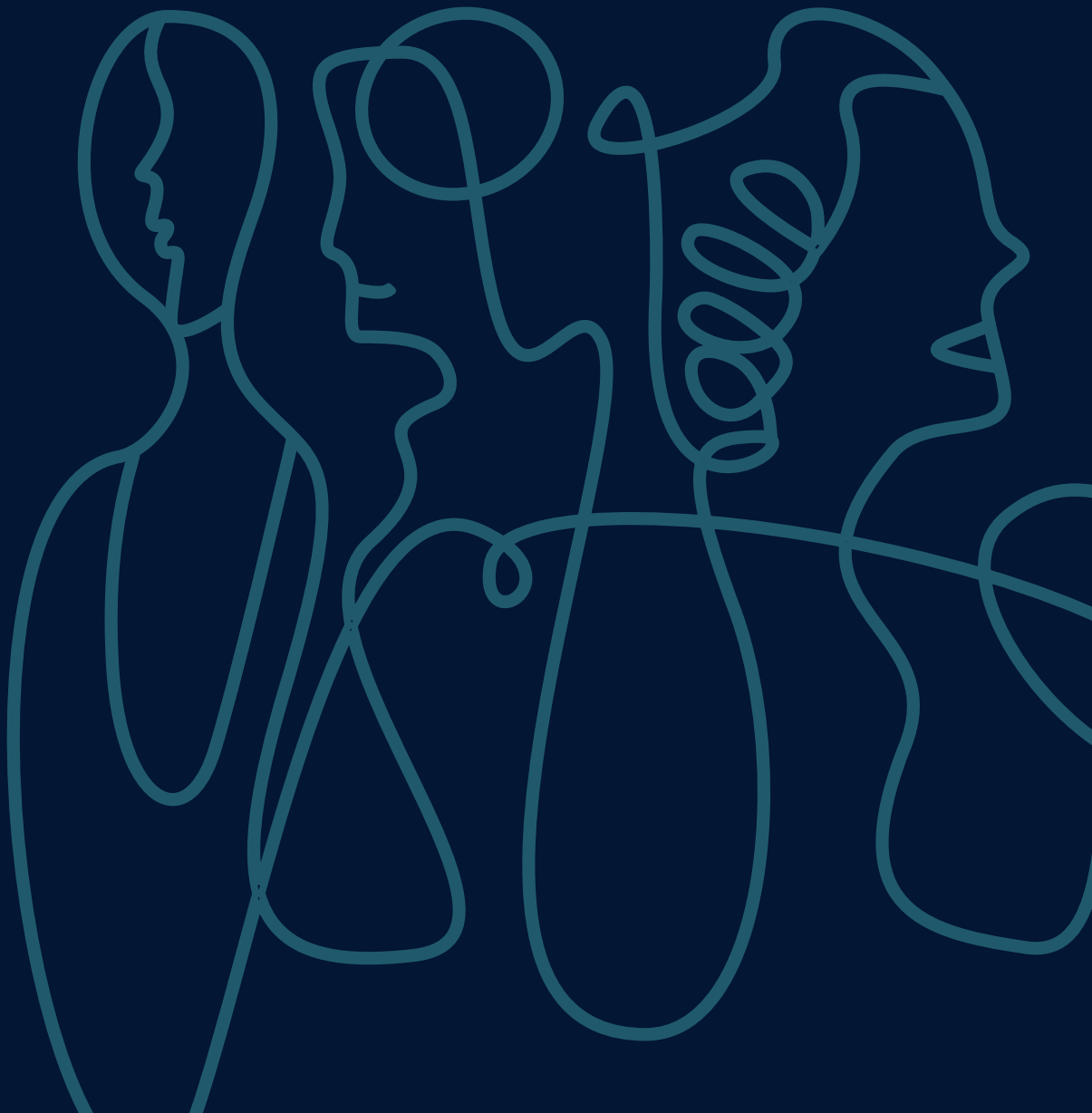


MARYLAND WOMEN

A STATUS REPORT

APRIL 2021



MARYLAND COMMISSION FOR WOMEN



www.marylandwomen.org

The Maryland Commission for Women was first established by the Governor in 1965 and was set in state law in 1971. An office of the Department of Human Services, the Commission is a 25-member advisory board whose duties outlined in its enabling legislation include:

- Study the status of women in our state
- Direct attention to critical problems confronting women
- Recommend methods of overcoming discrimination
- Recognize women's accomplishments and contributions
- Provide informed advice to the executive and legislative branches of government on the issues concerning the women of our state

JULY 2020-2021 COMMISSIONERS

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Maxine Griffin Somerville

Evelyne S. Steward

Tamara England Wilson

Marylou Yam

STAFF

Judith Vaughan-Prather, Executive Director

Tammy Wise, Management Associate

ACKNOWLEDGEMENTS

Dr. Rita Kirshstein was the principal researcher for this project, and the Maryland Commission for Women is most appreciative of her skill, expertise, and wisdom as she gathered and interpreted data from such a diverse range of sources. The beautiful graphic design for this publication was developed by Vicki Clary of VLS Studios. Ms. Clary and Dr. Kirshstein worked together to translate the myriad of numbers into an accessible graphic portrayal of the status of women in our state.

The Maryland Commission for Women extends its gratitude to each person and organization who provided advice, information and data for inclusion in this report, including the Maryland Administrative Office of the Courts, the Maryland Department of Labor, the Maryland Department of Public Safety and Correctional Services, and many others.

We are grateful to all the agencies, organizations and firms, public and private, whose data we were able to access for this report.

The Commission is especially appreciative of the Foundation for the Maryland Commission for Women, without whose support this project would not have been possible.

The support we receive from the Maryland Department of Human Services, especially Secretary Lourdes Padilla and Chief of Staff Samantha Blizzard, is instrumental to all the work of the Commission for Women, throughout the year, and specifically for this project.

STATUS OF WOMEN IN MARYLAND COMMITTEE

Marylou Yam, Chair

Evelyne S. Steward, Vice Chair

Tawanda A. Bailey

Deborah L. Cartee

Kristi S. Halford

Patricia McHugh Lambert

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Dr. Rita Kirshstein, Principal Research Consultant

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INTRODUCTION

In 2016, the Maryland Commission for Women launched its Voices of Maryland Women Listening Tour, traveling more than 3,000 miles across the state over a two-year period to conduct 19 public forums. Maryland women spoke to the Commission about the challenges they face in their everyday lives. An online survey, available in four languages, gathered further information from Maryland Women. The report, **In Their Own Words: The Voices of Maryland Women***, summarized the top five issues presented by the women who participated in the listening tour and survey: domestic violence and sexual assault, paid time off for parental and medical leave, drug abuse and addiction, women in leadership positions, and affordable, quality childcare.

To further illuminate these areas of concern, **Maryland Women: A Status Report** examines existing statistics through a gender lens. Specifically, this report presents information on:

- Demographics and Diversity
- Work and the Economy
- Education and Educators
- Health and Wellbeing
- Safety and Justice
- Leadership and Political Participation

Maryland Women: A Status Report is a compilation of information about women from statistics published by a range of federal and state agencies as well as private research and policy firms. Using existing data focused on gender allowed us to efficiently and cost-effectively gather information on topics of importance to women in Maryland. There are limitations to this approach, however; data are not available on every relevant issue and the years for which information is accessible often vary.

The report includes data by gender and race when available. Because different agencies and firms collect information using different race/ethnicity categories, tables and charts in this report reflect these differences.

The information presented in **Maryland Women: A Status Report** highlights gender differences and inequities between men and women in Maryland and is intended to serve as a resource for developing statewide legislation, programs and policies to address the needs of over half the population in the state and to ensure brighter futures for all residents of Maryland.

*<https://dhs.maryland.gov/maryland-commission-women/programs/voices-maryland-listening-tour/>

HIGHLIGHTS

Maryland Women: A Status Report presents data on women in the state using five indicators: Work and the Economy, Education and Educators, Health and Wellbeing, Safety and Justice, and Leadership and Political Participation.

The data show that women are breaking the glass ceiling in some areas. The highest-ranking judge in the state is a woman, as is the State Superintendent of Schools and in 2019, the Maryland House of Delegates elected the first woman, and first African American, ever to serve as Speaker of the House.

However, significant disparities remain, particularly related to work and earnings. The findings that follow highlight some of these areas.

WORK AND THE ECONOMY

49%

of Maryland's workforce is female

60%

of minimum wage workers are women

Serious wage gaps exist, particularly for women of color.

To equal the average lifetime earnings of white men by age 60, women would need to work until:

Asian women	age 68
White women	age 71
Black women	age 79

Women's average earnings are less than men's at every education level.



Hispanic women age 108

CHILDCARE AND POVERTY

Of mothers employed outside the home in Maryland:

29.5%

are not married

20%

are not married with children under age 6

Percent of families with children under 18 in poverty:

4%

of married couple families

12%

of single male-headed households

23%

of single female-headed households

Average childcare costs as a percentage of average wages of different professions:

23%

Registered nurses

30%

Elementary & middle school teachers

37%

Secretaries & administrative assistants

71%

Cashiers



EDUCATION AND EDUCATORS

11 female

presidents out of
Maryland's
16 community
colleges

7 female

presidents out of
Maryland's 26
four-year public and
private colleges

Percent of bachelor's degrees awarded by
Maryland colleges and universities to women
in selected STEM fields:

65%

Biology and
biomedical sciences

23%

Computer and
information sciences

SAFETY AND JUSTICE

36,499

domestic violence
cases were reported in
calendar year 2019

69%

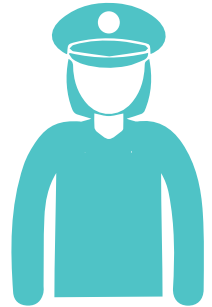
of cases
were female
victims

19

women died

Only 14%

of law enforcement
officers are
women



HEALTH AND WELLBEING

**Infant Mortality Rate
(per 1,000 births)**

White 3.8

Hispanic 3.9

Black 10.4

**45%
of women**

report symptoms of
anxiety due to
COVID-19
(vs. 35%
of men)

**More women than men
have been diagnosed
with COVID-19.**

**More men than women
have died from
COVID-19.**

LEADERSHIP AND POLITICAL PARTICIPATION

3.1 million+

women and girls in
Maryland (51.6% of the
population)

76 women

in Maryland's General
Assembly (out of 188
elected members)

3 women

heading Maryland's 24
major jurisdictions

8 female

appellate judges in
Maryland (out of 22)



0 women

in Maryland's 10-person
delegation to the
U.S. Congress

MARYLAND WOMEN

Demographics and Diversity

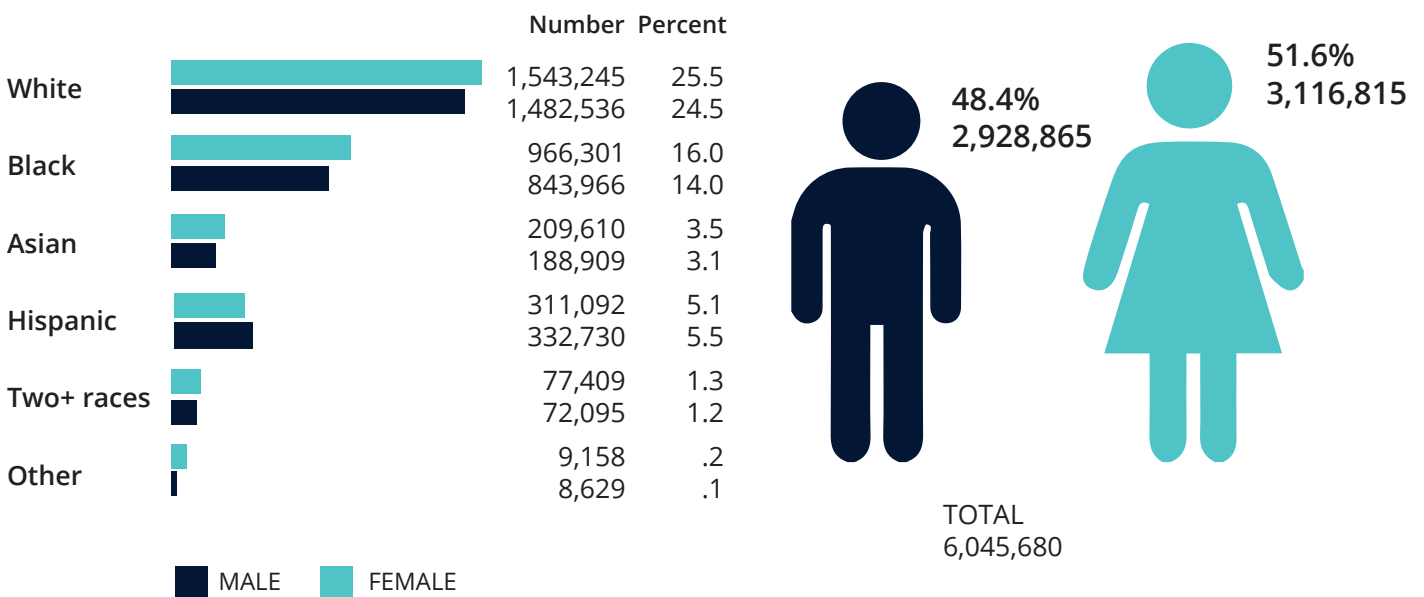


A relatively small state in square miles, Maryland is home to a richly diverse population. Students in our schools speak more than 200 different languages.* The city of Baltimore, with an urban population of more than 594,000 residents, centers the mid-state region that includes the suburbs of both Baltimore and Washington, D.C. while smaller towns and cities—from Annapolis to Frederick to Hagerstown, Ocean City, Rockville and Oakton—range across the state. The western panhandle is largely mountainous with both rural and resort communities, while the eastern shore supports not only agriculture but also the beach resorts of the Chesapeake Bay and the Atlantic Coast.

Within this context dwell more than 3 million women and girls, representing more than half the population of the state. While the population is roughly evenly distributed by gender in the younger age groups, by age 35 – 49, the proportion of women begins to increase until by the age of 85 and older, women represent more than 65% of the age group. A fifth of the women 15 years of age and older are divorced or widowed, and there are over 50,000 female veterans in the state.

The snapshot provides a glimpse of the overall characteristics of Maryland’s female population. Later sections of this report provide more detailed information about Maryland women in the following areas: workforce and the economy, education and educators, health and wellbeing, safety and justice, and leadership and political participation.

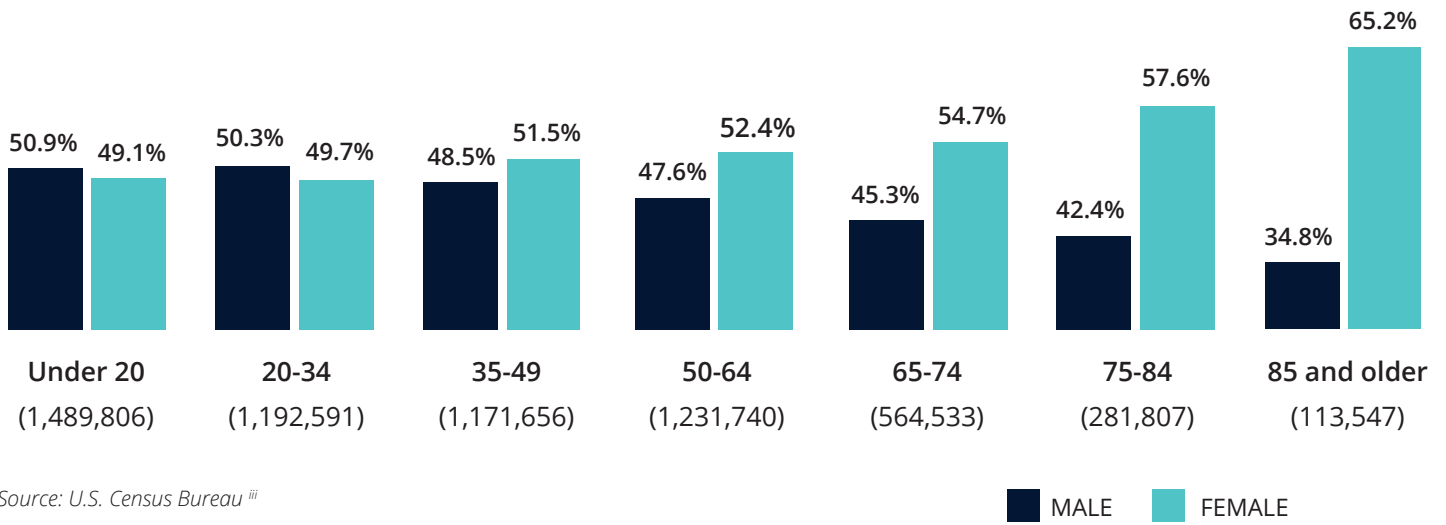
POPULATION OF MARYLAND BY RACE AND GENDER (JULY 1, 2019 ESTIMATES)



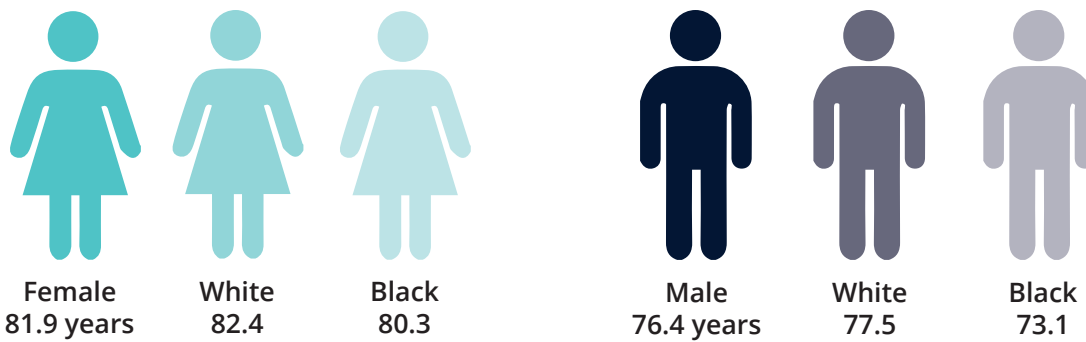
Source: U.S. Census Bureau ¹

¹ <https://data.census.gov/cedsci/table?q=S0101&g=0400000US24&tid=ACSS1Y2019.S0101&hidePreview=true>

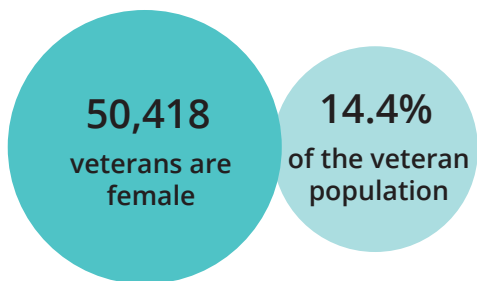
AGE DISTRIBUTION | POPULATION BY AGE AND GENDER (2019)



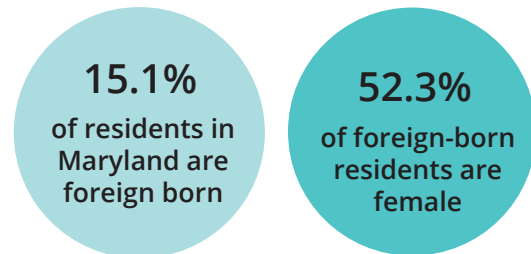
LIFE EXPECTANCY (2018)



VETERANS (2020)



FOREIGN BORN RESIDENTS (2018)



ⁱⁱⁱ <https://data.census.gov/cedsci/table?q=Maryland%20age%20by%20gender&tid=ACST1Y2019.S0101&hidePreview=true>
^{iv} <https://health.maryland.gov/vsa/Documents/2018Annual.pdf>
^v <https://veterans.maryland.gov/wp-content/uploads/sites/2/2021/01/2020-Annual-Report.pdf>
ⁱⁱ <https://www.migrationpolicy.org/data/state-profiles/state/demographics/MD>

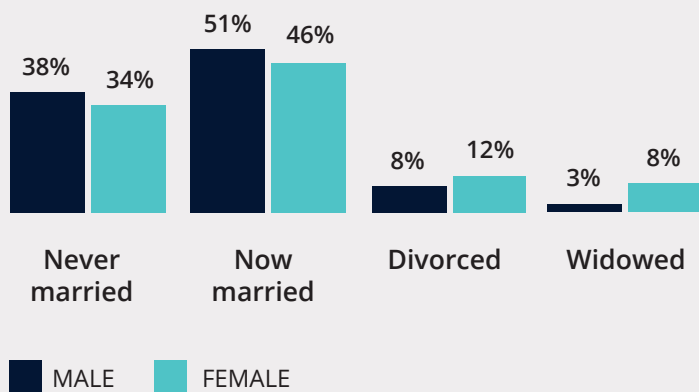
LGBT POPULATION (2017)



Note: The only data available was based on the LGBT portion of the larger LGBTQIA population.

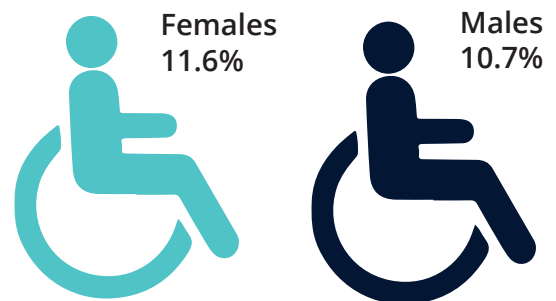
Source: UCLA School of Law, Williams Institute ^{vi}

MARITAL STATUS BY GENDER (2019)



Source: Census Reporter ^{vii}

PERCENT REPORTING A DISABILITY



Source: U.S. Census Bureau ^{viii}

^{vi} <https://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=SS&area=24031#density>

^{vii} <https://censusreporter.org/profiles/04000US24-maryland/>

^{viii} <https://data.census.gov/cedsci/table?q=disability%20by%20gender&g=0400000US24&tid=ACSST1Y2019.S1810&hidePreview=true>

MARYLAND WOMEN

Work and the Economy



Maryland's economy has historically been strong, boasting the highest median household income and the third lowest poverty rate in comparison to other states in 2019.ⁱ Women have contributed significantly to Maryland's successful economy yet their workforce experiences differ from those of men and their salaries lag behind. Women are underrepresented in a number of fields, especially STEM, and a wage gap exists at all education levels. For women of color, the wage gap is especially pronounced.

THE WORKFORCE

- Women are more likely than men to be employed in education, health and social assistance occupations and are underrepresented in STEM.
- Slightly over a third of the STEM workforce is female.

DISTRIBUTION OF MEN AND WOMEN IN INDUSTRIES/OCCUPATIONS IN MARYLAND (2019)

Industry/Occupation	Female	Male
Agriculture	.2	.8
Construction	1.9	13.7
Manufacturing	3.4	6.3
Wholesale Trade	1.1	2.8
Retail Trade	6.4	8.0
Transportation and Warehousing	2.9	6.7
Information (broadcasting, publishing, data processing)	1.2	2.0
Finance/insurance/real estate	7.1	5.9
Professional, scientific and management	15.7	18.5
Educational services	12.8	5.8
Health care	18.4	5.4
Social assistance	3.0	.7
Arts, entertainment and recreation	5.7	5.8
Other services	5.8	4.5
Public Administration	14.2	13.0
TOTAL	99.8% (1,041,872)	100% (1,245,194)

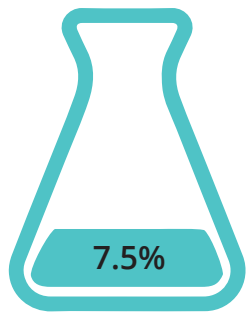
Source: U.S. Census Bureauⁱⁱ

Almost a third of women in the Maryland workforce are employed in education and health care.

ⁱ <https://commerce.maryland.gov/about/rankings-and-statistics>

ⁱⁱ <https://data.census.gov/cedsci/table?q=Female%20Maryland&t=Employment%3AIndustry&g=0400000US24&tid=ACSDT1Y2019.B24040&hidePreview=true>

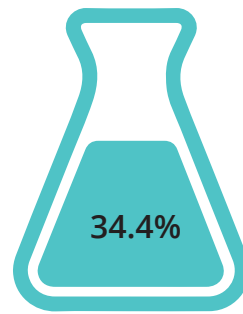
THE STEM WORKFORCE IN MARYLAND (2013)



Percent of Women Employed in STEM



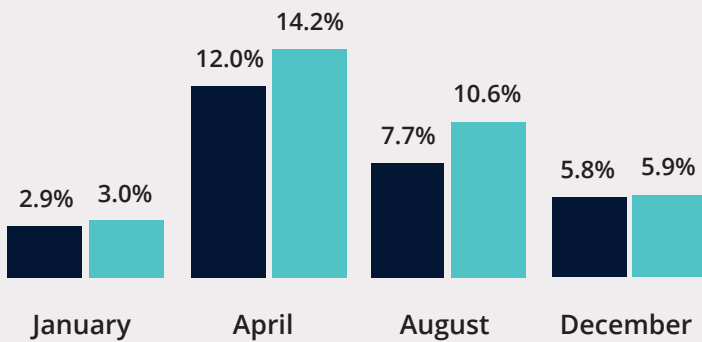
Percent of Men Employed in STEM



Women's Share of STEM Workforce

Source: Institute for Women's Policy Researchⁱⁱⁱ

UNEMPLOYMENT RATE FOR ADULTS 25 YEARS AND OLDER IN MARYLAND (2020)



Source: U.S. Bureau of Labor Statistics^{iv}

MALE FEMALE

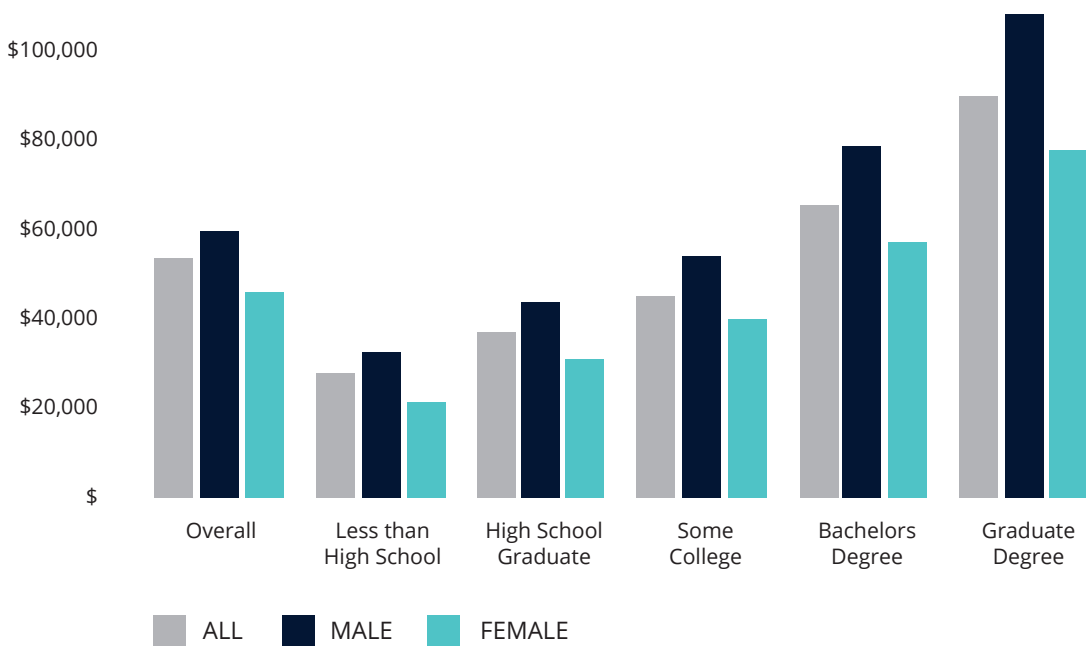
ⁱⁱⁱ <https://statusofwomensdata.org/explore-the-data/employment-and-earnings/additional-state-data/stem/>

^{iv} <https://www.bls.gov/web/empsit/cpseea10.htm>

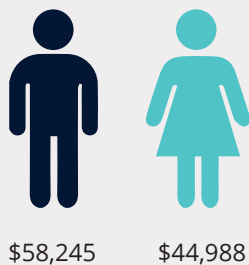
EARNINGS

- Although different analyses peg the wage gap between men and women at different levels, *all* analyses indicate that women’s average earnings are less than those of men.
- The wage gap has widened somewhat between 2010 and 2018 and this gap is considerably larger for women of color.

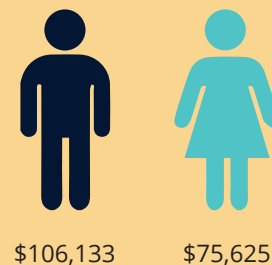
GENDER DIFFERENCES IN ANNUAL EARNINGS BY EDUCATIONAL ATTAINMENT (2018)



AVERAGE EARNINGS OVERALL



AVERAGE EARNINGS WITH GRADUATE DEGREE



Source: World Population Review*

*<https://worldpopulationreview.com/states/maryland-population>

GENDER WAGE GAP IN MARYLAND (2010 – 2018)



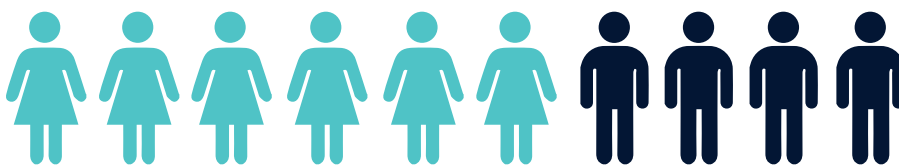
Source: Live Stories^{vi}

LIFETIME WAGE GAP FOR WOMEN IN MARYLAND BY RACE (2021)

	What women make for every dollar a White man makes	Lifetime losses due to wage gap	Age at which a woman's career earnings catch up to white, non-Hispanic man's earnings at age 60
White women	\$0.79	\$639,800	71
Black women	\$0.68	\$986,200	79
Asian women	\$0.83	\$505,680	68
Hispanic women	\$0.46	\$1,657,080	108

Source: Women's Law Center^{vii}

NEARLY 6 IN 10 MINIMUM WAGE WORKERS IN MARYLAND ARE WOMEN



Source: National Women's Law Center^{viii}

^{vi} <https://www.livestories.com/statistics/maryland/wage-gap>

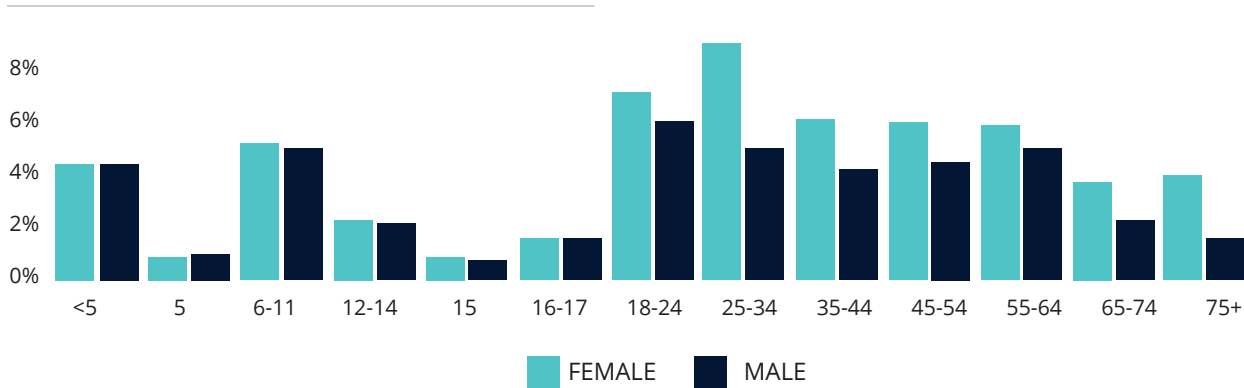
^{vii} <https://nwlc.org/resources/the-lifetime-wage-gap-state-by-state/>

^{viii} <https://nwlc.org/wp-content/uploads/2018/08/Women-Minimum-Wage-2021.pdf>

WOMEN AND POVERTY

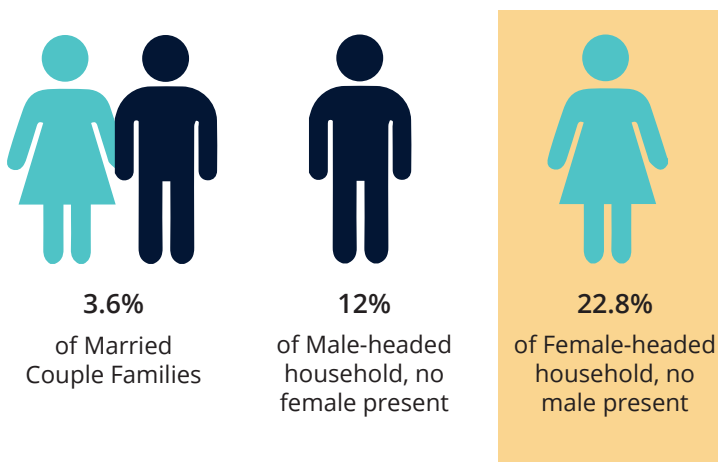
- Women are more likely than men to live in poverty at all adult ages.
- Female-headed households are at particular risk for poverty.
- Alternative measures of poverty show large gender-based differences.

POVERTY BY AGE AND GENDER (2010-2018)



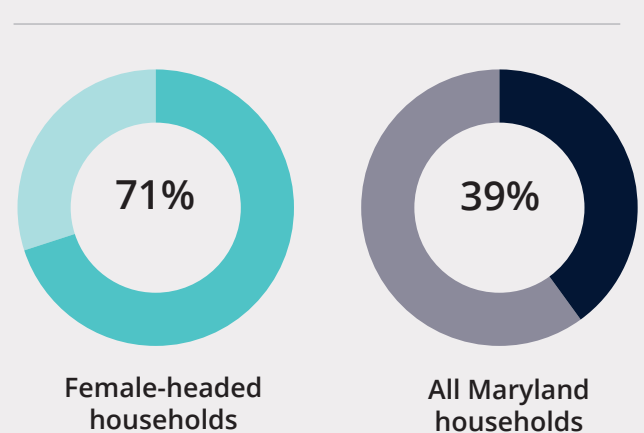
Source: Data USA: Maryland^{ix}

PERCENT OF FAMILIES WITH CHILDREN UNDER 18 IN POVERTY IN MARYLAND (2019)



Source: Calculated from U.S. Census Bureau^x

PERCENT OF HOUSEHOLDS WITH CHILDREN FALLING BELOW THE ALICE THRESHOLD IN MARYLAND (2018)



“ALICE” (Asset Limited, Income Constrained, Employed) uses criteria to determine households that are above the Federal poverty line but are below the basic cost of living in the state.

Source: United for ALICE^{xi}

^{ix} <https://datausa.io/profile/geo/maryland#economy>

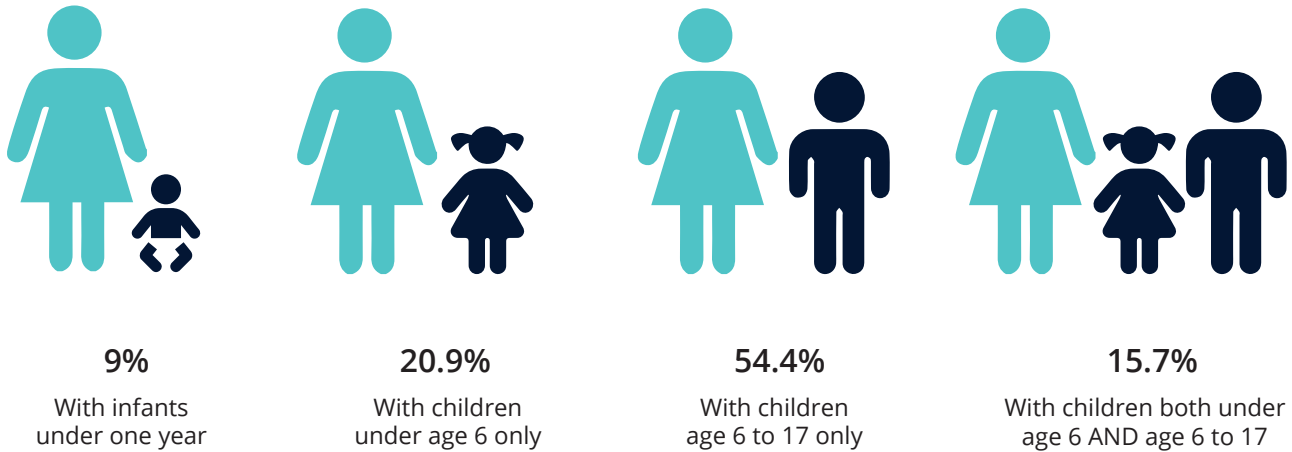
^x <https://data.census.gov/cedsci/table?q=Maryland%20women%20with%20children%20in%20poverty&tid=ACSDT1Y2019.B17010&hidePreview=true>

^{xi} <https://www.unitedforalice.org/maryland>

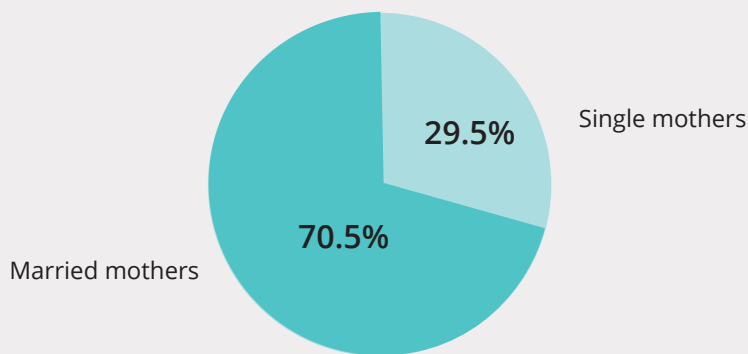
CHILDCARE

- Working mothers in Maryland need child care for children of all ages.
- Child care costs in Maryland represent a significant proportion of female salaries.

MOTHERS EMPLOYED OUTSIDE THE HOME IN MARYLAND (2012 -2016)



MARITAL STATUS OF MOTHERS EMPLOYED OUTSIDE THE HOME IN MARYLAND (2012-2016)



Source: Child Care Aware^{xii}

^{xii} https://cdn2.hubspot.net/hubfs/3957809/State%20Fact%20Sheets/Maryland_Facts.pdf?_hssc=122076244.22.1602972332542&_hstc=122076244.7b9a4c5df02ed-4205d1c6e0a6f1655bc.1600784046708.1600864316445.1602972332542.3&_hsfp=2651787778&hsCtaTracking=f26dac23-dbb9-483c-870d-64101c257102%7C0ec193d3-f0f3-49fe-8bf5-32624bb705f2

CHILD CARE COSTS FOR ONE CHILD AS A PERCENTAGE OF AVERAGE FEMALE SALARIES IN MARYLAND (2015)

	Registered Nurses	Secretaries & Administrative Assistants*	Elementary & Middle School Teachers	Cashiers
Average Salary for Females	\$75,399	\$46,775	\$59,083	\$24,795
Average Cost of In-home Child Care: \$29,102	38.6%	62.2%	49.3%	117.4%
Average Cost of Center Child Care: \$10,344	13.7%	22.1%	17.5%	41.7%
Average Overall Child Care Cost: \$17,622	23.4%	37.3%	29.8%	71.1%

*excludes legal, medical and executive secretaries and assistants

Sources: Data on salaries: DataUSA: Maryland^{xiii}
Data on child care costs: New America^{xiv}

RESOURCES

Maryland Department of Labor
<https://www.dllr.state.md.us/>

Maryland Department of Labor – Unemployment
<https://www.dllr.state.md.us/employment/unemployment.shtml>

Maryland Commission on Civil Rights (where to file discrimination complaints)
<https://mccr.maryland.gov/Pages/Intake.aspx>

Maryland Women’s Business Center
<https://marylandwbc.org/>

Maryland’s Small Business Administration
<https://www.sba.gov/offices/district/md/baltimore>

CHILDCARE RESOURCES

Maryland Family Network Locator
<https://locate.marylandfamilynetwork.org/Family/login>

Child Care Tips
<https://earlychildhood.marylandpublicschools.org/node/374>

Licensure Information
<https://earlychildhood.marylandpublicschools.org/child-care-providers/licensing>

Child Care Scholarships
<https://earlychildhood.marylandpublicschools.org/child-care-providers/child-care-scholarship-program>

^{xiii} <https://datausa.io/profile/geo/maryland>

^{xiv} <https://www.newamerica.org/in-depth/care-report/>

MARYLAND WOMEN

Education and Educators



Maryland, the second most educated state in the country,ⁱ is home to 13 four-year public colleges and universities, 16 public community colleges and 13 private four-year institutions. The achievement of female students often exceeds that of males, but large differences exist across racial groups. As faculty members, women are considerably less likely to be represented at the higher faculty ranks in the state’s public and private colleges and universities. And as college presidents, women are most likely to head community colleges.

EDUCATIONAL ATTAINMENT

- Hispanic females drop out of high school at almost five times the rate of White non-Hispanic females. Hispanic students, male and female, have the highest high school dropout rate, the lowest high school graduation rate and the lowest rate of entering college.
- Women in Maryland are more likely than men to earn master’s degrees but somewhat less likely to earn doctorate or professional degrees.

HIGH SCHOOL STUDENTS DROPOUT AND GRADUATION RATESⁱⁱ, AND COLLEGE ENROLLMENT BY GENDER AND RACE IN MARYLAND (2019)

		White	Black	Hispanic	Asian	Total
High School Dropout Rate	Female	3.3	6.6	15.9	1.4	6.4
	Male	5.4	10.8	24.5	1.8	10.4
High School Cohort Graduation Rate	Female	95.0	88.2	78.5	97.1	90.1
	Male	91.7	80.1	67.0	95.9	83.8
College Enrollment 12 months after High School Graduation	Female	79.0	67.9	52.6	87.6	72.1
	Male	66.7	55.3	42.0	84.3	60.8

Source: Maryland State Department of Educationⁱⁱⁱ

EDUCATIONAL ATTAINMENT OF MARYLAND POPULATION 25 YEARS AND OLDER (2019)

	Female	Male
Less than High School	8.9%	10.5%
High School Graduate	23.3	26.1
Some College, No Degree	18.1	17.9
Associate’s Degree	7.8	5.9
Bachelor’s Degree	22.4	21.1
Master’s Degree	14.5	11.8
Doctorate or Professional Degree	5.1	6.8
	100.1% (2,204,836)	100.1% 1,979,022

Source: U.S. Census Bureau^{iv}

ⁱ <https://worldpopulationreview.com/state-rankings/most-educated-states>

ⁱⁱ Dropout Rate: 4-Year Adjusted Cohort: The four-year adjusted cohort dropout rate is defined as the number of students who leave school, for any reason other than death, within the four year period divided by the number of students who form the adjusted cohort. The school years are defined as the first day of the school year through the summer to the first day of the following school year. Student activity that occurs during the summer, including summer withdrawals, are included in the prior year’s data. Graduation Rate: 4-Year Adjusted Cohort: The four-year adjusted cohort graduation rate is the number of students who graduate in four years with a regular high school diploma divided by the number of students who form the adjusted cohort for the graduating class. For any given cohort, students who are entering grade 9 for the first time form a cohort that is subsequently “adjusted” by adding any students who transfer into the cohort later during the next three years and subtracting any students who transfer out, emigrate to another country, or dies during that same period.

ⁱⁱⁱ <https://reportcard.msde.maryland.gov/Graphs/#!/AtaGlance/Index/3/17/6/99/XXXX/2019>

^{iv} <https://data.census.gov/cedsci/table?q=female%20maryland&t=Education%3AEducational%20Attainment&g=0400000US24&tid=ACSDT1Y2019.B15002&hidePreview=true>

ENROLLMENT AND DEGREES

- Enrollment patterns in Maryland colleges and universities vary by race, institutional sector, and gender. Clear patterns are evident, however, when examining STEM degrees by gender.
- Women received almost two-thirds of the bachelor’s degrees awarded in biology in both public and private institutions in Maryland. In all other STEM fields, women received a notably smaller percentage of the bachelor’s degrees than men.
- Women, who are almost a third of first-year undergraduate engineering students at the University of Maryland, tend to cluster in a few engineering fields.
- More than 25,000 men and women enrolled in adult education programs; over a quarter of the participants were Hispanic women.

ENROLLMENT IN MARYLAND COLLEGES AND UNIVERSITIES BY INSTITUTIONAL SECTOR, RACE AND GENDER (2019)

		Community College Enrollment (Public)	Undergraduate Enrollment		Graduate Student Enrollment	
			Public	Private	Public	Private
White	Female	24.4%	19.8%	29.0%	22.5%	28.7%
	Male	17.4	24.5	21.0	16.7	20.2
Black	Female	19.3	11.8	8.8	15.5	7.2
	Male	11.1	10.0	4.9	9.0	3.2
Hispanic	Female	6.0	5.0	6.0	3.3	3.4
	Male	4.3	5.9	4.0	2.5	2.7
Asian	Female	3.2	4.0	5.6	4.1	4.6
	Male	2.8	4.8	4.0	3.4	3.7
Two+ races	Female	2.5	2.2	2.5	2.0	1.8
	Male	1.7	2.4	1.5	1.2	1.1
Nonresident Alien	Female	2.6	1.3	4.3	5.1	8.7
	Male	1.9	1.3	3.2	6.2	8.5
Other*	Female	1.6	3.3	3.0	4.8	3.9
	Male	1.2	3.7	2.2	3.6	2.4
	TOTAL	100% (163,749)	100% (161,301)	100% (29,844)	99.9% (48,809)	100.1% (36,952)

*Other includes Native Hawaiian or Other Pacific Islander, Race/ethnicity unknown

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (downloaded data)^y

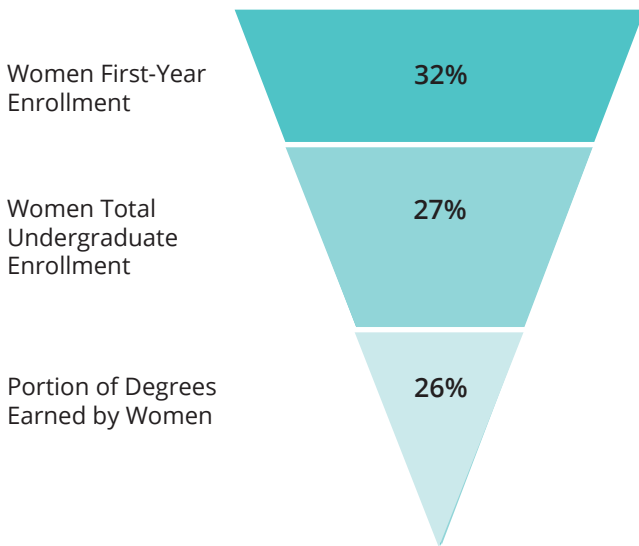
^y <https://nces.ed.gov/ipeds/datacenter/InstitutionByName.aspx?goToReportId=1>

BACHELOR'S DEGREES AWARDED IN SELECTED STEM FIELDS IN MARYLAND COLLEGES AND UNIVERSITIES BY GENDER (2019)

		Biology/Biomedical Sciences	Computer & Information Sciences	Engineering/Engineering Technologies	Mathematics & Statistics	Physical Sciences
Public	Female	64.9%	22.8%	20.9%	37.3%	37.2%
	Male	35.1	77.2	79.1	62.7	62.8
		100% (1675)	100% (4558)	100% (1963)	100% (459)	100% (443)
Private	Female	63.4%	26.1%	33.4%	38.9%	37.6%
	Male	36.6	73.9	66.6	61.1	62.4
		100% (580)	100% (249)	100% (362)	100% (113)	100% (101)

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System^{vi}

A SNAPSHOT OF UNDERGRADUATE WOMEN IN THE A. JAMES CLARK SCHOOL OF ENGINEERING AT THE UNIVERSITY OF MARYLAND (2019)



Source: University of Maryland, A. James Clark School of Engineering^{vii}

PERCENT OF STUDENTS ENROLLED IN SELECTED ENGINEERING FIELDS AT THE UNIVERSITY OF MARYLAND WHO ARE FEMALE (2019)

- 58% Bioengineering
- 40% Chemical and Biomolecular Engineering
- 34% Civil and Environmental Engineering
- 25% Fire Protection Engineering
- 20% Mechanical Engineering
- 15% Aerospace Engineering

PARTICIPANTS IN FEDERALLY FUNDED ADULT EDUCATION AND LITERACY PROGRAMS IN MARYLAND BY RACE AND GENDER (JULY 1, 2018 – JUNE 30, 2019)

	Female	Male
White	1,590	1,472
Black	3,830	4,723
Hispanic	6,808	4,434
Asian	1,387	611
Other, including 2+ races	189	212
Total	13,804	11,452

Source: National Reporting System for Adult Education^{viii}

^{vi} <https://nces.ed.gov/ipeds/datacenter/InstitutionByName.aspx?goToReportId=1>

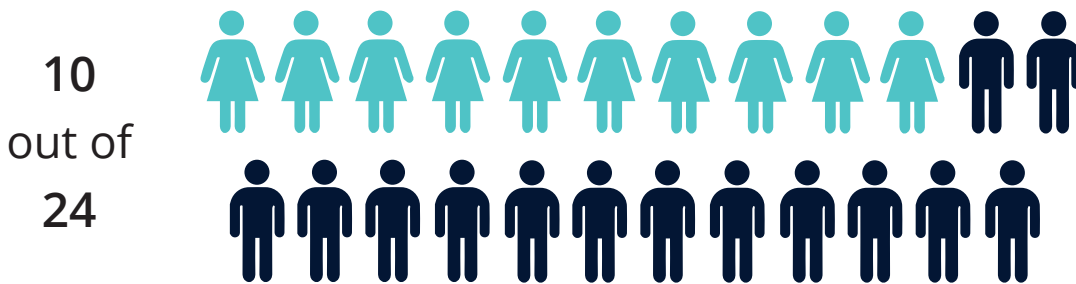
^{vii} <https://eng.umd.edu/women/about/facts-figures>

^{viii} <https://nrs.ed.gov/rt/md/2018/table-2>

WOMEN AS EDUCATION PROFESSIONALS

- The State Superintendent of Schools in Maryland is female yet less than half of public school superintendents in the state’s 24 school districts are female.
- Females of all races tend to be in the lower faculty ranks in both public and private four-year colleges.
- College presidents in Maryland tend to be male, except at community colleges.
- Women comprise over three-fifths of the faculty at community colleges but less than half of the faculty at four-year public institutions in Maryland.
- White males, who comprise approximately a quarter of the population in Maryland, are over half the full-professors in both public and private four-year institutions.

NUMBER OF WOMEN PUBLIC SCHOOL SUPERINTENDENTS (2020)



Source: Maryland State Department of Education ^{ix}

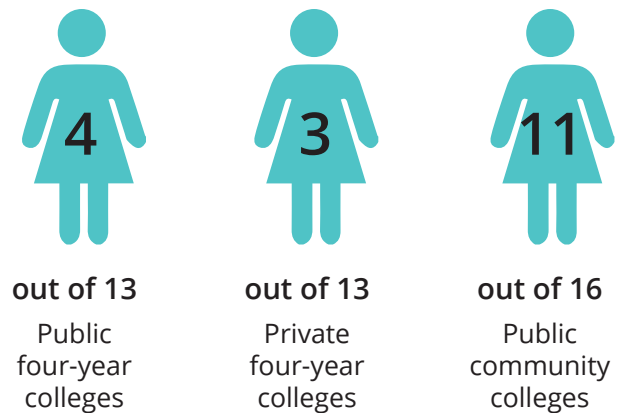


GENDER DISTRIBUTION OF FACULTY IN MARYLAND PUBLIC COLLEGES AND UNIVERSITIES (2018)

	Community Colleges	Four-year Institutions
Female	61.7%	47.5%
Male	38.3	52.5

Source: Maryland Higher Education Commission ^x

NUMBER OF WOMEN COLLEGE PRESIDENTS IN MARYLAND (JUNE 2021)



Source: Websites for individual institutions

^{ix} <http://marylandpublicschools.org/about/Pages/School-Systems/Superintendents.aspx>

^x <https://mhec.state.md.us/publications/Documents/Research/AnnualPublications/2020DataBook.pdf>, calculated from table on page 23.

ACADEMIC RANKS OF FACULTY IN MARYLAND PUBLIC FOUR-YEAR COLLEGES AND UNIVERSITIES BY RACE AND GENDER (2018)

		Full Professor	Associate Professor	Assistant Professor	Instructor/ Lecturer
Females	White	22.3%	27.1%	28.9%	39.1%
	Black	3.1	7.0	9.1	9.1
	Hispanic	1.3	1.9	2.1	2.2
	Asian	3.6	5.7	8.3	4.1
	Other	.9	3.1	5.8	5.2
	Subtotal	31.2	44.8	54.2	59.7
Males	White	50.5	35.3	24.0	24.9
	Black	4.4	6.0	5.1	6.5
	Hispanic	1.7	1.9	1.9	1.4
	Asian	9.9	8.5	8.7	2.7
	Other	2.5	3.5	6.1	4.7
	Subtotal	69.0	55.2	45.8	40.2
	TOTAL	100.2%	100%	100%	99.9%

ACADEMIC RANKS OF FACULTY IN MARYLAND PRIVATE FOUR-YEAR COLLEGES AND UNIVERSITIES BY RACE AND GENDER (2018)

		Full Professor	Associate Professor	Assistant Professor	Instructor/ Lecturer
Females	White	25.9%	32.2%	33.1%	41.0%
	Black	1.3	3.5	5.1	5.0
	Hispanic	.5	1.7	2.3	3.0
	Asian	2.7	6.4	10.2	7.8
	Other	1.8	1.1	3.1	2.9
	Subtotal	32.3	44.9	53.8	59.7
Males	White	55.6	37.5	27.6	26.3
	Black	1.4	2.2	2.5	2.3
	Hispanic	1.9	2.0	1.9	.9
	Asian	3.3	11.7	9.8	6.5
	Other	5.5	1.8	4.5	4.3
	Subtotal	67.7	55.2	46.3	40.3
	TOTAL	100%	100.1%	100.1%	100.0%

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System ^{xi}

White males – 25% of Maryland population, over 50% of full professors

As the faculty ranks descend, the percent of females increases. The reverse is true for men.

^{xi} <https://nces.ed.gov/ipeds/datacenter/InstitutionByName.aspx?goToReportId=1>

RESOURCES

Maryland Department of Education

<http://www.marylandpublicschools.org/Pages/default.aspx>

Maryland Higher Education Commission

<https://mhec.state.md.us/Pages/default.aspx>

College Scholarship Information

<https://mhec.maryland.gov/preparing/pages/financialaid/index.aspx>

Academic Program Inventory

https://mhec.maryland.gov/institutions_training/pages/HEPrograms.aspx

Adult Learning Resources

<https://www.maryland.gov/pages/education.aspx?view=Adult%20Learning>

Adult Education and Literacy Programs

<http://www.dllr.state.md.us/gedmd/programs.shtml>

STEM Resources

https://dhs.maryland.gov/documents/Initiatives/Maryland%20Womens%20Commission/Resources/Stem_Flyer_2018.pdf

MARYLAND WOMEN

Health and Wellbeing

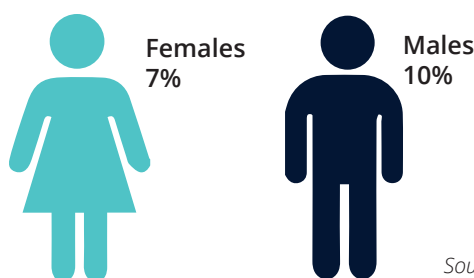


The COVID pandemic, while impacting everyone, has highlighted health discrepancies among different groups. In Maryland, females are more likely than males to have asthma and be obese, two disorders that increase the risk for severe illness in COVID-19 patients. However, while there have been more COVID cases reported for females than males, there have been more deaths among males. Women are also more likely than men to have reported depression and anxiety as a result of COVID.

ACCESS TO HEALTH CARE

- Women are slightly less likely than men to be without health insurance.
- Large disparities exist among women across the racial groups in access to medical care.
- Hispanic women, in particular, are at a significant disadvantage in accessing medical care.

PERCENT OF MARYLAND ADULTS, 19 TO 64 WITHOUT HEALTH INSURANCE (2019)



Source: Kaiser Family Foundationⁱ

PERCENT OF WOMEN IN MARYLAND REPORTING VARIOUS MEDICAL CARE SITUATIONS BY RACE (2019)

	White	Black	Hispanic	Asian & Native Hawaiian or Pacific Islander	Other
No Personal Doctor ⁱⁱ	8%	8%	38%	9%	12%
Not Seeing Doctor in Past 12 Months Due to Cost ⁱⁱⁱ	8	12	26	10	20
Visited Dentist/Dental Clinic in past year ^{iv}	74	61	62	63	67
Report Poor Health Status ^v	13	16	21	12	15
Mammogram in Past Two Years (40 & Older) ^{vi}	74	82	68	78	72

Source: Kaiser Family Foundation

Hispanic women are much less likely to have a personal doctor than women of other races.

ⁱ <https://www.kff.org/other/state-indicator/health-insurance-coverage-of-nonelderly-adult-females/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

ⁱⁱ <https://www.kff.org/racial-equity-and-health-policy/state-indicator/females-report-no-personal-doctor-by-race-ethnicity/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

ⁱⁱⁱ <https://www.kff.org/womens-health-policy/state-indicator/females-who-did-not-see-a-doctor-in-the-past-12-months-due-to-cost-by-raceethnicity/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

^{iv} <https://www.kff.org/womens-health-policy/state-indicator/percent-of-women-who-had-dental-visit/?state=MD>

^v <https://www.kff.org/racial-equity-and-health-policy/state-indicator/female-fair-or-poor-health-status-by-race-ethnicity/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

^{vi} <https://www.kff.org/womens-health-policy/state-indicator/mammogram-rate-for-women-40-years/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

HEALTH CONDITIONS AND MORTALITY

- Coronary heart disease and lung cancers or disease are the major causes of death for both females and males.
- Gender impacts the likelihood of having a variety of other health conditions and cancers.
- Breast cancer has the highest incidence rate for any cancer for women, although the rate among Hispanic women is considerably lower than that for either Black or white women.

PERCENT REPORTING VARIOUS HEALTH CONDITIONS IN MARYLAND BY GENDER (2019)

	Female	Male
Arthritis	27.2%	20.5%
Asthma	11.3	6.5
Obesity	34.5	30.0
Diabetes	10.6	11.4
Heart Disease	3.7	6.5

Source: Kaiser Family Foundation ^{vii}

INCIDENCE RATES PER 100,000 POPULATION OF VARIOUS CANCERS IN MARYLAND (2013-2017, AVERAGE ANNUAL RATE)

	Female
Breast (female)	132.9
Lung and bronchus	51.7
Colorectum	33
Uterine corpus	27.9
Thyroid	21
Melanoma of the skin	18.5

	Male
Prostate	124.7
Lung and bronchus	62.9
Colorectum	40.6
Urinary bladder	34.4
Melanoma of the skin	31.7
Non-Hodgkin lymphoma	21.5

Source: Cancer Statistics Center ^{viii}

^{vii} <https://www.kff.org/state-category/health-status/>

^{viii} <https://cancerstatisticscenter.cancer.org/#/state/Maryland>

BREAST CANCER INCIDENCE AND DEATH RATES PER 100,000 WOMEN IN MARYLAND BY RACE

	Incidence ^{ix} (2016)	Deaths ^x (2019)
White	127.0	19.1
Black	131.3	27.7
Hispanic	93.8	Not reported
Other	Not reported	10.6

Source: Kaiser Family Foundation

MAJOR CAUSES OF DEATH BY GENDER IN MARYLAND, ALL AGES (2019)

Female	Male
Coronary Heart Disease	Coronary Heart Disease
Stroke	Lung Cancers
Lung Disease	Stroke
Lung Cancers	Hypertension
Breast Cancer	Lung Disease
Alzheimer's	Diabetes
Diabetes	Prostate Cancer
Endocrine Disorders	Colon-Rectum Cancers
Influenza & Pneumonia	Poisonings
Colon-Rectum Cancers	Suicide

Source: World Life Expectancy^{vi}

NUMBER OF DRUG- AND ALCOHOL-RELATED DEATHS IN MARYLAND BY GENDER (2018)

	Female	Male
Heroin	215	615
Prescription Opioid	140	239
Fentanyl	475	1413
Cocaine	235	656
Benzodiazepine	49	78
Methamphetamine	5	27
Alcohol	100	372

Source: Maryland Department of Health^{xii}

^{ix} <https://www.kff.org/other/state-indicator/breast-cancer-rate-by-re/?currentTimeframe=0&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D>

^x <https://www.kff.org/other/state-indicator/breast-cancer-death-rate-by-re/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D>

^{vi} <https://www.worldlifeexpectancy.com/maryland-cause-of-death-by-age-and-gender>

^{xii} https://bha.health.maryland.gov/Documents/Annual_2018_Drug_Intox_Report.pdf

MENTAL HEALTH

- Little difference exists in the reported number of poor mental health days between males and females.
- More women than men are served in community mental health centers in Maryland; however, more men are admitted to state psychiatric hospitals.
- Across all race/ethnic groups, adolescent females are more likely than adolescent males to experience symptoms of depression and to have considered suicide.
- Among high school students, more females than males report considering suicide. White males have a considerably higher actual suicide rate than white females or Black males or females.

PERCENTAGE OF MARYLAND HIGH SCHOOL STUDENTS WHO REPORTED FEELING SAD OR HOPELESS (2018)

	Female	Male
White	39.9%	21.7%
Black	38.7	23.1
Hispanic	45.1	29.0

Source: Kaiser Family Foundation

PERCENTAGE OF MARYLAND HIGH SCHOOL STUDENTS WHO REPORTED SERIOUSLY CONSIDERING OR ATTEMPTING SUICIDE* (2018)

	Female	Male
White	22.2%	13.2%
Black	22.7	12.7
Hispanic	22.1	12.1

* ever during the 12 months before the survey

Source: Maryland Department of Health^{xiii}

AVERAGE NUMBER OF SELF-REPORTED POOR MENTAL HEALTH DAYS IN PAST 30 DAYS AMONG ADULTS 18 AND OVER BY GENDER AND RACE IN MARYLAND (2019)

	White	Black	Hispanic	Asian/Native Hawaiian/PI
Female	4.6	4.3	3.8	2.5
Male	3.6	3.6	3.0	3.8

Source: Kaiser Family Foundation^{xiv}

^{xiii} <https://phpa.health.maryland.gov/ccdpc/Reports/Documents/2018%20YRBS%20YTS%20Reports/Maryland/2018MDH%20Summary%20Tables.pdf>

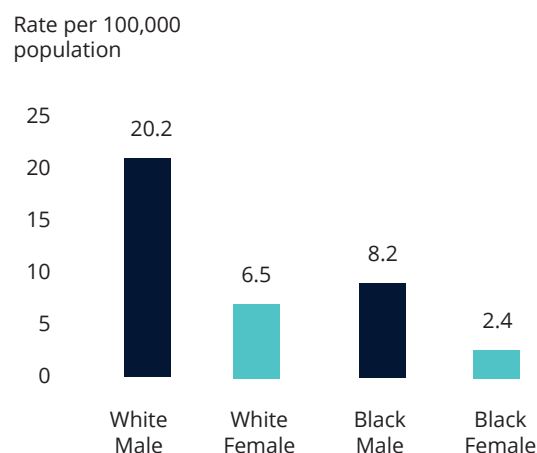
^{xiv} <https://www.kff.org/other/state-indicator/females-reporting-poor-mental-health-days-by-raceethnicity/?currentTimeframe=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

NUMBER OF PERSONS SERVED IN COMMUNITY MENTAL HEALTH CENTERS AND STATE PSYCHIATRIC HOSPITALS IN MARYLAND (BETWEEN 7/1/2017 & 6/30/2018)

	Community Mental Health Centers	State Psychiatric Hospitals
Female	114,884	370
Male	97,055	1354

Source: Substance Abuse and Mental Health Services Administration ^{xv}

AGE-ADJUSTED DEATH RATE FOR INTENTIONAL SELF-HARM (SUICIDE) BY RACE AND GENDER, MARYLAND 2018



Source: Maryland Vital Statistics Annual Report 2018^{xvi}

PREGNANCY AND CHILD BIRTH

- Maryland's birth rate per 1,000 women is similar to the national average; its teen birth rate is lower.
- Black mothers are more likely to experience preterm births and have a higher infant mortality rate than White or Hispanic mothers. Black women also have a higher rate of maternal mortality.

BIRTH RATE PER 1,000 WOMEN AGES 15-44 (2018)

Maryland	60
U.S.	59

TEEN BIRTH RATE PER 1,000 WOMEN AGES 15-19 (2018)

Maryland	14.1
U.S.	17.4

PERCENT CHANGE IN TEEN BIRTH RATE (2013-2017)

Maryland	36%
U.S.	41%

PRETERM BIRTHS AS PERCENTAGE OF ALL BIRTHS IN MARYLAND (2018)

White	8%
Black	13%
Hispanic	9%

INFANT MORTALITY RATE (PER 1,000 BIRTHS) IN MARYLAND (2018)

White	3.8
Black	10.4
Hispanic	3.9

Kaiser Family Foundation ^{xvii}

^{xv} <https://www.samhsa.gov/data/sites/default/files/cbhsq-reports/Maryland-2018.pdf>

^{xvi} https://health.maryland.gov/vsa/Documents/Reports%20and%20Data/Annual%20Reports/2018annual_rev3.pdf

^{xvii} <https://www.kff.org/state-category/health-status/> - Births section

LIVE BIRTHS AND PREGNANCY-RELATED DEATHS BY RACE IN MARYLAND (2010-2017)

	Number of Live Births	Percent of Live Births	Number of Pregnancy-Related Deaths	Percent of Pregnancy-Related Deaths
White	260,220	44.6%	33	27.7%
Black	189,471	32.5	64	53.8
Hispanic	88,046	15.1	13	10.9
Other	45,449	7.8	9	7.6
Total	583,186	100%	119	100%

Source: Maryland Department of Health^{xviii}

Black women have slightly less than a third of all live births but represent over half of all pregnancy-related deaths.

COVID-19

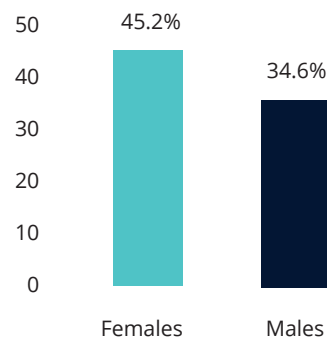
- Females account for more cases of COVID-19 but fewer deaths.
- Women are also more likely than men to report symptoms of anxiety or depression during the COVID-19 pandemic.

COVID CASES AND DEATHS IN MARYLAND, AS OF APRIL 6, 2021*

	Cases ^{xix}	Deaths ^{xxi}
Female	218,905	3943
Male	200,150	4249

*These data are updated daily

ADULTS REPORTING SYMPTOMS OF ANXIETY OR DEPRESSION IN MARYLAND DURING THE COVID-19 PANDEMIC (NOVEMBER 2020)



Source: Kaiser Family Foundation^{xxi}

^{xviii} https://phpa.health.maryland.gov/mch/Documents/MMR/MMR_2019_AnnualReport.pdf (adapted from Table 3, page20)

^{xix} <https://coronavirus.maryland.gov/datasets/mdcovid19-casesbygenderdistribution/data?page=27>

^{xx} <https://coronavirus.maryland.gov/datasets/mdcovid19-confirmeddeathsbygenderdistribution/data?>

^{xxi} <https://www.kff.org/other/state-indicator/adults-reporting-symptoms-of-anxiety-or-depressive-disorder-during-the-covid-19-pandemic-by-gender/?currentTime-frame=0&selectedRows=%7B%22states%22:%7B%22maryland%22:%7B%7D%7D%7D&sortModel=%7B%22collid%22:%22Location%22,%22sort%22:%22asc%22%7D>

THE HEALTH PROFESSIONS

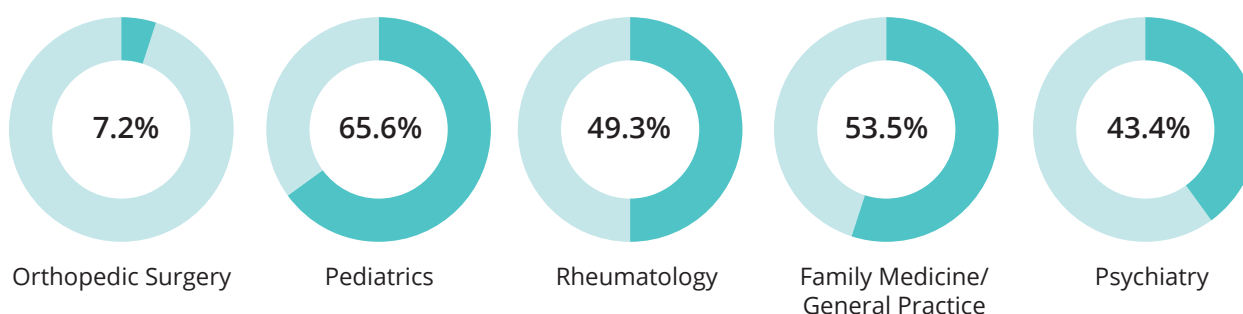
- The majority of nurse practitioners and physician assistants in Maryland are female but only 40.2 percent of the physicians are women.
- As physicians, women tend to cluster in certain medical specialties.

THE MEDICAL WORKFORCE IN MARYLAND (2020)

	Physicians	Dentists	Physician Assistants	Nurse Practitioners
Female	40.2%	38.8%	65.1%	80.2%
Male	59.7	59.8	25.8	6.5
Unspecified	.1	1.4	9.1	13.3
TOTAL	100% (25,146)	100% (4,065)	100% (3,008)	100% (5,491)

Source: Kaiser Family Foundation^{xxii}

PERCENT FEMALE IN SELECTED MEDICAL SPECIALTIES IN MARYLAND (2018)



Source: American Association of Medical Colleges^{xxiii}

RESOURCES

Maryland Department of Health, Women’s Health
<https://phpa.health.maryland.gov/mch/Pages/women.aspx>

Maryland Health Connection (finding health insurance)
<https://www.marylandhealthconnection.gov/>

Mental Health Resources
<https://211md.org/211provider-md-mental-health>
<https://bha.health.maryland.gov/Pages/HELP.aspx>

Coronavirus Information
<https://coronavirus.maryland.gov/>

Support for Pregnant Women
<https://211md.org/having-a-baby>
https://phpa.health.maryland.gov/mch/Pages/prams_resources.aspx

^{xxii} <https://www.kff.org/state-category/providers-service-use/>

^{xxiii} <https://www.aamc.org/media/37936/download>

MARYLAND WOMEN

Safety and Justice



In 2019, over two-thirds of the victims of reported domestic violence incidents were female and 83 percent of the 23 domestic violence deaths were female. Physical assaults against women in Maryland impact adults as well as college students. While the number of female judges has been increasing over time, their numbers do not reflect their representation in the population. Furthermore, women comprise less than 15 percent of all law enforcement officers.

VIOLENCE AGAINST WOMEN

- Crimes in which women are victims threaten women’s safety and well-being.

WOMEN’S SAFETY BY THE NUMBERS

Domestic Violence	Incidence (2019)ⁱ • 36,499 crimes reported - 25,167 women were victims - 11,328 men were victims - 4 gender unknown
	Deaths (2019)ⁱⁱ 23 victims were killed 19 women
Rape ⁱⁱⁱ	19% of adult women in Maryland reported a completed or attempted rape in their lifetime 1,979 rapes reported in 2019 • 93% were rapes by force • 7% were rape attempts
Human Trafficking ^{iv}	187 reported cases 3.08 cases per 100,000 residents

SEXUAL ASSAULT ON POSTSECONDARY EDUCATION CAMPUSES IN MARYLAND



Between 2016 and 2018, **2,688 incidents** of sexual assault were reported by 48 postsecondary institutions.

Source: Maryland Higher Education Commission, *Report on Campus Climate and Sexual Violence at Maryland Colleges and Universities*^v

ⁱ <https://mdsp.maryland.gov/Document%20Downloads/Crime%20in%20Maryland%202019%20Uniform%20Crime%20Report.pdf>

ⁱⁱ <https://www.mnadv.org/wp-content/uploads/2020/08/MD-DV-2019-Fatality-Statistics-Graphic-8.7.2020.jpg>

ⁱⁱⁱ https://mcase.org/assets/files/Sexual_Assault_in_Maryland_Fact_Sheet.pdf

^{iv} <https://worldpopulationreview.com/state-rankings/human-trafficking-statistics-by-state>

^v <https://mhec.maryland.gov/publications/Documents/Research/AnnualReports/MSAR%2010622%202018%20Report%20on%20Campus%20Climate%20and%20Sexual%20Violence%20at%20Maryland%20Colleges%20and%20Universities%20Volume%201.pdf>

JUSTICE-INVOLVED WOMEN

- The crime with the largest percentage of female arrests is larceny/theft.
- Males outnumber females in Maryland prisons; numbers for both declined between 2018 and 2019.
- Between 1980 and 2003, the incarceration rate for women increased fairly steadily and has declined most years since then.
- The average age of incarcerated women in Maryland is 36.

ARRESTS FOR VARIOUS CRIMES IN MARYLAND BY GENDER (2019)

	Number of Arrests	Percent Female	Percent Male
Rape	555	2.7%	97.3%
Robbery	3,242	12.2%	87.8%
Aggravated Assault	6,011	24.9%	75.1%
Breaking or Entering	3,540	16.6%	83.4%
Larceny-Thefts	16,005	40.7%	59.3%
Motor Vehicle Theft	1,850	18.6%	81.4%
Arson	262	17.9%	82.1%
Murder and Nonnegligent Manslaughter	236	8.0%	92.0%

Source: 2019 Uniform Crime Report^{vi}

PRISONERS UNDER JURISDICTION OF STATE OR FEDERAL CORRECTIONAL AUTHORITIES IN MARYLAND BY GENDER (2018 & 2019)

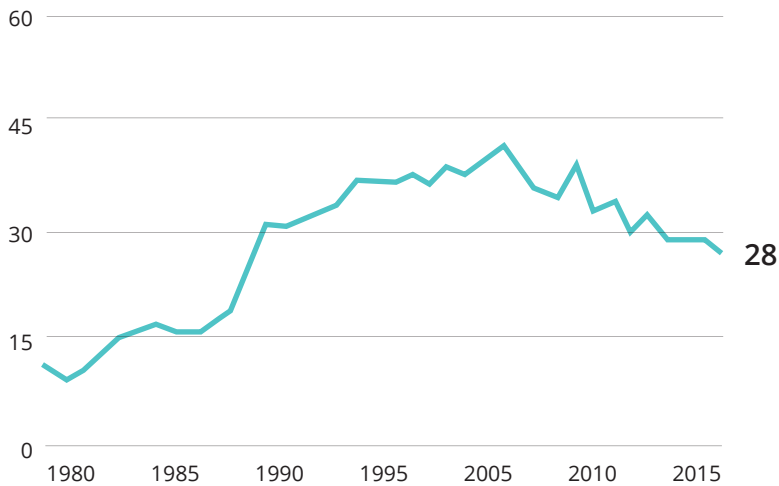
	Female	Male
2018	823	18,033
2019	731	17,864
Percent change, 2018-2019	-11.2	-.9

Source: Bureau of Justice Statistics^{vii}

^{vi} <https://mdsp.maryland.gov/Document%20Downloads/Crime%20In%20Maryland%202019%20Uniform%20Crime%20Report.pdf>

^{vii} <https://www.bjs.gov/content/pub/pdf/p19.pdf>

FEMALE PRISON INCARCERATION RATES (PER 100,000 FEMALE RESIDENTS) IN MARYLAND: 1978-2015



Source: Prison Policy Initiative^{viii}

CHARACTERISTICS OF INCARCERATED WOMEN IN MARYLAND (JULY 1, 2018)

754 Number incarcerated	Top serious offenses
35.9 Average age	
143 months Average sentence	
	<ul style="list-style-type: none"> • Homicide • Drug Offense • Assault • Robbery • Theft

Source: Maryland Department of Public Safety and Correctional Services^{ix}

^{viii} https://www.prisonpolicy.org/graphs/MD_Women_Rates_1978_2015.html

^{ix} <https://www.dpscs.state.md.us/publicinfo/publications/pdfs/research/InmateCharacteristics20180701.pdf>

THE JUSTICE PROFESSIONS

- The highest ranking judge in Maryland is a woman.
- White men make up over half of all judges on the Appellate Court, the highest court in the state, but only a quarter of the general population in Maryland.
- Only 13.5 percent of law enforcement officers in Maryland are women.

FULL-TIME LAW ENFORCEMENT OFFICERS IN MARYLAND (2019)



Source: U.S. Department of Justice, FBI, Criminal Justice Information Services Division*

THE LEGAL PROFESSION IN MARYLAND (2019)



37% Female
all lawyers nationally



6.7 out of 100,000
Number of lawyers per 100,000 population in Maryland (state ranks second)



Margaret Brent
first female lawyer in the U.S. was from Maryland (1601-1671)



Of all enrolled students who are female:

- 52.5%** University of Baltimore School of Law
- 58.7%** University of Maryland School of Law

Note: The percentage of female lawyers in Maryland is not available.

Source: American Bar Association^{vi}

* <https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/tables/table-77>

DISTRIBUTION OF JUDGES IN MARYLAND COURTS BY GENDER AND RACE (JANUARY 2021)

		Appellate Court	Circuit Court	District Court	Total
Female	White	22.7%	23.2%	28.4%	25.2%
	Black	13.6	20.8	16.4	18.6
	Hispanic		1.2		.7
	Asian/PI		1.2	.9	1.0
	Two+ races				
	Total Female	36.4	46.4	45.7	45.4
Male	White	54.5	45.2	36.2	42.5
	Black	4.5	7.7	12.9	9.5
	Hispanic			3.4	1.3
	Asian			1.7	.7
	Two+ races	4.5	.6		.7
	Total Male	63.6	53.6	54.3	54.6
	Total	100% (22)	100% (168)	100% (116)	100% (306)

Source: Data provided by Maryland Administrative Office of the Courts

RESOURCES

Maryland Network Against Domestic Violence

<https://www.mnadv.org/>
24-hour hotline: 1-800-799-7233

Maryland Coalition Against Sexual Assault

<https://mcase.org/>

Legal Aid in Maryland

<https://www.mdlab.org/>

Human Trafficking

MD Human Trafficking Task Force
<http://www.mdhumantrafficking.org/>

Victim Services Resource Directory
<http://goccp.maryland.gov/wp-content/uploads/2020-Maryland-Human-Trafficking-Task-Force-Victim-Services-Directory.pdf>

National Human Trafficking Hotline
1-888-373-7888

^{xi} <https://www.americanbar.org/content/dam/aba/administrative/news/2020/07/potlp2020.pdf>

MARYLAND WOMEN

Leadership and Political Participation



Maryland women vote at rates equal to or higher than men and the country has elected its first female Vice President. The state of Maryland can also boast about a number of “firsts,” including the first woman to serve as Speaker of the House of Delegates and its first woman to serve as the highest ranking judge in the state. However, Maryland has no women in the U.S. Congress and less than 40 percent of the state General Assembly is female. Women are also underrepresented in all other spheres examined.

WOMEN IN GOVERNMENT

- The representation of women in government at the local, state and national levels is mixed.
- There are no women in the U.S. Congress from Maryland and only three county executives are female.
- Women represent two-fifths of the Maryland legislature.

NUMBER OF MARYLAND WOMEN IN U.S. CONGRESS



REPRESENTATIVES IN MARYLAND GENERAL ASSEMBLY (2021)

	House of Delegates	Senate	General Assembly (Total)
Number of Positions	141	47	188
Number of Females	61	15	76
Percent Female	43.3%	31.9%	40.4%

Source: Center for American Women and Politics ⁱ

LEADERSHIP IN MARYLAND GENERAL ASSEMBLY (2021)

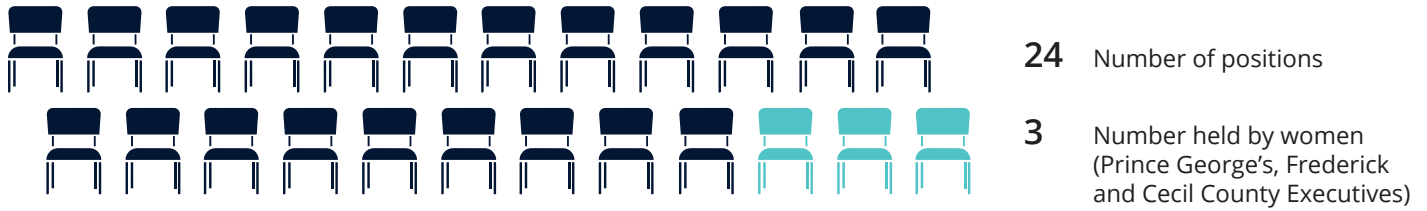
	Senate	House
Number of Standing Committees	4	6
Number of Chairs that are Women	1	3
Number of Vice Chairs that are Women	1	3

Source: Maryland General Assembly ⁱⁱ

ⁱ https://cawp.rutgers.edu/state_fact_sheets/md

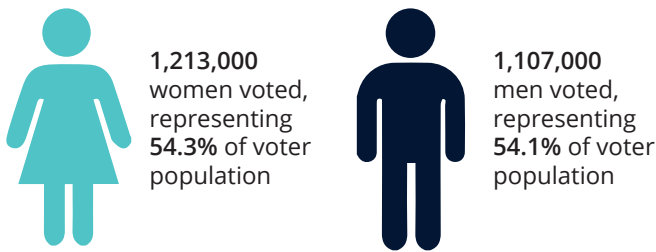
ⁱⁱ <https://mgaleg.maryland.gov/mgawebsite/>

NUMBER OF FEMALE COUNTY EXECUTIVES/HEADS OF COUNTY COUNCILS OR COUNTY BOARDS OF COMMISSIONERS (2020)



Source: Maryland Manual on Line: Local Government ⁱⁱⁱ

VOTING IN THE 2018 ELECTION



Source: Kaiser Family Foundation ^{iv}

VOTING IN THE 2020 PRESIDENTIAL ELECTION



Source: NBC News ^v

WOMEN LEADERS IN EDUCATION (also reported with education indicators)

- With the exception of community colleges, women are under represented as heads of colleges and public school systems.
- The state superintendent of schools in Maryland is a female.

NUMBER OF WOMEN COLLEGE PRESIDENTS (2020)

- 4 out of 13 Public four-year colleges
- 11 out of 16 Public community colleges
- 3 out of 13 Private four-year colleges

Source: Websites for individual institutions

NUMBER OF WOMEN PUBLIC SCHOOL SUPERINTENDENTS (2020)



Source: Maryland State Department of Education ^{vi}

ⁱⁱⁱ <https://msa.maryland.gov/msa/mdmanual/01glance/html/county.html>

^{iv} <https://www.kff.org/other/state-indicator/number-of-individuals-who-voted-in-thousands-and-individuals-who-voted-as-a-share-of-the-voter-population-by-gender/?currentTimeframe=0&sortModel=%7B%22colld%22:%22Location%22,%22sort%22:%22asc%22%7D>

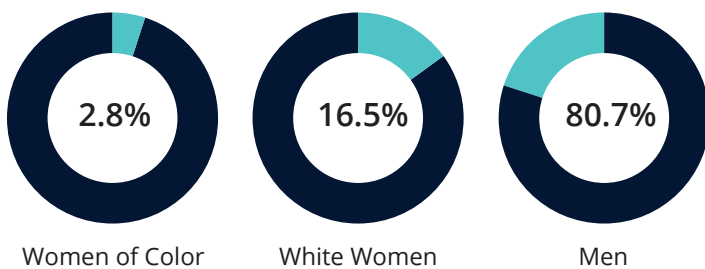
^v <https://www.nbcnews.com/politics/2020-elections/maryland-results>

^{vi} <http://marylandpublicschools.org/about/Pages/School-Systems/Superintendents.aspx>

WOMEN IN CORPORATIONS AND NONPROFIT ORGANIZATIONS

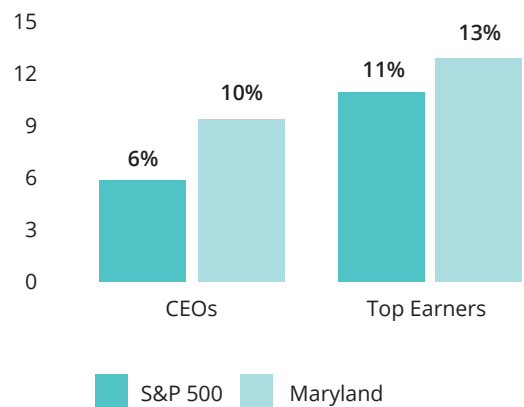
- Despite some growth between 2009 and 2019, women still hold less than a fifth of all corporate board seats in Maryland.
- Women of color represent only 2.8 percent of all corporate board seats in Maryland.
- While women in Maryland corporations fare slightly better than women in S&P 500 companies nationally, their representation as CEOs and top earners falls below 15 percent in each of these categories.
- The average salary of women in nonprofits is lower than that of men.

PERCENTAGE OF SEATS ON BOARDS OF MARYLAND PUBLIC COMPANIES HELD BY WOMEN (2019)



Source: Executive Alliance^{vii}

WOMEN CORPORATE EXECUTIVES IN MARYLAND COMPARED TO S&P 500 COMPANIES NATIONALLY (2019)



Source: Executive Alliance^{vii}

WOMEN IN NONPROFITS (2018)

A salary survey of nonprofit organizations in Maryland found:

- Nonprofits with smaller revenue were more likely to be led by female CEOs and people of color, while the larger nonprofits were more likely to be led by white, male CEOs.

Source: Marylandnonprofits.org, 2018 Salary and Benefits Survey

- The salaries of female CEOs were **14 percent less** than those of male CEOs.

RESOURCES

Maryland General Assembly
<http://mgaleg.maryland.gov/mgawebsite>

Maryland Women's Legislative Caucus
<https://www.womenscaucusmd.org/>

Executive Alliance
<https://executivealliance.org/about-us/>

She Should Run
<https://www.sheshouldrun.org/>

https://executivealliance.org/wp-content/uploads/2020/12/H-1211-Census-2020_HI.pdf

WHERE DO WE GO FROM HERE?

The data for this report was compiled during calendar year 2020, a year of unprecedented challenges for our state, our country, indeed for the entire world. The United States grappled with civil unrest responding to renewed evidence of racial injustice. We experienced an election as divisive as we have ever seen in our lifetimes. The nation faced a struggling economy while we, with the rest of the world, endured the often-calamitous effects of climate change amid a deadly and terrifying pandemic.

This report presents a statistical profile of the women in Maryland, using existing data, most of which was gathered and reported before the pandemic reached the United States. The year 2020, especially given the pandemic, has particularly challenged women and their families and this portrait of their circumstances will change. Thus, data compiled in 2021 and in future years may present a different picture – possibly with even greater gaps in income, workplace participation, access to childcare, education, and in other ways.

COVID-19 AND WORKING WOMEN

“COVID-19 is hard on women because the U.S. economy is hard on women, and this virus excels at taking existing tensions and ratcheting them up. Millions of women were already supporting themselves and their families on meager wages before coronavirus-mitigation lockdowns sent unemployment rates skyrocketing and millions of jobs disappeared. And working mothers were already shouldering the majority of family caregiving responsibilities in the face of a childcare system that is wholly inadequate for a society in which most parents work outside the home. Of course, the disruptions to daycare centers, schools, and afterschool programs have been hard on working fathers, but evidence shows working mothers have taken on more of the resulting childcare responsibilities, and are more frequently reducing their hours or leaving their jobs entirely in response.”

Source: Brookings Institution: <https://www.brookings.edu/essay/why-has-covid-19-been-especially-harmful-for-working-women>

These circumstances do not diminish the value of the information presented in this report; however, the need for further study is clear. It will be essential that we examine the effects of these events – especially the pandemic – on women and their families if we are to design policies and programs that will truly help our state and our nation recover and continue to grow.



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