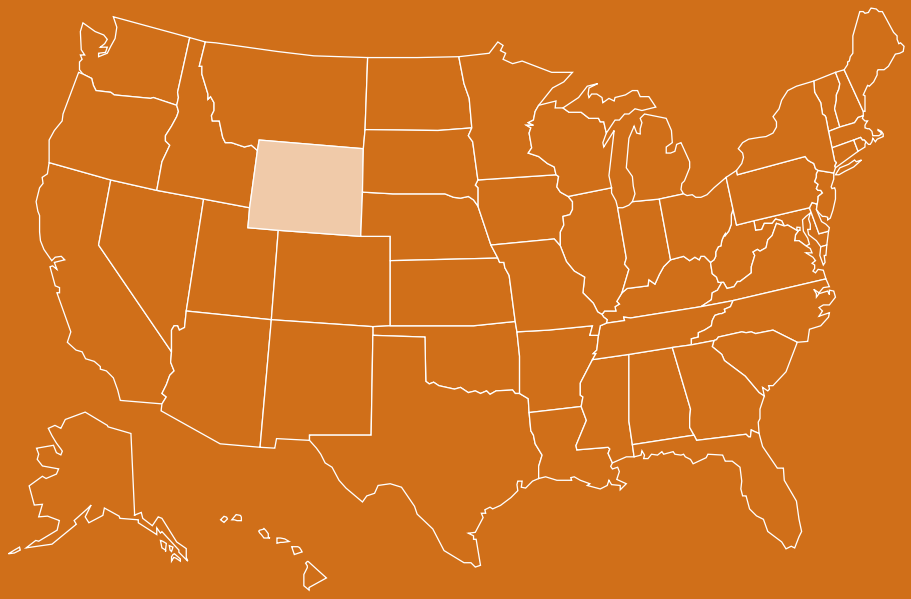
THE STATUS OF WOMEN IN WYOMING

Politics ◆ Economics ◆ Health ◆ Rights ◆ Demographics



WYOMING

Institute for Women's Policy Research

About *The Status of Women in the States* Project

This publication is one in a series of *Status of Women in the States* reports by the Institute for Women's Policy Research (IWPR). Over the past ten years, *The Status of Women in the States* has become a leading source of analysis of women's status across the country. Between 1996 and 2004, IWPR has produced individual reports on women's status in all 50 states and the District of Columbia, as well as biennially updated reports on national trends across the states.

The Status of Women in the States project is designed to inform citizens about the progress of women in their state relative to women in other states, to men, and to the nation as a whole. The reports have three main goals: 1) to analyze and disseminate information about women's progress in achieving rights and opportunities; 2) to identify and measure the remaining barriers to equality; and 3) to provide baseline measures and a continuing monitor of women's progress throughout the country.

The Status of Women in the States reports have been used throughout the country to highlight remaining obstacles facing women in the United States and to encourage policy changes designed to improve women's status. Data on the status of women give citizens the information they need to address the key issues facing women and their families.

About This Report

This report is part of a set of *The Status of Women in the States* reports released in 2004. This set includes *Women's Economic Status in the States*; *The Status of Early Care and Education in the States* and two accompanying state-level analyses of Wisconsin and New Mexico; 12 state-level *Status of Women* reports; and a national overview of women's status across the country.

This report was produced with support from the Annie E. Casey Foundation, the Ford Foundation, the Levi Strauss Foundation, the Otto Bremer Foundation, and the Rockefeller Family Fund. IWPR also received financial support from funders and organizations in the states: the Nokomis Foundation for *The Status of Women in Michigan*; the Women's Foundation of Minnesota for *The Status of Women of Color in Minnesota*; the Women's Foundation of Montana for *The Status of Women in Montana*; the Women's Foundation of Oklahoma for *The Status of Women in Oklahoma*; and the Women's Fund of the Greater Milwaukee Foundation for *The Status of Women in Wisconsin*.

The data used in the report come from a variety of sources, primarily federal government agencies, although other organizations also provided data. While every effort has been made to check the accuracy and completeness of the information presented, any errors are the responsibility of IWPR. Please do not hesitate to contact the Institute with any questions or comments.

About the Institute for Women's Policy Research

The Institute for Women's Policy Research (IWPR) is a scientific research organization dedicated to informing and stimulating the debate on public policy issues of critical importance to women and their families. IWPR focuses on issues of poverty and welfare, employment and earnings, work and family, health and safety, and women's civic and political participation.

The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research that illuminates economic and social policy issues affecting women and families and to build a network of individuals and organizations that conduct and use women-oriented policy research. IWPR, an independent, nonprofit, research organization also works in affiliation with the graduate programs in public policy and women's studies at The George Washington University.

IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations. Members and affiliates of IWPR's Information Network receive reports and information on a regular basis. IWPR is a 501(c)(3) tax-exempt organization.

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THE STATUS OF WOMEN IN WYOMING

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PREFACE

Wyoming's motto is the "Equality State" because of the rights women have traditionally enjoyed in the state. Wyoming women were the first in the nation to vote, serve on juries, and hold public office.

In 1869, Wyoming's territorial legislature became one of the first governments in the world to grant female suffrage by enacting a bill granting Wyoming women the right to vote. Less than three months after that act was signed into law, the "Mother of Women's Suffrage in Wyoming," Ester Hobart Morris, became the first woman ever to be appointed a justice of the peace. In 1870, Laramie, Wyoming, was the site for the first equal suffrage vote cast by a woman in the nation.

In 1894, Estelle Reel Meyer was the first woman in the United States elected to state office, serving as Superintendent of Public Instruction, and, in 1924, Nellie Tayloe Ross was the first elected woman governor to take office in the United States. Mrs. Ross went on to become the first woman to be appointed Director of the U.S. Mint, a position she held for 20 years.

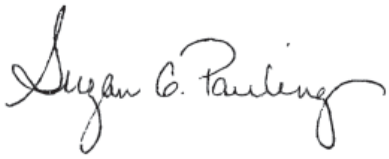
Wyoming has had a glorious history of women sharing power and authority in this state. The present and near past is not quite so worthy of celebration. Wyoming holds the insupportable position of being last for pay equity for women out of 50 states and the District of Columbia for the past four years. Our health care and reproductive rights for women lag behind almost every other state. Wyoming women are more likely to commit suicide than women in other states. While our voter registration and turnout is quite high compared to other states, Wyoming falls behind other states in the number of women elected to state offices.

Minority women are at an even greater disadvantage in the state, with access to income and availability of health and reproductive services even more limited to Indian and other minority women. Hispanic and Indian women are much more likely to live in poverty than white women in Wyoming.

In order to make Wyoming truly the "Equality State," we ask that strong efforts be made to close the wage gap between men and women in our state. We urge that the report's recommendations be implemented to encourage women to run for office. In addition, educational attainment should be encouraged for all women, but especially for minority women. Increased investment in targeted health services by broadening the availability of health and reproductive care to more women in the state would give women more control over their overall economic, health, and social status by giving them more rights over their health and future.

Wyoming is a grand and free place in which to live. We pride ourselves on our independence and ability to do more with less government intervention or aid. But in some cases, this more for less attitude ends up being less for less, and women and their children are the ones who suffer.

Wyoming claims to be the "Equality State"; it now needs to live up to that motto and provide women with the policies and programs that would benefit them and their families and ultimately all citizens of the state.



Suzan Pauling, Chair
Public Policy Analyst, Wyoming Coalition Against Domestic Violence and Sexual Assault
State Advisory Committee for *The Status of Women in Wyoming*

ACKNOWLEDGMENTS

The success of *The Status of Women in the States* project can be attributed to the many staff members, allied groups, and devoted volunteers involved in producing, publicizing, and applying IWPR's research.

IWPR's state partners are a crucial part of *The Status of Women in the States* project. In 2004, as in previous years, these dedicated women reviewed drafts of their own state's *Status of Women in the States* report and took the lead on disseminating its findings. They also served on IWPR's National Advisory Committee for the project. IWPR's partners for this report are listed on the facing page.

IWPR would also like to thank members of the National Advisory Committee (listed on the facing page) for their support and advice on the design, content, and outreach strategies of *The Status of Women in the States* project. Thanks also go to members of the project's Data Advisory Group, including Jared Bernstein, Economic Policy Institute; Jorge del Pinal, U.S. Census Bureau; Roderick Harrison, Joint Center for Political and Economic Studies; Marlene Kim, University of Massachusetts, Boston; Sonia Perez, National Council of La Raza; Elena Silva, AAUW Educational Foundation; Matthew Snipp, Stanford University; Greg Squires, The George Washington University; and Peter Tatian, Urban Institute. These experts guided us on key decisions about the data and indicators used in this report. Mr. Tatian and the Urban Institute were also commissioned to analyze the original Current Population Survey and Census data used in this report.

We are particularly indebted to those committee members and other experts who reviewed all or parts of draft reports. Kiran Ahuja of the National Asian Pacific American Women's Forum, Charon Asetoyer of the Native American Women's Health Education Resource Center, Nicole Mason of the National Women's Alliance, and Montoya Whiteman of the Native American Rights Fund provided feedback on the section of the reports addressing the reproductive rights of women of color, a new addition to the 2004 reports. Many state and national experts also reviewed IWPR's state-level analyses of the status of Native American women included in the 2004 series: Nicole Bowman, Bowman Performance Consulting, LLC; Gwen Carr, Minority Business Development Agency, State of Wisconsin; Jacqueline Johnson, National Congress of American Indians; Julie Kane, Office of Legal Counsel, Nez Perce Tribe; Camille Naslund, Native American Liaison/Special Populations Coordinator, North Dakota Coalition on Abused Women's Services; Carol Sample, Spotted Eagle, Inc.; Diane Sands, Montana Community Foundation; Donna Skenadore, Milwaukee 9 to 5; Matthew Snipp, Stanford University; and Montoya Whiteman, Native American Rights Fund.

We would like to thank the program officers who participated on behalf of our foundation supporters: Michael Laracy of the Annie E. Casey Foundation, Jael Silliman and Alan Jenkins of the Ford Foundation, Theresa Fay-Bustillos of the Levi Strauss Foundation, John Kostishack and Elsa Vega-Perez of the Otto Bremer Foundation, and Lisa Guide of the Rockefeller Family Fund. We are also grateful to the AFL-CIO and Merck & Co., Inc. for their support of the national *Status of Women in the States* report. We would especially like to thank our supporters in the states: the Nokomis Foundation for *The Status of Women in Michigan*; the Women's Foundation of Minnesota for *The Status of Women of Color in Minnesota*; the Women's Foundation of Montana for *The Status of Women in Montana*; the Women's Foundation of Oklahoma for *The Status of Women in Oklahoma*; and the Women's Fund of the Greater Milwaukee Foundation for *The Status of Women in Wisconsin*; and the Wyoming Women's Foundation and the Wyoming Coalition Against Domestic Violence and Sexual Assault for *The Status of Women in Wyoming*.

The editors of *The Status of Women in the States* would also like to thank other staff members involved in the report. Jean Sinzdak, Associate Director of Outreach and Communications, coordinated the work of the National Advisory Committee, IWPR's state contacts, and content reviewers for the project. A number of IWPR staff members contributed to or wrote draft reports: Ms. Sinzdak, Office Manager Justine Augeri, IWPR-George Washington University (GWU) Research Fellow Sarah Benatar, Special Assistant to the President Violette Davis, Conference Fellow Liz Mandeville, Mariam K. Chamberlain Fellow and IWPR-GWU Research Fellow Misha Werschkul, and Research Program Coordinator Erica Williams. Interns and work-study students Hiedi Hatcher, Laura Cederberg, Erin Bunger, Jody Herman, Michele Stillwell-Parvensky, and Sonia Punwani contributed to producing the reports as well. Publications and Communications Assistant Whitney Potter coordinated the production process for the reports. Study Director Dr. Vicky Lovell provided input into the content and drafts of the reports. Dr. Barbara Gault, Director of Research, and Dr. Heidi Hartmann, President and CEO, played many important roles: in addition to providing vision for the project and IWPR as a whole, they contributed to the content and research design, reviewed reports, and wrote draft state reports themselves. We are indebted to all these people for their dedication to the project and to improving the status of women.

Amy Caiazza, Ph.D.
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ABOUT IWPR'S PARTNERS IN THIS PROJECT

In producing these reports, IWPR collaborated with many individuals and organizations in the states. **Suzan Pauling**, Public Policy Analyst at the Wyoming Coalition Against Domestic Violence and Sexual Assault, served as chair of the Wyoming State Advisory Committee for *The Status of Women in Wyoming* report. She was assisted by **Susie Scott-Mullen**, Director of the Wyoming Women's Foundation. The Wyoming Women's Foundation contributed financially to the production of this report. Ms. Pauling and Ms. Scott-Mullen, along with other members of the Wyoming Advisory Committee, made many contributions, including reviewing the draft report for accuracy, making suggestions to ensure the usefulness of the data contained in the report, and organizing the dissemination and publicity surrounding the release of the report. Ms. Pauling is also a member of the National Advisory Committee to the 2004 *Status of Women in the States* project.

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Introduction

During the 20th century, women made significant economic, political, and social advances, but they are still far from enjoying gender equality. Throughout the United States, women earn less than men, are seriously underrepresented in political office, and make up a disproportionate share of people in poverty. Even in areas where there have been significant advances in women's status, rates of progress are slow. For example, at the rate of progress achieved between 1989 and 2002, women will not achieve wage parity for more than 50 years. If women's representation in Congress changes at the rate it did during the last decade, it will take almost 100 years to achieve equality in political representation.

To make significant progress toward gender equity, policymakers, researchers, and advocates need reliable data about women and the issues affecting their lives. Recognizing this need, the Institute for Women's Policy Research (IWPR) initiated a series of reports on *The Status of Women in the States* in 1996. The biennial series is now in its fifth round. Over the course of a decade, reports on each of the 50 states and the District of Columbia have been completed. This year, IWPR produced reports on twelve states, together with an updated national report summarizing results for all the states and the nation as a whole.

Goals of *The Status of Women in the States* Reports

The Status of Women in the States reports are produced to inform citizens about the progress of women in their state relative to women in other states, to men, and to the nation as a whole. The reports have three main goals: 1) to analyze and disseminate information about women's progress in achieving rights and opportunities; 2) to identify and measure the remaining barriers to equality; and 3) to provide baseline measures and a continuing monitor of women's progress throughout the country.

The 2004 reports contain indicators describing women's status in five main areas: political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being. In addition, the reports provide information about the basic demographics of the state (see Appendix I). For the five major issue areas addressed in this report, IWPR compiled composite indices based on the indicators presented to provide an overall assessment of the status of women in each area and to rank the states from 1 to 51 (including the District of Columbia; see Appendix II for details).

Although state-by-state rankings provide important insights into women's status throughout the country—indicating where progress is greater or less—in no state do women have adequate policies ensuring their equal rights. Women have not achieved equality with men in any state, including those ranked relatively high on the indices compiled for this report. All women continue to face important obstacles to achieving economic, political, and social parity.

To address the continuing barriers facing women across the United States, the reports also include letter grades for each state for each of the five major issue areas. IWPR designed the grading system to highlight the gaps between men's and women's access to various rights and resources. States were graded based on the difference between their performance and goals set by IWPR (e.g., no remaining wage gap or the proportional representation of women in political office; see Appendix II). For example, since no state has eliminated the gap between women's and men's earnings, no state received an A on the employment and earnings composite index. Because women in the United States are closer to achieving some goals than others, the curve for each index is somewhat different. Using the grades, policymakers, researchers, and advocates can quickly identify remaining barriers to equality for women in their state.

IWPR designed *The Status of Women in the States* to actively involve state researchers, policymakers, and advocates concerned with women's status. Beginning in 1996, these state partners have collaborated on the design and written portions of *The Status of Women in the States* reports, reviewed drafts, and disseminated and applied the findings in their states. Their participation has been crucial to improving the reports and increasing their effectiveness and impact in each round. Many have used the reports to advance policies to improve women's status.

About the Indicators and the Data

IWPR referred to several sources for guidelines on what to include in these reports. The Beijing Declaration and Platform for Action from the U.N. Fourth World Conference on Women guided some of IWPR's choices of indicators. This document, the result of an official convocation of delegates from around the world, outlines issues of concern to women, rights fundamental to achieving equality and autonomy, and remaining obstacles to women's advancement. IWPR also turned to members of its state advisory committees, who reviewed their state's report and provided input for improving the project as a whole. Finally, IWPR staff consulted experts in each subject area for input about the most critical issues affecting women's lives.

Ultimately the IWPR research team selected indicators by using several principles: relevance, representativeness, reliability, and comparability of data across all the states and the District of Columbia. While women's status is constantly changing, the evidence contained in this report represents a compilation of the best available data for measuring women's status.

To facilitate comparisons among states, IWPR uses only data collected in the same way for each state. Much of the data is from federal government agencies, including the Census Bureau, the Bureau of Labor Statistics, the Centers for Disease Control, and the National Center for Health Statistics. Nonprofit and research organizations also provide data.

For the 2004 series of reports, IWPR used data from two different sources to report on women's economic status:

A) Census 2000 Data.

Census 2000 data were collected by the United States Census Bureau through its census of the entire U.S. population. A subset of Census respondents, or 17 percent of households, was asked to complete a long form with additional questions, and a portion of these data (for 2.8 million individuals) is available through the Public Use Microdata Samples. In the Census data, the sample size for women for full-time, full-year workers ranged from 2,768 in Wyoming to 179,500 in California; for men, the sample size ranged from 4,314 in the District of Columbia to 273,713 in California. These data allowed IWPR to provide state-level statistics on a variety of indicators of women's economic status by race and ethnicity, including data on earnings, the gender wage ratio, labor force participation, education, and poverty. These data reflect conditions in 1999-2000. The decennial censuses provide the most comprehensive data for states and local areas, but they are conducted only every ten years. Please note that unless otherwise noted, the data in this report for the various races (white, African American, Asian American, and Native American) do not include Hispanics; Hispanics, who may be of any race, are reported separately. For information on how race and ethnicity were defined for the purposes of this report, see Appendix III.

B) 2002-2003 Current Population Survey Data.

As in previous years, IWPR used the Current Population Survey (CPS) to produce statistics for the major economic indices and rankings, to maintain consistency with previous reports and to use the most up-to-date information available. The CPS is a monthly survey of a nationally representative sample of households. It is conducted jointly by the U.S. Census Bureau and the Bureau of Labor Statistics. To ensure sufficiently large sample sizes for cross-state comparisons, two years of data were combined and then tabulated. For this set of reports, IWPR used new economic data for the calendar years 2001-2002. Because the CPS has a much smaller sample than the decennial Census, the population subgroups that can be reliably studied are limited (for information on sample sizes, see Appendix II), which led to the decision to supplement the most current CPS data with slightly older decennial Census data from 2000.

In some cases, we report data on one indicator from two different sources (for example median annual earnings), so that we can provide both the most current data available from the CPS and detailed race and ethnicity breakdowns using Census 2000. The reader should use caution in making comparisons across these data sources since they represent two different samples of individuals surveyed in different years in different economic conditions.

Identifying and reporting on subregions within states (cities or counties) were beyond the scope of this project, which means that some regional differences among women within the states are not reflected. For example, pockets of poverty are not identified, and community-level differences in women's status are not described. While these differences are important, addressing them was not possible due to resource constraints.

A lack of reliable and comparable state-by-state data limits IWPR's treatment of several important topics: violence against women, issues concerning nontraditional families of all types, issues of special impor-

tance to lesbians, and issues concerning women with disabilities. The report also does not analyze women's unpaid labor or women in nontraditional occupations. In addition, income and poverty data across states are limited in their comparability by the lack of good indicators of differences in the cost of living by state; thus, poor states may look worse than they really are, and rich states may look better than they really are. IWPR firmly believes that all of these topics are of utmost concern to women in the United States and continues to search for data and methods to address them. Many of these issues do not receive sufficient treatment in national surveys or other data collection efforts.

These data concerns highlight the sometimes problematic politics of data collection: researchers do not know enough about many of the serious issues affecting women's lives because women do not yet have sufficient political or economic power to demand the necessary data. As a research institute concerned with women, IWPR presses for changes in data collection and analysis in order to compile a more complete understanding of women's status.

Readers of this report should keep a few technical notes in mind. In some cases, differences reported between two states—or between a state and the nation—for a given indicator are statistically significant. That is, they are unlikely to have occurred by chance and probably represent a true difference between the two states or the state and the country as a whole. In other cases, these differences are too small to be statistically significant and are likely to have occurred by chance. IWPR did not calculate or report measures of statistical significance. Generally, the larger a difference between two values (for any given sample size or distribution), the more likely it is that the difference will be statistically significant.

Finally, when comparing indicators based on data from different years, the reader should note that in the 1990-2004 period, the United States experienced a major economic recession at the start of the 1990s, followed by a slow and gradual recovery, with strong economic growth (in most states) in the last few years of the 1990s. By 2000, however, the economy had slowed significantly, and a recession began in March 2001 and officially ended in November 2001. The period since the end of the recession has been marked by slow economic growth.

How *The Status of Women in the States* Reports Are Used

The Status of Women in the States reports have been used throughout the country to highlight remaining obstacles facing women in the United States and to encourage policy changes designed to improve women's status. The reports have helped IWPR's state partners and others educate the public about issues concerning women's status; inform policies and programs to increase women's voter turnout; and make the case for establishing commissions for women, expanding child care subsidies for low-income women, strengthening supports for women-owned businesses, developing training programs for women to enter non-traditional occupations, and improving women's access to health care. Data on the status of women give citizens the information they need to address the key issues facing women and their families.

1. Overview of *The Status of Women in Wyoming*

Women in Wyoming exemplify both the achievements and shortfalls of women's progress over the last century. In some areas their status is relatively good, while in others it compares poorly to other states. Of the 50 states and the District of Columbia, Wyoming is in the top third for women's health and well-being (at 16th) and in the top half for women's political participation (at 20th). It ranks just below the midpoint of all states at 26th for reproductive rights. It is in the bottom third of all states at 34th for social and economic autonomy, and it drops to the bottom ten at 42nd for employment and earnings (Chart 1).

The problems facing Wyoming women demand significant attention from policymakers, advocates, and researchers concerned with women's status. Wyoming earns grades of B- for health and well-being, C for political participation, C- in reproductive rights, D+ in social and economic autonomy, and D in employment and earnings. (Appendix II provides information on the methodology for the composite indices and grades.)

Wyoming joins Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, and Utah as part of the Mountain West region. Among the eight states in this

Chart 1.
How Wyoming Ranks on Key Indicators

Indicators	National Rank*	Regional Rank*	Grade
Composite Political Participation Index	**20**	**4**	**C**
Women's Voter Registration, 1998 and 2000 (68.2%)	19	2	
Women's Voter Turnout, 1998 and 2000 (60.3%)	4	1	
Women in Elected Office Composite Index, 2004	23	6	
Women's Institutional Resources, 2004	31	2	
Composite Employment and Earnings Index	**42**	**5**	**D**
Women's Median Annual Earnings, 2002 ($25,600)	42	5	
Ratio of Women's to Men's Earnings, 2002 (66.3%)	51	8	
Women's Labor Force Participation, 2002 (64.2%)	12	2	
Women in Managerial and Professional Occupations, 2001 (30.6%)	32	3	
Composite Social and Economic Autonomy Index	**34**	**5**	**D+**
Percent with Health Insurance Among Nonelderly Women, 2001-02 (78.1%)	48	7	
Educational Attainment: Percent of Women with Four or More Years of College, 2000 (20.8%)	32	6	
Women's Business Ownership, 1997 (22.6%)	48	8	
Percent of Women Above the Poverty Level, 2002 (90.9%)	9	2	
Composite Reproductive Rights Index	**26**	**4**	**C-**
Composite Health and Well-Being Index	**16**	**5**	**B-**

Notes:
See Appendix II for a detailed description of the methodology and sources used for the indices presented here.
* The national rankings are of a possible 51, referring to the 50 states and the District of Columbia, except for the Political Participation indicators, which do not include the District of Columbia. The regional rankings are of a maximum of eight and refer to the states in the Mountain West region (AZ, CO, ID, MT, NM, NV, UT, and WY).
Calculated by the Institute for Women's Policy Research.

region, Wyoming ranks about average. It ranks 4th in political participation and in reproductive rights. It falls to 5th in employment and earnings, social and economic autonomy, and health and well-being.

With 248,900 women in the state, Wyoming has the smallest population in the United States (Appendix I). Wyoming is a large state physically with 97,000 square miles. It is much more rural than the rest of the country, with 70 percent of women living outside metropolitan areas, almost four times the national figure of 18 percent. Differences among urban and rural women may affect their access to the state's social, political, and economic resources.

Wyoming is much less racially and ethnically diverse than most states. Almost 89 percent of its female population is white (Appendix Table 1). Hispanic women are the second-largest group of women in the state, at 6 percent of the population. Wyoming's third-largest group of women is American Indian, at 2 percent of the population. The largest tribal nations in Wyoming are Arapahoe (0.8 percent of the female population) and Shoshone (0.5 percent; these proportions include Hispanics; Appendix Table 2). Asian American and African American women in Wyoming are each less than 1 percent of the population of women, while women of some other race or two or more races are 1.4 percent. (See Appendix III for information on how race and ethnicity are defined in this report).

Women in Wyoming can point to a few achievements in their overall status:

- Wyoming ranks 4th in the nation and 1st in the Mountain West region for women's voter turnout in the 1998 and 2000 elections combined.
- Women in the state participate in the labor force at relatively high rates, ranking 12th in the nation.
- Wyoming has relatively high levels of women living above poverty, ranking in the top ten nationally and second in its region, yet Wyoming, like all states, has room for improvement in reducing the disproportionate share of poverty borne by single-mother families.
- Wyoming is one of 25 states that allow access to abortion services without a waiting period.
- Women in Wyoming are less likely to experience mortality from breast cancer or have diabetes, chlamydia, or AIDS than women in most of the nation.

Still, Wyoming can improve women's status in many ways:

- As of July 2004, only 18 percent of Wyoming's state legislature was composed of women, compared with the national average of 22.4 percent.
- Wyoming ranks last in the nation for the ratio of women's to men's earnings for full-time, year-round work. Women in the state earn just 66 cents on men's dollar.
- Women in Wyoming are less likely to have health insurance than women in all but three other states.
- Wyoming ranks 48th in the nation for the proportion of businesses owned by women.
- Wyoming is last in the nation for the proportion of women living in counties with an abortion provider.
- Women in Wyoming are more likely to die of suicide than women in all but three states in the United States.

Wyoming can also improve the status of minority and indigenous women by addressing the ongoing racial and ethnic disparities in the state (Chart 2):

- Hispanic and American Indian women in Wyoming are much more likely than white women to live in poverty. While 88 percent of white women lived above poverty in 1999, just 62 percent of American Indian women and 79 percent of Hispanic women did.
- Hispanic and American Indian women in Wyoming have lower median annual earnings than white women in the state.
- While one in three white women and one in two Asian American women in Wyoming has a two- or four-year college degree, just one in six Hispanic or American Indian women does.
- For American Indian women in Wyoming, the rate of mortality from heart disease is almost double their national rate and 70 percent higher than the rate for white women in the state.

Wyoming women continue to face serious obstacles to achieving equality with men and attaining a standing equal to the average for women in the United States. Minority and indigenous women in the state are particularly disadvantaged in their political, social, and economic status. Only when all women have the opportunity to contribute their best efforts as full and equal partners in work, politics, and communities will cities, states, and the nation achieve their full potential.

Chart 2.
Overview of the Status of Minority and Indigenous Women in Wyoming

	White Women	African American Women	Hispanic Women	Asian American Women	American Indian Women
Political Participation					
Number of Women in Elected Statewide Executive Office, 2004[a]	1	0	0	0	0
Number of Women in U.S. Congress, 2004[a]	1	0	0	0	0
Employment and Earnings					
Median Annual Earnings (for full-time, year-round employed women), 1999 (in 2003 dollars)[b]	$25,300	N/A	$19,900	N/A	$23,600
Earnings Ratio Between Women and White Men, 1999[b]	62.9%	N/A	51.4%	N/A	61.1%
Women's Labor Force Participation, 2000[b]	62.3%	N/A	59.6%	74.1%	63.1%
Women in Managerial and Professional Occupations, 2000[c]	34.2%	26.7%	22.1%	39.0%	31.4%
Social and Economic Autonomy					
Percent of Women with College Education (two- or four-year degree or higher), 2000[b]	29.9%	N/A	15.7%	49.0%	16.9%
Percent of Women Above the Poverty Level, 1999[b]	88.4%	N/A	78.9%	N/A	62.2%
Reproductive Rights and Health and Well-Being					
Percent of Mothers Beginning Prenatal Care in the First Trimester of Pregnancy, 2001[d]	85%	84%	72%	81%	72%
Percent of Low Birth Weight Babies, 2001[e]	7.9%	N/A	9.1%	N/A	10.7%
Female Heart Disease Mortality, per 100,000, 1999-2001[f]	172.2	N/A	157.4	N/A	293.9

Notes:
N/A = Not Available.
Hispanics may be of any race or two or more races. Racial categories (Whites; African Americans; Asian Americans; American Indians, also referred to as Native Americans in this report; Other/Two or More) do not include Hispanics in this report unless otherwise noted.
See Appendix III for a description of how race and ethnicity are defined for economic data in this report.
Source: [a] CAWP 2004e; [b] Urban Institute 2004b; [c] U.S. Department of Commerce, Bureau of the Census 2004j; [d] Centers for Disease Control and Prevention 2003b; [e] Centers for Disease Control and Prevention 2003c; [f] National Center for Health Statistics 2003.
Compiled by the Institute for Women's Policy Research.

The Status of American Indian Women in Wyoming

As data throughout this report indicate, American Indian women have lower social and economic status than white women in Wyoming and nationally, with lower earnings, less education, and more poverty. On some indicators, Wyoming American Indian women's status is also worse than American Indian women's nationally. American Indian women in the state would clearly benefit from policies and practices designed to lessen both race- and sex-based inequalities that have combined to disadvantage American Indian women.

In Wyoming, 2.3 percent of the female population (including Hispanics) is American Indian alone (Appendix Table 2). Another 0.9 percent of the female population is American Indian in combination with another race, for a total of 3.2 percent of all women who are American Indian alone or in combination with another race. In other words, almost 7,900 women in Wyoming are American Indian either alone or in combination with another race.

The largest tribal nation in Wyoming is Arapahoe (0.8 percent of the female population), followed by Shoshone (0.5 percent). Sioux (0.2 percent), Navajo (0.1 percent), and Cherokee (0.1 percent) women are also represented among Wyoming American Indians (these proportions include Hispanics; see Appendix Table 2).

One indicator of the difficulties facing American Indian women is their earnings. For full-time, full-year workers, these earnings are lower than the earnings of both white women in Wyoming ($23,600 versus $25,300; Table 5) and American Indian women nationally ($25,500). Wyoming ranks 31st of 43 states nationally for American Indian women's full-time, full-year earnings. Of course, earnings are low for all women and men in Wyoming, including white women and men. In fact, because white men's wages are also relatively low in the state, Wyoming's wage ratio between American Indian women and white men is higher than it is nationally, at 61.1 percent versus 57.8 percent, and ranks 22nd of 43 states (Table 5).

When women who work less than full-year, full-time are included in the figures, the difficulties facing many American Indian women in Wyoming become even clearer. Earnings are only $12,000 annually for those outside cities in Wyoming (data are unavailable for American Indian women within metro areas due to small sample sizes; data not shown; Urban Institute 2004b). These low earnings reflect the limited job opportunities available to American Indian women, particularly in rural areas and on reservations. While the poor economic status of American Indian women is visible both on and off reservations, a lack of employment opportunities, low levels of human capital, and geographic isolation in rural areas, including reservations, contribute to especially low earnings and high levels of poverty there (Snipp and Sandefur 1988). Policies encouraging the economic development of reservations and other American Indian communities are one key path for improving the economic status of American Indian women and their families. Such programs are particularly important as reservations take more control over implementing welfare programs, as they have since the adoption of new welfare provisions in the 1990s, and as they subsequently design rules and restrictions that affect the eligibility of American Indian women for receiving benefits.

As Table 10 shows, 37.8 percent of American Indian women in Wyoming lived below poverty in 1999, compared with 11.6 percent of white women, for more than triple the poverty rate. American Indian women in Wyoming are also much more likely to be living in poverty compared with the national poverty rate among American Indian women (25.0 percent); Wyoming is 41st of 44 states for this indicator. In addition, American Indians living in single-mother families have a poverty rate that is much higher in Wyoming than the national rate among American Indians in these families, at 49.1 percent compared with 37.8 percent nationally (Figure 7). In other words, approximately half of American Indian single-mother families were in poverty in Wyoming in 1999. Importantly, poverty rates are also high among Wyoming's American Indian single-father families, at 45.1 percent, although this number is still lower than the poverty rate for single-mother families (Urban Institute 2004b).

(Continued on next page)

The disadvantaged economic status of American Indian women nationally and in Wyoming is related to many factors. Both racial and gender discrimination play a role in their earnings and mobility; not only do many American Indians experience discrimination, but American Indian women are on average paid less for jobs in similar circumstances than both white women and American Indian men (Snipp 1992). Like African American and Hispanic women, American Indian women are also more highly represented in lower-paying jobs such as service and domestic work (Reskin 1993). As Figure 3 shows, American Indian women in Wyoming are less likely to hold managerial and professional positions than white and Asian American women in the state (but more likely than Hispanic and African American women). Their lower levels of educational attainment (Figure 5) are an additional factor in the wage difference between American Indians and whites (Waters and Eschbach 1995; Snipp 1992). Finally, poor tribal, state, and federal policies have contributed to the economic underdevelopment of reservations (Snipp 1992; Vinje 1996; Brown et al. 2001).

Overall, American Indian women experience high levels of hardship in Wyoming, as they do across the United States. Policies designed to increase their educational attainment and job opportunities, to encourage economic development where they live, and to provide them with access to other economic and health resources would all contribute to improving their status.

2. Political Participation

This section presents data on several aspects of women's involvement in the political process in Wyoming: voter registration and turnout, female state and federal elected representation, and women's state institutional resources. Overall, Wyoming ranks 20th nationally and 4th regionally for women's political participation. It receives a grade of C on the political participation composite index (Chart 1).

Voter Registration and Turnout

Voting and voter registration represent the degree to which citizens are exercising their rights to choose leaders to represent them and their concerns. In 2000, in the nation as a whole, about 69 million women, or 65.6 percent of those eligible, reported being registered to vote, compared with 60 million, or 62.2 percent, of eligible men (Table 1). Wyoming is one of six states that allow same-day voter registration. States with same-day voter registration often have voter registration and turnout rates higher than the national average. Wyoming's 2000 voter registration rates were slightly higher for both men and women than national rates. In Wyoming, 69.8 percent of women reported being registered to vote in the November 2000 elections, while 67.4 percent of men did. Similarly, in 1998, men and women's voter registration rates in Wyoming were both higher than national rates.

Wyoming ranks 19th among all the states and 2nd in the Mountain West region for women's voter registration levels in the 2000 and 1998 elections combined.

In 2000, 65.2 percent of Wyoming women reported voting, while in 1998, 55.4 percent did (compared with national proportions of 56.2 percent and 42.4 percent respectively; Table 1). This means that women's voter turnout in Wyoming was well above national levels in both 1998 and 2000. In most states, women have higher voter turnout rates than men. Voter turnout jumped substantially for both sexes in the nation as a whole between 1998 and 2000, primarily because 2000 was a presidential election year. Presidential elections traditionally have much higher turnout than non-presidential elections.

Wyoming ranks 4th among all the states and 1st in the Mountain West region for women's voter turnout in the 1998 and 2000 elections combined.

Table 1.
Voter Registration and Turnout for Women and Men in Wyoming and the United States

	Wyoming		United States	
	Percent	Number	Percent	Number
2000 Voter Registration[a]				
Women	69.8%	122,000	65.6%	69,193,000
Men	67.4%	118,000	62.2%	60,356,000
1998 Voter Registration[b]				
Women	66.5%	114,000	63.5%	65,445,000
Men	64.8%	113,000	60.6%	57,659,000
2000 Voter Turnout[a]				
Women	65.2%	114,000	56.2%	59,284,000
Men	59.7%	105,000	53.1%	51,542,000
1998 Voter Turnout[b]				
Women	55.4%	95,000	42.4%	43,706,000
Men	53.2%	93,000	41.4%	39,391,000

Notes:
Percent of all women and men aged 18 and older who reported registering to vote and voting, based on data from the 1998 and 2000 November Supplements of the Current Population Survey. These data are self-reports and tend to overstate actual voter registration and turnout.
Source: [a] U.S. Department of Commerce, Bureau of the Census 2002; [b] U.S. Department of Commerce, Bureau of the Census 2000.
Compiled by the Institute for Women's Policy Research.

Women in Public Office

Although women constitute a minority of elected officials at both the national and state levels, their presence has grown steadily over the years. As more women hold office, women's issues are also becoming more prominent in legislative agendas (Carroll 2001). Fourteen women served in the 2003-04 U.S. Senate (108th Congress). Women also filled 60 of the 435 seats in the 108th U.S. House of Representatives (not including the nonvoting delegates from the District of Columbia, the Virgin Islands, and Guam, all three of whom are women). Minority

women (also referred to as women of color in this report) filled only 18 House seats and no Senate seats. Women from Wyoming filled no seats in the U.S. Senate, and only 1 seat in the U.S. House of Representatives, meaning that they had low levels of national representation (Table 2).

At the state level, as of July 2004, women held one elected executive office in Wyoming, state treasurer, and no women of color served in a statewide elected office in the state. The proportion of women in the state legislature was also low, with just 16 of 90 seats filled by women, for a rate of 17.8 percent, compared with a 22.4 percent average for the nation as a whole.

Based on the proportion of women in elected office, Wyoming ranks 23rd in the nation and 6th regionally on this component of the political participation index.

Table 2.
Women in Elected Office in Wyoming and the United States, 2004

	Wyoming	United States
Number of Women in Statewide Executive Elected Office[a]	1	80
Minority Women[b]	0	5
Number of Women in the U.S. Congress		
U.S. Senate[c]	0 of 2	14 of 100
Minority Women[b]	0	0
U.S. House[d]	1 of 1	60 of 435
Minority Women[b]	0	18
Percent of State Legislators Who Are Women[e]	17.8%	22.4%

Source: [a] CAWP 2004a; [b] CAWP 2004e; [c] CAWP 2004c; [d] CAWP 2004d; [e] CAWP 2004b.
Compiled by the Institute for Women's Policy Research.

Table 3.
Institutional Resources for Women in Wyoming and the United States, 2004

	Yes	No	Total, United States
Does Wyoming have a:			
Commission for Women?[a]	X		41
Legislative Caucus in the State Legislature?[b]		X	34
House of Representatives?			
Senate?			

Source: [a] National Association of Commissions for Women 2004, updated by IWPR; [b] CAWP 1998, updated by IWPR.
Compiled by the Institute for Women's Policy Research.

Institutional Resources

Women's institutional resources, including commissions for women and women's caucuses, can increase the visibility of women's political concerns and interests, particularly when they are adequately staffed and funded, politically stable, and accessible to citizens' groups (Stetson and Mazur 1995). Wyoming has a state-level, government-appointed commission for women, the Wyoming Council for Women's Issues, but the Council does not have the independence of staffing that women's commissions have in most states. The Council, whose members serve as volunteers, generally receives only a small amount of government funding each year through the Wyoming Business Council, a quasi-governmental entity that receives funding both from the state legislature and the private sector. The Women's Council is a subsidiary of the Business Council with limited staffing dedicated to its activities (Freudenthal 2003; Wyoming Business Council 2004). Wyoming does not have a women's caucus in the state House of Representatives (Table 3). Nationwide, 41 states have state-level commissions for women and 34 states have women's caucuses in their state legislatures. Sixteen states have both a commission for women and formal caucuses in each house of the state legislature.

Based on the number of institutional resources available to women in Wyoming, the state ranks 31st in the nation and 2nd in the region.

3. Employment and Earnings

This section surveys several aspects of women's economic status: women's earnings, the female/male earnings ratio, women's labor force participation, and the occupations in which women work. Women in Wyoming rank 42nd in the nation and 5th in the Mountain West region on the employment and earnings composite index. The state receives a grade of D on the employment and earnings index (Chart 1).

Women's Earnings

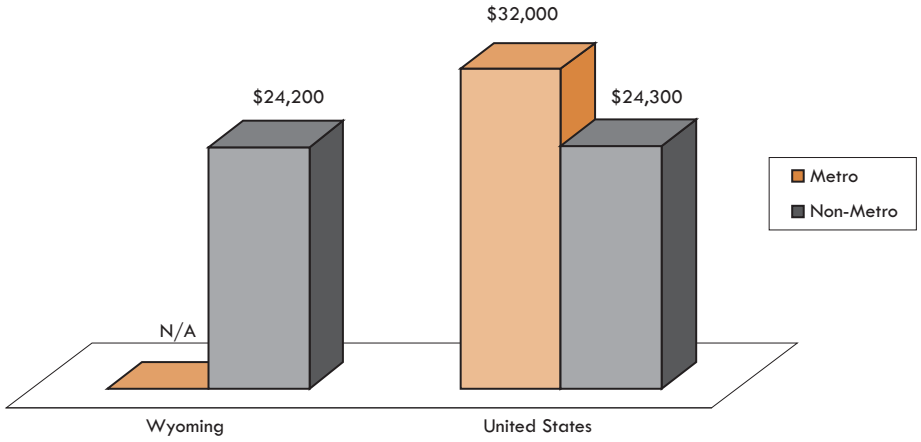
Wyoming women working full-time, year-round have considerably lower median annual earnings than women in the United States as a whole ($25,600 and $30,100, respectively; Chart 1 and Appendix IV; see Appendix II for details on the methodology used for the Current Population Survey data presented in this report). Median annual earnings for men in Wyoming are only slightly lower than in the United States as a whole (Appendix IV; $38,600 and $39,500, respectively).

Median annual earnings for women in Wyoming rank 42nd in the nation. Women in the District of Columbia rank the highest with earnings of $37,800. Regionally, Wyoming ranks 5th for women's earnings, tied with Idaho and New Mexico and above only Montana.

A study of women's and men's wages in Wyoming also shows that women's earning are low relative to the nation, while men tend to work in highly paid fields such as oil, mining, construction, and transportation. For example, women who work in the nursing and teaching fields, two occupations that are predominantly female, have some of the lowest wages in the country; the average wages of nurses rank 49th and teachers, 42nd, among all the states (Alexander, Connolly, Greller, and Jackson 2003).

Wages in the nation as a whole differ considerably between rural and urban areas. In Wyoming, a largely rural state, the wages of women living in non-metropolitan areas were $24,200 in 1999, only slightly less than the national figure of $24,300 for rural women (Figure 1; data not available for women's wages in metropolitan areas of Wyoming due to small sample sizes; the source of these data is the 2000 Census, which differs from the Current Population Survey data presented in Chart 1). Nationally, women in rural areas have much lower earnings than those in metropolitan areas, and Wyoming's low rank for women's earnings could be partially due to the fact that the majority of women in Wyoming live in non-metropolitan areas.

Figure 1.
Median Annual Earnings of Women Employed Full-Time/Year-Round by Metropolitan or Non-Metropolitan Status in Wyoming and the United States, 1999 (2003 dollars), Decennial Census



Note:
For women aged 16 and older. See Appendix III for methodology.
Source: Urban Institute 2004b, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

The Wage Gap

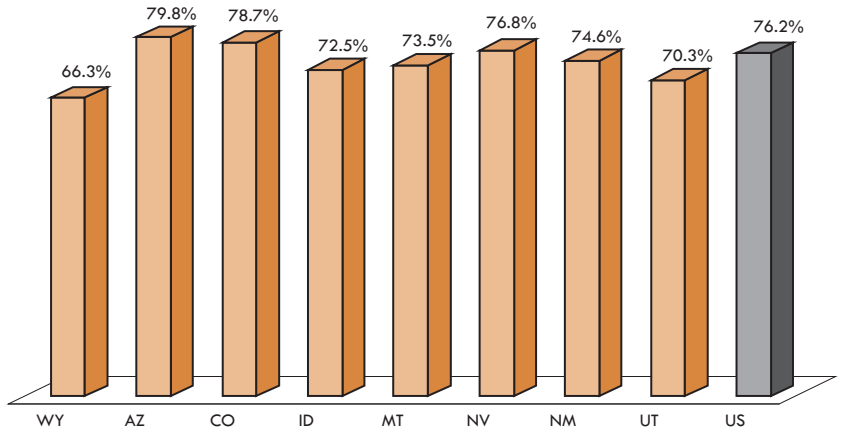
The Wage Gap and Women's Relative Earnings

In the United States, women's wages continue to lag behind men's. In 2002, the median wages of women who worked full-time, year-round were only 76.2 percent of men's (Urban Institute 2004a). In other words, women earned

about 76 cents for every dollar earned by men, for a nationwide wage gap of 24 cents on the dollar.

In Wyoming, women earned only 66.3 percent of what men earned in 2002 for a wage gap of 33.7 percent (Figure 2). Wyoming has the worst wage ratio in the country, ranking 51st in the nation for the ratio of women's to men's earnings for full-time, year-round work. In contrast, the District of Columbia has the highest earnings ratio at 92.4 percent. Wyoming also ranks last in the Mountain West region. (Note: these figures are based on analysis of the Current Population Surveys from 2002-03.) A Wyoming study based on Census 2000 data also finds significant disparities between men's and women's earnings across the Wyoming economy (Alexander et al. 2003).

Figure 2.
Ratio of Women's to Men's Full-Time/Year-Round Median Annual Earnings in States in the Mountain West Region, 2002 (2003 dollars), Current Population Survey



Note:
For women and men aged 16 and older. See Appendix II for methodology.
Source: Urban Institute 2004a, based on analysis of data from Current Population Survey 2002-03.
Compiled by the Institute for Women's Policy Research.

Earnings and Earnings Ratios by Educational Levels

Between 1979 and 1999, women with higher levels of education in the United States saw their median annual earnings increase more than women with lower levels of educational attainment. As Table 4 shows, in Wyoming, only women with more than four years of college experienced real increases in that period, while all other women's earnings decreased considerably, with the largest decreases occurring in the earnings of the least-educated women. Women that had not completed high school saw the largest earnings decrease (a fall of 18.2 percent) in real, or inflation-adjusted dollars, while for women with a two- or four-year college degree, earnings decreased the least (a fall of 5.6 percent).

In contrast, Wyoming women at every level of education saw their earnings ratio with men improve. Women with some college education experienced the smallest narrowing in the earnings ratio (12.4 percent). Women with less than a 12th-grade education, with a two- or four-year college degree, or with graduate level education saw their earnings ratios increase by similar proportions, at 18.3 percent, 18.1 percent, and 18.1 percent, respectively. Wyoming women with only a high school diploma saw their earnings ratio increase the most, at 20.2 percent. The increases in the ratio of women's to men's earnings, when women's earnings were falling in real terms, indicate that in Wyoming, men's real earnings fell even more than women's.

Table 4.
Women's Earnings and the Earnings Ratio in Wyoming by Educational Attainment, 1979 and 1999 (2003 dollars)

Educational Attainment	Women's Median Annual Earnings, 1999[a]	Percent Change in Real Earnings, 1979[b] and 1999[a]	Female/Male Earnings Ratio, 1999[a]	Percent Change in Earnings Ratio, 1979[b] and 1999[a]
Less Than 12th Grade	$16,600	-18.2%	55.7%	+18.3%
High School Only	$19,900	-12.7%	60.1%	+20.2%
Some College	$22,200	-10.8%	59.4%	+12.4%
College (two- or four-year degree)	$28,700	-5.6%	67.5%	+18.1%
College Plus	$42,000	+20.3%	81.2%	+18.1%

Source: [a] Urban Institute 2004b; [b] IWPR 1995.
Compiled by the Institute for Women's Policy Research.

Wages and the Wage Ratio by Race and Ethnicity

Wages vary strikingly by race and ethnicity in Wyoming and in the nation as a whole. Nationally, African American, Hispanic, and Native American women have much lower wages than white and Asian American women (Table 5; the source of these data is the 2000 Census, which differs from the Current Population Survey data presented elsewhere in this report). Median annual earnings in Wyoming for white women are the highest in the state, with earnings of $25,300. In contrast, Hispanic women's earnings are the lowest, at $19,900, while American Indian women's are $23,600 (data for Asian American and African American women are not available due to small sample sizes).

Earnings for American Indian, Hispanic, and white women are all lower in Wyoming than nationally. As a result, Wyoming ranks 31st of 43 states for the earnings of American Indian women, 41st of 48 for Hispanic women, and 46th of 51 for white women (not all states are included in these rankings because of insufficient sample sizes in some states).

Earnings inequality becomes particularly striking when the earnings ratios of women of different races and ethnicities are compared with those of white men. The wage ratio between white women and white men in 1999 was 70.0 percent nationally and 62.9 percent in Wyoming (Table 5). The wage ratio between Native American/American Indian women and white men was even lower, at 57.8 percent nationally and 61.1 percent in Wyoming. The ratio between Hispanic women and white men was 52.5 percent nationally and 51.4 percent in Wyoming. Thus, the earnings ratio in Wyoming is much lower than it is nationally for white women. It is slightly lower in Wyoming for Hispanic women, while for American Indian women, the earnings ratio with white men is actually slightly higher in Wyoming than nationally.

Based on these numbers, Wyoming ranks 22nd of 43 states for the wage ratio between Native American women and white men, 35th of 48 states for the ratio between Hispanic women and white men, and last for the ratio between white women and white men.

Table 5.
Women's Median Annual Earnings and the Earnings Ratio Between Women and White Men in Wyoming and the United States, by Race and Ethnicity, 1999 (2003 dollars), Decennial Census

	Wyoming				United States	
	Women's Median Annual Earnings		Earnings Ratio			
Race and Ethnicity	State Figure	National Rank	State Figure	National Rank	Women's Median Annual Earnings	Earnings Ratio
All	$24,200	45 of 51	62.6%	46 of 51	$29,800	67.5%
White	$25,300	46 of 51	62.9%	51 of 51	$30,900	70.0%
African American	N/A	N/A	N/A	N/A	$27,600	62.5%
Hispanic	$19,900	41 of 48	51.4%	35 of 48	$23,200	52.5%
Asian American	N/A	N/A	N/A	N/A	$33,100	75.0%
Native American	$23,600	31 of 43	61.1%	22 of 43	$25,500	57.8%
Other/Two or More	N/A	N/A	N/A	N/A	$28,400	64.3%

Notes:
N/A = Not Available.
For full-time, full-year workers aged 16 and older. See Appendix III for methodology.
Not all states are included in the rankings because of insufficient sample sizes in some states for some population groups.
The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ from those based on the 2003 Current Population Survey data (for the year 2002) presented in Chart 1 and Figure 2. The earnings ratios in this table are also calculated differently from those in Chart 1 and Figure 2, which are between all women and all men; this table compares women's wages by race and ethnicity to white men only.
Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.
Source: Urban Institute 2004b, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

Labor Force Participation

Between 1965 and 2002, women's labor force participation increased from 39 to 60 percent (these data reflect the proportion of the civilian noninstitutional population aged 16 and older who are employed or looking for work; U.S. Department of Labor, Bureau of Labor Statistics 2001 and 2004b). In 2002, 64.2 percent of women in Wyoming were in the labor force, compared with 59.6 percent of women in the United States overall, earning Wyoming the rank of 12th in the nation and 2nd in the Mountain West region (Chart 1 and Appendix IV). Men's labor force participation rate in Wyoming was also higher than the rate for men in the United States as a whole, at 77.3 percent versus 74.1 percent (data not shown; U.S. Department of Labor, Bureau of Labor Statistics 2004a).

Unemployment rates in Wyoming were lower than they were nationally in 2002. Nationally, unemployment rates were 5.9 percent for men and 5.6 percent for women aged 16 and over. In Wyoming, unemployment rates were 4.1 percent for men and 4.3 percent for women (data not shown; U.S. Department of Labor, Bureau of Labor Statistics 2004a).

Employment and Unemployment Among Women by Race and Ethnicity

According to analysis of data from the 2000 Census, 62.3 percent of women of all races aged 16 and older in Wyoming were in the labor force in 2000, a higher rate than in the United States as a whole, 58.3 percent (Table 6; these data differ from the figures above, which are based on the 2002-03 Current Population Survey). Women in all racial or ethnic groups in Wyoming had labor force participation rates that were higher than in the United States overall. These rates were 62.3 percent in Wyoming compared with 58.8 percent nationally for whites; 59.6 percent compared with 53.0 percent for Hispanics; 74.1 percent compared with 56.5 percent for Asian Americans; and 63.1 percent compared with 57.9 percent for American Indians (data for African American women in Wyoming are not available due to small sample sizes). Interestingly, while Asian American and American Indian women have relatively low labor force participation rates nationally, in Wyoming they have the highest rates of labor force participation. Hispanic women have the lowest rates both nationally and in Wyoming.

Unemployment rates also vary significantly by race. Nationally, unemployment rates were 9.8 percent among African American women, 8.0 percent among Hispanic women, and 5.7 percent among Asian American women, compared with 4.9 percent among white women, in 2002 (national data are not available for Native American women; these data for African American, Asian American, and white women include Hispanics; U.S. Department of Labor, Bureau of Labor Statistics 2004b). Unfortunately, state-by-state data on unemployment among minority women were

Table 6.
Labor Force Participation Rates Among Women in Wyoming and the United States, by Race and Ethnicity, 2000, Decennial Census

	Wyoming		United States	
Race and Ethnicity	Number of Women in Labor Force	Percent in Labor Force	Number of Women in Labor Force	Percent in Labor Force
All	116,000	62.3%	63,429,400	58.3%
White	104,800	62.3%	45,759,200	58.8%
African American	N/A	N/A	7,664,300	60.4%
Hispanic	5,900	59.6%	6,153,100	53.0%
Asian American	1,000	74.1%	2,391,300	56.5%
Native American	2,400	63.1%	433,100	57.9%
Other/Two or More	1,400	62.8%	1,028,300	59.6%

Notes:
N/A = Not Available.
For women aged 16 and older. See Appendix III for methodology.
The numbers and percentages in this table are based on 2000 Census data; they differ slightly from official labor force participation rates published by the U.S. Department of Labor, Bureau of Labor Statistics, for 2000, based on the Current Popuation Survey.
Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.
Source: Urban Institute 2004b, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

Table 7.
Labor Force Participation of Women with Children in Wyoming and the United States, 2000, Decennial Census

	Wyoming		United States	
	Number of Women in Labor Force	Percent in Labor Force	Number of Women in Labor Force	Percent in Labor Force
With Children				
Under Age 18	55,900	70.9%	30,538,600	64.2%
Under Age 6	20,500	66.0%	12,389,200	59.9%

Notes:
For women aged 16 and older. See Appendix III for methodology.
Children under age 6 are also included in children under 18.
Source: Urban Institute 2004b, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

not available for Wyoming (U.S. Department of Labor, Bureau of Labor Statistics 2004a). However, because the overall unemployment rate for women was 4.3 percent and the rate for white women was 3.9 percent, at least some minority women must have higher unemployment rates in the state.

Labor Force Participation of Women with Children

Mothers' labor force participation has grown tremendously in recent decades. In 2002, 55 percent of women with children under age one were in the labor force, compared with 31 percent in 1976 (U.S. Department of Commerce, Bureau of the Census 2003b). In general, the workforce participation rate for women with children in the United States tends to be higher than the rate for all women (64.2 percent versus 58.3 percent in 2000). This is partially explained by the fact that the overall labor force participation rate is for all women aged 16 and older; thus both teenagers and retirement-age women are included in the statistics, even though they have relatively low labor force participation rates. Mothers, in contrast, tend to be in age groups with higher labor force participation rates.

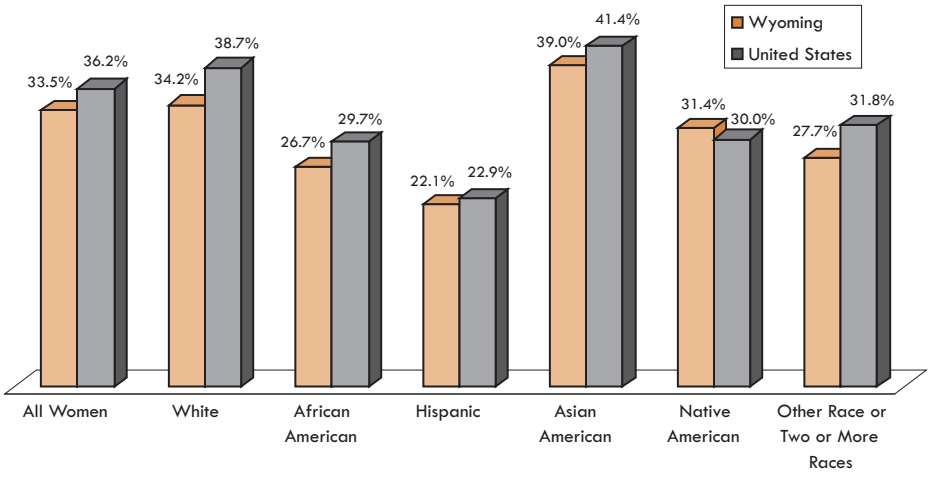
In Wyoming, 70.9 percent of women with children under age 18 are in the workforce, compared with 62.3 percent of all women in Wyoming in 2000 (Tables 6 and 7). Like all women in Wyoming, women with children are more likely to engage in labor market activity than in the United States as a whole (70.9 percent versus 64.2 percent, respectively), but the difference is even larger for mothers than for all women. Women with children under six are also substantially more likely to be in the labor force in Wyoming than in the United States as a whole (66.0 percent versus 59.9 percent).

Managerial and Professional Occupations

Women in Wyoming are less likely to work in managerial and professional specialty occupations than are women in the United States overall (30.6 percent versus 33.2 percent). As a result, Wyoming ranks 32nd in the nation and 3rd in its region for the proportion of its female labor force employed in professional and managerial occupations (Chart 1).

As in the rest of the country, white and Asian American women in Wyoming are more likely to work in managerial and professional positions than African American, Hispanic, or Native American women (Figure 3). While white and Asian American women work in these jobs at rates of 34.2 percent and 39.0 percent, respectively, in Wyoming, American Indian, African American, and Hispanic women do so at rates of 31.4 percent, 26.7 percent, and 22.1 percent, respectively. Among all racial or ethnic groups in Wyoming, only American Indian women are more likely than their national counterparts to work in managerial and professional positions. Thus, employed American Indian women in Wyoming have good employment opportunities relative to American Indian women in other states, even though like most minority women in most states, Wyoming's American Indian women do less well than white women in Wyoming.

Figure 3.
Percent of Women in Professional and Managerial Occupations in Wyoming and the United States, by Race and Ethnicity, 2000, Decennial Census



Notes:
For women aged 16 and older. See Appendix III for methodology. The numbers and rankings presented here are based on 2000 Census data. They differ from those in Chart 1, which are based on 2002-03 Current Population Survey data (for calendar years 2001-02). In addition to the difference in data source and year, the 2000 Census relied on a new system for classifying occupations; thus, the category "managerial and professional occupations" now encompasses a larger group of jobs.
Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.
Source: U.S. Department of Commerce, Bureau of the Census 2004j.
Compiled by the Institute for Women's Policy Research.

4. Social and Economic Autonomy

This section highlights several topics important to women's social and economic autonomy: health insurance coverage, educational attainment, business ownership, and poverty. At 34th nationally and 5th regionally for indicators of social and economic autonomy, Wyoming women face serious obstacles in this category. Its problems guaranteeing women's social and economic autonomy are reflected in the state's grade of D+ (Chart 1).

Access to Health Insurance

Women in Wyoming are substantially less likely than women in the nation as a whole to have health insurance. In Wyoming, 21.9 percent of women are not insured, compared with 17.7 percent of women in the United States as a whole (Table 8). Wyoming ranks 48th in the nation and 7th of eight states regionally for the proportion of women with health insurance.

The Indian Health Service (IHS) provides health care to many American Indians, who are the second largest minority group in the state. Unfortunately, access to health care from these sources is not included in the available federal data on which this indicator is based (Henry J. Kaiser Family Foundation 2004b), so this indicator likely underestimates the extent of access to health care in Wyoming. At the same time, IHS is severely underfunded and spends only $1,914 per patient nationally, compared with the $5,065 that is spent on the average American (Washington Post 2004).

In Wyoming, rates of insurance through Medicaid are substantially lower among women than U.S. rates (5.1 percent in Wyoming and 8.6 percent in the United States for women). In contrast, women in Wyoming have about the same level of access to private and other forms of health insurance as women in the rest of the country. Among low-income women, rates of Medicaid insurance are also substantially lower in Wyoming than in the United States. Low-income women both in Wyoming and nationally are uninsured at extremely high rates, at 42.4 percent and 35.2 percent, respectively. Wyoming's low rate of health insurance overall appears to be largely related to its low rate of Medicaid coverage among those who are eligible.

Education

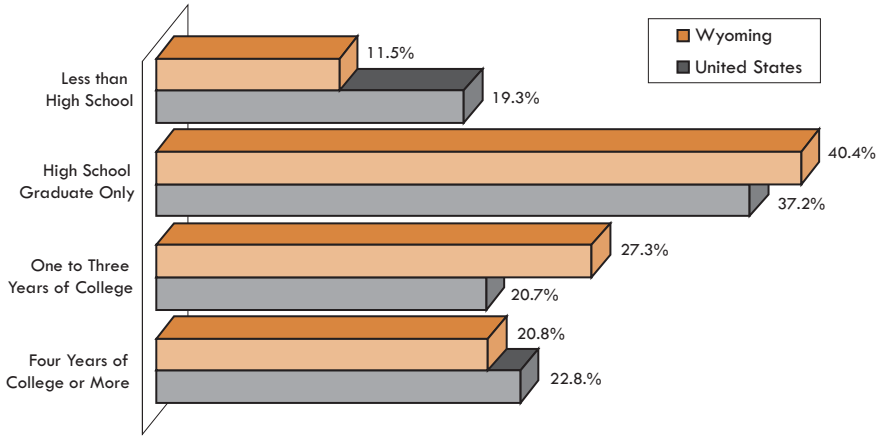
In the United States, the percent of women aged 25 and older with four or more years of college almost doubled between 1980 and 2002, from 13.6 percent to 25.1 percent (compared with 28.5 percent of men in 2002; U.S. Department of Commerce, Bureau of the Census, 2003d). Wyoming ranked 32nd in the nation and 6th in the Mountain West region for the proportion of the female population with four or more years of college in 2000. In 2000, 20.8 percent of women in Wyoming had completed a four-year college education, compared with 22.8 percent of women in the United States (Figure 4). The proportion of women 25 and older in Wyoming without high school diplomas was substantially lower than that of women in

Table 8.
Percent of Women Aged 18 to 64 without Health Insurance and with Different Sources of Health Insurance in Wyoming and the United States, 2001-02

	Wyoming		United States	
	Women	Low-Income Women	Women	Low-Income Women
Percent Uninsured	21.9%	42.4%	17.7%	35.2%
Percent with Medicaid	5.1%	13.4%	8.6%	22.3%
Percent with Private/Other Insurance	73.0%	44.2%	73.7%	42.6%

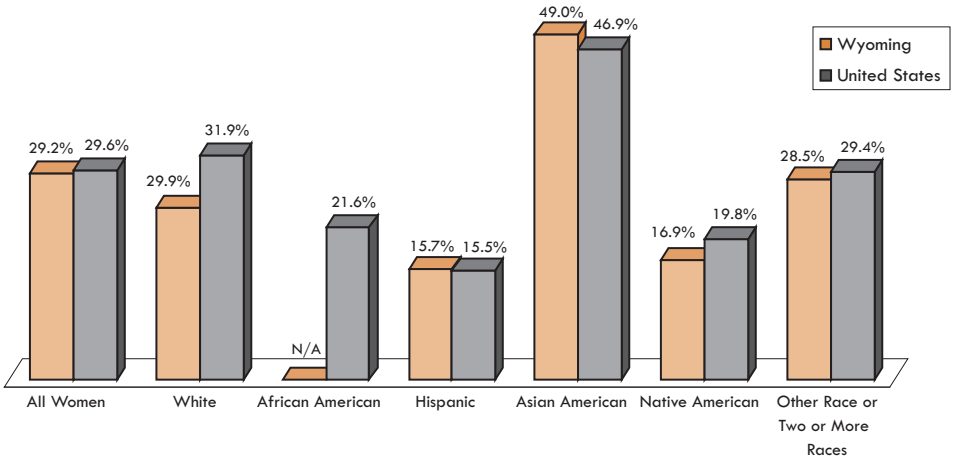
Notes:
Low-income is defined as less than 200 percent of the federal poverty line, or $30,040 for a family of three in 2002.
Private/Other category includes employer-based coverage, other private insurance, and other public insurance, such as Medicare and military-related coverage.
Source: Henry J. Kaiser Family Foundation 2004a.
Compiled by the Institute for Women's Policy Research.

Figure 4.
Educational Attainment of Women Aged 25 and Older in Wyoming and the United States, 2000, Decennial Census



Source: U.S. Department of Commerce, Bureau of the Census 2003c, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

Figure 5.
Percent of Women with College Education in Wyoming and the United States, by Race and Ethnicity, 2000, Decennial Census



Notes:
N/A = Not Available.
For women aged 25 and older. These data come from a different source than those in Figure 4 and include women with a two-year or four-year degree or higher.
Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics
Source: Urban Institute 2004b, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

the United States as a whole (11.5 percent and 19.3 percent, respectively). The proportion of women with a high school education or some college in Wyoming was 67.7 percent, 9.8 percentage points higher than the national average. Thus while Wyoming lags behind the nation a bit in women college graduates, it excels in ensuring that its women graduate from high school and attend college for at least one year.

Educational attainment varies by race both in Wyoming and across the United States. As Figure 5 shows, 49.0 percent of Asian American women and 29.9 percent of white women in Wyoming have college education (a two- or four-year degree). These figures are much higher than the rates for Native American and Hispanic women (16.9 percent and 15.7 percent, respectively). The percent of Asian American and Hispanic women in Wyoming with college education is slightly higher in Wyoming than nationally. In contrast, the percent of white women in the state with college education is 2.0 percentage points lower than nationally, and the proportion of Native American women with college education is 2.9 percentage points lower than the national average (data for African American women in Wyoming are unavailable due to small sample sizes).

Women Business Owners

According to the U.S. Bureau of the Census, women owned more than 5.4 million firms nationwide in 1997, employing just under 7.1 million persons and generating $938.5 billion in business revenues (U.S. Department of Commerce, Bureau of the Census 2001b). By 1997, women owned 11,148 or 22.6 percent of firms in Wyoming, much less than the national average of 26.0 percent (Table 9). Women-owned firms in the state employed 11,296 people and generated $1.1 billion in total sales and receipts (in 2003 dollars). Wyoming ranks in the bottom five, at 48th in the country, and last regionally for the proportion of businesses owned by women.

Table 9.
Women-Owned Firms in Wyoming and the United States, 1997

	Wyoming	United States
Number of Women-Owned Firms	11,148	5,417,034
Percent of All Firms That Are Women-Owned	22.6%	26.0%
Total Sales and Receipts (in billions, 2003 dollars)	$1.1	$938.5
Number Employed by Women-Owned Firms	11,296	7,076,081

Source: U.S. Department of Commerce, Bureau of the Census 2001b.
Compiled by the Institute for Women's Policy Research.

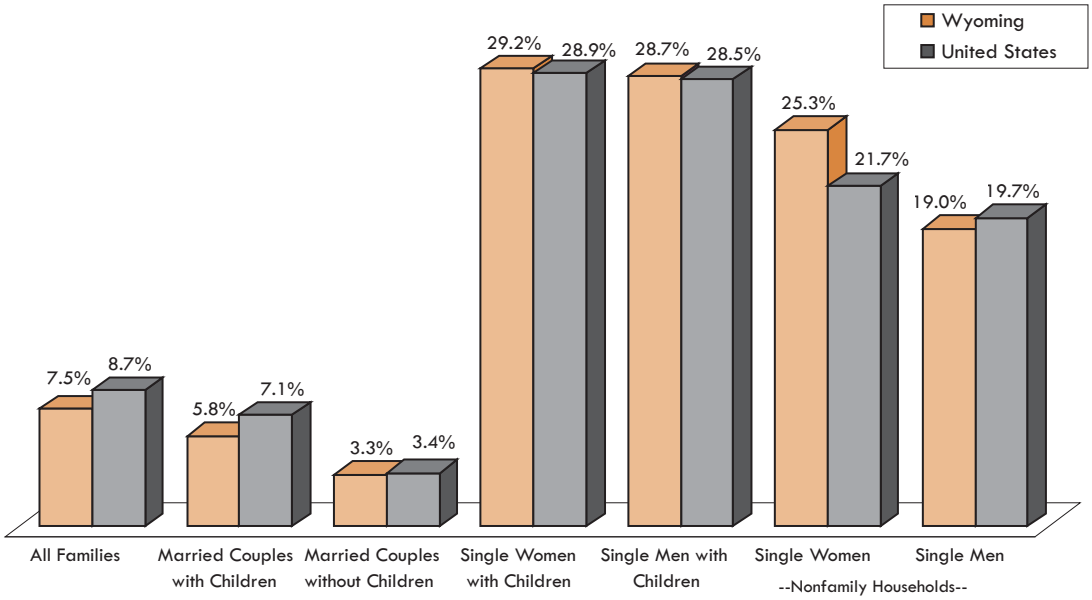
Women's Economic Security and Poverty

Women bear substantial responsibility for their families' economic well-being, and factors such as the wage gap and women's prevalence in low-paid, female-dominated occupations impede their ability to ensure their families' financial security, particularly for single mothers. The proportion of women aged 16 and older in poverty in 2002 was smaller in Wyoming than in the United States as a whole—9.1 percent and 12.1 percent, respectively. Wyoming ranks 9th in the nation and 2nd of the eight states in its region for women living above poverty (Chart 1 and Appendix IV). Men in Wyoming also have lower poverty rates than they do nationally, at 7.1 percent versus 8.7 percent (Appendix IV; Urban Institute 2004a). Nevertheless, single-mother families still shoulder a disproportionate share of poverty in Wyoming, as they do in all states in the United States.

As Figure 6 shows, poverty rates are highest for single-mother and single-father families both in Wyoming and the United States overall, and are also very high for both single women and single men. Poverty rates are lowest for married couples with and without children under 18 years of age. Figure 6 also compares poverty rates for different family types in Wyoming with the national rates. As Figure 6 indicates, poverty rates for all families and for married couples with and without children are lower in Wyoming than in the nation as a whole. In contrast, among single women with children and single men with children, poverty rates are higher in the state than they are nationally. In fact, single-mother families constitute 44.2 percent of all families in poverty in Wyoming; overall there were 8,303 families with children under 18 years of age in poverty in 1999 (US Department of Commerce, Bureau of the Census 2004k). Wyoming's poverty rate for single women is substantially higher than the national rate (25.3 percent and 21.7 percent, respectively).

These rates of poverty, both nationally and in Wyoming, probably understate the degree of hardship among women. Although the poverty line is the federal standard of hardship in the United States,

Figure 6.
Poverty Rates for Selected Family Types in Wyoming and the United States, 1999, Decennial Census



Notes:
See Appendix III for methodology.
Source: Urban Institute 2004b, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

it was created to measure the minimum amount of income needed for survival by calculating minimum food expenses and multiplying them by three (Fisher 1992). Other alternatives, including those developed by Wider Opportunities for Women and the Economic Policy Institute, calculate the cost of every major budget item a family needs—including housing, child care, health care, transportation, food, and taxes—based on family composition and where the family resides (Bernstein, Brocht, and Spade-Aguilar 2000; Boushey et al. 2001; Pearce and Brooks 2003). According to the Economic Policy Institute, more than two and a half times as many people live below its "basic family budget" level than fall below the official poverty level (Boushey et al. 2001). Wider Opportunities for Women's forthcoming report on the income required for self-sufficiency in Wyoming also shows that much more than a poverty-level income is needed (Pearce 2004).

Poverty by Race and Ethnicity

Nationally, minority women of all races and ethnicities are more likely to live in poverty than white women. In the United States, 75.0 percent of American Indian women and 77.5 percent of Hispanic women aged 16 and older were living above the poverty line in 1999. This compares with 91.0 percent of white women nationally (Table 10; note that the source of these data is the 2000 Census, which differs from the Current Population Survey data for poverty used to rank the states in Chart 1; Urban Institute 2004b). In Wyoming, patterns of poverty among women of color are very similar. Among white women in the state, 88.4 percent are living above the poverty line, compared with 78.9 percent among Hispanic women and a much lower rate, 62.2 percent, among American Indian women. American Indian women are most likely to be living in poverty both in Wyoming and in the United States as a whole. American Indian women in Wyoming are also more likely than American Indian women nationally to live in poverty: while approximately one in four American Indian women lives in poverty in the United States, one in three does in Wyoming (data are not available for African American and Asian American women in Wyoming due to small sample sizes).

Table 10.
Percent of Women Living Above the Poverty Line in Wyoming and the United States, by Race and Ethnicity, 1999, Decennial Census

	Wyoming		United States
Race and Ethnicity	**Percent**	**National Rank**	**Percent**
All Women	87.2%	32 of 51	87.4%
White	88.4%	42 of 51	91.0%
African American	N/A	N/A	75.9%
Hispanic	78.9%	23 of 48	77.5%
Asian American	N/A	N/A	87.6%
Native American	62.2%	41 of 44	75.0%
Other/Two or More	N/A	N/A	82.5%

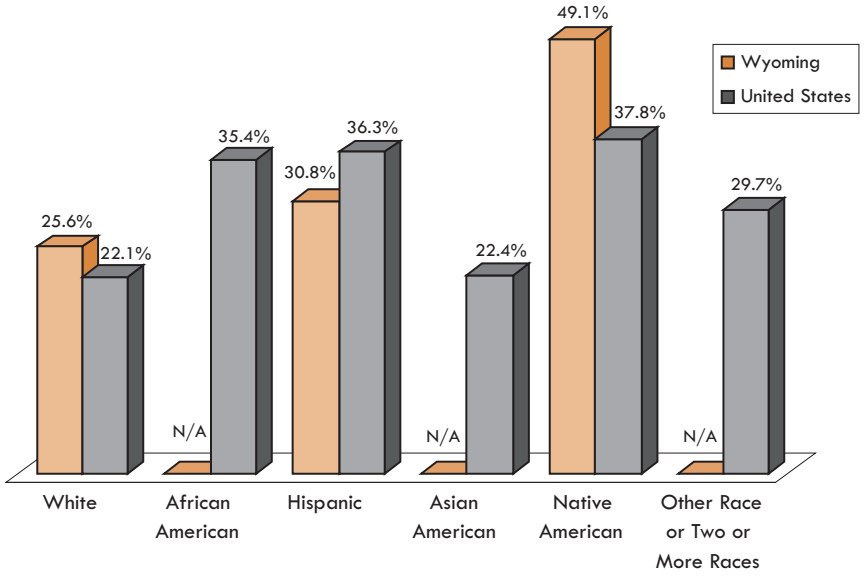
Notes:
N/A = Not Available.
For women aged 16 and older. See Appendix III for methodology. These poverty rates are from 2000 Census data and differ from those presented in Chart 1, based on the Current Population Survey. Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.
Source: Urban Institute 2004b, based on analysis of data from Census 2000.
Compiled by the Institute for Women's Policy Research.

(Continued on next page)

Based on these figures, Wyoming ranks 23rd of 48 states for the proportion of Hispanic women living above poverty, 41st of 44 states for American Indian women, and 42nd of 51 states for white women.

Poverty rates are high among all single-mother families, but they are even higher for American Indian and Hispanic single-mother families than for white single-mothers in Wyoming (Figure 7). Again, American Indian women have by far the worst levels of hardship, with one in two American Indian single-mother families living in poverty. The poverty rate is somewhat lower among Wyoming's Hispanic single-mother families, at 30.8 percent; this rate is also lower than that for Hispanic single-mother families in the nation as a whole (36.3 percent). Still, almost one in three Hispanic single-mother families in the state is poor. For white single-mother families in Wyoming, the rate is much lower (25.6 percent) but is higher than national rates for these families (22.1 percent; data not available for African Americans and Asian Americans in Wyoming due to small sample sizes).

Figure 7.
Poverty Rates Among Single-Mother Families in Wyoming and the United States, by Race and Ethnicity, 1999, Decennial Census



Notes:
N/A = Not Available. See Appendix III for methodology.
Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.
Source: Urban Institute 2004b.
Compiled by the Institute for Women's Policy Research.

The Status of Hispanic Women in Wyoming

Hispanic women are the 2nd-largest population of women in Wyoming after white women; 6.3 percent of Wyoming's female population is Latina (compared with 12.0 percent nationally; Appendix Table 1). Among Hispanic women, those of Mexican heritage are the largest group of women, at 3.9 percent of the state's female population, or nearly two-thirds of all Latinas in the state. South American women are 2.1 percent of Wyoming's population of women, followed by other Hispanic women (0.2 percent) and Puerto Rican women (0.1 percent).

In Wyoming, as in the United States as a whole, Hispanic women have a much lower status than white women on most indicators, and on many indicators they have a lower status than women from all other racial or ethnic groups. The median annual earnings of Hispanic women in Wyoming (for full-time, full-year work) are just $19,900, 51.4 percent of what white men in the state earn, and far less than the $25,300 earned by white women (Table 5). They also earn less than American Indian women in Wyoming, who earn $23,600 annually for year-round full-time work. Earnings for other minority populations are not available due to small sample sizes.

Although Hispanic women in Wyoming have a higher labor force participation rate (59.6 percent of adult Hispanic women work in Wyoming) than that of Hispanic women nationally (53.0 percent nationally, see Table 6), they have the lowest labor force participation rate of any group of women in Wyoming (Asian Americans have the highest rate at 74.1 percent).

Hispanic women in Wyoming are also far less likely to work in managerial and professional positions than women of any other racial or ethnic group in the state (Figure 3); in this, Wyoming's patterns mirror the nation's. Since these jobs often offer higher pay than other kinds of positions, the low representation of Hispanic women in them contributes to their lower pay.

Finally, 21.1 percent of Wyoming's Hispanic women live in families with incomes below the poverty line (Table 10). This figure is much larger than the rate among white women, for whom 11.6 percent are poor, but lower than the 37.8 percent poverty rate among Native American women in the state. The poverty rate of Hispanic women in Wyoming is slightly better than the national poverty rate for Hispanic women, and Wyoming ranks 23rd of the 48 states for which data are available on the poverty rates of Hispanics.

Among Wyoming's Hispanic women, the median annual earnings for full-time, full-year work by women of Mexican heritage are $19,880, about the same as for all Hispanic women (Urban Institute 2004b; data are not available for women of other Hispanic origins in the state). These are low wages compared with Mexican American women nationally; in fact Wyoming ties for 8th lowest earnings, along with five other states, for Mexican American women's earnings.

Despite their low earnings, Mexican American women in Wyoming have a higher labor force participation rate (62.2 percent; Urban Institute 2004b) than that of all women of Hispanic origin in the state (59.6 percent; Table 6). Among Mexican American women in the United States, Wyoming's Mexican American women have the 9th highest labor force participation rate of the 49 states for which data are available.

Among women of Mexican heritage, 20.8 percent lived in poverty in 1999, about the same as the 21.1 percent poverty rate for all Hispanic women in Wyoming in 1999 (Urban Institute 2004b).

A variety of issues contribute to the economic hardships of many Hispanic women. It has been estimated that 35 percent of employers required to file EEO-1 forms discriminated against Hispanic workers nationwide and that discrimination was worse in low-skilled occupations

(Continued on next page)

Blumrosen and Blumrosen 2002; Thomas-Breitfeld 2003). Hispanic women also have much lower levels of educational attainment; in Wyoming, they are much less likely to have college education (a two- or four-year degree) than women of all other racial or ethnic groups (Figure 5). Only 15.7 percent of Hispanic women have such a degree compared with, for example, 29.9 percent of white women and 49.0 percent of Asian American women in the state. Nationally, Hispanic workers are also less likely to be union members than those from other racial and ethnic groups (Thomas-Breitfeld 2003).

Hispanic women in Wyoming also have less access to prenatal care than any other group of women in the state besides American Indian women, with only 72 percent of Hispanic and American Indian women getting prenatal care in the first trimester compared with 85 percent among white women (Table 11). Hispanic women fare better with respect to heart disease, having the lowest rate of mortality of any group of women in the state.

For many Hispanic women, immigration status poses a unique set of issues and obstacles. Among Hispanic women in Wyoming, earnings for those born in the United States are $21,900 for full-time, full-year work, compared with $19,900 for all Hispanic women in the state; those born outside the country must earn less than U.S.-born women, even though data are not available separately for them (Urban Institute 2004b). A majority of all Hispanic workers nationally are foreign-born, and immigrant workers tend to have lower levels of education, less proficiency in English, and less awareness of their legal protections (which are often fairly weak themselves), all of which are barriers to higher earnings and better job placement (Thomas-Breitfeld 2003). Poverty rates in Wyoming are about the same for foreign-born and native-born Hispanic women, at 20.4 percent 21.2 percent respectively (Urban Institute 2004b).

Hispanic women's economic status would clearly benefit from policies designed to improve their educational attainment and union representation, reduce the discrimination they confront, and provide stronger protections from exploitation among those who are immigrants.

5. Reproductive Rights

This section provides information on state policies concerning abortion, contraception, gay and lesbian adoption, infertility, and sex education, as well as indicators of disparities in reproductive health by race and ethnicity. Wyoming women lack many important reproductive rights and resources, and as a result the state ranks 26th of 51 nationally and 4th of eight states regionally on the reproductive rights composite index. The state receives a grade of C- for women's reproductive rights (Chart 1).

Access to Abortion

Wyoming's performance in guaranteeing women access to abortion is relatively weak. As of December 2003, Wyoming still enforces its mandatory consent law, which requires minors to gain the consent of one parent before a physician can perform an abortion procedure (Chart 3). Also, Wyoming does not provide public funding for abortions under any circumstances other than those required by the federal Medicaid law, which are when the pregnancy results from reported rape or incest or threatens the life of the woman. In contrast, Wyoming does not require a waiting period before a physician performs an abortion.

The percent of women living in counties with abortion providers, which measures the availability of abortion services to women in a state, ranges from 12 to 100 percent across the states (Finer and Henshaw 2003). Wyoming is last in the nation with only 12 percent of women living in counties with a provider.

The stances of elected officials play an important role in the success or failure of efforts to restrict women's

Chart 3.
Components of the Reproductive Rights Composite Index

	Yes	No	Other Information	Total Number of States with Policy (of 51) or U.S. Average
Does Wyoming allow access to abortion services:				
Without mandatory parental consent or notification?[a]		X		7
Without a waiting period?[a]	X			25
Does Wyoming provide public funding for abortions under any or most circumstances if a woman is eligible?[a]		X		36
What percent of Wyoming women live in counties with an abortion provider?[b]			12%	66%
Is Wyoming's state government pro-choice?[c]				
Governor	X			23
Senate			Mixed	8
House of Representatives			Mixed	8
Does Wyoming require health insurers to provide comprehensive coverage for contraceptives?[d]		X		21
Does Wyoming require health insurers to provide coverage for infertility treatments?[e]		X		9
Does Wyoming require schools to provide sex education?[f]	X			23
Does Wyoming allow the non-legal parent in a gay/lesbian couple to adopt his/her partner's child?[g]*			No case has been tried	24

Notes:
* Most states that allow such adoptions do so as a result of court decisions. No case has yet been tried.
Source: [a] NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004; [b] Finer and Henshaw 2003; [c] NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2003; [d] Alan Guttmacher Institute 2004a; [e] National Conference of State Legislatures 2004; [f] Alan Guttmacher Institute 2004b; [g] National Center for Lesbian Rights 2003; Human Rights Campaign 2003.
Compiled by the Institute for Women's Policy Research.

access to abortion and contraception. To measure the level of support for or opposition to potential restrictions, the National Abortion and Reproductive Rights Action League (NARAL) examined the votes and public statements of governors and members of state legislatures (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004). In Wyoming, the governor is pro-choice, but members of the state senate and house of representatives were mixed in their attitudes towards policies concerning abortion and contraception.

Other Family Planning Policies and Resources

Wyoming also has a weak record of ensuring access to other family planning resources. Wyoming does not require private insurers to provide comprehensive coverage of contraceptives, although it is one of nine states that require HMOs to cover family planning services. It does not require insurance companies to pay for infertility treatments. Wyoming does require mandatory sex education in public schools, as well as STD/HIV education.

Because there is no comprehensive federal law concerning the reproductive rights of lesbians and gays, state courts currently hold considerable power over their choices in building families. Courts have exercised this power in many ways, for example, by deciding whether lesbians and gays can legally adopt their partners' children, sometimes called second-parent adoption. Court rulings in 24 states specifically extend second-parent adoption to lesbians and gays. In four states, courts have ruled against second-parent adoption, and one state, Florida, has specifically banned second-parent adoption through state statute (National Center for Lesbian Rights 2003). There has been no such case tried in Wyoming.

The Reproductive Rights of Minority Women

Minority and indigenous women in the United States have a history of reduced access to reproductive rights and resources, in part due to inequalities in factors such as education, access to health care, and socioeconomic status, but in part due to a history of discrimination and racism specific to reproductive health policies. These policies have often worked to disadvantage minority women, indigenous women, and immigrant women, by lessening their access to resources such as abortion and contraception, disrupting their access to information about reproductive health issues, and exposing them to toxins and other health risks. Both poor public policies and social and economic inequalities have led to disparities in access to prenatal care and in low birth weights and infant mortality (Table 11). In addition, they have led to decreased access to health insurance coverage, particularly among low-income women (Table 8), and higher incidence rates and mortality from diseases related to reproductive health, including AIDS and chlamydia (see "Racial Disparities in Mortality and Incidence of Disease").

Forced sterilizations performed within the Indian Health Service (IHS) and federal and state health programs, mostly in the 1960s and 1970s, are a stark example of discriminatory practices affecting minority and indigenous women. During the 1970s, when the majority of sterilizations occurred, thousands were performed on minority and indigenous women, who commonly lacked full or accurate information about the irreversibility of the sterilization procedure and who were frequently under threat of losing welfare benefits or medical care (Gordon 1990; Lawrence 2000; Trombley 1988). The justification for forced sterilization was primarily to decrease higher birth rates among minority women, which was seen as a way to decrease welfare spending and increase families' economic security (Lawrence 2000). Not only did the sterilizations disrupt women's reproductive rights over their lifetimes, but they resulted in a longstanding distrust of health care institutions for many minority women, which has in turn led to diminished use of health care resources.

Discriminatory policies continue to shape the reproductive health experiences of minority and indigenous women. Various states have considered or adopted measures designed to punish preg-

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Table 11.
Prenatal Care, Infant Mortality, and Low Birth Weight in Wyoming and the United States, by Race and Ethnicity, 2001

	Wyoming	United States
Percent of Mothers Beginning Prenatal Care in the First Trimester of Pregnancy[a]	**83%**	**83%**
Among Whites	85%	89%
Among African Americans	84%	74%
Among Hispanics	72%	76%
Among Asian Americans	81%	84%
Among Native Americans	72%	69%
Infant Mortality Rate (deaths of infants under age one per 1,000 live births)[b]	**6.1**	**6.8**
Among Whites	5.4	5.7
Among African Americans	N/A	13.5
Among Hispanics	N/A	5.4
Among Asian Americans	N/A	4.7
Among Native Americans	N/A	9.7
Percent of Low Birth Weight Babies (less than 5 lbs., 8 oz.)[c]	**8.3%**	**7.7%**
Among Whites	7.9%	6.8%
Among African Americans	N/A	13.1%
Among Hispanics	9.1%	6.5%
Among Asian Americans	N/A	7.5%
Among Native Americans	10.7%	7.3%

Notes:
N/A = Not Available.
Hispanics may be of any race or two or more races. Data for whites and African Americans do not include Hispanics; data for Asian Americans and Native Americans do include Hispanics; Hispanics may be of any race.
Source: [a] Centers for Disease Control and Prevention 2003b; [b] Centers for Disease Control and Prevention 2003a; [c] Centers for Disease Control and Prevention 2003c.
Compiled by the Institute for Women's Policy Research.

nant women who use drugs or alcohol; some, for example, require drug testing and reporting of women seeking obstetrical care in hospitals. These policies have resulted in prosecuting disproportionate numbers of minority women, especially African American women (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000). In addition, some research suggests that public health officials within the IHS have actively promoted long-term hormonal treatments like Depo-Provera, without full information about the health consequences of the drugs provided to patients (Chen and Asetoyer 1995). In the 1980s, before Depo-Provera was approved for general use by the Federal Drug Administration, health providers administered the drug to mentally disabled American Indian women to control their menstruation and possible pregnancy, again without proper consent and against manufacturer protocols (which did not recommend the drug for mentally disabled women; Chen and Asetoyer 1995).

Many policies also deny minority women access to crucial resources that would allow them more control over their reproductive lives. The 1976 Hyde Amendment, which disallows the use of federal funding for most abortions, disproportionately affects minority women, who are more likely than white women to use public health services because of their lower incomes. As noted in Chart 3, only 15 states allow the use of their own public funds to pay for abortions for income-eligible

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women; Wyoming is not one of them. A national survey of IHS facilities found that only 5 percent provide abortion services to American Indian women in accordance with the Hyde Amendment, and, according to IHS statistics, only 25 abortions had been performed between 1981 and 2002 (Native American Women's Health Education Resource Center 2002). In some Indian nations, because of a lack of resources and poverty, one of the only recourses a low income Native woman may have is to go in front of her Tribal Council to gain emergency assistance for abortion by pleading her private situation publicly, if she qualifies for public health assistance (Native American Women's Health Education Resource Center 2003).

For American Indian women, federal policies interrupted the transmission of traditional health knowledge from elders to younger generations by encouraging assimilation among youth. The 19th- and early 20th-century policy of sending youth to boarding schools left young mothers with little information about traditional health care practices that had been transmitted across generations within American Indian communities, and many who are now elders report limited knowledge of those practices, including natural contraception, to pass along (Long and Curry 1998).

Minority women may also experience higher levels of exposure to environmental health risks than white women, which in turn may affect their reproductive health status. While the links between disparities in health status and environmental hazards are difficult to assess, there is credible evidence of higher exposure among low-income communities and communities of color to health hazards resulting from, for example, industrial manufacturing, waste treatment, and waste disposal processes, which can taint air and water quality. These disparities may be related to higher rates of infant mortality and low birth weights, as well as lower life expectancy and higher cancer rates, among these communities (Institute of Medicine 1999). Because many minority women and particularly immigrant women work in occupations with high levels of occupational hazards, they may experience additional exposure to such risks.

Finally, it is increasingly clear that many physicians and health care providers stereotype their patients based on race, ethnicity, immigrant status, and sex, and that this affects the quality of health care provided to different patients (Schulman et al. 1999). Along with language barriers, particularly among Hispanic and Asian American immigrant women (who make up relatively high proportions of the Asian American and Hispanic populations), these stereotypes can mean that many providers also display an insensitivity to the cultural and linguistic needs of a wide range of patients. Such biases and barriers discourage many from seeking access to health care providers and from following their advice when they do (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000). Very few medical schools offer courses in cultural issues related to treating various racial and ethnic groups. In addition, the health care providers who might be particularly sensitive to these issues—minority men and women—comprise only a small proportion of U.S. physicians, and the proportion studying medicine declined in the late 1990s (NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2000).

Minority women have less access to a variety of reproductive health care resources compared with white women. For example, when pregnant, minority women are less likely to use prenatal care (Table 11). Among white women nationwide, 89 percent use prenatal care, compared with 84 percent of Asian American women, 76 percent of Hispanic women, 74 percent of African American women, and 69 percent of Native American/American Indian women. In Wyoming, 85 percent of white women, 84 percent of African American women, 81 percent of Asian American women, and 72 percent of both American Indian and Hispanic women do. Thus rates are lower in Wyoming for white, Hispanic, and Asian American women but higher for African American and American Indian women than nationally. Still, American Indian women join Hispanic women with the lowest rates in the state.

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Disparities and discrimination in access to reproductive resources have seriously compromised minority and indigenous women's reproductive health as well as their children's health. Nationally, infant mortality is much higher among African American infants and American Indian infants: 4.7 Asian American infants, 5.4 Hispanic infants, 5.7 white infants, 9.7 American Indian infants, and 13.5 African American infants per 1,000 live births die under age one. While data are not available for women of color in Wyoming, because infant mortality is lower among white infants (5.4 deaths of infants under age one per 1,000 live births) than among all infants in the state (5.7 deaths), the infant mortality rate must be higher among infants of at least some other races or ethnicities.

Low birth weight (less than 5 lbs., 8 oz.) among babies also affects different racial and ethnic groups at different rates. In Wyoming, the percent of births of low weight is 7.9 among white infants, 9.1 among Hispanic infants, and 10.7 among American Indian infants. In the United States, the percent of births of low weight among white infants was 6.8; for Hispanic infants, it was 6.5; for American Indians, it was 7.3; for Asian Americans, it was 7.5; and for African American infants, it was 13.1. Thus rates are higher for white, Hispanic, and American Indian babies in Wyoming, but the gap is largest for American Indians (data for African Americans and Asian Americans in Wyoming are not available due to small sample sizes). Notably, although state-level data are not available on the proportion of babies born with high birth weight (over 8 lbs., 14 oz.), this condition is also more common for babies born of minority women and is associated with maternal gestational diabetes (Martin et al. 2003). High birth weight is particularly common for births to Native women in the IHS Billings service area, which includes Wyoming, at 14.1 percent of births, compared with 12.6 percent for all IHS service areas and 10.2 percent for all U.S. births in 1997 (Indian Health Service 2003).

As federal, state, local, and tribal governments seek to better the status of women, they should consider the impacts of current policies and the legacies of former policies on the reproductive rights and health of minority women. States should assess and modify discriminatory practices and policies that punish pregnant women or restrict women's access to abortion, contraception, and prenatal care within their public health programs. They should provide training to health care providers on the cultural and socioeconomic issues facing minority women in their reproductive lives and their access to health care and family planning. They should encourage minority women to become health care providers through recruitment and scholarship programs. Programs that are designed to raise awareness of race and ethnicity-based health disparities among women and to build advocacy skills and self-help concerning their health would also contribute to improving the status of women of color. All of these steps would work toward improving trust and confidence in the health care system and access to reproductive rights and resources among minority, indigenous, and immigrant women.

6. Health and Well-Being

This section assesses women's health and well-being by analyzing indicators of women's mortality from heart disease, breast cancer, and lung cancer; incidence of diabetes, chlamydia, and AIDS; mental health status and mortality from suicide; and health-related limitations on everyday activities. Wyoming ranks in the top third of all states nationally, but toward the bottom regionally, for women's health and well-being, at 16th among all the states and 5th of eight states in the Mountain West region. It receives a grade of B- for these indicators of women's health (Chart 1). It is worth noting that access to health care, as measured by health insurance coverage, is substantially lower in Wyoming than nationally. Wyoming ranks 48th on that indicator, which is included in the Social and Economic Autonomy Index described in Chapter Four above.

Mortality and Incidence of Disease

Heart disease has been the leading cause of death for both women and men of all ages in the United States since 1970. Women in Wyoming experience mortality from heart disease at a rate considerably below the U.S. rate (173.0 and 211.5 per 100,000 population, respectively; Chart 4). The state ranks 13th nationally, but close to the bottom at 7th regionally, on this indicator.

Chart 4.
Health and Well-Being: National and Regional Ranks

Indicators	State Figure	National Figure	National Rank* (of 51)	Regional Rank* (of 8)	Grade
Composite Health and Well-Being Index			**16**	**5**	**B-**
Average Annual Mortality Rate Among Women from Heart Disease (per 100,000, 1999-2001)[a]	173.0	211.5	13	7	
Average Annual Mortality Rate Among Women from Lung Cancer (per 100,000, 1999-2001)[a]	39.8	41.0	20	6	
Average Annual Mortality Rate Among Women from Breast Cancer (per 100,000, 1999-2001)[a]	23.7	26.5	6	4	
Percent of Women Who Have Ever Been Told They Have Diabetes (2001)[b]	4.8%	6.5%**	5	3	
Average Annual Incidence Rate of Chlamydia Among Women (per 100,000, 2002)[c]	307.7	455.4	12	3	
Average Annual Incidence Rate of AIDS Among Women (per 100,000 adolescents and adults, 2001)[d]	0.5	9.1	2	1	
Average Number of Days per Month on which Women's Mental Health Is Not Good (2000)[e]	4.0	3.8**	32	4	
Average Annual Mortality Rate Among Women from Suicide (per 100,000, 1999-2001)[a]	6.6	4.0	48	6	
Average Number of Days per Month on which Women's Activities Are Limited by Their Health (2000)[e]	3.3	3.3**	18	4	

Notes:
See Appendix II for methodology.
* The national rankings are of a possible 51, including the 50 states and the District of Columbia. The regional rankings are of a maximum of eight and refer to the states in the Mountain West region (AZ, CO, ID, MT, NM, NV, UT, and WY).
** Median rate for the 50 states and the District of Columbia.
Source: [a] National Center for Health Statistics 2003; [b] Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2002; [c] Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003; [d] Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention 2002; [e] Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2001.
Calculated by the Institute for Women's Policy Research.

Cancer is the leading cause of death for women aged 35-64 and 75 and above (Centers for Disease Control and Prevention, Office of Women's Health 2004). Lung cancer is the leading cause of cancer death in women (American Cancer Society 2004). In Wyoming, the average mortality rate from lung cancer is 39.8 per 100,000 women, slightly below the national rate of 41.0. Wyoming ranks 20th in the nation and 6th in the Mountain West region on this indicator. Wyoming's rate of mortality from breast cancer, the 2nd most common cause of cancer death for U.S. women (American Cancer Society 2004), is 23.7 per 100,000, lower than of the nation overall (at 26.5 per 100,000 women). Wyoming ranks in the top ten at 6th in the nation and 4th in the region on this measure.

People with diabetes are two to four times more likely to develop heart disease or stroke, blindness, kidney disease, and other serious health conditions than those without it (Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 1999). In Wyoming, 4.8 percent of women have been diagnosed with diabetes at some point in their lifetime, a much lower rate than the median for all states, 6.5 percent. Wyoming ranks 5th in the nation and 3rd regionally on this indicator of women's health.

Sexually transmitted diseases (STDs) are a common threat to younger women's health. Chlamydia affects more than 654,000 women in the United States and can be a serious threat to female reproductive capacity (Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003). In Wyoming, chlamydia affects 307.7 women per 100,000, a rate much lower than that for the United States as a whole, 455.4 women per 100,000. Wyoming ranks 12th in the nation and 3rd in the region on this indicator of women's health status.

Women comprised 26 percent of all people with AIDS and were 32 percent of new reported cases of HIV in 2002 in the United States (Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention 2003). Wyoming has a lower incidence rate of AIDS in the nation as a whole in 2001, at 0.5 compared with 9.1 per 100,000 women. Wyoming ranks 2nd in the nation and 1st in the Mountain West region on this indicator.

Mental Health

Nationally, women experience some psychological conditions, such as depression, anxiety, panic disorders, and eating disorders, at higher rates than men, and they are more likely to report feelings of sadness, hopelessness, and worthlessness than men (National Center for Health Statistics 1996; Centers for Disease Control and Prevention and National Center for Health Statistics 2003). In Wyoming, women's self-reported evaluations indicate that women experience an average of 4.0 days per month on which their men-

Racial Disparities in Mortality and Incidence of Disease

While U.S. women's health status has generally improved over the past few decades, health disparities among different racial and ethnic groups remain large (Table 12).

Mortality rates from heart disease are much higher among African American women than among white women nationally (281.1 compared with 207.3 per 100,000). Asian American women have the lowest rate (119.1), with somewhat higher rates among American Indian and Hispanic women (158.1 and 166.9, respectively). In Wyoming, patterns of mortality from heart disease differ somewhat. While white (172.2) and Hispanic (157.4) women in Wyoming have lower rates than they do nationally, American Indian women are almost twice as likely to die of heart disease in Wyoming as nationally (293.9 compared with 158.1 women nationally). They are also much more likely to die of heart disease in Wyoming than white or Hispanic women, while nationally American Indian women are less likely to do so than either of these groups (data are not available for African American or Asian American women in Wyoming).

Mortality from lung cancer also varies by race and ethnicity. In Wyoming, data for racial and ethnic groups are not available for this indicator due to small sample sizes, but national trends show that white women are at the highest risk for lung cancer: 43.6 white women, 40.3 African American women, 30.3

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Table 12.
Mortality and Incidence of Disease Among Women in Wyoming and the United States, by Race and Ethnicity

Indicator	Wyoming	United States
Average Annual Mortality Rate Among Women from Heart Disease (per 100,000), 1999-2001[a]	**173.0**	**211.5**
Among Whites	172.2	207.3
Among African Americans	N/A	281.1
Among Hispanics	157.4	166.9
Among Asian Americans	N/A	119.1
Among Native Americans	293.9	158.1
Average Annual Mortality Rate Among Women from Lung Cancer (per 100,000), 1999-2001[a]	**39.8**	**41.0**
Among Whites	40.2	43.6
Among African Americans	N/A	40.3
Among Hispanics	N/A	14.7
Among Asian Americans	N/A	19.5
Among Native Americans	N/A	30.3
Average Annual Mortality Rate Among Women from Breast Cancer (per 100,000), 1999-2001[a]	**23.7**	**26.5**
Among Whites	24.4	26.5
Among African Americans	N/A	35.4
Among Hispanics	N/A	16.7
Among Asian Americans	N/A	12.8
Among Native Americans	N/A	15.3
Average Annual Incidence Rate of AIDS Among Women (per 100,000 adolescents and adults), 1999[b]	**2.5**	**9.3**
Among Whites	2.2	2.3
Among African Americans	N/A	49.0
Among Hispanics	N/A	14.9
Among Asian Americans	N/A	1.4
Among Native Americans	N/A	5.0

Notes:
N/A = Not Available.
These numbers are from a different source than those in Chart 4, which are for 2001.
Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, and Native Americans) do not include Hispanics.
Source: [a] National Center for Health Statistics 2003; [b] Henry J. Kaiser Family Foundation 2001.
Compiled by the Institute for Women's Policy Research.

American Indian women, 19.5 Asian American women, and 14.7 Hispanic women per 100,000 died of lung cancer annually in 1999-2001.

National mortality rates from breast cancer are much higher among African American women than they are among white women, at 35.4 African American women and 26.5 white women per 100,000. In addition, 12.8 Asian American women, 15.3 American Indian women, and 16.7 Hispanic women per 100,000 died of breast cancer annually in 1999-2001. Again, data are not available by race and ethnicity in Wyoming due to small sample sizes.

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Nationally, racial and ethnic disparities in the incidence of AIDS are particularly alarming in the United States: in 1999, the AIDS rate per 100,000 women nationwide was 1.4 among Asian American women, 2.3 among white women, and 5.0 among American Indian women. The rates were much higher among Hispanic women and African American women, at 14.9 and 49.0 per 100,000 women, respectively (note that the source of these data differs from the 2001 data presented earlier in this report). Due to small sample sizes, AIDS rates were not available for minority women in Wyoming. However, because the AIDS incidence rate is lower among white women in the state (2.2 per 100,000) than among all women (2.5 per 100,000, see Table 12), at least some minority women must have higher rates of AIDS than white women do in Wyoming.

Although state data on the incidence of chlamydia are not available by race and ethnicity, there are also extremely large disparities in these rates nationally. In 2002, rates of chlamydia incidence per 100,000 women were 203 for white women and 244 for Asian American women, rising dramatically to 754 for Hispanic women, 1,190 for American Indian women, and 1,638 for African American women in the United States (Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003).

The racial and ethnic disparities in health outlined here are large, and there are many others for diseases where state-level data are not available. For example, national data show that minority women are two to three times more likely than white women to develop type-2 diabetes (Centers for Disease Control and Prevention 2001). These differences in disease rates and health outcomes are probably at least partially related to disparities in health insurance coverage: while 16 percent of white women nationally lacked coverage as of 2001, 20 percent of African American and 37 percent of Latina women did (Henry J. Kaiser Family Foundation 2004b). They are also compounded by the problems related to women's reproductive rights and health described elsewhere in this report (see "The Reproductive Rights of Minority Women"). To alleviate them, state governments can develop policies that reduce barriers to minority women's access to health resources, including health insurance, preventive care, and screenings for disease. In addition, states can work to decrease the economic and social inequalities than can lead to poor health, especially among minority women, who are disproportionately low-income.

tal health is not good, and the state ranks 32nd nationally, below the U.S. average, and 4th regionally on this measure. Nationally, the median rate for all states is 3.8 days per month of poor mental health. The rate of death by suicide among women in Wyoming is much higher than nationally, at 6.6 per 100,000 compared with 4.0 in the United States. Wyoming ranks 48th in the nation and 6th in the Mountain West region on this indicator of women's mental health status. Thus, Wyoming does much worse on indicators of women's mental health than on most other indicators of health presented in this report.

Limitations on Activities

Women's self-evaluation of the number of days in a month on which their activities are limited by their health status measures the extent to which women are unable to perform the tasks they need and want to complete. Among all states, the median is 3.3; in Wyoming, the average number of days of limited activities for women is exactly the same, at 3.3. The state ranks 18th nationally and 4th regionally on this measure.

Wyoming Women's Views

In a survey of 1,011 representative Wyoming women conducted by the Wyoming Survey and Analysis Center of the University of Wyoming for the Wyoming Council on Women's Issues in 2004, Wyoming women identified several health-related issues among the top five issues they consider a serious problem for women in their community: 70.1 percent of respondents identified substance abuse as a serious problem, 65.4 percent identified domestic violence, and 63.4 percent identified health care as a serious problem. Rounding out the five issues cited by the most women were employment, cited by 68.4 percent of respondents, and child care, cited by 62.1 percent (Taylor, Anatchkova, and Root-Elledge 2004).

Unfortunately, neither substance abuse nor domestic violence can be included in the health and well-being index because there are insufficient data at the state level for all the states on how many women experience these problems personally. In the 2004 Wyoming survey, of the nearly 20 percent of women who say they experience substance abuse problems either themselves or because someone close to them abuses, alcohol and illegal drugs were the most frequently cited substances, followed by tobacco (Taylor et al. 2004). Women in the survey also identified mental health services among the most in need of additional services in their communities. Violence was the area identified as most in need of additional services (by 47.5 percent of respondents).

As noted above, access to health care, another serious problem identified in the Wyoming survey, is included as an indicator of women's social and economic autonomy presented earlier. In fact, in the survey it was identified as the problem most experienced by women personally, with nearly two-fifths of all women saying health care was a problem for them (Taylor et al. 2004).

7. Conclusions and Policy Recommendations

While Wyoming's women are doing well in some areas, Wyoming's grades in the areas included in this study range from a high of B- to a low of D+ and indicate that the state has ample room for improvement. Wyoming's women face many challenges. Among those discussed, several stand out for remedy. The earnings of women in Wyoming are low and the pay gap between men and women is large. Wyoming's economy offers many men high wage jobs in oil, mining, construction, and transportation, while women's jobs, such as teaching and nursing, pay well below the national median. A great many women lack health insurance and women are underrepresented as business owners. Women are less likely to have college degrees in Wyoming than in many other states, and Hispanic and American Indian women are about half as likely to have degrees as white women. Women in Wyoming have a high rate of death by suicide. Their access to abortion services is extremely limited and is exacerbated by the difficulty of making transportation available in such a large state. Mortality from heart disease is especially high among American Indian women. Finally, the state lacks an independent women's commission and a legislative caucus for women.

Wyoming could clearly invest more in the state's women, in order to both improve women's status and increase the well-being of all its citizens. In many areas, both state and national policies lag far behind the changing realities of women's lives. Policies and programs designed to diminish both gender- and race-based inequities should remain at the forefront of local, state, and national policymaking efforts:

- Policies and practices that encourage women to run for office are integral to increasing women's political voice. Such policies include campaign finance reform, recruitment of female candidates by political parties and other organizations, and fair and equal media treatment for male and female candidates.
- Just as Wyoming needs more women in political office to bring its representation up to the national average or beyond, Wyoming needs to strengthen its institutional resources for women. A women's caucus in the state legislature would help bring greater visibility to women's issues in the state, as would a better funded, more independent state-level commission on women.
- Wyoming's state and local governments, as well as the federal government, can increase women's earnings by strengthening their support for the enforcement of equal opportunity laws. With more resources, federal, state, and local equal opportunity offices could resolve complaints more quickly and audit large employers regularly for discrimination. More than one in eight women in a Wyoming survey conducted in 2004 responded that they had personally experienced problems related to discrimination. Gender, age and race-based discrimination were the three types of discrimination cited most often (Taylor et al. 2004).
- Businesses should regularly evaluate their wage and promotion practices to ensure that men and women of all races and ethnicities are fairly compensated for their work, as recommended in a recent Wyoming report (Alexander et al. 2003). Employers could be required by federal or state policies or by union contracts to show that comparable jobs are paid fairly, using tools such as job evaluation systems that measure job content on many dimensions. In 2004, 68.4 percent of Wyoming women ranked employment problems as a serious concern for Wyoming women, making it the second-most cited issue in the survey (Taylor et al. 2004).
- Employers could actively recruit women into predominantly male jobs that pay well compared with traditionally female jobs with similar educational and skill requirements. They should also proactively prevent harassment and discrimination in these traditionally male fields.
- Government is the industry with the largest payroll in Wyoming, and many women in the teaching and nursing professions in Wyoming work for government agencies. Because these predominantly female professions have very low wage levels in Wyoming, with teachers ranking 42nd and nurses 49th among all the states, concerted government action to raise the pay in these occupations to the national median would reduce

the pay gap in Wyoming substantially, according to a recent University of Wyoming report produced at the request of the State Legislature. The same report suggests that it may be time that a thorough study of pay equity in the state's civil service be conducted (Alexander et al. 2003).

- Wyoming's state and local governments should improve educational and job training opportunities for women, especially in higher-paid occupations not traditionally held by women. The state should also invest in technological training in primary, secondary, and post-secondary schools in order to reduce the digital divide keeping many disadvantaged women out of these occupations. Wyoming should enforce Title IX rules about equal access to educational programs at the elementary and secondary school level as well as at colleges and universities.
- Wyoming's state and local governments, along with the federal government, should consider living wage laws and tying minimum wages to cost of living increases. All raise public awareness about the importance of setting a reasonable wage floor, which disproportionately benefits women workers—and particularly minority and indigenous women—because they are more likely to be in low-wage work. Of the approximately one-third of women in the 2004 survey of Wyoming women who identified employment as a personal problem for them, low wages were by far the most common issue cited; 51 percent cited low wages compared with 19 percent who cited a lack of jobs in their interest area, the next most cited issue (Taylor et al. 2004).
- Access to transportation is a critical issue in a rural state. Improved transportation services that specifically reach rural communities would help women in those communities access jobs, schools, social service agencies, and health care providers, among other services.
- Educational attainment should be encouraged among all women, and especially minority women, through affirmative action policies encouraging their enrollment in higher education and through increased financial aid and scholarship programs designed to reduce economic barriers. American Indian women's educational opportunities can be specifically expanded by increased investment in tribal colleges and universities throughout the West.
- Rates of women's business ownership and business success could be increased by ensuring that federal, state, and local government contracts are accessible to women-owned businesses and by public and private sector investment in loan and entrepreneurial programs that expand small-business opportunities for all.
- Because the labor force participation of mothers is especially high in Wyoming, Wyoming's families have a great need for child care. Wyoming's employers and all levels of government should explore ways to increase the availability of child care in all areas of the state so that mothers have improved opportunities to pursue employment.
- Women workers would benefit from greater availability of paid parental and dependent-care leave policies—benefits often least available to the lowest paid workers. These benefits can be expanded through state policy mandates, including strategies such as using unemployment insurance funds or temporary disability benefits, and through the private sector, where businesses can incorporate them into worker compensation packages and collective bargaining agreements.
- Because Wyoming does especially poorly on making sure Medicaid reaches the eligible low-income population, the state should improve its outreach programs and work to enroll more families. Wyoming should also expand public health programs to reach a wider range of at-risk and uninsured women, including non-English speakers and low-income women not eligible for Medicaid but still in need of public funding. Nearly two-fifths of Wyoming women in the 2004 survey responded that they were personally experiencing problems with health care. Of these, the cost of health care and the cost of health insurance were by far the most commonly cited problems (Taylor et al. 2004).
- Wyoming can reduce women's poverty by implementing welfare reform programs that provide a range of important support services, such as access to high-quality education and training opportunities, while still providing a basic safety net for those who earn very low wages or cannot work.
- State and tribal policies should support the economic and political development of reservations and American Indian tribes by incorporating tribally designed economic development strategies, supporting and reinforcing tribal sovereignty, and serving tribal goals.
- Increased investment in targeted health prevention and treatment, including heart disease and repro-

ductive health, could improve women's health and reduce disparities in health status associated with race and socioeconomic status. Broadening access to public health programs would help alleviate differences associated with socioeconomic status, and investing in programs designed to develop trust and sensitivity to cultural differences among health care practitioners would help encourage minority women to access health care resources.

- Enhanced reproductive rights and policies, particularly for low-income women, would allow women more control over their overall economic, health, and social status by giving them more control over their reproductive lives.
- Women can increase the visibility of the issues facing them by striving to assume leadership positions in a variety of places: on reservations and in tribal governments, in Native corporations, in towns and cities, in state and federal government, in businesses and corporations, in community groups, and in any other place where leadership is needed.

Policies that would improve women's status and promote women's equality at the local, state, and national levels could address many of the issues and obstacles facing women in Wyoming and increase economic growth in the state as women's potential is better realized.

Appendices

Appendix I: Basic Demographics

Wyoming has the smallest population of women among all the states and the District of Columbia, with less than 250,000 women of all ages in 2003 (Appendix Table 1). White women make up a larger proportion of the female population in Wyoming than they do in the United States as a whole, at 88.9 percent of women in the state (compared with 69.3 percent in the nation as a whole). Of all the racial/ethnic groups in Wyoming, the next largest group, Hispanic women (6.3 percent), constitutes a proportion that is just more than half the national average (12.0 percent). More than half of these women, or 3.9 percent of all women in Wyoming, are of Mexican heritage; the next largest group of Hispanic women is South American (2.1 percent). American Indians are the 3rd largest group of women in Wyoming, at 2.1 percent of the population of women—three times the national average of 0.7 percent. Asian American women (0.7 percent) and African American women (0.5 percent) combined make up 1.2 percent of the population, 15.0 percentage points less than nationally. Women of other races or two or more races are 1.4 percent of the population, versus 1.9 percent nationally.

The largest tribal nations in Wyoming are Arapahoe (0.8 percent of the female population) and Shoshone (0.5 percent), followed by Sioux (0.2 percent), Navajo, and Cherokee (each at 0.1 percent; these proportions include Hispanics; Appendix Table 2). When Hispanics are included, 5,713 women in the state are included as Native American/American Indian alone. Women who are Native American in combination with one or more other races make up another 0.9 percent of the Wyoming population, for a total of 7,897 American Indian women (either alone or in combination) in the state, including those who are also of Hispanic heritage.

The fertility rate in Wyoming is 62.7 live births per 1,000 women aged 15 to 44, lower than the national rate of 67.5. The median ages of all women and of women from most races and ethnicities in Wyoming are lower than in the United States, except among Asian American

Appendix Table 1.
Basic Demographic Statistics for Wyoming and the United States

	Wyoming	United States
Total Population, 2003[a]	501,242	290,809,777
Number of Women, All Ages, 2003[a]	248,900	147,772,517
Sex Ratio (women to men, aged 18 and older), 2003[a]	1.0:1	1.06:1
Fertility Rate in 2000 (live births per 1,000 women aged 15-44)[b]	62.7	67.5
Distribution of Women by Race and Ethnicity, All Ages, 2000[c]		
White	**88.9%**	**69.3%**
African American	**0.5%**	**12.4%**
Hispanic	**6.3%**	**12.0%**
Mexican	3.9%	6.9%
Puerto Rican	0.1%	1.2%
South American	2.1%	0.5%
Other Hispanic	0.2%	3.4%
Asian American	**0.7%**	**3.8%**
Chinese	0.1%	0.9%
Filipina	0.2%	0.7%
Asian Indian	0.1%	0.5%
Korean	0.1%	0.4%
Japanese	0.1%	0.3%
Other Asian	0.1%	0.6%
Native American/American Indian	**2.1%**	**0.7%**
Other/Two or More	**1.4%**	**1.9%**

(Continued on next page)

Appendix Table 1.
Basic Demographic Statistics for Wyoming and the United States

	Wyoming	United States
Median Age of All Women, 2000[d]	37.2	36.6
By Race and Ethnicity		
White	38.4	39.8
African American	27.6	32.1
Hispanic	25.4	26.6
Asian American	35.7	31.6
Native American/American Indian	27.2	30.3
Other/Two or More	28.8	24.9
Proportion of Women Over Age 65, 2003[a]	13.4%	14.2%
By Race and Ethnicity, 2000[c]		
White	13.9%	17.3%
African American	4.4%	9.8%
Hispanic	13.1%	5.8%
Asian American	9.4%	8.5%
Native American/American Indian	5.6%	6.8%
Other/Two or More	7.1%	6.6%
Number of Lesbian Unmarried Partner Households, 2000[e]	454	326,066
Proportion of Women Aged 21-64 with a Disability, 2001[f]	15.7%	18.2%
Proportion of Women Who Are Foreign-Born, All Ages, 2000[g]	2.3%	10.9%
By Race and Ethnicity		
White	1.1%	2.6%
African American	0.03%	0.7%
Hispanic	0.6%	4.6%
Asian American	0.5%	2.6%
Native American/American Indian	0.001%	0.01%
Other/Two or More	0.1%	0.4%
Proportion of Women Living in Metropolitan Areas, All Ages, 2000[c]	30.3%	81.7%
Percent of Federal and State Prison Population Who Are Women, 2000[h]	9.6%	6.8%

Notes:
Hispanics may be of any race or two or more races. Racial Categories (Whites, African Americans, Asian Americans, Native Americans/American Indians, Other/Two or More) do not include Hispanics.
Source: [a] U.S. Department of Commerce, Bureau of the Census 2004a; [b] Martin et al. 2002; [c] U.S. Department of Commerce, Bureau of the Census 2004b; [d] U.S. Department of Commerce, Bureau of the Census 2004c; [e] U.S. Department of Commerce, Bureau of the Census 2004e; [f] U.S. Department of Commerce, Bureau of the Census 2004i; [g] U.S. Department of Commerce, Bureau of the Census 2004h; [h] Harrison and Beck 2003.
Compiled by the Institute for Women's Policy Research.

women and women of other or two or more races, who on average are slightly older than nationally. The proportions of all women and of white, African American, and American Indian women who are over age 65 are lower in Wyoming than nationally, while the proportions of Asian American and women of other or two or more races above 65 are slightly higher. Hispanic women are much more likely to be over age 65 in Wyoming than in the United States overall.

Wyoming is far more rural than the rest of the country, with only 30.3 percent of women living in metropolitan areas, far less than the national figure of 81.7 percent. The proportion of women in the state who are foreign-born is much lower than nationally, at 2.3 percent versus 10.9 percent, respectively. Wyoming has 454 lesbian unmarried partner households of a total of 326,066 nationwide. Among women aged 21-64, 15.7 percent have a disability, less than the national average. A higher proportion of the federal and state prison population is female in Wyoming than in the United States overall (9.6 percent and 6.8 percent, respectively).

Wyoming's distribution of family types diverges slightly from that in the nation overall (Appendix Table 3). The proportion of married-couple families is larger than in the nation as a whole, while the proportions of female-headed families and male-headed families in Wyoming are smaller. The proportions of nonfamily households, including single-person and other households, are about the same as in the nation as a whole. Among white and African American families, as well as families of other or two or more races, married-couple families are a

Appendix Table 2.
American Indian and Alaska Native Female Population in Wyoming, 2000

Distribution of Women within the Native American Population, All Ages	Number of Women in the Native American Population in Wyoming	Percent of Women (as proportion of the total population of women in Wyoming)
American Indian and Alaska Native Alone[a]	5,713	2.3%
By Tribe[a]		
Arapahoe Alone	2,061	0.8%
Cherokee Alone	206	0.1%
Navajo Alone	196	0.1%
Shoshone Alone	1,232	0.5%
Sioux Alone	408	0.2%
Other Tribe/Tribe Not Specified/ Two or More Tribes[a]	1,610	0.7%
American Indian and Alaska Native in Combination with Other Race(s)[b]	2,184	0.9%

Notes:
Data in this table include Hispanics. Tribes listed here are those with 0.1 percent or more of the total population in Wyoming according to the U.S. Census Bureau.
Source: [a] U.S. Department of Commerce, Bureau of the Census 2003a; [b] U.S. Department of Commerce, Bureau of the Census 2004b.
Compiled by the Institute for Women's Policy Research.

Appendix Table 3.
Distribution of Households by Type, Women by Marital Status, and Women-Headed Families with Children Under Age 18, by Race and Ethnicity, 2000

	Wyoming	United States
Distribution of Households by Type[a]		
Total Number of Family and Nonfamily Households	**193,959**	**105,539,122**
Married-Couple Families (with and without their own children)	55.7%	52.5%
Female-Headed Families (with and without their own children)	8.5%	11.8%
Male-Headed Families (with and without their own children)	3.6%	4.1%
Nonfamily Households: Single-Person Households	26.3%	25.8%
Nonfamily Households: Other	5.9%	5.8%
Distribution of Women Aged 15 and Older by Marital Status[b]		
Married	58.8%	54.6%
Single	20.0%	24.1%
Widowed	9.2%	10.5%
Divorced	12.0%	10.8%
Percent of Families with Children Under Age 18 Headed by Women[c]	17.5%	20.9%
By Race and Ethnicity		
White	16.5%	15.5%
African American	24.9%	49.7%
Hispanic	22.1%	21.7%
Asian American	21.0%	10.1%
Native American/American Indian	36.3%	31.7%
Other/Two or More	27.9%	25.8%

Source: [a] U.S. Department of Commerce, Bureau of the Census 2004d; [b] U.S. Department of Commerce, Bureau of the Census 2004g; [c] U.S. Department of Commerce, Bureau of the Census 2004f.
Compiled by the Institute for Women's Policy Research.

Appendix Table 4.
Proportion of Married-Couple Families and Female-Headed Families (with and without their own children) in Wyoming and the United States, by Race and Ethnicity, 2000

	Wyoming		United States	
By Race and Ethnicity	**Married-Couple Families**	**Female-Headed Families**	**Married-Couple Families**	**Female-Headed Families**
Proportion of All Households	55.7%	8.5%	52.5%	11.8%
White	56.5%	7.9%	55.2%	8.4%
African American	45.3%	11.6%	32.1%	30.5%
Hispanic	48.8%	13.0%	55.1%	17.3%
Asian American	51.3%	10.2%	61.7%	8.9%
Native American	42.7%	24.9%	44.3%	20.8%
Other/Two or More	47.9%	12.4%	44.9%	15.1%

Notes:
Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.
Source: U.S. Department of Commerce, Bureau of the Census 2004d.
Compiled by the Institute for Women's Policy Research.

slightly larger proportion in Wyoming than nationally (Appendix Table 4). American Indian households are slightly less likely to be married-couple families in Wyoming than nationally, while Asian American and Hispanic households are much less likely to be married-couple families in Wyoming than nationally. Households in Wyoming from every racial and ethnic group except Asian American and American Indian households are less likely to be headed by women. For African American households, the proportion is much lower in the state than nationally, at 11.6 percent versus 30.5 percent. Asian American and American Indian households are more likely to be female-headed in Wyoming than nationally.

The proportions of married and divorced women in Wyoming are larger than in the country as a whole, while the proportions of single women and widowed women are smaller (Appendix Table 3). In Wyoming, 17.5 percent of all families with children under age 18 are headed by women, less than the national average of 20.9 percent. Among all racial and ethnic groups in Wyoming except African Americans, however, the percent of families with children under 18 headed by women is higher than the national averages. Among African Americans in Wyoming, the percentage is substantially lower than nationally. In contrast, among Asian Americans it is much higher.

Appendix II:
Methodology, Terms, and Sources for Chart 1 (the Composite Indices and Grades)

Composite Political Participation Index

This composite index reflects four areas of political participation: voter registration; voter turnout; women in elected office, including state legislatures, statewide elected office, and positions in the U.S. Congress; and institutional resources available for women (such as a commission for women or a legislative caucus).

To construct this composite index, each of the component indicators was standardized to remove the effects of different units of measurement for each state's score on the resulting composite index. Each component was standardized by subtracting the mean value for all 50 states from the observed value for a state and dividing the difference by the standard deviation for the United States as a whole. The standardized scores were then given different weights. Voter registration and voter turnout were each given a weight of 1.0. The indicator for women in elected office is itself a composite reflecting different levels of office-holding and was given a weight of 4.0 (in the first two series of reports, published in 1996 and 1998, this indicator was given a weight of 3.0, but since 2000 it has been weighted at 4.0). The last component indicator, women's institutional resources, is also a composite of scores indicating the presence or absence of each of two resources: a commission for women and a women's legislative caucus. It received a weight of 1.0. The resulting weighted, standardized values for each of the four component indicators were summed for each state to create a composite score. The states were then ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Women's voter registration and voter turnout were each set at the value of the highest state for these components; each component of the composite index for women in elected office was set as if 50 percent of elected officials were women; and scores for institutional resources for women assumed that the ideal state had both a commission for women and a bipartisan women's legislative caucus in each house of the state legislature. Each state's score was then compared with the ideal score to determine its grade.

Women's Voter Registration: This component indicator is the average percent (for the presidential and congressional elections of 2000 and 1998) of all women aged 18 and older (in the civilian noninstitutionalized population) who reported registering. Source: U.S. Department of Commerce, Bureau of the Census 2000 and 2002, based on the Current Population Survey.

Women's Voter Turnout: This component indicator is the average percent (for the presidential and congressional elections of 2000 and 1998) of all women aged 18 and older (in the civilian noninstitutionalized population) who reported voting. Source: U.S. Department of Commerce, Bureau of the Census 2000 and 2002, based on the Current Population Survey.

Women in Elected Office: This composite indicator has four components and reflects office-holding at the state and national levels as of July 2004. For each state, the proportion of office-holders who are women was computed for four levels: state representatives; state senators; statewide elected executive officials and U.S. representatives; and U.S. senators and governors. The percents were then converted to scores that ranged from 0 to 1 by dividing the observed value for each state by the highest value for all states. The scores were then weighted according to the degree of political influence of the position: state representatives were given a weight of 1.0, state senators were given a weight of 1.25, statewide executive elected officials (except governors) and U.S. representatives were each given a weight of 1.5, and U.S. senators and state governors were each given a weight of 1.75. The resulting weighted scores for the four components were added to yield the total score on this composite for each state. The highest score of any state for this composite office-holding indicator is 4.34. These scores were then used to rank the states on the indicator for women in elected office. Sources: Data were compiled by IWPR from several sources, including the Center for American Women and Politics 2004a, 2004b, 2004c, 2004d; Council of State Governments 2004.

Women's Institutional Resources: This indicator measures the number of institutional resources for women available in the state from a maximum of two, including a commission for women (established by legislation or executive order) and a legislative caucus for women (organized by women legislators in either or both houses of the state legislature). States receive 1.0 point for each institutional resource present in

their state, although they can receive partial credit if a bipartisan legislative caucus does not exist in both houses. States receive a score of 0.25 if informal or partisan meetings are held by women legislators in either house, 0.5 if a formal legislative caucus exists in one house but not the other, and 1.0 if a formal, bipartisan legislative caucus is present in both houses or the legislature is unicameral. Sources: National Association of Commissions for Women 2004; Center for American Women and Politics 1998, updated by IWPR.

Composite Employment and Earnings Index

This composite index consists of four component indicators: median annual earnings for women, the ratio of the earnings of women to the earnings of men, women's labor force participation, and the percent of employed women in managerial and professional specialty occupations.

To construct this composite index, each of the four component indicators was first standardized. For each of the four indicators, the observed value for the state was divided by the comparable value for the entire United States. The resulting values were summed for each state to create a composite score. Each of the four component indicators has equal weight in the composite. The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Women's earnings were set at the median annual earnings for men in the United States as a whole; the wage ratio was set at 100 percent, as if women earned as much as men; women's labor force participation was set at the national figure for men; and women in managerial and professional positions was set at the highest score for all states. Each state's score was then compared with the ideal score to determine the state's grade.

Women's Median Annual Earnings: Median yearly earnings (in 2003 dollars) of noninstitutionalized women aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02. Earnings were converted to constant dollars using the Consumer Price Index, and the median was selected from the merged data file for the two years. Two years of data were used in order to ensure a sufficiently large sample for each state. The sample size for women ranged from 568 in Montana to 4,521 in California; for men, the sample size ranged from 781 in Mississippi to 6,584 in California. In Wyoming, the sample size was 766 for women and 1,164 for men. These earnings data have not been adjusted for cost-of-living differences between the states because the federal government does not produce an index of such differences. Although all the data presented combine data from 2001 and 2002, they are labeled 2002 in the report. Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey for the calendar years 2001-02; Urban Institute 2004a.

Ratio of Women's to Men's Earnings: Median yearly earnings (in 2003 dollars) of noninstitutionalized women aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02 divided by the median yearly earnings (in 2000 dollars) of noninstitutionalized men aged 16 and older who worked full-time, year-round (more than 49 weeks during the year and more than 34 hours per week) in 2001-02. See the description of women's median annual earnings, above, for a more detailed description of the methodology and for sample sizes. Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey, for the calendar years 2001-02; Urban Institute 2004a.

Women's Labor Force Participation (proportion of the adult female population in the labor force): Percent of civilian noninstitutionalized women aged 16 and older who were employed or looking for work (in 2002). This includes those employed full-time, part-time voluntarily or part-time involuntarily, and those who are unemployed. Source: U.S. Department of Labor, Bureau of Labor Statistics 2004a (based on the Current Population Survey).

Women in Managerial and Professional Occupations: Percent of civilian noninstitutionalized women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations (in 2001). Source: U.S. Department of Labor, Bureau of Labor Statistics 2003, based on the Current Population Survey.

Composite Social and Economic Autonomy Index

This composite index reflects four aspects of women's social and economic well-being: access to health insurance, educational attainment, business ownership, and the percent of women above the poverty level.

To construct this composite index, each of the four component indicators was first standardized. For

each indicator, the observed value for the state was divided by the comparable value for the United States as a whole. The resulting values were summed for each state to create a composite score. To create the composite score, women's health insurance coverage, educational attainment, and business ownership were given a weight of 1.0, while poverty was given a weight of 4.0 (in the first three series of reports, published in 1996, 1998, and 2000, this indicator was given a weight of 1.0, but in 2002 IWPR began weighting it at 4.0). The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." The percentage of women with health insurance was set at the highest value for all states; the percentage of women with higher education was set at the national value for men; the percentage of businesses owned by women was set as if 50 percent of businesses were owned by women; and the percentage of women in poverty was set at the national value for men. Each state's score was then compared with the ideal score to determine its grade.

Percent with Health Insurance: Percent of civilian noninstitutionalized women from ages 18 through 64 who are insured. The state-by-state percents are based on the 2002-03 Annual Demographic Files (March) from the Current Population Survey, for calendar years 2001-02. Source: Henry J. Kaiser Family Foundation 2004a.

Educational Attainment: In 1999, the percent of women aged 25 and older with four or more years of college. Source: U.S. Department of Commerce, Bureau of the Census 2003c, based on the 2000 Census.

Women's Business Ownership: In 1997, the percent of all firms (legal entities engaged in economic activity during any part of 1997 that filed an IRS Form 1040, Schedule C; 1065; any 1120; or 941) owned by women. This indicator includes five legal forms of organization: C corporations (any legally incorporated business, except subchapter S, under state laws), Subchapter S corporations (those with fewer than 75 shareholders who elect to be taxed as individuals), individual proprietorships (including self-employed individuals), partnerships, and others (a category encompassing cooperatives, estates, receiverships, and businesses classified as unknown legal forms of organization). The Bureau of the Census determines the sex of business owners by matching the social security numbers of individuals who file business tax returns with Social Security Administration records providing the sex codes indicated by individuals or their parents on their original applications for social security numbers. For partnerships and corporations, a business is classified as women-owned based on the sex of the majority of the owners. Source: U.S. Department of Commerce, Bureau of the Census 2001b, based on the 1997 Economic Census.

Percent of Women Above Poverty: In 2001-02, the percent of women living above the official poverty threshold, which varies by family size and composition. In 2002, the poverty level for a family of four (with two children) was $18,513 (in 2003 dollars). Source: Calculations of the 2002-03 Annual Demographic Files (March) from the Current Population Survey for the calendar years 2001-02; Urban Institute 2004a.

Composite Reproductive Rights Index

This composite index reflects a variety of indicators of women's reproductive rights. These include access to abortion services without mandatory parental consent or notification laws for minors; access to abortion services without a waiting period; public funding for abortions under any circumstances if a woman is income eligible; percent of women living in counties with at least one abortion provider; whether the governor and state legislature are pro-choice; existence of state laws requiring health insurers to provide coverage of contraceptives; policies that mandate insurance coverage of infertility treatments; whether second-parent adoption is legal for gay/lesbian couples; and mandatory sex education for children in the public school system.

To construct this composite index, each component indicator was rated on a scale of 0 to 1 and assigned a weight. The notification/consent and waiting-period indicators were each given a weight of 0.5. The indicators of public funding for abortions, pro-choice government, women living in counties with an abortion provider, and contraceptive coverage were each given a weight of 1.0. The infertility coverage law and gay/lesbian adoption law were each given a weight of 0.5. Finally, states were given 1.0 point if they mandate sex education for students. The weighted scores for each component indicator were summed to arrive at the value of the composite index score for each state. The states were ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." An "ideal state" was

assumed to have no notification/consent or waiting period policies, public funding for abortion, pro-choice government, 100 percent of women living in counties with an abortion provider, insurance mandates for contraceptive coverage and infertility coverage, maximum legal guarantees of second-parent adoption, and mandatory sex education for students. Each state's score was then compared with the resulting ideal score to determine its grade.

Mandatory Consent: States received a score of 1.0 if they allow minors access to abortion without parental consent or notification. Mandatory consent laws require that minors gain the consent of one or both parents before a physician can perform the procedure, while notification laws require they notify one or both parents of the decision to have an abortion. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

Waiting Period: States received a score of 1.0 if they allow a woman to have an abortion without a waiting period. Such legislation mandates that a physician cannot perform an abortion until a certain number of hours after notifying the woman of her options in dealing with a pregnancy. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

Restrictions on Public Funding: If a state provides public funding for abortions under most circumstances for women who meet income eligibility standards, it received a score of 1.0. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

Percent of Women Living in Counties with at Least One Abortion Provider: States were given a scaled score ranging from 0 to 1, with states with 100 percent of women living in counties with abortion providers receiving a 1. Source: Finer and Henshaw 2003.

Pro-Choice Governor or Legislature: This indicator is based on NARAL's assessment of whether governors and legislatures would support a ban or restrictions on abortion. Governors and legislatures who would support restrictions on abortion rights are considered anti-choice, and those who would oppose them are considered pro-choice. Each state received 0.33 points per pro-choice governmental body—governor, upper house, and lower house—up to a maximum of 1.0 point. Those governors and legislatures with mixed assessments received half credit. Source: NARAL Pro-Choice America Foundation and NARAL Pro-Choice America 2004.

Contraceptive Coverage Laws: As of August 17, 2004, whether a state had a law or policy requiring that health insurers who provide coverage for prescription drugs extend coverage for FDA-approved contraceptives (e.g., drugs and devices) and related medical services, including exams and insertion/removal treatments. States received a score of 1.0 if they mandate full contraceptive coverage. They received a score of 0.5 if they mandate partial coverage, which may include mandating that insurance companies offer at least one insurance package covering some or all birth control prescription methods or requiring insurers with coverage for prescription drugs to cover oral contraceptives. Source: Alan Guttmacher Institute 2004a.

Coverage of Infertility Treatments: As of January 2004, states mandating that insurance companies provide coverage of infertility treatments received a score of 1.0, while states mandating that insurance companies offer policyholders at least one package with coverage of infertility treatments received a score of 0.5. Source: National Conference of State Legislatures 2004.

Second-Parent Adoption: Whether a state allows gays and lesbians the option of second-parent adoption, which occurs when a nonbiological parent in a couple adopts the child of his or her partner. At the state level, courts and/or legislatures have upheld or limited the right to second-parent adoption among gay and lesbian couples. States were given 1.0 point if the state supreme court has prohibited discrimination against these couples in adoption, 0.75 if an appellate or high court has, 0.5 if a lower court has approved a petition for second-parent adoption, 0.25 if a state has no official position on the subject, and no points if the state has banned second-parent adoption. Sources: Human Rights Campaign 2003; National Center for Lesbian Rights 2003.

Mandatory Sex Education: States received a score of 1.0 if they require public middle, junior, or high schools to provide sex education classes. Source: Alan Guttmacher Institute 2004b.

Composite Health and Well-Being Index

This composite index includes nine measures of women's physical and mental health: mortality from heart disease, mortality from lung cancer, mortality from breast cancer, incidence of diabetes, incidence of chlamydia, incidence of AIDS, prevalence of poor mental health, mortality from suicide, and mean days of activity limitations. To construct the composite index, each of the component indicators was con-

verted to scores ranging from 0 to 1 by dividing the observed value for each state by the highest value for all states. Each score was then subtracted from 1 so that high scores represent lower levels of mortality, poor health, or disease. Scores were then given different weights. Mortality from heart disease was given a weight of 1.0. Lung and breast cancer were each given a weight of 0.5. Incidence of diabetes, chlamydia, and AIDS were each given a weight of 0.5. Mean days of poor mental health and women's mortality from suicide were given a weight of 0.5. Activity limitations were given a weight of 1.0. The resulting values for each of the component indicators were summed for each state to create a composite score. The states were then ranked from the highest to the lowest score.

To grade the states on this composite index, values for each of the components were set at desired levels to produce an "ideal score." Mortality rates from heart disease, lung cancer, and breast cancer were set according to national goals for the year 2010, as determined by the U.S. Department of Health and Human Services under the Healthy People 2010. For heart disease and breast cancer, this entailed a 20 percent decrease from the national number. For lung cancer, it entailed a 22 percent decrease from the national number. For incidence of diabetes, chlamydia, and AIDS, and mortality from suicide, the Healthy People 2010 goals are to achieve levels that are "better than the best," and thus the ideal score was set at the lowest rate for each indicator among all states. In the absence of national objectives, mean days of poor mental health and mean days of activity limitations were also set at the lowest level among all states. Each state's score was then compared with the ideal score to determine the state's grade.

Mortality from Heart Disease: Average annual mortality from heart disease among all women per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 total U.S. population. Source: National Center for Health Statistics 2003.

Mortality from Lung Cancer: Average mortality among women from lung cancer per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 U.S. standard population. Source: National Center for Health Statistics 2003.

Mortality from Breast Cancer: Average mortality among women from breast cancer per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 U.S. standard population. Source: National Center for Health Statistics 2003.

Percent of Women Who Have Ever Been Told They Have Diabetes: As self-reported by female respondents in the Behavioral Risk Factor Surveillance System (BRFSS) survey in 2001. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2002.

Incidence of Chlamydia: Reported rate of chlamydia among women per 100,000 population in 2002. Source: Centers for Disease Control, National Center for HIV, STD, and TB Prevention, Division of STD Prevention 2003.

Incidence of AIDS: Average incidence of AIDS-indicating diseases among females aged 13 years and older per 100,000 population (in 2001). Source: Centers for Disease Control and Prevention, National Center for HIV, STD, and TB Prevention 2002.

Poor Mental Health: Mean number of days in the past 30 days on which mental health was not good, as self-reported by female respondents in the BRFSS survey in 2000. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2001.

Mortality from Suicide: Average annual mortality from suicide among all women per 100,000 population (in 1999-2001). Data are age-adjusted to the 2000 total U.S. population. Source: National Center for Health Statistics 2003.

Mean Days of Activity Limitations: Mean number of days in the past 30 days on which activities were limited due to health status, as self-reported by female respondents in the BRFSS survey in 2000. The Centers for Disease Control and Prevention conduct BRFSS in conjunction with the states among men and women at least 18 years of age. Source: Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion 2001.

Appendix III:
Race and Ethnicity Data

Using 2000 Census data, IWPR is able to provide statistics on a variety of indicators of women's economic status, including earnings, the gender wage ratio, labor force participation, education, and poverty, by race and ethnicity. This Appendix provides an overview of how IWPR determines race and ethnicity using the 2000 Census.

Unless otherwise noted, the data included in this report for the various races (whites, African Americans, Asian Americans, Native Americans, and other/two or more races) do not include Hispanics, and Hispanics, who may be of any race, are reported separately. In contrast, most data produced by the Census Bureau include Hispanics in whatever racial group they report and then, in addition, note the number who also report being Hispanic. As a result, the numbers in this report for the various racial groups generally differ from Census Bureau numbers, and the racial groups, including the "other/two or more" category, plus Hispanics equal 100 percent of the U.S. population.

In the 2000 Census, respondents were allowed for the first time to indicate belonging to two or more racial categories. Only 2.4 percent of the population did so (including both Hispanic and non-Hispanic respondents), and only 1.6 percent of the non-Hispanic population did (U.S. Department of Commerce, Bureau of the Census 2001a). Among people who marked "two or more races," the most common combination (47 percent) was "white and some other race." For these reasons, and because social scientists who have been analyzing this group of people have not found consistent patterns to report, IWPR grouped people of "two or more races" with the "other" category, which is also small, at 0.2 percent of the population when Hispanics are removed from this category (5.5 percent of the population with Hispanics included; U.S. Department of Commerce, Bureau of the Census 2001a). Thus, when this report refers to the various racial groups, unless otherwise noted, it refers only to those people who indicated one race alone.

Although excluding people who mark "two or more races" from all the individual racial categories only slightly underestimates the numbers of most categories, it has a larger impact on the American Indian/Alaska Native population. This population jumps from 0.9 percent to 1.5 percent of the total population if those who report American Indian or Alaska Native in combination with another race are included (these numbers include Hispanics; U.S. Department of Commerce, Bureau of the Census 2001a). Notably, estimates of the population of Native Americans are also proportionately most affected by subtracting Hispanics: about 16.4 percent of all Native Americans are Hispanic, compared with 8.0 percent of whites (U.S. Department of Commerce, Bureau of the Census 2001a). Most Hispanic Native Americans live in the states of the Southwest, such as Arizona, Oklahoma, and New Mexico. Altogether, the national population of Native American women jumps from approximately 1.0 million to 2.2 million if both Hispanics and those identifying as Native American plus one or more other races are included.

Appendix IV:

State-by-State Rankings on the Composite Indicators and Their Components and Data on Men's Economic Status

State-by-State Rankings on the Composite Indices and Their Components: Political Participation

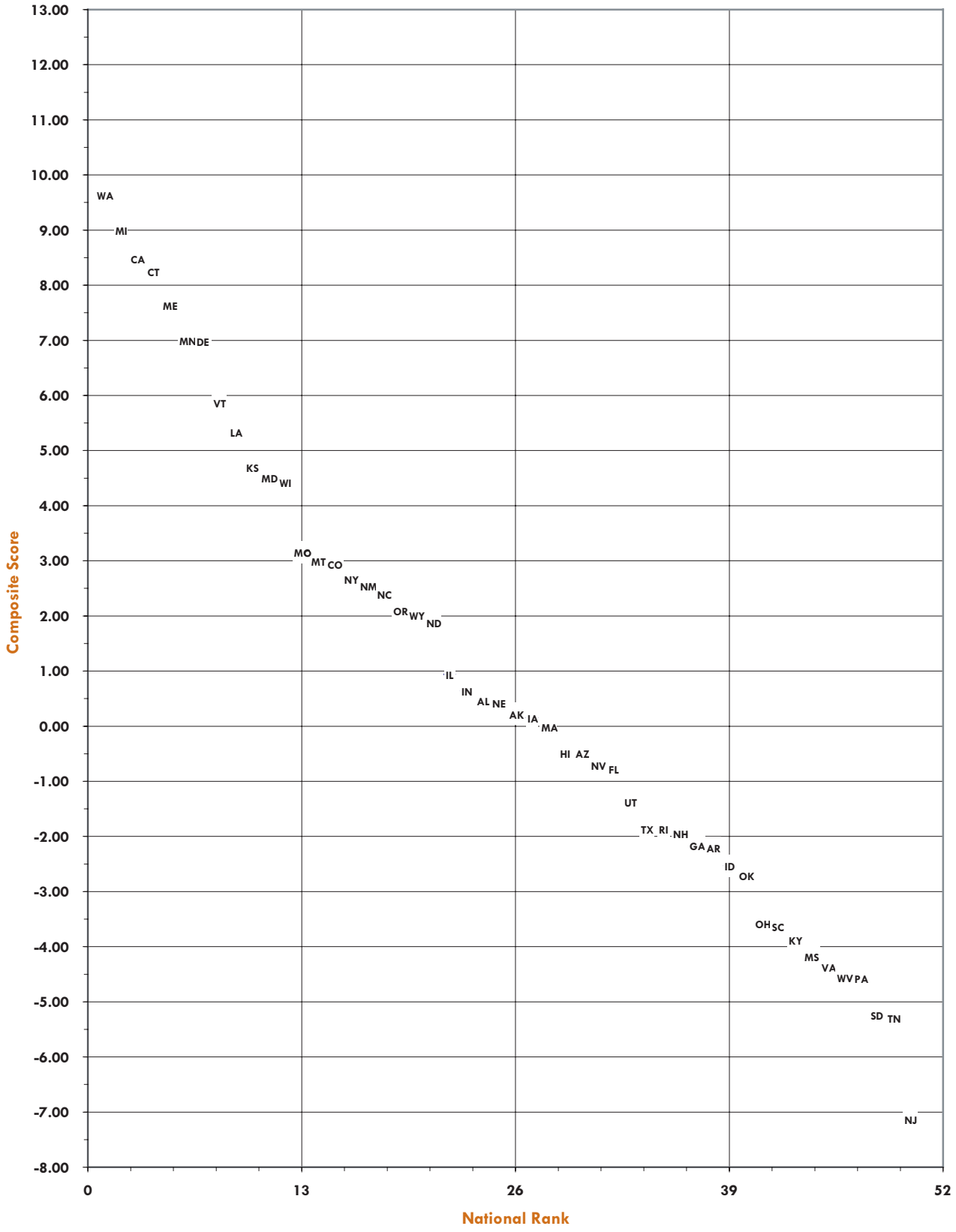
	Composite Index			Women in Elected Office Composite Index		Percent of Women Registered to Vote, 1998 and 2000		Percent of Women Who Voted, 1998 and 2000		Number of Institutional Resources Available to Women in the State	
State	**Score**	**Rank**	**Grade**	**Score**	**Rank**	**Percent**	**Rank**	**Percent**	**Rank**	**Score**	**Rank**
Alabama	0.46	24	C-	1.66	32	75.0%	5	55.8%	12	1.25	22
Alaska	0.23	26	C-	1.95	26	72.8%	12	60.5%	3	0.00	46
Arizona	-0.49	29	C-	2.70	10	54.2%	47	41.4%	50	1.00	31
Arkansas	-2.20	38	D	1.81	30	63.9%	37	47.5%	36	1.00	31
California	8.48	3	B	4.23	2	53.6%	48	44.3%	44	2.00	1
Colorado	2.94	15	C	2.85	8	67.8%	21	53.8%	18	0.25	44
Connecticut	8.25	4	B	3.81	3	66.8%	27	50.6%	32	1.25	22
Delaware	6.98	7	B-	3.49	5	67.2%	25	51.5%	30	1.25	22
District of Columbia	n/a	n/a	n/a	n/a	n/a	72.0%	n/a	59.4%	n/a	n/a	n/a
Florida	-0.78	32	C-	1.86	29	61.8%	44	46.9%	40	2.00	1
Georgia	-2.16	37	D	1.65	33	62.6%	40	43.7%	47	2.00	1
Hawaii	-0.49	29	C-	2.36	20	51.0%	50	43.9%	46	2.00	1
Idaho	-2.53	39	D	1.61	34	62.9%	39	52.0%	25	1.00	31
Illinois	0.94	22	C-	1.89	27	67.1%	26	52.0%	25	2.00	1
Indiana	0.64	23	C-	1.87	28	66.8%	27	50.9%	31	2.00	1
Iowa	0.16	27	C-	1.54	37	75.3%	4	59.6%	8	1.00	31
Kansas	4.71	10	B-	3.05	7	67.8%	21	51.7%	27	1.00	31
Kentucky	-3.88	43	D-	1.08	47	67.8%	31	49.6%	34	1.50	17
Louisiana	5.34	9	B-	2.62	14	74.9%	6	51.7%	27	2.00	1
Maine	7.64	5	B-	3.40	6	78.8%	3	60.1%	6	0.00	46
Maryland	4.50	11	C+	2.64	12	65.3%	33	54.2%	16	2.00	1
Massachusetts	-0.01	28	C-	1.61	34	68.1%	20	53.2%	22	2.00	1
Michigan	9.00	2	B	3.61	4	71.9%	13	56.3%	11	1.25	22
Minnesota	6.99	6	B-	2.56	17	81.0%	2	67.9%	1	1.00	31
Mississippi	-4.17	44	D-	0.78	49	74.8%	7	52.5%	23	1.25	22
Missouri	3.16	13	C	1.99	24	74.5%	9	56.5%	10	2.00	1
Montana	3.00	14	C	2.58	15	73.1%	11	59.4%	9	0.00	46
Nebraska	0.43	25	C-	1.74	31	71.9%	13	53.9%	17	1.50	17
Nevada	-0.70	31	C-	2.72	9	51.6%	49	41.8%	48	1.00	31
New Hampshire	-1.94	36	D	1.20	42	67.5%	24	53.3%	21	2.00	1
New Jersey	-7.13	50	F	0.84	48	63.1%	38	45.3%	41	1.00	31
New Mexico	2.55	17	C	2.57	16	62.4%	41	51.7%	27	1.50	17
New York	2.68	16	C	2.65	11	59.8%	46	47.5%	36	2.00	1
North Carolina	2.40	18	C	2.42	18	65.9%	32	47.0%	39	2.00	1
North Dakota	1.88	21	C	1.30	40	91.1%	1	63.3%	2	1.00	31
Ohio	-3.57	41	D-	1.60	36	66.3%	30	52.5%	23	0.00	46
Oklahoma	-2.70	40	D	1.51	38	66.6%	29	48.1%	35	1.25	22
Oregon	2.10	19	C	2.19	21	69.9%	16	55.6%	13	1.25	22
Pennsylvania	-4.56	47	D-	1.18	43	62.3%	42	47.3%	38	1.50	17
Rhode Island	-1.86	35	D	1.13	44	68.3%	18	54.9%	15	2.00	1
South Carolina	-3.63	42	D-	0.64	50	71.2%	15	55.6%	13	2.00	1
South Dakota	-5.24	48	D-	1.11	45	69.7%	17	53.4%	19	0.00	46
Tennessee	-5.29	49	D-	1.23	41	64.2%	36	44.7%	42	1.00	31
Texas	-1.85	34	D	2.15	22	62.1%	43	41.7%	49	1.00	31
Utah	-1.37	33	D+	1.98	25	61.6%	45	49.7%	33	1.00	31
Vermont	5.87	8	B-	2.64	12	73.8%	10	60.1%	6	1.50	17
Virginia	-4.36	45	D-	1.09	46	64.5%	34	44.3%	44	2.00	1
Washington	9.64	1	B	4.38	1	66.0%	31	53.4%	19	0.25	44
West Virginia	-4.55	46	D-	1.31	39	64.4%	35	44.4%	43	1.25	22
Wisconsin	4.42	12	C+	2.39	19	74.6%	8	60.2%	5	1.25	22
Wyoming	2.02	20	C	2.14	23	68.2%	19	60.3%	4	1.00	31
United States				**2.10**		**64.6%**		**49.3%**		**1.25**	**(median)**

n/a: The District of Columbia is not included in these rankings.

See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Political Participation



Appendix IV:

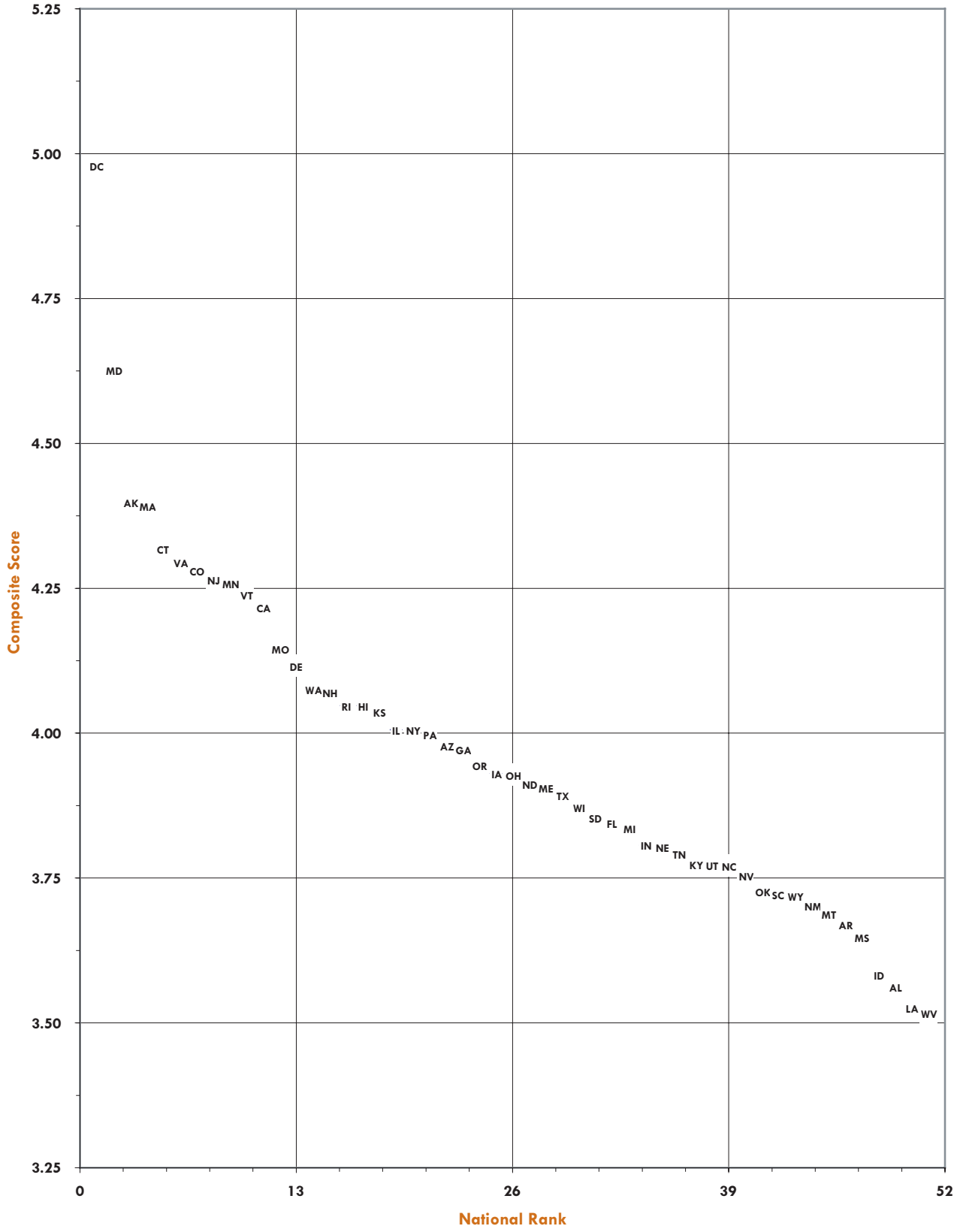
State-by-State Rankings on the Composite Indices and Their Components (continued): Employment and Earnings (Based on Data from the Current Population Survey)

	Composite Score			Median Annual Earnings Full-Time, Year-Round for Employed Women		Earnings Ratio between Full-Time, Year-Round Employed Women and Men		Percent of Women in the Labor Force		Percent of Employed Women in Managerial or Professional Occupations	
State	**Score**	**Rank**	**Grade**	**Dollars**	**Rank**	**Percent**	**Rank**	**Percent**	**Rank**	**Percent**	**Rank**
Alabama	3.56	49	F	$26,600	37	66.7%	49	54.7%	48	29.4%	43
Alaska	4.40	3	B	$34,300	6	78.7%	8	66.3%	7	37.0%	7
Arizona	3.98	22	C+	$29,700	21	79.8%	7	57.0%	42	32.8%	24
Arkansas	3.67	46	D-	$24,900	48	78.5%	11	55.4%	47	29.3%	45
California	4.22	11	B	$32,700	7	80.7%	4	58.8%	37	36.0%	9
Colorado	4.28	7	B	$32,200	9	78.7%	8	64.4%	10	36.4%	8
Connecticut	4.32	5	B	$35,800	3	71.5%	43	62.0%	19	38.2%	4
Delaware	4.12	13	B-	$31,200	12	76.3%	20	62.5%	15	34.2%	14
District of Columbia	4.98	1	A-	$37,800	1	92.4%	1	61.1%	23	49.3%	1
Florida	3.85	31	C-	$28,600	26	79.9%	6	55.7%	45	30.3%	36
Georgia	3.97	23	C+	$28,600	26	76.5%	18	59.8%	32	33.7%	18
Hawaii	4.05	16	C+	$30,700	15	83.4%	2	60.8%	25	30.3%	36
Idaho	3.58	48	F	$25,600	42	72.5%	40	62.0%	19	24.6%	51
Illinois	4.01	19	C+	$30,700	15	75.1%	24	60.2%	30	32.9%	23
Indiana	3.81	34	D+	$28,100	28	73.2%	37	61.4%	22	29.3%	45
Iowa	3.93	25	C	$27,100	32	74.5%	30	67.1%	3	30.8%	30
Kansas	4.04	18	C+	$29,100	23	77.8%	14	62.9%	14	33.0%	21
Kentucky	3.77	37	D	$27,000	33	74.2%	31	55.6%	46	32.2%	25
Louisiana	3.53	50	F	$25,200	47	68.5%	48	52.1%	50	30.4%	35
Maine	3.91	27	C	$26,900	35	73.9%	33	61.6%	21	33.5%	19
Maryland	4.63	2	B+	$37,200	2	81.4%	3	64.3%	11	41.3%	2
Massachusetts	4.39	4	B	$35,800	3	76.5%	18	62.3%	17	38.3%	3
Michigan	3.84	33	C-	$30,700	15	66.7%	49	58.9%	35	31.6%	27
Minnesota	4.26	9	B	$31,900	11	74.2%	31	71.2%	1	34.2%	14
Mississippi	3.65	47	D-	$25,600	42	77.1%	16	54.0%	49	29.2%	48
Missouri	4.15	12	B-	$29,700	21	78.6%	10	63.8%	13	35.1%	11
Montana	3.69	45	D-	$24,400	50	73.5%	36	60.7%	26	29.7%	42
Nebraska	3.80	35	D+	$26,000	41	71.4%	44	67.1%	3	29.1%	49
Nevada	3.75	40	D	$27,500	31	76.8%	17	60.9%	24	26.9%	50
New Hampshire	4.07	15	B-	$31,200	12	69.3%	47	65.2%	9	34.2%	14
New Jersey	4.27	8	B	$35,800	3	76.2%	21	59.5%	34	35.8%	10
New Mexico	3.70	44	D-	$25,600	42	74.6%	29	57.4%	41	30.2%	38
New York	4.01	19	C+	$30,700	15	75.1%	24	56.6%	44	34.9%	12
North Carolina	3.77	37	D	$26,400	40	73.7%	34	59.9%	31	30.6%	32
North Dakota	3.91	27	C	$25,600	42	80.5%	5	65.5%	8	30.1%	39
Ohio	3.93	25	C	$30,000	20	72.1%	41	60.7%	26	32.1%	26
Oklahoma	3.73	41	D	$26,600	37	75.8%	22	57.6%	40	29.3%	45
Oregon	3.94	24	C	$29,100	23	73.7%	34	60.6%	29	33.0%	21
Pennsylvania	4.00	21	C+	$30,700	15	74.7%	28	58.9%	35	33.5%	19
Rhode Island	4.05	16	C+	$31,200	12	75.0%	27	59.6%	33	34.1%	17
South Carolina	3.72	42	D	$26,600	37	73.1%	38	56.9%	43	30.7%	31
South Dakota	3.85	31	C-	$24,400	50	75.8%	22	68.1%	2	30.1%	39
Tennessee	3.79	36	D+	$26,900	35	75.1%	24	58.3%	39	31.0%	29
Texas	3.89	29	C	$28,100	28	78.5%	11	58.8%	37	31.3%	28
Utah	3.77	37	D	$27,000	33	70.3%	46	62.5%	15	30.0%	41
Vermont	4.24	10	B	$29,100	23	77.8%	14	66.5%	6	37.7%	6
Virginia	4.29	6	B	$32,400	8	77.9%	13	62.3%	17	38.2%	4
Washington	4.08	14	B-	$32,200	9	71.6%	42	60.7%	26	34.8%	13
West Virginia	3.52	51	F	$24,900	48	72.6%	39	48.8%	51	30.5%	34
Wisconsin	3.87	30	C	$28,100	28	71.1%	45	66.7%	5	29.4%	43
Wyoming	3.72	42	D	$25,600	42	66.3%	51	64.2%	12	30.6%	32
United States	**4.00**			**$30,100**		**76.2%**		**59.6%**		**33.2%**	

See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Employment and Earnings



Appendix IV:

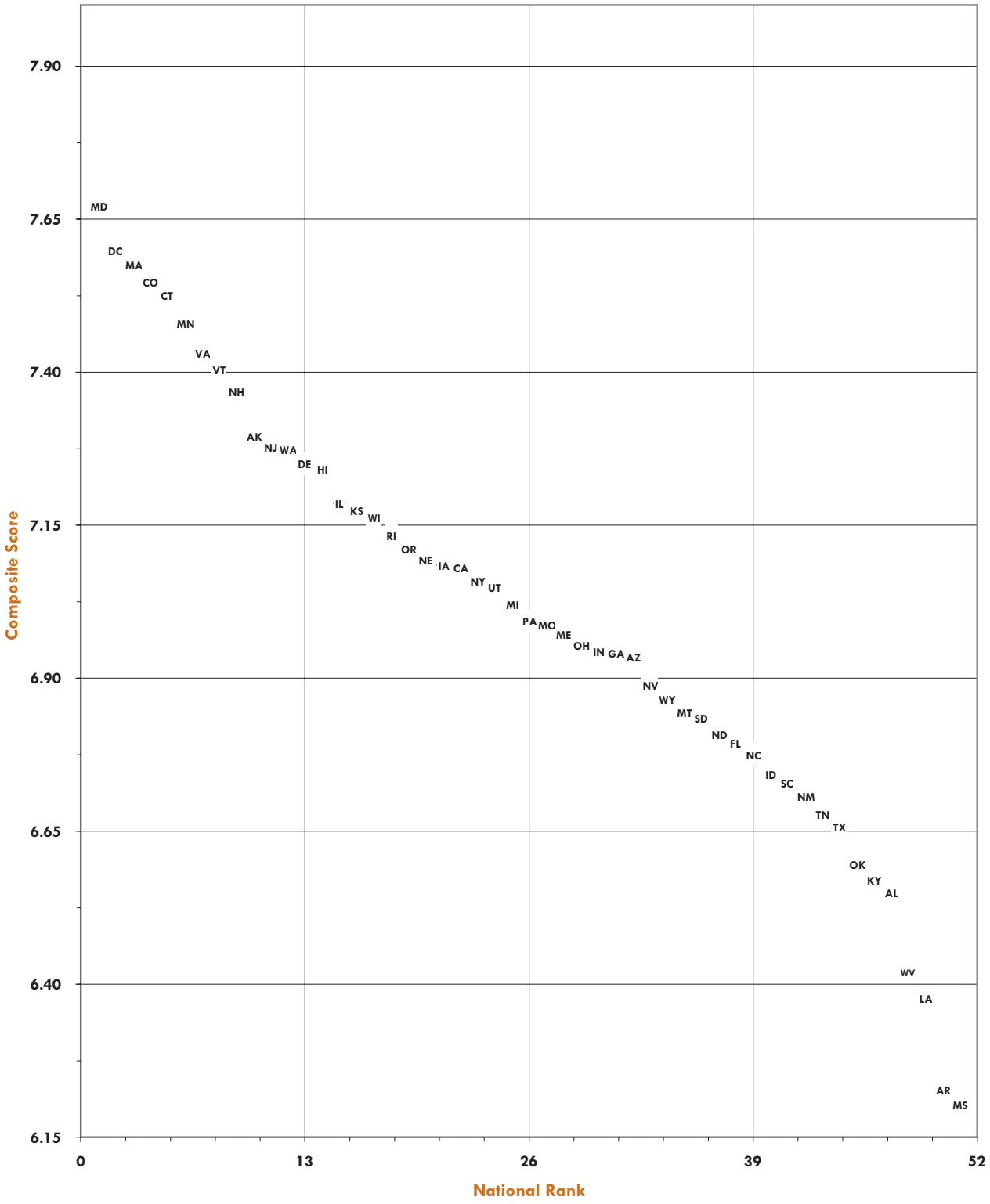
State-by-State Rankings on the Composite Indices and Their Components (continued): Social and Economic Autonomy

	Composite Index			Percent of Women with Health Insurance		Percent of Women with Four or More Years of College		Percent of Businesses that are Women-Owned		Percent of Women Living above Poverty Based on CPS Data	
State	Score	Rank	Grade	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	6.55	47	D-	84.0%	30	17.9%	46	24.4%	33	83.7%	45
Alaska	7.30	10	B-	82.4%	34	25.4%	14	25.9%	18	92.0%	4
Arizona	6.94	31	C-	81.3%	38	21.5%	30	27.0%	13	87.2%	33
Arkansas	6.23	50	F	78.3%	46	15.9%	50	22.0%	50	82.1%	48
California	7.08	21	C	78.6%	45	24.7%	15	27.3%	9	87.8%	31
Colorado	7.55	4	B	82.4%	34	30.9%	3	28.0%	4	90.4%	13
Connecticut	7.53	5	B	87.7%	12	29.5%	5	25.5%	24	92.0%	4
Delaware	7.25	13	B-	91.1%	2	23.5%	19	24.1%	36	92.0%	4
District of Columbia	7.60	2	B	87.4%	15	36.8%	1	30.9%	1	82.1%	48
Florida	6.79	38	D+	79.1%	44	20.2%	37	25.9%	18	86.8%	35
Georgia	6.94	31	C-	81.0%	40	23.0%	22	25.6%	22	87.1%	34
Hawaii	7.24	14	B-	88.3%	9	25.5%	13	27.5%	6	87.8%	31
Idaho	6.74	40	D	79.9%	42	19.4%	39	23.5%	45	88.3%	28
Illinois	7.19	15	C+	84.2%	29	24.5%	16	27.2%	10	88.9%	25
Indiana	6.95	29	C-	84.8%	26	18.1%	45	25.9%	18	90.7%	12
Iowa	7.08	21	C	89.3%	5	20.4%	35	25.3%	25	90.8%	11
Kansas	7.17	16	C+	85.6%	22	24.4%	17	25.6%	22	89.7%	18
Kentucky	6.57	46	D-	83.7%	31	16.4%	49	23.4%	46	86.5%	36
Louisiana	6.38	49	F	74.2%	49	18.2%	44	23.9%	41	82.6%	47
Maine	6.97	28	C-	87.2%	16	22.5%	24	24.0%	38	88.0%	29
Maryland	7.67	1	B+	86.9%	18	29.6%	4	28.9%	3	92.4%	2
Massachusetts	7.58	3	B	90.5%	4	31.4%	2	26.6%	14	89.6%	20
Michigan	7.02	25	C	86.5%	19	20.2%	37	27.2%	10	88.7%	27
Minnesota	7.48	6	B	92.1%	1	26.2%	10	26.4%	15	92.3%	3
Mississippi	6.20	51	F	79.5%	43	16.6%	48	22.8%	47	79.8%	51
Missouri	6.99	26	C-	85.5%	23	20.3%	36	25.2%	26	89.9%	15
Montana	6.84	35	D+	82.5%	33	23.4%	21	23.9%	41	85.6%	41
Nebraska	7.09	20	C	88.4%	8	22.9%	23	24.1%	36	89.9%	15
Nevada	6.89	33	D+	81.5%	37	16.7%	47	25.7%	21	91.9%	7
New Hampshire	7.37	9	B-	88.0%	11	26.8%	9	23.6%	44	92.7%	1
New Jersey	7.28	11	B-	84.7%	28	27.4%	8	23.7%	43	90.9%	9
New Mexico	6.71	42	D	71.9%	50	22.3%	25	29.4%	2	81.9%	50
New York	7.06	23	C	81.7%	36	26.1%	11	26.1%	17	86.1%	37
North Carolina	6.78	39	D+	80.6%	41	21.8%	28	24.5%	32	85.7%	39
North Dakota	6.81	37	D+	87.6%	13	21.9%	27	22.5%	49	86.1%	37
Ohio	6.95	29	C-	86.2%	21	19.4%	39	26.2%	16	89.0%	24
Oklahoma	6.60	45	D-	78.2%	47	18.9%	42	24.0%	38	85.6%	41
Oregon	7.11	19	C	83.7%	31	23.5%	19	27.6%	5	88.0%	29
Pennsylvania	6.99	26	C-	88.3%	9	20.6%	34	24.2%	35	89.8%	17
Rhode Island	7.13	18	C+	89.3%	5	23.7%	18	24.6%	31	89.3%	22
South Carolina	6.73	41	D	84.8%	26	19.4%	39	24.7%	30	85.7%	39
South Dakota	6.84	35	D+	87.0%	17	20.8%	32	21.5%	51	88.8%	26
Tennessee	6.68	43	D	87.6%	13	18.3%	43	24.0%	38	85.5%	43
Texas	6.66	44	D	71.7%	51	21.5%	30	25.0%	28	85.3%	44
Utah	7.05	24	C	85.2%	24	22.3%	25	24.8%	29	89.7%	18
Vermont	7.40	8	B-	88.5%	7	29.5%	5	25.2%	26	89.4%	21
Virginia	7.43	7	B-	86.3%	20	27.6%	7	27.5%	6	90.4%	13
Washington	7.27	12	B-	84.9%	25	25.8%	12	27.5%	6	89.1%	23
West Virginia	6.42	48	F	81.2%	39	14.0%	51	27.1%	12	83.1%	46
Wisconsin	7.16	17	C+	91.1%	2	21.7%	29	24.4%	33	91.6%	8
Wyoming	6.87	34	D+	78.1%	48	20.8%	32	22.6%	48	90.9%	9
United States	**7.00**			**82.3%**		**22.8%**		**26.0%**		**87.9%**	

See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Social and Economic Autonomy



Appendix IV:

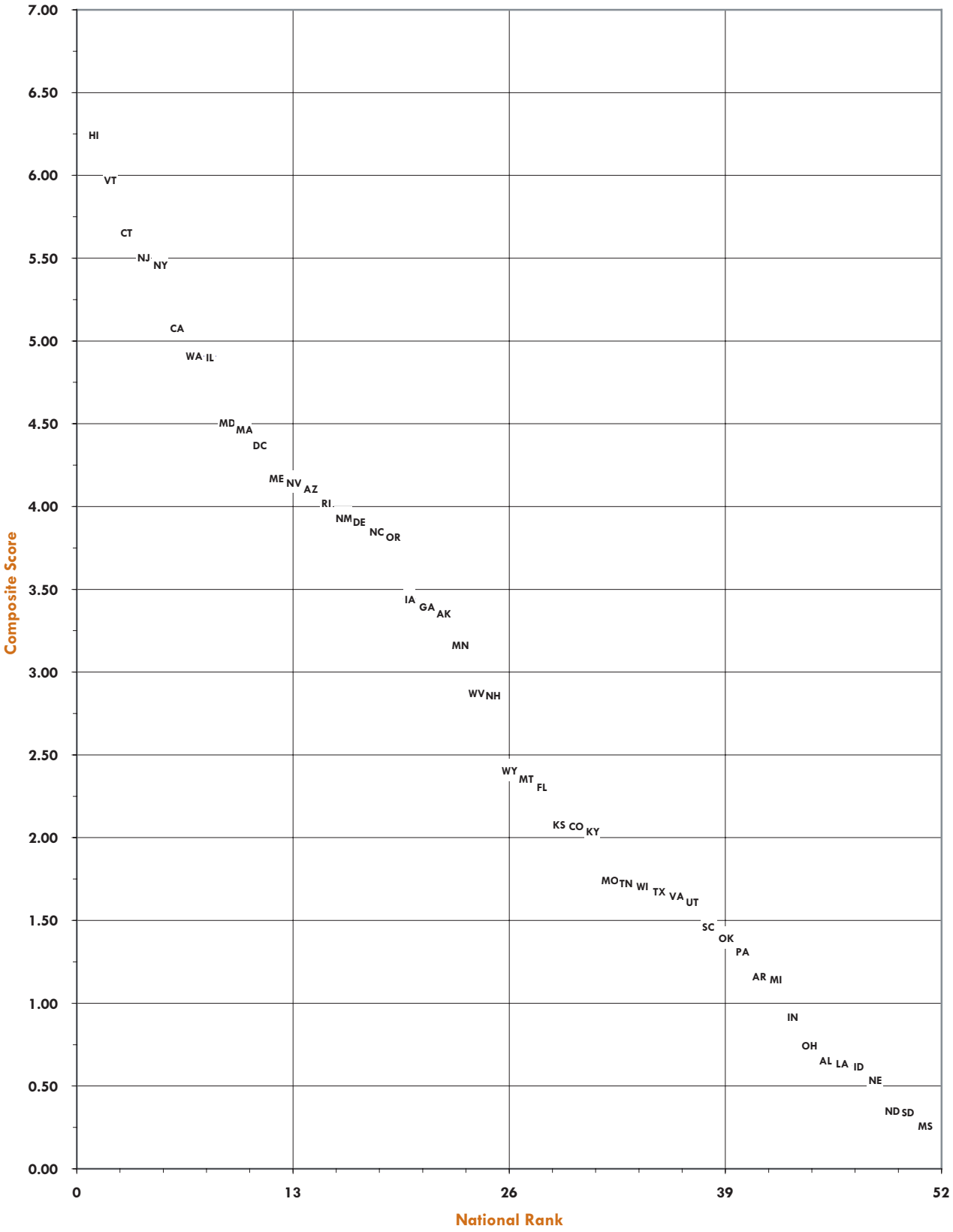
State-by-State Rankings on the Composite Indices and Their Components (continued): Reproductive Rights

	Composite Index			Parental Consent/ Notification	Waiting Period	Public Funding	Percent of Women Living in Counties with Providers	Contraceptive Coverage	Pro-Choice Government	Infertility	Second-Parent Adoption	Mandatory Sex Education
State	Score	Rank	Grade	Score	Score	Score	Percent	Score	Score	Score	Score	Score
Alabama	0.66	45	F	0	0	0	41%	0.0	0.00	0.0	0.50	0
Alaska	3.36	22	C+	0*	1	1	61%	0.0	0.00	0.0	0.50	1
Arizona	4.11	14	B	0	1	1	82%	1.0	0.67	0.0	0.25	0
Arkansas	1.17	41	D-	0	0	0	21%	0.0	0.33	1.0	0.25	0
California	5.09	6	B+	0*	1	1	96%	1.0	1.00	0.5	0.75	0
Colorado	2.07	30	D+	0	1	0	74%	0.5	0.33	0.0	0.00	0
Connecticut	5.66	3	A-	1	1	1	91%	1.0	1.00	0.5	1.00	0
Delaware	3.91	17	B-	0	0*	0	83%	1.0	0.83	0.0	0.50	1
Dist. of Columbia	4.38	11	B	1	1	0	100%	0.0	1.00	0.0	0.75	1
Florida	2.31	28	C-	0*	1	0	81%	0.0	0.00	0.0	0.00	1
Georgia	3.40	21	C+	0	1	0	44%	1.0	0.33	0.0	0.25	1
Hawaii	6.25	1	A-	1	1	1	100%	1.0	0.50	1.0	0.50	1
Idaho	0.62	47	F	0*	0	0	33%	0.0	0.17	0.0	0.25	0
Illinois	4.91	7	B+	0*	1	0	70%	1.0	0.83	1.0	0.75	1
Indiana	0.92	43	F	0	0	0	38%	0.0	0.17	0.0	0.75	0
Iowa	3.44	20	C+	0	1	0	36%	1.0	0.33	0.0	0.50	1
Kansas	2.09	29	D+	0	0	0	46%	0.0	0.50	0.0	0.25	1
Kentucky	2.04	31	D+	0	0	0	25%	0.5	0.17	0.0	0.25	1
Louisiana	0.64	46	F	0	0	0	39%	0.0	0.00	0.0	0.50	0
Maine	4.18	12	B	0	1	0	55%	1.0	1.00	0.0	0.25	1
Maryland	4.51	9	B	0	1	0	76%	1.0	0.50	1.0	0.50	1
Massachusetts	4.47	10	B	0	0*	1	93%	1.0	0.67	1.0	0.75	0
Michigan	1.15	42	D-	0	0	0	69%	0.0	0.33	0.0	0.25	0
Minnesota	3.17	23	C+	0	0	1	42%	0.5	0.00	0.0	0.50	1
Mississippi	0.27	51	F	0	0	0	14%	0.0	0.00	0.0	0.25	0
Missouri	1.75	32	D	0	0*	0	29%	1.0	0.33	0.0	0.25	0
Montana	2.36	27	C-	0*	0*	1	57%	0.0	0.17	1.0	0.25	0
Nebraska	0.54	48	F	0	0	0	54%	0.0	0.00	0.0	0.00	0
Nevada	4.15	13	B	0*	1	0	90%	1.0	0.50	0.0	0.50	1
New Hampshire	2.87	25	C	0*	1	0	74%	1.0	0.50	0.0	0.25	0
New Jersey	5.51	4	A-	0*	1	1	97%	0.5	0.67	1.0	0.75	1
New Mexico	3.94	16	B-	0*	1	1	52%	1.0	0.67	0.0	0.50	0
New York	5.46	5	A-	1	1	1	92%	1.0	0.67	1.0	0.75	0
North Carolina	3.85	18	B-	0	1	0	56%	1.0	0.67	0.0	0.25	1
North Dakota	0.36	49	F	0	0	0	23%	0.0	0.00	0.0	0.25	0
Ohio	0.75	44	F	0	0	0	50%	0.0	0.00	0.5	0.00	0
Oklahoma	1.40	39	D-	0*	1	0	44%	0.0	0.33	0.0	0.25	0
Oregon	3.82	19	B-	1	1	1	74%	0.0	0.83	0.0	0.50	0
Pennsylvania	1.32	40	D-	0	0	0	61%	0.0	0.33	0.0	0.75	0
Rhode Island	4.03	15	B-	0	1	0	61%	1.0	0.17	1.0	0.50	1
South Carolina	1.47	38	D-	0	0	0	34%	0.0	0.00	0.0	0.25	1
South Dakota	0.35	50	F	0	0	0	22%	0.0	0.00	0.0	0.25	0
Tennessee	1.73	33	D	0	0*	0	44%	0.0	0.17	0.0	0.25	1
Texas	1.68	35	D	0	0	0	68%	0.5	0.00	0.5	0.50	0
Utah	1.62	37	D	0	0	0	49%	0.0	0.00	0.0	0.25	1
Vermont	5.98	2	A-	1	1	1	77%	1.0	0.83	0.0	0.75	1
Virginia	1.66	36	D	0	0	0	53%	0.5	0.50	0.0	0.25	0
Washington	4.91	7	B+	1	1	1	83%	1.0	0.83	0.0	0.50	0
West Virginia	2.88	24	C	0	0	1	17%	0.0	0.33	0.5	0.25	1
Wisconsin	1.71	34	D	0	0	0	38%	0.0	0.33	0.0	0.00	0
Wyoming	2.41	26	C-	0	1	0	12%	0.0	0.67	0.0	0.25	1

*Indicates the legislation is not enforced but remains part of the statutory code.
See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Reproductive Rights



Appendix IV:

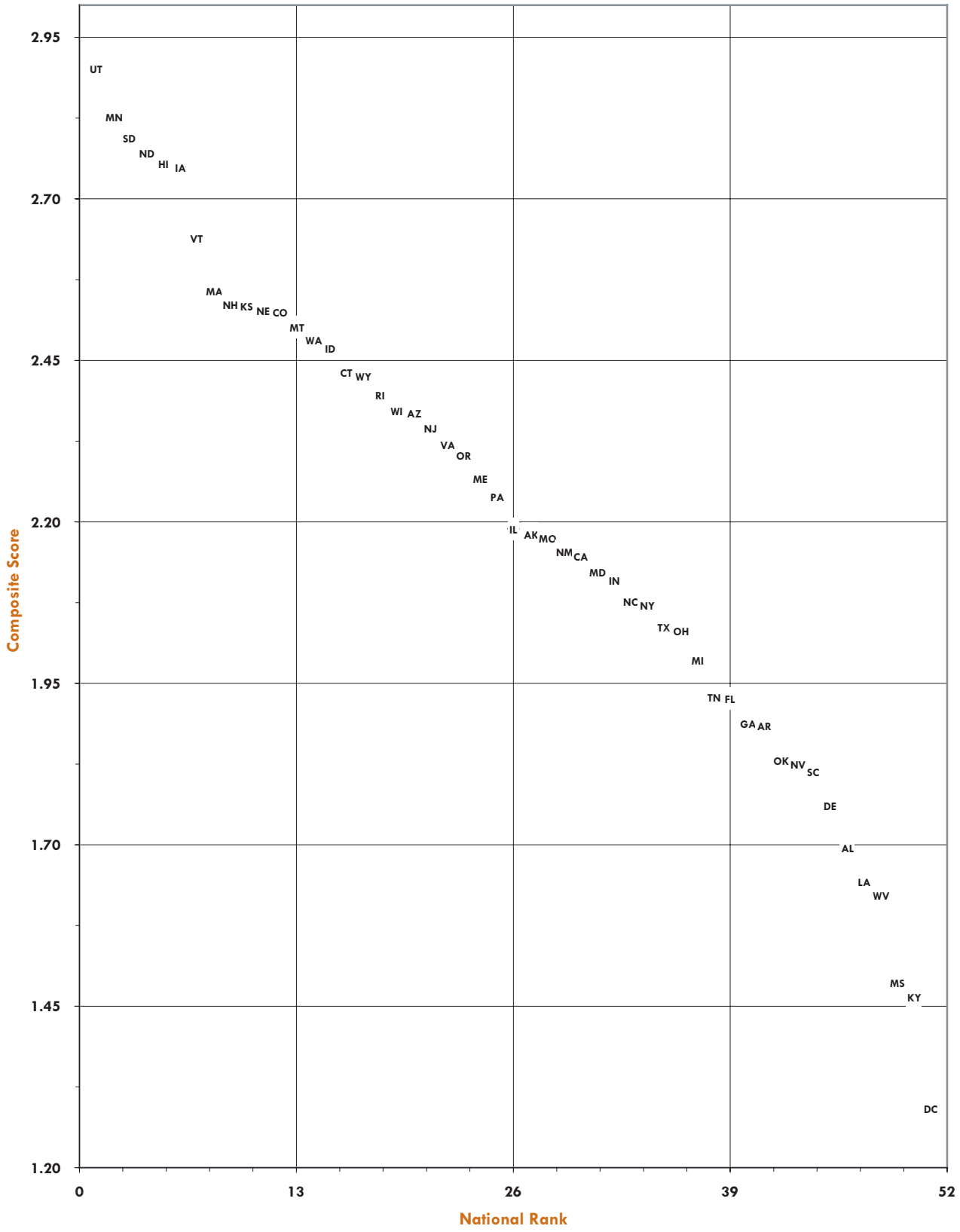
State-by-State Rankings on the Composite Indices and Their Components (continued): Health and Well-Being

	Composite Index			Heart Disease Mortality		Lung Cancer Mortality		Breast Cancer Mortality		Incidence of Diabetes		Incidence of Chlamydia		Incidence of AIDS		Poor Mental Health		Suicide Mortality		Limited Activities	
State	Score	Rank	Grade	Rate	Rank	Rate	Rank	Rate	Rank	Percent	Rank	Rate	Rank	Rate	Rank	Days	Rank	Rate	Rank	Days	Rank
Alabama	1.70	46	D	243.5	45	39.1	17	27.1	36	8.8%	49	608.0	45	5.6	33	4.1	38	4.4	25	4.4	45
Alaska	2.18	27	C	162.2	7	46.7	45	23.7	6	4.0%	2	850.7	50	1.3	7	3.7	21	7.5	50	2.9	5
Arizona	2.37	19	C+	170.5	12	38.3	12	25.4	19	4.9%	6	454.0	31	3.1	26	3.2	9	6.1	46	3.7	32
Arkansas	1.88	41	D+	231.5	40	44.0	37	24.5	12	7.2%	39	425.0	26	3.9	29	4.2	41	4.8	37	4.4	45
California	2.15	29	C	202.5	27	38.3	12	25.3	18	7.1%	38	477.8	33	4.1	30	3.9	30	3.5	13	4.2	41
Colorado	2.53	10	B-	154.6	3	33.5	6	23.6	5	3.7%	1	488.1	34	2.1	16	3.8	24	6.0	45	3.5	26
Connecticut	2.43	16	B-	186.7	20	40.1	21	26.2	27	6.0%	21	440.6	28	14.2	45	3.4	12	3.1	6	3.2	14
Delaware	1.76	45	D	219.5	35	49.6	48	28.7	45	6.7%	31	504.6	38	24.1	48	3.8	24	4.5	27	4.3	43
Dist. of Columbia	1.29	51	F	257.4	50	40.2	22	34.5	51	7.2%	39	933.3	51	92.0	51	4.2	41	1.3	1	3.6	29
Florida	1.93	38	D+	196.3	24	42.3	28	24.2	10	7.3%	44	414.2	19	21.0	47	3.7	21	5.4	40	4.5	48
Georgia	1.89	40	D+	227.8	38	40.3	24	25.7	22	7.2%	39	661.0	48	12.9	42	4.0	32	4.3	24	3.8	35
Hawaii	2.76	5	B+	146.1	2	25.4	2	20.0	1	5.6%	13	571.4	43	3.0	24	2.7	1	4.7	33	3.3	18
Idaho	2.47	15	B-	167.5	11	33.8	7	24.9	15	5.7%	18	288.6	9	0.7	3	4.2	41	6.2	47	3.2	14
Illinois	2.19	26	C	216.2	31	41.2	27	28.7	45	6.6%	29	538.8	41	5.3	32	3.5	14	3.1	6	3.5	26
Indiana	2.11	32	C	220.7	36	46.5	43	27.2	37	6.8%	34	424.5	25	3.1	26	4.1	38	4.0	19	3.4	23
Iowa	2.75	6	B+	186.4	19	36.2	8	24.6	14	5.6%	13	313.9	13	0.8	4	2.9	3	3.1	6	2.9	5
Kansas	2.53	10	B-	189.2	22	38.9	16	25.2	16	6.1%	22	415.7	20	1.2	6	3.4	12	4.0	19	2.8	3
Kentucky	1.46	50	F	249.0	46	52.7	49	26.8	32	6.4%	26	340.8	14	3.0	24	5.3	51	4.1	21	6.1	51
Louisiana	1.64	47	D-	238.0	44	44.7	39	30.1	50	8.2%	48	640.0	46	13.1	43	3.6	19	4.1	21	4.5	48
Maine	2.27	24	C+	188.8	21	46.5	43	24.5	12	6.5%	27	204.2	2	2.0	15	3.7	21	4.6	28	4.2	41
Maryland	2.12	31	C	216.8	32	44.7	39	28.0	42	6.6%	29	505.8	39	26.5	49	3.5	14	3.0	5	3.2	14
Massachusetts	2.56	8	B-	176.9	15	43.6	34	27.0	34	5.2%	8	248.5	6	8.1	39	3.8	24	2.9	4	3.3	18
Michigan	1.99	37	D+	236.2	42	43.3	32	27.3	38	7.6%	45	496.1	35	3.2	28	4.5	50	3.7	16	3.4	23
Minnesota	2.83	2	A-	137.9	1	36.3	9	25.8	23	4.3%	4	296.0	11	1.9	13	3.2	9	3.1	6	3.6	29
Mississippi	1.49	49	F	287.0	51	42.8	30	28.8	47	9.7%	51	698.4	49	9.5	41	4.2	41	3.7	16	3.9	37
Missouri	2.17	28	C	234.5	41	45.5	41	27.0	34	6.2%	23	461.0	32	2.9	23	3.8	24	4.6	28	2.8	3
Montana	2.50	13	B-	159.0	6	43.0	31	23.9	9	6.2%	23	406.4	18	0.8	4	3.0	5	5.7	42	3.1	10
Nebraska	2.53	10	B-	179.1	16	36.6	11	23.8	8	5.5%	11	415.8	21	1.5	9	3.0	5	3.3	10	4	38
Nevada	1.83	42	D	210.7	30	54.4	51	26.6	31	6.2%	23	445.3	29	5.0	31	4.2	41	7.7	51	3.5	26
New Hampshire	2.54	9	B-	191.5	23	44.0	37	26.8	32	5.0%	7	186.0	1	2.5	20	3.1	8	4.6	28	3.3	18
New Jersey	2.35	21	C+	219.0	34	40.8	26	29.6	49	7.0%	37	281.3	8	16.2	46	3.5	14	2.8	3	2.9	5
New Mexico	2.15	29	C	167.3	10	29.0	3	22.8	3	6.5%	27	640.0	46	1.5	9	4.4	48	7.3	49	3.6	29
New York	2.07	34	C-	249.0	46	38.3	12	27.9	41	6.8%	34	419.2	23	30.3	50	3.8	24	2.3	2	3.4	23
North Carolina	2.08	33	C-	207.7	28	40.6	25	25.6	21	6.7%	31	496.4	36	7.3	36	3.5	14	4.9	38	4	38
North Dakota	2.77	4	A-	164.3	8	31.6	4	25.4	19	5.6%	13	256.8	7	0.0	1	2.9	3	4.7	33	3	9
Ohio	2.03	36	C-	229.3	39	43.9	35	29.1	48	6.9%	36	506.1	40	2.3	17	4.0	32	3.4	11	3.7	32
Oklahoma	1.83	42	D	254.7	48	45.5	41	26.3	29	7.2%	39	499.4	37	2.5	20	2.7	1	5.7	42	4.3	43
Oregon	2.30	23	C+	157.5	4	46.9	47	26.0	24	5.8%	19	291.8	10	1.6	11	4.3	46	5.6	41	3.7	32
Pennsylvania	2.24	25	C+	222.1	37	40.2	22	28.5	44	6.7%	31	370.7	15	9.3	40	3.9	30	3.6	14	3.1	10
Rhode Island	2.40	18	C+	199.1	25	43.9	35	26.1	25	5.6%	13	377.7	17	6.1	34	3.8	24	3.4	11	3.2	14
South Carolina	1.81	44	D	209.3	29	39.5	19	27.5	39	7.7%	46	604.3	44	13.1	43	4.0	32	4.7	33	4.4	45
South Dakota	2.80	3	A-	174.7	14	31.7	5	23.3	4	5.6%	13	422.8	24	1.6	11	3.0	5	3.6	14	2.6	1
Tennessee	1.93	38	D+	237.7	43	43.4	33	26.2	27	7.9%	47	432.5	27	6.3	35	3.5	14	4.7	33	4	38
Texas	2.04	35	C-	217.5	33	39.1	17	25.2	16	7.2%	39	547.1	42	7.4	37	4.1	38	4.1	21	3.8	35
Utah	2.90	1	A-	157.6	5	16.6	1	22.3	2	4.2%	3	223.9	4	1.4	8	4.0	32	5.8	44	2.9	5
Vermont	2.64	7	B	180.4	17	38.5	15	27.8	40	5.5%	11	240.3	5	2.3	17	3.2	9	3.7	16	3.1	10
Virginia	2.32	22	C+	199.9	26	42.4	29	28.2	43	5.8%	19	418.7	22	7.9	38	4.0	32	4.6	28	2.7	2
Washington	2.48	14	B-	167.1	9	46.8	46	24.3	11	5.2%	8	371.7	16	2.4	19	3.6	19	5.0	39	3.1	10
West Virginia	1.62	48	D-	255.9	49	53.6	50	26.3	29	8.8%	49	223.0	3	2.8	22	4.3	46	4.6	28	5	50
Wisconsin	2.37	19	C+	185.4	18	36.5	10	26.1	25	5.3%	10	453.0	30	1.9	13	4.4	48	4.4	25	3.3	18
Wyoming	2.43	16	B-	173.0	13	39.8	20	23.7	6	4.8%	5	307.7	12	0.5	2	4.0	32	6.6	48	3.3	18
United States				**211.5**		**41.0**		**26.5**		**6.5%***		**455.4**		**9.1**		**3.8***		**4.0**		**3.5***	

*Median for all 50 states and the District of Columbia.
See Appendix II for methodology.

Appendix IV:

State-by-State Rankings on the Composite Indices: Health and Well-Being



Appendix IV:

State-by-State Data on Selected Indicators of Men's Economic Status

State	Median Annual Earnings for Full-Time, Year-Round Employed Men, 2002	Percent of Men Living Above Poverty, 2002	Percent of Men in the Labor Force	Percent of Men with Four or More Years of College
	Dollars	Percent	Percent	Percent
Alabama	$39,900	90.1%	68.7%	20.3%
Alaska	$43,600	93.1%	77.5%	24.1%
Arizona	$37,200	89.3%	75.5%	25.7%
Arkansas	$31,700	88.0%	70.3%	17.5%
California	$40,500	89.7%	75.0%	28.6%
Colorado	$40,900	92.5%	79.1%	34.5%
Connecticut	$50,100	93.6%	73.8%	33.5%
Delaware	$40,900	93.8%	74.2%	26.8%
District of Columbia	$40,900	89.5%	72.2%	41.7%
Florida	$35,800	90.9%	69.9%	24.7%
Georgia	$37,400	92.9%	76.5%	25.7%
Hawaii	$36,800	91.9%	70.6%	26.9%
Idaho	$35,300	92.1%	76.9%	24.0%
Illinois	$40,900	91.7%	74.4%	27.8%
Indiana	$38,400	93.3%	75.6%	20.9%
Iowa	$36,400	93.4%	79.8%	22.1%
Kansas	$37,400	92.2%	76.4%	27.3%
Kentucky	$36,400	90.5%	68.6%	18.0%
Louisiana	$36,800	89.6%	69.2%	19.4%
Maine	$36,400	90.3%	71.5%	23.3%
Maryland	$45,700	93.0%	77.0%	33.5%
Massachusetts	$46,800	93.2%	76.6%	35.2%
Michigan	$46,000	92.6%	72.3%	23.4%
Minnesota	$43,000	94.4%	80.3%	28.7%
Mississippi	$33,200	87.0%	68.7%	17.3%
Missouri	$37,800	93.6%	74.9%	23.0%
Montana	$33,200	90.3%	70.8%	25.4%
Nebraska	$36,400	92.2%	79.7%	24.7%
Nevada	$35,800	93.8%	77.7%	19.6%
New Hampshire	$45,000	95.6%	77.9%	30.6%
New Jersey	$47,000	94.0%	73.8%	32.4%
New Mexico	$34,300	87.3%	70.0%	24.7%
New York	$40,900	89.4%	70.6%	28.8%
North Carolina	$35,800	90.8%	73.9%	23.2%
North Dakota	$31,800	91.3%	75.5%	22.1%
Ohio	$41,600	93.3%	73.9%	23.0%
Oklahoma	$35,100	88.9%	72.3%	21.8%
Oregon	$39,500	91.4%	74.7%	26.8%
Pennsylvania	$41,100	93.6%	72.6%	24.3%
Rhode Island	$41,600	91.9%	73.9%	27.8%
South Carolina	$36,400	89.1%	68.9%	21.6%
South Dakota	$32,200	91.6%	79.0%	22.3%
Tennessee	$35,800	89.5%	74.2%	20.9%
Texas	$35,800	89.0%	77.5%	25.1%
Utah	$38,400	92.1%	80.3%	30.0%
Vermont	$37,400	92.5%	76.5%	29.3%
Virginia	$41,600	93.4%	75.2%	31.5%
Washington	$45,000	91.1%	74.1%	29.7%
West Virginia	$34,300	87.7%	64.0%	15.8%
Wisconsin	$39,500	94.2%	78.0%	23.2%
Wyoming	$38,600	92.9%	77.3%	23.0%
United States	**$39,500**	**91.3%**	**74.1%**	**26.1%**

See Appendix II for methodology.

Appendix V:

State-by-State Rankings and Data on Indicators of Women's Economic Status by Race and Ethnicity

Median Annual Earnings for Full-Time, Year-Round Workers, 1999, by State, Race, and Ethnicity (in 2003 dollars)[a]
Based on Data from Census 2000

State	Total Population		Whites			African Americans			Asian Americans		
	Women's Earnings	Men's Earnings	Women's Earnings	Rank for Women (of 51)	Men's Earnings	Women's Earnings	Rank for Women (of 43)	Men's Earnings	Women's Earnings	Rank for Women (of 45)	Men's Earnings
Alabama	$24,700	$36,300	$26,500	36	$38,700	$21,200	40	$28,700	$27,600	24	$43,100
Alaska	$33,400	$45,300	$35,300	7	$48,700	$29,800	12	$33,100	$26,500	33	$34,200
Arizona	$29,200	$38,700	$31,800	18	$44,200	$27,600	17	$33,100	$30,900	15	$44,200
Arkansas	$23,200	$33,100	$23,200	47	$33,100	$20,800	41	$26,500	$21,400	45	$29,300
California	$34,900	$44,200	$39,300	2	$55,200	$35,300	1	$39,800	$36,400	6	$45,300
Colorado	$32,000	$42,700	$33,100	10	$45,300	$30,900	10	$34,500	$32,800	13	$42,000
Connecticut	$37,000	$49,700	$38,700	3	$54,100	$32,000	6	$38,700	$37,900	4	$49,700
Delaware	$33,100	$43,500	$33,100	10	$44,200	$29,000	14	$33,100	$38,700	2	$57,400
Dist. of Columbia	$39,800	$44,200	$55,200	1	$67,400	$33,700	3	$33,700	$38,700	2	$39,800
Florida	$27,600	$35,300	$29,200	26	$39,800	$24,300	32	$28,700	$27,600	24	$36,400
Georgia	$28,700	$38,700	$30,900	20	$44,200	$26,600	24	$31,900	$27,600	24	$39,800
Hawaii	$31,100	$39,800	$34,200	9	$44,200	$27,600	17	$33,100	$31,100	14	$39,800
Idaho	$25,400	$36,400	$25,600	43	$37,800				$29,800	19	$40,600
Illinois	$32,000	$44,200	$33,100	10	$49,700	$32,000	6	$38,200	$36,400	6	$47,500
Indiana	$27,600	$40,800	$27,600	30	$41,900	$27,600	17	$34,200	$26,500	33	$49,700
Iowa	$26,500	$36,200	$26,500	36	$36,400	$24,300	32	$29,800	$26,500	33	$36,800
Kansas	$27,600	$38,700	$27,600	30	$39,800	$26,000	28	$33,100	$25,400	38	$33,100
Kentucky	$25,400	$36,400	$25,600	43	$36,700	$24,300	32	$30,900	$27,600	24	$48,600
Louisiana	$24,300	$36,700	$26,500	36	$39,800	$19,400	43	$27,600	$23,400	43	$36,000
Maine	$26,500	$35,600	$26,500	36	$35,900				$25,400	38	$27,600
Maryland	$35,300	$45,900	$36,400	5	$49,700	$34,200	2	$38,700	$36,600	5	$47,500
Massachusetts	$35,300	$47,500	$36,400	5	$49,700	$32,000	6	$35,300	$34,000	10	$47,500
Michigan	$30,900	$46,400	$30,900	20	$47,500	$30,900	10	$40,900	$35,300	8	$57,400
Minnesota	$31,300	$43,100	$32,000	15	$44,200	$28,500	16	$33,100	$28,700	21	$38,700
Mississippi	$23,200	$33,100	$25,700	42	$36,600	$19,900	42	$26,000	$27,400	32	$39,800
Missouri	$27,100	$37,900	$27,200	35	$38,700	$27,400	23	$30,900	$27,600	24	$44,200
Montana	$22,100	$33,100	$22,100	51	$33,100						
Nebraska	$26,500	$35,300	$26,500	36	$36,400	$26,000	28	$30,500	$23,200	44	$33,100
Nevada	$29,800	$38,700	$32,000	15	$44,200	$27,600	17	$33,100	$27,600	24	$33,100
New Hampshire	$30,900	$44,100	$30,900	20	$44,200				$27,600	24	$50,800
New Jersey	$36,400	$50,600	$38,700	3	$55,200	$33,100	4	$38,700	$44,200	1	$55,200
New Mexico	$25,700	$34,200	$29,500	24	$42,000	$24,300	32	$32,400	$33,100	11	$39,800
New York	$33,400	$44,200	$35,300	7	$49,700	$33,100	4	$36,400	$35,300	8	$38,700
North Carolina	$27,500	$35,300	$27,900	29	$38,700	$24,300	32	$28,700	$27,600	24	$40,600
North Dakota	$22,100	$33,100	$22,300	50	$33,100						
Ohio	$28,700	$42,000	$28,700	27	$42,700	$27,600	17	$33,100	$30,900	15	$49,700
Oklahoma	$24,900	$33,200	$25,400	45	$35,600	$22,900	37	$28,700	$24,300	40	$33,100
Oregon	$29,300	$39,800	$29,800	23	$42,000	$29,800	12	$35,300	$27,700	23	$39,800
Pennsylvania	$28,700	$40,900	$29,300	25	$42,000	$28,700	15	$33,100	$29,800	19	$42,700
Rhode Island	$30,000	$41,600	$31,500	19	$44,200	$23,900	37	$33,100	$23,700	42	$37,600
South Carolina	$26,000	$35,300	$27,600	30	$38,700	$22,100	39	$27,600	$26,500	33	$42,000
South Dakota	$23,200	$33,100	$23,200	47	$33,100						
Tennessee	$26,500	$35,500	$26,500	36	$37,600	$25,400	30	$30,900	$28,700	21	$36,400
Texas	$28,300	$38,700	$32,000	15	$45,300	$27,600	17	$33,100	$30,900	15	$44,200
Utah	$26,500	$40,900	$27,600	30	$43,200	$26,500	25	$33,100	$26,500	33	$33,100
Vermont	$27,600	$35,300	$27,600	30	$35,300						
Virginia	$30,900	$42,000	$33,100	10	$44,200	$26,500	25	$33,100	$33,100	11	$46,400
Washington	$33,100	$44,200	$33,100	10	$46,400	$31,800	9	$36,400	$30,900	15	$42,000
West Virginia	$23,200	$34,200	$23,200	47	$34,200	$24,900	31	$28,700			
Wisconsin	$27,700	$40,900	$28,400	28	$41,900	$26,500	25	$33,100	$25,300	40	$35,300
Wyoming	$24,200	$38,600	$25,300	46	$38,700						$46,400
United States	**$29,800**	**$40,900**	**$30,900**		**$44,200**	**$27,600**		**$33,100**	**$33,100**		**$44,200**

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

[a]The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV.

[b]This category includes men and women who report "other" or "two or more" races.

Appendix V:

(Continued) **Median Annual Earnings for Full-Time, Year-Round Workers, 1999, by State, Race, and Ethnicity (in 2003 dollars)**[a] Based on Data from Census 2000

State	Native Americans			Other/Two Or More[b]			Hispanics		
	Women's Earnings	Rank for Women (of 43)	Men's Earnings	Women's Earnings	Rank for Women (of 46)	Men's Earnings	Women's Earnings	Rank for Women (of 48)	Men's Earnings
Alabama	$23,400	33	$33,600	$24,300	33	$33,100	$22,100	27	$22,100
Alaska	$32,000	3	$40,900	$34,200	2	$42,000	$28,700	1	$33,100
Arizona	$23,200	34	$28,700	$28,200	16	$34,200	$22,400	26	$26,500
Arkansas	$26,100	20	$34,500	$21,000	46	$30,900	$17,700	48	$20,300
California	$29,800	5	$38,100	$33,100	3	$43,100	$24,300	14	$27,600
Colorado	$26,500	16	$33,600	$29,800	9	$35,300	$25,400	10	$28,700
Connecticut	$38,700	1	$39,800	$29,400	11	$38,700	$26,500	7	$30,900
Delaware				$30,900	5	$35,300	$23,200	22	$26,500
Dist. of Columbia				$35,500	1	$39,800	$27,600	3	$26,200
Florida	$26,500	16	$33,100	$23,500	40	$29,800	$24,300	14	$28,300
Georgia	$24,300	27	$34,500	$28,700	13	$34,200	$22,100	27	$23,200
Hawaii				$28,700	13	$37,800	$27,600	3	$33,100
Idaho	$24,900	25	$30,900	$22,100	42	$27,600	$21,000	37	$24,000
Illinois	$27,800	11	$38,700	$28,500	15	$35,900	$23,200	22	$28,700
Indiana	$23,200	34	$37,600	$25,400	30	$35,300	$24,300	14	$28,700
Iowa	$24,700	26	$27,600	$22,100	42	$28,200	$22,100	27	$25,400
Kansas	$25,400	23	$28,700	$25,200	32	$30,900	$22,100	27	$27,400
Kentucky				$26,500	25	$33,100	$22,100	27	$24,300
Louisiana	$26,000	21	$34,200	$24,300	33	$33,100	$22,500	25	$32,600
Maine	$24,300	27	$34,200	$23,200	41	$33,100	$28,700	1	$34,600
Maryland	$35,300	2	$40,900	$33,100	3	$42,000	$27,600	3	$31,500
Massachusetts	$28,700	7	$35,600	$27,600	18	$33,100	$25,500	7	$28,700
Michigan	$26,000	21	$35,300	$27,600	18	$39,300	$26,500	7	$33,200
Minnesota	$26,500	16	$30,900	$28,200	16	$33,100	$23,500	21	$27,600
Mississippi	$22,100	39	$26,500	$24,300	33	$34,200	$21,000	37	$23,200
Missouri	$24,300	27	$30,900	$24,300	33	$30,300	$24,300	14	$27,600
Montana	$22,100	39	$27,600	$21,400	45	$24,300	$19,900	41	$33,900
Nebraska	$22,100	39	$27,600	$26,500	25	$30,900	$22,100	27	$25,400
Nevada	$27,400	13	$34,200	$27,600	18	$36,400	$22,100	27	$26,500
New Hampshire				$30,600	7	$29,800	$23,200	22	$37,000
New Jersey	$28,700	7	$39,800	$30,900	5	$38,800	$25,400	10	$30,900
New Mexico	$23,200	34	$26,500	$27,600	18	$33,100	$22,100	27	$27,600
New York	$28,400	9	$34,100	$30,600	7	$34,200	$27,600	3	$29,800
North Carolina	$23,700	30	$28,700	$26,500	25	$30,900	$18,200	47	$21,000
North Dakota	$19,900	43	$26,500						
Ohio	$27,400	13	$33,800	$27,600	18	$33,100	$24,300	14	$32,700
Oklahoma	$23,200	34	$28,700	$23,100	42	$29,800	$19,500	44	$23,500
Oregon	$27,200	15	$33,100	$26,500	25	$34,000	$22,100	27	$24,300
Pennsylvania	$31,900	4	$33,100	$27,600	18	$35,300	$24,300	14	$28,600
Rhode Island				$25,300	31	$28,200	$19,100	45	$22,100
South Carolina	$22,100	39	$30,000	$24,300	33	$33,100	$21,900	36	$22,100
South Dakota	$23,600	31	$22,100				$18,400	46	$25,200
Tennessee	$28,200	10	$34,200	$23,700	39	$33,100	$19,900	41	$22,100
Texas	$29,800	5	$38,700	$27,600	18	$36,400	$21,000	37	$26,500
Utah	$23,200	34	$30,900	$26,500	25	$33,100	$20,200	40	$27,600
Vermont									
Virginia	$26,500	16	$39,800	$29,800	9	$38,100	$25,300	12	$28,700
Washington	$27,600	12	$36,000	$29,200	12	$38,100	$24,300	14	$26,500
West Virginia									$27,600
Wisconsin	$25,400	23	$30,900	$24,300	33	$35,300	$24,900	13	$27,600
Wyoming	$23,600	31	$28,700				$19,900	41	$28,700
United States	**$25,500**		**$32,800**	**$28,400**		**$35,300**	**$23,200**		**$27,600**

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

[a]The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV.

[b]This category includes men and women who report "other" or "two or more" races.

Appendix V:

Wage Ratio Between Full-Time, Year Round Employed Women Compared with Non-Hispanic White Men, by State and by Race and Ethnicity[a]

Based on Data from Census 2000

	All Women		White Women		African American Women		Asian American Women		Native American Women		Other/Two or More Women[b]		Hispanic Women	
State	Ratio	Rank	Ratio	Rank (of 51)	Ratio	Rank (of 43)	Ratio	Rank (of 45)	Ratio	Rank (of 43)	Ratio	Rank (of 46)	Ratio	Rank (of 48)
Alabama	64.0%	43	68.6%	39	54.9%	39	71.4%	14	60.6%	24	62.9%	25	57.1%	15
Alaska	68.5%	24	72.6%	13	61.2%	30	54.4%	44	65.8%	12	70.3%	3	59.0%	10
Arizona	66.0%	37	72.0%	17	62.5%	26	70.0%	22	52.5%	42	63.8%	19	50.8%	37
Arkansas	70.0%	14	70.0%	31	62.7%	24	64.7%	33	78.7%	1	63.3%	21	53.3%	27
California	63.2%	45	71.2%	23	64.0%	22	66.0%	31	54.0%	40	60.0%	36	44.0%	46
Colorado	70.7%	11	73.2%	10	68.3%	8	70.2%	20	58.5%	31	65.9%	10	56.1%	19
Connecticut	68.4%	25	71.4%	18	59.2%	36	70.0%	22	71.4%	4	54.3%	45	49.0%	40
Delaware	75.0%	2	75.0%	4	65.8%	14	87.5%	1			70.0%	4	52.5%	32
Dist. of Columbia	59.0%	51	82.0%	1	50.0%	42	57.4%	43			52.6%	46	41.0%	48
Florida	69.4%	21	73.3%	7	61.1%	31	69.4%	24	66.7%	9	59.2%	37	61.1%	4
Georgia	65.0%	41	70.0%	31	60.3%	33	62.5%	37	55.0%	38	65.0%	13	50.0%	38
Hawaii	70.5%	13	77.5%	3	62.5%	26	70.5%	20			65.0%	13	62.5%	3
Idaho	67.3%	30	67.8%	40			78.9%	3	65.8%	12	58.5%	38	55.6%	22
Illinois	64.4%	42	66.7%	45	64.4%	19	73.3%	11	56.0%	35	57.3%	41	46.7%	43
Indiana	66.0%	37	66.0%	48	66.0%	13	63.3%	36	55.4%	36	60.7%	34	58.0%	11
Iowa	72.7%	4	72.7%	11	66.7%	10	72.7%	12	67.9%	7	60.6%	35	60.6%	5
Kansas	69.4%	21	69.4%	38	65.3%	15	63.9%	34	63.9%	18	63.3%	21	55.6%	22
Kentucky	69.3%	23	69.9%	36	66.3%	12	75.3%	6			72.3%	2	60.2%	7
Louisiana	61.1%	50	66.7%	45	48.9%	43	58.9%	42	65.3%	14	61.1%	32	56.7%	17
Maine	73.8%	3	73.8%	6			70.8%	19	67.7%	8	64.6%	17	80.0%	1
Maryland	71.1%	7	73.3%	7	68.9%	5	73.6%	10	71.1%	6	66.7%	8	55.6%	22
Massachusetts	71.1%	7	73.3%	7	64.4%	19	68.4%	26	57.8%	32	55.6%	44	51.3%	36
Michigan	65.1%	40	65.1%	49	65.1%	16	74.4%	9	54.7%	39	58.1%	39	55.8%	20
Minnesota	70.8%	10	72.5%	14	64.5%	18	65.0%	32	60.0%	27	63.8%	19	53.3%	27
Mississippi	63.4%	44	70.4%	28	54.4%	40	74.9%	8	60.4%	26	66.5%	9	57.4%	13
Missouri	70.0%	14	70.3%	29	70.9%	4	71.4%	14	62.9%	19	62.9%	25	62.9%	2
Montana	66.7%	34	66.7%	45					66.7%	9	64.7%	16	60.0%	8
Nebraska	72.7%	4	72.7%	11	71.2%	2	63.6%	35	60.6%	24	72.7%	1	60.6%	5
Nevada	67.5%	29	72.5%	14	62.5%	26	62.5%	37	62.0%	20	62.5%	29	50.0%	38
New Hampshire	70.0%	14	70.0%	31			62.5%	37			69.3%	5	52.5%	32
New Jersey	66.0%	37	70.0%	31	60.0%	34	80.0%	2	52.0%	43	56.0%	43	46.0%	45
New Mexico	61.3%	49	70.3%	29	57.9%	37	78.9%	3	55.3%	37	65.8%	11	52.6%	30
New York	67.1%	32	71.1%	24	66.7%	10	71.1%	17	57.1%	33	61.6%	30	55.6%	22
North Carolina	71.1%	7	72.3%	16	62.9%	24	71.4%	14	61.4%	21	68.6%	6	47.1%	41
North Dakota	66.7%	34	67.3%	43					60.0%	27				
Ohio	67.2%	31	67.2%	44	64.6%	17	72.4%	13	64.1%	17	64.6%	17	56.8%	16
Oklahoma	69.9%	19	71.4%	18	64.3%	21	68.3%	27	65.2%	15	64.9%	15	55.0%	26
Oregon	69.7%	20	71.1%	24	71.1%	3	66.1%	30	64.7%	16	63.2%	23	52.6%	30
Pennsylvania	68.4%	25	69.7%	37	68.4%	7	71.1%	17	76.1%	2	65.8%	11	57.9%	12
Rhode Island	68.0%	27	71.3%	22	54.0%	41	53.8%	45			57.3%	41	43.3%	47
South Carolina	67.1%	32	71.4%	18	57.1%	38	68.6%	25	57.1%	33	62.9%	25	56.6%	18
South Dakota	70.0%	14	70.0%	31					71.3%	5			55.7%	21
Tennessee	70.6%	12	70.6%	27	67.6%	9	76.5%	5	75.0%	3	63.2%	23	52.9%	29
Texas	62.4%	47	70.7%	26	61.0%	32	68.3%	27	65.9%	11	61.0%	33	46.3%	44
Utah	61.4%	48	63.9%	50	61.4%	29	61.4%	40	53.7%	41	61.4%	31	46.8%	42
Vermont	78.1%	1	78.1%	2										
Virginia	70.0%	14	75.0%	4	60.0%	34	75.0%	7	60.0%	27	67.5%	7	57.3%	14
Washington	71.4%	6	71.4%	18	68.6%	6	66.7%	29	59.5%	30	62.9%	25	52.4%	34
West Virginia	67.7%	28	67.7%	42	72.6%	1								
Wisconsin	66.2%	36	67.8%	40	63.3%	23	60.4%	41	60.7%	23	58.0%	40	59.4%	9
Wyoming	62.6%	46	62.9%	51					61.1%	22			51.4%	35
United States	**67.5%**		**70.0%**		**62.5%**		**75.0%**		**57.8%**		**64.3%**		**52.5%**	

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

[a]The numbers and rankings presented here are based on 2000 Census data for the year 1999. These data differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV. Note that the ratios in this table are calculated differently from those in Appendix IV between all women and all men; this table compares women's wages by race and ethnicity to white men only.

[b]This category includes men and women who report "other" or "two or more" races.

Appendix V:

Percent of Women and Men Aged 16 and Older Living Above Poverty, 1999, by State, Race, and Ethnicity[a]
Based on Data from Census 2000

State	Total Population		Whites			African Americans			Asian Americans		
	Percent of Women	Percent of Men	Percent of Women	Rank for Women (of 51)	Percent of Men	Percent of Women	Rank for Women (of 43)	Percent of Men	Percent of Women	Rank for Women (of 46)	Percent of Men
Alabama	83.2%	88.3%	88.5%	41	91.8%	68.7%	40	77.2%	85.1%	33	84.9%
Alaska	91.4%	91.8%	94.1%	3	94.5%	92.9%	1	88.7%	90.3%	8	87.3%
Arizona	86.7%	89.1%	91.6%	15	93.5%	79.3%	13	84.0%	87.6%	19	87.8%
Arkansas	83.8%	88.4%	87.2%	48	90.8%	67.1%	41	76.6%	85.9%	29	81.7%
California	86.4%	88.7%	91.5%	16	93.3%	78.9%	14	83.3%	87.6%	19	88.7%
Colorado	90.1%	92.4%	92.4%	12	94.5%	82.9%	4	89.3%	89.5%	13	89.7%
Connecticut	91.7%	94.0%	94.5%	1	96.2%	81.9%	6	86.4%	91.1%	3	89.8%
Delaware	90.4%	93.1%	93.2%	5	95.4%	82.0%	5	87.0%	92.5%	2	92.7%
Dist. of Columbia	81.5%	84.2%	90.6%	30	92.4%	77.9%	15	79.6%	79.0%	44	79.1%
Florida	87.3%	90.4%	91.2%	20	93.4%	75.1%	27	81.9%	87.6%	19	87.3%
Georgia	86.4%	90.5%	91.0%	22	93.8%	76.9%	19	84.1%	89.8%	12	89.4%
Hawaii	89.1%	90.9%	89.9%	34	91.1%	89.2%	2	95.1%	90.5%	7	91.9%
Idaho	87.9%	91.0%	88.9%	39	92.0%				85.7%	31	86.1%
Illinois	89.2%	91.8%	92.9%	7	94.9%	75.3%	25	80.2%	89.9%	11	90.5%
Indiana	89.8%	93.0%	91.4%	18	94.3%	77.2%	17	85.2%	86.6%	26	80.1%
Iowa	90.6%	92.6%	91.3%	19	93.5%	69.7%	39	76.5%	82.6%	41	77.7%
Kansas	89.5%	92.3%	91.0%	22	93.7%	77.6%	16	84.2%	86.7%	25	85.5%
Kentucky	83.8%	87.9%	84.8%	50	88.6%	72.0%	35	81.3%	86.5%	27	89.4%
Louisiana	79.9%	85.9%	87.4%	46	91.0%	64.4%	43	73.7%	80.5%	42	81.4%
Maine	87.9%	91.7%	88.4%	42	92.0%				79.8%	43	88.8%
Maryland	91.1%	93.5%	93.8%	4	95.8%	86.0%	3	88.9%	90.6%	6	91.5%
Massachusetts	90.0%	92.9%	92.5%	10	95.0%	80.3%	11	83.0%	83.2%	38	85.1%
Michigan	89.1%	92.2%	91.7%	14	94.3%	76.4%	23	81.8%	88.7%	15	89.2%
Minnesota	91.5%	93.6%	92.9%	7	95.0%	72.2%	34	77.6%	85.4%	32	82.6%
Mississippi	79.4%	85.7%	87.3%	47	91.1%	65.3%	42	74.8%	84.0%	35	78.6%
Missouri	87.9%	91.3%	89.7%	35	92.7%	76.5%	21	81.8%	85.8%	30	85.1%
Montana	85.2%	87.8%	87.2%	48	89.3%						
Nebraska	90.2%	92.8%	91.5%	16	93.9%	74.6%	29	81.9%	90.1%	10	88.7%
Nevada	89.5%	91.9%	92.1%	13	94.2%	80.3%	11	86.4%	91.0%	4	91.9%
New Hampshire	92.7%	95.3%	93.1%	6	95.6%				89.1%	14	91.5%
New Jersey	90.9%	93.6%	94.3%	2	96.2%	81.9%	6	86.8%	93.0%	1	93.3%
New Mexico	82.6%	85.7%	89.7%	35	92.0%	80.6%	10	86.1%	87.7%	18	81.7%
New York	85.4%	88.9%	91.0%	22	93.3%	76.5%	21	81.5%	83.1%	39	83.8%
North Carolina	87.1%	90.9%	90.8%	27	93.7%	76.9%	19	84.0%	90.7%	5	87.9%
North Dakota	87.4%	89.8%	88.9%	39	91.0%						
Ohio	88.9%	92.5%	91.0%	22	94.1%	74.9%	28	81.8%	87.1%	22	86.3%
Oklahoma	85.2%	88.8%	87.7%	45	90.8%	72.0%	35	80.7%	84.0%	35	79.4%
Oregon	88.2%	90.5%	89.6%	37	92.0%	75.5%	24	83.3%	86.9%	24	86.6%
Pennsylvania	88.4%	92.0%	90.8%	27	93.8%	73.8%	31	80.3%	82.8%	40	83.3%
Rhode Island	87.3%	91.8%	90.5%	31	94.1%	73.6%	32	79.8%	73.8%	46	81.8%
South Carolina	85.2%	89.8%	90.4%	32	93.5%	73.5%	33	81.3%	86.1%	28	85.0%
South Dakota	87.1%	89.8%	89.6%	37	92.4%						
Tennessee	85.9%	89.8%	88.2%	44	91.5%	75.2%	26	82.9%	88.1%	17	85.8%
Texas	84.9%	88.3%	91.2%	20	93.7%	77.0%	18	83.1%	88.5%	16	87.3%
Utah	89.4%	92.3%	90.9%	26	93.8%	74.5%	30	81.9%	84.8%	34	84.8%
Vermont	89.5%	93.0%	90.0%	33	93.2%						
Virginia	89.9%	92.8%	92.5%	10	94.4%	80.9%	9	87.3%	90.3%	8	91.3%
Washington	89.0%	91.5%	90.7%	29	93.2%	81.9%	6	85.5%	87.1%	22	88.2%
West Virginia	82.2%	85.5%	82.7%	51	86.0%	70.6%	37	73.5%	77.0%	45	74.2%
Wisconsin	91.0%	93.5%	92.8%	9	95.0%	69.8%	38	78.6%	83.9%	37	78.6%
Wyoming	87.2%	91.6%	88.4%	42	92.4%						
United States	**87.4%**	**90.6%**	**91.0%**		**93.5%**	**75.9%**		**82.2%**	**87.6%**		**88.0%**

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.
Blank cells indicate insufficient sample sizes to reliably estimate these figures.
[a]The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV.
[b]This category includes men and women who report "other" or "two or more" races.

Appendix V:

(Continued) **Percent of Women and Men Aged 16 and Older Living Above Poverty, 1999, by State, Race, and Ethnicity[a]** Based on Data from Census 2000

State	Native Americans			Other/Two or More[b]			Hispanics		
	Percent of Women	Rank for Women (of 44)	Percent of Men	Percent of Women	Rank for Women (of 47)	Percent of Men	Percent of Women	Rank for Women (of 48)	Percent of Men
Alabama	75.1%	30	86.9%	82.9%	19	86.8%	75.6%	37	77.0%
Alaska	80.7%	12	80.4%	88.4%	2	89.2%	87.0%	1	88.8%
Arizona	63.8%	40	65.1%	80.1%	32	84.9%	76.3%	32	80.8%
Arkansas	78.0%	23	83.5%	85.0%	10	83.9%	72.6%	44	77.1%
California	79.8%	17	83.7%	84.8%	11	86.3%	78.4%	24	82.4%
Colorado	79.2%	18	83.5%	84.4%	13	87.4%	80.7%	15	84.2%
Connecticut	84.4%	8	89.8%	84.6%	12	87.0%	75.8%	35	81.1%
Delaware				86.9%	3	87.6%	76.3%	32	79.6%
Dist. of Columbia				78.5%	42	82.4%	79.9%	19	85.7%
Florida	78.5%	22	86.0%	79.3%	36	83.2%	81.5%	11	85.0%
Georgia	81.3%	11	88.8%	82.6%	23	86.7%	78.4%	24	81.0%
Hawaii				85.3%	9	89.0%	82.1%	7	85.8%
Idaho	75.6%	28	81.8%	83.1%	17	84.6%	75.7%	36	80.7%
Illinois	85.6%	4	88.8%	83.8%	14	86.8%	83.7%	4	86.1%
Indiana	84.5%	7	85.6%	82.9%	19	88.6%	81.6%	10	83.6%
Iowa	71.0%	34	71.1%	83.3%	16	80.4%	81.4%	12	83.6%
Kansas	86.6%	2	89.9%	81.4%	27	85.1%	79.5%	21	83.4%
Kentucky	74.3%	31	73.2%	78.7%	40	82.4%	78.3%	26	76.6%
Louisiana	72.9%	33	84.2%	75.1%	46	83.7%	80.3%	17	82.5%
Maine	68.9%	36	71.0%	72.1%	47	81.9%	82.0%	8	80.2%
Maryland	85.5%	5	86.4%	90.1%	1	90.7%	86.2%	2	88.9%
Massachusetts	77.6%	24	84.7%	79.5%	34	86.3%	69.9%	46	78.0%
Michigan	80.4%	15	86.3%	81.3%	28	84.6%	82.2%	5	85.1%
Minnesota	73.7%	32	78.0%	81.5%	25	81.7%	78.1%	27	81.1%
Mississippi	65.3%	39	75.4%	79.4%	35	82.5%	77.6%	29	78.8%
Missouri	81.5%	10	83.7%	79.2%	37	83.9%	80.0%	18	83.2%
Montana	58.8%	42	63.5%	76.1%	44	81.3%	77.7%	28	82.8%
Nebraska	70.6%	35	74.3%	82.8%	21	90.3%	80.5%	16	83.7%
Nevada	81.6%	9	88.0%	86.8%	4	90.1%	82.2%	5	85.7%
New Hampshire				86.2%	6	83.0%	81.9%	9	91.7%
New Jersey	86.5%	3	92.7%	85.5%	8	89.0%	81.2%	13	85.9%
New Mexico	65.9%	38	67.9%	78.8%	39	84.6%	77.2%	30	81.4%
New York	75.5%	29	81.1%	79.9%	33	82.0%	71.1%	45	79.0%
North Carolina	79.0%	20	83.1%	81.0%	29	86.2%	74.1%	42	78.8%
North Dakota	55.6%	43	68.8%						
Ohio	76.7%	25	85.7%	78.7%	40	84.2%	81.0%	14	84.5%
Oklahoma	79.2%	19	83.0%	81.5%	25	86.6%	73.6%	43	79.7%
Oregon	79.0%	20	79.5%	80.7%	30	83.2%	74.9%	41	79.3%
Pennsylvania	80.5%	14	85.5%	80.7%	30	84.0%	68.4%	47	75.8%
Rhode Island				78.3%	43	87.6%	62.3%	48	75.9%
South Carolina	76.4%	26	88.5%	81.7%	24	84.4%	76.7%	31	75.3%
South Dakota	54.7%	44	57.6%						
Tennessee	80.6%	13	86.7%	79.2%	37	83.6%	76.1%	34	77.1%
Texas	84.7%	6	88.0%	83.4%	15	86.6%	75.3%	39	80.0%
Utah	66.3%	37	74.5%	83.0%	18	87.6%	79.6%	20	83.1%
Vermont									
Virginia	88.7%	1	90.6%	86.5%	5	89.0%	86.2%	2	88.4%
Washington	76.1%	27	80.0%	82.8%	21	87.0%	75.6%	37	80.3%
West Virginia				76.1%	44	78.6%	75.0%	40	79.7%
Wisconsin	80.1%	16	84.5%	86.0%	7	86.3%	79.1%	22	82.0%
Wyoming	62.2%	41	77.2%				78.9%	23	87.0%
United States	**75.0%**		**79.2%**	**82.5%**		**85.7%**	**77.5%**		**82.0%**

Notes: Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans, Other/Two or More) do not include Hispanics.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

[a]The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ from those based on the 2003 Current Population Survey data (for the year 2002) presented in Appendix IV.

[b]This category includes men and women who report "other" or "two or more" races.

Appendix VI:
Selected State and National Resources

STATE

American Association of University Women, Wyoming
4818 East 13th Street
Cheyenne, WY 82001
Tel: (307) 638-0078
http://aauw-wy.org

Business and Professional Women, Wyoming
P.O. Box 713
Wheatland, WY 82201
Tel: (307) 322-2152
http://bpwwyoming.org

Community Safety Network
P.O. Box 1328
Jackson, WY 83001
Tel: (307) 733-3711
Fax: (307) 733-3772

Latino Family Resource Center
140 South King
Jackson, WY 83001
Tel: (307) 734-0333

League of Women Voters of Wyoming
652 Oakwood Drive
Powell, WY 82435
http://www.lariat.org/LWV/index.html

Maternal and Child Health Section
Wyoming Department of Health
4020 House Avenue
Cheyenne, WY 82001
Tel: (307) 777-7944
Fax: (307) 777-7215
http://wdh.state.wy.us/woman-shealth/index.asp

Montana-Wyoming Tribal Leaders Council
207 North Broadway Street, Suite BR-2
Billings, MT 59101-1951
Tel: (406) 252-2550
Fax: (406) 254-6355
http://tlc.wtp.net/

Planned Parenthood of Wyoming
1945 Westwood Hill
Casper, WY 82604-3266
Tel: (307) 234-1669

Sexual Assault and Family Violence
350 City View Drive, Suite 203
Evanston, WY 82930
Tel: (307)789-3628
Fax: (307) 789-6978
http://www.safv-uinta.com/safv.htm

Turning Point
P.O. Box 64
Kemmerer, WY 83101
Tel: (307) 877-6834
Fax: (307) 877-4602
http://www.hamsfork.net/~thepoint

University of Wyoming
American Indian Studies Program
Department 3431, 1000 E University Avenue
Anthropology Building, Room 109
Laramie, WY 82071
Tel: (307) 766-6520
Fax: (307) 766-2473
http://uwadmnweb.uwyo.edu/AIST/index.htm

University of Wyoming
Chicano Studies Program
Arts & Sciences Building, Room 326
P.O. Box 3254
Laramie, WY 82071
Tel: (307) 766-4127
Fax: (307) 766-4158
http://uwadmnweb.uwyo.edu/ChicanoStudies

University of Wyoming
Multicultural Resource Center
P.O. Box 3168
Wyoming Union 103
Laramie, WY 82071-3168
Tel: (307) 766-6463
http://www.uwyo.edu/oma/services/mrc.htm

Western Wyoming Family Planning
809 Thompson Street
Rock Springs, WY 82901
Tel: (307) 362-6813
http://www.wwfp.info

Wind River Development Fund
P.O. Box 661
Fort Washakie, WY 82514
Tel: (307) 335-7330
Fax: (307) 335-7332
http://www.wrdf.org

Women's Action Network
Wyoming Union
University of Wyoming
Department 3265
1000 East University Avenue
Laramie, WY 82070
Tel: (307) 766-2168

Women's Health Center of Jackson
62 Redmond Street
P.O. Box 14230
Jackson, WY 83002
Tel: (307) 734-1313
Fax: (307) 734-0314

Wyoming Latino Coalition
c/o Equality State Policy Center
304 Main Street, Suite 8
Lander, WY 82520
Tel: (307) 332-0156
http://www.equalitystate.org

Women's Studies Department
University of Wyoming
Ross Hall 422, Department 4297
1000 East University Avenue
Laramie, WY 82071
Tel: (307) 766-2733
Fax: (307) 766-3812
http://uwacadweb.uwyo.edu/Wmst

Wyoming Coalition Against Domestic Violence and Sexual Assault
341 East E Street, Suite 135A
Pinedale, WY 82601
Tel: (307) 367-4296
Fax: (307) 235-4796
http://www.users.qwest.net/~wyomingcoalition

Wyoming Council for Women's Issues
Wyoming Business Council
214 West 15th Street
Cheyenne, WY 82002-0240
Tel: (307) 777-2800
Fax: (307) 777-2838
http://wyomingbusiness.org/women/index.cfm

Wyoming Girl Scout Council
P.O. Box 50307
Casper, WY 82605
Tel: (307) 234-3505
Fax: (307) 266-9174
http://www.girlscoutswyoming.com

Wyoming Health Council
Wyoming Migrant Health Program
2120 O'Neil Avenue
Cheyenne, WY 82001
Tel: (307) 632-3640
Fax: (307) 632-3611
http://www.wyhc.org

Wyoming Women's Business Center
P.O. Box 764
Laramie, WY 82073
Tel: (307) 766-3084
Fax: (307) 766-3085
http://www.wyomingwomen.com

Wyoming Women's Foundation
221 Ivinson Avenue, Suite 202
Laramie, WY 82070
Tel: (307) 721-8300
(866) 708-7878
Fax: (307) 721-8333
http://www.wycf.org

NATIONAL

AARP
http://www.aarp.org

AFL-CIO Civil, Women's, and Human Rights Department
http://www.aflcio.org

African American Women Business Owners Association
http://www.blackpgs.com/aawboa.html

African American Women's Institute, Howard University
http://www.howard.edu/colleg-eartssciences/sociology/aawi

Alan Guttmacher Institute
http://www.guttmacher.org

American Association of University Women
http://www.aauw.org

American Federation of State, County, and Municipal Employees
http://www.afscme.org

American Federation of Teachers
http://www.aft.org

American Nurses Association
http://www.ana.org

American Woman's Economic Development Corporation
http://www.awed.org

American Women's Medical Association
http://www.amwa-doc.org

Asian Women in Business
http://www.awib.org

Association of Women in Agriculture
http://www.sit.wisc.edu/~awa

Black Women's Health Imperative
http://www.blackwomenshealth.org

Black Women United for Action, Inc.
http://www.bwufa.org

Catalyst
http://www.catalystwomen.org

Catholics for a Free Choice
http://www.catholicsforchoice.org

Center for Advancement of Public Policy
http://www.capponline.org

Center for American Women and Politics
http://www.rci.rutgers.edu/~cawp

Center for Law and Social Policy
http://www.clasp.org

Center for the Prevention of Sexual and Domestic Violence
http://www.cpsdv.org

Center for Reproductive Rights (formerly Center for Reproductive Law and Policy)
http://www.crlp.org

Center for Women Policy Studies
http://www.centerwomenpolicy.org

Center for Women's Business Research
http://www.womensbusinessresearch.org

Center on Budget and Policy Priorities
http://www.cbpp.org

Children's Defense Fund
http://www.childrensdefense.org

Church Women United
http://www.churchwomen.org

Coalition of Labor Union Women
http://www.cluw.org

Communication Workers of America
http://www.cwa-union.org

Economic Policy Institute
http://www.epinet.org

Equal Rights Advocates
http://www.equalrights.org

Family Violence Prevention Fund
http://www.endabuse.org

Federally Employed Women
http://www.few.org

Feminist Majority Foundation
http://www.feminist.org

General Federation of Women's Clubs
http://www.gfwc.org

Girls Incorporated National Resource Center
http://www.girlsinc.org

Girl Scouts of the USA
http://www.girlscouts.org

Hadassah, The Women's Zionist Organization of America
http://www.hadassah.com

Human Rights Campaign
http://www.hrc.org

Institute for Women's Policy Research
http://www.iwpr.org

Jacobs Institute of Women's Health
http://www.jiwh.org

Jewish Women International
http://www.jewishwomen.org

Lambda Legal Defense and Education Fund
http://www.lambdalegal.org

League of Women Voters
http://www.lwv.org

Legal Momentum (formerly NOW Legal Defense and Education Fund)
http://www.legalmomentum.org

MANA—A National Latina Organization
http://www.hermana.org

Mexican American Legal Defense and Educational Fund
http://www.maldef.org

Ms. Foundation for Women
http://www.ms.foundation.org

NARAL Pro-Choice America
http://www.prochoiceamerica.org

National Abortion Federation
http://www.prochoice.org

National Asian Pacific American Women's Forum
http://www.napawf.org

National Asian Women's Health Organization
http://www.nawho.org

National Association for Female Executives
http://www.nafe.com

National Association of Commissions for Women
http://www.nacw.org

National Association of Negro Business and Professional Women's Clubs, Inc.
http://www.nanbpwc.org

National Association of Women Business Owners
http://www.nawbo.org

National Breast Cancer Coalition
http://www.natlbcc.org

National Center for American Indian Enterprise Development
http://www.ncaied.org

National Center for Lesbian Rights
http://www.nclrights.org

National Coalition Against Domestic Violence
http://www.ncadv.org

National Committee on Pay Equity
http://www.pay-equity.org

National Congress of American Indians
http://www.ncai.org

National Congress of Black Women
http://www.npcbw.org

National Council for Research on Women
http://www.ncrw.org

National Council of Negro Women
http://www.ncnw.org

National Council of Women's Organizations
http://www.womensorganizations.org

National Education Association
http://www.nea.org

National Family Planning & Reproductive Health Association
http://www.nfprha.org

National Gay and Lesbian Task Force
http://www.ngltf.org

National Organization for Women
http://www.now.org

National Partnership for Women and Families
http://www.nationalpartnership.org

National Women's Alliance
http://www.nwaforchange.org

National Women's Business Council
http://www.nwbc.gov

National Women's Health Network
http://www.nwhn.org

National Women's Health Resource Center
http://www.healthywomen.org

National Women's Law Center
http://www.nwlc.org

National Women's Political Caucus
http://www.nwpc.org

National Women's Studies Association
http://www.nwsa.org

Native American Rights Fund
http://www.narf.org

Native American Women's Health Education Resource Center
http://www.nativeshop.org

9 to 5, National Association of Working Women
http://www.9to5.org

Organization of Chinese-American Women
http://mason.gmu.edu/~lsaavedr/ocawfinal/home.htm

OWL: The Voice of Midlife and Older Women
http://www.owl-national.org

Planned Parenthood Federation of America, Inc.
http://www.plannedparenthood.org

Poverty and Race Research Action Council
http://www.prrac.org

Religious Coalition for Reproductive Choice
http://www.rcrc.org

The Rural Womyn Zone
http://www.ruralwomyn.net

Service Employees International Union
http://www.seiu.org

Third Wave Foundation
http://www.thirdwavefoundation.org

UNITE HERE
http://www.unitehere.org

United Food and Commercial Workers International Union Working Women's Department
http://www.ufcw.org

The Urban Institute
http://www.urban.org

The White House Project
http://www.thewhitehouseproject.org

Wider Opportunities for Women
http://www.wowonline.org

Women & Philanthropy
http://www.womenphil.org

Women Employed
http://www.womenemployed.org

Women, Ink.
http://www.womenink.org

Women Work!
The National Network for Women's Employment
http://www.womenwork.org

Women's Cancer Center
http://www.wccenter.com/index.html

Women's Funding Network
http://www.wfnet.org

Women's Institute for a Secure Retirement
http://www.network-democracy.org/socialsecurity/bb/whc/wiser.html

Women's International League for Peace and Freedom
http://www.wilpf.org

Women's Law Project
http://www.womenslawproject.org

Women's Research and Education Institute
http://www.wrei.org

Women's Rural Entrepreneurial Network (WREN)
http://www.wrencommunity.org

Young Women's Christian Association of the USA (YWCA)
http://www.ywca.org

The Young Women's Project
http://www.youngwomensproject.org

Appendix VII:
List of Census Bureau Regions

East North Central

Illinois

Indiana

Michigan

Ohio

Wisconsin

East South Central

Alabama

Kentucky

Mississippi

Tennessee

Middle Atlantic

New Jersey

New York

Pennsylvania

Mountain West

Arizona

Colorado

Idaho

Montana

New Mexico

Nevada

Utah

Wyoming

New England

Connecticut

Maine

Massachusetts

New Hampshire

Rhode Island

Vermont

Pacific West

Alaska

California

Hawaii

Oregon

Washington

South Atlantic

Delaware

District of Columbia

Florida

Georgia

Maryland

North Carolina

South Carolina

Virginia

West Virginia

West North Central

Iowa

Kansas

Minnesota

Missouri

Nebraska

North Dakota

South Dakota

West South Central

Arkansas

Louisiana

Oklahoma

Texas

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