


Status of Women in Utah

WOMEN IN THE ECONOMY COMMISSION

DECEMBER 2014



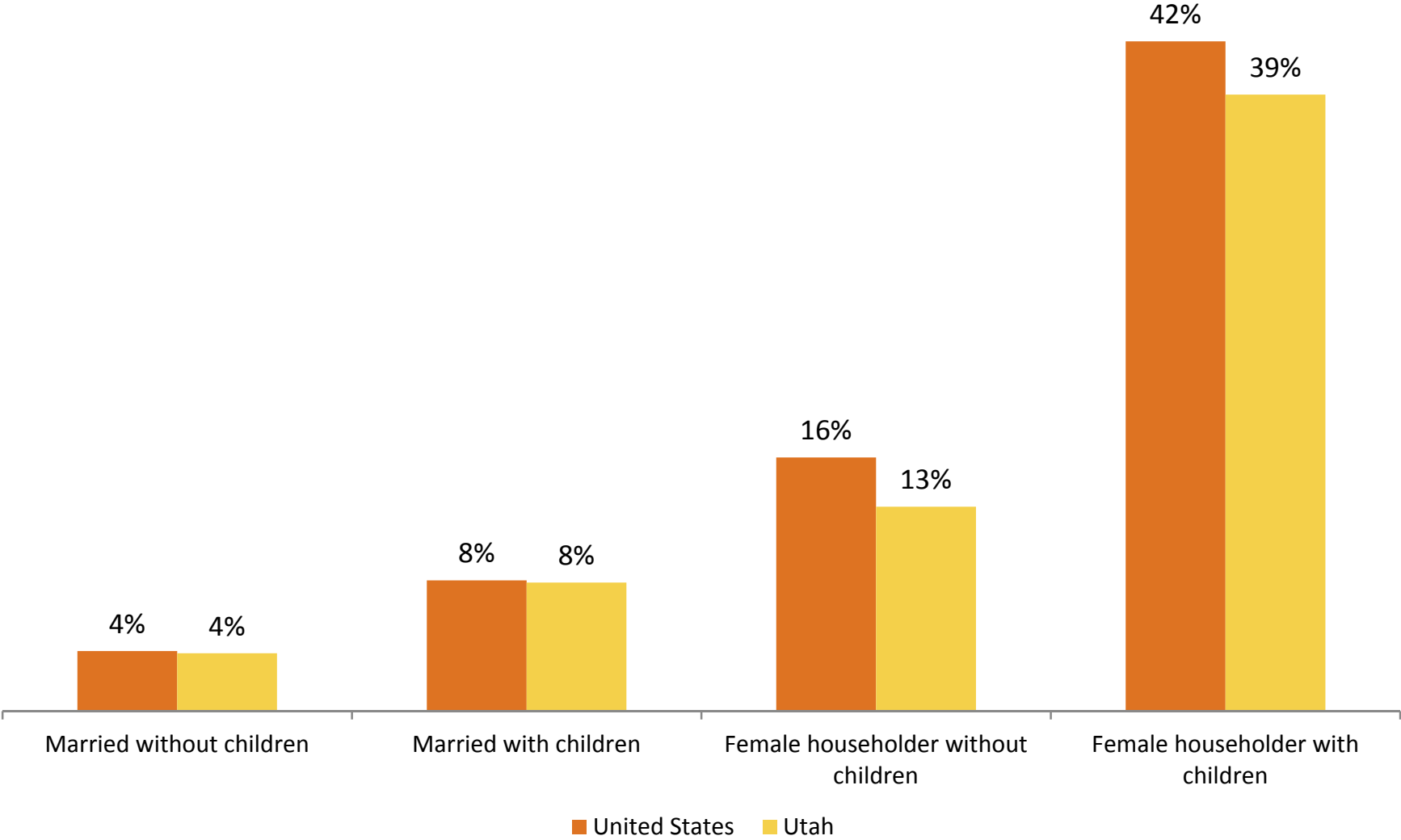
Overview

- ❖ Poverty
 - ❖ Education
 - ❖ Occupation
 - ❖ Business Leadership & Ownership
 - ❖ Political Leadership
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Poverty

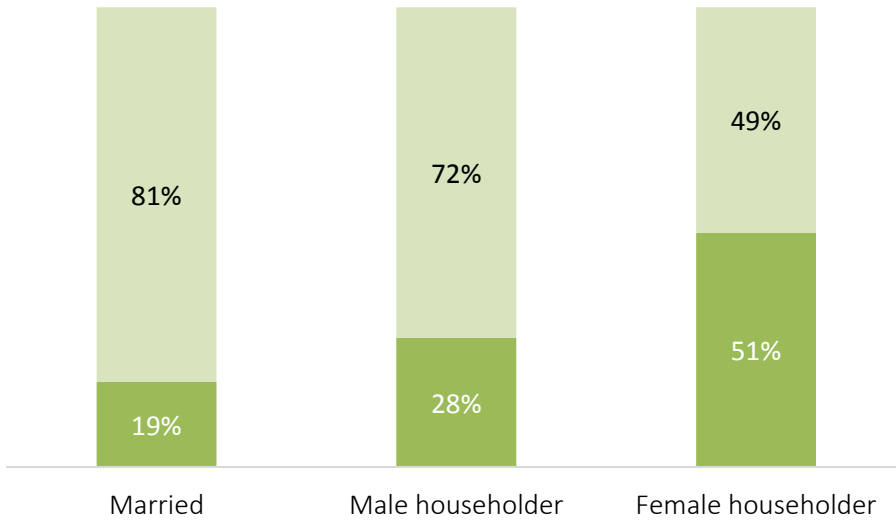


Poverty Status by Family Type

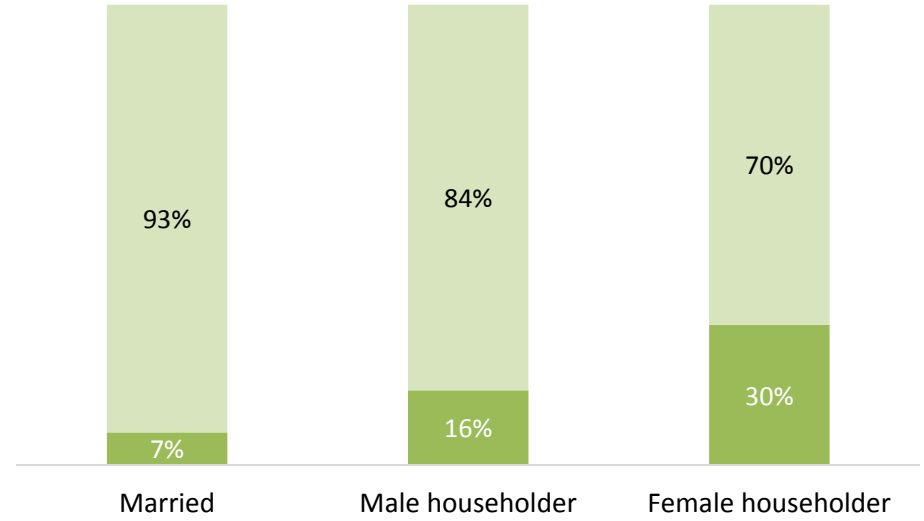


Utah Families in Poverty by Level of Education

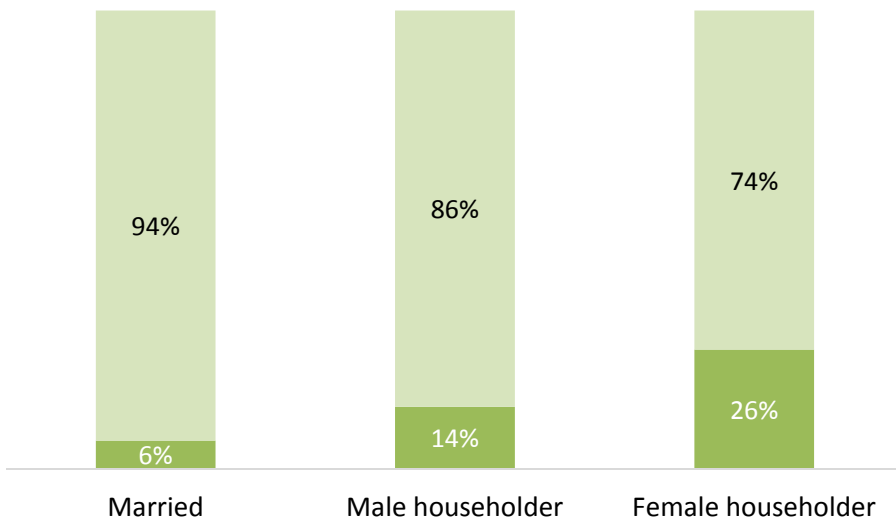
Less Than High School



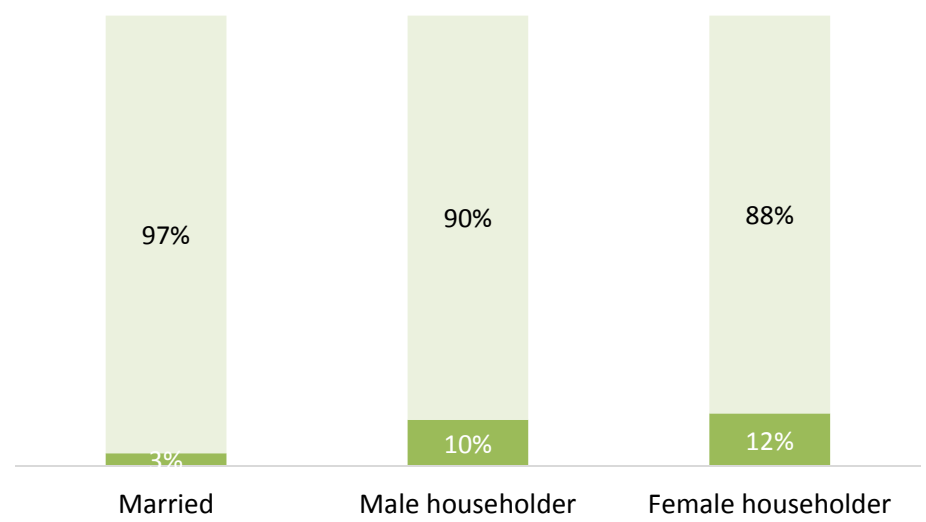
High School Graduates



Some College / Associates Degree



Bachelor's Degree or Higher



■ In Poverty ■ Not in Poverty

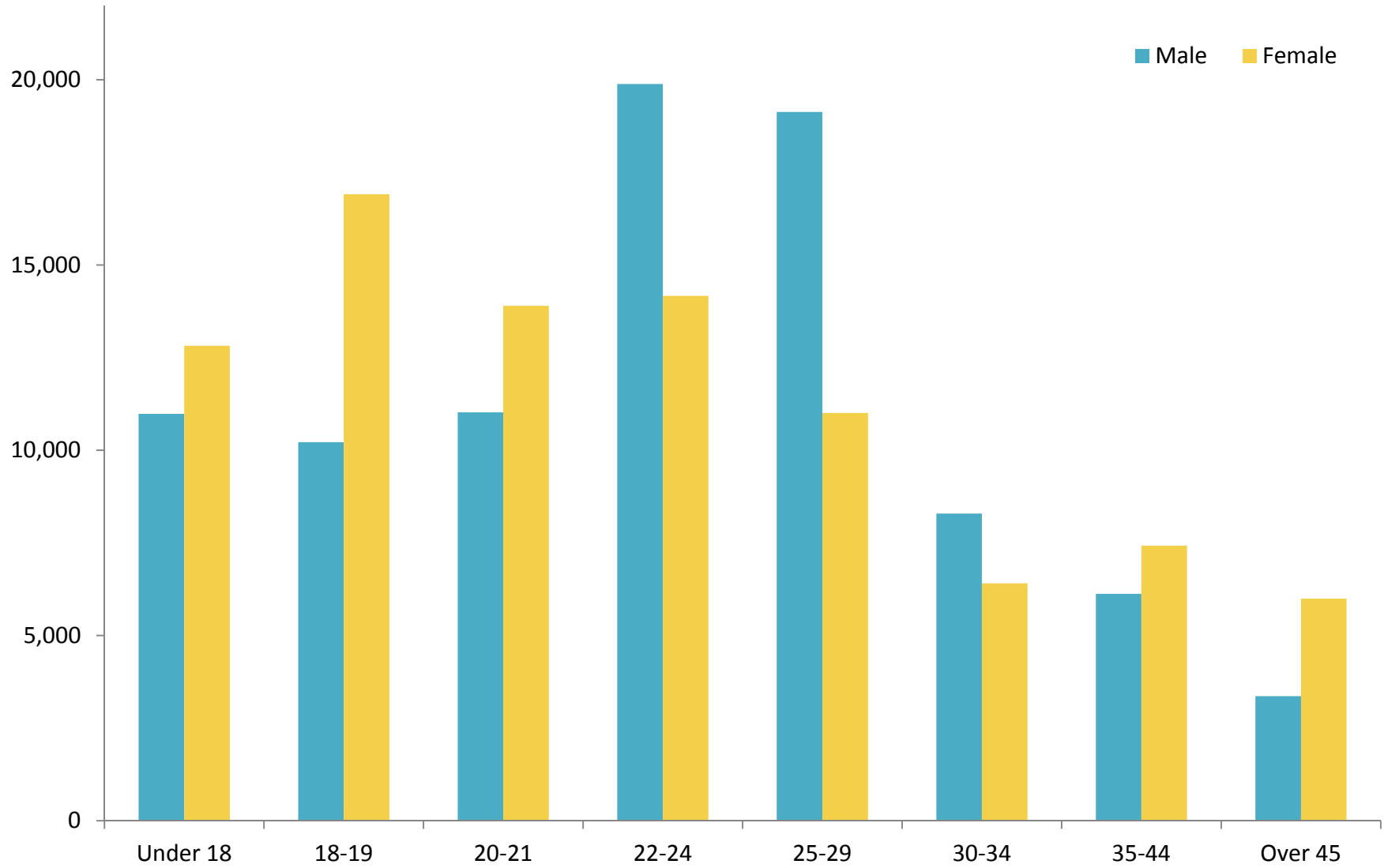


Education

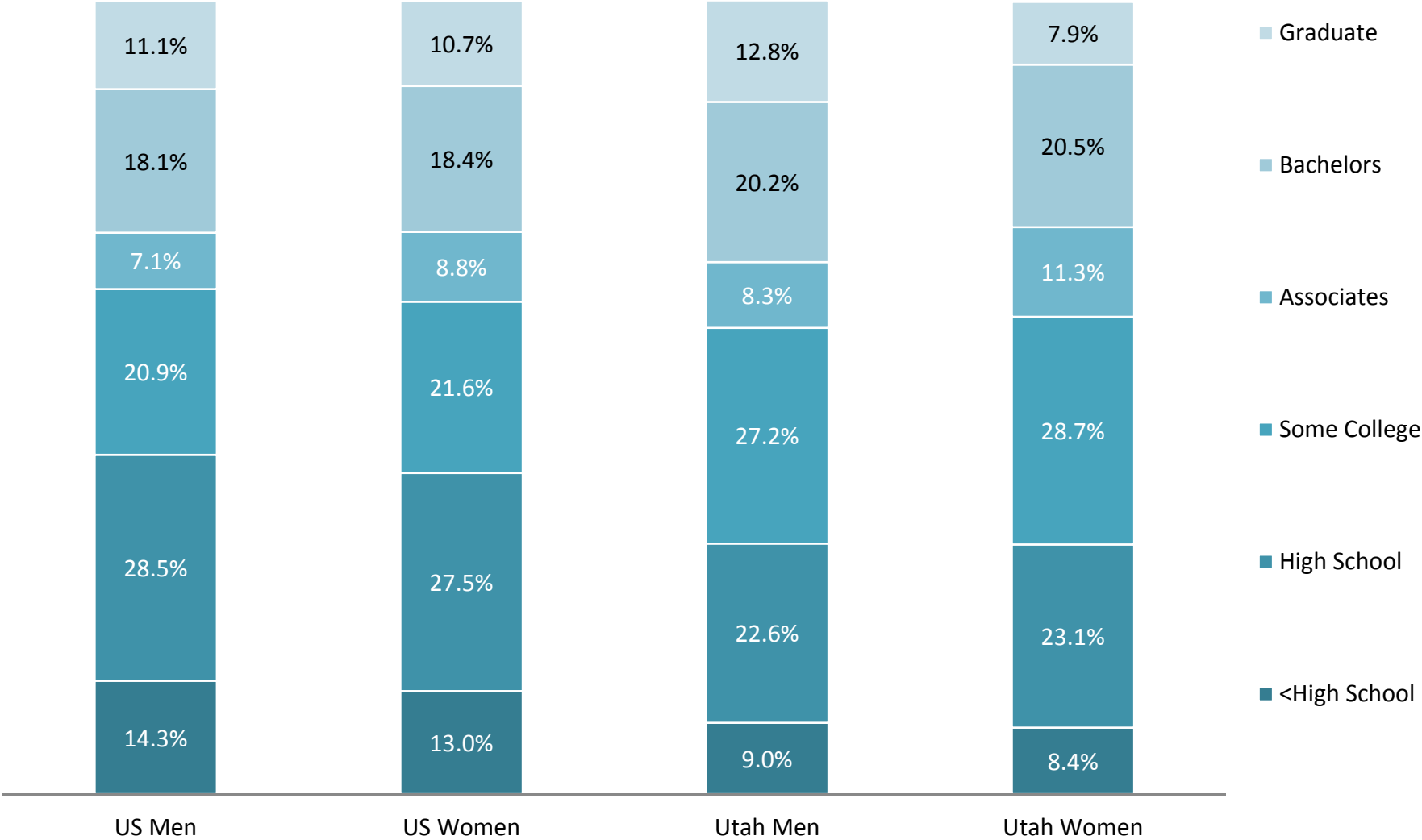
ENROLLMENT & ATTAINMENT

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Utah System of Higher Education Enrollment by Gender and Age, Fall 2013

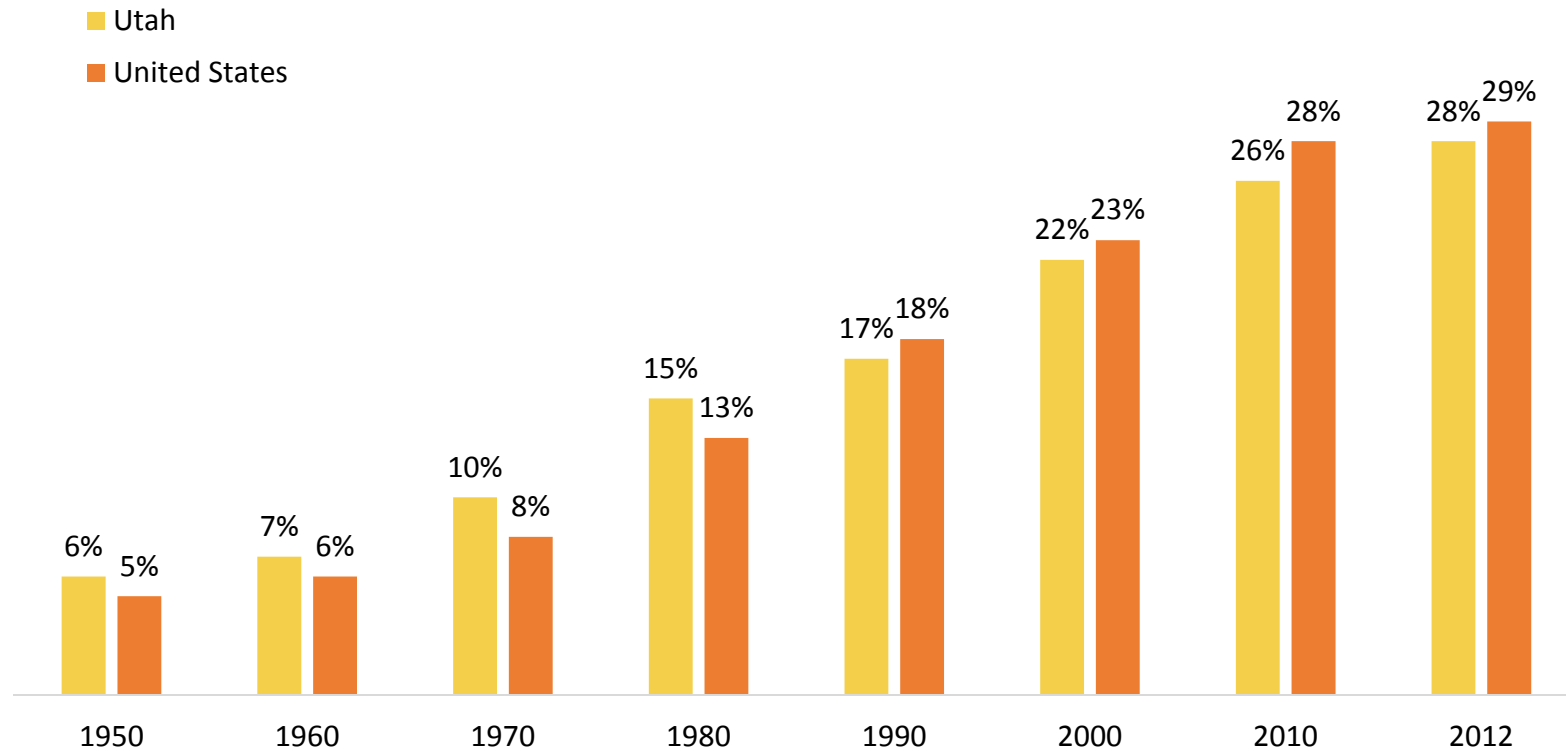


Educational Attainment, Men and Women 25 Years and Older



Losing our edge?

Women's Bachelor's Degree Attainment



Field of Study

Men and women graduate in different majors.

Men dominate nearly all STEM related fields.

Women concentrate in fields like education, family and consumer sciences, and the performing arts.

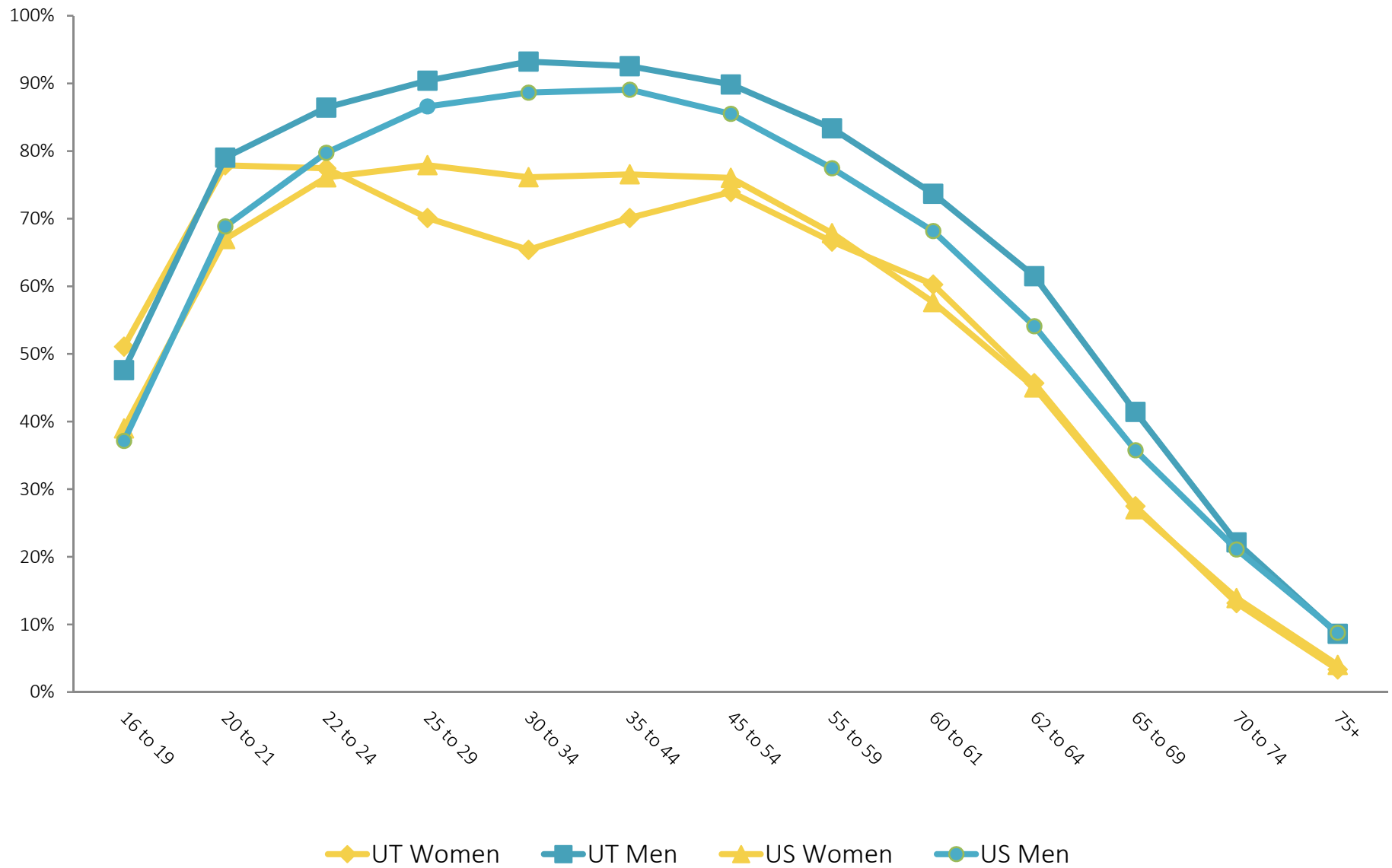
Health professions are the exception to this trend.

Occupations

WORK STATUS, OCCUPATION TYPE, AND WAGES



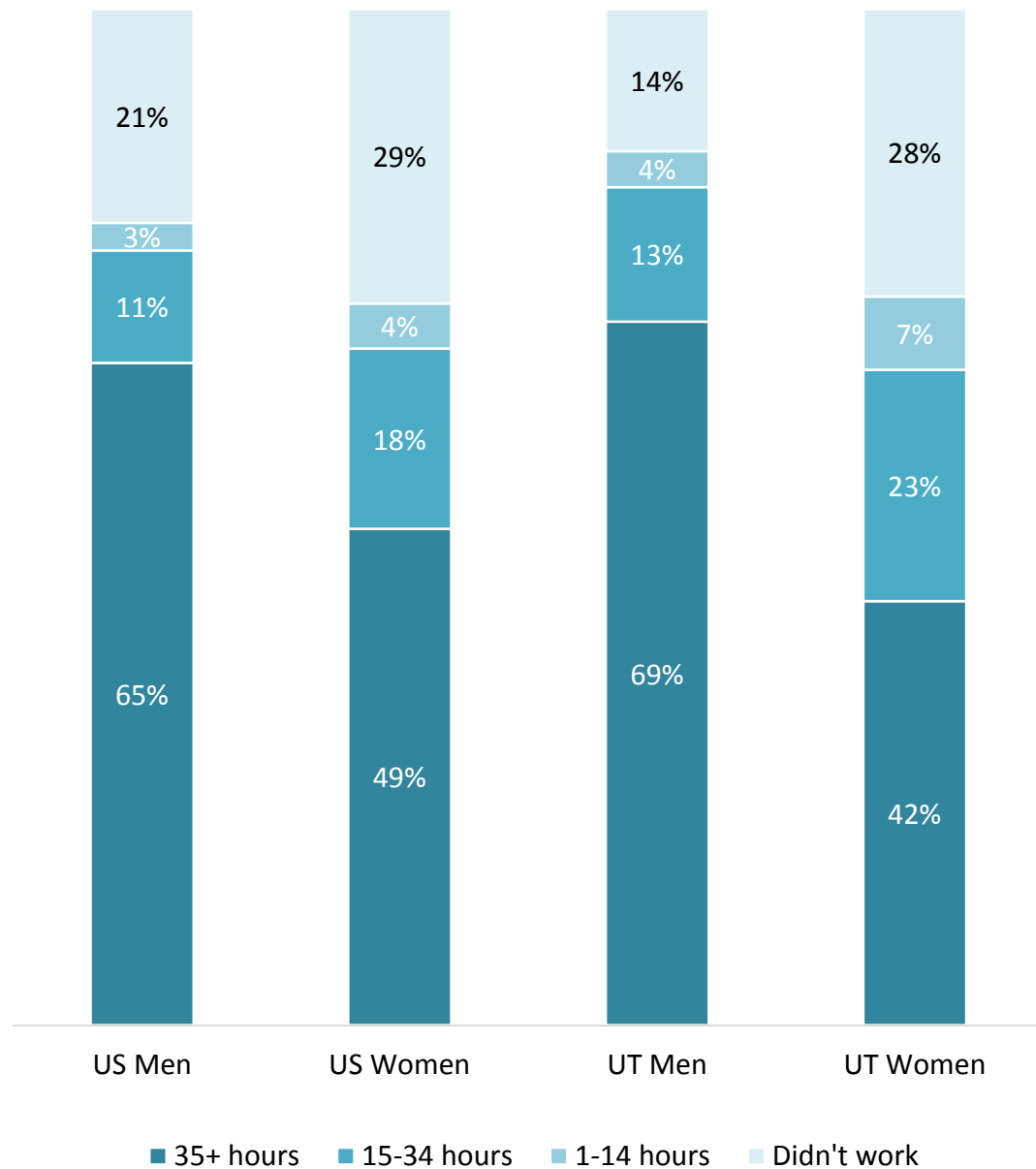
Labor Force Participation



Work Status

- Utah women are much less likely to work full-time
- Utah women are much more likely to work part-time
- Nearly 30% of women in Utah and nationally do not work

Occupational Status, 2009-2013



Wage Gap

The wage gap exists among all occupation groups.

Utah Workers by Occupation Group and Gender, 2009-2013

Occupation	% Male	\$ Male	% Female	\$ Female
Management	71%	\$72,755	29%	\$50,736
Business/Finance	56%	\$63,467	45%	\$44,243
Computer and Math	83%	\$71,377	17%	\$59,092
Community and Social Services	48%	\$46,114	53%	\$40,208
Education/Training/Library	38%	\$56,341	62%	\$41,731
Food preparation/serving	48%	\$21,452	52%	\$19,545
Office/Administrative Support	32%	\$35,788	68%	\$31,049

Business in Utah

OWNERSHIP & LEADERSHIP

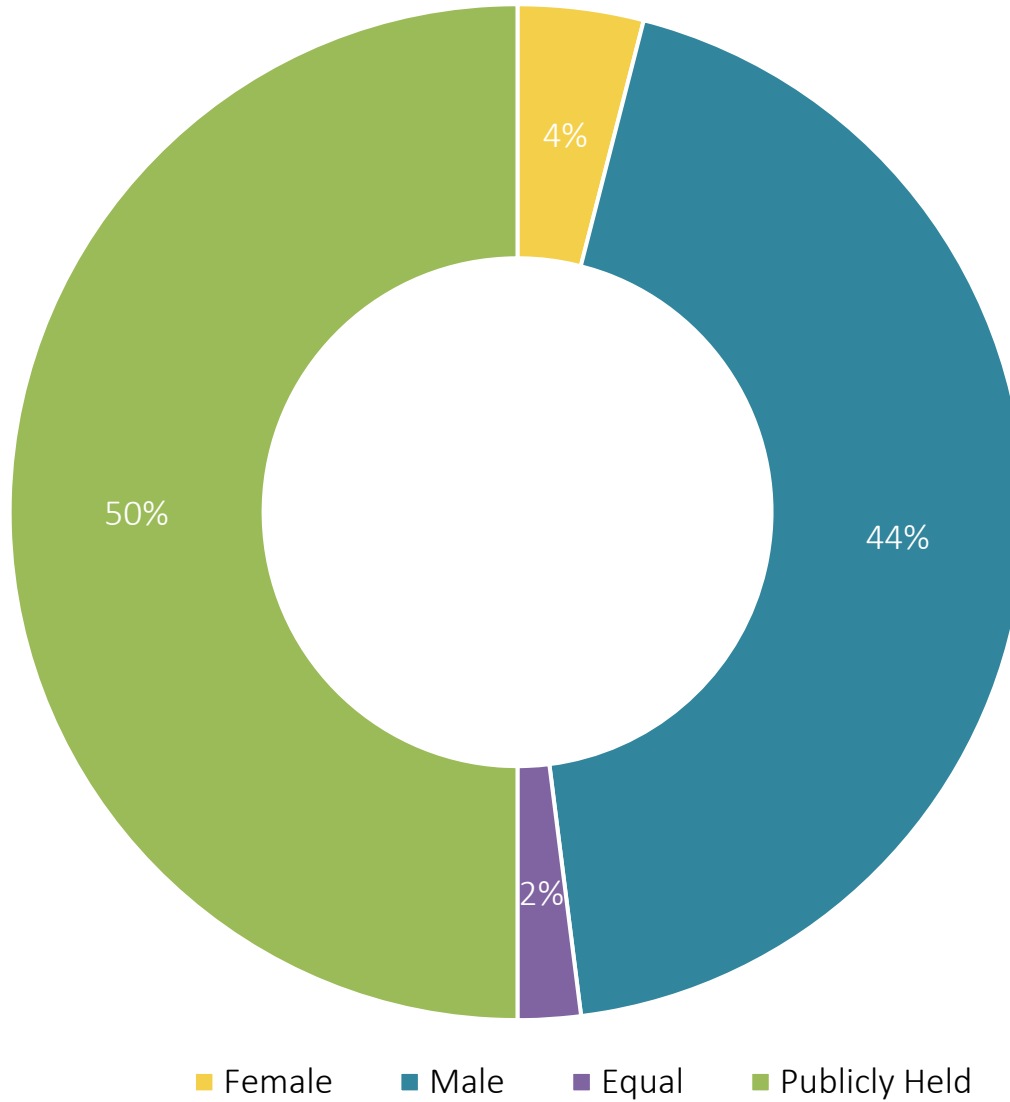



Business Leadership


- 82% of top executives are male (18% female)
- Average pay for female top executives is \$81,030. For men it is \$137,210.
- Among the top 45 public companies only 8.4% of the board seats are held by women





Ownership in Large Firms by Gender



- 
- 79% of all businesses have <10 employees
 - 84% of female owned businesses have <10 employees

- 
- For every large firm (50+ employees) owned by a woman there are 10 large firms owned by men

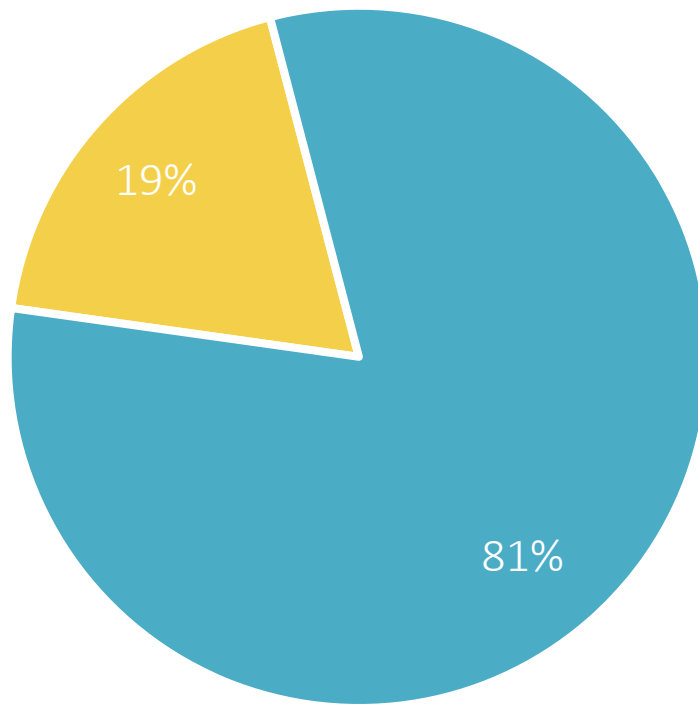
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- Both in Utah and nationally, female owned firms total less than 4% of overall sales/receipts
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Political Leadership



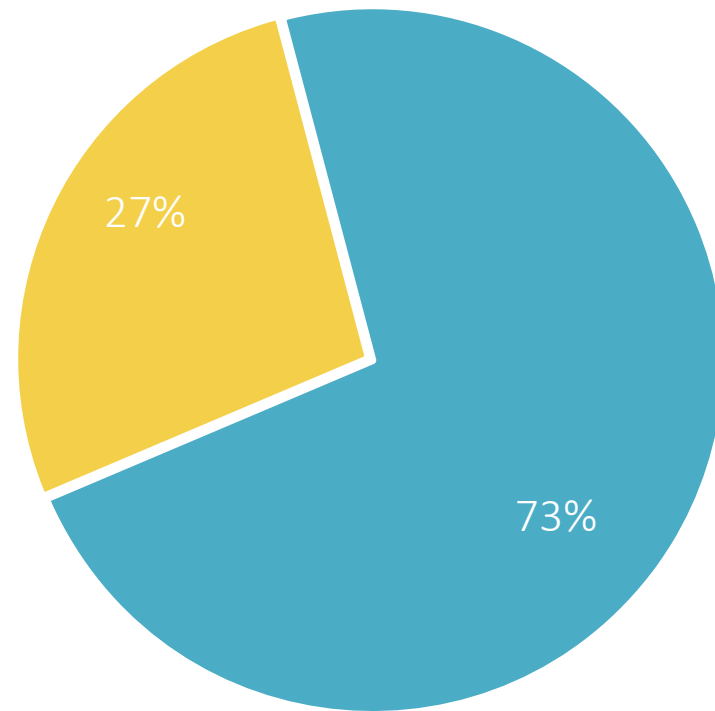
Federal

US Congress



■ Female ■ Male

US Cabinet Positions



■ Female ■ Male

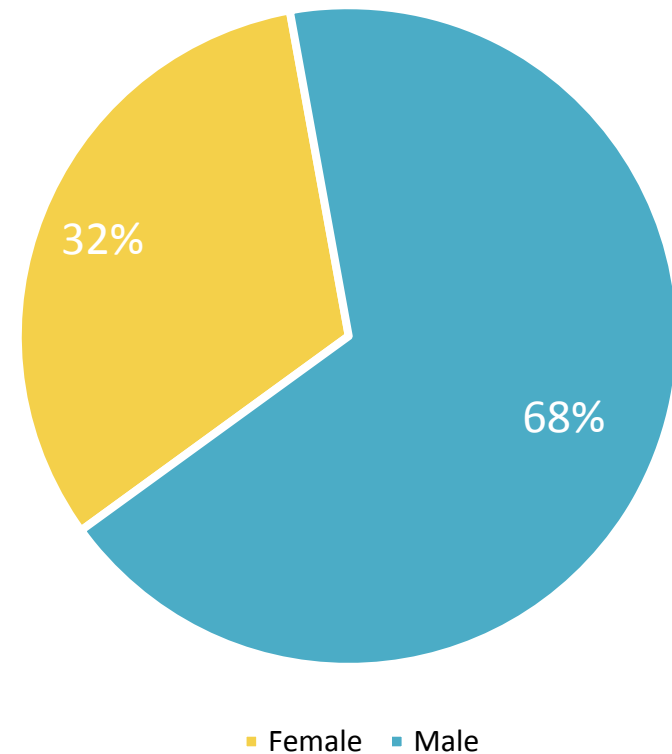


State Executive Branch

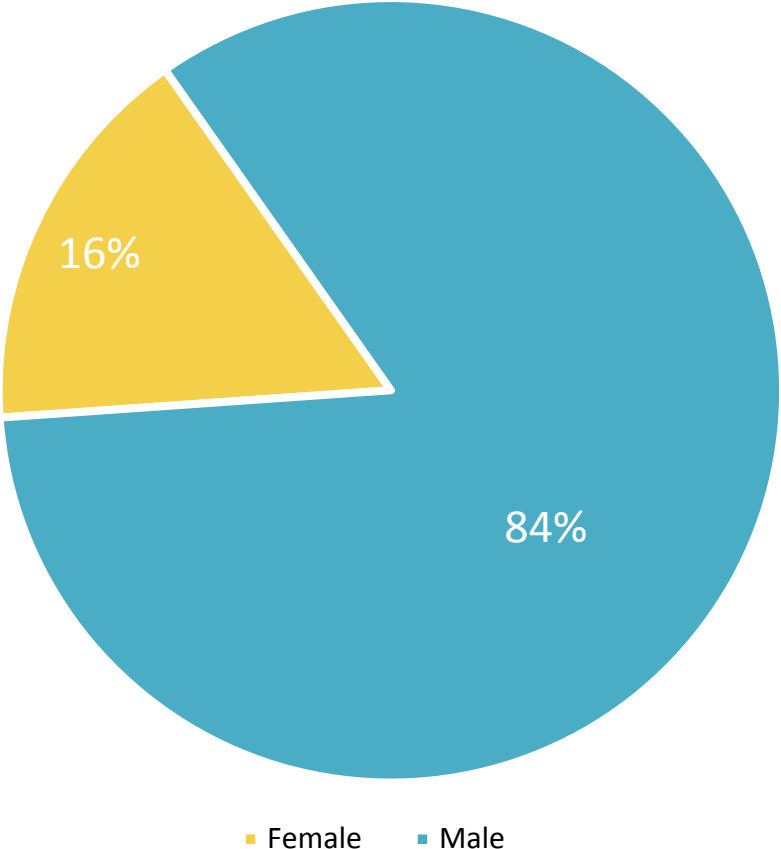
Elected Officials

<i>Position</i>	<i>Name</i>	<i>Gender</i>
Governor	Gary Herbert	Male
Lt. Governor	Spencer Cox	Male
Attorney General	Sean Rayes	Male
State Treasurer	Richard Ellis	Male
State Auditor	John Dougall	Male

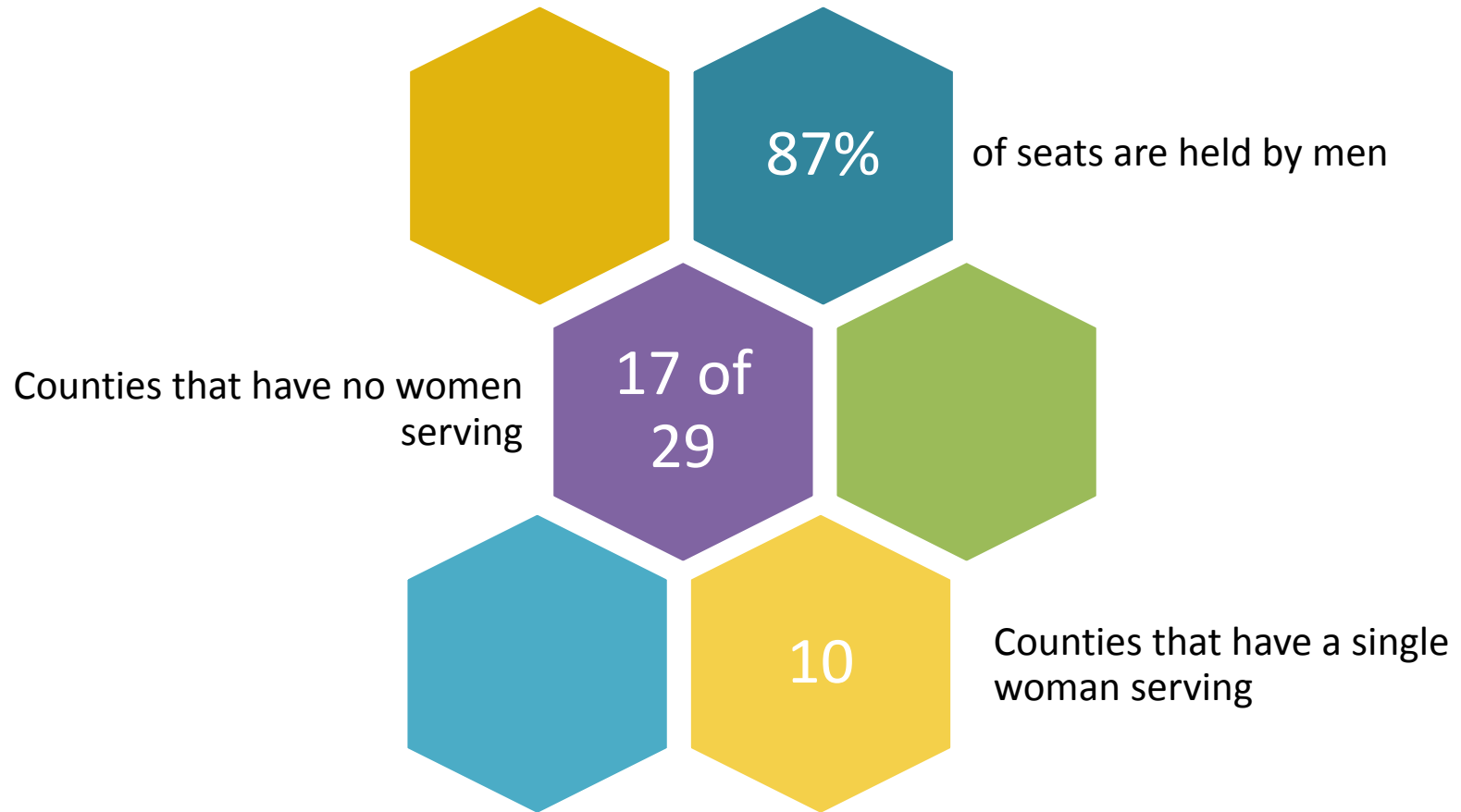
Utah Cabinet Positions



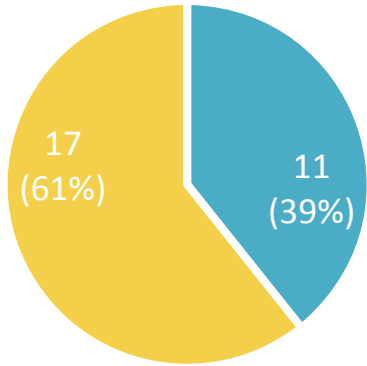
State Legislators



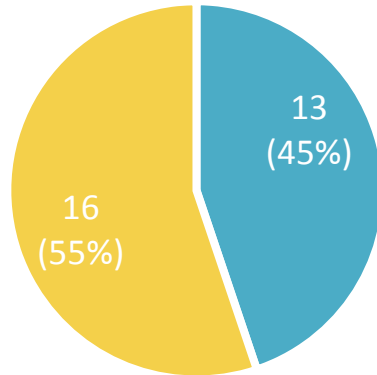
County Commissions & Councils



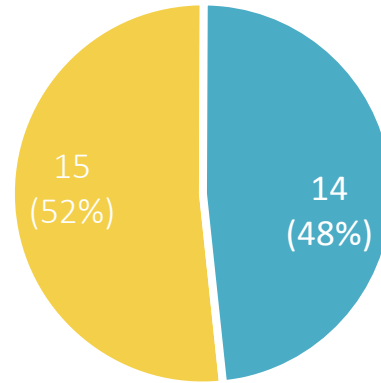
County Clerk



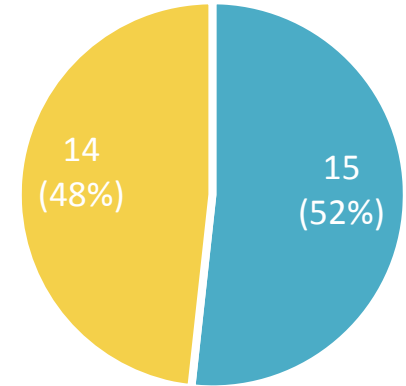
County Treasurer



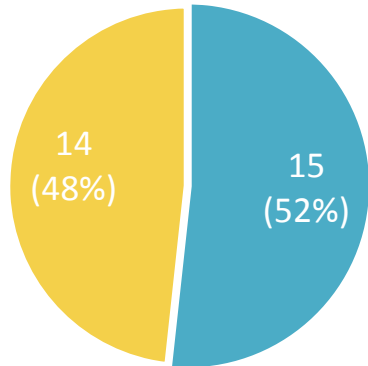
County Assessor



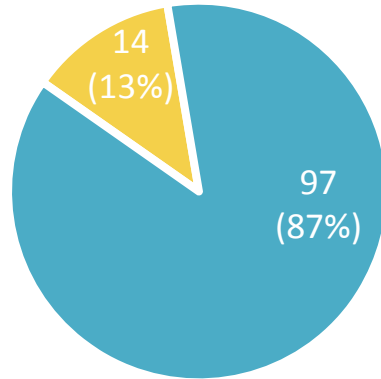
County Auditor



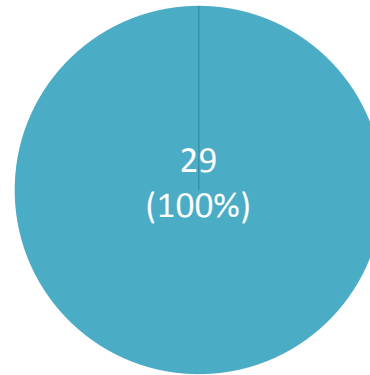
County Recorder



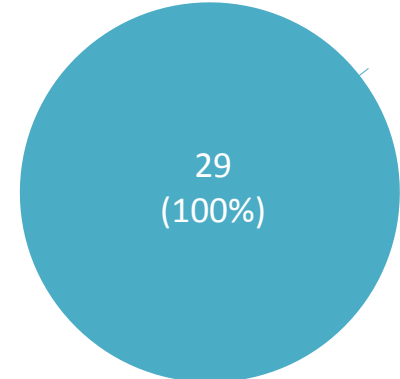
County Commissioner



County Sheriff

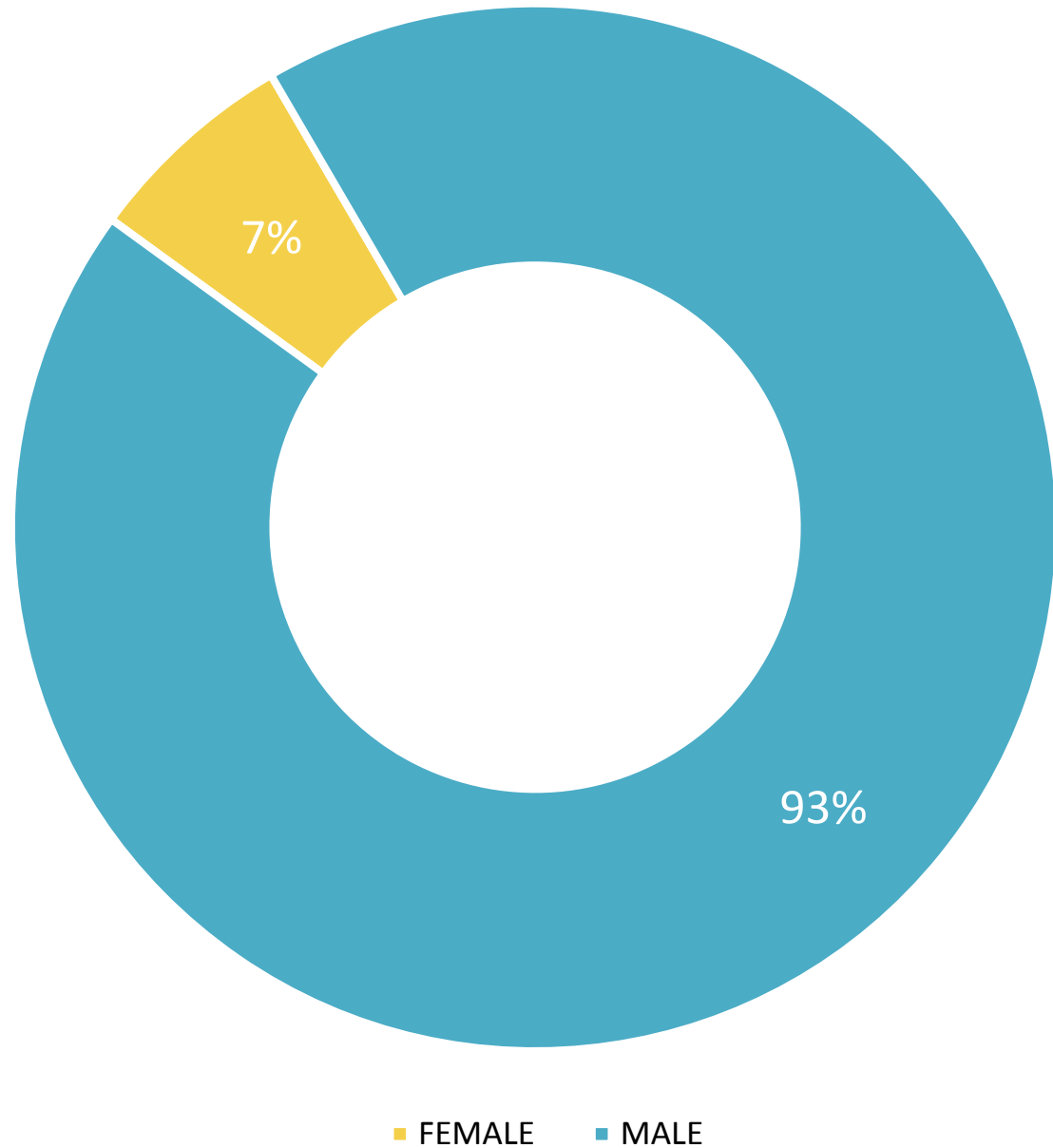


District Attorney



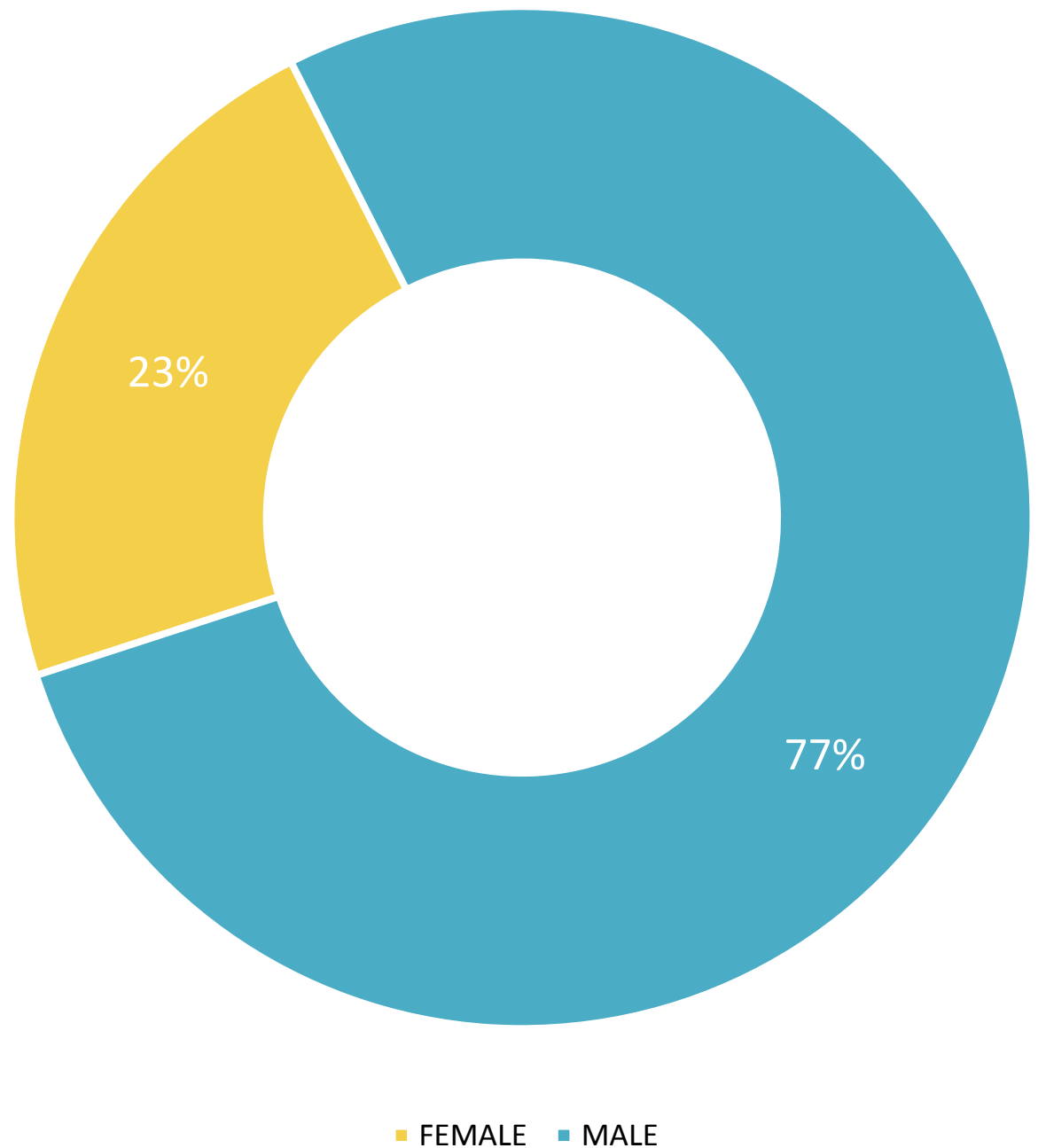
Utah Mayors

- 244 mayors, 18 of which are women
- Of the 50 most populous cities in Utah, only 4 have female mayors.
- All cities with populations of 30,000+ have male mayors



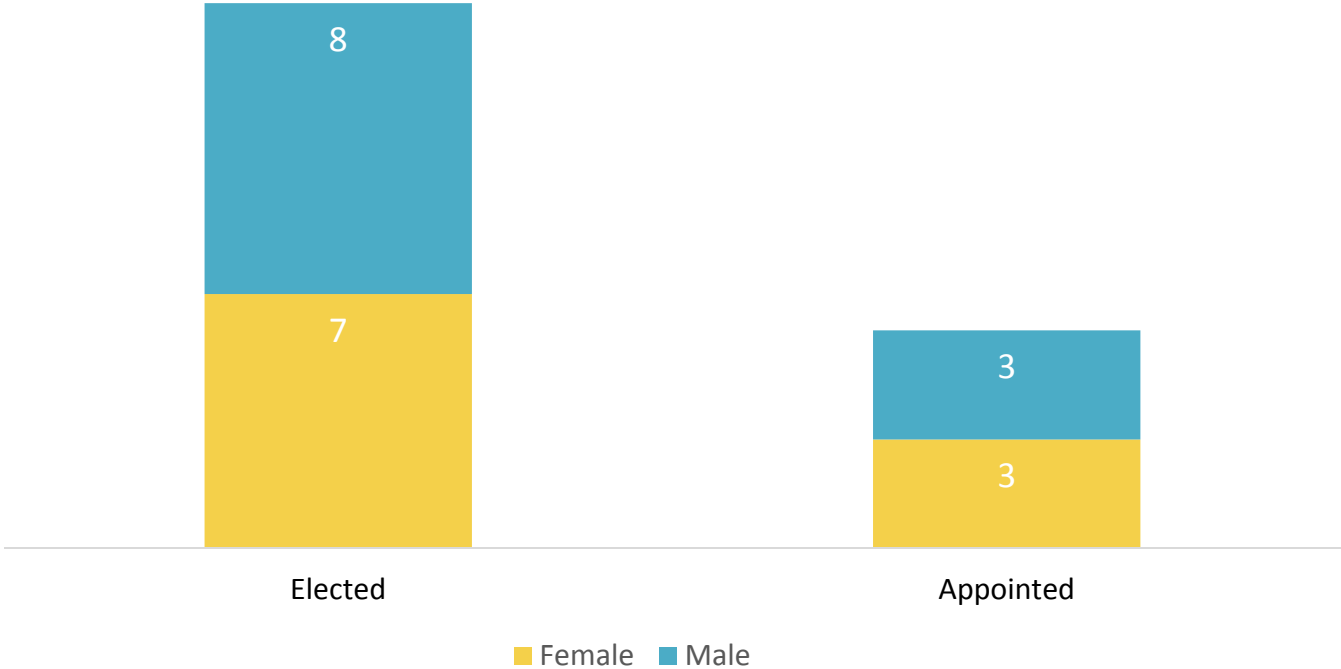
City Councils

- 1114 councilmembers statewide, 251 of which are women
- Nearly a third (31%) of city councils in Utah are all male
- 7% of city councils have a female majority (n=16) and another 6% have females and males in equal numbers (n=15)

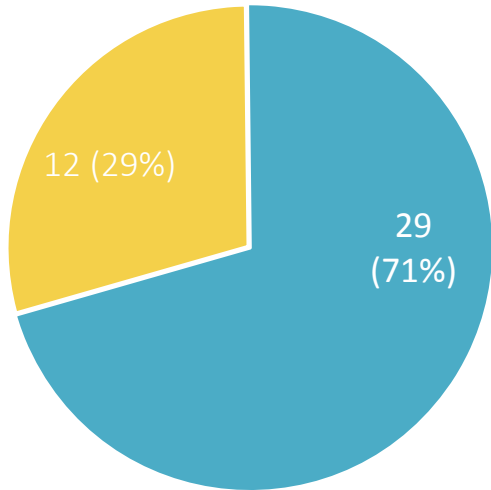


School Leadership

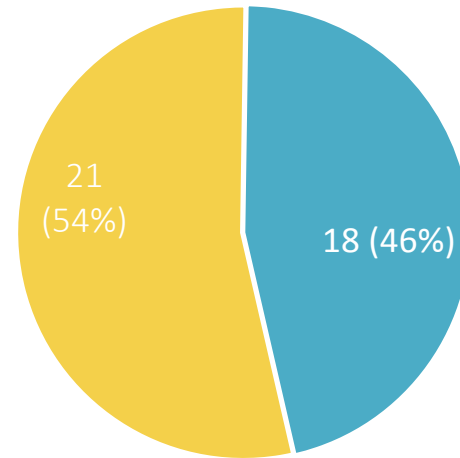
State School Board Positions



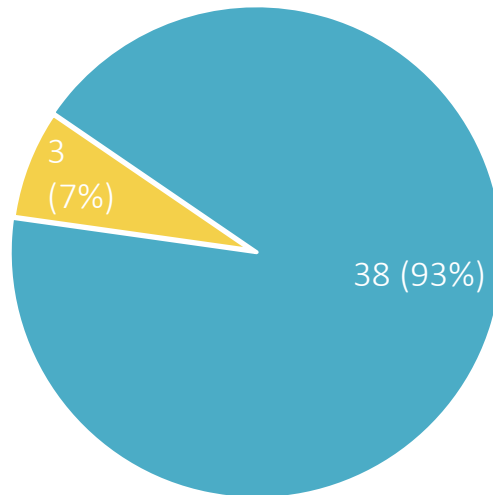
Local School Board Presidents



Local School Board Vice-Presidents




Local Superintendents



Female Male



Further Research Questions...


- ❖ What cultural barriers exist and how do they impact women?
 - ❖ Do women have equal access to capital?
 - ❖ What are the reasons for the occupational disparities?
 - ❖ What are the reasons for the wage disparities?
 - ❖ Why are women selecting particular fields of study?
 - ❖ What are the causes and impacts of career interruptions?
 - ❖ What are the experiences or barriers for minority women?
- 

Input for the Draft Report



Strategic Priorities for 2015

Our Purpose

- ❖ Increase public and government understanding of the current and future impact and needs of women and how those needs can be met.
 - ❖ Identify and recommend specific policies, procedures and programs to best respond to the rights, needs and impact of women in the economy.
 - ❖ Facilitate coordination of the functions of public and private entities concerned with women in the economy.
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Strategic Priorities for 2015

Strategic Priority #1: Increase awareness of the status of women in Utah's economy.

Strategic Priority #2: Conduct additional research to better understand women's status as it relates to the economy.

Strategic Priority 3#: Influence public policy

