

COUNT HER IN

A REPORT ABOUT WOMEN AND GIRLS IN OREGON



EXECUTIVE SUMMARY



WOMEN'S
FOUNDATION
of OREGON



Every day, in
ways big and
small, women
and girls make
Oregon a great
place to live.





Eight to Celebrate

Oregon's 2 million women and girls make extraordinary contributions to the well-being of our state. Here are just 8 ways where they lead the way.

CIVIC ENGAGEMENT

Oregon women vote at higher rates than Oregon men and at higher rates than women in most other states.

CAREGIVING

Oregon women and girls perform nearly one-half a billion hours of unpaid caregiving each year for children, relatives, neighbors, and friends.

MINIMAL VIOLENT CRIME

Fewer than 5% of the violent crimes in Oregon are committed by women and girls.

PHYSICAL ACTIVITY

Oregon women and girls engage in more daily physical activity than women and girls in any other state.

EDUCATION AND HEALTH CARE

Women comprise 70% of Oregon's public school teachers and over 80% of the state's health care workers.

GENEROSITY WITH MONEY AND TIME

Oregon women give charitably and volunteer their time at higher rates than Oregon men, and than women in most other states.

PUBLIC SERVICE

Oregon women serve in statewide elected office at some of the highest rates in the country. Oregon women also serve in the U.S. military at higher rates than women in many other states.

EDUCATIONAL ATTAINMENT

Oregon girls met the state's 2025 goal for college graduation rates in 2014, eleven years ahead of schedule.

The contributions of women and girls are keeping Oregon strong and livable.

Eight That Can't Wait

VIOLENCE AGAINST WOMEN

An estimated 1 million Oregon women and girls—over half of the state's female population—have experienced some form of sexual or domestic violence. This is one of the highest rates in the country. (See page 24)

SYSTEMIC RACISM

Women and girls of color in Oregon experience disproportionate barriers to success, including poverty rates that are nearly twice as high as those of white women and girls. (See page 48)

COST OF CAREGIVING

Child care costs in Oregon are among the least affordable in the nation. A year of daycare is now more expensive than annual tuition at a state university in Oregon. (See page 32)

GAPS IN REPRODUCTIVE HEALTH ACCESS

Hundreds of thousands of women lack access to the information and services they need to decide if, when, and how they become pregnant. Almost half of Oregon pregnancies are unintended, a rate that has barely dropped in 20 years. (See page 58)

WAGE AND WEALTH GAP

Oregon women earn between 53 and 83 cents (depending on race or ethnicity) for every dollar men in Oregon earn. The gender wealth gap, based on the sum of a person's assets, is even larger: approximately 35 cents on the dollar. Oregon's gender wealth gap is among the largest in the nation. (See page 39 and 41)

ECONOMIC FRAGILITY

Nearly a third of Oregon's women and girls are struggling to make ends meet. As a result, most cannot cover an unexpected expense of even \$100 without having to sell something or borrow money. (See page 46)

MENTAL HEALTH CHALLENGES

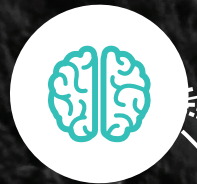
Oregon women have the highest incidence of reported depression in the country, as well as the highest rate of alcohol use. Women are almost twice as likely to attempt suicide than men, and Oregon women have higher rates of childhood trauma than the national average. (See page 60)

PUBLIC/PRIVATE GLASS CEILING

In 2016, only one of Oregon's 39 publicly traded companies is led by a woman CEO. Several Oregon counties do not have a single woman serving in county-wide office. (See page 76)

Oregon has a big problem with gender equity.

Mental health challenges



Economic fragility



THESE EIGHT INTERCONNECT TO CREATE A SYSTEM OF DAILY CHALLENGES FOR OREGON'S WOMEN AND GIRLS.

Public/private glass ceiling



Violence against women



Systemic racism



Cost of caregiving



Gaps in reproductive health access



Wage and wealth gap



Dear Oregon,

We have crunched the numbers. We have traveled the state. We have consulted the experts. We have listened to women in nearly every county. The result is *Count Her In*: the most expansive, actionable, and inclusive analysis of Oregon's women and girls to date. This report is a baseline and a call to action, a celebration of resilience, and an opportunity to do things differently for future Oregonians. Above all, *Count Her In* is an irrefutable imperative for change.

Over 20 years have passed since the last report on this topic was published. As a result, our state has been operating in a gender data-blind for nearly a generation. During that time, many of us have sensed that progress has been either slow or nonexistent, but a comprehensive summary of empirical evidence remained out of reach, until now.

Count Her In is not only a data-driven imperative for change, it's a human-driven one. We heard from over a thousand women and girls during our spring 2016 Listening Tour. We learned that the challenges conveyed by the data are felt every day and in each community across the state. The photos, concerns, and stories we gathered accompany the data on every single page. This report also breaks new ground by providing gender-specific, local data for every Oregon county. We hope the county dashboards will prompt insight, inform decision-making, and spur accountability. No single community is responsible for state-level data. But the local data show that every Oregon county struggles with the challenges outlined here, and it will take efforts by each of our communities to propel statewide change.

If you read only one page of this report, read "Eight That Can't Wait" (page 4). Together, these eight key findings illustrate the sweeping challenges that Oregon's women and girls face every day. As you continue through the report, you'll note that the breadth of our coverage means that every subject discussed merits deeper consideration. By offering complex realities in bite-size pieces, we hope that we've whetted the state's appetite for much more in the years to come.

Count Her In will likely spur shocking realizations for many Oregonians. The difficult facts on these pages do not reflect who we believe ourselves to be or the many values we share. But we can take heart in the knowledge that it doesn't have to be this way. In areas where Oregon lags behind the rest of the nation, we can learn from the examples of other states, many in our region, with better outcomes for women and girls. Systemic change often begins with simple actions. Toward that end, we have included lists of things every Oregonian can do to make a difference for the state's women and girls.

This is a sobering report, but it is not without optimism. We start with "Eight to Celebrate"—just a few of the ways that Oregon women and girls are making our state a better place to live. Each section of the report begins with a story about how women from diverse communities all over the state are coming together to create bold solutions and make progress on their own terms. Finally, we trust that this report will be a fresh mandate to build an Oregon in which all women and girls can thrive.

Oregonians who are determined to make progress for women and girls aren't alone. There are leaders, organizations, and individuals all over the state who share your compassion and commitment. And finally, after 157 years, there is a statewide, member-supported Women's Foundation whose singular purpose is to make Oregon a great state for all women and girls. We're here for the long haul and, thanks to this report, armed with information that compels us to action. Won't you join us?

Forward together, The Women's Foundation of Oregon

Five Things Every Oregonian Can Do



Ask. In many communities, the problems explored in this report aren't even being discussed. Parents, ask school leaders why there are so few girls in your daughter's STEM classes, why her basketball team has worse equipment than the boys' team, or why there aren't school-wide anti-bullying efforts. Employees, ask why your employer doesn't have pay transparency, paid family leave, or more women in leadership positions. Let's start asking the right questions.



Vote. Our elected officials have a substantial impact on the public policies that affect Oregon's women and girls. Ask candidates where they stand on issues like the "Eight That Can't Wait" and how they are going to make things better for women and girls—particularly women and girls who experience additional barriers to success.



Donate. Organizations serving women and girls in your community are doing incredible work—and are typically underfunded. Support these organizations that are making a difference by donating both time and money.



Share. The information in this report is not widely known and it's hard to solve problems that no one is talking about. If everyone who read this report shared what they learned with five neighbors, colleagues, family members, or friends, we could change the conversation about gender equity in Oregon overnight. Let's start talking.



Recognize. Oregon's women and girls are making our communities and state better and more livable through service, care, philanthropy, and social capital. Their contributions are both substantial and under-celebrated. They deserve our recognition and thanks.

Five Things Oregon Leaders Can Do



Demand Better Data. Our decisions are often only as good as our information. Right now, a startling amount of Oregon's data is old, inaccurate, or simply nonexistent. What gets measured, gets done. And we need better measurements—particularly for underrepresented and underserved populations. In an era of big data, it's time to collect and share information that reflects the daily realities of Oregon's 2 million women and girls.



Make Decisions with a Gender Lens. Interrogate every decision—from policies and programs to services and outreach—based on the impact it will have on women and girls. Are women and girls likely to be disproportionately affected? Are gender-specific needs being considered and met? Are women and girls, particularly those who are most affected, being asked for their input?



Fund Gender-Specific Programs and Services. Women and girls often have different needs than the state's men and boys. From health care options to youth development programs to job training opportunities, we can better meet the needs of Oregon's women and girls if we choose to support thoughtful, effective, gender-specific programs and services.



Embrace Intersectionality. It's a big word, but it has a simple meaning: People don't come in pieces. Gender is an important component of identity, but it's not the only one. Race, age, location, disability status, income, religious affiliation, sexuality, gender identity, immigration status, and primary language are just a few of the many elements that come together to shape our experiences and needs. Until we all acknowledge that every person falls into multiple categories, and begin to make decisions accordingly, every Oregonian will be disserved by one-dimensional policies and systems.



Find Common Ground. The issues identified in this report—like safety, opportunity, and education—are not inherently partisan issues. We can and should collaborate to find innovative solutions that work.

How We Made this Report:



We worked with a team of researchers at ECONorthwest who drew from existing national, state, and local data sources. They compiled hundreds of analyses, thousands of indicators, and millions of data points to help us discover and structure the information in this report.



We collaborated with local volunteer teams to host a 14-stop listening tour all across the state. On the tour, we heard from over 1,000 women and girls about their experiences, challenges, contributions, and strengths. Everything we heard informed this report, and we included stories, photos, and perspectives from Oregon women and girls on every page.



We benefited from the expertise of over 70 advisors and experts who met with us at every step to ensure that we were asking the right questions, using the right data, and employing a wide variety of critical lenses to this project.



We partnered with terrific photographers, an award-winning videographer, a trio of talented graphic designers, and a tenacious crew of wordsmiths to ensure that this report is understandable, compelling, and beautiful.



We invested the collective resources and enthusiasm of the members of the Women's Foundation of Oregon to create this groundbreaking report. We are a member-supported public foundation dedicated to improving the lives of women and girls in Oregon, and our members make our work possible.

If you agree that projects like this report are important, please join us and become a member of the Foundation!



WOMEN'S FOUNDATION *of* OREGON

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