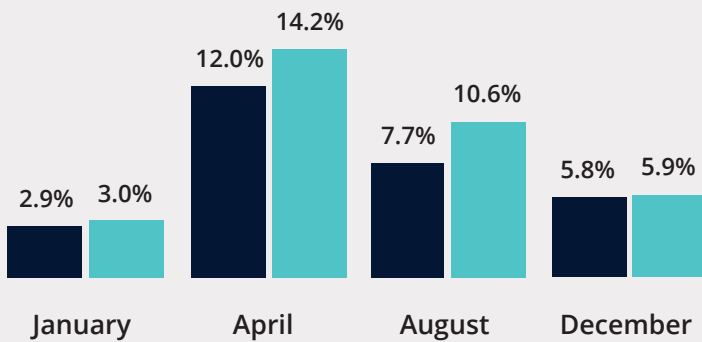
Percent of Men Employed in STEM



Women's Share of STEM Workforce

Source: Institute for Women's Policy Researchⁱⁱⁱ

UNEMPLOYMENT RATE FOR ADULTS 25 YEARS AND OLDER IN MARYLAND (2020)



Source: U.S. Bureau of Labor Statistics^{iv}

MALE FEMALE

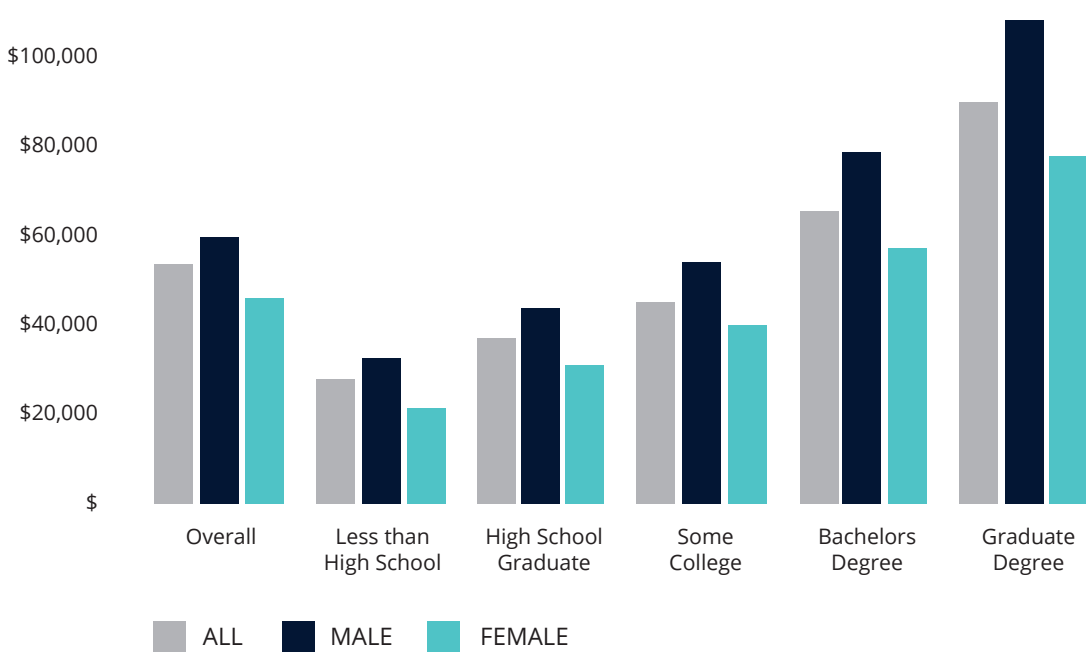
ⁱⁱⁱ <https://statusofwomensdata.org/explore-the-data/employment-and-earnings/additional-state-data/stem/>

^{iv} <https://www.bls.gov/web/empsit/cpseea10.htm>

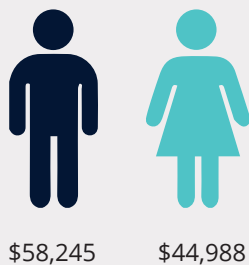
EARNINGS

- Although different analyses peg the wage gap between men and women at different levels, *all* analyses indicate that women’s average earnings are less than those of men.
- The wage gap has widened somewhat between 2010 and 2018 and this gap is considerably larger for women of color.

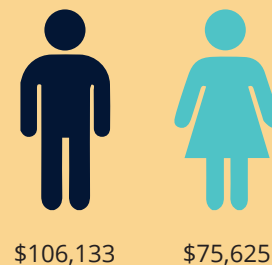
GENDER DIFFERENCES IN ANNUAL EARNINGS BY EDUCATIONAL ATTAINMENT (2018)



AVERAGE EARNINGS OVERALL



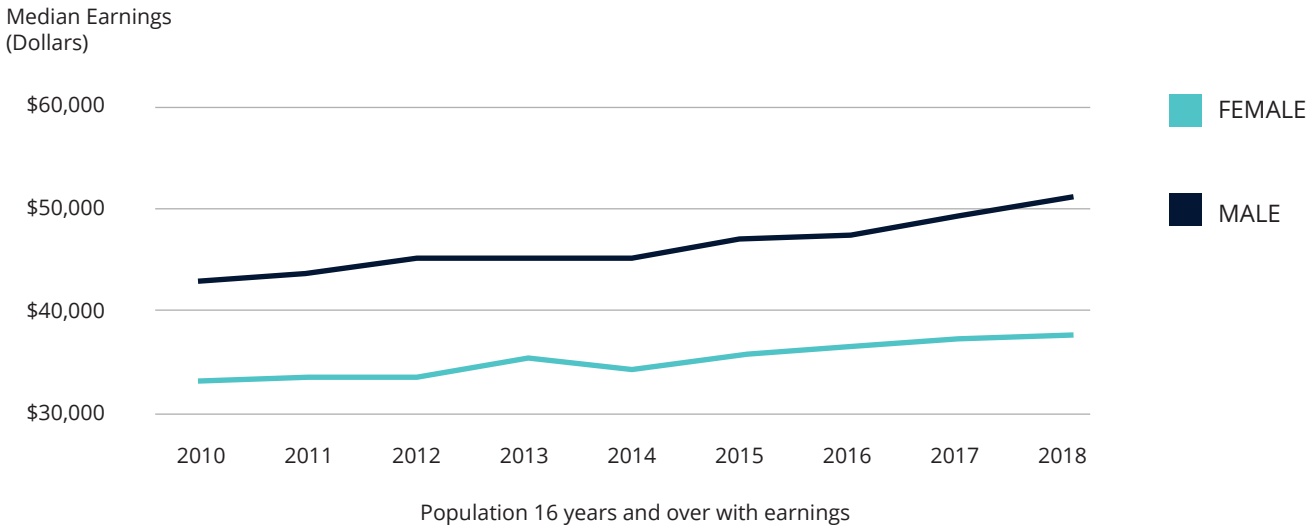
AVERAGE EARNINGS WITH GRADUATE DEGREE



Source: World Population Review*

*<https://worldpopulationreview.com/states/maryland-population>

GENDER WAGE GAP IN MARYLAND (2010 – 2018)



Source: Live Stories^{vi}

LIFETIME WAGE GAP FOR WOMEN IN MARYLAND BY RACE (2021)

	What women make for every dollar a White man makes	Lifetime losses due to wage gap	Age at which a woman's career earnings catch up to white, non-Hispanic man's earnings at age 60
White women	\$0.79	\$639,800	71
Black women	\$0.68	\$986,200	79
Asian women	\$0.83	\$505,680	68
Hispanic women	\$0.46	\$1,657,080	108

Source: Women's Law Center^{vii}

NEARLY 6 IN 10 MINIMUM WAGE WORKERS IN MARYLAND ARE WOMEN



Source: National Women's Law Center^{viii}

^{vi} <https://www.livestories.com/statistics/maryland/wage-gap>

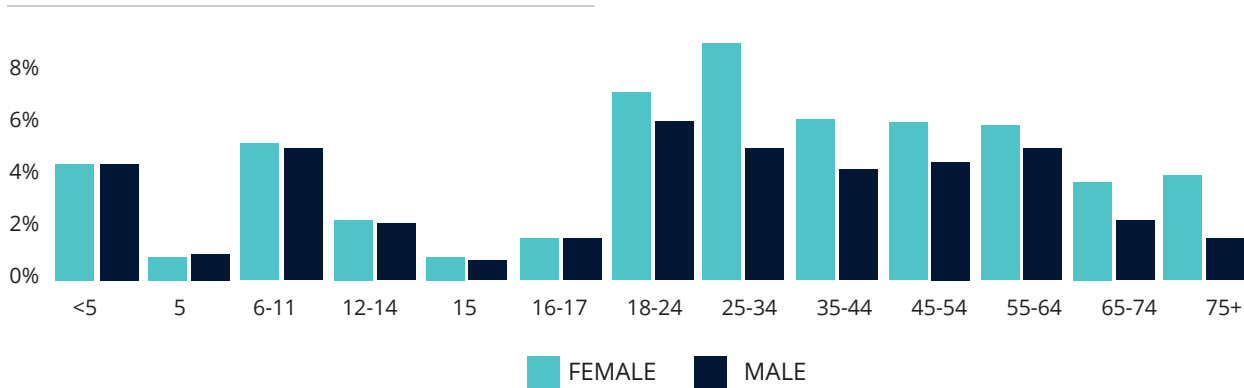
^{vii} <https://nwlc.org/resources/the-lifetime-wage-gap-state-by-state/>

^{viii} <https://nwlc.org/wp-content/uploads/2018/08/Women-Minimum-Wage-2021.pdf>

WOMEN AND POVERTY

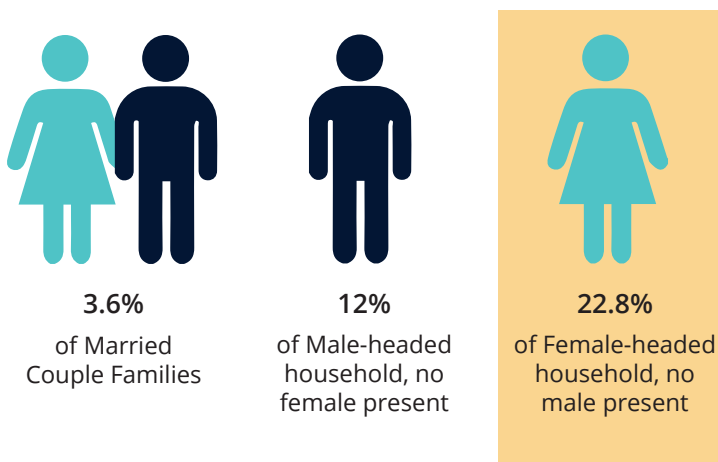
- Women are more likely than men to live in poverty at all adult ages.
- Female-headed households are at particular risk for poverty.
- Alternative measures of poverty show large gender-based differences.

POVERTY BY AGE AND GENDER (2010-2018)



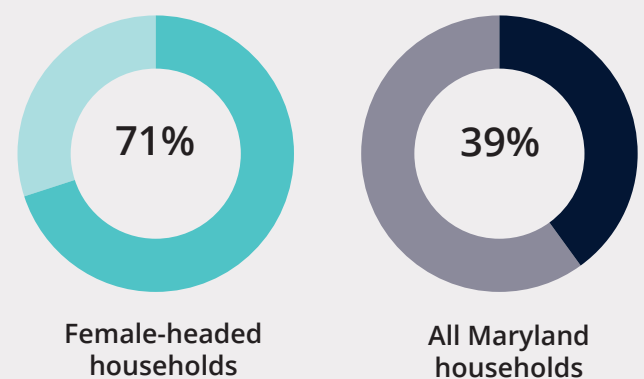
Source: Data USA: Maryland^{ix}

PERCENT OF FAMILIES WITH CHILDREN UNDER 18 IN POVERTY IN MARYLAND (2019)



Source: Calculated from U.S. Census Bureau^x

PERCENT OF HOUSEHOLDS WITH CHILDREN FALLING BELOW THE ALICE THRESHOLD IN MARYLAND (2018)



“ALICE” (Asset Limited, Income Constrained, Employed) uses criteria to determine households that are above the Federal poverty line but are below the basic cost of living in the state.

Source: United for ALICE^{xi}

^{ix} <https://datausa.io/profile/geo/maryland#economy>

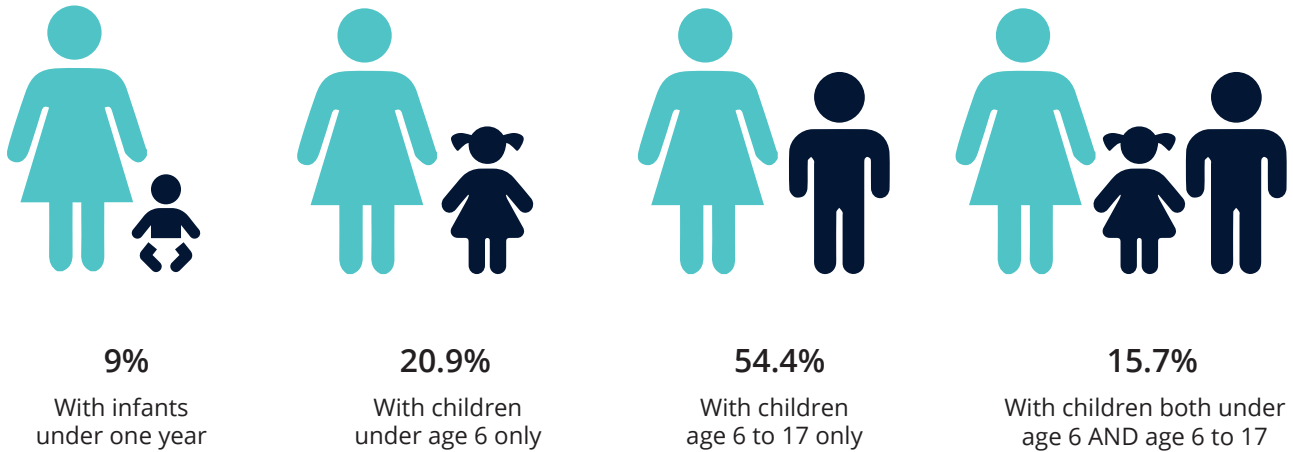
^x <https://data.census.gov/cedsci/table?q=Maryland%20women%20with%20children%20in%20poverty&tid=ACSDT1Y2019.B17010&hidePreview=true>

^{xi} <https://www.unitedforalice.org/maryland>

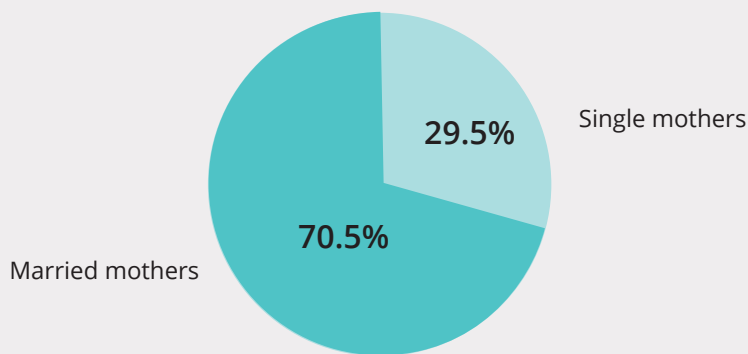
CHILDCARE

- Working mothers in Maryland need child care for children of all ages.
- Child care costs in Maryland represent a significant proportion of female salaries.

MOTHERS EMPLOYED OUTSIDE THE HOME IN MARYLAND (2012 -2016)



MARITAL STATUS OF MOTHERS EMPLOYED OUTSIDE THE HOME IN MARYLAND (2012-2016)



Source: Child Care Aware^{xii}

^{xii} https://cdn2.hubspot.net/hubfs/3957809/State%20Fact%20Sheets/Maryland_Facts.pdf?_hssc=122076244.22.1602972332542&_hstc=122076244.7b9a4c5df02ed-4205d1c6e0a6f1655bc.1600784046708.1600864316445.1602972332542.3&_hsfp=2651787778&hsCtaTracking=f26dac23-dbb9-483c-870d-64101c257102%7C0ec193d3-f0f3-49fe-8bf5-32624bb705f2

CHILD CARE COSTS FOR ONE CHILD AS A PERCENTAGE OF AVERAGE FEMALE SALARIES IN MARYLAND (2015)

	Registered Nurses	Secretaries & Administrative Assistants*	Elementary & Middle School Teachers	Cashiers
Average Salary for Females	\$75,399	\$46,775	\$59,083	\$24,795
Average Cost of In-home Child Care: \$29,102	38.6%	62.2%	49.3%	117.4%
Average Cost of Center Child Care: \$10,344	13.7%	22.1%	17.5%	41.7%
Average Overall Child Care Cost: \$17,622	23.4%	37.3%	29.8%	71.1%

*excludes legal, medical and executive secretaries and assistants

Sources: Data on salaries: DataUSA: Maryland^{xiii}
Data on child care costs: New America^{xiv}

RESOURCES

Maryland Department of Labor
<https://www.dllr.state.md.us/>

Maryland Department of Labor – Unemployment
<https://www.dllr.state.md.us/employment/unemployment.shtml>

Maryland Commission on Civil Rights (where to file discrimination complaints)
<https://mccr.maryland.gov/Pages/Intake.aspx>

Maryland Women’s Business Center
<https://marylandwbc.org/>

Maryland’s Small Business Administration
<https://www.sba.gov/offices/district/md/baltimore>

CHILDCARE RESOURCES

Maryland Family Network Locator
<https://locate.marylandfamilynetwork.org/Family/login>

Child Care Tips
<https://earlychildhood.marylandpublicschools.org/node/374>

Licensure Information
<https://earlychildhood.marylandpublicschools.org/child-care-providers/licensing>

Child Care Scholarships
<https://earlychildhood.marylandpublicschools.org/child-care-providers/child-care-scholarship-program>

^{xiii} <https://datausa.io/profile/geo/maryland>

^{xiv} <https://www.newamerica.org/in-depth/care-report/>

MARYLAND WOMEN

Education and Educators



Maryland, the second most educated state in the country,ⁱ is home to 13 four-year public colleges and universities, 16 public community colleges and 13 private four-year institutions. The achievement of female students often exceeds that of males, but large differences exist across racial groups. As faculty members, women are considerably less likely to be represented at the higher faculty ranks in the state’s public and private colleges and universities. And as college presidents, women are most likely to head community colleges.

EDUCATIONAL ATTAINMENT

- Hispanic females drop out of high school at almost five times the rate of White non-Hispanic females. Hispanic students, male and female, have the highest high school dropout rate, the lowest high school graduation rate and the lowest rate of entering college.
- Women in Maryland are more likely than men to earn master’s degrees but somewhat less likely to earn doctorate or professional degrees.

HIGH SCHOOL STUDENTS DROPOUT AND GRADUATION RATESⁱⁱ, AND COLLEGE ENROLLMENT BY GENDER AND RACE IN MARYLAND (2019)

		White	Black	Hispanic	Asian	Total
High School Dropout Rate	Female	3.3	6.6	15.9	1.4	6.4
	Male	5.4	10.8	24.5	1.8	10.4
High School Cohort Graduation Rate	Female	95.0	88.2	78.5	97.1	90.1
	Male	91.7	80.1	67.0	95.9	83.8
College Enrollment 12 months after High School Graduation	Female	79.0	67.9	52.6	87.6	72.1
	Male	66.7	55.3	42.0	84.3	60.8

Source: Maryland State Department of Educationⁱⁱⁱ

EDUCATIONAL ATTAINMENT OF MARYLAND POPULATION 25 YEARS AND OLDER (2019)

	Female	Male
Less than High School	8.9%	10.5%
High School Graduate	23.3	26.1
Some College, No Degree	18.1	17.9
Associate’s Degree	7.8	5.9
Bachelor’s Degree	22.4	21.1
Master’s Degree	14.5	11.8
Doctorate or Professional Degree	5.1	6.8
	100.1% (2,204,836)	100.1% 1,979,022

Source: U.S. Census Bureau^{iv}

ⁱ <https://worldpopulationreview.com/state-rankings/most-educated-states>

ⁱⁱ Dropout Rate: 4-Year Adjusted Cohort: The four-year adjusted cohort dropout rate is defined as the number of students who leave school, for any reason other than death, within the four year period divided by the number of students who form the adjusted cohort. The school years are defined as the first day of the school year through the summer to the first day of the following school year. Student activity that occurs during the summer, including summer withdrawals, are included in the prior year’s data. Graduation Rate: 4-Year Adjusted Cohort: The four-year adjusted cohort graduation rate is the number of students who graduate in four years with a regular high school diploma divided by the number of students who form the adjusted cohort for the graduating class. For any given cohort, students who are entering grade 9 for the first time form a cohort that is subsequently “adjusted” by adding any students who transfer into the cohort later during the next three years and subtracting any students who transfer out, emigrate to another country, or dies during that same period.

ⁱⁱⁱ <https://reportcard.msde.maryland.gov/Graphs/#!/AtaGlance/Index/3/17/6/99/XXXX/2019>

^{iv} <https://data.census.gov/cedsci/table?q=female%20maryland&t=Education%3AEducational%20Attainment&g=0400000US24&tid=ACSDT1Y2019.B15002&hidePreview=true>

ENROLLMENT AND DEGREES

- Enrollment patterns in Maryland colleges and universities vary by race, institutional sector, and gender. Clear patterns are evident, however, when examining STEM degrees by gender.
- Women received almost two-thirds of the bachelor's degrees awarded in biology in both public and private institutions in Maryland. In all other STEM fields, women received a notably smaller percentage of the bachelor's degrees than men.
- Women, who are almost a third of first-year undergraduate engineering students at the University of Maryland, tend to cluster in a few engineering fields.
- More than 25,000 men and women enrolled in adult education programs; over a quarter of the participants were Hispanic women.

ENROLLMENT IN MARYLAND COLLEGES AND UNIVERSITIES BY INSTITUTIONAL SECTOR, RACE AND GENDER (2019)

		Community College Enrollment (Public)	Undergraduate Enrollment		Graduate Student Enrollment	
			Public	Private	Public	Private
White	Female	24.4%	19.8%	29.0%	22.5%	28.7%
	Male	17.4	24.5	21.0	16.7	20.2
Black	Female	19.3	11.8	8.8	15.5	7.2
	Male	11.1	10.0	4.9	9.0	3.2
Hispanic	Female	6.0	5.0	6.0	3.3	3.4
	Male	4.3	5.9	4.0	2.5	2.7
Asian	Female	3.2	4.0	5.6	4.1	4.6
	Male	2.8	4.8	4.0	3.4	3.7
Two+ races	Female	2.5	2.2	2.5	2.0	1.8
	Male	1.7	2.4	1.5	1.2	1.1
Nonresident Alien	Female	2.6	1.3	4.3	5.1	8.7
	Male	1.9	1.3	3.2	6.2	8.5
Other*	Female	1.6	3.3	3.0	4.8	3.9
	Male	1.2	3.7	2.2	3.6	2.4
	TOTAL	100% (163,749)	100% (161,301)	100% (29,844)	99.9% (48,809)	100.1% (36,952)

*Other includes Native Hawaiian or Other Pacific Islander, Race/ethnicity unknown

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (downloaded data)^y

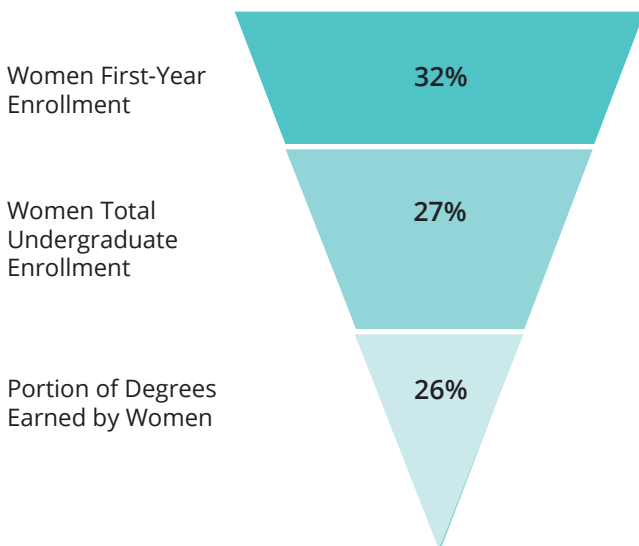
^y <https://nces.ed.gov/ipeds/datacenter/InstitutionByName.aspx?goToReportId=1>

BACHELOR'S DEGREES AWARDED IN SELECTED STEM FIELDS IN MARYLAND COLLEGES AND UNIVERSITIES BY GENDER (2019)

		Biology/Biomedical Sciences	Computer & Information Sciences	Engineering/Engineering Technologies	Mathematics & Statistics	Physical Sciences
Public	Female	64.9%	22.8%	20.9%	37.3%	37.2%
	Male	35.1	77.2	79.1	62.7	62.8
		100% (1675)	100% (4558)	100% (1963)	100% (459)	100% (443)
Private	Female	63.4%	26.1%	33.4%	38.9%	37.6%
	Male	36.6	73.9	66.6	61.1	62.4
		100% (580)	100% (249)	100% (362)	100% (113)	100% (101)

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System^{vi}

A SNAPSHOT OF UNDERGRADUATE WOMEN IN THE A. JAMES CLARK SCHOOL OF ENGINEERING AT THE UNIVERSITY OF MARYLAND (2019)



Source: University of Maryland, A. James Clark School of Engineering^{vii}

PERCENT OF STUDENTS ENROLLED IN SELECTED ENGINEERING FIELDS AT THE UNIVERSITY OF MARYLAND WHO ARE FEMALE (2019)

- 58% Bioengineering
- 40% Chemical and Biomolecular Engineering
- 34% Civil and Environmental Engineering
- 25% Fire Protection Engineering
- 20% Mechanical Engineering
- 15% Aerospace Engineering

PARTICIPANTS IN FEDERALLY FUNDED ADULT EDUCATION AND LITERACY PROGRAMS IN MARYLAND BY RACE AND GENDER (JULY 1, 2018 – JUNE 30, 2019)

	Female	Male
White	1,590	1,472
Black	3,830	4,723
Hispanic	6,808	4,434
Asian	1,387	611
Other, including 2+ races	189	212
Total	13,804	11,452

Source: National Reporting System for Adult Education^{viii}

^{vi} <https://nces.ed.gov/ipeds/datacenter/InstitutionByName.aspx?goToReportId=1>

^{vii} <https://eng.umd.edu/women/about/facts-figures>

^{viii} <https://nrs.ed.gov/rt/md/2018/table-2>

WOMEN AS EDUCATION PROFESSIONALS

- The State Superintendent of Schools in Maryland is female yet less than half of public school superintendents in the state’s 24 school districts are female.
- Females of all races tend to be in the lower faculty ranks in both public and private four-year colleges.
- College presidents in Maryland tend to be male, except at community colleges.
- Women comprise over three-fifths of the faculty at community colleges but less than half of the faculty at four-year public institutions in Maryland.
- White males, who comprise approximately a quarter of the population in Maryland, are over half the full-professors in both public and private four-year institutions.

NUMBER OF WOMEN PUBLIC SCHOOL SUPERINTENDENTS (2020)



Source: Maryland State Department of Education ^{ix}

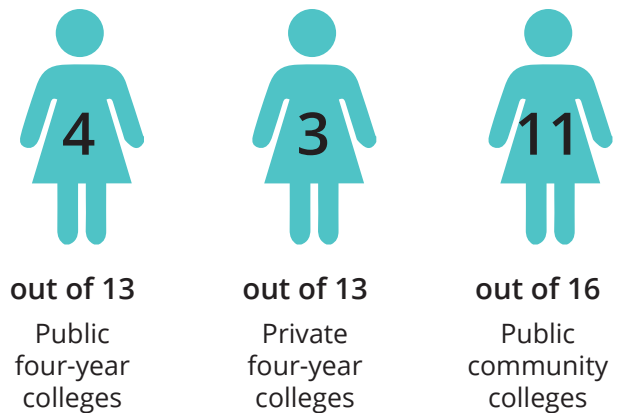


GENDER DISTRIBUTION OF FACULTY IN MARYLAND PUBLIC COLLEGES AND UNIVERSITIES (2018)

	Community Colleges	Four-year Institutions
Female	61.7%	47.5%
Male	38.3	52.5

Source: Maryland Higher Education Commission ^x

NUMBER OF WOMEN COLLEGE PRESIDENTS IN MARYLAND (JUNE 2021)



Source: Websites for individual institutions

^{ix} <http://marylandpublicschools.org/about/Pages/School-Systems/Superintendents.aspx>

^x <https://mhec.state.md.us/publications/Documents/Research/AnnualPublications/2020DataBook.pdf>, calculated from table on page 23.

ACADEMIC RANKS OF FACULTY IN MARYLAND PUBLIC FOUR-YEAR COLLEGES AND UNIVERSITIES BY RACE AND GENDER (2018)

		Full Professor	Associate Professor	Assistant Professor	Instructor/ Lecturer
Females	White	22.3%	27.1%	28.9%	39.1%
	Black	3.1	7.0	9.1	9.1
	Hispanic	1.3	1.9	2.1	2.2
	Asian	3.6	5.7	8.3	4.1
	Other	.9	3.1	5.8	5.2
	Subtotal	31.2	44.8	54.2	59.7
Males	White	50.5	35.3	24.0	24.9
	Black	4.4	6.0	5.1	6.5
	Hispanic	1.7	1.9	1.9	1.4
	Asian	9.9	8.5	8.7	2.7
	Other	2.5	3.5	6.1	4.7
	Subtotal	69.0	55.2	45.8	40.2
	TOTAL	100.2%	100%	100%	99.9%

ACADEMIC RANKS OF FACULTY IN MARYLAND PRIVATE FOUR-YEAR COLLEGES AND UNIVERSITIES BY RACE AND GENDER (2018)

		Full Professor	Associate Professor	Assistant Professor	Instructor/ Lecturer
Females	White	25.9%	32.2%	33.1%	41.0%
	Black	1.3	3.5	5.1	5.0
	Hispanic	.5	1.7	2.3	3.0
	Asian	2.7	6.4	10.2	7.8
	Other	1.8	1.1	3.1	2.9
	Subtotal	32.3	44.9	53.8	59.7
Males	White	55.6	37.5	27.6	26.3
	Black	1.4	2.2	2.5	2.3
	Hispanic	1.9	2.0	1.9	.9
	Asian	3.3	11.7	9.8	6.5
	Other	5.5	1.8	4.5	4.3
	Subtotal	67.7	55.2	46.3	40.3
	TOTAL	100%	100.1%	100.1%	100.0%

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System ^{xi}

White males – 25% of Maryland population, over 50% of full professors

As the faculty ranks descend, the percent of females increases. The reverse is true for men.

^{xi} <https://nces.ed.gov/ipeds/datacenter/InstitutionByName.aspx?goToReportId=1>

RESOURCES

Maryland Department of Education

<http://www.marylandpublicschools.org/Pages/default.aspx>

Maryland Higher Education Commission

<https://mhec.state.md.us/Pages/default.aspx>

College Scholarship Information

<https://mhec.maryland.gov/preparing/pages/financialaid/index.aspx>

Academic Program Inventory

https://mhec.maryland.gov/institutions_training/pages/HEPrograms.aspx

Adult Learning Resources

<https://www.maryland.gov/pages/education.aspx?view=Adult%20Learning>

Adult Education and Literacy Programs

<http://www.dllr.state.md.us/gedmd/programs.shtml>

STEM Resources

https://dhs.maryland.gov/documents/Initiatives/Maryland%20Womens%20Commission/Resources/Stem_Flyer_2018.pdf

MARYLAND WOMEN

Health and Wellbeing

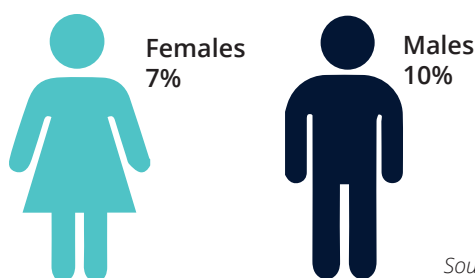


The COVID pandemic, while impacting everyone, has highlighted health discrepancies among different groups. In Maryland, females are more likely than males to have asthma and be obese, two disorders that increase the risk for severe illness in COVID-19 patients. However, while there have been more COVID cases reported for females than males, there have been more deaths among males. Women are also more likely than men to have reported depression and anxiety as a result of COVID.

ACCESS TO HEALTH CARE

- Women are slightly less likely than men to be without health insurance.
- Large disparities exist among women across the racial groups in access to medical care.
- Hispanic women, in particular, are at a significant disadvantage in accessing medical care.

PERCENT OF MARYLAND ADULTS, 19 TO 64 WITHOUT HEALTH INSURANCE (2019)



Source: Kaiser Family Foundationⁱ

PERCENT OF WOMEN IN MARYLAND REPORTING VARIOUS MEDICAL CARE SITUATIONS BY RACE (2019)

	White	Black	Hispanic	Asian & Native Hawaiian or Pacific Islander	Other
No Personal Doctor ⁱⁱ	8%	8%	38%	9%	12%
Not Seeing Doctor in Past 12 Months Due to Cost ⁱⁱⁱ	8	12	26	10	20
Visited Dentist/Dental Clinic in past year ^{iv}	74	61	62	63	67
Report Poor Health Status ^v	13	16	21	12	15
Mammogram in Past Two Years (40 & Older) ^{vi}	74	82	68	78	72

Source: Kaiser Family Foundation

Hispanic women are much less likely to have a personal doctor than women of other races.

ⁱ <https://www.kff.org/other/state-indicator/health-insurance-coverage-of-nonelderly-adult-females/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

ⁱⁱ <https://www.kff.org/racial-equity-and-health-policy/state-indicator/females-report-no-personal-doctor-by-race-ethnicity/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

ⁱⁱⁱ <https://www.kff.org/womens-health-policy/state-indicator/females-who-did-not-see-a-doctor-in-the-past-12-months-due-to-cost-by-raceethnicity/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

^{iv} <https://www.kff.org/womens-health-policy/state-indicator/percent-of-women-who-had-dental-visit/?state=MD>

^v <https://www.kff.org/racial-equity-and-health-policy/state-indicator/female-fair-or-poor-health-status-by-race-ethnicity/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

^{vi} <https://www.kff.org/womens-health-policy/state-indicator/mammogram-rate-for-women-40-years/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

HEALTH CONDITIONS AND MORTALITY

- Coronary heart disease and lung cancers or disease are the major causes of death for both females and males.
- Gender impacts the likelihood of having a variety of other health conditions and cancers.
- Breast cancer has the highest incidence rate for any cancer for women, although the rate among Hispanic women is considerably lower than that for either Black or white women.

PERCENT REPORTING VARIOUS HEALTH CONDITIONS IN MARYLAND BY GENDER (2019)

	Female	Male
Arthritis	27.2%	20.5%
Asthma	11.3	6.5
Obesity	34.5	30.0
Diabetes	10.6	11.4
Heart Disease	3.7	6.5

Source: Kaiser Family Foundation ^{vii}

INCIDENCE RATES PER 100,000 POPULATION OF VARIOUS CANCERS IN MARYLAND (2013-2017, AVERAGE ANNUAL RATE)

	Female
Breast (female)	132.9
Lung and bronchus	51.7
Colorectum	33
Uterine corpus	27.9
Thyroid	21
Melanoma of the skin	18.5

	Male
Prostate	124.7
Lung and bronchus	62.9
Colorectum	40.6
Urinary bladder	34.4
Melanoma of the skin	31.7
Non-Hodgkin lymphoma	21.5

Source: Cancer Statistics Center ^{viii}

^{vii} <https://www.kff.org/state-category/health-status/>

^{viii} <https://cancerstatisticscenter.cancer.org/#/state/Maryland>

BREAST CANCER INCIDENCE AND DEATH RATES PER 100,000 WOMEN IN MARYLAND BY RACE

	Incidence ^{ix} (2016)	Deaths ^x (2019)
White	127.0	19.1
Black	131.3	27.7
Hispanic	93.8	Not reported
Other	Not reported	10.6

Source: Kaiser Family Foundation

MAJOR CAUSES OF DEATH BY GENDER IN MARYLAND, ALL AGES (2019)

Female	Male
Coronary Heart Disease	Coronary Heart Disease
Stroke	Lung Cancers
Lung Disease	Stroke
Lung Cancers	Hypertension
Breast Cancer	Lung Disease
Alzheimer's	Diabetes
Diabetes	Prostate Cancer
Endocrine Disorders	Colon-Rectum Cancers
Influenza & Pneumonia	Poisonings
Colon-Rectum Cancers	Suicide

Source: World Life Expectancy^{vi}

NUMBER OF DRUG- AND ALCOHOL-RELATED DEATHS IN MARYLAND BY GENDER (2018)

	Female	Male
Heroin	215	615
Prescription Opioid	140	239
Fentanyl	475	1413
Cocaine	235	656
Benzodiazepine	49	78
Methamphetamine	5	27
Alcohol	100	372

Source: Maryland Department of Health^{xii}

^{ix} <https://www.kff.org/other/state-indicator/breast-cancer-rate-by-re/?currentTimeframe=0&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D>

^x <https://www.kff.org/other/state-indicator/breast-cancer-death-rate-by-re/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D>

^{vi} <https://www.worldlifeexpectancy.com/maryland-cause-of-death-by-age-and-gender>

^{xii} https://bha.health.maryland.gov/Documents/Annual_2018_Drug_Intox_Report.pdf

MENTAL HEALTH

- Little difference exists in the reported number of poor mental health days between males and females.
- More women than men are served in community mental health centers in Maryland; however, more men are admitted to state psychiatric hospitals.
- Across all race/ethnic groups, adolescent females are more likely than adolescent males to experience symptoms of depression and to have considered suicide.
- Among high school students, more females than males report considering suicide. White males have a considerably higher actual suicide rate than white females or Black males or females.

PERCENTAGE OF MARYLAND HIGH SCHOOL STUDENTS WHO REPORTED FEELING SAD OR HOPELESS (2018)

	Female	Male
White	39.9%	21.7%
Black	38.7	23.1
Hispanic	45.1	29.0

Source: Kaiser Family Foundation

PERCENTAGE OF MARYLAND HIGH SCHOOL STUDENTS WHO REPORTED SERIOUSLY CONSIDERING OR ATTEMPTING SUICIDE* (2018)

	Female	Male
White	22.2%	13.2%
Black	22.7	12.7
Hispanic	22.1	12.1

* ever during the 12 months before the survey

Source: Maryland Department of Health^{xiii}

AVERAGE NUMBER OF SELF-REPORTED POOR MENTAL HEALTH DAYS IN PAST 30 DAYS AMONG ADULTS 18 AND OVER BY GENDER AND RACE IN MARYLAND (2019)

	White	Black	Hispanic	Asian/Native Hawaiian/PI
Female	4.6	4.3	3.8	2.5
Male	3.6	3.6	3.0	3.8

Source: Kaiser Family Foundation^{xiv}

^{xiii} <https://phpa.health.maryland.gov/ccdpc/Reports/Documents/2018%20YRBS%20YTS%20Reports/Maryland/2018MDH%20Summary%20Tables.pdf>

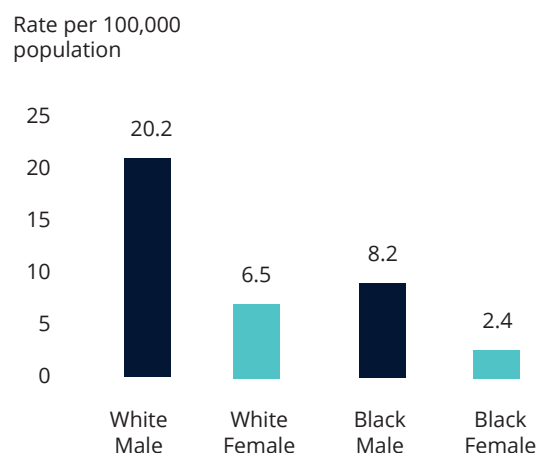
^{xiv} <https://www.kff.org/other/state-indicator/females-reporting-poor-mental-health-days-by-raceethnicity/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D>

NUMBER OF PERSONS SERVED IN COMMUNITY MENTAL HEALTH CENTERS AND STATE PSYCHIATRIC HOSPITALS IN MARYLAND (BETWEEN 7/1/2017 & 6/30/2018)

	Community Mental Health Centers	State Psychiatric Hospitals
Female	114,884	370
Male	97,055	1354

Source: Substance Abuse and Mental Health Services Administration ^{xv}

AGE-ADJUSTED DEATH RATE FOR INTENTIONAL SELF-HARM (SUICIDE) BY RACE AND GENDER, MARYLAND 2018



Source: Maryland Vital Statistics Annual Report 2018^{xvi}

PREGNANCY AND CHILD BIRTH

- Maryland's birth rate per 1,000 women is similar to the national average; its teen birth rate is lower.
- Black mothers are more likely to experience preterm births and have a higher infant mortality rate than White or Hispanic mothers. Black women also have a higher rate of maternal mortality.

BIRTH RATE PER 1,000 WOMEN AGES 15-44 (2018)

Maryland	60
U.S.	59

TEEN BIRTH RATE PER 1,000 WOMEN AGES 15-19 (2018)

Maryland	14.1
U.S.	17.4

PERCENT CHANGE IN TEEN BIRTH RATE (2013-2017)

Maryland	36%
U.S.	41%

PRETERM BIRTHS AS PERCENTAGE OF ALL BIRTHS IN MARYLAND (2018)

White	8%
Black	13%
Hispanic	9%

INFANT MORTALITY RATE (PER 1,000 BIRTHS) IN MARYLAND (2018)

White	3.8
Black	10.4
Hispanic	3.9

Kaiser Family Foundation ^{xvii}

^{xv} <https://www.samhsa.gov/data/sites/default/files/cbhsq-reports/Maryland-2018.pdf>

^{xvi} https://health.maryland.gov/vsa/Documents/Reports%20and%20Data/Annual%20Reports/2018annual_rev3.pdf

^{xvii} <https://www.kff.org/state-category/health-status/> - Births section

LIVE BIRTHS AND PREGNANCY-RELATED DEATHS BY RACE IN MARYLAND (2010-2017)

	Number of Live Births	Percent of Live Births	Number of Pregnancy-Related Deaths	Percent of Pregnancy-Related Deaths
White	260,220	44.6%	33	27.7%
Black	189,471	32.5	64	53.8
Hispanic	88,046	15.1	13	10.9
Other	45,449	7.8	9	7.6
Total	583,186	100%	119	100%

Source: Maryland Department of Health^{xviii}

Black women have slightly less than a third of all live births but represent over half of all pregnancy-related deaths.

COVID-19

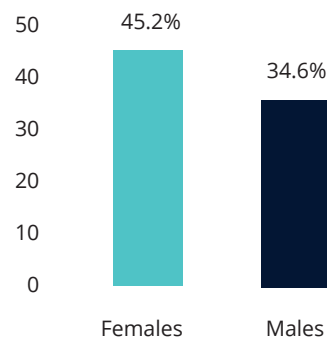
- Females account for more cases of COVID-19 but fewer deaths.
- Women are also more likely than men to report symptoms of anxiety or depression during the COVID-19 pandemic.

COVID CASES AND DEATHS IN MARYLAND, AS OF APRIL 6, 2021*

	Cases ^{xix}	Deaths ^{xxi}
Female	218,905	3943
Male	200,150	4249

*These data are updated daily

ADULTS REPORTING SYMPTOMS OF ANXIETY OR DEPRESSION IN MARYLAND DURING THE COVID-19 PANDEMIC (NOVEMBER 2020)



Source: Kaiser Family Foundation^{xxi}

^{xviii} https://phpa.health.maryland.gov/mch/Documents/MMR/MMR_2019_AnnualReport.pdf (adapted from Table 3, page20)

^{xix} <https://coronavirus.maryland.gov/datasets/mdcovid19-casesbygenderdistribution/data?page=27>

^{xx} <https://coronavirus.maryland.gov/datasets/mdcovid19-confirmeddeathsbygenderdistribution/data?>

^{xxi} <https://www.kff.org/other/state-indicator/adults-reporting-symptoms-of-anxiety-or-depressive-disorder-during-the-covid-19-pandemic-by-gender/?currentTime-frame=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22collid%22:%22Location%22,%22sort%22:%22asc%22%7D>

THE HEALTH PROFESSIONS

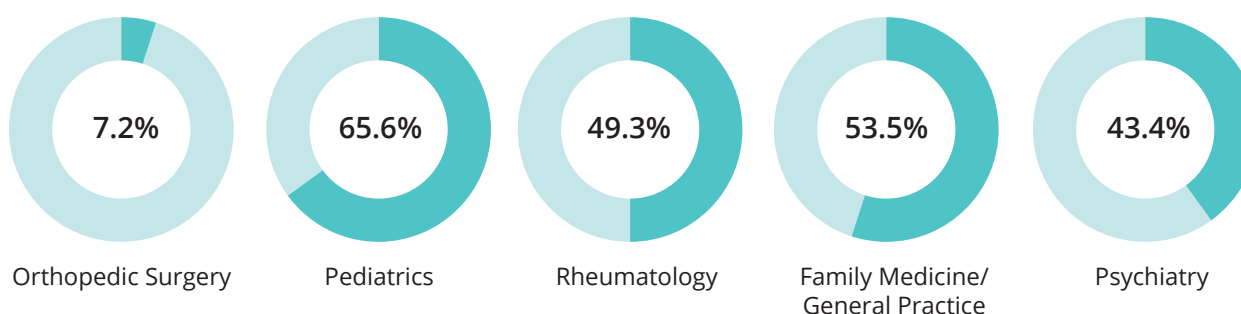
- The majority of nurse practitioners and physician assistants in Maryland are female but only 40.2 percent of the physicians are women.
- As physicians, women tend to cluster in certain medical specialties.

THE MEDICAL WORKFORCE IN MARYLAND (2020)

	Physicians	Dentists	Physician Assistants	Nurse Practitioners
Female	40.2%	38.8%	65.1%	80.2%
Male	59.7	59.8	25.8	6.5
Unspecified	.1	1.4	9.1	13.3
TOTAL	100% (25,146)	100% (4,065)	100% (3,008)	100% (5,491)

Source: Kaiser Family Foundation^{xxii}

PERCENT FEMALE IN SELECTED MEDICAL SPECIALTIES IN MARYLAND (2018)



Source: American Association of Medical Colleges^{xxiii}

RESOURCES

Maryland Department of Health, Women’s Health
<https://phpa.health.maryland.gov/mch/Pages/women.aspx>

Maryland Health Connection (finding health insurance)
<https://www.marylandhealthconnection.gov/>

Mental Health Resources
<https://211md.org/211provider-md-mental-health>
<https://bha.health.maryland.gov/Pages/HELP.aspx>

Coronavirus Information
<https://coronavirus.maryland.gov/>

Support for Pregnant Women
<https://211md.org/having-a-baby>
https://phpa.health.maryland.gov/mch/Pages/prams_resources.aspx

^{xxii} <https://www.kff.org/state-category/providers-service-use/>

^{xxiii} <https://www.aamc.org/media/37936/download>

MARYLAND WOMEN

Safety and Justice



In 2019, over two-thirds of the victims of reported domestic violence incidents were female and 83 percent of the 23 domestic violence deaths were female. Physical assaults against women in Maryland impact adults as well as college students. While the number of female judges has been increasing over time, their numbers do not reflect their representation in the population. Furthermore, women comprise less than 15 percent of all law enforcement officers.

VIOLENCE AGAINST WOMEN

- Crimes in which women are victims threaten women’s safety and well-being.

WOMEN’S SAFETY BY THE NUMBERS

Domestic Violence	Incidence (2019)ⁱ • 36,499 crimes reported - 25,167 women were victims - 11,328 men were victims - 4 gender unknown
	Deaths (2019)ⁱⁱ 23 victims were killed 19 women
Rape ⁱⁱⁱ	19% of adult women in Maryland reported a completed or attempted rape in their lifetime 1,979 rapes reported in 2019 • 93% were rapes by force • 7% were rape attempts
Human Trafficking ^{iv}	187 reported cases 3.08 cases per 100,000 residents

SEXUAL ASSAULT ON POSTSECONDARY EDUCATION CAMPUSES IN MARYLAND



Between 2016 and 2018, **2,688 incidents** of sexual assault were reported by 48 postsecondary institutions.

Source: Maryland Higher Education Commission, *Report on Campus Climate and Sexual Violence at Maryland Colleges and Universities*^v

ⁱ <https://mdsp.maryland.gov/Document%20Downloads/Crime%20in%20Maryland%202019%20Uniform%20Crime%20Report.pdf>

ⁱⁱ <https://www.mnadv.org/wp-content/uploads/2020/08/MD-DV-2019-Fatality-Statistics-Graphic-8.7.2020.jpg>

ⁱⁱⁱ https://mcase.org/assets/files/Sexual_Assault_in_Maryland_Fact_Sheet.pdf

^{iv} <https://worldpopulationreview.com/state-rankings/human-trafficking-statistics-by-state>

^v <https://mhec.maryland.gov/publications/Documents/Research/AnnualReports/MSAR%2010622%202018%20Report%20on%20Campus%20Climate%20and%20Sexual%20Violence%20at%20Maryland%20Colleges%20and%20Universities%20Volume%201.pdf>

JUSTICE-INVOLVED WOMEN

- The crime with the largest percentage of female arrests is larceny/theft.
- Males outnumber females in Maryland prisons; numbers for both declined between 2018 and 2019.
- Between 1980 and 2003, the incarceration rate for women increased fairly steadily and has declined most years since then.
- The average age of incarcerated women in Maryland is 36.

ARRESTS FOR VARIOUS CRIMES IN MARYLAND BY GENDER (2019)

	Number of Arrests	Percent Female	Percent Male
Rape	555	2.7%	97.3%
Robbery	3,242	12.2%	87.8%
Aggravated Assault	6,011	24.9%	75.1%
Breaking or Entering	3,540	16.6%	83.4%
Larceny-Thefts	16,005	40.7%	59.3%
Motor Vehicle Theft	1,850	18.6%	81.4%
Arson	262	17.9%	82.1%
Murder and Nonnegligent Manslaughter	236	8.0%	92.0%

Source: 2019 Uniform Crime Report^{vi}

PRISONERS UNDER JURISDICTION OF STATE OR FEDERAL CORRECTIONAL AUTHORITIES IN MARYLAND BY GENDER (2018 & 2019)

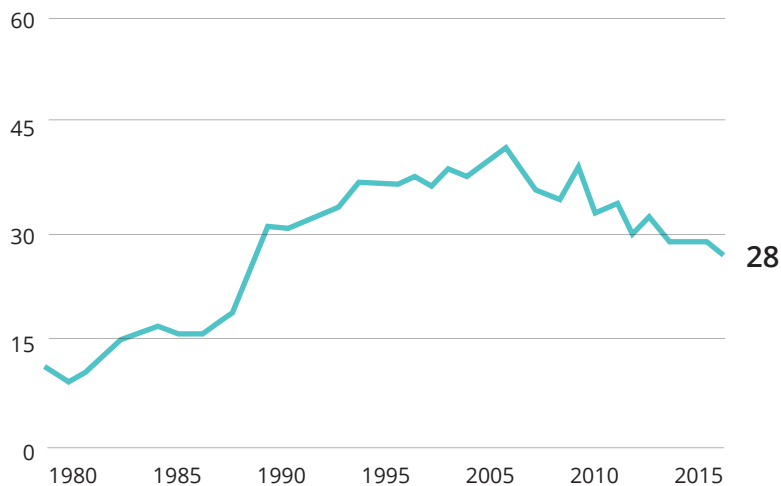
	Female	Male
2018	823	18,033
2019	731	17,864
Percent change, 2018-2019	-11.2	-.9

Source: Bureau of Justice Statistics^{vii}

^{vi} <https://mdsp.maryland.gov/Document%20Downloads/Crime%20In%20Maryland%202019%20Uniform%20Crime%20Report.pdf>

^{vii} <https://www.bjs.gov/content/pub/pdf/p19.pdf>

FEMALE PRISON INCARCERATION RATES (PER 100,000 FEMALE RESIDENTS) IN MARYLAND: 1978-2015



Source: Prison Policy Initiative^{viii}

CHARACTERISTICS OF INCARCERATED WOMEN IN MARYLAND (JULY 1, 2018)

754 Number incarcerated	Top serious offenses
35.9 Average age	
143 months Average sentence	
	<ul style="list-style-type: none"> • Homicide • Drug Offense • Assault • Robbery • Theft

Source: Maryland Department of Public Safety and Correctional Services^{ix}

^{viii} https://www.prisonpolicy.org/graphs/MD_Women_Rates_1978_2015.html

^{ix} <https://www.dpscs.state.md.us/publicinfo/publications/pdfs/research/InmateCharacteristics20180701.pdf>

THE JUSTICE PROFESSIONS

- The highest ranking judge in Maryland is a woman.
- White men make up over half of all judges on the Appellate Court, the highest court in the state, but only a quarter of the general population in Maryland.
- Only 13.5 percent of law enforcement officers in Maryland are women.

FULL-TIME LAW ENFORCEMENT OFFICERS IN MARYLAND (2019)



Source: U.S. Department of Justice, FBI, Criminal Justice Information Services Division*

THE LEGAL PROFESSION IN MARYLAND (2019)



37% Female
all lawyers nationally



6.7 out of 100,000
Number of lawyers per 100,000 population in Maryland (state ranks second)



Margaret Brent
first female lawyer in the U.S. was from Maryland (1601-1671)



Of all enrolled students who are female:

- 52.5%** University of Baltimore School of Law
- 58.7%** University of Maryland School of Law

Note: The percentage of female lawyers in Maryland is not available.

Source: American Bar Association^{vi}

* <https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/tables/table-77>

DISTRIBUTION OF JUDGES IN MARYLAND COURTS BY GENDER AND RACE (JANUARY 2021)

		Appellate Court	Circuit Court	District Court	Total
Female	White	22.7%	23.2%	28.4%	25.2%
	Black	13.6	20.8	16.4	18.6
	Hispanic		1.2		.7
	Asian/PI		1.2	.9	1.0
	Two+ races				
	Total Female	36.4	46.4	45.7	45.4
Male	White	54.5	45.2	36.2	42.5
	Black	4.5	7.7	12.9	9.5
	Hispanic			3.4	1.3
	Asian			1.7	.7
	Two+ races	4.5	.6		.7
	Total Male	63.6	53.6	54.3	54.6
	Total	100% (22)	100% (168)	100% (116)	100% (306)

Source: Data provided by Maryland Administrative Office of the Courts

RESOURCES

Maryland Network Against Domestic Violence

<https://www.mnadv.org/>
24-hour hotline: 1-800-799-7233

Maryland Coalition Against Sexual Assault

<https://mcase.org/>

Legal Aid in Maryland

<https://www.mdlab.org/>

Human Trafficking

MD Human Trafficking Task Force
<http://www.mdhumantrafficking.org/>

Victim Services Resource Directory
<http://goccp.maryland.gov/wp-content/uploads/2020-Maryland-Human-Trafficking-Task-Force-Victim-Services-Directory.pdf>

National Human Trafficking Hotline
1-888-373-7888

^{xi} <https://www.americanbar.org/content/dam/aba/administrative/news/2020/07/potlp2020.pdf>

MARYLAND WOMEN

Leadership and Political Participation

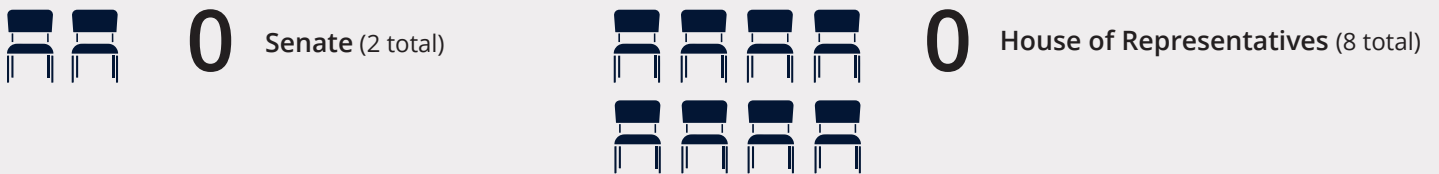


Maryland women vote at rates equal to or higher than men and the country has elected its first female Vice President. The state of Maryland can also boast about a number of “firsts,” including the first woman to serve as Speaker of the House of Delegates and its first woman to serve as the highest ranking judge in the state. However, Maryland has no women in the U.S. Congress and less than 40 percent of the state General Assembly is female. Women are also underrepresented in all other spheres examined.

WOMEN IN GOVERNMENT

- The representation of women in government at the local, state and national levels is mixed.
- There are no women in the U.S. Congress from Maryland and only three county executives are female.
- Women represent two-fifths of the Maryland legislature.

NUMBER OF MARYLAND WOMEN IN U.S. CONGRESS



REPRESENTATIVES IN MARYLAND GENERAL ASSEMBLY (2021)

	House of Delegates	Senate	General Assembly (Total)
Number of Positions	141	47	188
Number of Females	61	15	76
Percent Female	43.3%	31.9%	40.4%

Source: Center for American Women and Politics ⁱ

LEADERSHIP IN MARYLAND GENERAL ASSEMBLY (2021)

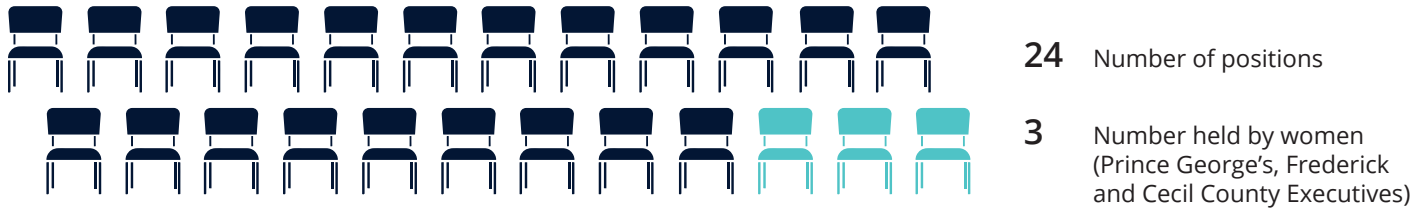
	Senate	House
Number of Standing Committees	4	6
Number of Chairs that are Women	1	3
Number of Vice Chairs that are Women	1	3

Source: Maryland General Assembly ⁱⁱ

ⁱ https://cawp.rutgers.edu/state_fact_sheets/md

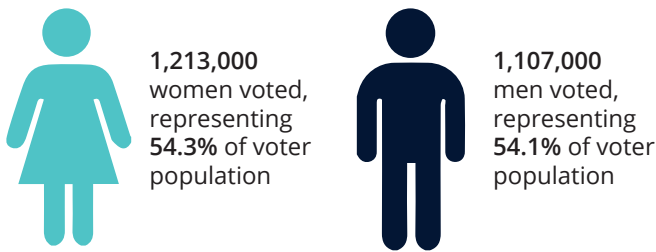
ⁱⁱ <https://mgaleg.maryland.gov/mgawebsite/>

NUMBER OF FEMALE COUNTY EXECUTIVES/HEADS OF COUNTY COUNCILS OR COUNTY BOARDS OF COMMISSIONERS (2020)



Source: Maryland Manual on Line: Local Government ⁱⁱⁱ

VOTING IN THE 2018 ELECTION



Source: Kaiser Family Foundation ^{iv}

VOTING IN THE 2020 PRESIDENTIAL ELECTION



Source: NBC News ^v

WOMEN LEADERS IN EDUCATION (also reported with education indicators)

- With the exception of community colleges, women are under represented as heads of colleges and public school systems.
- The state superintendent of schools in Maryland is a female.

NUMBER OF WOMEN COLLEGE PRESIDENTS (2020)

- 4 out of 13 Public four-year colleges
- 11 out of 16 Public community colleges
- 3 out of 13 Private four-year colleges

Source: Websites for individual institutions

NUMBER OF WOMEN PUBLIC SCHOOL SUPERINTENDENTS (2020)



Source: Maryland State Department of Education ^{vi}

ⁱⁱⁱ <https://msa.maryland.gov/msa/mdmanual/01glance/html/county.html>

^{iv} <https://www.kff.org/other/state-indicator/number-of-individuals-who-voted-in-thousands-and-individuals-who-voted-as-a-share-of-the-voter-population-by-gender/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

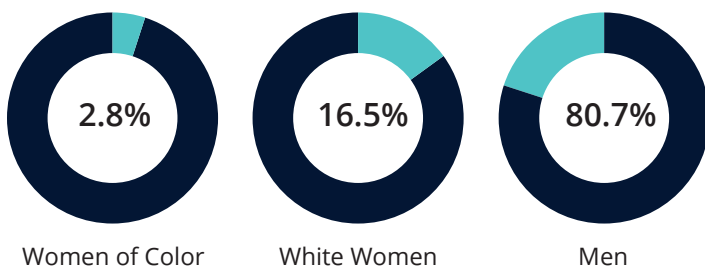
^v <https://www.nbcnews.com/politics/2020-elections/maryland-results>

^{vi} <http://marylandpublicschools.org/about/Pages/School-Systems/Superintendents.aspx>

WOMEN IN CORPORATIONS AND NONPROFIT ORGANIZATIONS

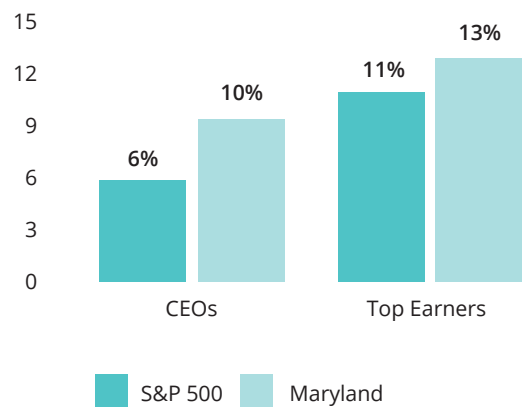
- Despite some growth between 2009 and 2019, women still hold less than a fifth of all corporate board seats in Maryland.
- Women of color represent only 2.8 percent of all corporate board seats in Maryland.
- While women in Maryland corporations fare slightly better than women in S&P 500 companies nationally, their representation as CEOs and top earners falls below 15 percent in each of these categories.
- The average salary of women in nonprofits is lower than that of men.

PERCENTAGE OF SEATS ON BOARDS OF MARYLAND PUBLIC COMPANIES HELD BY WOMEN (2019)



Source: Executive Alliance^{vii}

WOMEN CORPORATE EXECUTIVES IN MARYLAND COMPARED TO S&P 500 COMPANIES NATIONALLY (2019)



Source: Executive Alliance^{vii}

WOMEN IN NONPROFITS (2018)

A salary survey of nonprofit organizations in Maryland found:

- Nonprofits with smaller revenue were more likely to be led by female CEOs and people of color, while the larger nonprofits were more likely to be led by white, male CEOs.

Source: Marylandnonprofits.org, 2018 Salary and Benefits Survey

- The salaries of female CEOs were **14 percent less** than those of male CEOs.

RESOURCES

Maryland General Assembly
<http://mgaleg.maryland.gov/mgawebsite>

Maryland Women's Legislative Caucus
<https://www.womenscaucusmd.org/>

Executive Alliance
<https://executivealliance.org/about-us/>

She Should Run
<https://www.sheshouldrun.org/>

https://executivealliance.org/wp-content/uploads/2020/12/H-1211-Census-2020_HI.pdf

WHERE DO WE GO FROM HERE?

The data for this report was compiled during calendar year 2020, a year of unprecedented challenges for our state, our country, indeed for the entire world. The United States grappled with civil unrest responding to renewed evidence of racial injustice. We experienced an election as divisive as we have ever seen in our lifetimes. The nation faced a struggling economy while we, with the rest of the world, endured the often-calamitous effects of climate change amid a deadly and terrifying pandemic.

This report presents a statistical profile of the women in Maryland, using existing data, most of which was gathered and reported before the pandemic reached the United States. The year 2020, especially given the pandemic, has particularly challenged women and their families and this portrait of their circumstances will change. Thus, data compiled in 2021 and in future years may present a different picture – possibly with even greater gaps in income, workplace participation, access to childcare, education, and in other ways.

COVID-19 AND WORKING WOMEN

“COVID-19 is hard on women because the U.S. economy is hard on women, and this virus excels at taking existing tensions and ratcheting them up. Millions of women were already supporting themselves and their families on meager wages before coronavirus-mitigation lockdowns sent unemployment rates skyrocketing and millions of jobs disappeared. And working mothers were already shouldering the majority of family caregiving responsibilities in the face of a childcare system that is wholly inadequate for a society in which most parents work outside the home. Of course, the disruptions to daycare centers, schools, and afterschool programs have been hard on working fathers, but evidence shows working mothers have taken on more of the resulting childcare responsibilities, and are more frequently reducing their hours or leaving their jobs entirely in response.”

Source: Brookings Institution: <https://www.brookings.edu/essay/why-has-covid-19-been-especially-harmful-for-working-women>

These circumstances do not diminish the value of the information presented in this report; however, the need for further study is clear. It will be essential that we examine the effects of these events – especially the pandemic - on women and their families if we are to design policies and programs that will truly help our state and our nation recover and continue to grow.



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