



THE STATE OF
Women
and Girls
OF PHILADELPHIA

2017



Message from Mayor James F. Kenney and Councilwoman Blondell Reynolds-Brown

We are pleased to share the first State of Women and Girls of Philadelphia report produced by the Philadelphia Commission for Women.

This report shines a light on issues that many women experience along with their unique perspectives. We remain dedicated to pursuing policies that promote wage equity and economic empowerment, alleviate poverty and its disproportionate effects on women, and foster environments where women are healthy and thriving.

Now, more than ever, it is important that we protect the rights women have gained, while we fight for the rights that women deserve. This includes rights like workplace equality, access to reproductive healthcare, and the continued demand for racial and gender equality. While protecting these rights, we must remain focused on intersectionality and the unique challenges faced by women of color, trans women, women with disabilities, and challenges based on sexual orientation and gender expression.

We are cognizant of the victories that women have achieved tearing down barriers of male dominance especially in the halls of City Council where we had the honor of serving with Anna C. Verna, who became the first woman in 300 years to serve as President of City Council. Along with President Verna's leadership, President Barack Obama's White House Council on Women and Girls 2011 Report, and now with the Philadelphia Commission for Women, we all must dedicate ourselves to working toward a civic environment that encourages strong and empowered women who create strong and empowered families. The end result will be a stronger and more vibrant Philadelphia. This commission has a tall order to fill, but we are confident that the women serving on this commission are up to the challenge.

We are proud that our city now joins thirty-one major American cities with women's commissions including New York, Boston, Los Angeles, Phoenix, Denver, Atlanta, Seattle and San Francisco. These commissions assist their local governments in creating resources and solutions for issues affecting women and children, including, but not limited to, human trafficking, domestic violence, pay equity, and discrimination. The Philadelphia Commission for Women is poised to tackle issues that will advance the role of all women in our City of Brotherly Love and Sisterly Effectiveness. Thank you for joining us on this journey. Our mission continues.

The signature of Mayor Jim Kenney, written in cursive black ink.

Mayor Jim Kenney

The signature of Councilwoman Blondell Reynolds-Brown, written in cursive black ink.

Blondell Reynolds-Brown

City Council-at-Large | Majority Whip
Commission for Women | Legislation Author

Message from Nina Ahmad, Ph. D., Deputy Mayor for Public Engagement

When Philadelphia's women and girls thrive, the entire city thrives. We are at a unique time in history, three years shy of celebrating the 100-year Anniversary of the women's right to vote. The call for gender equality and women's leadership has never been more insistent. The massive country-wide January 21, 2017 Women's March in the aftermath of the 2016 Presidential elections was a stark reminder of the progress left to be made.

I am very privileged to work with the newly minted, permanent Philadelphia Commission for Women, housed within the Office of Public Engagement (OPE), and am delighted that the Commission is examining and assessing the status of women and girls in this report. These are interconnected issues - health and wellness affect economic security and empowerment, which, in turn is predicated on education, all of which impact the opportunities to lead. While this report is by no means exhaustive, it is meant to spur further research, creative thinking, and ultimately, action in the form of policy recommendations for the Mayor and City Council.

Further, the Philadelphia Commission for Women is a conduit to the broader Philadelphia community, and a tool for OPE to receive input by having robust conversations with a truly intersectional approach that recognizes the ways that race, ethnicity, class, and gender impact our everyday lives. The Office of Public Engagement looks to spur collaborative leadership and collective impact to accelerate progress for women and girls. In such a collective impact model, we will look to these diverse women committed to a common agenda for achieving measurable, positive impact in the lives of women and girls at the local level in ways that would not be possible by any of them acting alone.

Congratulations to the Commission on undertaking this ambitious project. The robust conversations sparked by this report and the agenda items by the Commission in the coming year, will ultimately accelerate women's advancement and gender equality leading to a better City for all.



Nina Ahmad, Ph. D.
Deputy Mayor for Public
Engagement

“ We are at a unique time in history, three years shy of celebrating the 100-year Anniversary of the women's right to vote.

”

Message from Felicia D. Harris, Chair of Philadelphia Commission for Women



Felicia D. Harris
Chair

“ And while we had a phenomenal first year, we have a lot of work ahead of us that makes our advocacy on behalf of our most vulnerable residents critical. ”

Highlights of our First Year

On June 23, 2016, Mayor Jim Kenney and Councilwoman At-Large Blondell Reynolds-Brown announced the appointments to the Philadelphia Commission for Women, a Commission established by a change to the Home Rule Charter approved by voters in the May 2015 election. The Commission consists of 27 members, 10 appointed by the Mayor and 17 appointed by City Council.

In our first year, we honored women police officers and firefighters at our "Women in Red and Blue" panel discussion on work/life balance. The Commission hosted "Women's Equality Day" commemorating the 96th anniversary of the 19th amendment that granted women the right to vote with a voter registration drive. Along with Councilwoman Helen Gym, the Commission hosted a City Hall "Read-In" to support the Stanford University student who was raped by Brock Allen Turner. Our Deputy Mayor for Public Engagement spoke at our "From Bangladesh to City Hall" forum. The Commission hosted a month-long collection drive for personal care items for survivors of human trafficking following our forum on human trafficking. We co-hosted City Hall's 50th Anniversary of Kwanzaa with the African American Male Commission, Men and Boys of Color Coalition and the Youth Commission. In January we participated in the Alice Paul March for Equality and Philly's Women's March.

Throughout the year, our advocacy included issuing public statements against sexual harassment at the workplace; supporting refugees, immigrants and their families following the Muslim Travel Ban; and opposing Pennsylvania Senate Bill 3 that would limit women's access to abortion. We also provided public testimony on important issues including the repeal of the Hyde Amendment; support of a Wage Equity Bill; and support of legislation to provide diaper-changing accommodations in public restrooms in city-owned buildings.

Last but certainly not least, in March, we hosted the inaugural State of Women and Girls of Philadelphia Summit featuring keynote speaker Tina Tchen, former Chief of Staff to First Lady Michelle Obama. And while we had a phenomenal first year, we have a lot of work ahead of us that makes our advocacy on behalf of our most vulnerable residents critical. We understand that issues of sexual assault and domestic violence, income inequality, the erosion of Roe v. Wade and reproductive freedoms, discrimination based on sexual orientation or gender identity, and access to affordable healthcare require that we have all hands on deck.

Yours in Service,
Felicia D. Harris

Our sincere appreciation to our contributors and the many people who made this publication possible.

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Executive Summary

Jovida Hill
Executive Director

“ I raise up
my voice—not so I
can shout but so that
those without a voice
can be heard...we
cannot succeed when
half of us are held
back. ”

Malala Yousafzai

“The State of Women and Girls of Philadelphia” is a snapshot of quality of life for the women and girls that live in Philadelphia. It is not an endpoint, but a beginning that will help the Philadelphia Commission for Women establish priorities that will influence the recommendations we make to the Mayor, City Council, and other policy makers. The purpose of this report, in conjunction with our public engagement process with community partners, is to help us develop a strategic plan that advances an agenda dedicated to pursuing social justice, equal rights, and economic opportunity for all women. We believe it is important for us to use and share data about the issues and challenges facing women in Philadelphia, and hopefully make policy recommendations to improve the lives of women and their families.

This report begins with an article on intersectionality and how race, ethnicity, and socioeconomics impact gender inequality. This is the lens through which we will address four broad areas: Health and Wellness, Economic Empowerment, Leadership and Civic Engagement, and Education Opportunities.

Health and Wellness

Last year Mayor Jim Kenney reorganized the city’s Health and Human Services (HHS) agencies—Department of Public Health, the Department of Behavioral Health and Intellectual disAbility Services (DBHIDS), the Department of Human Services (DHS), the Office of Homeless Services, and the Office of Community Empowerment and Opportunity (CEO)—under Deputy Managing Director Eva Gladstein. This year the cabinet published “Together We Thrive: Philadelphia’s Agenda for Health and Well-Being” to address the disparities that are the consequence of the city’s 25.8 percent poverty rate and the 12.3 percent of city residents living in deep poverty.¹

¹City of Philadelphia, Together We Thrive: Philadelphia’s Agenda for Health and Well Being, 2017. The federal poverty level is defined as an annual income of \$24,300 for a family of four and deep poverty defined as an annual income of \$12,150 for a family of four.

As a result, HHS departments have embarked on three overarching goals to address these disparities:

Healthy People:

Provide a healthy environment and high quality physical and behavioral health care.

Safe People:

Keep people safe and secure in their homes and in their communities.

Supported People:

Ensure the most vulnerable residents are able to stabilize their lives, and that individuals and communities support each other.

Economic Empowerment

A key indicator of economic empowerment for women begins with wage equity, along with career mobility and entrepreneurship opportunity.

Women in Pennsylvania still earn 79 cents to every dollar earned by white men; for women of color the disparities are even starker. African American women earn 68 cents and Latinas earn 56 cents for every dollar earned by men. Asian American women earn 81 cents to every dollar earned by white non-Hispanic men.²

To address wage disparities among women and minorities, City Council unanimously passed a groundbreaking Wage Equity bill that was signed by the Mayor in January. The Wage Equity legislation would prevent employers from asking prospective job applicants questions regarding salary history. The rationale is that relying on wage history creates wage bias that keeps women and minorities trapped in low wage jobs throughout their working careers. Enactment has been delayed while the ordinance is being litigated.

Also, to encourage economic equity for women through career mobility, the Pennsylvania General Assembly recently passed House Resolution 273 calling for diversity on boards and senior management. The resolution encourages privately held and publicly traded institutions and businesses in the Commonwealth to have a minimum of 30 percent women directors and to measure their progress toward equal representation of men and women by 2020.³

Women in Philadelphia still face challenges as business owners. While there are nearly 41,000 women-owned businesses in Philadelphia,⁴ women own less than 40 percent of the city's businesses even though women are 52 percent of the city's population.⁵ Access to capital remains a barrier to start-up funds and growth.

² US Census Bureau, American Community Survey, 2015 <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/4-2016-pa-wage-gap.pdf>

³ Pennsylvania House Resolution 232

⁴ bid.

⁵ City of Philadelphia Office of Economic Opportunity Annual Report, FY 2016

The bottom line is simple. When a woman's economic prospects improve so do the prospects for children and families. The economic health of the entire city benefits.

Leadership and Civic Engagement

Increasing the number of women in leadership roles in Philadelphia is critical to improving the city's social and economic health. Gwen Young, Director of the Women in Public Service Project at the Woodrow Wilson International Center for Scholars argues that while having more women leaders in the public and private sector may be about fairness, the unique skills, perspectives, and structural and cultural differences that women bring lead to effective solutions.⁶ The impact has the potential to reverberate in all facets of our social, civic, political, and economic lives.

Most importantly, when girls have more women as role models—women who head corporate and civic organizations, who lead as mayors, governors and community organizers—it expands their world view of their own opportunities to lead and succeed.

Education Opportunities

Education has long been held as an important pathway to success and economic stability. Significantly, one of those paths includes introducing and encouraging girls at an early age to become interested in the science, technology, engineering and math (STEM) fields where women and girls are under represented. (And lately, more advocacy around STEAM-science, technology, engineering, art and math.) These career paths show tremendous opportunities both in job growth and wages. A good start for long term success whether in

STEM, the technical fields, higher education, business or entrepreneurship can be dependent on access to affordable health care and early childhood education.

By no means is it our intention to cover all aspects of the lives of women and girls, but rather to have diverse voices as expressions of the many issues facing Philadelphia's women. Our biggest challenge, not only for this commission, but for policy makers in general, will be to advocate for more robust data collection that specifically focuses on women and girls. By segmenting local data by age, gender, sexual orientation and gender identity, race, ethnicity and zip code, decision makers will more readily be able to put in place policies to better serve Philadelphia's women and girls in all aspects of their lives. The work of the Philadelphia Commission for women and of organizations that serve women has never been more important.

“ Even though women make up 52 percent of the City's population they own less than 40 percent of the City businesses. ”

⁶ <http://www.cnn.com/2016/07/29/opinions/women-rising-benefits-society-young/>

On the Value of An Intersectional Discourse

Kimmika L. H. Williams-
Witherspoon, Ph.D.

Intersectionality is not a political identity or designation; but rather an overarching tool with which to examine power, hegemony, and oppression. Just like there is no one single story, there is no one single experience of identity.⁷ Intersectionality provides a framework for identifying the potential strengths in multiple identities in order to tailor policy, services and solutions to address overlapping concerns.

Coined in 1989 by Kimberle Williams-Crenshaw, intersectionality is the study of simultaneous or layered social identities that are similarly affected by related systems of oppression, (i.e. poverty, subordination, domination and discrimination.) Today, social justice advocates and scholars, have expanded the definitions of intersectionality as a way of talking about individuals whose social location and life experiences are influenced and predicated on shifting, multiple identities—race, class, gender, sexual orientation, age, ability, disability, mental illness and the like—along with the continuous negotiations and interplay. those individuals must make daily from inside and across multiple community locations. Those individual identities are often linked to combinations of identity—of color, gay, lesbian, female, immigrant etc. These, sometimes, simultaneous identities are also often marked in various ways by structural inequality.

Traditional ways of reading data regularly conflates the successes of privilege, middle class status and/or whiteness. "While white women and men also experience discrimination, all too often their experiences are taken as the only point of departure for all conversations about discrimination."⁸

Encouraging data in white communities is too often normalized in the public transcript without unpacking how the outcome and effects of critical socio-cultural issues like education, high school graduation rates, STEM, infant mortality, health, wellness and morbidity can be further problematized across cultures by issues of race, immigration status, gender, class and sexual identity.

Conflating the findings in one community over another, by extension, demonizes the life chances and lived experiences of individuals combating racism, oppression and discrimination primarily because of

⁷ Adichie, Chimamanda Ngozi. (2009). The Danger of the Single Story. Ted Talks. Retrieved from https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story

⁸ Crenshaw, Kimberle. (September 24, 2015). Why Intersectionality Can't Wait. The Washington Post. September 24, 2015. https://www.washington-post.com/news/in-theory/wp/2015/09/24/why-intersectionality-can-t-wait/?utm_term=.8ce6dbba0ode

their multiple identities.⁹ Far more damaging, however, the data sets in poorer communities are sometimes disseminated without the benefit of necessary contextualization.

In some instances, interventions, services and resources available for Philadelphia women and girls produce strikingly different ratios of success based upon the combination of class, racial background and (surprisingly enough) their zip codes.¹⁰ Oftentimes, these individuals contend with their own kind of oppression, domination, and discrimination; but because their unique, intersectional identity is not usually part of the public discourse, they likewise have limited access to resources and/or social services. These "intersections of race and gender only highlights the needs to account for multiple grounds of identity when considering how the social world is constructed."¹¹

Cultural identity and class affect the likelihood of successful outcomes.¹² "[M]odest attempts to respond to certain problems can be ineffective when the intersectional location of women of color [and others] is not considered in fashioning the remedy."¹³

Using intersectionality as a framework, the emergent meanings and values embedded in the data gleaned from the studies included in this document are dependent upon discursive practices and interpretive configurations of culture. The data included in this study represents socio-cultural reference points and not a point in of itself.¹⁴

Interrogating the intersections of data points—not as a "fixed meaning" but as a dialogue between various, individual locations, overlapping identities must be discussed together if real solutions are sought. Then the combination of solutions (like some of those referenced in this study) must work in tandem to address the salient issues like wage inequality, pipelines to STEM fields for young women and the importance in providing affordable housing across communities to stimulate more vibrant, diverse Philadelphia neighborhoods.

The data included in this project must be interrogated in concert with a critical inquiry of the effects of poverty, gender discrimination, institutional racism, structural oppression, patriarchy, occupational segregation and residential segregation. Using intersectionality as a framework for understanding not only the importance of this work on women and girls in Philadelphia but also the nuances inherent in the data that amplifies it and shows just how important a zip code is for opportunity, services and reaching one's potential for success, even in "forward-thinking" places like the City of Brotherly Love.

"Undertaking intersectional work requires concrete action to address the barriers to equality facing women and girls of color in U. S. society."¹⁵ All of the issues that face women and girls in Philadelphia today must be contextualized and, hopefully, lead to the development of multidimensional solutions.

Kimmika Williams-Witherspoon, Ph.D. is Associate Professor of Theater Studies and Playwriting at Temple University

⁹Gandy, Oscar. (1998). *Communication and Race: A Structural Perspective*. London: Arnold Press. Pp. 31-35.

¹⁰Crenshaw, Kimberle. (July 1991). *Mapping the Margins: Intersectionality, Identity Politics and Violence Against Women of Color*. Stanford Law Review. Volume 43.

^{11, 12, 13}Ibid.

¹⁴Moi, Toril. (1986). *Word, Dialogue and Novel*. The Kristeva Reader. New York: Columbia University Press. P. 37.

¹⁵Crenshaw, Kimberle. (September 24, 2015). *Why Intersectionality Can't Wait*. The Washington Post. September 24, 2015.

Retrieved from https://www.washingtonpost.com/news/in-theory/wp/2015/09/24/why-intersectionality-can't-wait/?utm_term=.8ce6dbbaode

Health & Wellness

Health and wellness are two of the most basic needs of any human being, so it is fitting that this anthology starts with a section on the health and wellness of women in Philadelphia who comprise 52.7 percent of the city's population of nearly 1.6 million people.¹⁶



Poverty & Life Expectancy

Nothing illustrates inequality more than one's zip code.¹⁷ According to data collected by the Virginia Commonwealth University Center for Society and Health, there is a 20-year difference in one's life expectancy depending on whether you live in one of the wealthiest zip codes in the city or in one of the poorest.¹⁸ If you were born in zip code 19106 you can expect to live to be 88 years old. But if your zip code happens to be 19152, life expectancy is only 68 years old.

Philadelphia's Health and Human Services Cabinet found the same to be true for risk indicators that included lead exposure, low birth weight, inadequate prenatal care and teen pregnancy to be more prevalent in the poorest zip codes of the city.¹⁹

Health Insurance

A Philadelphia Health Management Corporation (PHMC) survey also confirmed that zip code matters with regard to access to health insurance:

- 12.5 percent of adults in Philadelphia ages 18-64 are uninsured
- The highest numbers of uninsured adults are in Upper North Philadelphia (18.7 percent), South West Philadelphia (18.4 percent), and West Philadelphia (18.3 percent)
- Center City had the lowest number of uninsured (4.2 percent)

With proposed changes to the Affordable Care Act, including the reduction of people covered by Medicare, social service agencies, including Planned Parenthood and the Maternity Care Coalition expect that access to health insurance and affordable healthcare may be harder to come by.

Lead Exposure

The number of children under age six with elevated lead levels has steadily decreased over the past decade. However, approximately 350 children still have lead levels about 10 micro-grams per deciliter each year, putting them at risk for lifelong learning disabilities and behavior problems.²⁰

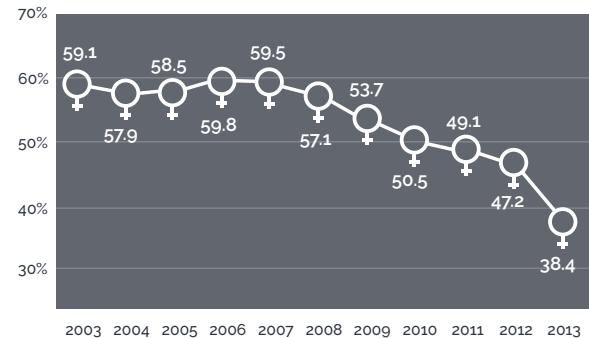
The City is increasing its efforts to prevent lead exposure through a combination of public outreach and enforcement of existing laws requiring landlords to certify their properties as lead free.²¹ In addition, the City is working to reduce the effects of lead exposure for children who already have elevated blood lead levels by increasing participation in early intervention services and repairing the homes of children with elevated lead levels.²²

Infant Mortality Rate

The infant mortality rate, defined by the National Center for Chronic Disease Prevention and Health Promotion Division of Reproductive Health as the number of deaths before the first birthday for every

Teen Births per 1,000 Teen Girls, 15 - 19 Years of Age

Source: Vital Statistics for Philadelphia, Pennsylvania Department of Health, 2003- 2013



¹⁷ Virginia Commonwealth University Center on Society and Health

¹⁸ Ibid.

¹⁹ City of Philadelphia, Together We Thrive: Philadelphia's Agenda for Health and Well Being, 2017

²⁰ Ibid.

²¹ Philadelphia Childhood Lead Poisoning Prevention Advisory Group: Final Report and Recommendations, June 20, 2017

²² Ibid.

Births to Teens, 15 - 19 Years of Age, by Race/Ethnicity, Philadelphia

Source: Vital Statistics for Philadelphia, Pennsylvania Department of Health, 2004- 2013



1,000 live births, is generally viewed as an important marker of the overall health of a society. Philadelphia's infant mortality rate of 8 per 1,000 live births is one of the highest in the nation. For African Americans the mortality rate is 13 per 1,000 live births.

Low Birth Weight

Low birth weight is when a baby is born weighing less than 5 pounds, 8 ounces. Low birth weight can be attributed to several factors: chronic health conditions, unhealthy lifestyles, including tobacco and alcohol use and substance abuse and age, race and ethnicity.²³ In Philadelphia, 10.7 percent of all babies are born with low birth weight. While the rate for African Americans is 13.5 percent; Hispanics, 8.9 percent; and Asians, 7.9 percent as compared to low birth weight among White babies at 7.2 percent. Once again, the highest number of babies born with the highest rate of low birth weight are in many of the same zip codes.²⁴

Domestic Violence

Violence among intimate partners remains a growing challenge that contributes to family instability. The Philadelphia Domestic Violence Hotline received more than 14,500 calls for assistance, a 50 percent increase over the year before.²⁵ According to the most recent statistics collected by Women Against Abuse, an estimated 2,000 annual visits to Philadelphia emergency rooms are attributed to women who were assaulted by a spouse, ex-spouse, boyfriend or ex-boyfriend.²⁶

Tragically, Philadelphia experienced 19 homicides related to domestic violence in 2015. With limited space in its two 100-bed shelters Women Against Abuse was forced to turn away 15,751 requests for shelter in FY2015.²⁷

Teen Suicide Rates

The Center for Disease Control reports that suicide rates have increased from 1999 to 2014 with greater annual percentage increase after 2006, with the rate of increase greatest for girls 10 to 14 years old.²⁸ In Philadelphia, 14 percent of 9th to 12th graders considered suicide in 2015.²⁹ The Child Mind Institute suggests that there may be many contributing risk factors that may account for this increase that include death of a family member or close friend, breakup

Women with Mammography, 50 - 74 of Age

Source: Public Health Management Corporation (PHMC) Household Health Survey, 2000 - 2014/2015



²³ <http://www.marchofdimes.org/complications/low-birthweight.aspx>

²⁴ Philadelphia Department of Health, Community Health Assessment, 2016

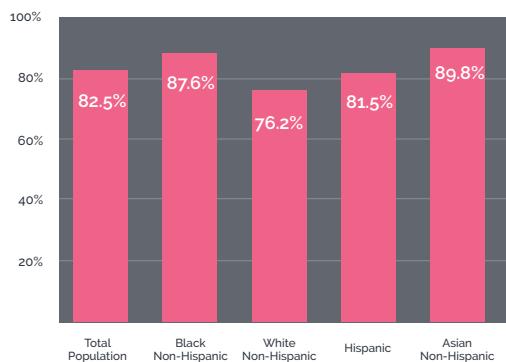
^{25-26, 27} <http://www.womenagainstabuse.org/education-resources/learn-about-abuse/domestic-violence-in-philadelphia>

²⁸ Center for Disease Control, Increase in Suicide in the United States 1999-2014. <https://www.cdc.gov/nchs/products/databriefs/db241.htm>

²⁹ Philadelphia Department of Public Health Community Health Assessment 2016, p. 183

Women with Mammography, 50 - 74 of Age, 2014/2015

Source: Public Health Management Corporation (PHMC) Household Health Survey, 2014/2015



with a boyfriend or girlfriend, bullying, homelessness, or struggling with sexual orientation in an environment that is not supportive.³⁰ The Department of Behavioral Health and Intellectual disAbilities Services (DBHIDS) provides a 24/7 hotline (215-686-4420) and additional mental health resources on their Healthy Minds Philly website: <http://healthymindsphilly.org/en/get-help-now>

Breast Cancer

Public awareness campaigns sponsored by women's health organizations, social service agencies, and public health centers target women to focus on screening for the early detection of breast cancer, the most commonly diagnosed cancer, yet breast cancer remains the second leading cause of cancer among women. Despite the alarming prevalence of breast cancer, a Philadelphia Health Management Corporation (PHMC) 2015 Southeastern Pennsylvania (SEPA) Household Health Survey revealed that 21.9 percent of women 18 years of age and older have not had a breast exam in the past two years and 21.4 percent of women 40 years of age and older have not had a mammogram. The SEPA Household Health Survey also reported that education and income play a role in breast cancer screening. Women ages 18 and older who did not graduate from high school are more likely to not have a clinical breast exam (49 percent) as compared with

women with a high school degree (41 percent), women with a college degree (32 percent) and women with a post-graduate degree.³¹

Similarly, women ages 18 and older living below 150 percent of the Federal Poverty Level are more likely to have foregone a clinical breast exam in the past year (45 percent) as compared to women at or above 150 percent of the Federal Poverty Level (32 percent).

Heart Disease

Cardiovascular disease is the top health risk for women and is the cause of 1 in 3 women's deaths each year.

The American Heart Association reports that 90 percent of women have one or more risk factors for heart disease or stroke. Highlights from their most recent data include these findings:³²

- Women have a higher lifetime risk of stroke than men
- Fewer women than men survive their first heart attack
- The symptoms of heart attack can be different in women than in men and are often misunderstood even by doctors
- Latinas are likely to develop heart disease 10 years earlier than white women
- Of African American women 20 years or older, 48.3 percent have cardiovascular disease
- 80 percent of heart disease and stroke events may be prevented by lifestyle changes and education.

Smoking Among Women in Philadelphia

Source: Public Health Management Corporation (PHMC) Household Health Survey, 2000 - 2014/2015



³⁰ Child Mind Institute, Teen Suicide: What Are the Risk Factors?, <https://childmind.org/article/teen-suicides-risk-factors/>

³¹ Philadelphia Health Management Corporation 2015 SEPA Household Health Survey

³² American Heart Association

Infant Mortality in the City of Philadelphia

Committee on Women's
Health & Wellness

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Rachael J. Pritzker, Esq.
Farzana Rashid Hossain MD
Tonie Willis

Infant mortality rate (IMR) is defined as the number of infant deaths (deaths before a child's first birthday) for every 1,000 live births.³³ The infant mortality rate is an important indicator of the overall health of a society. The City of Philadelphia has one of the highest IMRs in the nation at almost 9 infant deaths for every 1,000 births, surpassing both Los Angeles (4.3) and Chicago (6.1). Philadelphia's IMR is especially disturbing when compared to the national IMR at less than six deaths per 1,000 live births,³⁴ which is itself the highest IMR of any developed nation.³⁵ Even more alarming is that between 2011 and 2013 the Philadelphia IMR among Black infants was 1.5 times that of the general population and over 2.5 times that of White infants.³⁶

Medical factors contributing to infant mortality include preterm birth, low birth weight, birth defects, and maternal pregnancy complications.³⁷ Preterm birth, defined as birth before 37 weeks gestation, is the biggest contributor to infant mortality, accounting for more than a third of infant deaths nationally.³⁸ In 2014, 10.7 percent of infants in Philadelphia were born preterm compared to the national rate of 9.6 percent.³⁹⁴⁰ Minority women and women living in poverty have higher rates of premature births.⁴¹⁴² In Philadelphia, the percentage of low birth weight infants, infants weighing less than 5 pounds 8 ounces, among non-Hispanic Black women is almost 1.3 times higher than that of the general population and almost 1.9 times that of non-Hispanic White women.⁴³ Prompt diagnosis and management of birth defects and maternal pregnancy complications are strongly correlated with socioeconomic factors.

³³ National Center for Chronic Disease Prevention and Health Promotion, Division of Reproductive Health. (2016, September 07). Infant Mortality. Retrieved from <https://www.cdc.gov/features/infantmortality/>

³⁴ Ibid

³⁵ MacDorman MF et al. International comparisons of infant mortality and related factors: US and Europe, 2010. CDC, National Vital Statistics Reports. 2014; 63(5). Retrieved from https://www.cdc.gov/nchs/data/nvsr/nvsr63/nvsr63_05.pdf

³⁶ Philadelphia Department of Public Health. (December 2016). 2016 Community Health Assessment (CHA). Retrieved from <http://www.phila.gov/health/pdfs/CommunityHealthAssessment2016.pdf>.

³⁷ See footnote 33

³⁸ Ibid

³⁹ March of Dimes. 2016 Premature Birth Report Card. Retrieved from <http://www.marchofdimes.org/peristats/pdflib/998/premature-birth-report-card-Pennsylvania.pdf>

⁴⁰ Hamilton BE et al. (2015, December 23). Births: final data for 2014. CDC, National Vital Statistics Reports. 64, 12. Retrieved from https://www.cdc.gov/nchs/data/nvsr/nvsr64/nvsr64_12_tables.pdf

⁴¹ Division of Reproductive Health, National Center for Chronic Disease Prevention and Health Promotion. (2016, September 28). Infant Mortality. Retrieved from <https://www.cdc.gov/reproductivehealth/MaternalInfantHealth/InfantMortality.htm>

⁴² Gaestel, A. (2013, May 10). Despite Doctors' Efforts, Philadelphia's Infant Mortality Rate Remains Among the Worst in the U.S. Retrieved from <https://nextcity.org/daily/entry/despite-doctors-efforts-philadelphias-infant-mortality-rate-remains-among-t>

⁴³ See footnote 36

Factors such as poverty, access to medical care, and racial disparities also contribute to infant mortality in Philadelphia. Philadelphia has the highest poverty rate (26 percent) among the ten largest U.S. cities.⁴⁴ Minority women and women living in poverty are less likely to have access to prenatal and advanced medical care.⁴⁵

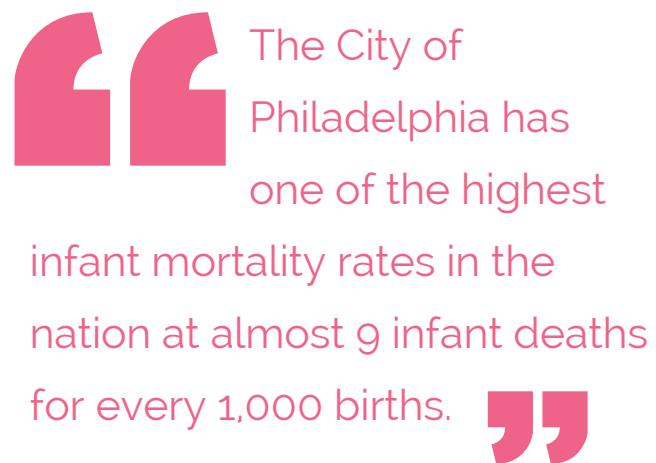
Over the past two decades, the City of Philadelphia has faced a health crisis over the closing of hospital maternity wards in record numbers. As of 2013, the City of Philadelphia had only six maternity wards, whereas in 1997 the City had more than 19.⁴⁶ Moreover, the remaining maternity wards are all in teaching hospitals and are subsidized by residency programs and educational grants.⁴⁷ Thus, they are located in the center of the city, leaving only two maternity wards in North Philadelphia, the area of the city with the highest poverty levels and the highest infant mortality.⁴⁸ Not surprisingly, in 2013, as many as 13.9 percent of pregnant women received late (in third trimester) or no prenatal care.⁴⁹ Black and Hispanic women (16.4 percent and 15 percent, respectively) sought late or no prenatal care at a rate twice that of White women (8.8 percent).⁵⁰

Because infant mortality is the result of the interplay of medical and socioeconomic factors, some of which are outlined above, any successful approach to decreasing infant mortality must be multi-pronged. To improve women's preconception health and decrease the chances infant mortality, the CDC recommends addressing smoking cessation, obesity, mental health, and intimate partner violence.⁵¹

Multiple studies have shown that paid parental leave contributes to fewer low-birth infants, fewer infant deaths, higher rates of breastfeeding, longer parental lifespan, improved parental mental health, and increased long-term achievement for children.⁵² Various studies have shown that implementation of paid parental leave is associated with an IMR reduction ranging from 2.5 percent to 13 percent.⁵³

Nevertheless, the U.S. remains the only wealthy nation that does not guarantee paid parental leave, providing instead 12 weeks of unpaid leave for workers of companies with more than 50 employees under the Family Medical Leave Act (FMLA).⁵⁴ However, fewer than half of American workers are eligible for FMLA and only 11 percent of Americans have access to private, employer-paid parental leave.⁵⁵

In light of the lack of federal legislation for paid parental leave, five U.S. states have enacted laws to provide paid parental leave for workers: California, Rhode Island, Washington State, and our neighbors: New Jersey and New York (effective in 2018).⁵⁶ Pennsylvania is unfortunately not among these states.



The City of Philadelphia has one of the highest infant mortality rates in the nation at almost 9 infant deaths for every 1,000 births.

⁴⁴ The Pew Charitable Trusts. (March 2016). Philadelphia: The State of the City. Retrieved from http://www.pewtrusts.org/~media/assets/2016/03/philadelphia_the_state_of_the_city_2016.pdf

⁴⁵ See footnote 42.

^{46, 47, 48} Ibid

⁴⁹ See footnote 36.

⁵⁰ Ibid

⁵¹ See footnote 41.

⁵² Burtle, A., & Bezruchka, S. (2016, June 01). Population Health and Paid Parental Leave: What the United States Can Learn from Two Decades of Research. *Healthcare*, 4, 30. Retrieved from <https://doi.org/article/4cd82f2941844fc7866a1068c9da6761>

⁵³ Ibid

^{54, 55, 56} Ibid

Caregiving for Our Elders

Emma Tramble, M.A.

If you remember the classic board game Life™, you may recall that it simulates "perfect" stages of adulthood—college, marriage, homeownership, children, and retirement. In real life, you may opt for some or none of those things, but you probably have made conscious choices about them. I had no idea that at 35, while pursuing a busy career and barely keeping my plants alive, I would start to make decisions for my mother who was experiencing the early stages of Alzheimer's disease. I knew nothing about how to simultaneously juggle my mother's health, finances, and well-being. I had inadvertently joined an unofficial club.

AARP's report, "Caregiving in the U.S. 2015 – Focused Look at Caregivers of Adults Age 50+," cites that an estimated 27.4 million working-age Americans provide care for an older person.⁵⁷ While the number of male caregivers grows (currently 40 percent),⁵⁸ Family Caregiver Alliance reports that women tend to be more adversely affected because we take on more duties that require hands-on involvement, such as providing personal care or attending doctors' visits.⁵⁹ Some women who experience work versus care conflicts decide to reduce work hours or exit the workforce.⁶⁰ Women who leave the workforce to provide care may experience a lifetime loss of income and benefits averaging \$324,044.⁶¹

Navigating health and eldercare systems can present many obstacles. However, caregiving also requires a hefty amount of on-the-job training about self-care while caring for others. Exhaustion and frustration would have become less frequent companions in the earlier phases of my 13-year journey had I learned to incorporate these simple, self-preserving habits into how I lived life before stumbling into the caregiving role.

Learn to Ask for Help—Delegate. If your creed is, "If I want something done right, I'll do it myself." Well, sister, you're in for trouble. Being a caregiver involves many tasks—running the gamut from meal planning and preparation to hiring and firing professionals. Many caregivers report feeling overburdened. Start TODAY by delegating more at work, at home, at church, etc. If you develop your management skills instead of being a "do-it-yourselfer," having others assist you will become second nature.

Know Your Limits and What Matters to You. Before you start to care for someone else, hone the habit of self-care. Contributions of time and money while caring for others may cause unforeseen financial, emotional, and physical strain. Develop a practice of monitoring and self-correcting your finances, your relationships, as well, as your physical and mental health. Know which small and large activities bring you pleasure. If you pay attention to these matters, you'll know when they're being strained or neglected. See "Ask for Help" above.

Believe What You See. Getting older doesn't necessarily equate to a steep decline. However, evidence of your loved one experiencing pain, changes in household cleanliness or in financial judgment may signal that you need to pay attention to your elderly loved one's needs. Don't let a crisis or a big diagnosis be the moment that you kick into action.

When you're a better champion for yourself, you become someone who knows that caring for someone else does not have to be a self-sacrificing life event.

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⁵⁷ National Alliance for Caregiving (NAC) and the AARP Public Policy Institute. (June 2015). Caregiving in the US. Retrieved from <http://www.aarp.org/content/dam/aarp/ppi/2015/caregiving-in-the-united-states-2015-report-revised.pdf>

⁵⁸ Ibid ⁵⁹ Ibid ⁶⁰ Ibid ⁶¹ Ibid

Economic Empowerment

Economic empowerment begins with equal pay for equal work across all occupations and the elimination of barriers that keep women's wages low. Considering that 60 percent of Philadelphia's children under 18 years old are growing up in female headed households, wage equity initiatives can play a key role in reducing Philadelphia's poverty rate.⁶²



The Center for American Progress makes the case that wage security is economic empowerment and does not exist in a vacuum. Issues of paid sick leave, paid family and medical leave, equal pay, affordable childcare, increase in the minimum wage, access to quality healthcare, and women in political leadership must all be in play to ensure economic empowerment.

Philadelphia has approximately 40,906 women owned businesses.⁶³ And while women comprise over half of the city's population, they own less than 40 percent of the city's businesses. There are encouraging signs, such as the increase in women-owned businesses from 31 percent to 39 percent that occurred between 2007 and 2012.⁶⁴

When race and ethnicity are factored, the numbers tell a different story. African Americans make up 44 percent of the city's population, yet they only own 25 percent of the City's businesses; Hispanic or Latino business owners represent 14 percent of the population, but one a little over 10 percent of the city's businesses. Asians who represent 7 percent of the population, comprise just over 10 percent of Philadelphia business owners.⁶⁵

To address the issue of more robust contracting opportunities for minority women and disadvantaged businesses, OEO has undertaken a three year strategic plan that includes enhanced monitoring, capacity building and creating a pipeline to increase the numbers of women and minorities participating in city contracting opportunities.⁶⁶

These initiatives are intended to increase the number of women business owners receiving contracts with the municipal government. Highlights from the recently released City of Philadelphia Office of Economic

Opportunity (OEO) report for FY 2016 noted that since 2010 the number of White Women-owned Business Enterprises (WBEs) with city contracts increased their share of OEO's registry from 37 percent to 40 percent. During the same time, participation by African American owned businesses have declined from 45 percent in 2010 to 38 percent. Businesses owned by African American women comprised 17 percent of the registry.⁶⁷

To encourage more diversity at the top levels of companies that do business with the City of Philadelphia, the Home Rule Charter was amended in September of 2013 to require that all City contractors disclose:

1. The current percent of female executive officers in the company and percentage of females on company's full board;
2. The company's aspirational goals for the inclusion of females in executive positions and on the executive full boards; and
3. The intended efforts by the contractor to achieve aspirational goals.⁶⁸

As a result, in FY16, of 95 businesses that were awarded Public Works contracts, 79 percent reported that they had women as members of their executive staff and /or board of directors and of the 219 businesses awarded Service, Supply and Equipment contracts, 37 percent reported women as members of their executive staff and/or board of directors.⁶⁹

To further increase the diversity of companies that do business with the City, Philadelphia is joining other municipalities by moving from the lowest responsible bidder procurement system to "best value." Best value takes into consideration a range of qualities that may include past performance, expertise, and

⁶³ US Census, 2012 Survey of Business Owners

^{64, 65} op. cit

⁶⁶ Ibid

⁶⁷ City of Philadelphia Office of Economic Opportunity FY16 Report

⁶⁸ Chapter 17-104 of the Philadelphia Home Rule Charter

⁶⁹ Ibid



experience for the delivery of higher quality goods and services not alway apparent in the lowest responsible bid system. Philadelphia residents had the opportunity to vote on "best value" procurement in the May ballot initiative. Procurement experts are optimistic that "best value" will increase women and minority participation in city contracts.

Makeup Of Workforce

Philadelphia is the only city among America's 10 largest where women comprise more of the external workforce than men. They not only outnumber men in fields traditionally strong for women, like education and health, but also in law, business, and finance.⁷⁰ A contributing factor to this high rate is the high concentration of universities and hospitals. Approximately 38 percent of city jobs are credited to 'eds and meds.' Nationally, women hold about 52 percent of those jobs. Locally, women outpace men, comprising 57.5 percent of the jobs in this sector.⁷¹

Despite holding their own in some of the most prestigious and highest paying jobs, there remains a gender gap in median wages with women earning \$29,816 as compared to \$35,599 for men.⁷² As Michael Dent points out in his article for Billy Penn, Black and Hispanic women don't fare as well in the management, business, science and arts occupations as their White and Asian counterparts: White (49 percent), Asian (41 percent), Black (31 percent) and Hispanic (30 percent):⁷³

⁷⁰ Dent, M. (2016, March 29). Philly's workforce secret: A bigger share of women than any major U.S. city. Retrieved from <https://billypenn.com/2016/03/29/phillys-workforce-secret-a-bigger-share-of-women-than-any-big-u-s-city/>

^{71, 72, 73} Ibid

Channeling Madam C.J. Walker: Women Accessing Capital

Nina Ahmad, Ph.D.

Madame C.J. Walker set the stage for generations of women entrepreneurs to come. Known to be the wealthiest woman of her day, Walker was widely regarded as the first self-made woman millionaire. She overcame enormous odds: born in 1867 to emancipated slaves, her life began in the cotton fields. She scaled immense barriers to become a famous business woman whose line of haircare products offered beauty and dignity to the class of newly emerging consumers-women.

Walker's business practices are relevant to the challenges women face today. Even as late as the 1860s, women did not venture out alone and spend money. But the landscape was beginning to change as women became more visible in the public arena as they became a part of the workforce and consumers. Her approach to being a successful business woman was imbued by her central message of pride and empowerment.

In the most inhospitable post-Reconstruction/Jim Crow era for African Americans, Madam C.J. Walker, with grit, determination and sharp business acumen, was able to leverage her relationships in the black community to grow her business into a thriving enterprise with national reach. Her social and religious networks helped grow her business, both by word-of-mouth advertising, as well as creating an agent network of other business-minded women with a strong desire for financial independence. Record-breaking sales allowed her to grow her enterprise, as securing outside capital still proved to be elusive⁷⁴

As of 2016, twenty-eight years since the enactment of the landmark legislation Women's Business Ownership Act of 1988,⁷⁵ it is estimated that there are now 11.3 million women-owned businesses in the United States, employing nearly 9 million people and generating over \$1.6 trillion in revenues.⁷⁶ These women-owned businesses now account for over 38 percent of all businesses in America. These firms employ 8 percent of the nation's private sector workforce – up from 6 percent nine years ago. About 90 percent of women-owned

⁷⁴ Koehn, N. F., Dwojeski, A., Grundy, W., Helms, E., & Miller, K. (April 2011). Madam C.J. Walker: Entrepreneur, Leader, and Philanthropist. Harvard Business School Case 807-145.

⁷⁵ H.R. 5050 (100th): Women's Business Ownership Act of 1988. (1988, Oct. 25). GovTrack. Retrieved from <https://www.govtrack.us/congress/bills/100/hr5050/text/enr>

⁷⁶ Womenable. (April 2016). The 2016 State of Women-Owned Businesses Report. American Express Open. Retrieved from http://www.womenable.com/content/userfiles/2016_State_of_Women-Owned_Businesses_Executive_Report.pdf.

businesses have no additional employees besides themselves. However, they contribute 4 percent of the nation's business revenues, a share that has not changed over the past 20 years. These data points underscore that our country has a very large untapped resource for generating jobs and high growth businesses.⁷⁷

Philadelphia, with the sixth largest population in the U.S. and about 40,906 women business owners (39 percent of all businesses), came in at No. 9 in a study by Small Business Trends of the U.S. Census Bureau's Survey of Business Owners in May 2016 of the top ten cities for Women Entrepreneurs. Reasons cited for Philadelphia being in the top 10 were the welcoming nature of the city, the diversity of the people, and the thriving industries. Healthcare, construction, technology, and staffing services were the leading areas of women business owners. While local tax infrastructure was noted to be a challenge, the wealth of opportunities was attractive to the business owners.⁷⁸

However, there remains a substantial funding gap that limits women's opportunities to grow their ventures aggressively and to lead high-value firms, attributing this to the dearth of women in venture funding.⁷⁹

Just as Madam C.J. Walker found limited access to capital funding and had to self-fund the growth of her business, there still remains gender disparity in access to capital both locally and nationally, especially for women of color. Business growth depends on needs predicated by the stage of the business; from startup capital to launch businesses, to working capital and business loans, to expand more mature businesses, to private equity for acquiring and merging growth-oriented, revenue-generating companies.

On average, women start their business with half as much capital as men (\$75,000 vs. \$135,000). Women-owned and men-owned high growth potential firms experience larger disparities in capital at the time of founding (\$150,000 vs. \$320,000). Additionally, firms that started with capital in excess of \$125,000 performed significantly better than lower-capital startups across asset levels, revenue, and employment.⁸⁰

A gender gap exists at various points along the trajectory of business growth. Venture capital represents the smallest share of startup capital for both genders at less than 1 percent, and within that women receive 0.1 percent of venture capital financing compared to 0.4 percent of men. Men are also more likely to use business loans from banks or financial institutions (11.4 percent) to start or acquire firms than women (5.5 percent). Large gender gaps in the amounts of financing persist across all firms, high growth potential firms, and even the top-ranking firms by employment men use more than twice as much financing as women do and six times as much as women do in top ranking firms. The implications of this disparity lead to much lower growth trajectories and hence smaller sizes of women owned firms.⁸¹

 On average,
women start their
business with
half as much capital as men
(\$75,000 vs. \$135,000).


⁷⁷Ibid

⁷⁸Pilon, A. (2016, June 07). 30 Top Cities for Women Entrepreneurs. Retrieved from <https://smallbiztrends.com/2016/05/top-cities-for-women-entrepreneurs.html>

⁷⁹WIN, Wharton Small Business Development Center, & Ben Franklin Technology Partners of Southeastern Pennsylvania. (2009, May 7). 2009 Survey Report of Greater Philadelphia Women Entrepreneurs. Retrieved from <http://www.sep.benfranklin.org/wp-content/uploads/2014/09/2009surveymreportgreaterphilawomenentrepreneurs.pdf>.

⁸⁰Robb, A., & Coleman, S. (January 2009). Characteristics of New Firms: A Comparison by Gender. Kauffman Firm Survey. doi:10.2139/ssrn.1352601

⁸¹Premier Quantitative Consulting, Inc. Final Report: Research on Undercapitalization as a Contributor to Business Failure for Women Entrepreneurs. National Women's Business Council. Retrieved from <https://www.nwbc.gov/sites/default/files/Undercapitalization%20as%20a%20Contributor%20to%20Business%20Failure%20for%20Women%20Entrepreneurs.pdf>

Women entrepreneurs are an engine of the United States economy, creating \$1.6 trillion in sales and employing nearly 10 million Americans. Babson College concluded that if capital differences facing women entrepreneurs at startup did not exist, the economy would create an additional 6 million jobs over the next five years.⁸²

Some insight as to why women lack access to capital can be gained by looking at the supply of capital. Research indicates that the adage: "who you know" is as important as "what you know" in underscoring the value of business social networks that men engage with, as well as the fact that there are not many women in those networks. Access to business resources for advice and mentoring are crucial and come largely through social networks. Venture capital firms with female partners are two and one half times more likely to invest in companies with women on the management team (34 percent vs. 13 percent).⁸³

Personal networks and perceptions also play a role in credit assessments for large bank loans, lines of credit, and other types of capital. Women-owned businesses often receive fewer loans with lower amounts, higher interest rates, and shorter term funding. Smaller loans and lines of credit tend to be based on more impersonal and formalized evaluations, primarily using credit scoring systems. Although the credit scoring systems are not biased because of subjective criteria, they often disadvantage women who may be reentering the workforce, for example after raising children or following a divorce, and thus not have the long-term, stable, or full-time employment or credit histories that are important qualifying criteria used by these evaluation systems. The recent waves of bank mergers have reduced the number of local banks and

local loan managers with decision making authority to consider other criteria that might compensate for lack of a standard work history.⁸⁴

However, just like Madam C.J. Walker, women continue to do more with less. On average, as noted, women start with half as much capital as men, but between 2008 -2011, for firms with growth at or exceeding 30 percent, women-owned businesses stood at 58.2 percent compared to 52.9 percent of men-owned businesses. Emerging opportunities and resources that support women-owned businesses include crowdfunding platforms which have enabled women entrepreneurs to test their products and raise money from more diverse populations. Other alternative sources of capital include peer-to-peer lending and hybrid models.⁸⁵

Gaining a greater understanding of how and why women-owned businesses are undercapitalized is a key policy concern for a city such as Philadelphia if we are to address the 26 percent poverty rate by promoting overall economic growth. Understanding how funding decisions are made affects business outcomes including survival, growth leading to increased employment, and profitability. Such insight will inform policy makers, key stakeholders, and entrepreneurs alike in developing, promoting, and applying sound capital strategies. Many women, like Madam C.J. Walker, are often able to do more with less—but they shouldn't have to; we must find creative solutions that account for the diverse socioeconomic realities of women so that women entrepreneurs can achieve their full potential.

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⁸² Stengel, G. (2014, June 30). Money's There If Small Businesses Know Where To Look. Retrieved from <http://www.forbes.com/sites/geristengel/2014/03/05/moneys-there-if-small-businesses-know-where-to-look>

⁸³ Brush, C. G., Carter, N. M., Gatewood, E. J., Greene, P. G., & Hart, M. Gatekeepers of Venture Growth: A Diana Project Report on the Role and Participation of Women in the Venture Capital Industry. Diana Project. doi:10.2139/ssrn.1260385

⁸⁴ Salzman, H., McKernan, S., Pindus, N., & Castaneda, R. M. (July 2006). Capital Access for Women: Profile and Analysis of U.S. Best Practice Programs. Ewing Marion Kauffman Foundation. doi:10.2139/ssrn.968715

⁸⁵ National Women's Business Council. Problem: Women Entrepreneurs Need Greater Access to Capital. Retrieved from <https://www.nwbc.gov/sites/default/files/Accesspercent20topercent20Capitalpercent20Factpercent20Sheet.pdf>

Women in Technology

Archna Sahay

In a 2015 study by CB Richard Ellis (CBRE) that scored tech talent across 50 U.S. Markets, Philadelphia came in first for gender diversity in the technology industry with women making up 30.8 percent of the tech workforce. The US national average was noted as 76.2 percent men and 23.8 percent female. Philadelphia ranked ahead of Washington DC, New York, NY and San Francisco, CA, which came in at 29.7 percent, 26.8 percent and 25.9 percent, respectively.⁸⁶

In their 2016 tech talent report, Philadelphia dropped in the rankings to 10th, with women making up 28.4 percent of the tech workforce – a drop of 2.4 percent. Washington, DC came in first in gender diversity with 30.7 percent of its tech workforce comprised of women.⁸⁷

The tech talent pool in Philadelphia increased from 70,560 to 75,150 between the 2015 and 2016 in the CBRE study shows no signs of slowing down.² Employment in the tech sector grew nationally by 3 percent year over year from 2009 to 2015 according to a report published by CompTIA.⁸⁸ An increasing tech workforce is crucial for a community given the almost 5 times multiplier effect of tech.⁸⁹ In other words, every tech job has the potential to create five more jobs around it in all kinds of industries. Therefore, an increasing tech workforce in Philadelphia is a good sign.

However, a decrease in women participating in the tech workforce in Philadelphia is problematic because the decreased participation in the workforce generally leads to decreased GDP for the City and State. According to a recent McKinsey study, increasing gender parity in the workplace could add as much as \$4.3 trillion to the country's economy by 2025. Pennsylvania alone could add over 8.59 percent to the state GDP.⁹⁰ Given that average wages in tech are 82 percent higher than private sector wages in the state of Pennsylvania, Philadelphia dropping from 1st place to 10th in women in the tech workforce is a trend that neither the City nor the state can afford to ignore.

⁸⁶ CBRE Research. (2015). Scoring Tech Talent: Influencing Innovation, Economic and Real Estate Growth in 50 U.S. Markets. Retrieved from http://blog.nvtc.org/wp-content/uploads/CBRE_Scoring_Tech_Talent_Report2015.pdf

⁸⁷ CBRE. Demand for Tech Workers Driving Office Market Momentum, says new CBRE Report Ranking Top 50 U.S. "Tech Talent" Markets. (2015, April 13). Retrieved from <http://www.cbre.com/about/media-center/2015/04/13/top-tech-talent-markets-2015>

⁸⁸ CompTIA. (February 2016). Cyberstates 2016™ RESEARCH REPORT The definitive state-by-state analysis of the U.S. tech industry. Retrieved from <https://www.comptia.org/docs/default-source/advocacydocs/cyberstates/comptia-cyberstates-2016-vfinal-v2.pdf?sfvrsn=2>

⁸⁹ Moretti, E. (2010). Local Multipliers. American Economic Review, 100(2), 373-377. Retrieved from <http://eml.berkeley.edu/~moretti/multipliers.pdf>.

⁹⁰ Ellingrud, K., Madgavkar, A., Manyika, J., Woetzel, J., Riefberg, V., Krishnan, M., & M. (April 2016). The power of parity: Advancing women's equality in the United States. McKinsey Global Institute. Retrieved from



Despite the drop in rankings, Philadelphia's tech ecosystem is a leader in diversity and inclusion. The organizations that helped propel Philadelphia to the top spot in gender representation in tech continue to operate successfully and continue to grow. TechGirlz has helped 7500 young girls globally by teaching them about technology and entrepreneurship. Girl Develop It (GDI) is a national organization that teaches women 18 and older how to code. Philadelphia is home to GDI's largest and most active chapter with over 4,000 members. The Alliance of Women Entrepreneurs (AWE) in partnership with Ben Franklin Technology Partners (BFTP) launched a \$500,000 fund to invest in female founded tech companies. Dreamit, based in Philadelphia, launched Athena in 2015, the first accelerator focused on developing female-founded tech startups.

To build on this progress, and get Philadelphia back to the top spot, there are several ideas we should consider.

1. Invest more into funding female founded startups. JumpStart Inc launched a \$10 million dollar fund for women and minority tech startups in Ohio with the caveat being that the company must move to Ohio.⁹¹

2. Be intentional in developing a mentor and sponsor network for women interested in a career in technology. Many organizations already exist that are tackling this issue in Philadelphia, get them all in one room to strategize and work together to move the needle for Philadelphia's women.
3. Engage PhilaWorks, PACT, Economy League, and other key partners to create Philadelphia specific metrics. All data points noted above are for the Philadelphia MSA. It is important to have a clear understanding of what is happening in the City in order to effectively craft policies and initiatives that will be successful in and for Philadelphia.

An inclusive workforce leads to greater economic benefits for all. When a community builds intentional pathways to opportunities that are accessible to all who are interested, the returns go well beyond the initial investment.

Archna Sahay is the former Director of Entrepreneurial Investment of the City of Philadelphia.

⁹¹ JumpStart Announces \$10 Million Fund For Women And Minority Tech Startups In Ohio. (2016, April 22). Retrieved from <https://www.jumpstartinc.org/press/jumpstart-announces-10-million-fund-women-minority-tech-startups-ohio/>

Despite having made considerable strides in entering and building skills and education in the workforce over the last century, women still earn considerably less than men. Today, women account for 47 percent of the labor force, but earn 21 percent less than a man which translates to almost \$10,800 less in earnings.⁹² Although the pay gap closed by 17 percentage points between 1981 and 2001, the gap has been stagnant since 2001.⁹³ If progress is not made in narrowing the gap, it is projected that the wage gap will persist and women will not reach equal pay with men until 2058.

The Gender Wage Gap

Noelle Marconi

A woman's earnings are crucial to her family as they are the primary or co-breadwinners in close to two-thirds of families with children.⁹⁴ If the wage gap closed, it would lead to greater economic prosperity for families and reduce poverty in the city of Philadelphia. In Pennsylvania, women are paid 79 cents for every dollar paid to men, amounting to an annual wage gap of \$10,507.⁹⁵ The wage gap is larger for women of color as African American women are paid 68 cents, Latinas are paid 56 cents and Asian women are paid 81 cents for every dollar paid to white, non-Hispanic men.⁹⁶ If the annual wage gap were eliminated, on average, working women in Pennsylvania would have enough money for approximately:

- 80 more weeks of food for her and her family;⁹⁷
- Eight more months of mortgage and utilities payments;⁹⁸
- More than 12 months of additional rent.⁹⁹

The wage gap affects all women, no matter age, sexual orientation, marital status or education level. Women are affected by the wage gap as soon as they enter the workforce. The wage gap is smaller for younger women. Women ages 15-24 working full time, year round are typically paid 91 cents for every dollar their male counterparts are paid.¹⁰⁰ This inequality perpetuates throughout a woman's career, usually widening in later years. In

⁹² U.S. Bureau of Labor Statistics. (2015). "Consumer Expenditure Survey." 2014. <http://www.bls.gov/cex/2014/combined/region.pdf> (accessed January 30, 2017).

⁹³ Ibid.

⁹⁴ Boushey, Heather. 2014. "A Woman's Workplace Is in the Middle Class." In The Shriver Report: A Woman's Nation Pushes Back from the Brink, ed. Olivia Morgan and Karen Skelton. New York: Rosetta Books, pp. 48-96

⁹⁵ U.S. Census Bureau. 2015. "American Community Survey 1-Year Estimates 2014, Geographies: All States within the United States and Puerto Rico." https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_1YR_B20017&prodType=table (accessed January 30, 2017).

⁹⁶ Ibid.

⁹⁷ U.S. Bureau of Labor Statistics. (2015). "Consumer Expenditure Survey." 2014. <http://www.bls.gov/cex/2014/combined/region.pdf> (accessed January 30, 2017).

⁹⁸ U.S. Census Bureau. 2015. "American Community Survey 1-Year Estimates 2014, Geographies: All States within the United States and Puerto Rico." https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_1YR_B20017&prodType=table (accessed January 30, 2017).

⁹⁹ Ibid

¹⁰⁰ National Women's Law Center (NWLC). 2016. "The Wage Gap: The Who, How, Why and What to Do." <http://nwlc.org/resources/the-wage-gap-the-who-how-why-and-what-to-do/> (accessed January 30, 2017).

order to make up for the wage gap, a woman would have to work ten years longer than a man.¹⁰¹ As a result of lower lifetime earnings, the average Social Security Benefit for women 65 and older is approximately \$14,044 per year, compared to \$18,173 for a man the same age.¹⁰²

There are a number of contributing factors to the wage gap, including discrimination, occupational segregation, the undervaluation of work typically done by women, the low minimum wage, and a woman's role as caregiver to her family.¹⁰³ Despite being illegal under the Equal Pay Act, it is estimated that 38 percent of the total wage gap is the result of discrimination.¹⁰⁴ This is difficult to prove as many workplaces forbid a discussion of wages with their co-workers. According to numerous research studies, women are less likely to be hired for high-wage jobs, or are likely to be offered a lower salary.

Women often work in occupations that are predominately female, such as teachers and librarians. Women often are discouraged from entering better paying occupations causing them to earn less than a predominately male occupied field such as civil engineers or software developers.¹⁰⁵ The Institute for Women's Policy (IWPR) estimates that, "If women's work was valued the same as men's, and if women were to receive the same hourly pay as men with the same levels of education and experience, women's poverty would be cut in half".¹⁰⁶

Low and minimum wage jobs impact both men and women and especially minorities, however, tend to occupy low and minimum wage jobs such as cashiers, home health aides, housekeepers and child care

workers. These low-wage jobs leave workers in those occupations supporting a family of four below the federal poverty line.¹⁰⁷ The federal minimum wage has been stagnant at \$7.25 an hour and the minimum wage for tipped workers is \$2.13, neither indexed for inflation which has caused the buying power of the wage to go down over time, leaving women and families in poverty. In 2014, 16 percent of women were living in poverty, compared to 13 percent of men.¹⁰⁸

One of the biggest factors of the wage gap remains that women are the primary caregivers in our country. Mothers are paid less than fathers and the "motherhood penalty, grows by an estimated seven percent for each child."¹⁰⁹ Employers tend to perceive mothers as less competent and recommend lower starting salaries while promoting non-mothers for hire.¹¹⁰ Non-friendly workplace restrictions such as lack of paid sick leave and paid family leave and the high cost of child care greatly impact women causing them to leave the workforce. This time out of the workforce negatively impacts a woman's wages which perpetuates the wage gap.

The impact of the wage gap is severe for women and their families. The gender wage gap is a factor in higher poverty rates among women, and a loss of earnings over a lifetime, which translates into a retirement income gap. The wage gap affects two-parent income households as well as single mother households, which make it hard for women to provide for their families.

Noelle Marconi is Legislative Director at the Office of Councilman William Greenlee.

^{101, 102} Ibid.

¹⁰³ Costello, Cynthia and Ariane Hegewisch. 2016. The Gender Wage Gap and Public Policy. Report, IWPR #507. Washington DC: Institute for Women's Policy Research.

¹⁰⁴ Blau, Francine and Lawrence D. Kahn. 2016. "The Gender Wage Gap: Extent, Trends, and Explanations." NBER Working Paper No. 21913. Cambridge, MA: National Bureau of Economic Research. <http://www.nber.org/papers/w21319> (accessed January 30, 2017).

¹⁰⁵ U.S. Bureau of Labor Statistics. (2015). "Consumer Expenditure Survey." 2014. <http://www.bls.gov/cex/2014/combined/region.pdf> (accessed January 30, 2017).

¹⁰⁶ Costello, Cynthia and Ariane Hegewisch. 2016. The Gender Wage Gap and Public Policy. Report, IWPR #507. Washington DC: Institute for Women's Policy Research.

¹⁰⁷ Ibid.

¹⁰⁸ U.S. Census Bureau. 2015. "American Community Survey 1-Year Estimates 2014, Geographies: All States within the United States and Puerto Rico." https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_1YR_B20017&prodType=table (accessed January 30, 2017).

¹⁰⁹ National Women's Law Center (NWLC). 2016. "The Wage Gap: The Who, How, Why and What to Do." <http://nwlc.org/resources/the-wage-gap-the-who-how-why-and-what-to-do/> (accessed January 30, 2017).

¹¹⁰ Ibid.

Leadership & Civic Engagement

Philadelphia has a long and storied history of women who have earned their rightful place as business and civic leaders who have contributed to the economic and civic well being of the City of Philadelphia. And while many strides have been made toward equal representation commensurate with their numbers, there's much room for growth.



Leadership and Civic Engagement Committee

Lynn Baylor
Karen Bojar, Ph.D.
Claudia Curry, Ed.D.
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Anne Wakabayashi
Leigh Whitaker, Esq.
Tiphanie White

While women in Philadelphia are deeply civically engaged, they are still underrepresented in leadership positions across the City. In the political realm, women represent 35 percent of City Council¹¹¹ and 31 percent of the Philadelphia Delegation to the State Legislature.¹¹² In the corporate world, women represent 14 percent of the Boards of Directors in Philadelphia-area public companies, 29 percent of university boards, and 24 percent of hospital boards.¹¹³ Of the 110 AFL-CIO affiliated Union Locals in Philadelphia, only 17 have elected women presidents or business managers.¹¹⁴ The only area in which women are appropriately represented is arts and culture organizations, where 51 percent of organizations are led by women.¹¹⁵ While women are equally -represented in civic organizations across Philadelphia, they are not as strongly represented in leadership positions in general. However, signs of progress are emerging. There is still much to be done to place women in leadership positions, and women across Philadelphia are civically engaged and excited to serve.

Women On Boards

According to the Forum of Executive Women's, annual report Women on Corporate Boards 2016: Forces Pushing for Progress in the Boardroom and the C-Suite that looks at the status of women on corporate boards in the Philadelphia region, of 844 board seats, a paltry 120, or 14 percent went to women.¹¹⁶ And while it has been difficult to obtain the exact numbers for women of color serving on corporate boards in Philadelphia, Catalyst, the nonprofit organization that tracks women's progress in the workplace, noted that of the nation's Fortune 500 companies, women of color held just 3.1 percent of corporate board seats.¹¹⁷

To remedy the number of women on corporate boards, at least when it comes to companies who want to do business with the City of Philadelphia, an amendment to the Philadelphia Home Rule Charter (Chapter 17-104) was enacted in 2013 that requires contractors to disclose the percentage of women executives, the percentage of women serving on the company's board, the aspirational numbers of women executives and women serving on the board, and intended efforts to achieve aspirational goals. As a result, the Office of Economic Opportunity (OEO) reported that 46 percent of its public works vendors and 42 percent of its service, supply, and equipment vendors had women serving on their boards in FY 2016.¹¹⁸

And while this is encouraging, the OEO report noted inconsistencies in the aspirational goals for women serving on boards from businesses that submitted multiple bids, suggesting that women were being brought on for time-limited projects.¹¹⁹

Women In Elected Office

Women have made significant inroads on a municipal level, according to the Rutgers Center for American Women and Politics, yet Pennsylvania ranks number 41 out of 50 states with regard to sending women to their state legislatures. Pennsylvania has no women serving in Congress.¹²⁰ Though women only make up 31 percent of Philadelphia's delegation to the state legislature, Philadelphia is well above the statewide percentage of women in the legislature at 18 percent.¹²¹ There are a number of organizations dedicated to electing more women to office including Emerge Pennsylvania, Ready to Run (Chatham University), Ann Anstine Series, and She Can Win which provide leadership support and training to encourage women to run for public office.

¹¹¹ <http://phlcouncil.com/council-members/>

¹¹² <http://www.legis.state.pa.us>

¹¹³ "Women on Boards" <http://foew.com/initiatives/women-on-boards-report/>

¹¹⁴ Philadelphia AFL-CIO

¹¹⁵ Philadelphia Cultural Alliance

¹¹⁶ Forum of Executive Women, Women on Boards 2016 <http://foew.com/initiatives/women-on-boards-report/>

¹¹⁷ Catalyst, "Women of Color Are a Third of All Working Women, But They Aren't in Corporate America." May, 2015 <https://thinkprogress.org/women-of-color-are-a-third-of-all-working-women-but-they-arent-in-corporate-america-41bbcfd8ba>

¹¹⁸ Office of Economic Opportunity, FY 2016 Annual Report, http://www.phila.gov/commerce/Documents/FY16%20OEO%20ANNUAL%20REPORT_FINAL_011217_EMAIL.pdf

¹¹⁹ Ibid.

¹²⁰ http://www.cawp.rutgers.edu/state_fact_sheets/pa

¹²¹ <http://www.legis.state.pa.us>



Philadelphia women have also made major contributions to grassroots political organizations and are well represented among Philadelphia's political party committee people. A committee person is a representative of his or her party in a particular voting division who creates a direct connection between a division and the elected officials of that party. This is a volunteer party office. It is the lowest level office a person can be elected to in the City, and a way many leaders in Philadelphia have started their careers. These party officials create the backbone of their respective party structures. Although women have served as committee people in proportion to their numbers in the population, as of the 2014 ward leader election only 22 out of 69 ward leaders are women.¹²²

Women In Civic And Cultural Organizations

The underrepresentation of women in leadership positions is not consistent with the level of civic engagement of women in Philadelphia. Women have held their own in leadership posts of neighborhood and civic organizations across the City for years. The Philadelphia More Beautiful Committee (PMBC) began in 1965 and has evolved into an urban environmental partnership between city government and approximately 6,500 Block Captains and their organized blocks.¹²³ Since its inception, Philadelphia women have been the backbone of PMBC and have contributed to the stability of neighborhoods throughout the City.

Women have a strong showing in the arts and culture. According to Maud Lyon, President of the Philadelphia Cultural Alliance, 52 percent of the city's cultural nonprofits are run by women. Significantly, 30 percent of the largest cultural institutions, including the Philadelphia Museum of Art, the Kimmel Center, and Moore College of Art and Design, are headed by women executives of 23 of the largest institutions who control annual budgets of more than \$152 million.¹²⁴

¹²² <http://phillywardleaders.com/#list>

¹²³ <http://www.philadelphiastreets.com/pmbc/>

¹²⁴ Lyon, Maud, Philadelphia Cultural Alliance

Leadership Training and African American Women

Claudia F. Curry, Ed.D.

While a common argument prevails that women are challenged with having to increase their leadership capacities, very little attention has been given to the "professional development" of African American women leaders.¹²⁵ However, career development, mentoring, changing institutional cultures, and the "increased numbers of women in strategic positions will increase the presence of women in prominent leadership roles."¹²⁶ I am thrilled to have played a major role in helping to develop African American female (and male) leaders during the prime of their careers who have propelled into prominent positions.

As Founding Director of the Urban League Leadership Institute (1988-2000), I was commissioned to increase the number of minority leaders in Philadelphia. When former Urban League of Philadelphia President Robert W. Sorrell recruited me to create the institute, I was clueless about how to begin. I was commissioned to increase the number of minority leaders. There were no minority leadership development programs in the city to emulate. However, "...the ability to envision, to see the potential..."¹²⁷ empowered me to forge ahead.

During my mission, nearly 500 individuals completed an intensive nine-month program. Women represent 53 percent of those who participated and were empowered to overcome challenges to become some of today's notable leaders.

Donna Frisby-Greenwood ('88), was a teacher at Olney High School and founder of the Willingboro, N.J. NAACP Youth Council while in the Institute. Her project team, which included State Senator Vincent Hughes, hosted the Fresh Start Adolescent Health Conference prior to establishing Children First, Inc. that initiated a youth leadership development program. Her experience worked to arm young people with skills needed to advocate for themselves and to push agendas important to them. She is now President and CEO of The Fund for the School District of Philadelphia. Frisby-Greenwood said her participation in the Leadership Institute was, "a lesson in teamwork. Working on group projects forced us to focus on work-life-balance issues while working on a community project."

¹²⁵ Byrd, Marilyn. Negotiating New Meanings of 'Leader' and Envisioning Culturally Informed Theories for Developing African American Women in Leadership Roles: An Interview with Patricia S. Parker. *Human Resource International*, vol.11, no1, 2008, pp. 101-107. EBSCOhost

¹²⁶ Northouse, Peter G. *Leadership Theory and Practice*, Fourth Edition, Sage, 2007

¹²⁷ Covey, Stephen R. *The 7 Habits of Highly Effective People*, page 147, Simon & Schuster, 1989



The Honorable Genece Brinkley, Esq. ('90), spearheaded her law practice while in the program. In 1993, she was elected to the Court of Common Pleas to preside over civil, criminal and family cases.

The first African American woman recently appointed Executive Director of the Philadelphia Parking Authority, Clarena Tolson ('90), was serving as Director of Legislative Affairs for former Mayor Wilson Goode. A 34-year public servant, she was the first woman to be appointed Deputy Streets Commissioner and Streets Commissioner. Tolson said, "The Leadership Institute reinforced the concept of leadership... Teamwork and team building helped me understand and appreciate the multiple aspects [of leadership]."

Novella Lyons ('93) battled breast cancer and served as Board Chair of the Grace Energy Center. The Institute propelled her to establish Women of Faith and Hope, Inc., in 1997. Since its inception, the organization has served over 40,000 breast cancer survivors. "The program strengthened me personally to be able to project what I needed to do to embrace the women we were touching."

Rashidah Perry-Jones ('98) was Public Relations and Outreach Coordinator for the Delaware Valley Transplant Program when she entered the program. Networking was "big" for her. She valued her experience and viewed it as an opportunity to meet, "...the strongest African American ladies in Philadelphia...having them as an example helped to inform me along my journey." A communications consultant, author and parent educator, Rashidah is Owner and Principal of ParentHelper, Inc.

The Urban League Leadership Institute, now the Leadership Forum, was strategically positioned to become the City's premier leadership development organization for minorities. Created to thrive "far beyond the presence of any single leader,"¹²⁸ the Institute can claim over 1,000 alum. As Founding Director, I claim my legacy—an awesome impact!

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¹²⁸ Collins, James C. and Perry, Built to Last: Successful Habits of Visionary Companies. HarperBusiness, 1994

Education

Education attainment remains an important factor to changing Philadelphia's status as one of the poorest of large cities in the United States. However, there are some promising initiatives that may have an impact on reversing this trend by providing opportunities for women, girls and their families.



According to the PEW Charitable Trusts report: "Philadelphia 2015: The State of the City"¹²⁹ high school graduation rates, while still below the state and national average, are trending up at 65 percent compared to a 2005 rate of 52 percent. When combined with the city's higher than average number of low income students, defined as 80 percent eligibility for free or reduced lunches,¹³⁰ a close look at initiatives that address socio-economic and environmental factors is critical.

Early Childhood Education

The Foundation for Child Development reports that early skills matter:¹³¹

- Large scale public preschool programs can have substantial impacts on children's learning.
- Quality pre-K is a profitable investment.
- The most important aspects of quality pre-K education are stimulating and supportive interactions between teachers and children.
- Supporting teachers in their implementation of instructional approaches through coaching and mentoring can yield important benefits for children.
- Quality pre-K can benefit middle-class children as well as economically disadvantaged children; typically, developing children as well as children with special needs; and dual language learners as well as native speakers.
- A second year of preschool shows additional benefits.
- Long-term benefits occur despite convergence of test scores.

The investment in early childhood education has the potential for long term economic gains for women, girls, and city as a whole. ReadyNation/America's Edge, an organization that advocates for business policies that enhance the lives of children and youth, concluded in its 2014 report that "...few investments make as much sense for Pennsylvania businesses' balance sheets as do investment in high quality early education."¹³²

The multiplier effect is enormous. Most centers for early childhood education are exclusively the domain of women educators as classroom teachers and women entrepreneurs who own these businesses. Economists estimate that the higher earnings of teachers and staff combined with the higher demand for the purchase of goods and services by pre-K providers result in more money circulating through the economy. Recent estimates predict that for every \$1.00 spent on pre-K, \$1.79 is generated for the local economy.¹³³

Early skills, including those gained in elementary and secondary education, continue to matter as girls position themselves for the workforce and for higher education. When girls have more educational opportunities earlier in life they are positioned for higher education options and career paths that enhance their economic future.

Expanding the Community Schools Approach in Philadelphia

The Mayor's Office of Education currently has eleven designated community schools as of July 12, 2017: William Cramp Elementary, Murrell Dobbins CTE High School, F.S. Edmonds Elementary School, Edward Gideon Elementary/Middle School, Kensington Health Sciences Academy, James Logan Elementary School, South Philadelphia High School, Southwark Elementary/Middle School, and William Tilden Middle School. These schools are traditional School District of Philadelphia managed schools, but each has a Community School Coordinator who is a City employee. The coordinator's role is to develop and implement a plan that is aligned to the specific needs of the school community, which includes, students, families, school staff, service providers, and neighbors. Community schools become neighborhood anchors where community members can go for resources, such as English as a Second Language classes, clothing closets, job training, or information on medical benefits.

¹²⁹ Pew Charitable Trusts: "Philadelphia 2015: The State of the City"¹²⁹ Collins, James C. and Perry, Built to Last: Successful Habits of Visionary Companies. HarperBusiness, 1994

¹³⁰ ibid

¹³¹ The Foundation for Child Development, "Investing in Our Future: The Evidence Base on Preschool Education," October, 2013

¹³² ReadyNation/America's Edge, "Strengthening Pennsylvania's Business Through Investment in Pre-Kindergarten: How Investment in Early Learning Increases Sales, from Local Businesses, Create Jobs, and Grow the Economy," April 25, 2014

¹³³ ibid

Career Technical Education

The School District of Philadelphia has expanded options for students recognizing the changing landscape for Career Technical Education (CTE) and that some of the fastest growing jobs in the region are in STEM and health care occupations. The National Assessment of Career and Technical Education noted that students attending CTE high schools increased the probability of successfully completing the college prep math sequence of algebra 1, algebra 2 and geometry and were more likely to graduate on time.¹³⁴

Office of Adult Education

On International Literacy Day, September 8, 2016, Mayor Kenney signed an Executive Order expanding the Mayor's Commission on Literacy, established in 1983, into the Office of Adult Education (OAE). More than reading and writing, literacy today includes numeracy, digital and technology proficiency, problem solving and critical thinking, and workforce and workplace skills. The expansion and name change into the OAE reflects the Office's ongoing work to meet the challenges facing the city's adults as they look to start in jobs that pay family-sustaining wages, and engage in all aspects of civic life and democracy.

OAE works with community partners and stakeholders to ensure that all Philadelphians have access to a high quality adult education system which supports personal and career advancement and increased opportunities for adults in the city. Core programs and initiatives include the following:

myPLACESM

At five myPLACE campuses citywide, learners can begin the process to enroll into an adult education class to improve their reading, writing and math; enroll in an English as a Second Language class; and get help earning their high school diploma. They can also begin to develop basic computer skills or choose to participate with myPLACE Online. At the myPLACE

campuses, adults meet with a Learning Coach, set goals and understand their educational needs as is informed by taking a standardized assessment test. In addition to the campuses and myPLACE Online, the Office of Adult Education has a total of 52 myPLACE partners throughout Philadelphia.

myPREPSM

myPREP is an online self-paced course geared for adult learners who look to advance their career to the next level, with a job training program, apprenticeship or community college. This course is specifically designed for adults preparing for high-stakes entrance exams that serve as gateways to training programs and community college.

KEYSPOT

Citywide KEYSPOTS are 49 free community-based public access computing centers where visitors can access open Internet hours, trainings and other digital skills opportunities. OAE also provides training and technical assistance to the KEYSPOT centers, staff and volunteers.

Philadelphia Adult Literacy Alliance

OAE convenes the Philadelphia Adult Literacy Alliance (Alliance), a membership organization that brings together nearly 200 active members of the adult education community who provide, coordinate, fund, and support adult literacy and workforce development programs. The Alliance is an active voice for public policies that help Philadelphia's adults qualify for family sustaining jobs, secondary, and postsecondary education.

Professional Development and Volunteer Training

The Office of Adult Education provides professional development for adult education practitioners as well as technical assistance for adult literacy programs. OAE also recruits, trains and places volunteers to serve as adult literacy tutors and mentors in partner agencies throughout Philadelphia.

¹³⁴ National Assessment of Career and Technical Education, U.S. Department of Education, 2013

Access to Affordable Early Childhood Education

Gabrielle Lantieri, MS

Research on early childhood education has found that children who participate in high quality pre-k have greater educational success later on in school.¹⁴² These early years are viewed as a critical period of developing behavioral and emotional skill sets.¹⁴³ During this time, important skill sets such as language, cognitive reasoning, and social skills are developed. The proper development of these skills "predict[s] their later functioning in many domains."¹⁴⁴

Given that high-quality pre-k can often be costly, many families who are unable to afford pre-k often see a lack of school readiness in their children, as well as lack access to educational activities.¹⁴⁵ Additionally, long-term studies have found children that have access to high-quality pre-k are more likely to graduate from high school, attend college, and obtain employment.¹⁴⁶ Studies have also shown children are less likely to be involved in crime and are less likely to continue the cycle of poverty from generation to generation.¹⁴⁷

This research has led to cities across the U.S. implementing policy and legislative efforts to increase early childhood programming specifically targeting low-income families and their children.¹⁴⁸ These programs seek to enhance early education, focusing on skill development found in high-quality early education programs.¹⁴⁹

Access to early pre-k is the first step in addressing equal access to quality education. A child's future success should not depend on the type of education they can afford, but rather on having equal access and equal standards of early education across the board. In a report by the Reinvestment Fund in 2016, a shortage of about 7,000 high-quality child care centers was found across Philadelphia. The most crucial areas are Center City, the far Northeast, Strawberry Mansion, the River Wards in North Philadelphia, and Southwest Philadelphia.¹⁵¹

In June 2015, the Commission on Universal Pre-K was created as a part of a broader effort to make pre-K more accessible to Philadelphians. This commission developed recommendations to assure affordable and accessible pre-K for 3- and 4-year-olds across the city.¹⁵² In June of 2016, City Council passed a sweetened beverage tax to fund 2,000 quality pre-k slots in Philadelphia, with an expanding number of seats through the following years. The funding generated is expected to cover 6,500 pre-K seats by 2020. The website PHLpreK.org has information on participating programs and quality early education.

Gabrielle Lantieri, MS in Public Policy at Drexel University

¹⁴² R Bakken, L. Brown, N. and Downing, B. (2017) Early Childhood Education: The Long-Term Benefits. *Journal of Research in Childhood Education*, 1-15. doi:10.1080/02568543.2016.1273285

^{143, 144, 145} ibid.

¹⁴⁶ Cineas, Fabiola (2016) A Challenging Path to Affordable, Accessible Pre-K in Philadelphia. Retrieved from <http://thenotebook.org/articles/2016/01/12/a-challenging-path-to-affordable--accessible-pre-k-in-philadelphia>.

¹⁴⁷ ibid.

¹⁴⁸ Garcia, Jorge Luis, Heckman, J.J. Leaf, E.D., and Prados, M.J. (2016). The Life-Cycle Benefits of an Influential Early Childhood Program . Retrieved from <http://www.nber.org/papers/w22993>

¹⁴⁹ ibid.

¹⁵⁰ Cineas, Fabiola. (2016)

^{151, 152} ibid.

Uncovering Women's Hidden Genius in STEM

Jamie M. Bracey, Ph.D.

We're all pretty familiar with the STEM acronym now—standing for Science, Technology, Engineering and Math—and most educators, policy leaders and after school providers have read the memo that American industry is losing its competitive edge and its potential power because we are not producing enough young people to replace retiring physical scientists, computer scientists, technologists, engineers and mathematical thinkers.¹³⁵

What is less frequently discussed is the fact that women are central to STEM both inside and outside of classrooms, training workshops, and innovation. Women represent 80 percent of the nation's teachers, 50 percent of the nation's workforce and 24 percent of the STEM workforce.^{136, 137} Simply put, without women, there is no STEM future. American women are either directly influencing the quality of the nation's STEM talent pool, or represent a potential pool of expertise to help stimulate the nation's growth.

Unfortunately, women, particularly women of color, are dramatically underrepresented in the fields of IT, cyber security, artificial intelligence, advanced robotics, computer science, and applied sciences, and lack a history of identity or mentors in those fields.¹³⁸ In 2015, only 15 percent of college-ready females expressed interest in STEM careers compared to 44 percent of males.¹³⁹ Of those going to college, women are more likely to select the social and medical sciences at a nearly 2:1 ratio. If they do complete a STEM degree, 50 percent leave the profession in the first 10 years because the cost of achievement is too high.¹⁴⁰ The message of opportunity is out there, but it's not resonating or it's ringing hollow.

¹³⁵ Rising Above the Gathering Storm Committee (U.S.). (2010). Rising above the gathering storm, revisited: Rapidly approaching category 5.

¹³⁶ Science and Engineering degree attainment: 2004-2014. National Student Clearinghouse Research Center. http://nscresearchcenter.org/snapshot_report_degree-attainment15/

¹³⁷ ibid.

¹³⁸ Byars-Winston, A., Estrada, Y., Howard, C., Davis, D., & Zalapa, J. (2010). Influence of Social Cognitive and Ethnic Variables on Academic Goals of Underrepresented Students in Science and Engineering: A Multiple-Groups Analysis. *Journal of Counseling Psychology*, 57 (2), 205-218. <http://doi.org/10.1037/a0018608>

¹³⁹ Science and Engineering degree attainment: 2004-2014. National Student Clearinghouse Research Center. http://nscresearchcenter.org/snapshot_report_degree-attainment15/

¹⁴⁰ Perez, T., Cromley, J., and Kaplan, A. (2014). The Role of Identity Development, Values, and Costs in College STEM Retention. *Journal of Educational Psychology*, 106(1), 315-329.



That's why viewing the NASA-inspired movie "Hidden Figures" was so satisfying. The "hidden genius" of Black women in STEM exceeding against extraordinary constraints that no one else experienced was validation that women with "grit"¹⁴¹ can be fiercely competitive in STEM. The film's heroines mathematician Katherine Johnson, computer scientist Dorothy Vaughn, and engineer Mary Jackson were preceded by other pioneering women. For instance, there's actress and inventor Hedy Lamarr (specializing in spectrum technology), computer scientist Rear Admiral "Amazing" Grace Hopper, and mathematician Ada Lovelace. Contemporary contributors include Steffanie Easter, an engineer, who recently directed the Department of Defense's \$38 billion stealth fighter program, Maddy Maxey, a 22 year old wearable tech phenom, and Philadelphia's entrepreneur and technologist Yasmine Mustafa, whose company ROAR for Good is producing safety devices for women around the world. They're all STEMists, and their genius is on full display.

Yet we can do more. Workshops and programs hosted by organizations like the Pennsylvania Math Engineering and Science Achievement, Philadelphia's Tech-Girlz, and the national Black Girls Code and Girl Develop IT programs are great ways to introduce women and girls to a variety of STEM opportunities and fields. High quality and consistent after school programs that have consistent and trained mentors are critical. Mentoring matters because it helps shape identity, especially if the student lacks other direct resources in her community. The National Million Women Mentors in STEM (MWM) initiative was launched to rally 1 million pledges of mentoring for young professional women and girls. Both the National MWM and the Pennsylvania MWM chapter have exceeded annual pledges in less than 6 months. While all of these organizations are working hard to get more girls in STEM, parents can assist by helping our girls dig into the rich history of women in STEM, and their contributions to our nation and to the world.

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¹⁴¹Duckworth, A., Peterson, C., Matthews, M.D. & Kelly, D.R. (2007). Grit: Perseverance and Passion for Long Term Goals. *Journal of Personality and Social Psychology*, 92(6), 1087-1101

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