

A **Missouri** WOMAN WORKING
FULL-TIME EARNS ONLY



FOR EACH DOLLAR A MAN EARNS

2/3

OF **Missouri** SENIORS
LIVING IN POVERTY
ARE WOMEN

9.8%

OF **Missourians**
HAVE NO
HEALTH INSURANCE

38%

OF **Missouri** Counties
HAVE NO
ACCREDITED CHILD CARE
PROVIDERS

THIS INCLUDES THE TOP THREE COUNTIES WITH
THE HIGHEST NUMBER OF CHILDREN UNDER AGE FOUR

WOMEN MAKE UP
51%
OF MISSOURI'S
POPULATION



BUT ONLY
22%
OF THE
LEGISLATURE



THE STATUS OF WOMEN IN MISSOURI: 2016

A COMPREHENSIVE REPORT OF LEADING
INDICATORS AND FINDINGS

JANUARY 2017

The Status of Women in Missouri: Report 2016

A Report to the Women's Foundation

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THE STATUS OF WOMEN IN MISSOURI: REPORT 2016

EXECUTIVE SUMMARY

The Status of Women in Missouri 2016 is the second report of its kind, prepared by the University of Missouri (MU) Institute of Public Policy (IPP) for the Women's Foundation. The following report provides an update to the lead indicators measuring the status of women in five focus areas: employment and income; education and child care; health; social and economic status; and leadership and public engagement. This lead indicator report has two goals: 1) to provide an updated *Status of Women in Missouri 2016* across the five focus areas and 2) to measure and monitor women's progress across the five baseline indicators. The lead indicators can be used as barometers to measure progress in the five critical areas.

In the 2015 *Status of Women* report, data was collected and analyzed through an online reporting and mapping tool called Community Commons. Community Commons is no longer being utilized for data collection; therefore, some data sources have been changed and/or modified for this report. Publicly available Community Commons maps are utilized throughout the report. The 2016 report utilizes U.S. Census Bureau, American Community Survey 1-Year Data for 2015 when available and will continue to use 1-year data in subsequent reports. The previous report used ACS 5-Year Data. This key findings report will compare both the previously reported 5-Year Data and the newly utilized 1-Year Data.

KEY FINDINGS IN FIVE FOCUS AREAS

1. Under the **Employment & Income** issue area, the lead indicator is the earnings gap between men and women.
 - According to ACS 1-Year Data for 2015, women who work full time in Missouri earned \$35,759 on average, compared to \$45,897 for men. ACS 1-Year Data for 2015 indicates that women who work full-time, year-round, earn 77.9 cents for every dollar earned by men, a gender wage gap of almost 22 percent.¹ Nationally, women earn 80 cents for every dollar earned by men, a gender wage gap of 20 percent.

- *Comparison to the 2015 Status Report:* According to U.S. Census American Community Survey five-year data from 2010-2014 when data is examined for all workers, women made just 71 cents for every dollar a man made, the same as was reported in 2008-2012.² However, if you isolate full-time, year-round workers, the gap shrinks to 77.64 cents according to 2010-2014 data, up from 76.65 as reported in 2008-2012.³
2. Under the **Education and Child Care** issue area, the lead indicator is the number of accredited child care centers in Missouri.
 - In 2015, 69.9 percent of mothers and 92.8 percent of fathers with children under 18 participated in paid work and many relied on child care.⁴ More than half of mothers with infants have paid work.⁵ Because most parents work outside of the home, most children under five years old need child care across all socioeconomic levels and geographical settings. The quality of child care is a critical issue for most families. Yet, in 2016, 38 percent of Missouri counties have no accredited child care providers. Most of the accredited centers are located in Boone and Jackson Counties and in the St. Louis area.
 - *Comparison to the 2015 Status Report:* Missouri now has fewer accredited child care providers than in 2013 when 27 percent of counties had no accredited centers.
 3. Under the **Social & Economic** status area, the lead indicator is the poverty rate among elderly women.
 - In Missouri, in 2015, 10.3 percent of women 65 years or older in Missouri were in poverty.⁶ These disparities worsen with age; the poverty rate of women age 75 and older are almost two times higher than the poverty rate of men age 75 and older in Missouri and in the U.S. in 2015.⁷
 - *Comparison to Status 2015 Report:* In the previous report ACS 1-Year Data from 2012 indicated that of Missouri senior citizens living in poverty, 67 percent are women, ACS 1-Year Data from 2015 also indicates that of Missouri seniors in poverty, 67 percent are women.⁸
 4. Under the **Health** issue area, the lead indicator is the rate of uninsured in Missouri.
 - Access to affordable and quality health care is a basic requirement for the well-being of women, and girls and their families. Uninsured people delay doctor visits due to potential health care costs. Often they use more expensive health care such as inpatient visits or emergency room (ER) visits. According to the most recent Census Bureau ACS 1-Year Data for 2015, 9.8 percent of Missourians have no health insurance.⁹ Missouri is one of 19 states that has not adopted Medicaid expansion.¹⁰ Among uninsured nonelderly adult Missourians, 60 percent are women.¹¹
 - *Comparison to Status 2015 Report:* In the previous report ACS 5-Year Data from 2008-2012 indicated that 13.1 percent of Missourians did not have health insurance.¹² The most current ACS 5-Year Data from 2010-2014 indicates 12.9 percent of Missourians do not have health insurance, a decrease of 0.2 percent.¹³

5. Under the **Leadership & Public Engagement** issue area, the lead indicator is the rate of women representation in public office.
 - In Missouri, the gender gap in political leadership is a serious issue. Although women account for 51 percent of the total population, following the 2016 election in November, for the 2017 legislative session women will comprise only 18 percent of the Missouri Senate and 23 percent of the Missouri House of Representatives. Overall, women will hold only 22.3 percent of seats in the Missouri General Assembly in 2017.¹⁴
 - *Comparison to Status 2015 Report:* In 2015, women held 43 seats in the house and six in the senate or 25 percent of the seats in the Missouri General Assembly.¹⁵ In the 2017 legislative session, women will hold 38 seats in the House and six seats in the Senate. The percentage of women in the MO General Assembly has decreased by 2.7 percent.

The University of Missouri and the Women’s Foundation are invested in improving the lives of Missouri women and their families, and are invested in measuring progress toward that goal by using the indicators identified in this report and the data available.

LEAD INDICATOR CHANGE

The table below provides a summary of changes in the five lead indicators, highlighted in this report. In the last column, arrows signal whether progress has been made in the indicators. A green “up” arrow indicates a positive change, or that the measure has “improved,” and a red “down” arrow indicates a negative change, or that the measure has “declined.”

Note: In some cases, different data sources or time periods were utilized in this report compared to the 2016 report. These tables provide a comparison of all data points and time periods utilized in the 2015 and 2016 reports.

Table 1. Change in Lead Indicators Summary

Focus Area: Employment and Income


Source: ACS 1-Year Data 2013-2015 – Full-time, Year-round Workers

Focus Areas	Lead indicator	U.S./MO	2013	2014	2015	Change ('14-'15)	Improved Declined	↑ ↓
Employment & Earnings	Female to male earnings ratio	U.S.	79%	79%	77.9%	-1.1%	↓	
		MO	79%	77%	79%	+2%	↑	

Source: ACS 5-Year Data 2008-2012 and 2010-2014 – Full-time, Year-round Workers




Focus Areas	Lead indicator	U.S./MO	2008-2012	2010-2014	Change	Improved Declined	↑ ↓
Employment & Earnings	Female to male earnings ratio	U.S.	77.81%	79.12%	+1.31%	↑	
		MO	76.65%	77.64%	+0.99%	↑	

Source: ACS 5-Year Data 2008-2015 and 2010-2014 – All Workers

Focus Areas	Lead indicator	U.S./MO	2008-2012	2010-2014	Change	Improved Declined	 
Employment & Earnings	Female to male earnings ratio	U.S.	71%	71%	-	No change	
		MO	71%	71%	-	No change	





Focus Area: Education and Child Care

Source: Child Care Aware of America, 2016

Focus Areas	Lead indicator		2015	2016	Change	Improved Declined	 
Education and Child Care	Number of accredited child care centers measured by percentage of counties without accredited child care centers	MO	27%	37%	+10%	 In 2016 there are more counties without any accredited child care centers than in 2015	





Focus Area: Social and Economic

Source: ACS 1-Year Data 2013-2015





Focus Areas	Lead indicator	U.S./MO	2013	2014	2015	Change ('14-'15)	Improved Declined	 
Social & Economic	Poverty rate of women aged 65 and over	U.S.	11.2%	11.1%	10.5%	-0.6		
		MO	11.2%	10.7%	10.3%	-0.4		

Focus Area: Health

Source: ACS 1-Year Data 2013-2015

Focus Areas	Lead indicator	U.S./MO	2013	2014	2015	Change ('14-'15)	Improved Declined	 
Health	Uninsured Rate	U.S.	14.5%	11.7%	9.4%	-2.3		
		MO	13.0%	11.7%	9.8%	-1.9		

Source: ACS 5-Year Data 2008-2015 and 2010-2014

Focus Areas	Lead indicator	U.S./MO	2008-2012	2010-2014	Change	Improved Declined	 
Health	Uninsured Rate	U.S.	14.9%	14.2%	-0.7		
		MO	13.1%	12.9%	-0.2		

Focus Area: Leadership and Public Engagement

Source: National Conference on State Legislatures, November 2016

Focus Areas	Lead indicator		2016	2017	Change	Improved Declined	↑ ↓
Leadership & Public Engagement	Percentage of women in the legislature	MO	25%	22.3%	-2.7	↓	

INTRODUCTION

The status of women in Missouri reflects the status of women throughout the United States. In Missouri, women generally have the same opportunities, but also face similar challenges. In the last half-century, women in the U.S. have made great strides economically, politically and socially by participating in paid work and achieving education. In 1950, just over 30 percent of women participated in the labor force while almost 90 percent of men did; today, women make up nearly half of all labor force participants and achieve more college and advanced degrees than men do.

However, today women still face persistent gender disparities in their daily lives and throughout their lifespan, whether in their families or at work, due to unequal economic, social, cultural barriers. The high cost of child care and disparities in caregiving responsibilities, lack of health insurance, gender discrimination, wage disparities and political underrepresentation are examples of areas where progress has lagged.

In this second report –*the Status of Women in Missouri, 2016*, we have analyzed important issues in five key areas: employment & earnings, education & childcare, health, social & economic factors, and leadership & public engagement. In each section, we highlight the concerns and challenges of each issue and suggest policies that could improve the status of women on each front.

In this report, we have added county rankings (top ten, bottom ten, and a comprehensive ranking of counties statewide) on selected indicators to show variation and similarities across counties in Missouri. It is critically important to analyze why certain counties are successful in certain areas while struggling in others. This report also emphasizes that issues in one area are not separated from issues in another area. In fact, issues across multiple areas can compound and escalate difficulties for women. Take, for example, an elderly woman of color in a rural area living in poverty that is responsible for her grandchildren, who has multiple chronic conditions and lives in a primary care doctor shortage area. In addition, we know that gendered disparities do not only exist for the poor, but also that women across all economic statuses share the same issues in different forms.

A strong foundation of evidence can empower advocacy efforts to promote gender equity, weaving the healthy lives of girls and women together in a stronger cultural, economic, social tapestry. To ensure meaningful and lasting change for all women in Missouri, the Women’s Foundation has supported rigorous evidence-based research.

THE RESEARCH PROCESS

RESEARCH PROCESS FOR THE FIRST *STATUS OF WOMEN IN MISSOURI, 2015*

In 2015, the Institute used three unique methods for informing the six components of our research process. The following table summarizes these methods and their accompanying steps as utilized in the 2015 report. It identified and measured the barriers to gender equality and provided baselines to measure issues in five key areas: employment & earnings, education & child care, health, social & economic status, and leadership & public engagement.

		Six Components of Research					
		(1) Identify the guiding domains of the research	(2) Identify applicable data for each domain	(3) Inclusive analysis of all domain indicators	(4) Analysis of indicators for actionable items at the state-level	(5) Identify five lead indicators	(6) Test lead indicators and policy topics with women-only and men-only focus groups
Three Methods	(1) Convening of University of Missouri Scholarly Advisory Committee	✓	✓	✓	✓	✓	
	(2) Review of Existing Literature and Data	✓	✓				
	(3) Focus Groups						✓

RESEARCH PROCESS FOR THE SECOND *STATUS OF WOMEN IN MISSOURI, 2016*

In 2016, the Institute conducted analysis on the lead indicators and utilized comprehensive indicators measuring the status of women in five key areas: employment and income; education and child care; health; social and economic status; and leadership and public engagement. In-depth literature reviews were conducted for each focus areas, and experts were consulted throughout the writing of this report. Comprehensive data sources were utilized to extract the data for selected indicators. IBM SPSS Statistics 23 was utilized to prepare the county level data, calculate ratios, and compile county rankings for selected indicators. In this report, the Institute reports the top ten counties and bottom ten counties for selected indicators, along with comprehensive county rankings and visualization of rankings. The following table outlines the components and methods utilized in the 2016 report.

	Six Components of Research					
	(1) Develop additional indicators to add emerging important policy issues	(2) Identify applicable data for additional measures	(3) Inclusive analysis of all domain indicators	(4) Analysis of indicators for actionable items at the state-level	(5) Measure change of five lead indicators	(6) Comprehensive analysis of important measures beyond lead indicators for five key areas
(1) Consulting with experts	✓	✓	✓	✓	✓	
(2) Literature Review & Collecting and Analyzing Data	✓	✓	✓	✓	✓	✓

Data and Indicators

In this report, the Institute used indicators across five focus areas in order to measure the issues that challenge women new indicators have been added to measure “Diaper Needs” and an additional child care quality measure (ratio of available licensed day care facilities to a child). The institute researchers consulted with several experts – Dr. Joan Hermsen, Chair of the Department of Women & Gender Studies at the University of Missouri and Dr. Louis Mantra, Assistant Professor of Human Development and Family Science – to strengthen the indicators in the education and child care area. Among the indicators in the health focus area, seven indicators are new additions intended to measure the economic impact of Medicaid expansion in Missouri. In order to generate valid and reliable indicators for measuring the impact of Medicaid expansion, we have conducted a literature review and consulted with Dr. Lanis L. Hicks, Health Economist in the Department of Health Management & Informatics in the University of Missouri. There are four indicators for women in leadership and public engagement.

Main Data Sources

American Community Survey Data

This report primarily uses U. S. Census American Community Survey (ACS) 2015, 1-year data, released in September 2016, to measure the status of women in Missouri and compare Missouri to the broader United States. The American Community Survey (ACS)¹⁶ is a large annual survey that compiles data on the nation, as well as states, congressional districts, and counties. In total, the ACS reaches 3.5 million households in a given year. The ACS response rate is about 70 percent, and responses are obtained by mail or the Internet. The Institute is using the ACS to get a wide range of the most current statistics about people and households in a variety of areas, such as demographics, employment and earnings, educational attainment, child care, poverty, social factors, economic attainment, poverty, services for veterans, and health insurance status. Due to the large sample size, it has the necessary strength to support robust subgroup analysis (by sex, age, and race) for various issues. Subgroup analysis can be done while maintaining a sound sample size in each subgroup.

ACS 2014 5-year data (the average of 5 years of data – 2010, 2011, 2012, 2013, and 2014) is used to understand differences across counties in Missouri over time. For the county level data, ACS 5-year data will enhance the precision as some counties have small populations, which would otherwise decrease the reliability of our analysis. By using 5 years, or 60 months of collected data (ex. ACS 2010-2014, 5-year estimates, data collected between: January 1, 2011 and December 31, 2014), we can obtain a larger and more reliable sample size. Because 5-year data is a compilation of data, it is not recommended to understand the annual changes.¹⁷ Using ACS 5-year data ensures the precision of county level analysis and allows for the generation of accurate maps at the county level by providing a more robust sample size than annual data. ACS 2015 5-year data will be released on December 8th 2016; therefore, this report utilized ACS 2010-2014, 5-year data for county-level analysis and maps. In the 2015 report, when measuring the earnings gap between men and women, the IPP used income ratios. However, in order to measure gendered disparities in earnings (beyond income), the gendered earnings ratio is adopted in this report.

Current Population Survey (CPS), U.S. Bureau of Labor Statistics

This report uses U.S. Bureau of Labor Statistics - CPS data for information on types of labor forces - full-time and part-time by, age and sex, which is not provided in the ACS, in 2013, 2014, and 2015 - to measure both status and change. The American Community Survey (ACS) and the Current Population Survey (CPS) are two differently timed surveys with different questionnaires, so it is recommended to use one survey, either the ACS or the CPS, to compare data points in two or more years consistently. The CPS sample size is about 100,000 households, which is much smaller than ACS sample size of about 3 million; therefore, it is not amenable for smaller unit analysis (i.e., analysis at the county level or Census tract level). Although ability to provide measurements at the local level is limited, it provides current, reliable, and powerful information at the national and state aggregated levels, such as median weekly earnings¹⁸ by race and by sex in addition to annual median earnings, which is not available in the ACS data.

Additional information regarding the differences between American Community Survey and Current Population Survey is well documented in: <http://www.census.gov/topics/income-poverty/poverty/guidance/data-sources/acs-vs-cps.html>

Additional Data

The Institute also uses data from the Missouri Department of Health and Senior Services (DHSS), Missouri Information for Community Assessment (MICA), the Center for Disease Control and Prevention (CDC): National Vital Statistics, CDC Cancer Profile, and CDC Behavioral Risk Factor Surveillance System. Some of the data are received directly from agencies. The University of Wisconsin Population Health Institute, County Health Rankings provided the numbers of physicians by county in Missouri. The Missouri Hospital Association provided Breast Cancer data for each of the state's 34 Senatorial districts. The Missouri Department of Health and Senior Services provided statistics on spousal abuse between 2010-2014.

Consultation with Experts, Stakeholder Interviews and Research

In this second year of research, we have consulted with experts at the University of Missouri including, but not limited to: Dr. Joan Hermsen, Chair and Associate Professor, Department of Women & Gender Studies; Dr. Lanis L. Hicks, Health Economist in the Department of Health Management & Informatics; Dr. Mansoo Yu, Associate Professor and Dr. Marjorie Sable, Professor, School of Social Work; Dr. Irma

Arteaga, Assistant Professor, Truman School of Public Affairs; and Dr. Louis Mantra, Assistant Professor, Human Development and Family Science. In addition to consulting academic scholars, we conducted interviews with Alison Weir, director of the National Diaper Bank Network, and Jessica Adams, director of the St. Louis Area Diaper Bank. All steps in research were rigorously reviewed to ensure the highest standards for robust research quality and objectivity.

PART 1: DEMOGRAPHICS

The demographic section introduces the fundamental demographic factors of women in Missouri – age, sex, race, educational attainment, and marital status – which provide context to the key indicators identified in the Status of Women report. This report also acknowledges the work of the University of Kansas, Institute for Policy and Social Research’s report which examined the *Status of Women in Kansas and the Bi-State Region*. This section will analyze demographic data for Kansas, Missouri, and the United States to provide additional regional context to this report.

The information contained in this report is based primarily on one-year data from the U.S. Census Bureau’s American Community Survey (ACS). Data is used from ACS 2010 and ACS 2015, to analyze the demographic changes during that time period. In some cases, the one-year ACS 2014 data is also shown to demonstrate yearly changes. The U.S. Census Bureau, Current Population Survey, 2016 Annual Social and Economic Supplement data were also used to report poverty rates by sex.

AGE AND SEX

Women comprise over half of the population in the United States, in Missouri, and in Kansas; this proportion has been consistent between 2010 and 2015 in Missouri. In 2015, 51.0¹⁹ percent of Missouri residents were women versus 51.1 percent in 2010.²⁰

In Kansas, in 2015, 50.2²¹ percent of residents were women, down slightly from 50.4 percent in 2010.²² In the U.S., in 2015, 50.8²³ percent of Americans were women – virtually unchanged since 2010.²⁴

Data indicates that Americans are aging. The population has remained steady across most age groups, except for a steady decline in those younger than 18 and a steady increase in those ages 65 and older in the U.S., in Missouri, and in Kansas between 2010 and 2015. In Missouri, children under five accounted for 6.2 percent of the population in 2015, a slight decrease from 6.5 percent in 2010.

On the other hand, the proportion of those 65 years and over has increased in the U.S., in Missouri, and in Kansas in the last five years. In Missouri, the proportion of those ages 65 and over was 15.6 percent in 2015, an increase from 14.1 percent in 2010. In Kansas, those 65 and older made up 14.6 percent of the population in 2015, an increase from 13.3 percent in 2010. In the U.S., those aged 65 and over accounted for 14.9 percent of the population in 2015, an increase from 13.1 percent in 2010.²⁵

According to projections from the United States Census bureau, the number of elderly in the country is set to increase dramatically. The projected populations of people age 65 and older in the U.S. are 54.6 million in the year 2020, 63.5 million for the year 2025, and 71.4 million for the year 2030.²⁶

RACE AND ETHNICITY

The racial landscape of the population has a significant impact on the public agenda, as race is highly correlated with historical social and economic disadvantages including earnings, education, and health. According to the Economic Policy Institute report (2016), black-white wage gaps are greater than they

were three decades ago.²⁷ The issue of racial and gender wage gaps is discussed in depth in the following section. In general, the proportion of whites decreased and the proportion of minorities increased in the U.S., in Missouri, and in Kansas between 2010 and 2015. However, Missouri and Kansas show different racial compositions, both between themselves and compared to the U.S. in general.

The proportion of whites decreased in all three geographies between 2010 and 2015. In Missouri, whites accounted for 82.4 percent in 2015, a decrease from 83.1 percent in 2010. In Kansas, whites represented 84.7 percent of the population in 2015, a decrease from 85.2 percent in 2010. In the U.S., whites made up 73.1 percent of the population in 2015, a decrease from 74.2 percent in 2010. There are significantly more whites in Missouri and in Kansas than the U.S. as a whole. The proportion is higher by 9.3 percent in Missouri and 11.6 percent in Kansas than in the broader U.S.²⁸

There has been no significant change in the black population in the U.S., in Missouri and Kansas between 2010 and 2015. In Missouri, blacks accounted for 11.7 percent of the population in 2015 and in 2010. In Kansas, blacks accounted for 5.9 percent of the population in 2015, a slight increase from 5.8 percent in 2010. In the U.S., blacks accounted for 12.7 percent of the population in 2015, a slight increase from 12.6 percent in 2010.²⁹

There has been no significant change in the Asian population in the U.S., in Missouri and Kansas between 2010 and 2015. In Missouri, Asians accounted for 1.9 percent of the population in 2015 and 1.6 percent in 2010. In Kansas, Asians accounted for 2.9 percent of the population in 2015, a slight increase from 2.5 percent in 2010. In the U.S., Asians accounted for 5.4 percent of the population in 2015, a moderate increase from 4.8 percent in 2010.³⁰ There are far fewer Asians living in Missouri compared to the rest of the nation.

The Hispanic population increased in the U.S., in Missouri, and in Kansas between 2010 and 2015. In Missouri, Hispanics made up 4.0 percent of the population in 2015, a slight increase from 3.6 percent in 2010. In Kansas, 11.6 percent of the population was Hispanic in 2015, an increase from 10.5 percent in 2010. In the U.S., Hispanics made up 17.6 percent of the population in 2015, up from 16.4 percent in 2010 by 1.2 percentage points.

There has been no significant change in the biracial or multiracial population in the U.S., in Missouri and Kansas between 2010 and 2015. In Missouri, biracial or multiracial people accounted for 2.5 percent of the population in 2015 and 2.2 percent in 2010. In Kansas, biracial or multiracial people accounted for 3.2 percent of the population in 2015, a slight increase from 3.1 percent in 2010. In the U.S., biracial or multiracial people accounted for 3.1 percent of the population in 2015, a slight increase from 2.7 percent in 2010.³¹ There are fewer biracial or multiracial residents living in Missouri than the rest of the nation.

POVERTY

Following the Office of Management and Budget's Directive 14, the Census Bureau uses a set of income thresholds that vary by family size and composition to determine who is in poverty.³² If the total income for a family falls below the relevant poverty threshold, then the family (and every individual in it) is

considered in poverty. There are two definitions of the federal poverty measures – poverty thresholds and poverty guidelines. The thresholds are used for statistical purposes and the Institute adopts the standard statistical definition of poverty thresholds used by the Census Bureau.³³

In September 2016, the U.S. Census Bureau reported major economic progress nationwide based on the ACS 2015 data.³⁴ Median household income grew and the poverty rate fell between 2014 and 2015. Median household income grew from \$53,657 to \$55,775 in the U.S., from \$48,363 to \$50,238 in Missouri, and from \$52,504 to \$53,906 in Kansas.³⁵ In 2015, 14.7 percent of the U.S. had income below the poverty level, a decline from 15.5 percent in 2014. In Missouri, the poverty rate was 14.8 percent in 2015, a decline from 15.5 percent in 2014. In Kansas, the poverty rate was 13.0 percent in 2015, a slight decline from 13.6 in 2014.³⁶ Although overall income growth and a decline in poverty rates show economic progress, the experience is different across age, sex, and race.

Poverty by Age

Living in poverty at any age is a problem for the state and the nation. However, the consequences of children living in poverty are substantial. Persistently poor children are more likely to have behavior problems in school, have lower academic achievement, drop out of high school, and have a teenage pregnancy compared to their wealthier counterparts.³⁷

According to the most recent census report published in September, 2016, children under 18 are the highest age category living in poverty in the U.S., in Missouri, and in Kansas. See Table 2.

Table 2. Poverty Status, 2015

	Total in Poverty	Under 18 in Poverty	Age 18-64 in Poverty	Age 65+ in Poverty
MO	14.8%	20.2%	14.4%	8.5%
KS	13.0%	17.2%	12.7%	7.3%
US	14.7%	20.7%	13.9%	9.0%

Source: U.S. Census Bureau, American Community Survey 2015, One-Year Data

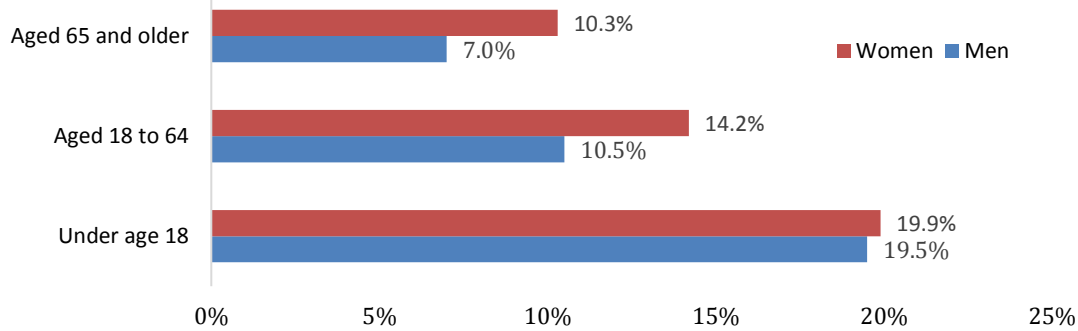
Kansas showed lower poverty rates across all age categories. Missouri roughly followed the national average, but had higher poverty rates for working age people (18 to 64) than the national average.

Poverty by Sex

Historically, poverty rates of women have been higher than men across all age groups. In 2015, 14.8 percent of women in the U.S. were in poverty, a decline from 16.1 percent in 2014. About 12.2 percent of men in the U.S. were in poverty, down from 13.4 percent in 2014. In 2015, the gender poverty rate gap was the most profound for women aged 18-64. The poverty rate for women aged 16-64 was 14.2 percent while the poverty rate for men aged 18-64 was 10.5 percent. The gender poverty rate gap of women and men aged 18-64 was 3.7 percent. The gender poverty rate gap of women and men aged 65 and older was 3.3 percent. See Figure 1.³⁸

Women in Missouri also experience a gender pay gap compared to men of 22 percent.³⁹ If policy solutions were implemented to address that wage gap there would be an impact on the percentage of women living in poverty.

Figure 1. Poverty Rates by Age and Sex, 2015

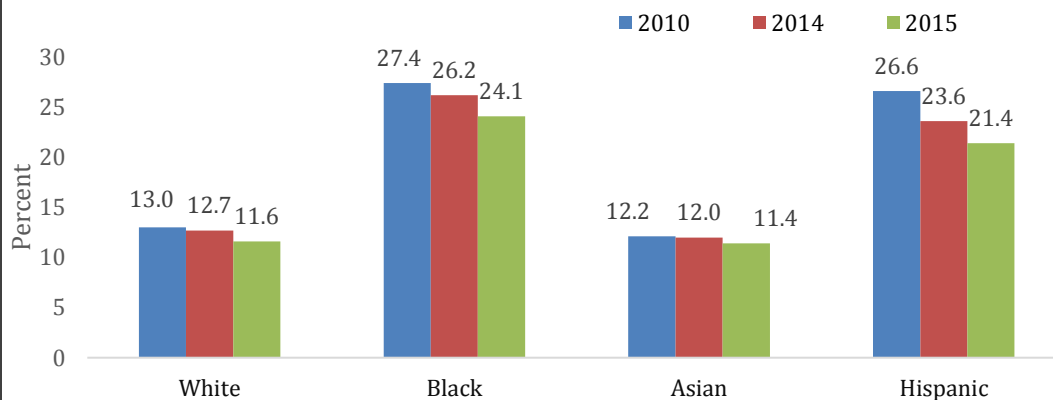


Source: U.S. Census Bureau, Current Population Survey, 2016 Annual Social and Economic Supplement

Poverty by Race

Examining poverty by race provides a picture of the economic disparities that are experienced by blacks and Hispanics in the country. Although the poverty rates of all races declined between 2014 and 2015, it needs to be noted that both blacks and Hispanics have poverty rates two times higher than whites. Persistent higher poverty rates of minorities are of great concern as it leads to other challenging social, economic, and health issues for women of all ages.⁴⁰ Figure 2 below provides a comparison of the poverty rates for whites, blacks, Asians, and Hispanics in the US for 2010, 2014, and 2015.

Figure 2. Poverty Rates by Race, in the U.S., in Percent: 2010, 2014, and 2015



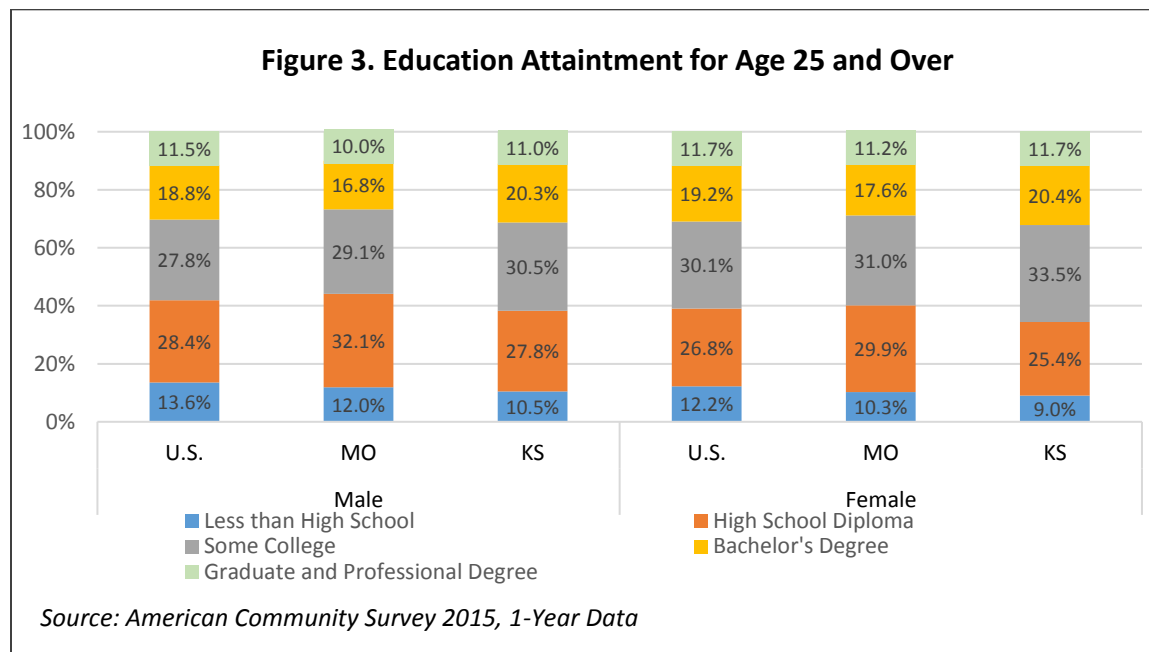
Source: 2016 U.S. Census Current Population Survey (CPS) Annual Social and Economic

EDUCATION

Education has one of the most significant impacts on economic status. It is noticeable that women in all three geographies show lower rates of high school drop-out and greater attainment of college or advanced degrees. Educational attainment by sex is summarized in Figure 3 below.

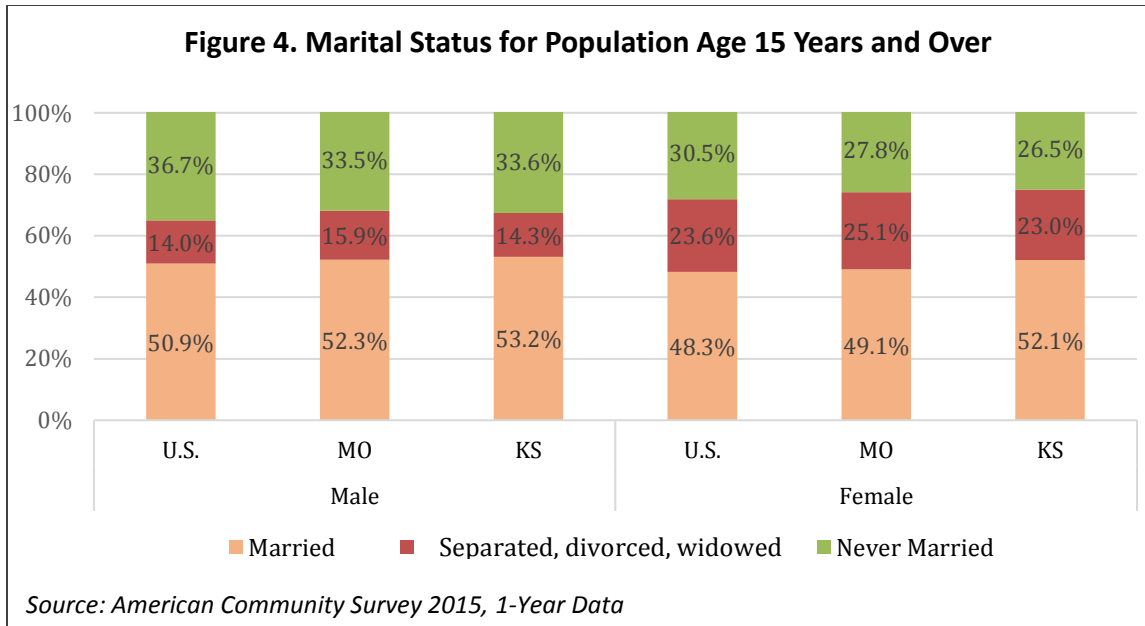
Women have improved their rates of educational attainment in last few decades; in 2015, more women achieved college and advanced degrees than men and fewer women dropped out high school than men. However, women still earn significantly less than men.

In 2015, in Missouri, 12.0 percent of men and 10.3 percent of women achieved less than a high school diploma; 16.8 percent of men and 17.6 percent of women achieved a Bachelor’s degree. In Kansas, 10.5 percent of men and 20.4 percent of women achieved a Bachelor’s degree. In the U.S., 13.6 percent of men and 12.2 percent of women achieved less than a high school diploma; 18.8 percent of men and 19.2 percent of women earned a Bachelor’s degree.⁴¹



MARITAL STATUS

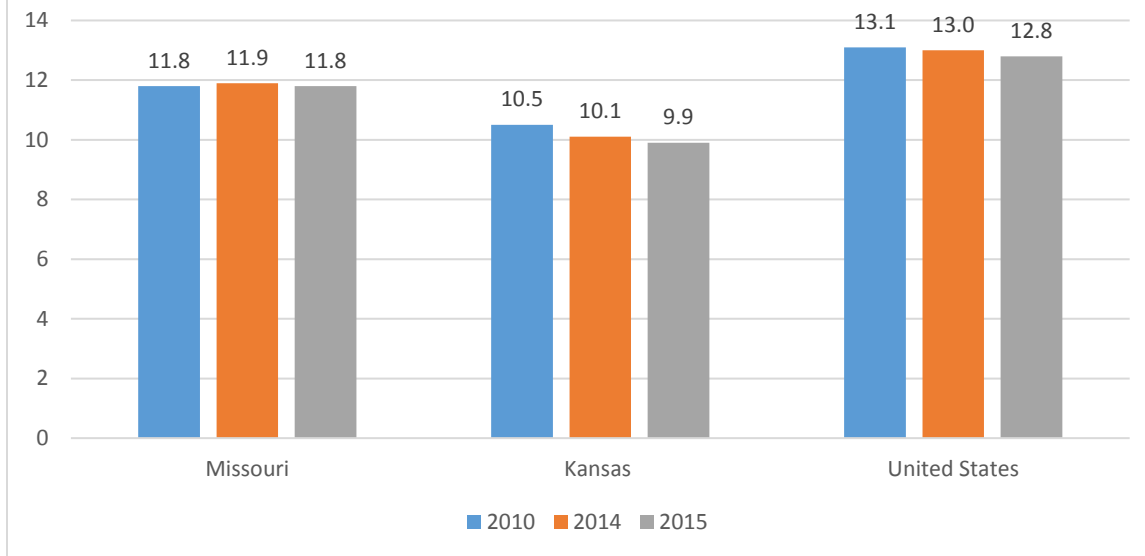
Marital status impacts various women’s issues such as family income, child care, aging, and health. A significant number of men and women get married in the U.S., in Missouri, and in Kansas. In 2015, 30.5 percent of women were never married, versus 36.7 percent of men in the U.S.; 27.8 percent of women were never married, compared to 33.5 percent of men in Missouri; 26.5 percent of women were never married, compared to 33.6 percent of men in Kansas.⁴² Figure 4 summarizes the marital status of people in Missouri, Kansas, and the U.S.



WOMEN-HEADED HOUSEHOLDS WITH CHILDREN

Families headed by single parents are more likely to be poor. Overall, the poverty rate of married couples with children under 18 years was 6.4 percent in Missouri. However, for both men and women, single-parent households are more likely poor: 20.5 percent of single-parent families headed by men and 41.3 percent of single-parent families headed by women were poor in 2015.⁴³ The proportion of women householders with children decreased slightly in the U.S. and Kansas and stayed the same in Missouri between 2010 and 2015. According to the U.S. census report, in 2015, 12.8 percent of households in the U.S. were headed by single women, a decrease from 13.1 percent in 2010; in 2015 and in 2010, 11.8 percent of households were headed by single women in Missouri; in 2015, 9.9 percent of households were headed by single women in Kansas, a decrease from 10.5 percent in 2010.⁴⁴ Figure 5 summarizes these changes.

**Figure 5. Female householder, no husband present, in percent:
2010,2014,2015**

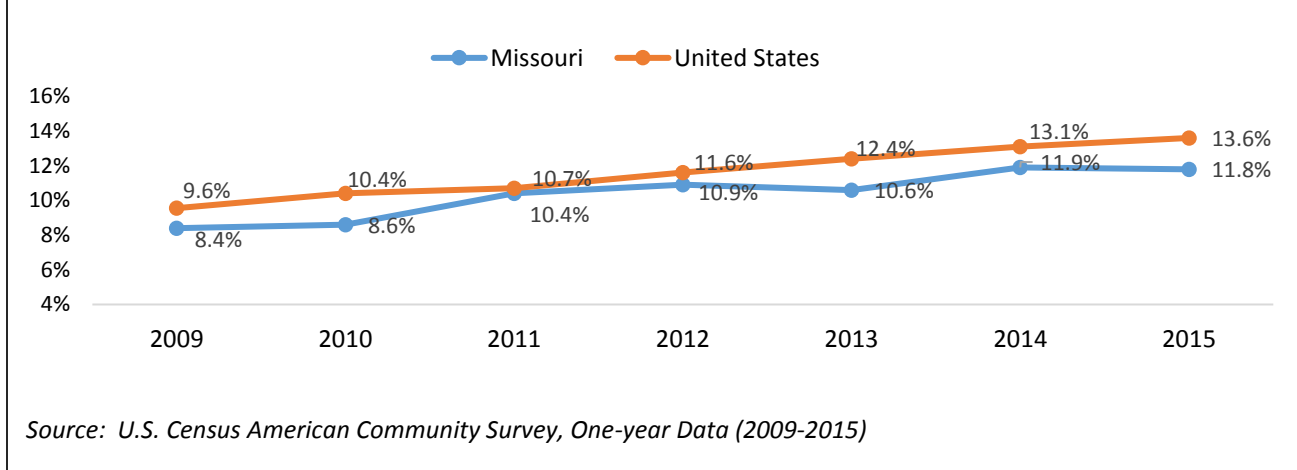


Source: Missouri Census Data Center. (2016). ACS Profiles

VETERANS, WOMEN VETERANS, AND VETERAN FAMILIES

The proportion of women among veterans is growing. In 2015, 11.8 percent of veterans were women, whereas in 2009, 8.4 percent of veterans were women in Missouri and in the U.S., see Figure 6. In 2015, there were 206,999 veterans aged 18-64 in Missouri, and among them 24,403 were women veterans and 182,596 men.

Figure 6. Percentage of Women Veterans among All Veterans, 2009 -2015



Source: U.S. Census American Community Survey, One-year Data (2009-2015)

Overall, veterans had a higher median income than the civilian counterparts, for both men and women. In 2015, according to the U.S. Census report, in Missouri, male veterans' median income was \$34,535 and women veterans' median income was \$32,048, whereas median income of male nonveterans was \$32,811 and women nonveterans was \$21,708.⁴⁵ Missouri was doing better than the rest of the nation in the gender gap in income among veterans in 2015. In 2015, the ratio of median income between male and women veterans was 93 percent in Missouri and 83 percent in the U.S.⁴⁶

Veterans face unique obstacles in their efforts to transition back to the civilian workforce. In fact, as many as 60 percent of veterans report they have a difficult transition back to civilian life and many name "finding a job" as the greatest challenge.⁴⁷ Efforts are in place across the country to help ease the transition. The Department of Defense has established the Military Credentialing and Licensing Task Force to assist former service members with obtaining occupational licenses.⁴⁸ Supporting veterans as they seek occupational licensing and employment could help ease some of the challenges of transition.

In 2014, among active duty military personnel, 52 percent were married.⁴⁹ In the same year, on average, overall, service members who do have children have two children, on average.⁵⁰ Challenges and disadvantages accompany spouses of military service members in the United States. Regular interruption of careers and education for military spouses and their children are reported due to their frequent migration and deployment.⁵¹ Often they need to make career and lifestyle adjustments throughout their lives.⁵²

As a result, military spouses earn less and participate less in the labor force than their civilian counterparts.⁵³ A higher education bill that includes the Wartime Veteran's Survivor Grant Program that Governor Jay Nixon signed in June 2016 would help military spouses and children to achieve better education and improve their economic status; the Women's Foundation testified in favor of this particular bill.

The Women's Foundation has also conducted research related to occupational licensing requirements in the state. Missouri and many other states have passed legislation that makes exceptions to the varied reciprocity requirements for occupational licensing for military spouses. In 2011, Missouri passed a bill allowing for "courtesy professional licenses for nonresident military spouses." This law allows the nonresident spouse of any active duty member of the military to practice his/her profession in the state of Missouri by obtaining a temporary courtesy license. A temporary courtesy license is valid for 180 days and can be extended for up to one year.

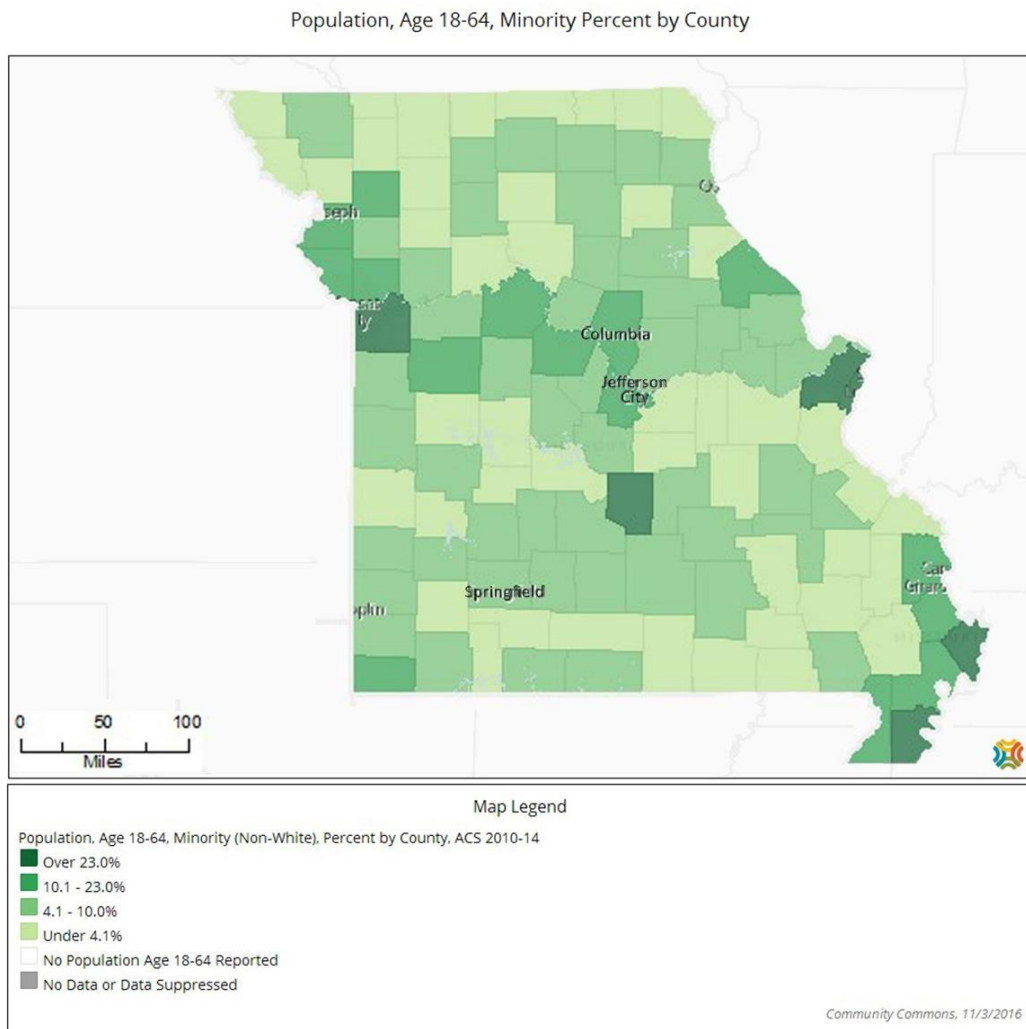
For active duty military in Missouri, professional license holders do not have to attend continuing education or training to maintain the license or certification during the time of active duty. License holders also do not have to retake any training or education upon returning back from military service in Missouri.

DEMOGRAPHIC CONCENTRATION

The following section provides data related to the geographic concentration of demographics and characteristics in Missouri.

Minority Distribution across Missouri

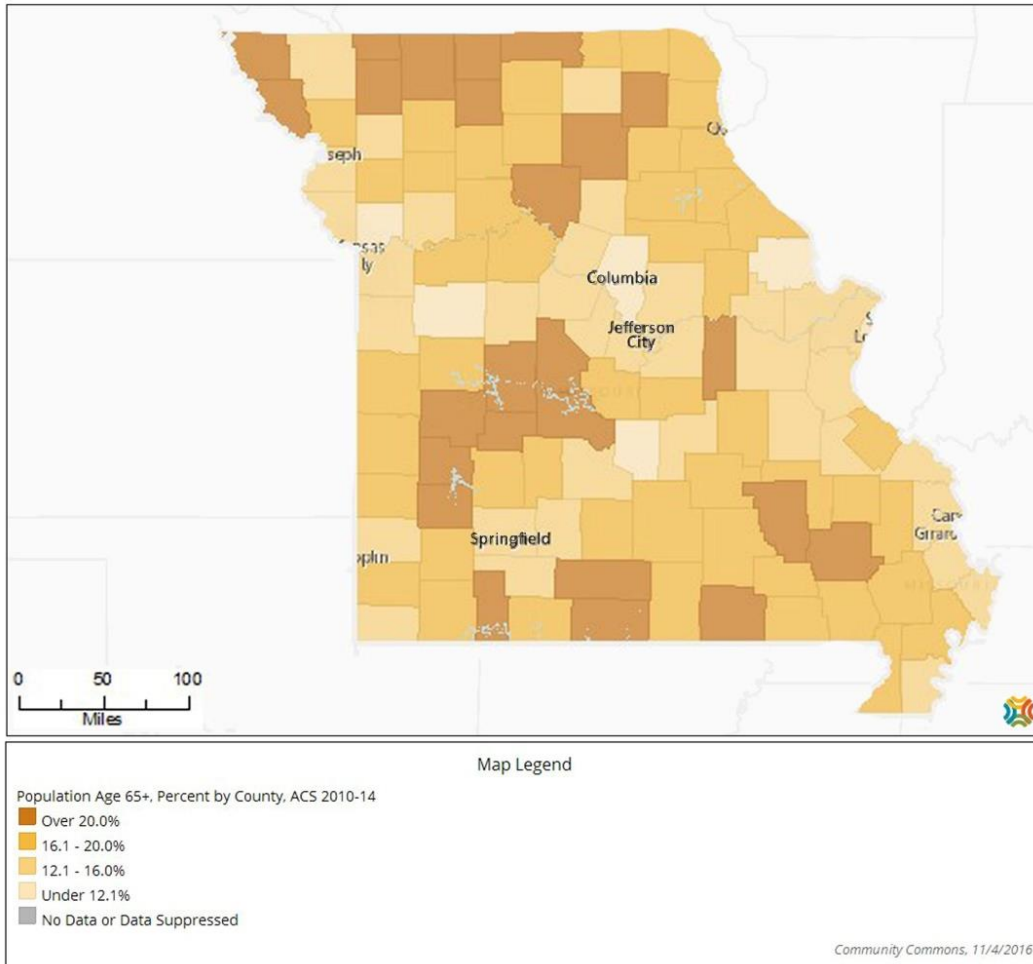
The figure below presents the concentration of minority populations in Missouri. Among all counties in Missouri, minorities are represented at the greatest proportion in Jackson, Pulaski, Pemiscot, Mississippi, and St. Louis Counties, where minority individuals aged 18-64 account for 23 percent or more of the population.



Age 65 and Older

Some counties in Missouri have a greater concentration of seniors, such as Atchison, Holt, Worth, Gentry, Harrison, Mercer, Grundy, Putnam, Charleston, Macon, and Knox Counties in the North, counties in the central part of the state, and in the South – namely, Stone, Douglas, Ozark, Oregon, Reynolds, and Wayne Counties. In these counties, seniors (age 65 and older) make up more than 20 percent of residents.

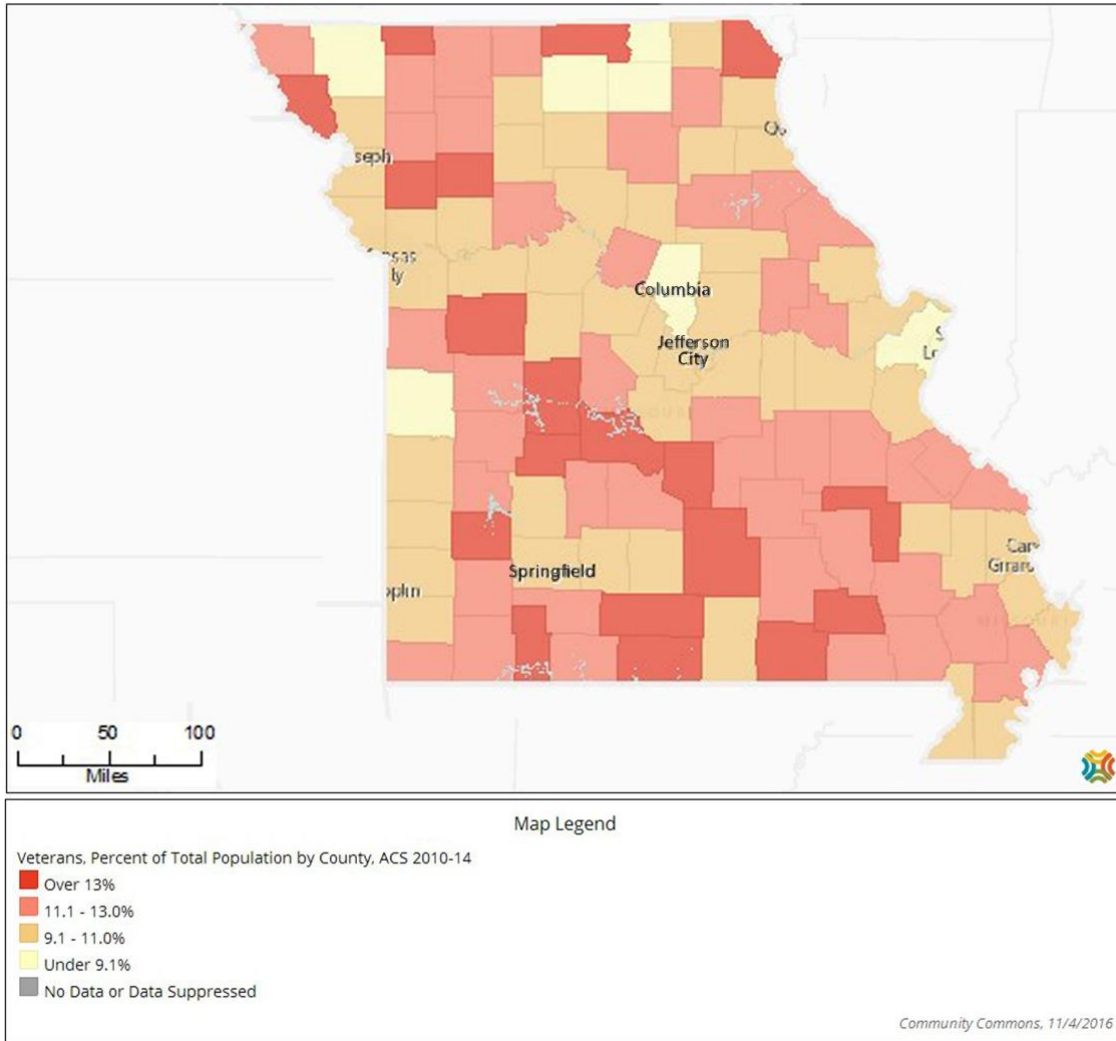
Population Age 65 , Percent by County, ACS 2010-14



Distribution of Veterans:

The figure below shows the concentration of veterans in Missouri; veterans account for as much as 13 percent of the general population in some counties. Veterans are concentrated in the Southern part of the state, particularly near the military base at Fort Leonard Wood.

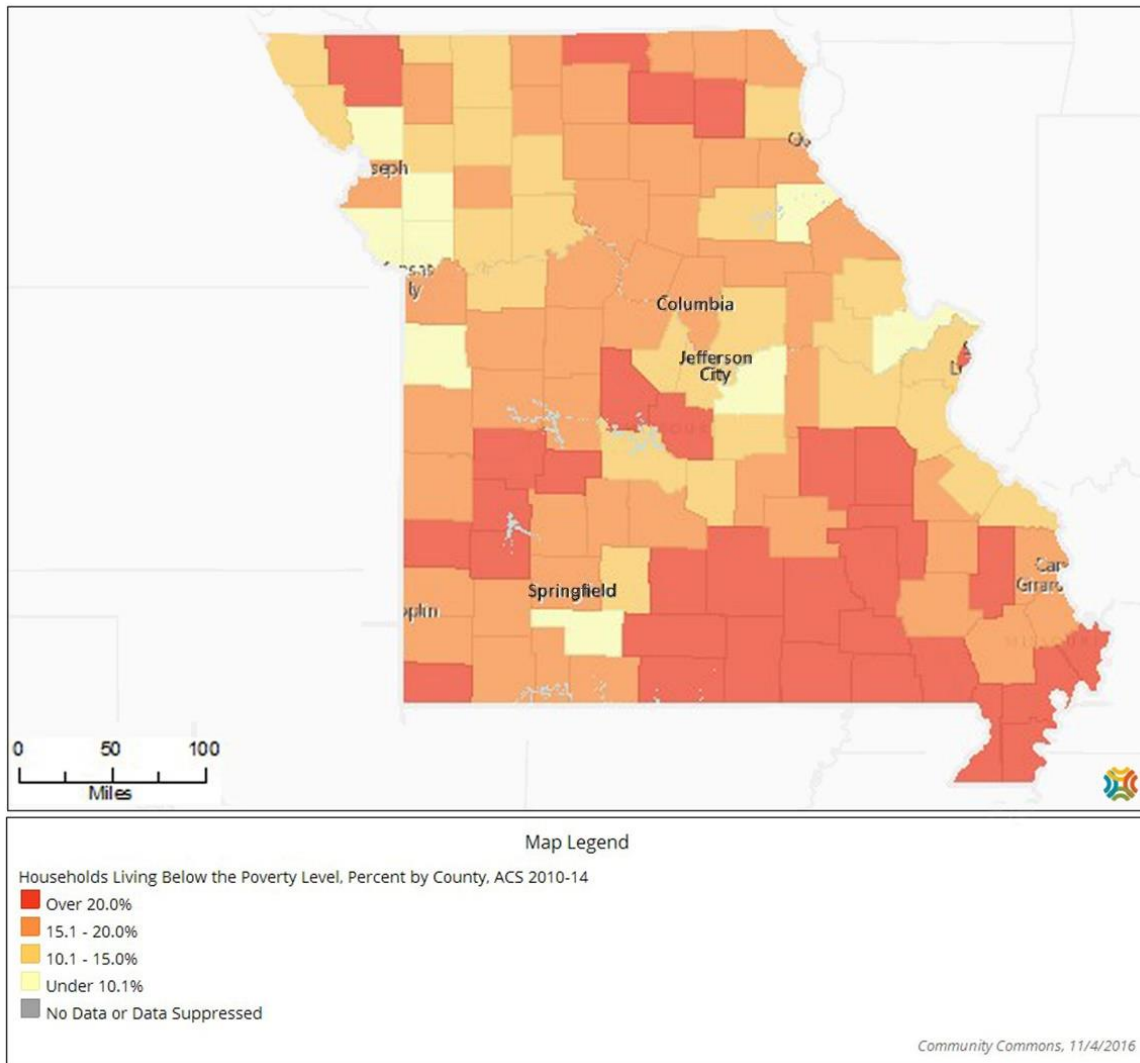
Veterans, Percent of Total Population by County, ACS 2010-14



Poverty

Poverty is prevalent in South Central Missouri and in rural areas of South East Missouri. The figure below displays the concentration of poverty throughout the state.

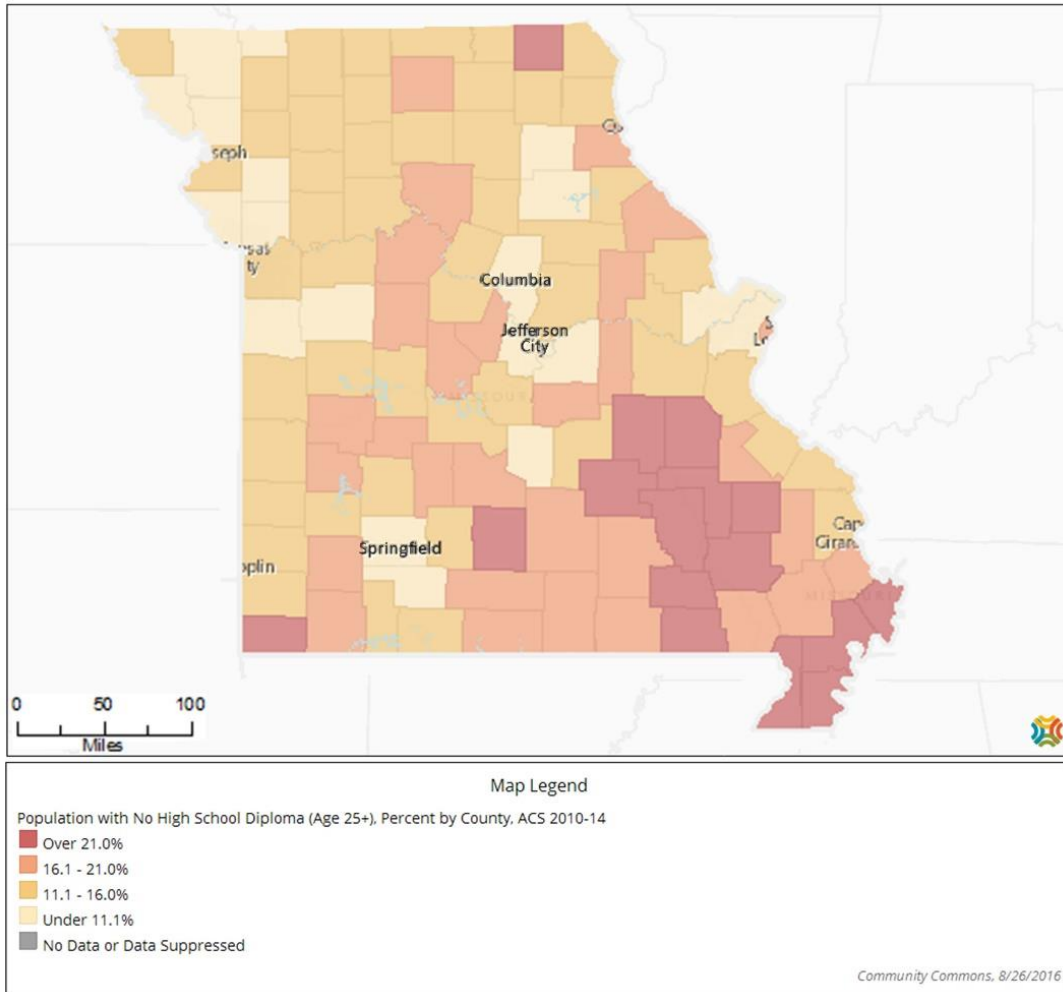
Households Living Below the Poverty Level, Percent by County, ACS 2010-14



No High School Diploma

The highest concentration of people without high school diplomas were in Southern Missouri, especially Crawford, Washington, Dent, Reynolds, Iron, Madison, Wayne, Carter, Ripley, Dunkin, Pemiscot, New Madrid, and Mississippi Counties.

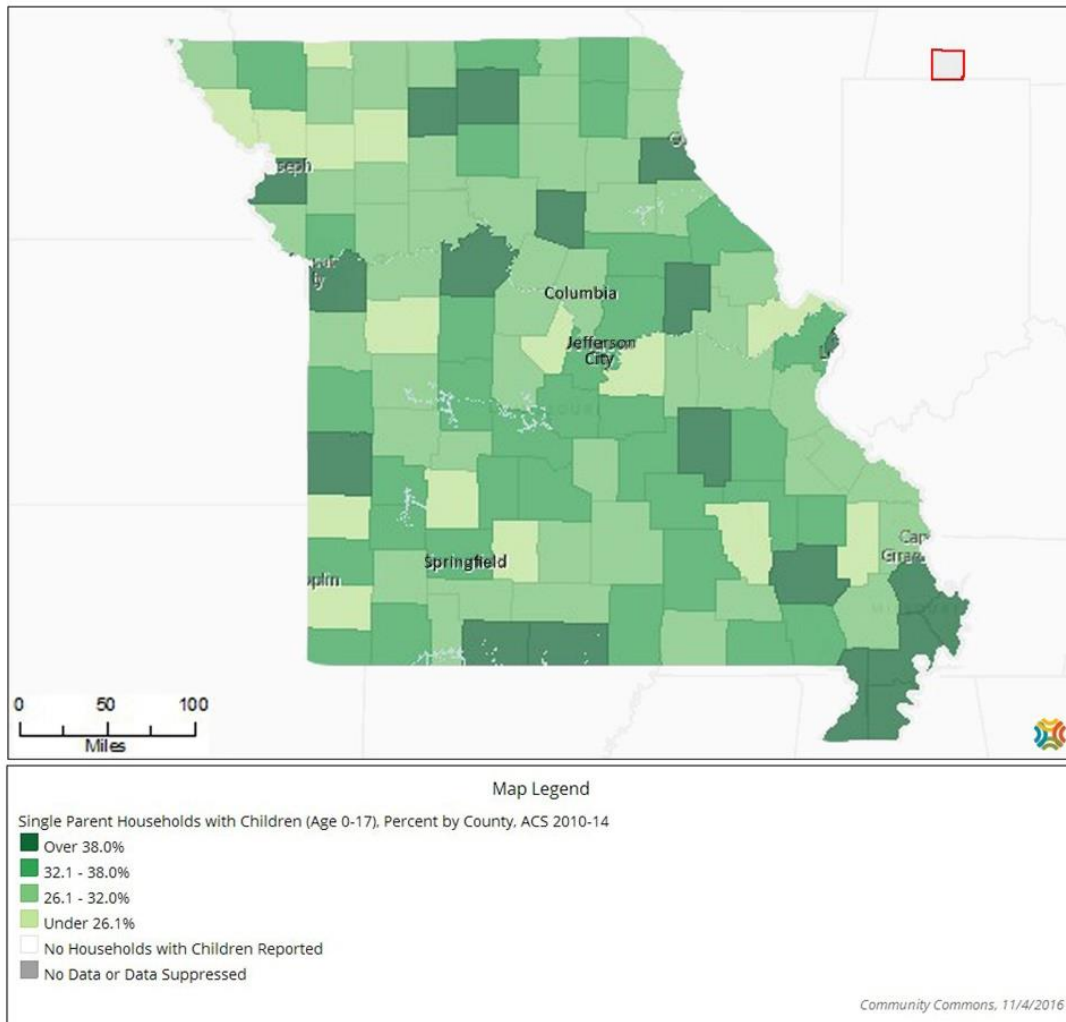
Percent Population with No High School Diploma in Missouri



Single Parents with Children

Counties with the greatest percentage of children growing up with a single parent were clustered in the South East area of the state – namely, in Dunklin, Pemiscot, New Madrid, and Mississippi Counties.

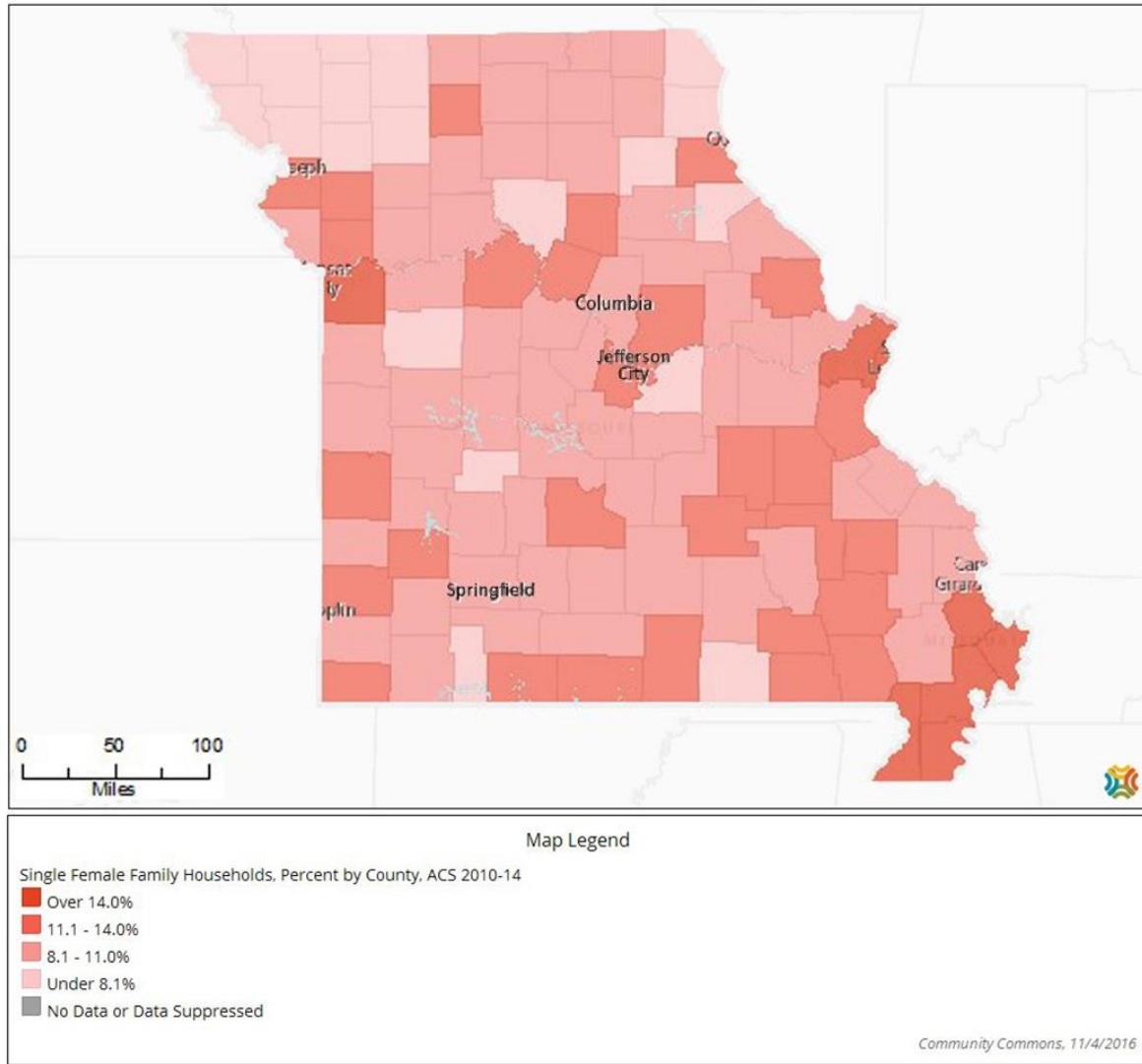
Single parent households with Children (Age 0-17), Percent by County, ACS 2010-14



Single Female Family Households

Counties with the greatest percentage of single-female-headed households were clustered in the “Bootheel” area in South Eastern Missouri – especially in Dunklin, Pemiscot, New Madrid, and Mississippi Counties.

Single Female Family Households, Percent by County, ACS 2010-14



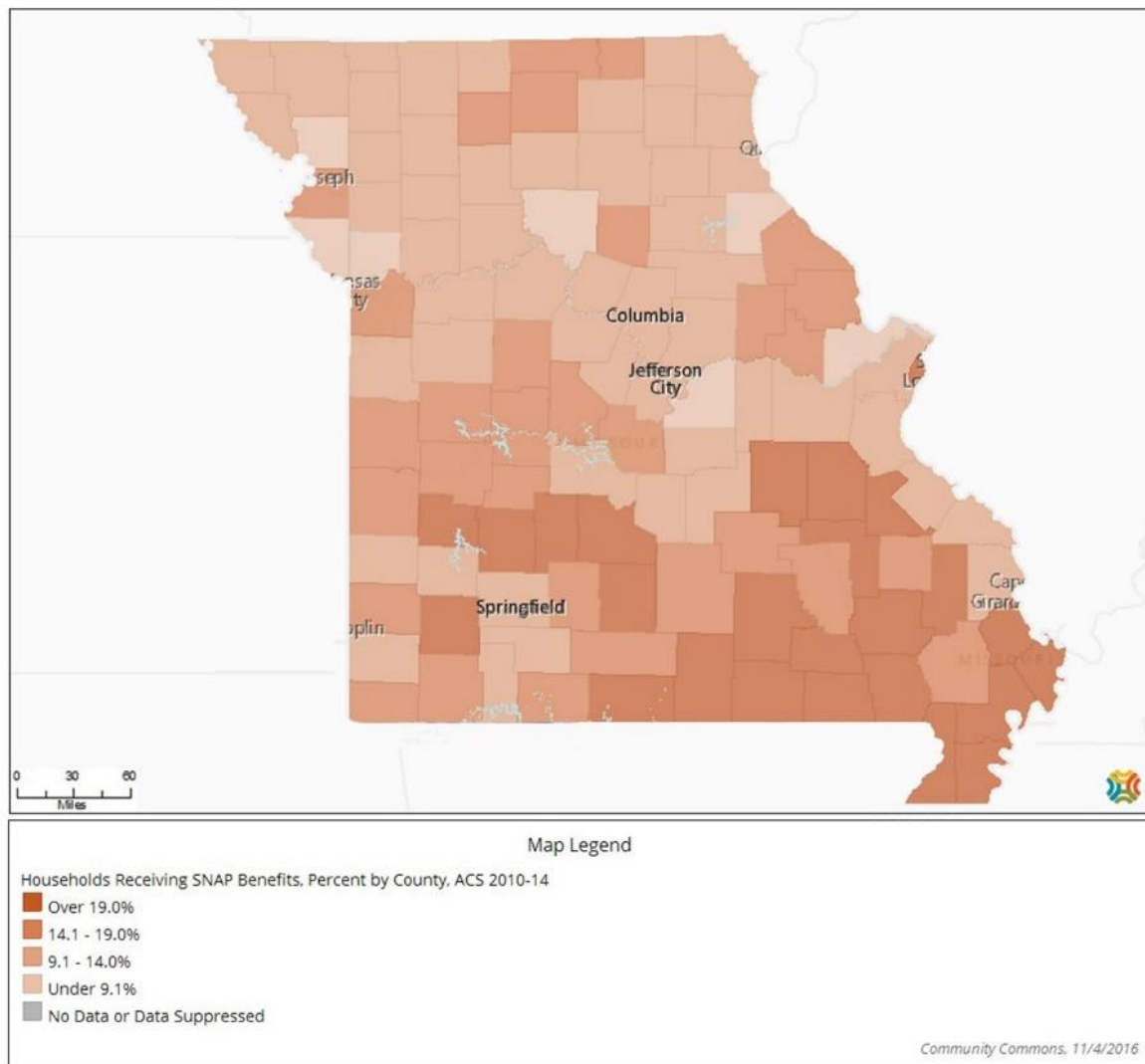
SOCIAL ASSISTANCE PROGRAMS

There are programs designed to assist families that are struggling with poverty. A brief description of some social service assistance programs can be found here, more in depth information is provided throughout this report.

The Supplemental Nutritional Assistance Program (SNAP) eligibilities are determined by Federal Regulations regarding gross and net income limits for all household members. The eligibility guideline for Missouri can be found in this link: <https://dss.mo.gov/fsd/food-assistance/food-stamp-program/income-limits.htm>

SNAP beneficiaries are highly concentrated in the rural areas of southeast Missouri. Among Missouri SNAP recipients in 2014, 25.2 percent were single adults with children.⁵⁴

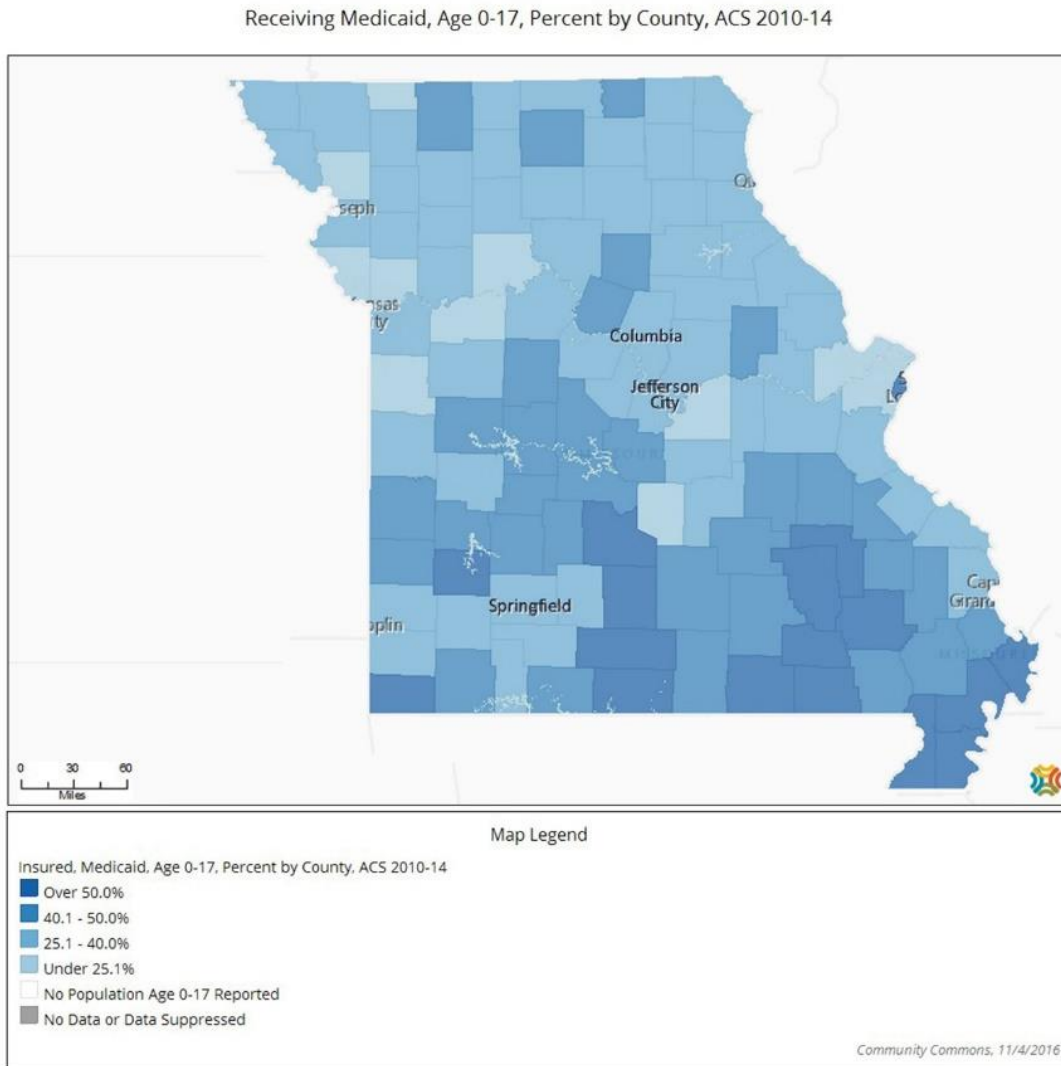
Housholds Receiving SNAP Benefits, Percent by County, ACS 2010-14



Medicaid for Children

MO HealthNet for Kids, the state’s Medicaid program for children, provides comprehensive coverage for eligible children (i.e. uninsured children whose family income up to 300 % Federal Poverty Level).⁵⁵

The highest concentration of MO HealthNet for Kids beneficiaries and public insurance beneficiaries (including Medicaid and Medicare) were concentrated in the South Central and the South East areas of the state, according to Census ACS data from 2010-2014.



PART 2: EMPLOYMENT AND INCOME

INTRODUCTION

Women have made remarkable progress in earnings over the past few decades; but a gender gap in earnings still persists. The women to men earnings ratio had been drastically improved through 1990 and improved at a slower, yet steady rate, in the 1990s.⁵⁶ Since 2000, the rate of improvement has been slower and less constant.⁵⁷ According to the most recent the U.S. Census Bureau report, in 2015, women still earn 20 percent less than men in both Missouri and the broader U.S. – a sign of a persistent gender earnings gap.⁵⁸ Many elements contribute to a comprehensive understanding of women’s employment and earnings. For this research, data were collected on women in the labor force, unemployment, and the wage gap between men and women workers. For the lead indicator, this report also includes data for Kansas to provide additional regional context to the information.

LEAD INDICATOR

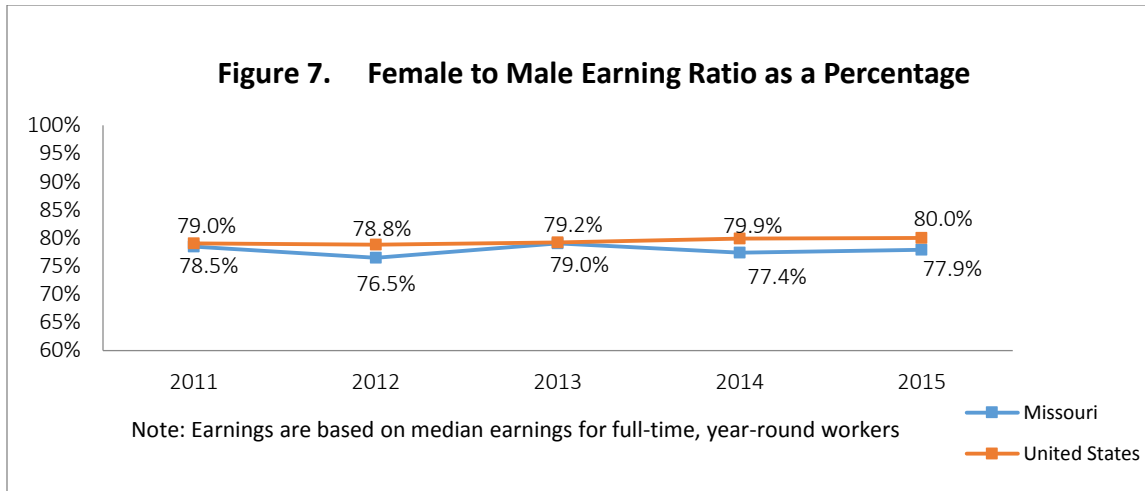
The lead indicator is the earnings gap between men and women. ACS 1-Year Data for 2015 indicates that women who work full-time, year-round, earn 77.9 cents for every dollar earned by men, a gender wage gap of almost 22 percent.⁵⁹ Nationally, women earn 80 cents for every dollar earned by men, a gender wage gap of 20 percent.

EARNINGS

The gender earnings gap is quantified by using an earnings ratio, which measures the gap in earnings between the sexes. According to U.S. Census American Community Survey five-year data from 2010-2014 when data is examined for all workers, women made just 71 cents for every dollar a man made, the same as was reported in 2008-2012.⁶⁰ However, if you isolate full-time, year-round workers, the gap shrinks to 77.64 cents according to 2010-2014 data, up from 76.65 as reported in 2008-2012.⁶¹

In Kansas, according to 2014, 5-year ACS data the median income for male full-time, year-round workers was \$46,426 for women it was \$35,558, a gender ratio gap of 76.59, compared to 76.07 in 2013.⁶²

According to the most recent U.S. Census American Community Survey one-year data, in Missouri, women who work full-time earned 22.1 percent less than male workers in 2015.⁶³ In Missouri, in 2015, the median annual income for women full-time workers is \$35,759, while male full-time workers’ median annual income is \$45,897; the woman to man income ratio is 77.9 percent. Missouri is still comparatively behind in its gender earnings ratio. Nationwide, the gaps stood at 80 percent in 2015. Figure 7 shows the changes in earnings from 2011-2015 looking at ACS one-year data.



Source: U.S. Census American Community Survey, One-Year Data

There are many structural and cultural reasons for this inequality, such as the impact of childrearing⁶⁴ and lower wage rates in women-dominated occupations,⁶⁵ and the lack of effective public policies that can close gender earnings gaps. Some states, such as Massachusetts are attempting to address some earnings gaps by no longer requiring job applicants to disclose their salary history in previous positions.⁶⁶ Persistent occupational segregation is an important factor that contributes to a continuous gender earnings gap. The gender earnings gap continues over a lifetime, from the beginning of employment until retirement. This means that women consequently collect smaller amounts of social security benefits due to years of smaller earnings.⁶⁷

LOCATION MATTERS

There is considerable variation in the earnings ratio between Missouri's larger urban centers compared to its rural areas.⁶⁸ Four counties in Missouri (Camden, Scotland, Cedar, and Miller) have gender earnings ratios higher than 90 percent, while the ratio is as low as 57 percent in three rural counties in the northwest and southeast (Reynolds, Carroll, and Ste. Genevieve). Carroll County continues to have one of the largest earnings gaps. Table 3 shows the top 10 counties and the bottom 10 counties in terms of the gender earnings gap in Missouri. A comprehensive county ranking is provided in Appendix A.

Table 3. Top Ten and Bottom Ten Counties in the Gendered Earnings Ratio in Missouri

Top Ten Counties			Bottom Ten Counties		
County	Gender Earnings Ratio	Rank	County	Gender Earnings Ratio	Rank
Miller	96.2	1	Pemiscot	67.9	106
Cedar	94.1	2	Clark	67.6	107
Scotland	91.7	3	Bates	67.3	108
Camden	91.5	4	Clinton	66.7	109
Mercer	90.5	5	Chariton	64.9	110
Putnam	90.2	6	Montgomery	64.8	111
Wayne	90.1	7	Douglas	61.6	112
Carter	88.9	8	Ste. Genevieve	57.8	113
McDonald	88.6	9	Carroll	57.5	114
Daviess	88.2	10	Reynolds	57.2	115

Source: U.S. Census Bureau, 2010-2014 American Community Survey, Five-Year

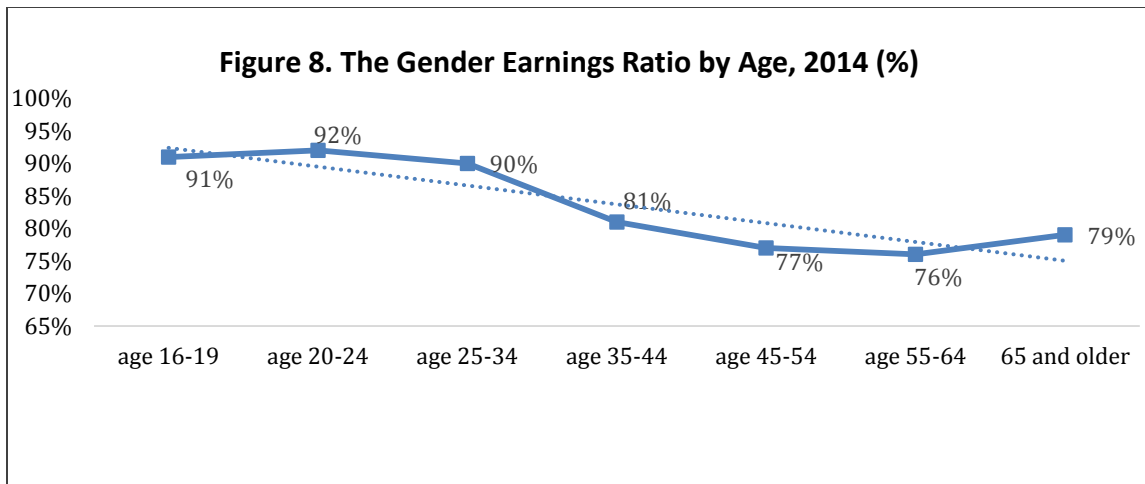
In Missouri, counties with the state’s largest population centers have higher median individual incomes for both men and women according to ACS 2014, 5-year data. In these locations, women are closer to income parity with men. For example, Jefferson City, located in Cole County, and the state capital, has a gender earnings ratio of 85, Jackson County where Kansas City is located has a ratio of 81.7, the City of St. Louis has a ratio of 84.8, and Boone County, where Columbia is located, has a ratio of 84.3.⁶⁹ (Note: this report uses ACS five-year data to increase the number of cases for county level analysis).

Research shows that many complex factors have created this disparity. For example, some traditionally woman-dominated professions, such as caregiving and hospitality, are often associated with lower wages than traditionally male-dominated professions. Also, becoming a parent can have an impact on a woman’s wages.⁷⁰ This is due, in part, to the number of women who leave the workforce or reduce their work hours to meet their caregiving responsibilities. The gap is also due to employers being less likely to hire women with children and more likely to pay lower salaries to those mothers who are hired.⁷¹ Generally, men who become parents do not experience a similar pay penalty.⁷²

Variable factors such as these, however, do not provide a full explanation for pay disparities between men and women. While educational attainment, career fields, and personal choices can contribute to some income differences between men and women, studies which control for divergent life paths have found that, all things being equal, women still are paid less than men for the same work.⁷³ With few exceptions, this income gap persists across all age, racial and ethnic groups.⁷⁴

EARNINGS BY AGE

The gender earnings gap starts early. It is evident before college and immediately following college graduation. The gender earnings gap gets worse over a woman’s lifetime: while women earn 91 percent of what men do following the completion of a high school diploma and 92 percent of what men do immediately after graduating college, the gender earnings gap expands until women reach the retirement age of 65.⁷⁵ As Figure 8 shows, the earnings gap increases most noticeably between the ages of 25 and 44, which, for many women, directly overlaps with the introduction of child care responsibilities for children under 18 years old.



Source: U.S. Census Bureau, Current Population Survey 2014

Women’s increased education and workforce share have narrowed the wage gap, however, women still earn significantly less than men today. Not only does the gender gap still exist, but it also gets wider as women age. This reflects institutional barriers throughout the course of a woman’s life. Younger women (20-24 years old) are closer to pay equity and earn 92 percent of men’s earnings whereas older women (55-64 years old) earn just 76 percent of men’s for full-time work. The increasing gender gap as women get older is the consequence of unequal responsibilities, child care costs, elder care responsibilities and institutionalized gender discrimination in women’s life cycles. Institutionalized gender discrimination refers to the unjust or unequal treatment of a group by society, usually experienced in discriminatory practices, policies, or laws.⁷⁶ Today, when a young woman gets a job right after college, she earns close to a young man in the same position, but after about 30 years of life, in her mid-50s, she makes about 76 cents for every dollar earned by a man.⁷⁷

EMPLOYMENT AND OCCUPATION

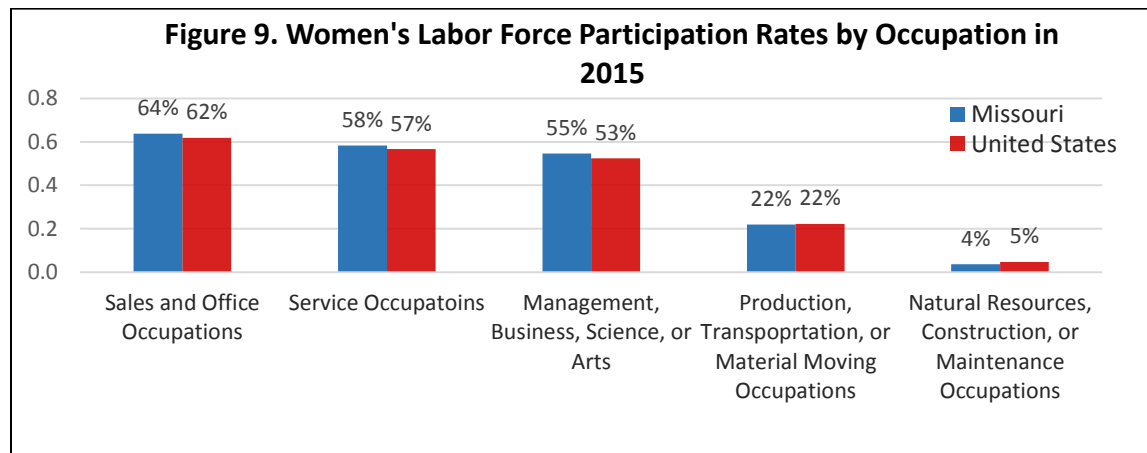
Today, statistically, women participate in the labor force at almost the same rate as men do. Both in Missouri and in the U. S. Women’s employment increased to 47 percent in the U.S. and reached 48.4 percent of total employment in 2014.⁷⁸

In 2015, according to the Bureau of Labor Statistics, in the U.S., 18.4 percent of workers are employed part-time, showing a decline from 18.9 percent in 2014 and 19.2 percent in 2013. Most of these part-time workers (64 percent) are women. The percentage of women part-time workers is essentially unchanged from both 2013 and 2014.⁷⁹

The majority (70 percent) of women in the U.S. who have children under the age of 18 are in the paid labor force, but mothers with younger children under three years old are less likely to participate in the labor force than mothers with older children age 6-17 years (61 percent versus 74 percent). In other words, women with very young children are less likely to work outside of the home. Approximately 94 percent of men with children younger than three years of age work outside of the home.⁸⁰

Most of Missouri’s women workers are employed in business, services, and sales occupations, with fewer working in production, transportation, or construction jobs. As a percentage of all workers, the

majority of sales, office, and service jobs are held by women closely reflecting the situation nationally, as seen in Figure 9.⁸¹



Source: American Community Survey 2015, 1-Year Data

Within occupations and industries the magnitude of the gender wage gap can vary significantly. For example, Bureau of Labor Statistic data from 2014 found relatively small gaps in community and social service occupations, arts, design, entertainment, sports and media occupations. However, larger gaps were seen in legal occupations, management, and business and financial operations occupations.⁸²

Some studies have found that there is a “gender effect” on occupations. Using U.S. Census data from 1950 to 2000 researchers found that when women moved into occupations in large numbers, those job began paying less, even after controlling for education, work experience, skills, race and geography.⁸³

EARNING DIFFERENCES BY RACE AND GENDER

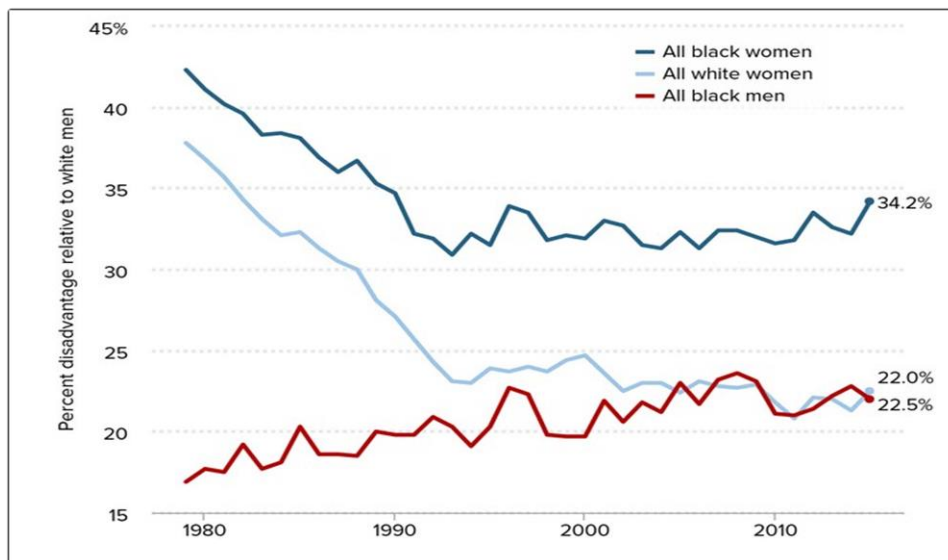
The gender pay gap is noticeably larger for black women than white women. Based on Bureau of Labor Statistics data, in 2014, black women earned 11 percent less than black men but 47 percent less than white men, meaning they make 53 cents per every dollar that white men earn.⁸⁴ In Missouri in 2015, the findings were similar with black women and Hispanic women making only 66.7 percent of what white men make.⁸⁵ Asian women’s earnings are much closer to white men at 95.6 percent.⁸⁶

In addition, the unemployment rate for women of color remains higher than the rate for white women. Also black women and men have higher levels of unemployment than whites. According to unemployment data from the U.S. Bureau of Labor Statistics (BLS), in September 2016, the unemployment rate for whites in the U.S. is 4.4 percent, whereas the unemployment rate is 8.3 percent for blacks and 3.9 percent for Asians.⁸⁷

According to a recent report from the Economic Policy Institute (September 2016), the black-white wage gap is now the widest it has been since 1979.⁸⁸ Figure 10 shows this persistent racial and gender earnings gap. Black women make just 65.8 percent of what white men make. White women and black men make about the same, white women earned 78 percent and black men made 77.5 percent compared to white men in 2015.⁸⁹ Large racial and gender wage gaps persist, even though they have improved to some extent over the years. According to a survey from the Pew Research Center conducted in May 2016, about two-thirds (64 percent) of blacks stated that blacks in the U.S. are overall

treated less fairly than whites in the workplace; 22 percent of whites agree with that sentiment.⁹⁰ To improve the situation, workplace environments aim to enhance diversity awareness, and some employers implement trainings to improve awareness of discrimination based on race and gender. Examples include the Government-wide Inclusive Diversity Strategic Plan produced in 2016 by the Office of Personnel Management with directives on how to cultivate diversity in the workplace.⁹¹

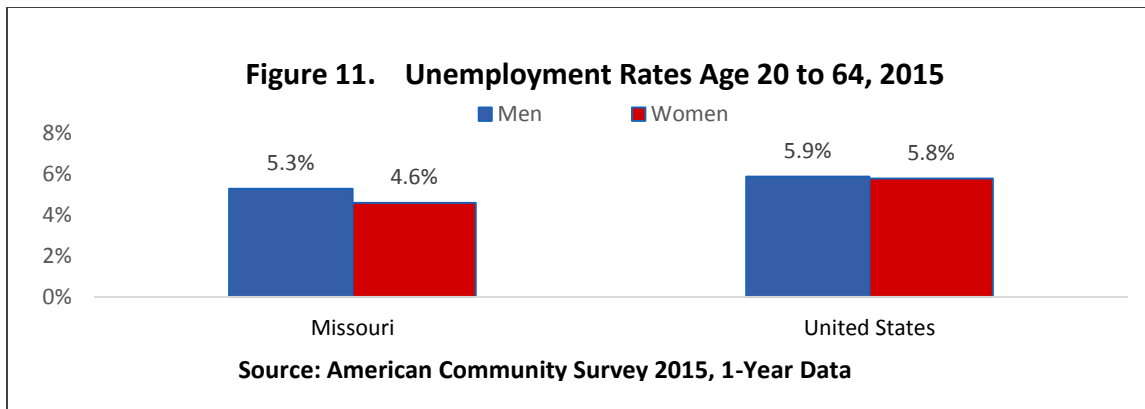
Figure 10. The Earnings Gaps Relative to White Men by Race and Gender, 1979-2015



Source: Economic Policy Institute Analysis of Current Population Survey. September 2016. [“Black-white wage gaps expand with rising wage inequality”](#) Figure 3, p. 14.

UNEMPLOYMENT

The unemployment rate declined for both men and women in the U.S. from 2013 to 2015.⁹² However, men and women in Missouri both have lower unemployment rates than national unemployment rates, see Figure 11. People with jobs are employed, people who are jobless, looking for a job, and available for work are unemployed, regardless of full-time or part-time status.⁹³ Women in Missouri are less likely to be unemployed than men, as the unemployment rate of women is 4.6 percent, whereas it is 5.3 percent for men in 2015 based on the Census Bureau ACS 2015, 1-year report. According to another major Census Bureau survey, Current Population Survey 2015, the unemployment rate of women is 4.9 percent, whereas it is 5.1 percent for men in 2015.⁹⁴ Both survey reported almost the same rates. From 2013 to 2015 the unemployment rate for women dropped slightly more (2.2 percent between 2013 and 2014) than the unemployment rate for men (2.0 percent). In 2015, unemployment rates in the United States also showed significant decline for both men and women. Between 2013 and 2015, the unemployment rate for men decreased from 8.0 percent to 5.9 percent,⁹⁵ while the unemployment rate for women similarly declined from 7.7 percent to 5.8 percent.⁹⁶



Source:

Source: American Community Survey 2015, 1-Year Data

CONCLUSIONS AND POLICY CONSIDERATIONS

Over the last few decades, American women have made steady improvement in their status in earnings and employment. However, women today still earn less than men in both Missouri and in the broader U.S. – a sign of a persistent gender earnings gap. There are initiatives that can have an impact on earnings and employment for women.

Job Creation

Programs and measures could be adopted to encourage job creation that focuses on the needs of women. According to a study by Wider Opportunities for Women, suggested measures include: providing refundable tax credits for new nonprofit jobs, reserving jobs for women in the state and local government and community colleges, employing women more in the country’s infrastructure and the green economy sectors, providing stipends and subsidized wages for young women and adults while they develop job skills in high-growth sectors, and promoting and encouraging self-employment, entrepreneurships and small business development for women.⁹⁷

Gender Pay Equity

As highlighted in the *Pay Equity Best Practices Guidelines*, prepared for the Women’s Foundation, there are several best practices which can be implemented by public and private sector employers in Missouri to help move the state toward pay equity for all workers.

Additionally, a range of policy changes could be considered to lift women’s earnings across occupations. Policy considerations include implementing paid family leave, providing more affordable quality child care options, and advocating for flexible work schedules. Recent efforts by the federal, state and local government, such as Missouri Governor Jay Nixon’s Executive Order directing state agencies to implement gender pay equity best practices, can help to narrow this gap. At present, the State of Missouri’s Office of Administration has begun the process of implementing some of the Pay Equity Best Practices Guidelines for state employees, as instructed by Governor Jay Nixon following Executive Order 15-09 that he issued in December 2015. This work includes, but is not limited to, exploring with department leaders on how to best collect data related to pay equity, evaluating the current compensation system, and ensuring transparency in compensation policies.⁹⁸

PART 3: EDUCATION AND CHILD CARE

INTRODUCTION

For this analysis of education and child care in Missouri, data were collected on educational attainment, access to accredited child care centers, diaper need, paid family medical leave, and grandparents as caregivers.

LEAD INDICATOR

The lead indicator for this section is the number and distribution of accredited child care centers. In Missouri, 38 percent of counties do not have an accredited child care center.⁹⁹ Most of the state's accredited centers are located in Boone, Jackson, and St. Louis Counties. Currently, Missouri does not have a child care quality rating system and accreditation is voluntary in the state.

ACCESS TO ACCREDITED CHILD CARE CENTERS

Families from rural and urban settings, and across all socioeconomic levels rely on child care. Child care services have increased the ability of women to enter and remain in the labor force. However, many families are faced with difficult child care decisions due to a lack of information. Missouri is the only state without a quality rating and improvement system in place (QRIS), which would provide systems with comprehensive standards and resources.¹⁰⁰ Therefore, Missouri parents, as consumers of child care, do not have systematic quality related information to help make decisions.

In June 2016, Governor Nixon signed into law SB638, which ended Missouri's ban on quality rating systems and facilitates the creation of systems for assessing the efficacy of early childhood education programs.¹⁰¹ A state-wide QRIS would implement standards for child-care centers across the state so that no matter where a parent or caregiver lives or moves within Missouri, they will be able to judge centers by the same quality standards.¹⁰² Furthermore, with state-wide standards, public officials will be able to identify gaps in child care and early education services throughout the state.¹⁰³

Until a quality rating system is in place, this report uses accreditation status as an alternate indicator of quality child care. The state of Missouri provides licenses for family child homes and child care centers in every corner of the state; but licensure is separate from a quality rating system. After weighing cost and convenience, some parents use accreditation status as a proxy measure for quality. Likewise, child care centers weigh the cost and convenience of entering into the accreditation process because it is voluntary, and it is separate from Missouri licensing requirements. The individual centers take on the significant monetary cost to achieve accreditation status plus fees for annual renewals. These costs are likely passed along to consumers of child care.

Licensing vs. Accreditation

The licensing of child care facilities refers to regulations put in place to ensure quality child care at the state level. These measures are determined and enforced by the state. Accreditation, on the other hand, is a set of regulatory standards laid out by national accreditation groups. Accredited programs meet higher standards for care above licensing requirements.¹⁰⁴

There are three types of licenses available in the state of Missouri:

- Licensed Child Care Center: facility for 20+ children
- Licensed Group Child Care Home: facility for 11-20 children (not related to the person operating the group home). These are located in the home of the operator.
- Licensed Family Child Care Home: operated by an individual in their personal residence for up to 10 children.¹⁰⁵

When licensed child care centers elect into accreditation, they submit to a process which includes outside observation, curriculum validation, examination of the physical environment, and evaluation of the leadership/management of the center. The main accreditation granting bodies in Missouri are: the Missouri Accreditation of Programs for Children and Youth (MOA), the National Association for the Education of Young Children (NAEYC), and the National Association for Family Child Care (NAFCC).

In Missouri, 37 percent of counties are without any accredited child care centers, including three counties (McDonald, Pemiscot, and Scotland) which possess the highest number of children aged 0-4 in 2016. Most of the state’s accredited centers are located in Boone, Jackson, and the St. Louis area. Currently, seven percent of center-based child care programs are nationally accredited and only one percent of family child care homes are accredited.¹⁰⁶

Below in Table 4 are the county rankings on ratios of the availability of licensed child care facilities to the percentage of the population below the age of five years old. Appendix C offers a view of the available licensed daycare spots per children under five in each Missouri county. A comprehensive county ranking table is provided in Appendix D.

Table 4. Top Ten and Bottom Ten Counties, Ratio of Licensed Child Care Facilities to Pop. Below Age 5

Top Ten Counties			Bottom Ten Counties		
County	Ratio	Rank	County	Ratio	Rank
Cole	54.45	1	McDonald	7.59	106
Pike	53.20	2	Phelps	7.55	107
Boone	52.42	3	Schuyler	7.49	108
Jackson	50.83	4	Ozark	6.58	109
Pettis	47.77	5	Maries	6.49	110
Madison	47.06	6	Ray	6.32	111
St. Louis City	45.58	7	Reynolds	5.62	112
Osage	45.58	8	Ralls	3.70	113
Andrew	45.37	9	Daviess	0	114
Nodaway	44.27	10	Shelby	0	114

Source: ACS 2014, 5-Year Data and MO Dept. of Health and Senior Services

Costs of Child Care

According to Child Care Aware of America, in many states the average cost of child care for an infant is higher than a year’s tuition at a four-year public university. Child care in all regions of the U.S. exceed the costs of transportation and average amount that families spend on food.¹⁰⁷ In Missouri, families pay an average of \$168 per week for infants in child care centers and \$108 for infants in home or family care.¹⁰⁸ Annually, families are paying \$5,600 to \$8,700 or more for child care in Missouri.

Beyond the actual costs of placing a child in quality care facilities, there is also a larger economic impact of accessing quality care. Many parents, more than 65%, report that their work schedules are affected by child care challenges an average of 7.5 times a year.¹⁰⁹ These issues can have a significant economic impact on employers and employees.

GRANDPARENTS AS CAREGIVERS

Women's employment, single parent homes, and the high cost of child care have changed the role grandparents have in rearing grandchildren. According to the Census Bureau, in 2015, approximately 2.8 million grandchildren under 18 lived with grandparents who were responsible for their care.¹¹⁰ In Missouri, about 58,000 grandchildren live with grandparents as their caregiver.¹¹¹

Grandparents account for 1 out of every 24 caretakers in the United States. One out of five grandparents raising grandchildren is living below the poverty line.¹¹² In Missouri, it appears grandparent care of this type is more common in rural areas and in high poverty areas. The Bootheel region sees rates as high as 7.1 percent while other rural counties, from all regions of the state, lie well above the Missouri average of 4.23 percent.¹¹³

WORK-LIFE POLICIES AND ECONOMIC IMPACTS

In 2003, the Families and Work Institute (FWI) launched the project When Work Works, with the intention to research and shed light on policies that improve effectiveness in the workplace and provide flexibility for families.¹¹⁴ The Women's Foundation has partnered with the Society of Human Resource Management of Greater Kansas City and Mayor Sly James to spearhead the initiative in Kansas City.¹¹⁵

When private and public employers provide options for families, they not only improve the lives of women and men, but they boost the economy as well. Policies such as flex-time and paid sick leave improve work-life balance while also increasing the labor supply in the job market and maintaining a competitive workforce in the state and the country.¹¹⁶

Paid Family Leave Policies

Paid Family Leave refers to programs where a portion of the employee's wages are paid if he or she takes leave from work for the birth or adoption of a child or to care for an ill or injured family member. The United States does not have a nationwide program for paid family leave, unlike most developed nations.¹¹⁷ Currently, only four states in the U.S. have programs for paid family leave. Employees who utilize paid family leave only have a percentage of their wages replaced during their absence. The amount of wage replacement a person is paid varies from 50-66 percent for four to eight weeks.

There is strong evidence that indicates paid family leave programs can have a positive impact on the health and well-being of families. Benefits include increased rates of breastfeeding and decreased rates of depression for new mothers.^{118,119} The economic impact of paid leave on families includes increased wage replacement for employees utilizing paid leave and an increased likelihood that women will still be working 9 to 12 months after the birth of a child.^{120,121}

Research shows that paid family leave policies had a "positive effect" or "no noticeable effect" on productivity, profitability, turnover, and employee morale.¹²² Missouri has made some attempts to address the need for paid family leave and in 2016, several bills were introduced but none have made

progress in the legislature. More information on paid family leave policies is available in the policy brief *Paid Family Leave Policies: Overview and Impact*, produced for the Women’s Foundation by the Institute of Public Policy in October 2016.

DIAPER NEED

Diaper need is defined as a lack of a sufficient supply of diapers to keep a baby clean, dry and healthy.¹²³ In the United States, 1 in 3 families report experiencing diaper need.¹²⁴ Census data reports from 2015 indicate there are 299,094 Missouri children within the age range of 0-3 resulting in approximately 100,000 Missouri children experiencing diaper need.¹²⁵

According to the National Diaper Bank Network, diaper need affects the physical, mental and economic well-being of children and parents.¹²⁶ Diapers that are not properly changed or handled can have a serious adverse health impact. These health impacts can result in certain illnesses and ailments spreading more quickly. Not properly changing a child’s diaper can result in health issues, which can include diaper rash, yeast infection, staph infection, Escherichia coli (E.coli), or Shigellosis.¹²⁷

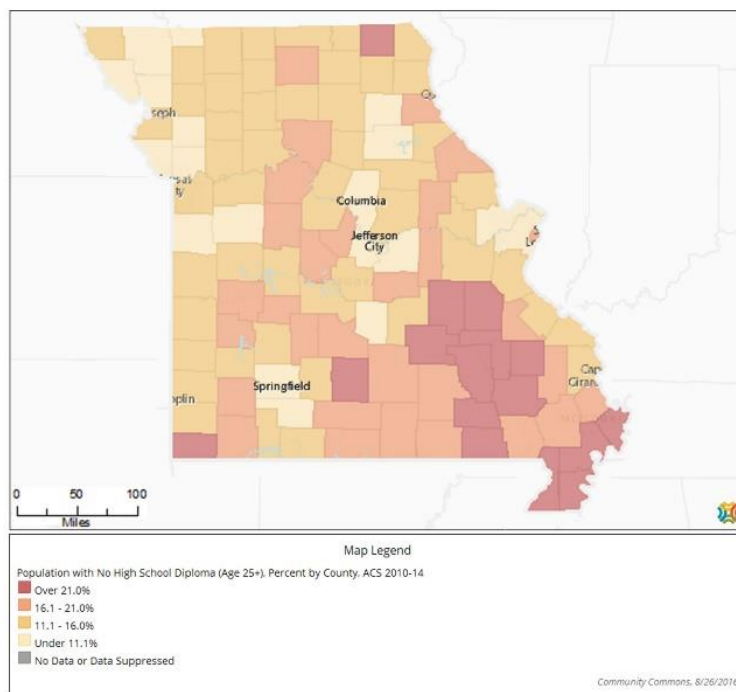
Another issue that exacerbates diaper need for working families is the requirement by child care facilities that families provide or be charged for a week’s supply of diapers.¹²⁸ This requirement can be prohibitive to low income families who use child care when looking for employment. More information on diaper need is available in the policy brief *Policy Options for Diaper Affordability in Missouri*, produced for the Women’s Foundation by the Institute of Public Policy in November 2016.

EDUCATIONAL ATTAINMENT

Educational attainment is important for women in Missouri and the world. Data has consistently shown that education, specifically two- and four- year college degree programs, can lift women from poverty, although there are barriers.¹²⁹ Education is not just critical to earning an income, but it also affects women’s daily lives.

Women lacking a high school diploma remains a critical issue in Missouri, although the percentage of women without high school diploma is lower in Missouri than the national average. According to one-year 2015 data from the American Community Survey, 10.3 percent of Missouri women 25 years old or older do not have a high school degree, which is better than the U.S. as a whole at 12.2 percent.¹³⁰ This number has shown slight improvement since 2014 when the rate was 10.6 percent.¹³¹ The worst performing area in Missouri is the Bootheel region, as seen in the map.

Percent Population with No High School Diploma in Missouri



CONCLUSION AND POLICY CONSIDERATIONS

Educational attainment is a predictor of women’s ability to materially and financially provide for herself and her family. Continued support for advanced educational obtainment will provide women and their families with financial opportunity and security.

Child care is extensively utilized by families in Missouri and the U.S., but the cost of child care and associated costs such as diapers, can be large financial barriers to families. Policies and practices such as paid family leave that are designed to help address the needs of working families could have a positive impact in Missouri.

PART 4: HEALTH

INTRODUCTION

This report uses data from births, infant mortality and birth weights, cancer screenings and incidences of cancer, morbidity and mortality, domestic violence, and access to health insurance. Collectively, these data help describe the status of women in terms of health to present an overview of health trends as well as a discussion on current health status. For the lead indicator, this report also includes data for Kansas to provide additional regional context to the information.

LEAD INDICATOR

The lead indicator of this section is the proportion of Missourians without health care coverage. According to ACS 2015 one-year data, in 2015, 9.8 percent of Missourians were without health insurance, which is slightly higher than the national rate of 9.4 percent.¹³² About 30 million people are uninsured in the U.S.¹³³ In 2015, in Kansas, 9.1 percent of residents were without health insurance.¹³⁴

In the previous report ACS 5-year data from 2008-2012 indicated that 13.1 percent of Missourian did not have health insurance.¹³⁵ The most current ACS 5-year data from 2010-2014 indicates 12.9 percent of Missourians of all ages and 15 percent of Missourians age 65 and under do not have health insurance.¹³⁶

ACCESS TO HEALTH INSURANCE

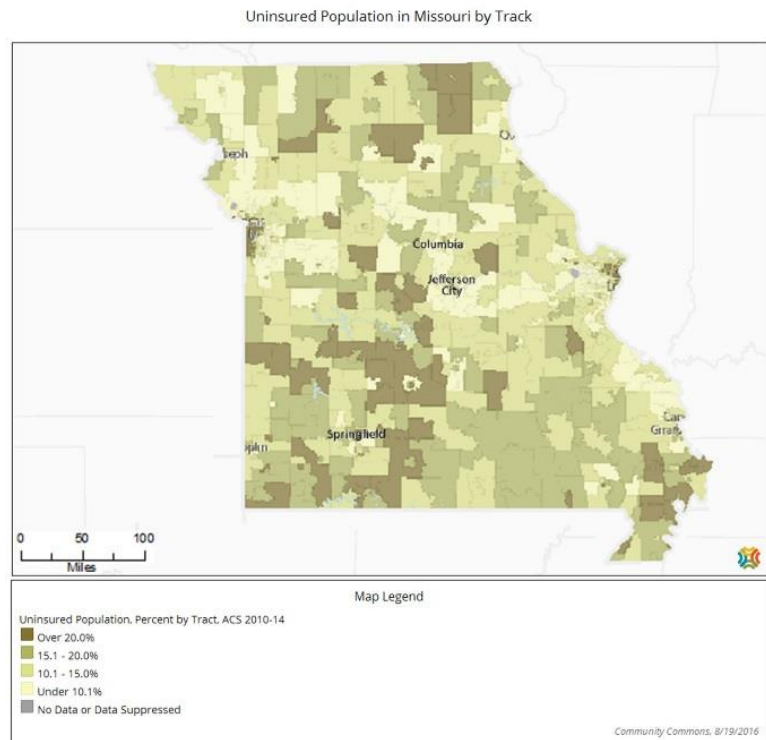
Access to quality health care is critical to the well-being of women and their families. For those who cannot obtain affordable healthcare through their employer, the lack of access to preventative care, mental health services, and emergency care is a major barrier to quality childrearing, education, and employment, as well as a threat to their financial security.

According to ACS 5-year data from 2010-2014, there are 33 counties in Missouri where more than one-fifth of the population is uninsured.¹³⁷ The lowest ranking is Scotland County, where 39 percent of residents do not have health insurance.¹³⁸

Medicaid expansion would lead to a substantial improvement in the health status of low-income women, particularly in those parts of the state experiencing the greatest economic hardship. Forty-seven percent of uninsured nonelderly adults are women.¹³⁹ In 2016, 6.8 million women and girls selected healthcare plans through the Health Insurance Marketplaces.¹⁴⁰

Health Insurance Coverage

Access to affordable healthcare correlates to women's health outcomes and quality of life, which can be associated with socioeconomic status. For many women in Missouri, affordable healthcare is an immediate concern. According to the recent U.S. Census report, in 2015, 9.0 percent of women in Missouri were uninsured, a decrease of 3.2 percentage points from 12.2 percent in 2013.¹⁴¹ However, the rate of uninsured women in the broader U.S. went down more sharply by 5 percentage points to 8.3 percent in 2015 from 13.3 in 2013.¹⁴² According to the September 2016 Kaiser report, 74 percent of uninsured people had at least one full-time worker in their family.¹⁴³ In Missouri, in 2015, the percentage of uninsured nonelderly (age 18-64) adults is 13.6 percent.¹⁴⁴ Many uninsured people reported high insurance costs as the primary reason for lacking health insurance.¹⁴⁵



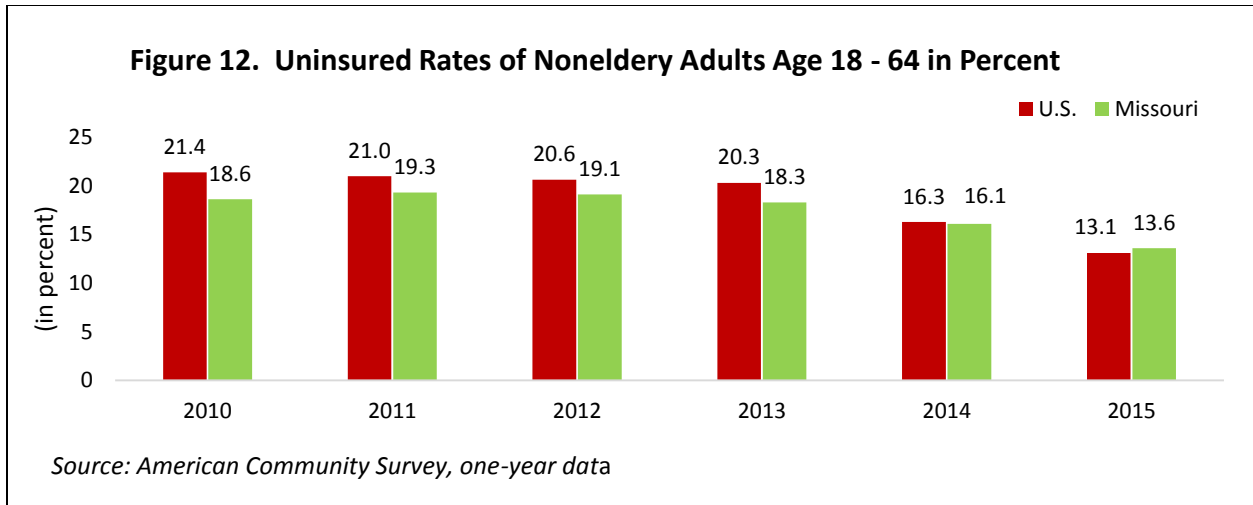


Figure 12 shows the changes in uninsured rates from 2010 to 2015, based on Census reports. In 2015, according to Census ACS 1-year data, the uninsured rate was 13.6 percent in Missouri which is slightly higher than the national average of 13.1 percent. Missouri had a lower uninsured rate than the national average in the last report (2015) with the uninsured rate for Missouri at 13.6 percent, versus 14.8 percent across the U.S. (based on ACS 2012 five-year data). The relative ratio is the same in ACS 2012 – one-year data (Uninsured rates: 15.8 percent in Missouri, 16.9 percent in the U.S.). In order to demonstrate timely dynamic annual changes, in this report, the Institute uses ACS 2015 one-year data to measure dynamic impacts of policies such as Medicaid expansion on the uninsured rate.

The Affordable Care Act of 2010 expanded healthcare coverage to Missouri individuals and families. According to the enrollment report by the Missouri Department of Health & Human Services, during the 2016 Open Enrollment period (11-1-15 to 2-1-16), a total of 290,201 Missourians (54 percent of whom were women) enrolled in the program through a Federally-Facilitated Marketplace (FFM). The 2016 enrollment data in Missouri represent an increase from 152,335 in March, 2014.¹⁴⁶

Location Matters

Medicaid expansion was fully implemented in January, 2014 as an option to states to increase healthcare coverage. Missouri is one of 19 states that have not expanded Medicaid. There are pockets of Missouri in which uninsured individuals are highly concentrated. Thirty-three Missouri counties have an uninsured population of more than 20 percent, and in eight counties (Dallas, Cedar, Daviess, Hickory, Knox, Taney, Morgan, and Scotland) more than 25 percent of the population is uninsured. The uninsured rate in Scotland County is significantly higher than any other county in Missouri; 39 percent of residents are uninsured. Table 5 shows the top 10 counties and the bottom 10 counties in Missouri in terms of their uninsured rates for those under 65 years old. A comprehensive county ranking is provided in Appendix E and F.

Table 5. Top Ten and Bottom Ten Missouri Counties Uninsured Rates 65 and under in Percentage

Top Ten Counties in Uninsured Rates			Bottom Ten Counties in Uninsured Rate*		
County	Percent Uninsured	Rank	County	Percent Uninsured	Rank
St. Charles	8.1	1	Schuyler	24.1	106
Perry	8.6	2	Webster	24.8	107
Osage	8.6	2	Dallas	25.2	108
Platte	9.1	4	Cedar	25.7	109
Ste. Genevieve	9.9	5	Daviess	26.7	110
Boone	10.0	6	Hickory	27.6	111
Chariton	10.9	7	Knox	27.9	112
Cole	11.1	8	Taney	27.9	112
St. Louis	11.2	9	Morgan	29.7	114
Ray	11.3	10	Scotland	39.1	115

Source: American Community Survey 2014, 5-Year Data

CURRENT STATUS OF MEDICAID IN MISSOURI

As of July 2016, Missouri has enrolled 961,073 individuals in Medicaid and the Children’s Health Insurance Program (CHIP).¹⁴⁷ Parents with dependent children and with household incomes up to 18 percent of Federal Poverty Level (FPL) are eligible for these programs. According to the 2016 poverty guideline derived from the Census Bureau’s poverty thresholds, federal poverty level for a family of three is \$20,160¹⁴⁸; therefore, adults whose income do not exceed 18 percent of the poverty level – roughly \$3,629 – are eligible for Medicaid in Missouri.¹⁴⁹ Children are eligible for Medicaid or CHIP with household incomes up to 300 percent of FPL, and pregnant women are eligible with household incomes up to 196 percent of FPL.¹⁵⁰ The majority (64%) of adults who did not have health insurance were in the income range for Medicaid expansion.¹⁵¹

THE ECONOMIC IMPACT OF MEDICAID EXPANSION IN MISSOURI

According to Frea M. et al. (September, 2016), the Affordable Care Act (ACA), and the possibility of Medicaid expansion, are the most influential developments in health care since the introduction of the Medicare and Medicaid programs in the mid-1960s.^{152,153} The Affordable Care Act (ACA) of 2010 called for the mandatory expansion of Medicaid to all persons at or below 133 percent of the Federal Poverty level¹⁵⁴; however in June 2012, the Supreme Courts ruled that the Affordable Care Act’s enforcement provisions and the fee levied on states that were non-compliant in expanding Medicaid were unconstitutional.¹⁵⁵ By removing this penalty, Medicaid expansion has become an option and not a requirement for states. As of November 2016, 19 states have not expanded Medicaid, including Missouri. 26 states (including the District of Columbia) have expanded or are expanding Medicaid as outlined in the ACA, and 6 states are expanding Medicaid, but are using an alternative to traditional expansion.¹⁵⁶

If Missouri did expand Medicaid, the program would cover low-income individuals at or below 138 percent of the poverty line (\$27,724 for a family of three in 2015).¹⁵⁷ Currently, Missourians under 65

without children are not eligible for Medicaid regardless of how low their income is, though parents with children under 18 percent of the federal poverty level (\$3,616 for a family of three in 2015) are eligible for Medicaid in the status quo.¹⁵⁸ There are three critical impacts that Medicaid expansion would bring to Missourians.

First, Medicaid expansion is supported by federal dollars. In January, the White House announced that President Obama’s 2017 budget would create new incentives for the 19 states that have not adopted Medicaid expansion,¹⁵⁹ with the federal government supporting 100 percent of the costs of expansion for the first three years and a gradual decline to 90 percent in the seventh year.¹⁶⁰ Under these provisions, if Missouri begins an expansion in 2018, 100 percent of newly eligible enrollees’ health care costs will be covered by the federal government from 2018 to 2020. Beginning in 2021, the federal government will continue to pay for 95 percent of the new enrollees’ costs with state governments paying the remaining 5 percent. After 2024, the federal government will continuously pay 90 percent of the costs with state governments paying the remaining 10 percent.¹⁶¹

According to *The Economic Impacts of Medicaid Expansion on Missouri* (Hicks et. al, 2012)¹⁶², the federal government would bear the overwhelming majority of expansion costs between 2014 and 2020, with the federal government paying \$8,235,061,664 (96.1%) and the state of Missouri paying \$332,855,937 (3.9%).¹⁶³

Second, Medicaid expansion would create new jobs and increase tax revenue in Missouri. Hicks and colleagues predict that the expansion of Medicaid would increase labor income by \$7 billion, and that Missouri’s gross state product (GSP) would increase by an estimated \$9.6 billion. Expansion would generate additional state and local taxes of \$856 million within seven years.¹⁶⁴

Hicks also conducted a job creation analysis for the state’s 10 workforce investment areas (WIAs). Estimates indicate that 24,008 jobs could be created in Missouri during the first year of expansion. Table 6 provides information on estimated job creation in various industries stemming from Medicaid expansion. Figure 13 shows a regional breakdown of such job creation in Missouri.

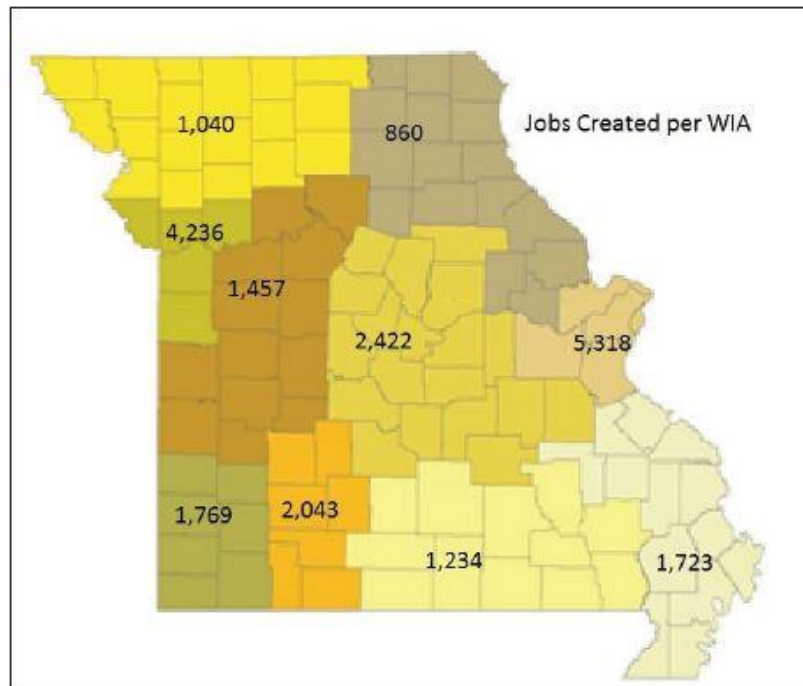
Table 6. Impact of Medicaid Expansion on Missouri by Type of Industry, 2014

Industry Impacted	New Employment
Nursing and residential care facilities	5,094
Retail stores - health and personal care	3,208
Employment and payroll only (state & local government, noneducation)	2,929
Private hospitals	2,905
Home health care services	2,108
Food services and drinking places	807
Real estate establishments	741
Medical and diagnostic labs and outpatient	373
Employment services	381
Offices of physicians, dentists and other health practitioners	375
Nondepository credit intermediation and related activities	234
Wholesale trade businesses	242
Retail Stores - general merchandise	195
Services to buildings and dwellings	198
Retail stores - food and beverage	189

Subtotal	19,977
Other	4,031
Total	24,008

Source: Hicks, Lanis et. al. (2012). *The Economic Impacts of Medicaid Expansion on Missouri* (p. 11).¹⁶⁵

Figure 13. Jobs Created from Medicaid Expansion in the First Year after Expansion by Region in Missouri



Source: *The Economic Impacts of Medicaid Expansion on Missouri*.¹⁶⁶

Third, by improving workers' access to healthcare, Medicaid expansion will improve the healthcare options of previously uninsured workers, improve mental health, and reduce catastrophic medical expenses.¹⁶⁷ Health insurance status is highly correlated with health outcomes such as low-birth weight, diabetes, and obesity, according to IPP statistical analysis using ACS 2014, 5-year data.¹⁶⁸ By increasing access to health insurance, individuals currently in a healthcare coverage gap could make more regular doctor visits, rather than delaying doctor visits.¹⁶⁹ They can also receive preventive health care such as cholesterol screening, mammograms and pap tests.¹⁷⁰

According to the U.S. Department of Health and Human Services, Breast cancer is the second most common kind of cancer in women.¹⁷¹ About 1 in 8 women born today in the United States will develop breast cancer over the course of her lifetime.¹⁷² Based on cancer data from the American Cancer Society in 2014, the Missouri Hospital Association (MHA) reports that an estimated 4,610 new cases of breast cancer that will be diagnosed in Missouri this year, and early detection of those cases is critically important to survival.¹⁷³ In Missouri, nearly 73,000 uninsured women would gain access to breast cancer screenings if the state expanded Medicaid.¹⁷⁴

Table 7 shows top 10 and bottom 10 counties in mammogram screening rates in Missouri, based on the percent of women Medicare enrollees age 67-69 having at least one mammogram screening over a two year period. Comprehensive county rankings are provided in Appendix G.

Table 7. Top 10 and Bottom 10 Counties in Missouri in Mammogram Screening Rates, percent women Medicare Enrollees Age 67-69 with one mammogram in two years, 2013

Top 10 Counties			Bottom 10 Counties		
County	Percent	Rank	County	Percent	Rank
Osage	74.0	1	Ralls	50.0	106
Boone	71.6	2	Texas	49.2	107
Cole	70.3	3	Pemiscot	48.6	108
Gentry	70.1	4	St. Clair	48.4	109
Christian	69.0	5	Howell	48.4	110
St. Louis	68.7	6	Reynolds	48.4	111
Saline	68.5	7	Sullivan	47.7	112
Cape Girardeau	68.0	8	Daviess	44.7	113
Audrain	67.6	9	McDonald	43.5	114
St. Charles	67.2	10	Scotland	37.0	115

Source: *The Dartmouth Atlas of Health Care 2013*

By increasing preventive care and decreasing delayed care, fewer people would need to resort to expensive healthcare options such as ER visits or inpatient care, and even has the potential to save lives.^{175,176}

HEALTH OUTCOMES

Births

Healthy birth weights and low infant mortality rates are indicators of women properly seeking adequate prenatal medical services.¹⁷⁷ Infant mortality (infant deaths per 1000 live births)¹⁷⁸ is prevalent when expecting mothers lack access to physicians; even when controlling for income and socioeconomic factors, access to prenatal care remained the key factor in reducing infant mortality.^{179,180} Compared to the U.S. average, Missouri is lagging behind in both infant mortality and low-birth weight (live birth weighing less than 2,500 grams (5.5 pounds)¹⁸¹. However, in both Missouri and in the U.S., infant mortality rates have improved since the 2015 report.¹⁸² According to a 2014 report from the Center for Disease Control and Prevention (CDC) National Vital Statistics¹⁸³, the infant mortality rate in Missouri was 6.1 per 1,000 live births, higher than the United States rate of 5.8 per 1,000. The six Missouri counties with the highest infant mortality rates are: Pemiscot (14.4), Laclede (11.0), St. Louis City (10.8), Webster (9.7), Dunklin (9.5), and Buchanan (9.0).¹⁸⁴

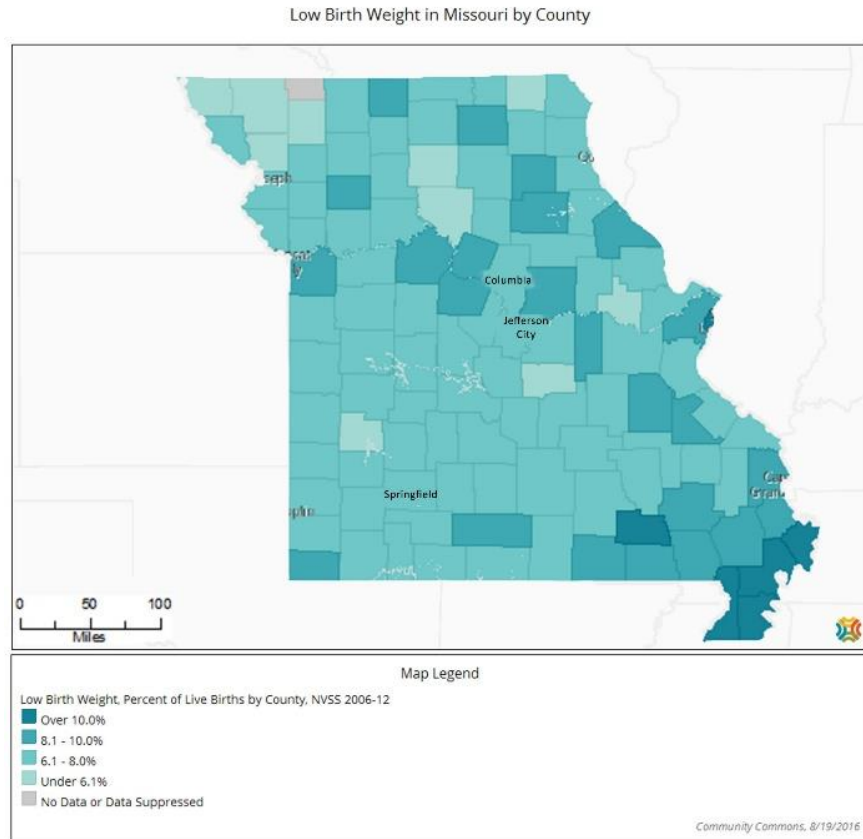
According to the CDC National Vital Statistics report¹⁸⁵, in 2014, the rate of low birth weight babies born in Missouri was 8.2 percent, compared to 8.0 percent in the United States.¹⁸⁶ There is a wide variation in rates between Missouri counties. Based on data from the National Center for Health Statistics – Natality,¹⁸⁷ Scotland, Linn, and Knox County reported that low birth weight occurred in less than 5 percent of births. In contrast, Ripley, Carter, Dunklin, New Madrid, St. Louis, Mississippi, and Pemiscot

Counties report a rate higher than 11 percent. The highest incidences of low birth weight babies occur in Pemiscot County (13.6 percent) and in counties concentrated in the Southeast area of Missouri, as shown in the map below.¹⁸⁸ Table 8 presents the top 10 and the bottom 10 counties in the incidence of low birth weight babies in Missouri. The variation in rates is evident especially when considering the gap between the highest-ranking county (Scotland) and the lowest-ranking (Pemiscot). In other words, babies born in Pemiscot County are three times as likely with a low birth weight as babies in Scotland County. A comprehensive county ranking is provided in Appendix H.

Table 8. Top 10 and Bottom 10 Counties in Low Birth Weight Babies in Missouri

Top Ten Counties in Low Birth Weight Rate (%)			Bottom Ten Counties in Low Birth Weight Rate (%)		
County	Rank	percent	County	Rank	percent
Scotland	1	4.37	Callaway	106	9.94
Linn	2	4.78	Monroe	107	10.06
Knox	3	4.92	Cooper	108	10.29
Clark	4	5.21	Ripley	109	10.41
Daviess	5	5.23	Carter	110	11.35
Gentry	6	5.23	Dunklin	111	11.66
Lewis	7	5.38	New Madrid	112	11.96
Nodaway	8	5.41	St. Louis	113	12.19
Worth	9	5.45	Mississippi	114	12.42
Warren	10	5.56	Pemiscot	115	13.56

Source: CDC National Center for Health Statistics, 2008-2012



Incidences of Cancer

Cancer screenings are vital for women for the early detection of life-threatening cancers, as many of them could be preventable, treatable, and survivable.^{189,190} Data from the State Cancer Profiles for 2013 regarding breast cancer, the most common form of cancer affecting women, indicates that Missouri had an annual incidence rate of 124.9 per every 100,000 women, which a slight increase from 122.6 per 100,000 indicated in the 2015 report.¹⁹¹ This rate is very similar to the national rate of 125.0 incidences per every 100,000 women.¹⁹² Cervical cancer is the second most common form of cancer affecting women. The data illustrates that there is a racial disparity in the detection and deadliness of this disease.¹⁹³ Black and Hispanic women are more likely to be diagnosed with cervical cancer, and are more likely to succumb to it than their white counterparts.¹⁹⁴ According to the Centers for Disease Control, in 2014, 68.1 percent of women ages 40 and over had a mammogram within the last two years in Missouri, compared to 73.7 percent of women nationwide. Women’s preventive care is improving on other fronts. The percentage of women in both Missouri and the U.S. reporting that they have had a Pap test to screen for cervical cancer in the past three years has increased from 76 percent to 80.7 percent in Missouri and from 78 percent to 82.3 percent in the United States.¹⁹⁵

Morbidity and Mortality

Overall morbidity, or incidence of disease, improved to 1,080 per 100,000 in 2014 from 1,155 per 100,000 in 2011-12 in Missouri.¹⁹⁶ However, the mortality rate for men in Missouri is much higher than women’s, with rates of 1,035 per 100,000 for men and 715.9 for women, respectively.¹⁹⁷ According to the CDC, the national mortality rate for all persons is 821.5 per 100,000 people whereas the mortality rate for all persons in Missouri was 804.4 per 100,000 in 2014.^{198 199 200} In 2014, life expectancy at birth

was 78.8 years for the total U.S. population – 81.2 years for women and 76.4 years for men.²⁰¹ Therefore, women live longer, but they are more frequently in need of health care based on morbidity and mortality rates.

Domestic Violence

Domestic violence can impair the health and well-being of women and their families. Victims of domestic violence suffer from both physical and mental health problems.²⁰² Many women cannot function in their daily lives and their children can also suffer from adverse health outcomes.²⁰³ On average, between 2010 and 2014, the rate of spousal or partner abuse was 7.5 per 100,000 in Missouri.²⁰⁴ Sixty-three Missouri counties reported rates lower than the state average, with 34 counties at half or less of the state rate.²⁰⁵ However, four counties – Livingston, Buchanan, Pemiscot, and Ripley County had a domestic violence rate more than three times of the state rate. Fifteen counties in Missouri showed very low risk in women victim rates with lower than one fifth of the state average. Table 9 shows top 10 and bottom 10 counties in spousal abuse rates in Missouri. Comprehensive county rankings are provided in the Appendix I.

Table 9. Spousal Abuse Rate per 100,000 (2010 to 2014)

Top 10 Counties with Lowest Abuse Rate			Bottom 10 Counties with Highest Abuse Rate		
County	Rate	Rank	County	Rate	Rank
Worth	0	1	Callaway	17	106
Ozark	0	2	Cole	17	107
Nodaway	0	3	Howell	17	108
Mercer	0	4	Dunklin	18	109
Maries	0	5	Putnam	19	110
Lewis	0	6	Shannon	21	111
Knox	0	7	Livingston	23	112
Harrison	0	8	Buchanan	32	113
Gentry	0	9	Pemiscot	37	114
Daviess	0	10	Ripley	38	115

Source: Department of Health and Senior Services, Injury MICA, 2010-2014

In addition to domestic violence, sexual assault is a serious and preventable public health problem that affects large numbers of women in Missouri. According to the national Intimate Partner and Sexual Violence Survey (NISVS) 2010, the lifetime prevalence rate of rape by any perpetrator was 17.5 percent among Missouri women (estimated number of victims: 413,000).²⁰⁶ Over the same time period, the lifetime prevalence of sexual violence other than rape by any perpetrator was 39.8 percent (estimated number of victims: 939,000).²⁰⁷ Nearly 40 percent of women in Missouri experienced sexual violence other than rape at some point in their lives.²⁰⁸ Public resources should be available to prevent and reduce sexual assault against women in Missouri, including updated data systems at the national, state, and local levels, and through the promotion of healthy, respectful, and nonviolent relationships.

CONCLUSIONS AND POLICY CONSIDERATIONS

There are steps that can be taken to improve healthcare access for people in Missouri. Medicaid expansion would be a huge step toward reducing the number of uninsured people in the state.

Expansion would provide access to healthcare for more Missourians, particularly poor and low-income individuals. Medicaid expansion can provide additional benefits to the state through job creation and increased revenue.

PART 5: SOCIAL AND ECONOMIC STATUS

INTRODUCTION

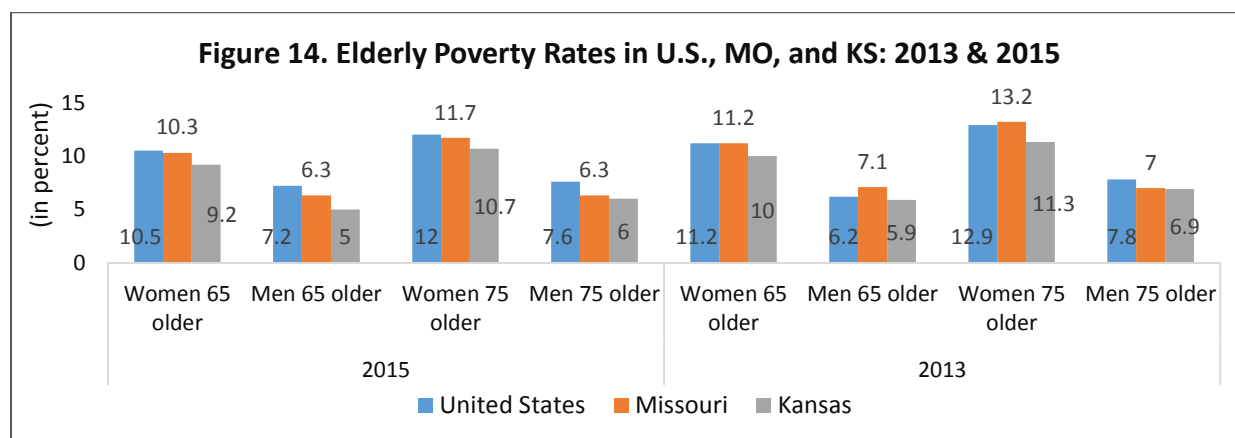
Due to the aging of the population, people over age 65 comprise 15.6 percent of the total population in Missouri in 2015, an increase from 14 percent in 2010. In the broader United States, 14.9 percent of the population consisted of women over 65 in 2015, an increase from 13.1 percent in 2010.²⁰⁹ Aging is an important consideration in the overall status of women, as it impacts various issues such as health and economic security. For this report, data were collected on poverty, poverty by age and race, social assistance, and women with disabilities. For the lead indicator, this report also includes data for Kansas to provide additional regional context to the findings.

LEAD INDICATOR

In this section, the lead indicator is the poverty rate of women aged 65 and older. In 2015, 10.3 percent of women 65 years or older in Missouri were in poverty.²¹⁰ There are gender disparities in poverty that worsen with age; the poverty rate of women age 75 and older is almost two times higher than the poverty rate of men age 75 and older in both Missouri and the U.S. in 2015.²¹¹

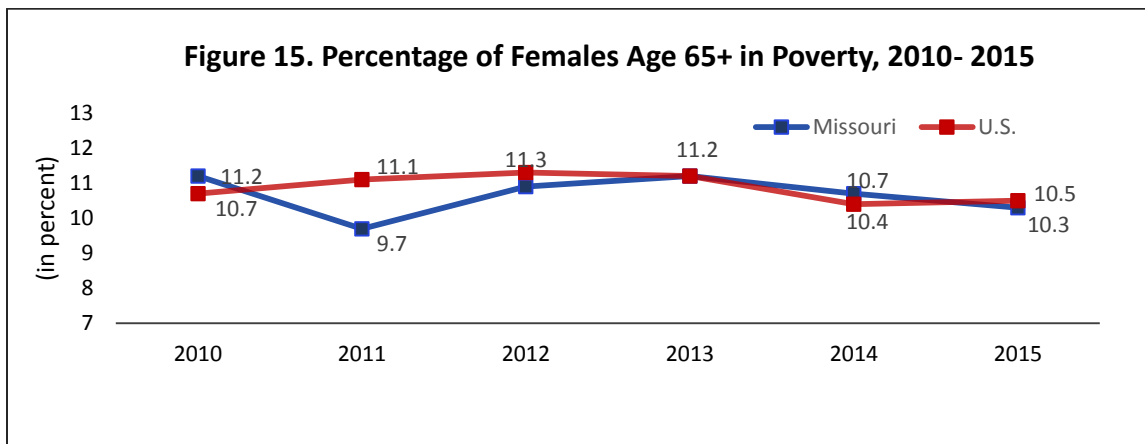
POVERTY

In September 2016, the Census Bureau released relatively good news on poverty rates²¹² among elderly Americans.²¹³ The poverty rate of all Americans 65 and older decreased from 9.9 percent to 9.6 percent in the U.S., from 9.4 percent to 8.5 percent in Missouri, and from 7.9 percent to 7.3 percent in Kansas between 2013 and 2015.²¹⁴ However, the factors contributing to the overall poverty rate need to be examined to recognize the disparities among elderly men and women. The poverty rate for both women and men decreased between 2013 and 2015. Yet, the poverty rate for women is significantly higher than it is for men among people 65 and older.²¹⁵ Moreover, these disparities get worse as women age. For instance, the poverty rate of women age 75 and older was almost two times higher than the poverty rate of men age 75 and older in Missouri in 2015.²¹⁶ A comparison of poverty rates by age and by sex in the U.S, in Missouri, and in Kansas is in Figure 14. In 2015, roughly 2.7 million elderly women over 65 lived in poverty in the United States and 52,451 elderly women lived in poverty in Missouri.²¹⁷



Source: U.S. Census Bureau, American Community Survey, 1-year data, 2013 & 2015

The poverty rates of women in Missouri have decreased between 2010 and 2015,²¹⁸ as have the poverty rates for women over 65; however, these improvements have been uneven at best. In 2011, the poverty rate among elderly women went down to 9.7 percent. It subsequently increased to 11.2 percent by 2013, and went down to 10.3 percent in 2015. Poverty status is determined by comparing income to a set of dollar values, called poverty thresholds, which vary by family size, numbers of children, and the age of the head of the household. The poverty thresholds get updated annually to account for economic conditions. For example, poverty thresholds for one person 65 years and older were \$11,367 in 2015, \$11,354 in 2014, and \$11,173 in 2013. Poverty thresholds for a two-person household, with both members 65 years and over were \$14,342 in 2015, \$14,326 in 2014, and \$14,095 in 2013.²¹⁹ Figure 15 below shows the percentages of women 65 and older that live under poverty thresholds in a given year.

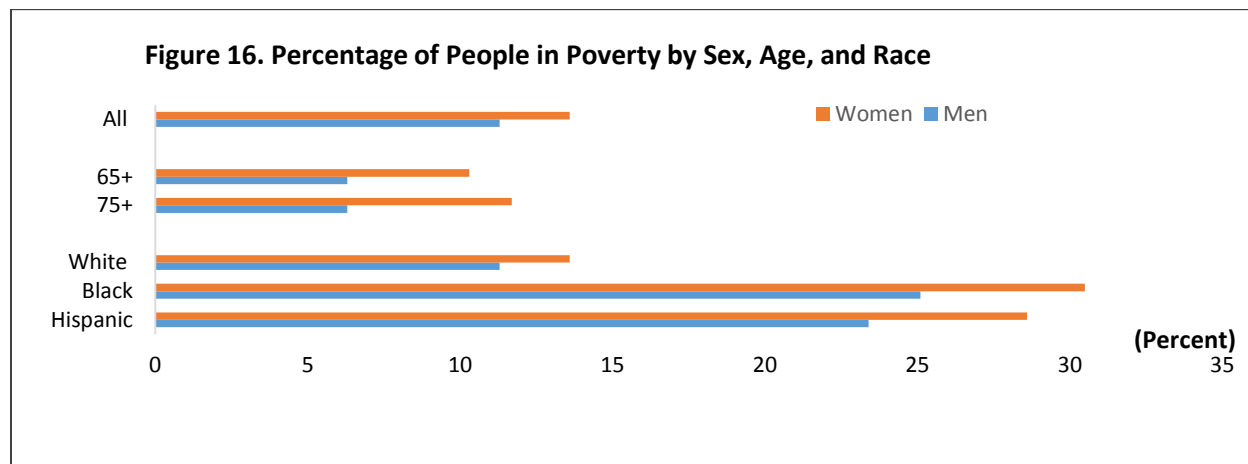


Source: U.S. Census Bureau, American Community Survey, 1-year data, 2010-2015

Most older Americans are retired from full-time work at age 65.²²⁰ However, many seniors work beyond the standard retirement age. In Missouri, 13.1 percent of women ages 65 and older were working in 2015.²²¹ In Missouri, over 10 percent of elderly women are in poverty and they make up about two-thirds of all seniors aged 65 and older in poverty.²²² Elderly women are poorer than elderly men, and minority women tend to struggle the most. The main problem in these disparities is accumulated gender inequality and race inequality throughout the lifespan. Women earn less and save less than men over their life courses, thus leaving them with a smaller economic capacity. Lower earnings over the lifetime affect both the Social Security benefits women accrue over their lifespans and their retirement savings. In addition, more women than men work in part-time jobs (64.2 percent in 2015) that do not provide retirement benefits. Moreover, many women accrue a lifetime of unpaid, work-hindering caregiving responsibilities. These disparities can be improved by supportive public policies such as the paid sick leave and paid family leave. Moreover, caring responsibilities continue for many grandparents. In 2015, 49,090 grandparents were responsible for their own grandchildren (under 18 years old) in Missouri.²²³

Poverty, Aging, and Race

Women over 65 are more likely to be in poverty than men and the poverty rate continues to grow for older women and for women of color, as Figure 16 presents. Black women and Hispanic women are affected by the racial gap in poverty rates as well as the gender gap. In 2015, the poverty rate of black women was 30.5 percent, higher than the rate for Hispanic women, which was 28.6 percent, and more than double the rate among white women, which was 13.6 percent.²²⁴



Source: U.S. Census Bureau, American Community Survey 2015, 1-year data

Location Matters

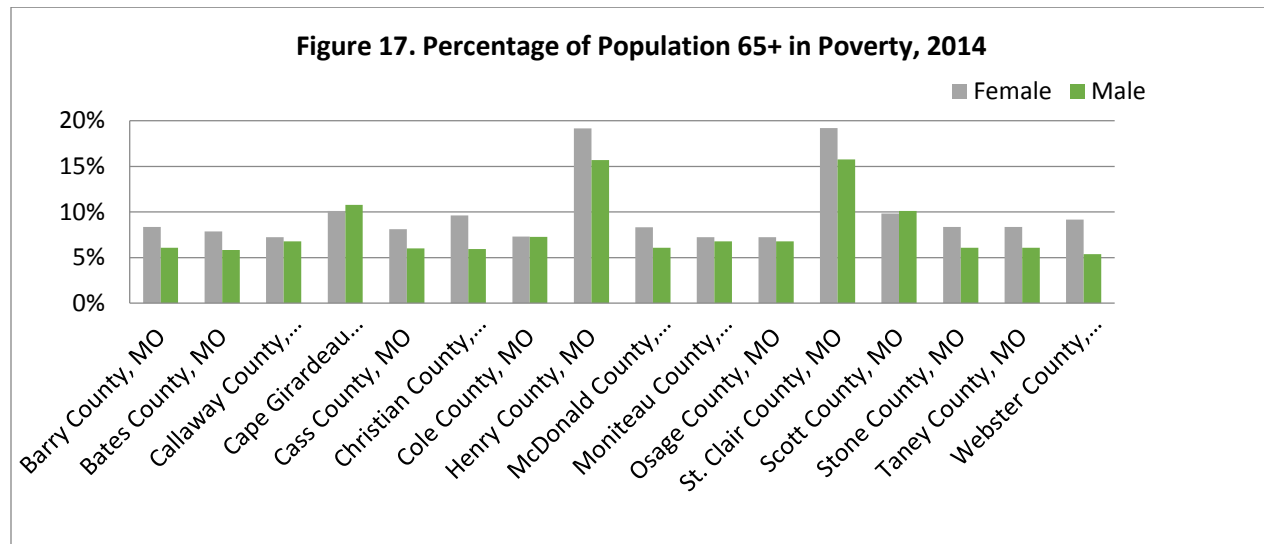
Poverty tends to be prevalent in larger urban areas of Missouri like St. Louis City, where the poverty rate is almost 20 percent. However, rural areas also struggle with poverty. More than 20 percent of the population lives in poverty in Mississippi, Oregon, Carter, Dunklin, Schuyler, Madison, and Pemiscot Counties, see Table 10.²²⁵ Comprehensive county rankings are provided in Appendix J and K.

Table 10. Top Ten and Bottom Ten Counties on Poverty Rate of Women 65 Over in Missouri

Top Ten Percent Counties			Bottom Ten Percent Counties		
County	Poverty Rates	Rank	County	Poverty Rate	Rank
Ralls	4.4	1	St. Clair	18.9	106
Lafayette	5.4	2	St. Louis City	19.5	107
St. Charles	5.9	3	Cedar	19.5	108
Clay	6.1	4	Pemiscot	21.9	109
Cass	6.2	5	Madison	22.4	110
Platte	6.4	6	Schuyler	22.5	111
Clinton	6.9	7	Dunklin	22.7	112
Warren	7.4	8	Carter	23.0	113
St. Louis	8.0	9	Oregon	23.8	114
Jefferson	8.1	10	Mississippi	24.7	115

Source: U.S. Census Bureau, 2010-2014 American Community Survey, Five-Year

Elderly women 65 and older in Missouri, as in the broader U.S., are disproportionately living in poverty compared to their male counterparts. American Community Survey 2015, one-year data indicates that women account for 67 percent of seniors living in poverty in Missouri. In several counties, more than 20 percent of the total women population over 65 lives in poverty.²²⁶ State-level data and much of the county-level data shows that elderly women are more likely to live in poverty than elderly men, see Figure 17.

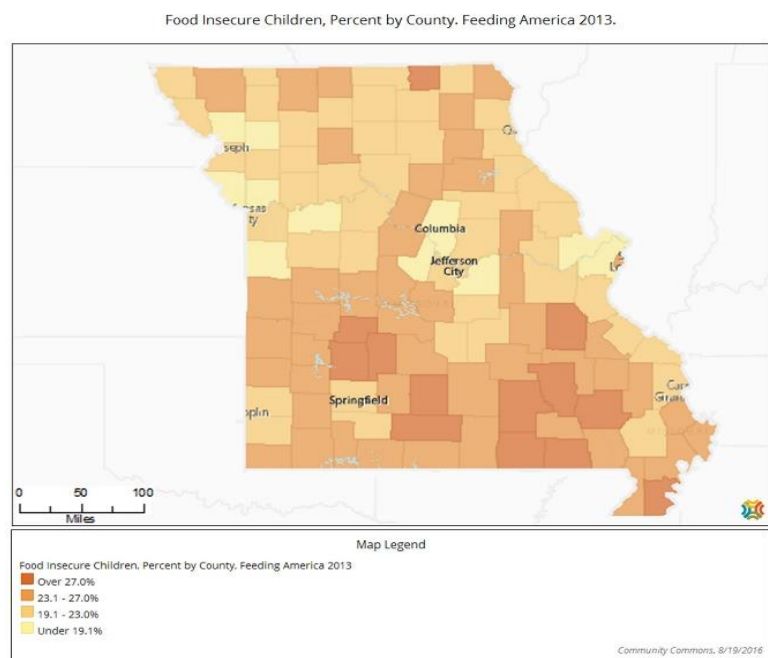


Source: 2010-2014 American Community Survey, 5-Year Data

SOCIAL ASSISTANCE

Women-headed households with children under 18 are more often in poverty than married households. In Missouri in 2015, 6.4 percent of married households with children under 18 lived below the poverty level, compared to 7.7 percent in the United States. In 2015, in Missouri, 41.3 percent of women-headed households lived below the poverty level (with no husband present) with children under 18, compared to 39.2 percent in the U.S.²²⁷

The Supplemental Nutrition Assistance Program (SNAP) is a federal program that supports millions of low-income families fighting hunger. SNAP aims to reduce food insecurity and help low-income families live on a more nutritious



diet. Research shows that SNAP benefits are associated with a 30 percent reduction in the likelihood of being food-insecure, and reduces one's likelihood to be very food insecure by 20 percent.²²⁸

Approximately 47 percent of SNAP recipients are children, suggesting that this program is necessary for the protection of especially vulnerable populations.²²⁹ In Missouri, during fiscal year 2014, 402,000 households received SNAP benefits.²³⁰ Of those, 41.6 percent of the households have children, and 25.2 percent of the recipients reside in single-parent households with children, similar to the U.S. average of 24.9 percent. Almost half of all SNAP households are at or below 50 percent of the poverty guideline, commonly known as deep poverty.²³¹

Women, Infants, and Children (WIC) is a public nutrition program for low-income women and their children aged 5 or younger.²³² To be eligible for WIC, applicants must have income at or below an income standard set by their respective states, and said income must be under 185 percent of the FPL. Certain applicants can automatically meet income standards based on SNAP benefits, and their enrollment in Medicaid and/or Temporary Assistance for Needy Families (TANF). For 48 states, including Missouri, the income eligibility standard is \$37,296 for a family of three.²³³ The program grants federal funds for supplemental foods, health care referrals, and breastfeeding education. In Missouri in 2015 there were 103,380 infants and children certified to receive WIC benefits.²³⁴

The Child Nutrition Act of 1966 afforded aid to states in order to provide meal assistance to low-income families with children under the age of 5 through the Special Supplemental Nutrition Program for Women, Infants and Children (WIC).²³⁵ Per the language of the legislation, only children under the age of 5 are eligible to receive this assistance. Depending on their date of birth however, a child may not enter the school system until age six. Once enrolled in school, those children are eligible for school breakfast and lunch programs. Since the current cut-off age for WIC is five, there remains a gap for children over five who have yet to enroll in school.²³⁶ Arteaga, Heflin, and Gable (2016) argue that closing this WIC gap is a vitally important aspect of mitigating food insecurity.²³⁷ The "Wise Investment in Our Children Act" (or the WIC Act, H.R. 2660, S. 1796) of 2015 was proposed in the 114th Congress by Senator Bob Casey (D-PA) and in the House by Representatives Rosa DeLauro (D-Conn.) and Linda Sanchez (D-Calif.) to extend WIC eligibility for children to until their 6th birthdays.²³⁸ This measure is supported by numerous educational and health advocacy organizations such as the Academy of Nutrition and Dietetics, the American Academy of Pediatrics, the National Association for the Education of Young Children, and the National WIC Association.²³⁹ The bill would close the WIC age gap for children by increasing the cut-off age for WIC food assistance from five to six years of age.²⁴⁰ However, this measure has not yet been passed at the federal level²⁴¹ and it is not currently advocated in state legislatures.

Lower-income women in these circumstances often rely on their children's free or reduced lunch programs during the school year. However, school lunches are not served during summer months and food insecurity can become a very serious concern for parents. The Summer Food Service Program (SFSP) is a USDA funded program that provides nutritious meals to children and youth that normally would receive free or reduced lunch during the school year. SFSP sites are located in areas with significant concentrations of low-income families.²⁴² The program was created to fill a gap in services. When low-income children are not attending school, they may not have access to nutritious meals. One may view this program as a safeguard against food insecurity during the summer. However, as outlined by the USDA, summer food sites are only present in areas with "significant" concentrations of low-income children, suggesting that areas with a lower concentration of low-income children, i.e.

rural communities, are less likely to benefit from this program; SFSP sites are generally given to areas where approximately 50 percent of children meet income standards (this is generally determined by examining the census).²⁴³ In Missouri in 2015, an average of 23,819 children participated daily in the Summer Food Service Program, nearly unchanged from 2014 (23,450 children).²⁴⁴

WOMEN WITH DISABILITIES

A physical or mental disability can have a dramatic effect on a woman's social and economic status. Research shows that women, at older ages, are more likely to be disabled than men.²⁴⁵ Poverty, living alone, obesity, and depression were also found to be commonly associated with disability.²⁴⁶ Women with lower extremity disabilities were also found to have less access to health care; they received less preventative treatment including Pap tests and mammograms, than non-disabled women.²⁴⁷ In 2015, in Missouri, 14.1 percent of women, or 431,083 women in the state were disabled, compared with 12.7 percent in the US.²⁴⁸ Counties with large populations of individuals with disabilities need to have appropriate independent living, job readiness, and healthcare services in place to assist said residents.

CONCLUSIONS AND POLICY CONSIDERATIONS

Women age 65 and older are much more likely to be poor than their male counterparts – and older women, as well as women of color, are at an even higher risk. The reasons include, but are not limited to: the gender earnings gap throughout the course of life, the loss of a spouse, lack of financial literacy or planning, and unexpected challenges such as poor health. Reducing poverty is not amenable to simple solutions, but some women can be kept from falling into poverty toward the end of their lives through timely financial management assistance, such as the type offered by the National Council on Aging (NCOA)'s Economic Security Centers. NCOA Economic Security Centers were developed in collaboration with the Economic Security Initiative and selected community organizations to provide holistic economic assistance for older adults who have serious economic needs and often lack understanding on services that are available for them. These services include: Old Americas Act services (ex. congregate meals, legal assistance, and health maintenance), money management, chronic disease management, financial literary education, Medicare and Medicaid assistance, rental assistance, and debt counseling.²⁴⁹ ²⁵⁰There are 20 such centers nationwide, including the Don Bosco Senior Center in Kansas City; replication in other parts of Missouri may be an effective course of action to enhance economic security for older adults.²⁵¹

Women's lives can no doubt be improved by extending knowledge and public support. Measures like the Older Americans Act (S. 192, 2016) provide this type of support. The bill includes updates that highlight the economic needs of the elderly in addition to stronger provisions on elder justice and legal services.²⁵² It became law on April 19, 2016 with wide bi-partisan support. This legislation creates funding mechanisms and further research opportunities so that issues facing elderly women are better understood and remain on the national agenda.

PART 6: LEADERSHIP AND PUBLIC ENGAGEMENT

INTRODUCTION

For this analysis of women’s leadership and public engagement in Missouri, data were collected on women’s political representation, volunteerism and voter turnout. In addition, we also offer insight on why there is a scarcity of women running for political office. For the lead indicator, this report also includes data for Kansas to provide additional regional context to the information.

LEAD INDICATOR

The lead indicator for this section is the rate of women representation in public office. In Missouri, the gender gap in political leadership is a serious issue. Although women account for 51 percent of the total population, following the 2016 election in November, for the 2017 legislative session women will comprise only 18 percent of the Missouri Senate and 23 percent of the Missouri House of Representatives. Overall, women will hold only 22.3 percent of seats in the Missouri General Assembly in 2017.²⁵³

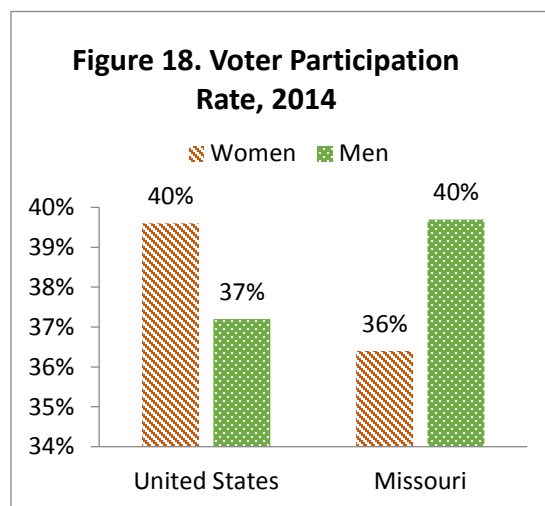
In 2015, women held 43 seats in the house and six in the senate or 25 percent of the seats in the Missouri General Assembly.²⁵⁴ Numbers in the state of Kansas were similar, with women comprising 24.8 percent of the state’s total legislature.²⁵⁵ In the 2017 legislative session, women will hold 38 seats in the House and six seats in the Senate. The percentage of women in the MO General Assembly has decreased by 2.7 percent.

PUBLIC ENGAGEMENT

The role women play in the public arena can be a demonstration of their engagement in the community at large. Civic engagement can include a wide array of activities, such as belonging to community organizations, participating in the faith community, and political activism. Volunteering, voting in elections, and serving in public office are key components of civic life, and Missouri women are actively engaged in all three.

In Missouri, 31.6²⁵⁶ percent of residents volunteer in some way, which is higher than the national participation rate of 25 percent.²⁵⁷ In the United States, more women volunteer than men (28 percent and 22 percent, respectively).^{258, 259}

In general, registration and voting turnout have been higher for women than men; however, in the Election of November 2014, in Missouri, 36 percent of women voted, which is a smaller percentage than women and men nationwide (38.5 percent)²⁶⁰ and it is much smaller than the 64 percent of women nationwide who voted in the Election of November 2012, see Figure 18.²⁶¹



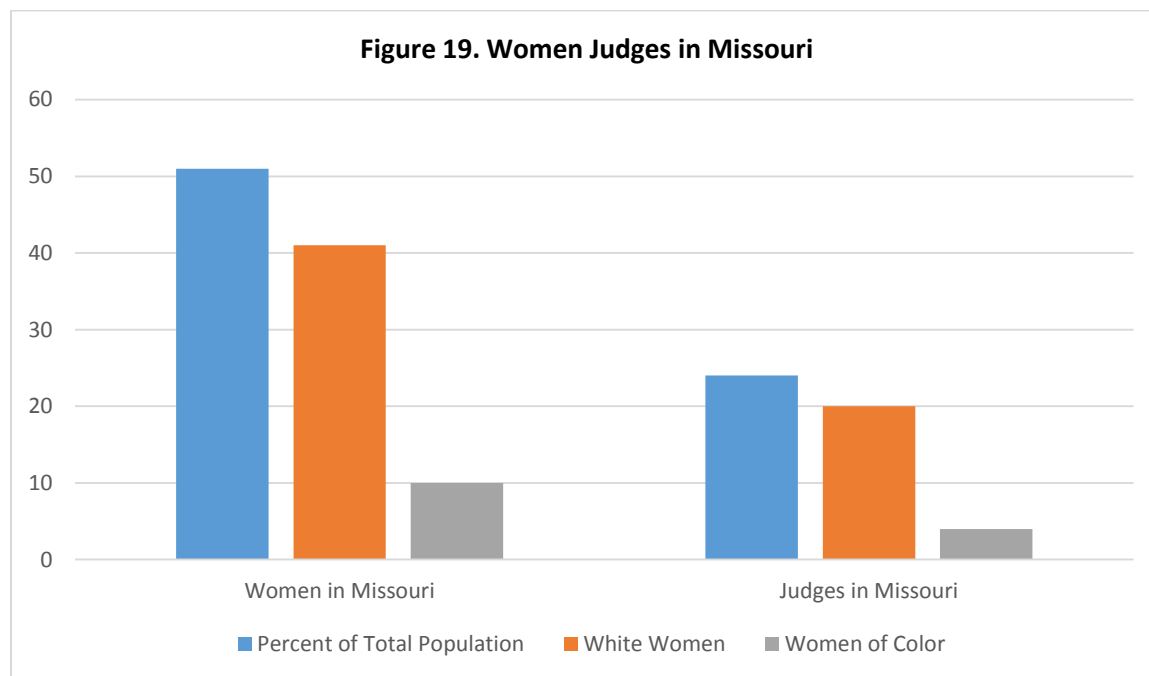
Source: U.S. Census Bureau, Current Population Survey, 2014

Early estimates from the 2016 Presidential Election indicate that approximately 55 percent of voting age citizens voted in the election. That level of turnout is the lowest in a presidential election since 1996.²⁶²

In Missouri, the voter turnout was 66.56 percent for the 2016 General Election.²⁶³ Voter turnout was highest in the rural counties of Andrew (74.99%), Cedar (74.8%), Knox (74.35%) and Christian (72.99%). Counties with the lowest voter turnout included, some rural counties Pemiscot (51.28%) and Mississippi (57.57%) and two large urban areas, Kansas City (57.82%) and St. Louis City (59.21%). Appendix L has the full voter turnout report by county.

GAPS IN REPRESENTATION

The phenomenon known as the “Gavel Gap” refers to the lack of women judges in our national and state court systems. While women make up 51 percent of the state of Missouri’s total population, only 24 percent of state court judges are women. More specifically, white women make up 41 percent of the total population and represent only 20 percent of all state court judges, while women of color comprise 10 percent of the state’s population and make up just 4 percent of state court judges in Missouri, see Figure 19.²⁶⁴ The American Constitution Society for Law and Policy, which collects data on the Gavel Gap in all 50 states, ranks Missouri 29th, (1st-closest to gender parity) on the disparity of women’s total population and their representation on the court.²⁶⁵



Source: George, T.E., & Yoon, A. H. (2014). *The Gavel Gap: Who Sits in Judgement on State Courts*

Prosecutors have a great deal of power in the criminal justice system, as they are responsible for bringing cases to court and deciding who is prosecuted and for what crimes. In the state of Missouri, prosecutors are predominantly male and all but one is white. In 2015, women made up 19 percent of all state prosecutors and none of the prosecutors at that time were women of color.²⁶⁶ In August 2016, Kimberly Gardner was elected as the circuit attorney for St. Louis, the first African-American to win the

position.²⁶⁷ Monitoring this trend is important as prosecutors play an integral part in determining who is tried for crimes and sent to prison in Missouri.

There were no women sheriffs in the state of Missouri prior to the November 2016 election, when two were elected. All other sheriffs in the state are men.

The Center for American Women and Politics released data on women mayors in large U.S. cities (cities over 30,000). As of January 2016, only 18.8 percent of U.S. cities with populations over 30,000 have women mayors.²⁶⁸ In Missouri in 2016, there were four large cities with women mayors, out of 20 total cities with 30,000 or more residents.²⁶⁹

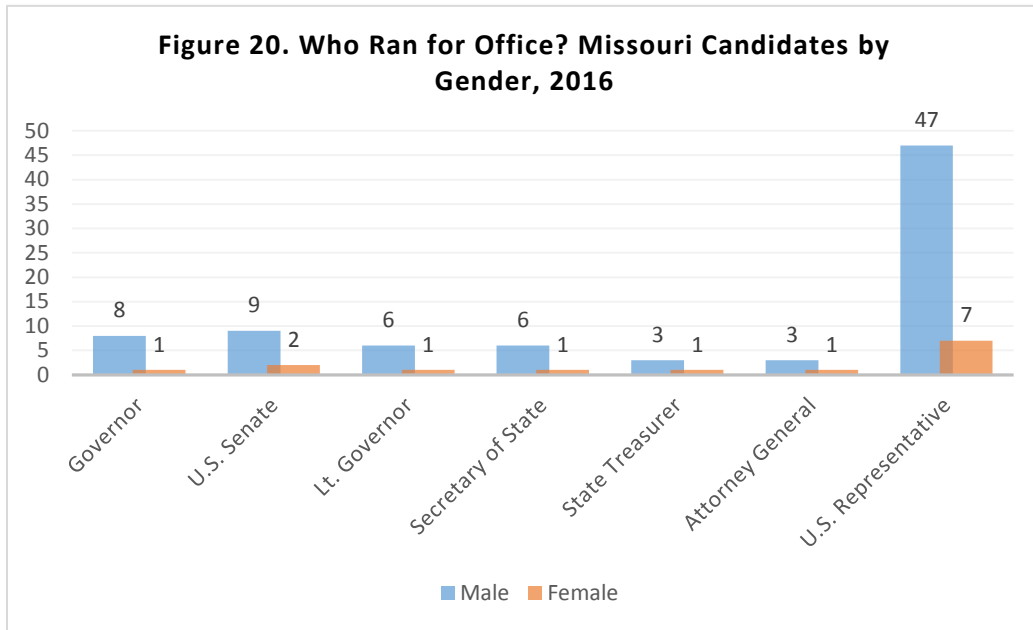
POLITICAL LEADERSHIP

While more women than men volunteer in their communities and vote in elections, far fewer women than men serve in elected office. Political gatekeepers, such as party leaders, elected officials, and nonelected political activists, often recruit candidates for statewide office from the pool of local officeholders, as well as from leaders in professions such as law, business, and education. Similarly, candidates for national office are likely to be recruited from the ranks of statewide office holders. The beneficiaries of this pipeline to political office historically have been men, resulting in an American political arena controlled almost exclusively by men.^{270,271,272}

Research has shown that women leader can behave differently than men in policy-making and issue prioritization.²⁷³

- 1) Women are more likely to act as advocates for policies that directly impact women.
- 2) Women are more likely to prioritize policies affecting children and families.
- 3) Women pave the way for future women leaders by acting as role models and drawing attention to discrimination and sexism
- 4) Women tend to take a more inclusive stance on the policy-making process and provide access for a more diverse audience.²⁷⁴

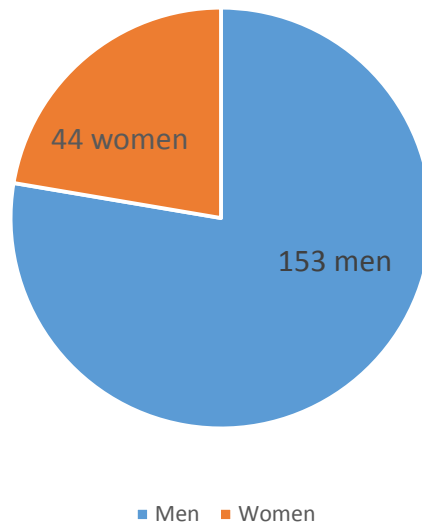
As seen in Figure 20, during the 2016 election, 14 women in Missouri filed to run for major state offices or national congressional seats. Six of those women won their primaries, and two won in the general election.²⁷⁵



Source: Missouri Secretary of State's Office²⁷⁶ -and Rutgers, Center for American Women in Politics²⁷⁷

Although they comprise more than half (51 percent) of the state's total population, women are noticeably underrepresented in Missouri's legislature and in other key leadership positions. Not only does this mean that lawmakers do not accurately reflect the state's population, but it has implications for policymaking and the priorities given to issues of greatest concern for women. In 2017, women will hold 18 percent or six seats in the Missouri Senate and 23 percent or 38 seats in the Missouri House of Representatives. This adds up to a mere 22.3 percent of total seats in the state's legislature, as Figure 21 indicates.²⁷⁸

Figure 21. Women in Missouri General Assembly (2017 Session)



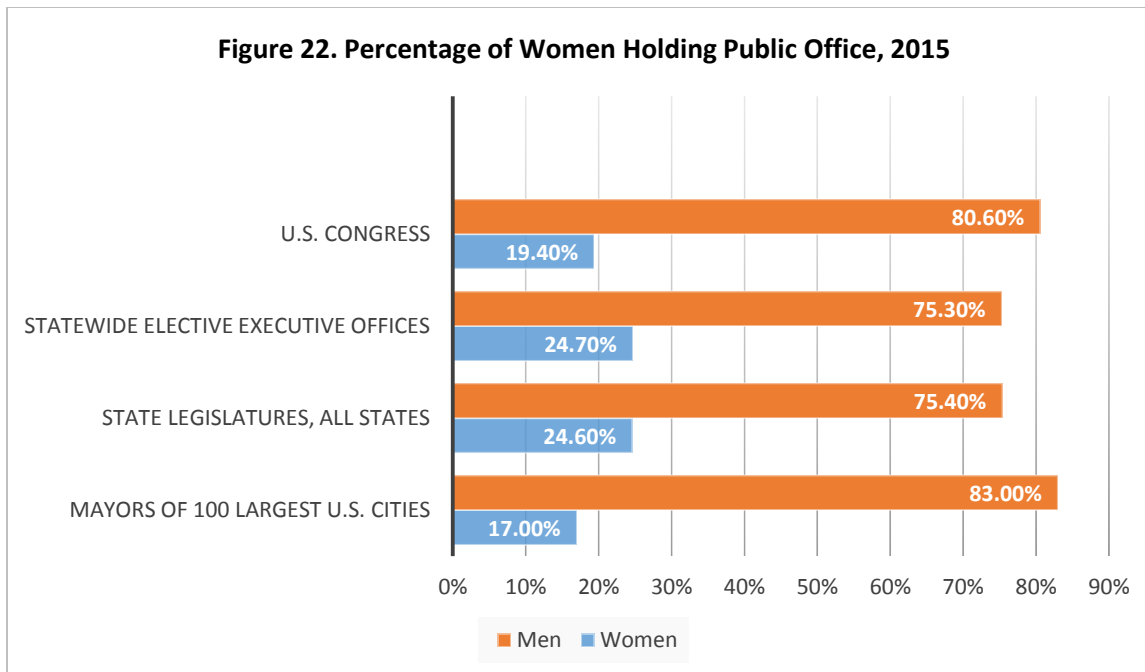
Source: Missouri Secretary of State

Once in office, women of the Missouri General Assembly have been somewhat successful at attaining positions of leadership. For the 2016 legislative session, women held four of the 13 House leadership positions (31 percent), and three of the ten Senate leadership positions (30 percent).^{279,280}

Research shows that increased political participation among women is limited more by the scarcity of women candidates as opposed to a woman's inability to win elections. In fact, when women run for public office, election results indicate that they win at rates similar to men.²⁸¹

WHY WOMEN DON'T RUN

Leading research on the national gender gap in politics seems to point beyond just political means and resources, to a more intangible and hard to rectify reality: on average, women tend to have less political ambition than men. Jennifer Lawless of American University and Richard Fox of Loyola Marymount University attribute this phenomenon to five factors: (1) Young men are more likely than young women to be socialized by their parents to think about politics as a career path; (2) From their school experiences to their peer associations to their media habits, young women tend to be exposed to less political information and discussion than do young men; (3) Young men are more likely than young women to have played organized sports and care more about winning; (4) Young women are less likely than young men to receive encouragement to run for office- from anyone, and (5) Young women are less likely than young men to think they will be qualified to run for office, even once they are established in their careers.²⁸²



Source: Rutgers, Center for American Women in Politics²⁸³

As Figure 22 indicates, women are underrepresented at all levels of government: local, state and national. In an effort to increase women’s knowledge about the political process and to advocate for them at all levels of government, the national iteration of this study highlighted four areas where states can improve on leadership programs for women. These are campaign trainings for women, political action committees, commissions for women established through the legislature or by executive order and a branch of the National Women’s Political Caucus. Missouri ranks as one of only ten states to have all four institutions, yet is still underrepresented throughout the state.²⁸⁴

The state of Missouri currently has over 200 boards and commissions with a lack of representation by women.²⁸⁵ It is estimated that more than 1,300 positions on Missouri’s boards and commission have vacancies or have individuals serving expired terms.²⁸⁶ As one answer to this problem, the Women’s Foundation has implemented a program called the “Appointments Project” to help connect professional women in various fields to board and commission vacancies.²⁸⁷

CONCLUSION AND POLICY CONSIDERATIONS

Increased participation in local and state government and expanding the candidate pool to include more women will not only have positive impacts on women’s issues locally, but will better position Missouri women to be considered for national office. Concerted efforts to identify and support women candidates to fill vacancies on boards, commissions, task forces and committees is essential to increase representation. Creating training and mentoring opportunities that build pipelines for women to move from local to state and national office will be required to achieve gender parity in Missouri’s government.

ACKNOWLEDGEMENTS

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Dr. Marjorie Sable, Professor, School of Social Work
Dr. Mansoo Yu, Associate Professor, School of Social Work
Dr. Irma Arteaga, Assistant Professor, Truman School of Public Affairs
Dr. Louis Mantra, Assistant Professor, Human Development and Family Science

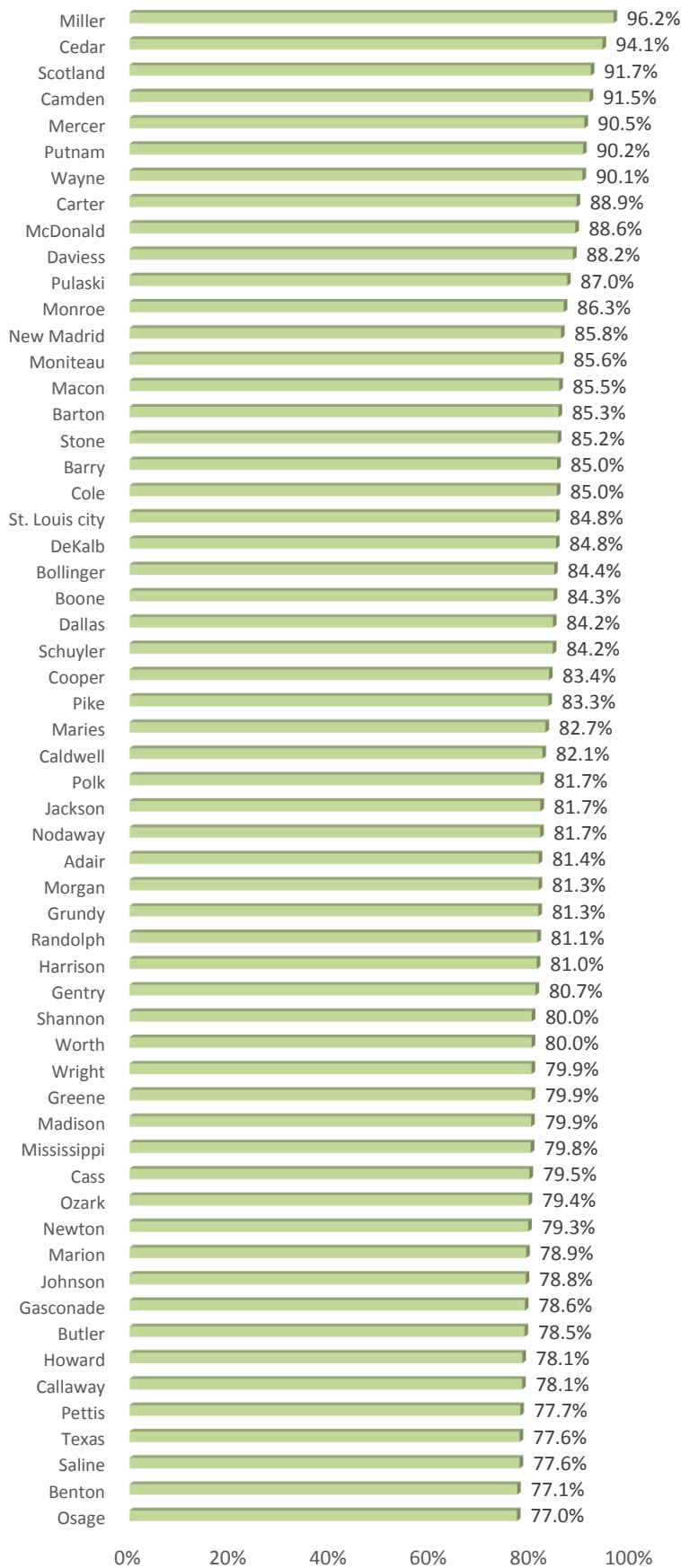
Experts from Outside of MU:

Dr. Alison Weir, Director of National Diaper Bank Network
Mary C. Becker, Senior Vice President of Missouri Hospital Association
Jessica Adams, Director of St, Louis Area Diaper Bank

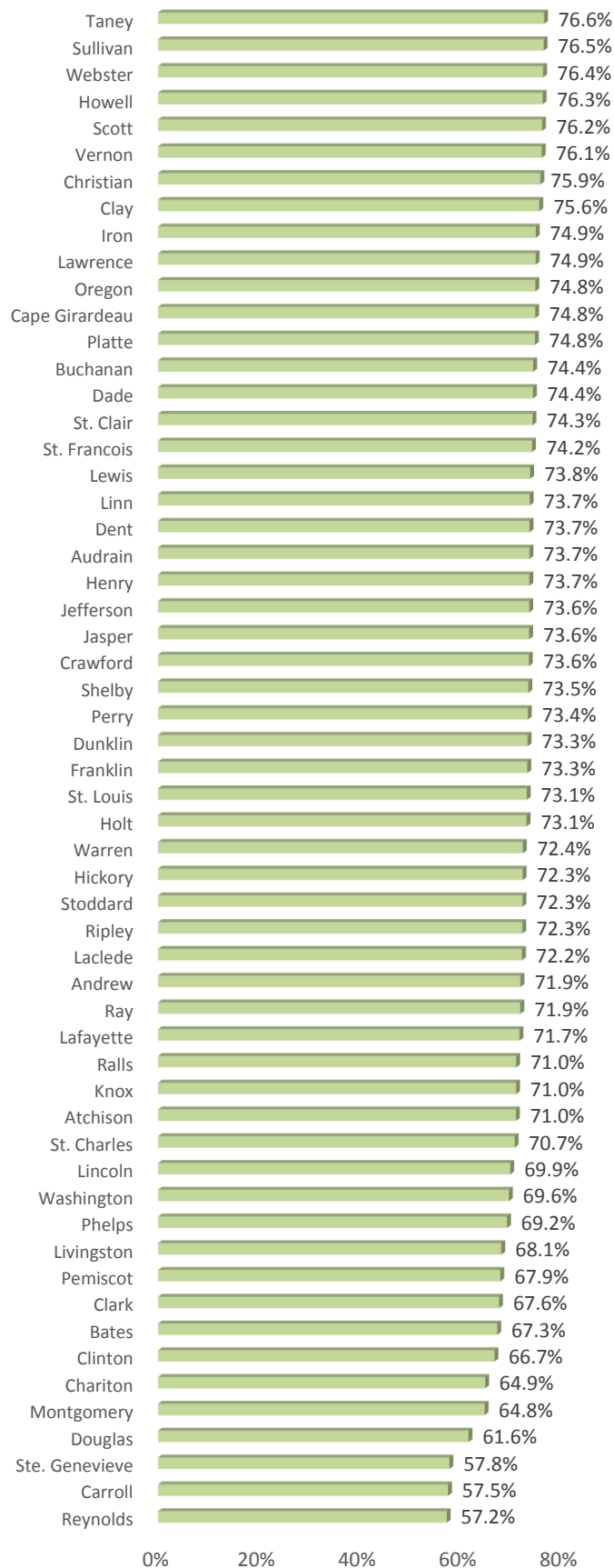
APPENDIX A-L

Appendix A1. Gender Earnings Ratio by Counties in Missouri

(Source: American Community Survey 2010-2014, 5-Year Data)



Appendix A2. County Rankings on Gender Earnings Ratio Continued



Appendix B. County Rankings of Gender Earnings Ratio in Missouri in Alphabetical Order

(Source: 2010-2014 American Community Survey, 5-Year Data)

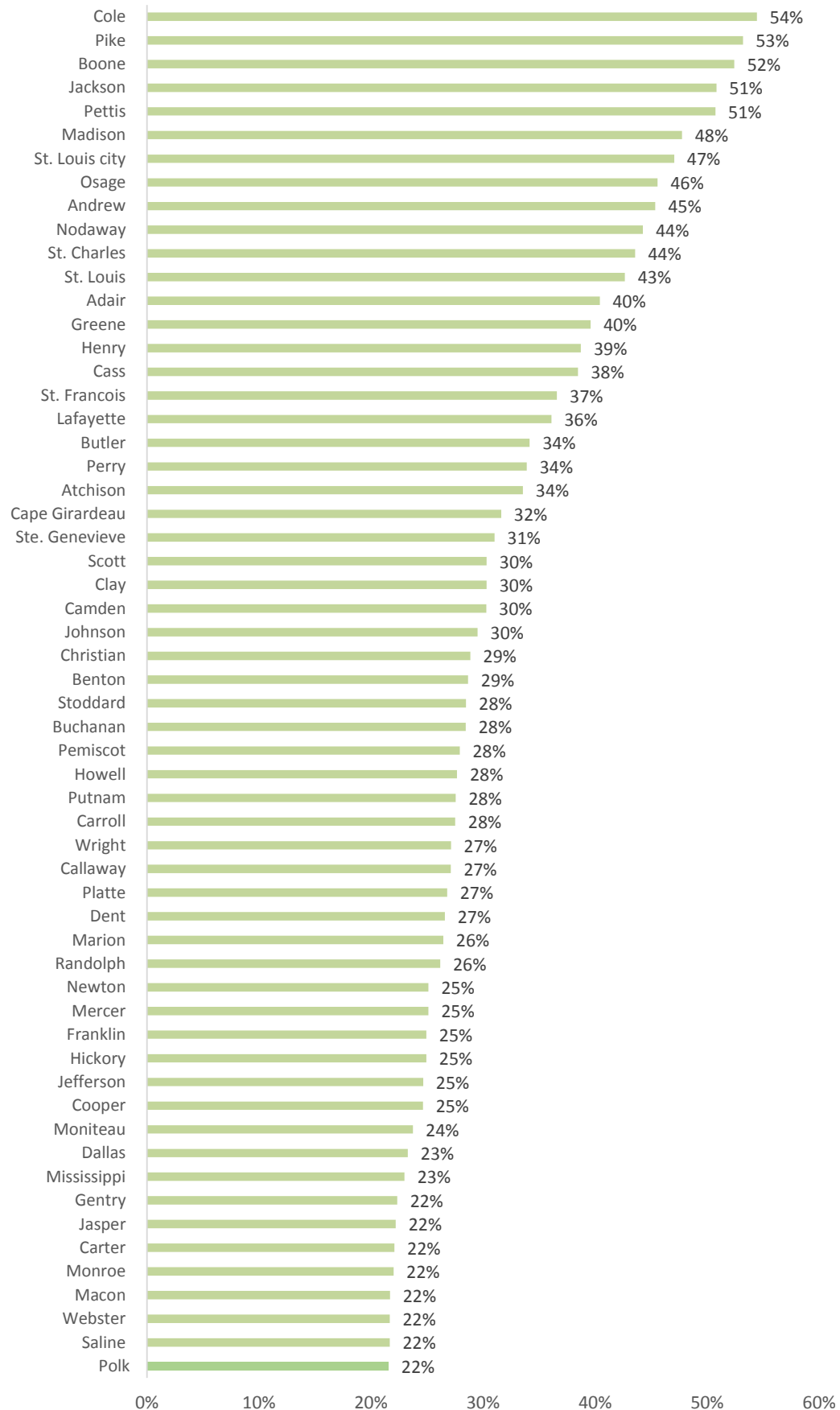
County	Gender Earnings Ratio (%)	Rank
Adair	81.4	33
Andrew	71.9	95
Atchison	71.0	100
Audrain	73.7	79
Barry	85.0	18
Barton	85.3	16
Bates	67.3	108
Benton	77.1	57
Bollinger	84.4	22
Boone	84.3	23
Buchanan	74.4	72
Butler	78.5	51
Caldwell	82.1	29
Callaway	78.1	53
Camden	91.5	4
Cape Girardeau	74.8	70
Carroll	57.5	114
Carter	88.9	8
Cass	79.5	45
Cedar	94.1	2
Chariton	64.9	110
Christian	75.9	65
Clark	67.6	107
Clay	75.6	66
Clinton	66.7	109
Cole	85.0	19
Cooper	83.4	26
Crawford	73.6	83
Dade	74.4	73
Dallas	84.2	24
Daviess	88.2	10
DeKalb	84.8	21
Dent	73.7	78
Douglas	61.6	112
Dunklin	73.3	86
Franklin	73.3	87
Gasconade	78.6	50
Gentry	80.7	38

Greene	79.9	42
Grundy	81.3	35
Harrison	81.0	37
Henry	73.7	80
Hickory	72.3	91
Holt	73.1	89
Howard	78.1	52
Howell	76.3	62
Iron	74.9	67
Jackson	81.7	31
Jasper	73.6	82
Jefferson	73.6	81
Johnson	78.8	49
Knox	71.0	99
Laclede	72.2	94
Lafayette	71.7	97
Lawrence	74.9	68
Lewis	73.8	76
Lincoln	69.9	102
Linn	73.7	77
Livingston	68.1	105
Macon	85.5	15
Madison	79.9	43
Maries	82.7	28
Marion	78.9	48
McDonald	88.6	9
Mercer	90.5	5
Miller	96.2	1
Mississippi	79.8	44
Monroe	86.3	12
Montgomery	64.8	111
Moniteau	85.6	14
Morgan	81.3	34
New Madrid	85.8	13
Newton	79.3	47
Nodaway	81.7	32
Oregon	74.8	69
Osage	77.0	58
Ozark	79.4	46
Pemiscot	67.9	106
Perry	73.4	85

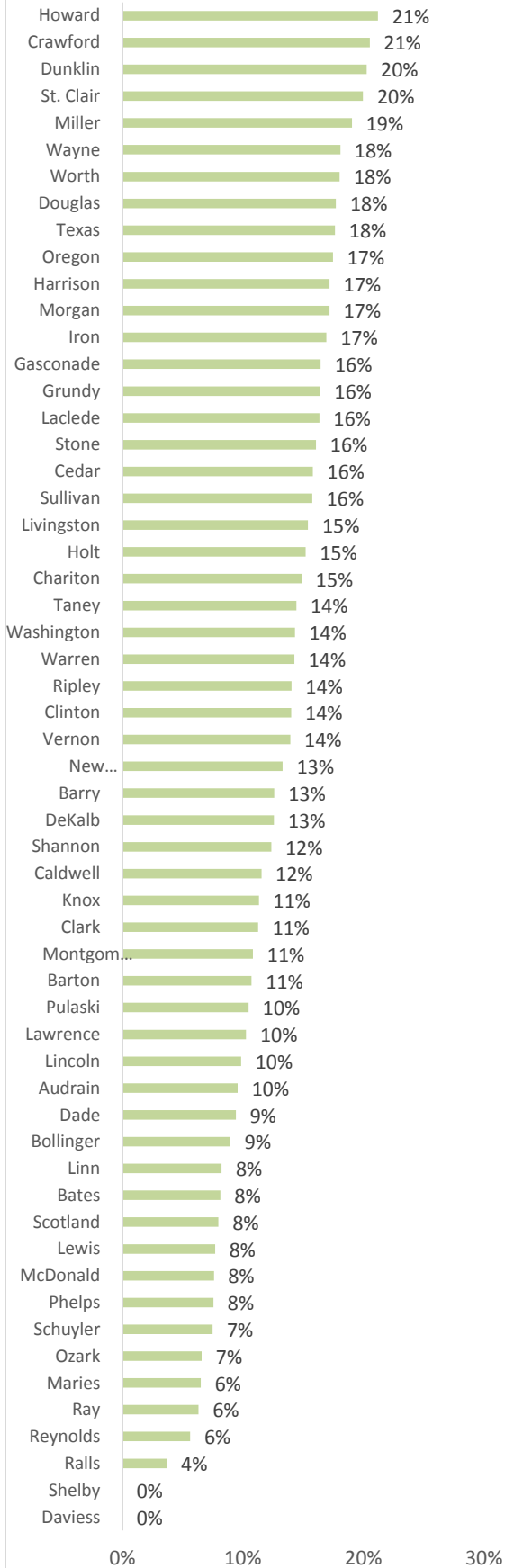
Pettis	77.7	54
Phelps	69.2	104
Pike	83.3	27
Platte	74.8	71
Polk	81.7	30
Pulaski	87.0	11
Putnam	90.2	6
Ralls	71.0	98
Randolph	81.1	36
Ray	71.9	96
Reynolds	57.2	115
Ripley	72.3	93
Saline	77.6	56
Schuyler	84.2	25
Scotland	91.7	3
Scott	76.2	63
Shannon	80.0	39
Shelby	73.5	84
St. Charles	70.7	101
St. Clair	74.3	74
St. Francois	74.2	75
St. Louis	73.1	88
St. Louis City	84.8	20
Ste. Genevieve	57.8	113
Stoddard	72.3	92
Stone	85.2	17
Sullivan	76.5	60
Taney	76.6	59
Texas	77.6	55
Vernon	76.1	64
Warren	72.4	90
Washington	69.6	103
Wayne	90.1	7
Webster	76.4	61
Worth	80.0	40
Wright	79.9	41

Appendix C1. Available Child Care Spots at Licensed Day Care Centers (%):

(Source: ACS 2014, 5-Year & List of Licensed Day Care Centers from MO Depart. of HSS)



**Appendix C2. Available Licensed Daycare Spots
Continued**



Appendix D. County Rankings of Available Spots (%) in Licensed Daycare Centers per Children in Alphabetical Order

(Source: American Community Survey 2014, 5-Year Data and List of Licensed Child Care Center from MO Dept. of Health and Senior Services)

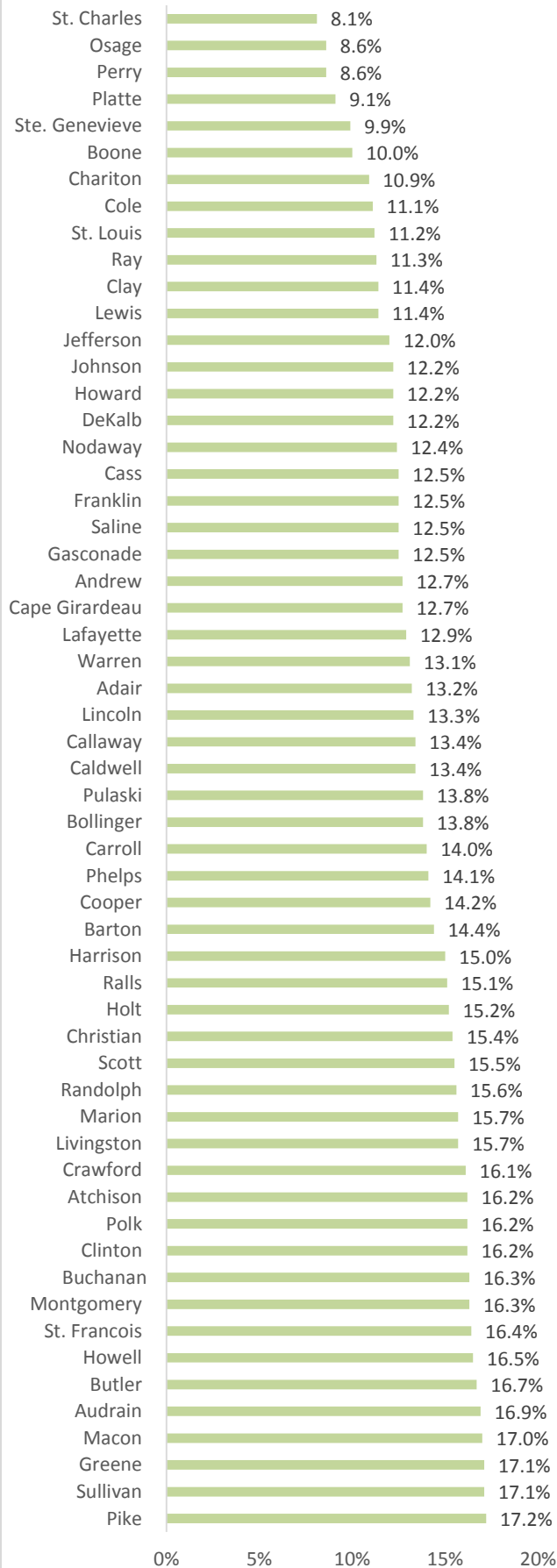
County	Available Spots Rate Per Children	Rank
Adair	40.42	13
Andrew	45.37	9
Atchison	33.56	21
Audrain	9.56	99
Barry	12.59	88
Barton	10.72	95
Bates	8.12	103
Benton	28.67	29
Bollinger	8.97	101
Boone	52.42	3
Buchanan	28.45	31
Butler	34.16	19
Caldwell	11.54	91
Callaway	27.12	37
Camden	30.28	26
Cape Girardeau	31.62	22
Carroll	27.52	35
Carter	22.09	53
Cass	38.48	16
Cedar	15.81	76
Chariton	14.88	80
Christian	28.87	28
Clark	11.27	93
Clay	30.32	25
Clinton	14.00	85
Cole	54.45	1
Cooper	24.63	47
Crawford	20.52	60
Dade	9.41	100
Dallas	23.29	49
Daviess	0	114
DeKalb	12.57	89
Dent	26.58	39
Douglas	17.72	66
Dunklin	20.27	61
Franklin	24.94	44

Gasconade	16.45	72
Gentry	22.34	51
Greene	39.60	14
Grundy	16.42	73
Harrison	17.19	69
Henry	38.74	15
Hickory	24.94	45
Holt	15.21	79
Howard	21.20	59
Howell	27.68	33
Iron	16.92	71
Jackson	50.83	4
Jasper	22.20	52
Jefferson	24.65	46
Johnson	29.52	27
Knox	11.34	92
Laclede	16.34	74
Lafayette	36.10	18
Lawrence	10.25	97
Lewis	7.69	105
Lincoln	9.85	98
Linn	8.23	102
Livingston	15.40	78
Macon	21.70	55
Madison	47.77	6
Maries	6.49	110
Marion	26.45	40
McDonald	7.59	106
Mercer	25.12	43
Miller	19.04	63
Mississippi	22.98	50
Monroe	22.02	54
Montgomery	10.84	94
Moniteau	23.75	48
Morgan	17.18	70
New Madrid	13.29	87
Newton	25.13	42
Nodaway	44.27	10
Oregon	17.47	68
Osage	45.58	8
Ozark	6.58	109

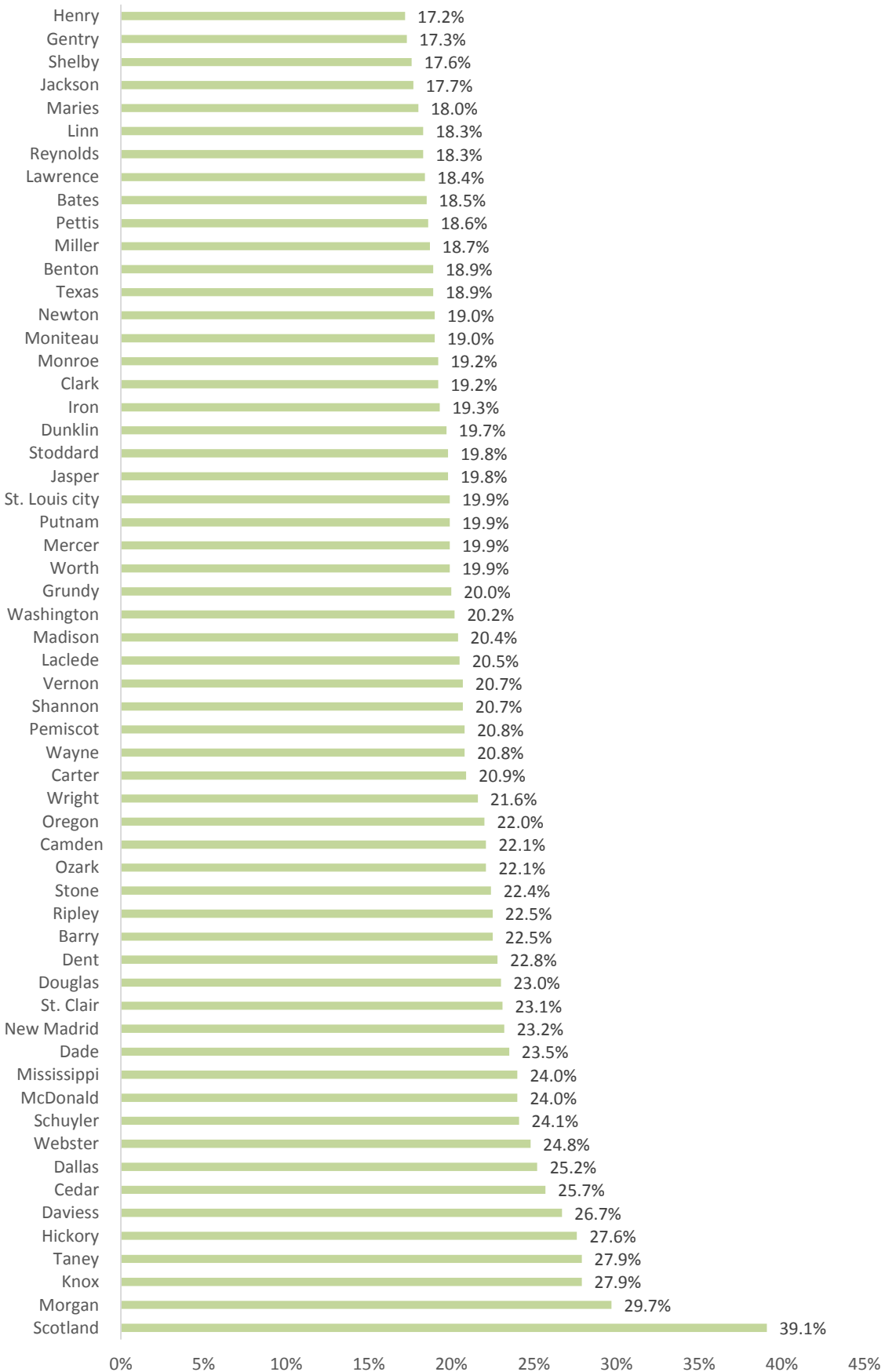
Pemiscot	27.92	32
Perry	33.91	20
Pettis	50.75	5
Phelps	7.55	107
Pike	53.20	2
Platte	26.79	38
Polk	21.57	58
Pulaski	10.47	96
Putnam	27.56	34
Ralls	3.70	113
Randolph	26.17	41
Ray	6.32	111
Reynolds	5.62	112
Ripley	14.02	84
Saline	21.67	57
Schuyler	7.49	108
Scotland	7.96	104
Scott	30.32	24
Shannon	12.35	90
Shelby	0	114
St. Charles	43.58	11
St. Clair	19.96	62
St. Francois	36.59	17
St. Louis	42.66	12
St. Louis city	47.06	7
Ste. Genevieve	31.02	23
Stoddard	28.49	30
Stone	16.06	75
Sullivan	15.75	77
Taney	14.43	81
Texas	17.64	67
Vernon	13.93	86
Warren	14.26	83
Washington	14.30	82
Wayne	18.08	64
Webster	21.67	56
Worth	18.02	65
Wright	27.15	36

Appendix E1. Uninsured Rate of People under 65 in Percentage in MO

(Source: American Community Survey 2010-2014, 5-Year Data)



Appendix E2. Uninsured Rate of People under Age 65 in Percentage in MO Continued



Appendix F. County Rankings of Uninsured Rate of People under Age 65 in Missouri in Alphabetical Order

(Source: American Community Survey 2010-2014, 5-Year Data)

County	Uninsured Rate (%)	Rank
Adair	13.2	26
Andrew	12.7	22
Atchison	16.2	45
Audrain	16.9	53
Barry	22.5	97
Barton	14.4	35
Bates	18.5	66
Benton	18.9	69
Bollinger	13.8	30
Boone	10	6
Buchanan	16.3	48
Butler	16.7	52
Caldwell	13.4	28
Callaway	13.4	28
Camden	22.1	94
Cape Girardeau	12.7	22
Carroll	14	32
Carter	20.9	91
Cass	12.5	18
Cedar	25.7	109
Chariton	10.9	7
Christian	15.4	39
Clark	19.2	73
Clay	11.4	11
Clinton	16.2	45
Cole	11.1	8
Cooper	14.2	34
Crawford	16.1	44
Dade	23.5	103
Dallas	25.2	108
Daviess	26.7	110
DeKalb	12.2	14
Dent	22.8	99
Douglas	23	100
Dunklin	19.7	76
Franklin	12.5	18

Gasconade	12.5	18
Gentry	17.3	59
Greene	17.1	55
Grundy	20	83
Harrison	15	36
Henry	17.2	57
Hickory	27.6	111
Holt	15.2	38
Howard	12.2	14
Howell	16.5	51
Iron	19.3	75
Jackson	17.7	61
Jasper	19.8	77
Jefferson	12	13
Johnson	12.2	14
Knox	27.9	112
Laclede	20.5	86
Lafayette	12.9	24
Lawrence	18.4	65
Lewis	11.4	11
Lincoln	13.3	27
Linn	18.3	63
Livingston	15.7	42
Macon	17	54
Madison	20.4	85
Maries	18	62
Marion	15.7	42
McDonald	24	104
Mercer	19.9	79
Miller	18.7	68
Mississippi	24	104
Monroe	19.2	73
Montgomery	16.3	48
Morgan	29.7	114
New Madrid	23.2	102
Newton	19	71
Moniteau	19	71
Nodaway	12.4	17
Oregon	22	93
Osage	8.6	2
Ozark	22.1	94

Pemiscot	20.8	89
Perry	8.6	2
Pettis	18.6	67
Phelps	14.1	33
Pike	17.2	57
Platte	9.1	4
Polk	16.2	45
Pulaski	13.8	30
Putnam	19.9	79
Ralls	15.1	37
Randolph	15.6	41
Ray	11.3	10
Reynolds	18.3	63
Ripley	22.5	97
Saline	12.5	18
Schuyler	24.1	106
Scotland	39.1	115
Scott	15.5	40
Shannon	20.7	87
Shelby	17.6	60
St. Charles	8.1	1
St. Clair	23.1	101
St. Francois	16.4	50
St. Louis	11.2	9
St. Louis city	19.9	79
Ste. Genevieve	9.9	5
Stoddard	19.8	77
Stone	22.4	96
Sullivan	17.1	55
Taney	27.9	112
Texas	18.9	69
Vernon	20.7	87
Warren	13.1	25
Washington	20.2	84
Wayne	20.8	89
Webster	24.8	107
Worth	19.9	79
Wright	21.6	92

Appendix G. County Rankings of Percent of Women Medicare Enrollees Age 67-69 Having at Least One Mammogram Screening Over Two Year Period in 2013, in Alphabetical Order

(Source: The Dartmouth Atlas of Health Care 2013)

County	Mammogram Screening Rate (%)	Rank
Adair	60.8	41
Andrew	60.5	45
Atchison	55.2	78
Audrain	67.6	9
Barry	60.6	42
Barton	56.4	69
Bates	51.1	102
Benton	56.4	70
Bollinger	50.8	105
Boone	71.6	2
Buchanan	64.4	20
Butler	64.9	17
Caldwell	52.8	94
Callaway	62.0	32
Camden	65.1	14
Cape Girardeau	68.0	8
Carroll	61.7	33
Carter	62.2	29
Cass	63.9	23
Cedar	53.4	89
Chariton	52.7	95
Christian	69.0	5
Clark	53.8	86
Clay	60.9	40
Clinton	53.5	88
Cole	70.3	3
Cooper	63.6	24
Crawford	67.1	11
Dade	58.5	57
Dallas	51.5	100
Daviess	44.7	113
DeKalb	59.6	51
Dent	52.9	93
Douglas	54.6	85
Dunklin	57.5	64
Franklin	65.9	13

Gasconade	61.5	36
Gentry	70.1	4
Greene	66.9	12
Grundy	53.2	92
Harrison	54.6	84
Henry	53.6	87
Hickory	57.7	63
Holt	58.1	62
Howard	61.3	39
Howell	48.4	110
Iron	55.5	75
Jackson	61.6	34
Jasper	60.0	49
Jefferson	65.0	15
Johnson	54.9	82
Knox	61.5	37
Laclede	62.2	31
Lafayette	51.5	98
Lawrence	58.1	61
Lewis	55.2	77
Lincoln	55.1	80
Linn	50.8	104
Livingston	56.2	71
Macon	62.7	27
Madison	55.6	74
Maries	57.0	66
Marion	64.4	19
McDonald	43.5	114
Mercer	51.5	99
Miller	59.4	54
Mississippi	52.1	97
Moniteau	59.5	53
Monroe	62.4	28
Montgomery	53.4	90
Morgan	57.1	65
New Madrid	58.9	56
Newton	60.4	47
Nodaway	60.6	44
Oregon	50.9	103
Osage	74.0	1
Ozark	55.1	79

Pemiscot	48.6	108
Perry	62.2	30
Pettis	58.2	59
Phelps	65.0	16
Pike	56.6	67
Platte	64.3	21
Polk	61.6	35
Pulaski	53.2	91
Putnam	55.3	76
Ralls	50.0	106
Randolph	55.1	81
Ray	60.1	48
Reynolds	48.4	111
Ripley	51.1	101
Saline	68.5	7
Schuyler	55.8	73
Scotland	37.0	115
Scott	59.3	55
Shannon	56.0	72
Shelby	58.1	60
St. Charles	67.2	10
St. Clair	48.4	109
St. Francois	60.6	43
St. Louis	68.7	6
St. Louis city	56.6	68
Ste. Genevieve	61.4	38
Stoddard	59.8	50
Stone	64.5	18
Sullivan	47.7	112
Taney	60.4	46
Texas	49.2	107
Vernon	52.2	96
Warren	63.1	26
Washington	64.1	22
Wayne	63.1	25
Webster	58.5	58
Worth	54.8	83
Wright	59.5	52

Appendix H. County Rankings of Percentage of Low Birth Weight Babies, in Alphabetical Order

(Source: CDC National Center for Health Statistics. Natality Data File 2008-2012)

County	Low Birth Weight Rate (%)	Rank
Adair	8.27	87
Andrew	6.44	21
Atchison	6.14	15
Audrain	7.74	69
Barry	7.28	54
Barton	7.05	47
Bates	7.81	72
Benton	7.67	65
Bollinger	6.70	29
Boone	7.69	67
Buchanan	7.88	76
Butler	9.67	105
Caldwell	9.11	101
Callaway	9.94	106
Camden	5.93	14
Cape Girardeau	8.27	86
Carroll	8.61	92
Carter	11.35	110
Cass	6.90	43
Cedar	6.20	16
Chariton	5.73	12
Christian	6.24	17
Clark	5.21	4
Clay	6.75	37
Clinton	6.73	35
Cole	7.81	73
Cooper	10.29	108
Crawford	8.15	82
Dade	7.38	58
Dallas	6.88	42
Daviess	5.23	5
DeKalb	7.25	53
Dent	8.09	80
Douglas	8.16	83
Dunklin	11.66	111
Franklin	6.76	39

Gasconade	6.76	38
Gentry	5.23	6
Greene	7.36	57
Grundy	6.72	34
Harrison	6.43	20
Henry	7.76	71
Hickory	7.51	61
Holt	8.66	94
Howard	8.56	91
Howell	6.86	41
Iron	7.34	55
Jackson	8.34	89
Jasper	6.71	32
Jefferson	6.75	36
Johnson	6.33	18
Knox	4.92	3
Laclede	7.02	46
Lafayette	6.49	24
Lawrence	7.76	70
Lewis	5.38	7
Lincoln	6.61	26
Linn	4.78	2
Livingston	6.46	22
Macon	7.45	60
Madison	6.47	23
Maries	5.64	11
Marion	7.93	78
McDonald	8.74	96
Mercer	7.58	62
Miller	6.40	19
Mississippi	12.42	114
Moniteau	6.72	33
Monroe	10.06	107
Montgomery	6.71	31
Morgan	6.65	27
New Madrid	11.96	112
Newton	6.79	40
Nodaway	5.41	8
Oregon	8.90	98
Osage	6.68	28
Ozark	9.15	102

Pemiscot	13.56	115
Perry	7.67	66
Pettis	6.71	30
Phelps	7.92	77
Pike	8.75	97
Platte	6.91	44
Polk	7.36	56
Pulaski	7.42	59
Putnam	6.51	25
Ralls	8.41	90
Randolph	7.05	48
Ray	7.63	64
Reynolds	7.19	52
Ripley	10.41	109
Saline	8.13	81
Schuyler	8.18	84
Scotland	4.37	1
Scott	9.50	104
Shannon	7.63	63
Shelby	8.65	93
St. Charles	8.69	95
St. Clair	7.06	49
St. Francois	8.18	85
St. Louis	12.19	113
St. Louis city	8.30	88
Ste. Genevieve	7.12	50
Stoddard	9.22	103
Stone	8.00	79
Sullivan	7.85	75
Taney	7.82	74
Texas	7.70	68
Vernon	7.14	51
Warren	5.56	10
Washington	8.98	99
Wayne	9.10	100
Webster	5.90	13
Worth	5.45	9
Wright	6.94	45

Appendix I. County Rankings of Spouse /Partner Abuse Rates per 100,000, in Alphabetical Order

(Source: Department of Health & Senior Services, Injury MICA, MO Totals by Year 2010-2014)

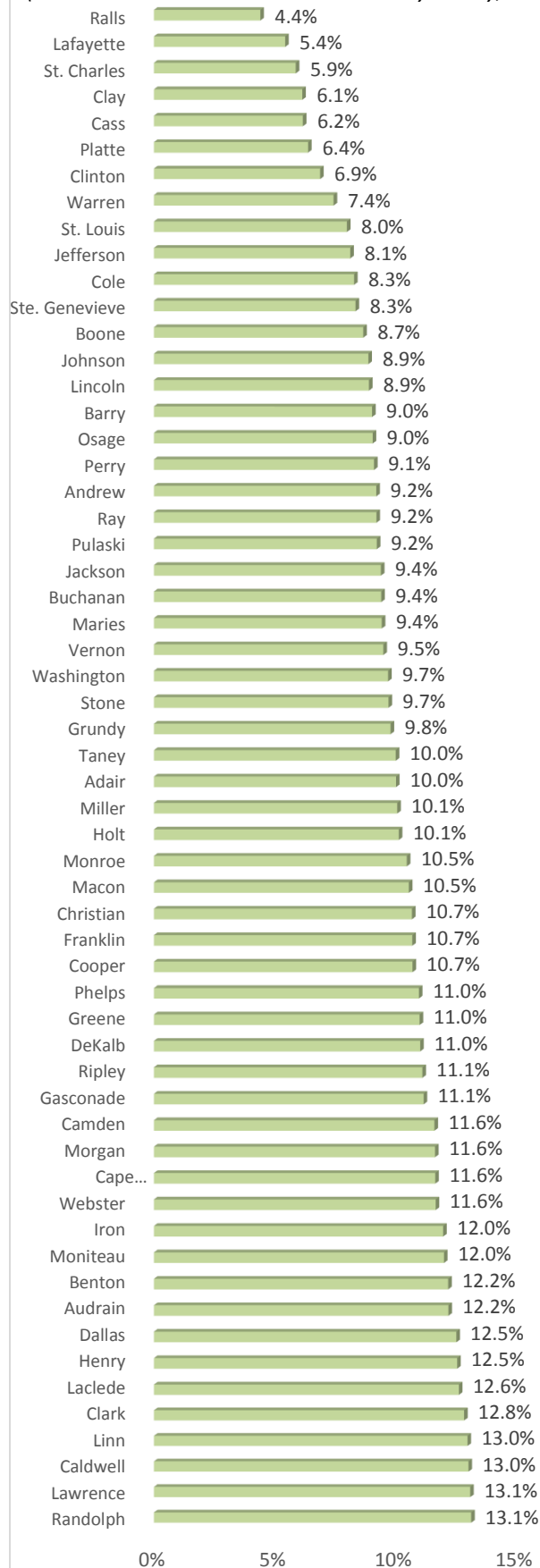
County	Spouse Abuse Rate per 100,000	Ranking
Adair	3	27
Andrew	3	29
Atchison	7	59
Audrain	2	17
Barry	4	35
Barton	11	86
Bates	9	75
Benton	7	63
Bollinger	8	65
Boone	4	38
Buchanan	32	113
Butler	8	66
Caldwell	6	56
Callaway	17	106
Camden	3	33
Cape Girardeau	9	71
Carroll	3	32
Carter	16	103
Cass	7	60
Cedar	10	80
Chariton	11	85
Christian	6	52
Clark	0	11
Clay	9	77
Clinton	9	73
Cole	17	107
Cooper	8	69
Crawford	5	41
Dade	16	101
Dallas	17	105
Daviess	0	10
DeKalb	9	72
Dent	10	79
Douglas	2	19
Dunklin	18	109
Franklin	6	55
Gasconade	6	54

Gentry	0	9
Greene	6	58
Grundy	3	23
Harrison	0	8
Henry	1	13
Hickory	3	31
Holt	6	51
Howard	2	21
Howell	17	108
Iron	16	102
Jackson	12	87
Jasper	6	53
Jefferson	5	47
Johnson	3	26
Knox	0	7
Laclede	1	12
Lafayette	10	78
Lawrence	3	25
Lewis	0	6
Lincoln	6	57
Linn	13	92
Livingston	23	112
Macon	2	16
Madison	4	36
Maries	0	5
Marion	8	64
McDonald	1	14
Mercer	0	4
Miller	7	61
Mississippi	8	67
Moniteau	13	95
Monroe	11	84
Montgomery	5	43
Morgan	9	74
New Madrid	13	93
Newton	3	34
Nodaway	0	3
Oregon	14	98
Osage	5	46
Ozark	0	2
Pemiscot	37	114

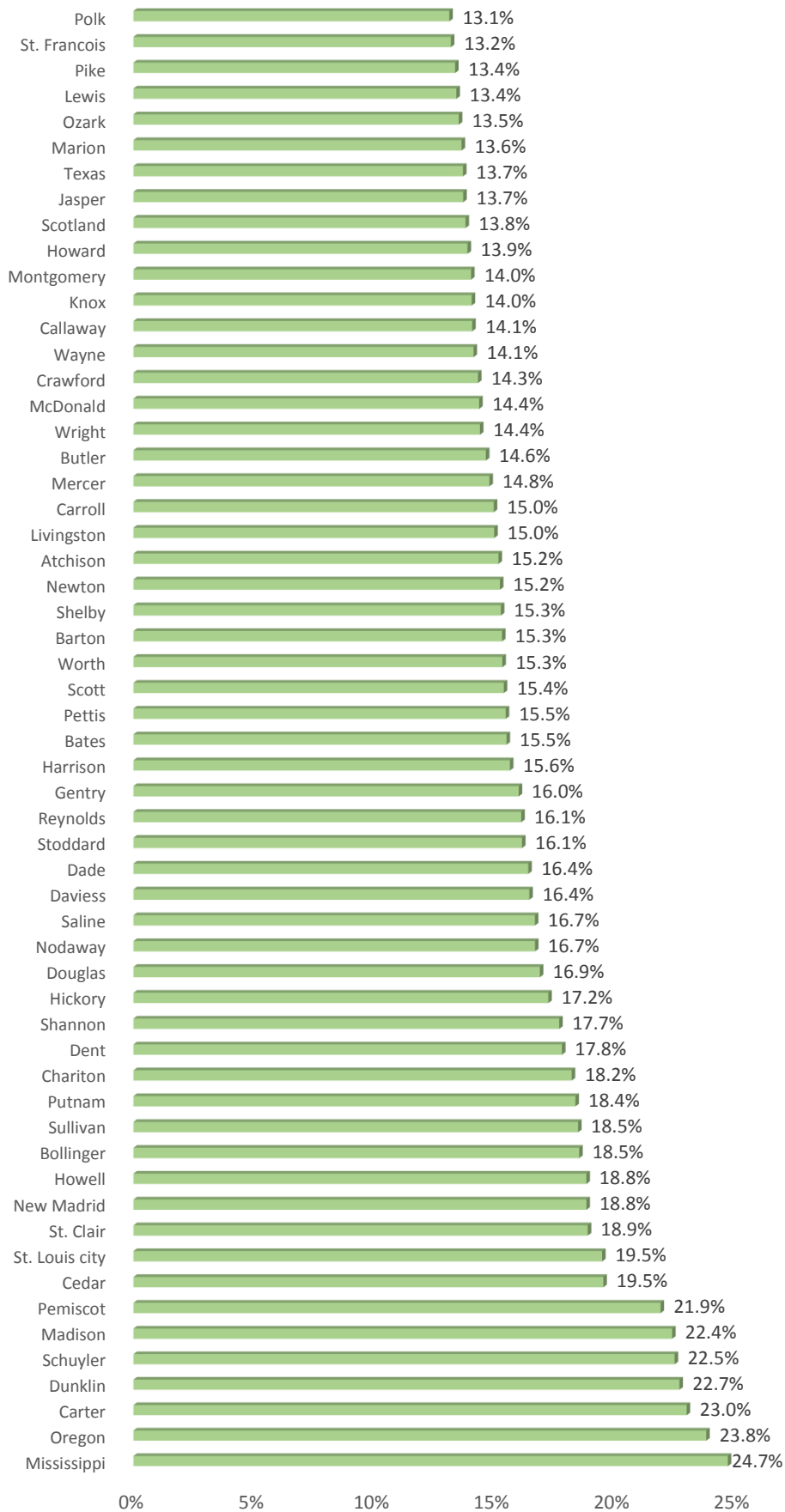
Perry	3	24
Pettis	10	82
Phelps	5	40
Pike	3	22
Platte	13	91
Polk	11	83
Pulaski	2	18
Putnam	19	110
Ralls	6	49
Randolph	5	45
Ray	14	97
Reynolds	16	100
Ripley	38	115
Saline	3	30
Schuyler	13	96
Scotland	12	89
Scott	7	62
Shannon	21	111
Shelby	5	44
St. Charles	3	28
St. Clair	9	76
St. Francois	12	90
St. Louis	4	37
St. Louis city	10	81
Ste. Genevieve	13	94
Stoddard	15	99
Stone	4	39
Sullivan	12	88
Taney	1	15
Texas	2	20
Vernon	6	50
Warren	5	48
Washington	17	104
Wayne	5	42
Webster	9	70
Worth	0	1
Wright	8	68

Appendix J1. Poverty Rate of Women 65 and Older

(Source: 2010-2014 American Community Survey, 5-Year)



Appendix J2. Poverty Women 65 and Older Continued



Appendix K. County Rankings of Poverty Rate of Women 65 and Older in Missouri, in Alphabetical Order

(Source: 2010-2014 American Community Survey, 5-Year Data)

Adair	10.0	30
Andrew	9.2	19
Atchison	15.2	80
Audrain	12.2	50
Barry	9.0	16
Barton	15.3	83
Bates	15.5	87
Benton	12.2	49
Bollinger	18.5	103
Boone	8.7	13
Buchanan	9.4	23
Butler	14.6	76
Caldwell	13.0	56
Callaway	14.1	71
Camden	11.6	43
Cape Girardeau	11.6	45
Carroll	15.0	78
Carter	23.0	113
Cass	6.2	5
Cedar	19.5	108
Chariton	18.2	100
Christian	10.7	35
Clark	12.8	54
Clay	6.1	4
Clinton	6.9	7
Cole	8.3	11
Cooper	10.7	37
Crawford	14.3	73
Dade	16.4	92
Dallas	12.5	51
Daviess	16.4	93
DeKalb	11.0	40
Dent	17.8	99
Douglas	16.9	96
Dunklin	22.7	112
Franklin	10.7	36
Gasconade	11.1	42
Gentry	16.0	89

Greene	11.0	39
Grundy	9.8	28
Harrison	15.6	88
Henry	12.5	52
Hickory	17.2	97
Holt	10.1	32
Howard	13.9	68
Howell	18.8	104
Iron	12.0	47
Jackson	9.4	22
Jasper	13.7	66
Jefferson	8.1	10
Johnson	8.9	14
Knox	14.0	70
Laclede	12.6	53
Lafayette	5.4	2
Lawrence	13.1	57
Lewis	13.4	62
Lincoln	8.9	15
Linn	13.0	55
Livingston	15.0	79
Macon	10.5	34
Madison	22.4	110
Maries	9.4	24
Marion	13.6	64
McDonald	14.4	74
Mercer	14.8	77
Miller	10.1	31
Mississippi	24.7	115
Moniteau	12.0	48
Monroe	10.5	33
Montgomery	14.0	69
Morgan	11.6	44
New Madrid	18.8	105
Newton	15.2	81
Nodaway	16.7	95
Oregon	23.8	114
Osage	9.0	17
Ozark	13.5	63
Pemiscot	21.9	109
Perry	9.1	18
Pettis	15.5	86
Phelps	11.0	38

Pike	13.4	61
Platte	6.4	6
Polk	13.1	59
Pulaski	9.2	21
Putnam	18.4	101
Ralls	4.4	1
Randolph	13.1	58
Ray	9.2	20
Reynolds	16.1	90
Ripley	11.1	41
Saline	16.7	94
Schuyler	22.5	111
Scotland	13.8	67
Scott	15.4	85
Shannon	17.7	98
Shelby	15.3	82
St. Charles	5.9	3
St. Clair	18.9	106
St. Francois	13.2	60
St. Louis city	19.5	107
St. Louis	8.0	9
Ste. Genevieve	8.3	12
Stoddard	16.1	91
Stone	9.7	27
Sullivan	18.5	102
Taney	10.0	29
Texas	13.7	65
Vernon	9.5	25
Warren	7.4	8
Washington	9.7	26
Wayne	14.1	72
Webster	11.6	46
Worth	15.3	84
Wright	14.4	75

Appendix L: Missouri Voter Turnout Report – General Election 2016

Retrieved from:

https://www.sos.mo.gov/CMSImages/ElectionResultsStatistics/CopyofVoterTurnoutExtract_12132016_9-37-29AM.pdf

Voter Turnout Report

State of Missouri General Election - 2016 General Election

Tuesday, November 08, 2016

County	Registered Voters	Actual Voters	Percentage of Voter Turnout
Adair	15231	10226	67.14%
Andrew	12188	9140	74.99%
Atchison	3815	2730	71.56%
Audrain	15507	10061	64.88%
Barry	21045	14645	69.59%
Barton	8653	5939	68.64%
Bates	11616	8031	69.14%
Benton	13877	9590	69.11%
Bollinger	8287	5676	68.49%
Boone	131020	83868	64.01%
Buchanan	52049	35659	68.51%
Butler	28799	17259	59.93%
Caldwell	6328	4320	68.27%
Callaway	28572	19238	67.33%
Camden	31788	22514	70.83%
Cape Girardeau	53503	37038	69.23%
Carroll	6314	4361	69.07%
Carter	4761	2850	59.86%
Cass	71389	50990	71.43%
Cedar	8416	6295	74.80%
Chariton	5536	3969	71.69%
Christian	56933	41556	72.99%
Clark	4933	3316	67.22%
Clay	169796	110176	64.89%
Clinton	14700	10225	69.56%
Cole	53755	37555	69.86%
Cooper	11308	8011	70.84%
Crawford	16131	9920	61.50%
Dade	5986	3951	66%
Dallas	10931	7453	68.18%
Daviess	5396	3738	69.27%
De Kalb	6504	4594	70.63%
Dent	9558	6799	71.13%
Douglas	9684	6666	68.84%
Dunklin	17359	10578	60.94%
Franklin	70716	50131	70.89%
Gasconade	10634	7451	70.07%
Gentry	4669	3043	65.17%
Greene	190103	129827	68.29%
Grundy	6726	4441	66.03%
Harrison	5243	3689	70.36%

Henry	15780	9866	62.52%
Hickory	6762	4724	69.86%
Holt	3324	2355	70.85%
Howard	6939	4868	70.15%
Howell	27043	17455	64.55%
Iron	6983	4279	61.28%
Jackson	256808	173275	67.47%
Jasper	77987	48414	62.08%
Jefferson	148904	106238	71.35%
Johnson	32487	21168	65.16%
Kansas City	222578	128699	57.82%
Knox	2515	1870	74.35%
Laclede	23140	16051	69.36%
Lafayette	23145	15876	68.59%
Lawrence	24317	16715	68.74%
Lewis	6691	4456	66.60%
Lincoln	36222	24962	68.91%
Linn	8636	5587	64.69%
Livingston	9520	6421	67.45%
Macon	10730	7631	71.12%
Madison	7825	5321	68%
Maries	6218	4511	72.55%
Marion	19945	12938	64.87%
McDonald	13140	8242	62.72%
Mercer	2551	1745	68.40%
Miller	17568	11416	64.98%
Mississippi	8978	5169	57.57%
Moniteau	9545	6830	71.56%
Monroe	5994	4156	69.34%
Montgomery	8066	5429	67.31%
Morgan	12547	8821	70.30%
New Madrid	11789	7357	62.41%
Newton	40039	26612	66.47%
Nodaway	13037	9458	72.55%
Oregon	7061	4668	66.11%
Osage	9553	7090	74.22%
Ozark	7271	4505	61.96%
Pemiscot	11754	6027	51.28%
Perry	12314	8740	70.98%
Pettis	26274	18111	68.93%
Phelps	28554	18610	65.17%
Pike	10803	7383	68.34%
Platte	68621	49280	71.81%
Polk	20073	13861	69.05%
Pulaski	23269	13488	57.97%
Putnam	3766	2346	62.29%
Ralls	7253	5266	72.60%

Randolph	15785	10364	65.66%
Ray	16662	10869	65.23%
Reynolds	5036	3038	60.33%
Ripley	9050	5524	61.04%
Saline	13684	9274	67.77%
Schuyler	2851	1936	67.91%
Scotland	3123	1968	63.02%
Scott	26263	17256	65.70%
Shannon	5399	3904	72.31%
Shelby	4547	3255	71.59%
St. Charles	295391	201281	68.14%
St. Clair	6592	4656	70.63%
St. Francois	38667	24728	63.95%
St. Louis	764692	515813	67.45%
St. Louis City	221561	131191	59.21%
Ste. Genevieve	12882	8469	65.74%
Stoddard	20607	13291	64.50%
Stone	23466	16567	70.60%
Sullivan	4072	2486	61.05%
Taney	36502	23515	64.42%
Texas	16356	10964	67.03%
Vernon	13112	8599	65.58%
Warren	22617	15784	69.79%
Washington	14130	9282	65.69%
Wayne	9118	5762	63.19%
Webster	23707	16799	70.86%
Worth	1505	1046	69.50%
Wright	12332	8119	65.84%
Totals	4223787	2811549	66.56%

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