



ISSUE BRIEF : Q4 2019

REPRODUCTIVE HEALTH CARE IN TEXAS

► **BUSINESSFORWARD**

ABOUT BUSINESS FORWARD

Business Forward, a national trade association, works with more than 100,000 business leaders across the country, including more than 12,000 here in Texas. We've organized hundreds of briefings on how to help women succeed in the workplace, provide for their families, and grow our economy.

Our leaders represent a range of industries and business sizes. It is a highly active, civic-minded, bipartisan group.

Six in 10 members of our network are women, and they are substantially more active than the men in our network. They also carry two-thirds or more of the household duties that come with raising children. Helping women advocate for affordable health care, climate action, sensible immigration laws, and other reforms is among our most significant accomplishments.

This report is part of a series on women's progress in the workplace and the importance of reproductive health care to women's careers, their families' security, and America's economic competitiveness. More than 350 Texas business leaders have participated by signing a statement in support of reproductive health care, providing case studies and individual testimony, and participating in our briefings on developments in reproductive health care.

The proportion of women at every level in corporate America has hardly changed. Progress isn't just slow. It's stalled.

WOMEN IN THE WORKPLACE 2018
(OCTOBER 2018)

McKinsey
& Company

EXECUTIVE SUMMARY

Women are America's largest potential driver of economic growth. By simply helping women match men's labor force participation, we could grow our economy by \$1 trillion.¹ But women cannot realize their potential in the workplace if government makes it harder for them to plan when to have kids. Reproductive health is a critical, but often overlooked, service to working women.

1. After decades of gains, women's progress in the workplace has stalled. They remain overrepresented in low-paying jobs, underrepresented in high-paying jobs, overworked at home, and undermined at the office.
2. The cost to women and their families is enormous. In the U.S. women earn 82 cents for every dollar men make, and 81 cents² in Texas. They are working 26.4% more hours per year than they did in 1980³ to provide for their families.
3. The cost to our economy is also enormous. If women worked and earned at the rate men do, our economy would be \$1 trillion bigger.⁴
4. That's why so many of our global competitors are helping women succeed at work. They invest three times more supporting working women than the U.S. does.⁵ The U.S., once a leader, now ranks 20th out of the world's 22 advanced economies on women's labor participation rate.⁶
5. The Trump Administration, Republicans in Congress, and the Governor and other officials in Texas are restricting reproductive health care and family planning services.



**REPRODUCTIVE HEALTH CARE
INCLUDES ENSURING ACCESS
TO ABORTION AND
AFFORDABLE BIRTH CONTROL,
AND ENDING PREGNANCY
DISCRIMINATION.**

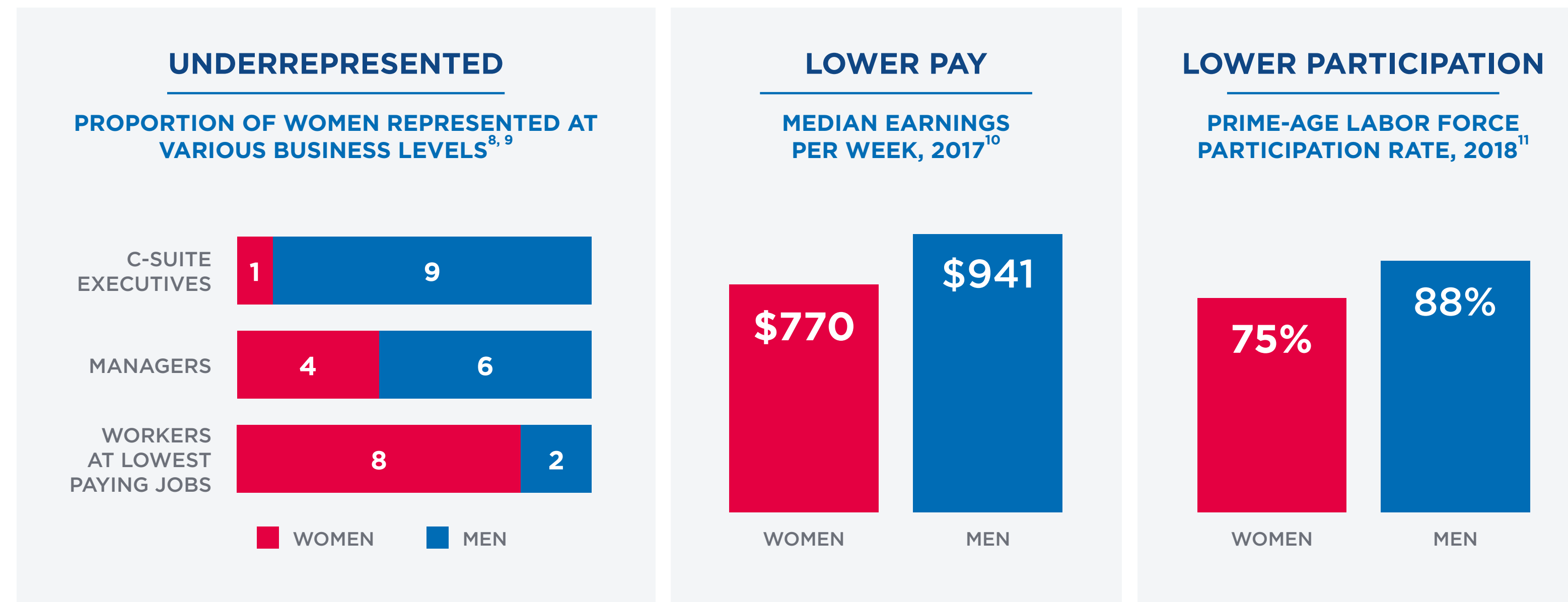


**FAMILY PLANNING CLINICS
PROVIDE BIRTH CONTROL,
OFFER PREGNANCY TESTS &
COUNSELING, HELP CLIENTS
WHO WANT TO CONCEIVE,
PROVIDE PRECONCEPTION
& STI/HIV SERVICES.**

WOMEN'S PROGRESS IS STALLED, AND TODAY'S GENDER GAP = \$1+ TRILLION IN LOST INCOME

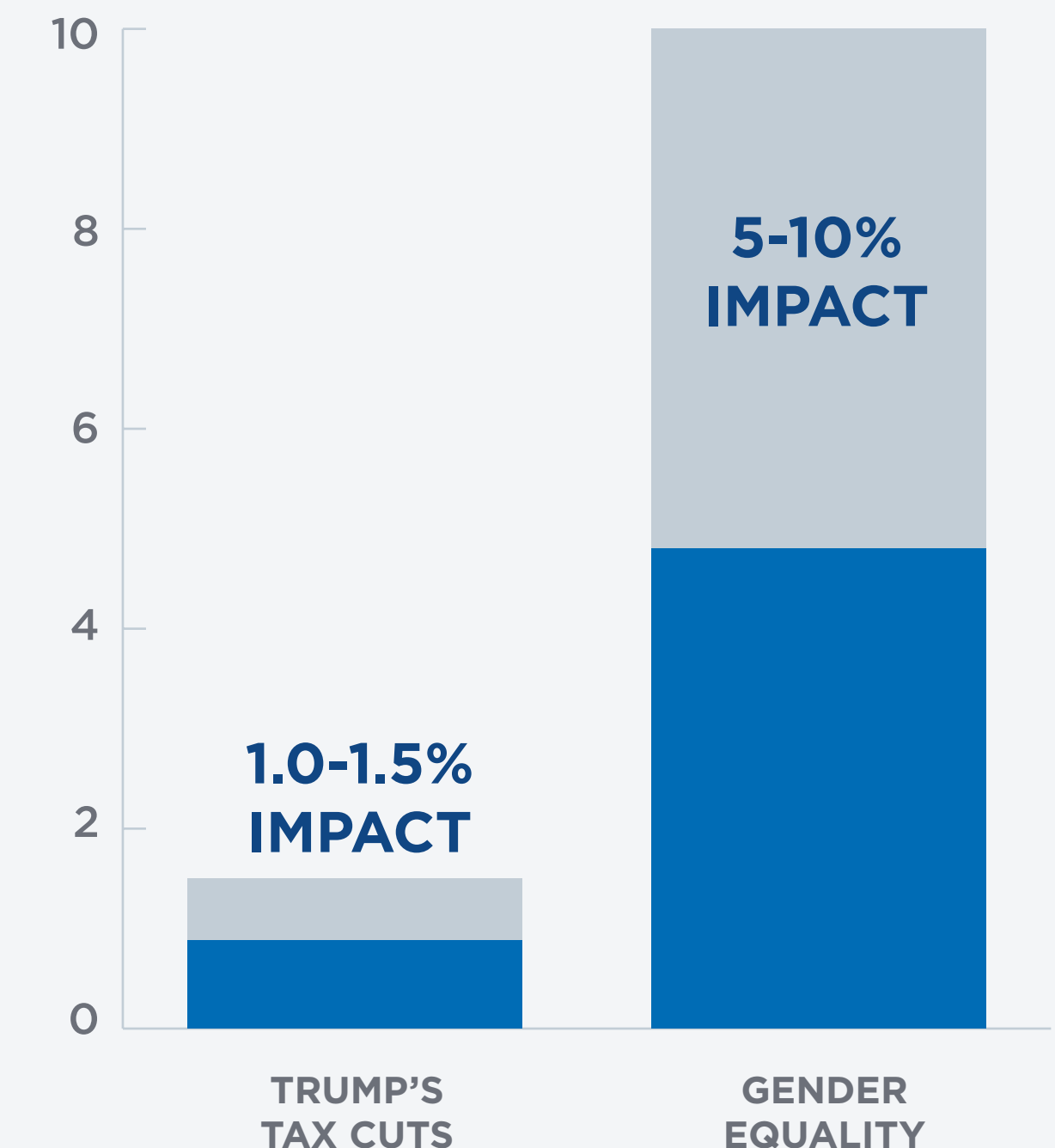
Women who work full-time earn just 82% of what their male counterparts earn. Women earn less, in part, because they tend to work in jobs and industries that pay less. In other words, they are overrepresented in low-paying jobs and underrepresented in higher paying ones. They are also less likely to be promoted. For every 100 men promoted to manager, 79 women are.⁷ Closing the gap requires both (1) helping more women enter the workforce and (2) helping more women enter higher paying fields, like engineering.

Women experience lower labor force participation rates than men. Helping women match men's participation rate would increase our GDP by 5-10%. McKinsey, S&P, and Citi estimate the impact of closing the gender gap is between \$1 trillion and \$1.6 trillion.



WHEREAS THE 2017 TAX LAW IS PROJECTED TO HAVE A LIMITED IMPACT ON THE ECONOMY, ENACTING POLICIES TO CLOSE THE GENDER GAP WOULD INCREASE GDP BY 5-10%.

PROJECTED IMPACT ON U.S. ECONOMY (% GDP GROWTH FROM 2018-2021)^{12, 13}



WOMEN IN TEXAS EARN 81 CENTS FOR EVERY DOLLAR MEN MAKE

WAGE GAP¹⁴

Women in Texas who work full-time, year-round **earn 81 cents for every dollar** men with similar jobs earn.



Over a career that leads to a deficit of:

\$391,000

At the current rate, women will not reach parity with men until:

2049

WOMEN OF COLOR¹⁵

The gap is larger for women of color:

LATINAS

\$0.44

AFRICAN AMERICANS

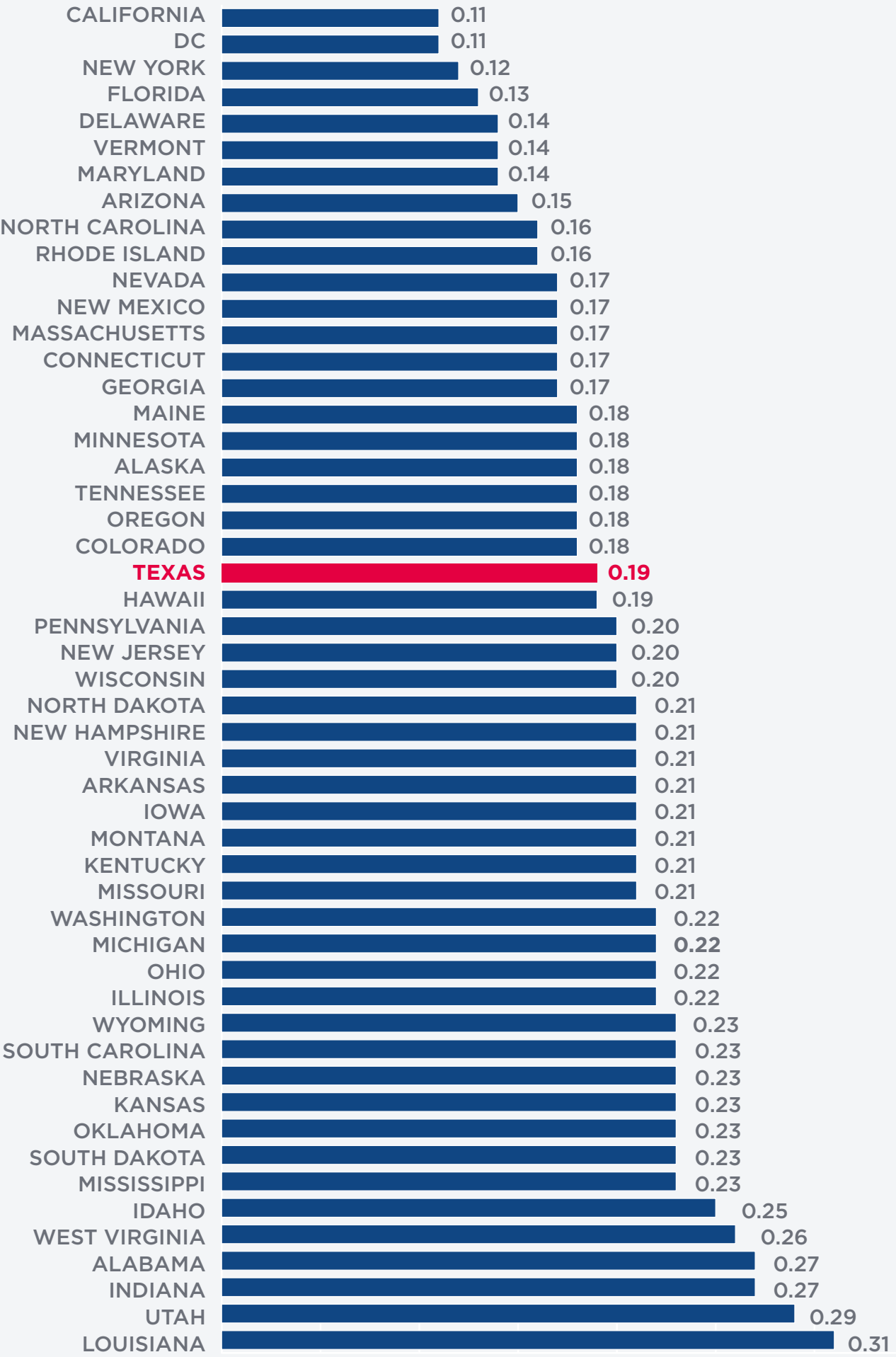
\$0.58

SMALL BUSINESSES¹⁶

37%

of Texas businesses are women-owned.

WAGE GAP¹⁷



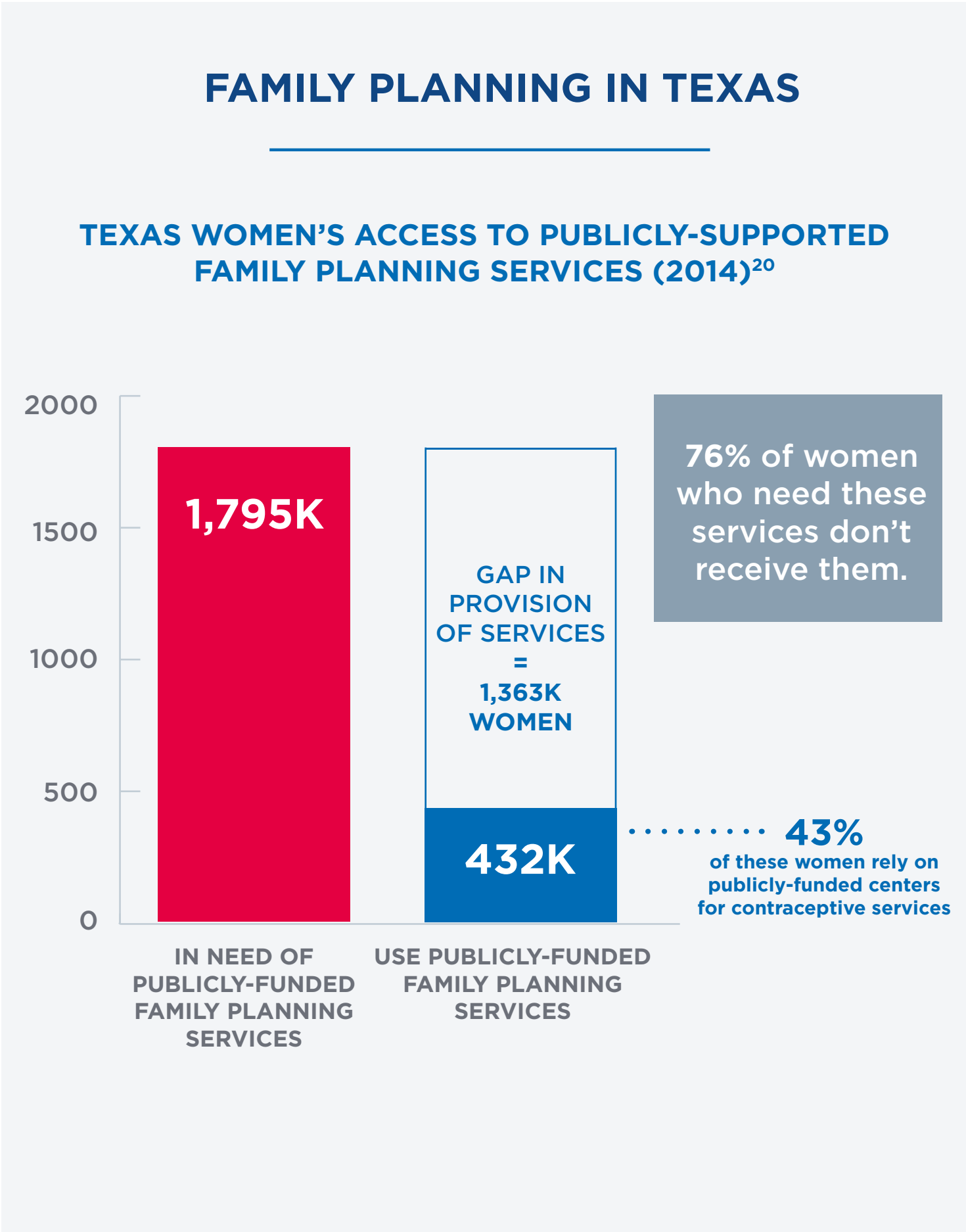
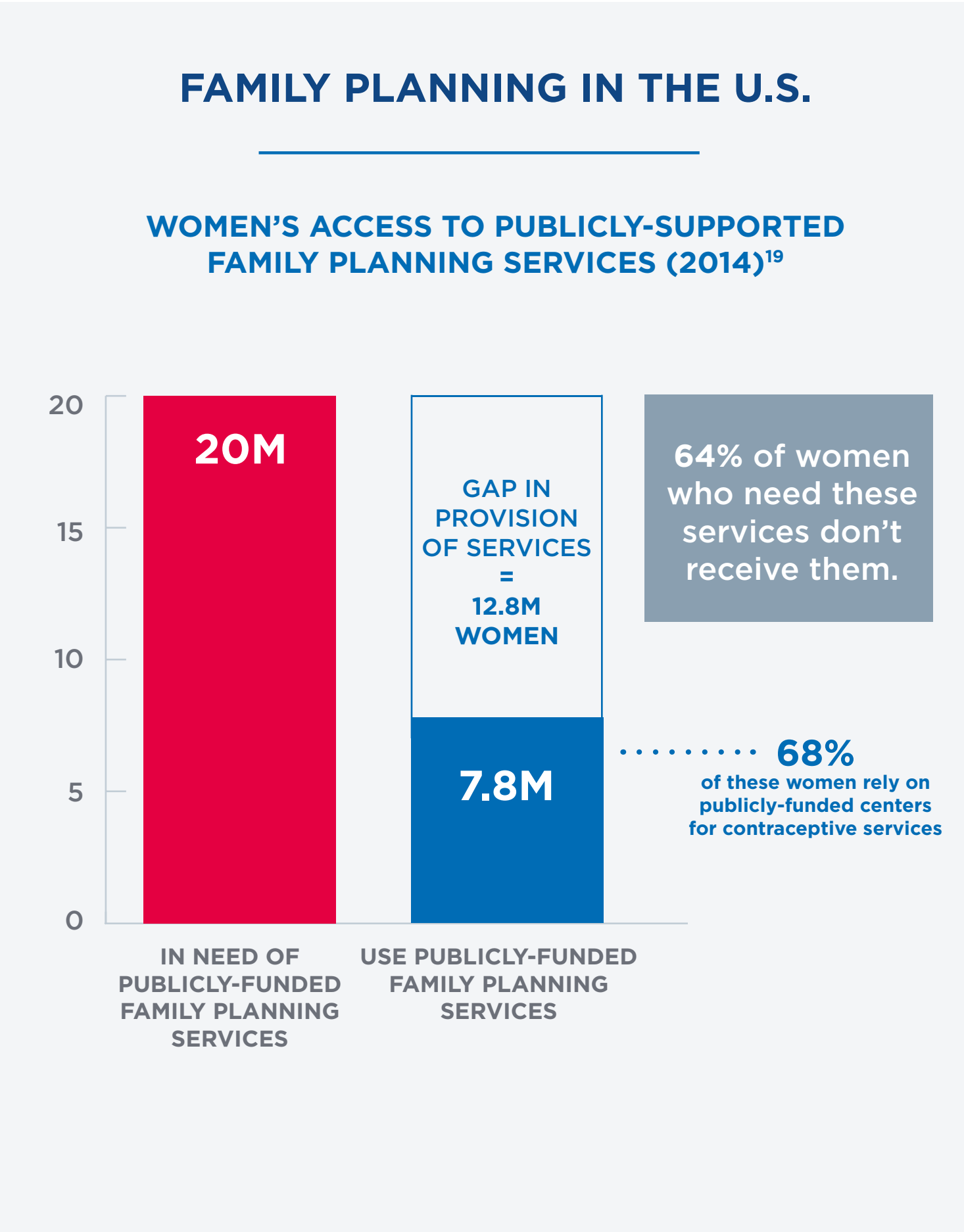
**LOWEST
WAGE GAP**

**TEXAS
RANKING:
#22**

**HIGHEST
WAGE GAP**


FAMILY PLANNING SERVICES REDUCE UNPLANNED PREGNANCIES AND SAVE TEXAS TAXPAYERS \$749M EVERY YEAR

Making contraception available to women who want it but could not otherwise afford it reduces the number of unplanned births, abortions, miscarriages, and babies born at low birth weight. Without publicly-supported family planning services, rates of unintended pregnancy and abortion in the U.S. would be 33% higher, and 15% higher in Texas. Many of the women who require publicly-funded family planning services are young, nonwhite, low-income, or uninsured.¹⁸



FAMILY PLANNING SERVICES SAVE TAXPAYERS MONEY

For every \$1 invested in publicly-supported family planning services, the government saves \$7.09 in Medicaid expenditures. That's because these services reduce reproductive cancers, STIs, and unintended births - all of which add to health care costs.²¹



YOU CAN SPEND...

\$1

ON FAMILY PLANNING

OR

\$7.09

IN MEDICAID EXPENSES

In 2010, family planning services in Texas saved the government²²:

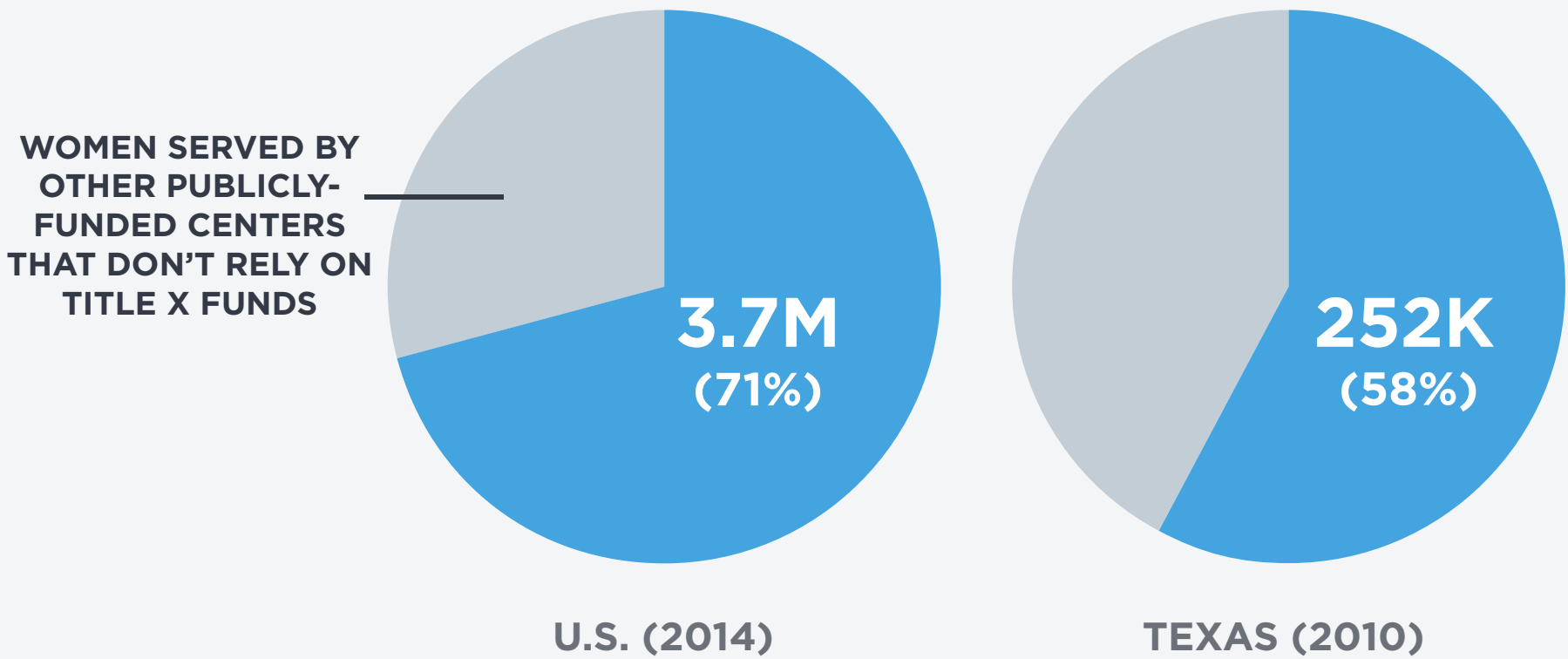
\$749 MILLION

THE TRUMP ADMINISTRATION AND TEXAS LEGISLATURE POSE THREATS TO FUNDING FOR AND ACCESS TO FAMILY PLANNING

FEDERAL THREATS

In 2018, the Trump Administration proposed a new gag rule policy for Title X that will affect the nearly **4 million** people who rely on this program for affordable birth control and other related services.²³

WOMEN SERVED BY PUBLICLY-FUNDED HEALTH CENTERS THAT RECEIVE TITLE X FUNDING^{24, 25}



A MAJORITY OF TEXAS WOMEN WHO RECEIVE PUBLICLY-FUNDED FAMILY PLANNING SERVICES RELY ON TITLE X FUNDS.

The rule prevents doctors, nurses and other Title X providers from informing patients about safe and legal access to abortion. It also blocks Title X funding from going to health centers that provide abortion services – regardless of how the funding is spent.

STATE-LEVEL THREATS



In May 2019, the Texas Senate voted to remove the severe fetal anomaly exception for women seeking abortions after 20 weeks. In June 2019, Gov. Abbott approved a bill that penalizes doctors who fail to provide treatment to infants born alive after an abortion.²⁶

According to the Guttmacher Institute, Texas, when compared to other states, is **hostile** to abortion rights²⁷:

- In 2017, **96%** of Texas counties had no clinics that provided abortions and **43%** of Texas women lived in those counties.²⁸
- Patients are required to receive counseling and wait 24 hours before procedure is performed. They must also undergo an ultrasound, which is then shown to them at least 24 hours before obtaining the abortion.²⁹
- Health plans offered in the state’s health exchange under the ACA only cover abortion in cases of life endangerment to the women.³⁰

FEMALE EXECUTIVES SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE

Business Forward conducted a survey with GBA Strategies and Bellwether Research & Consulting (December 2017).³¹ The poll surveyed 1,500 American women across age, race, professional status, educational attainment, geographic area, and political spectrum on their perspectives on the issues facing women in the workplace today.

Eighty-six percent of female executives believe that being able to time and plan parenthood is critical to a woman's professional development and her family's financial security – and 90% believe access to birth control is critical to family planning. There is significant evidence to support these beliefs. For example, 10% of the narrowing of the gender pay gap during the 1980s and 31% during the 1990s can be attributed to early access to the Pill.³²

Access to contraception helps women pursue higher degrees of education and establish in professional careers. The Pill accounted for more than 30% of the increase in the proportion of women in skilled careers from 1970 and 1990.³³

TIMING PARENTHOOD MATTERS

HOW IMPORTANT HAS THE ABILITY TO PLAN IF AND WHEN TO HAVE CHILDREN BEEN FOR YOUR ABILITY TO PURSUE YOUR PROFESSIONAL AND CAREER GOALS?³⁴

(PERCENT THAT BELIEVE IT IS IMPORTANT)

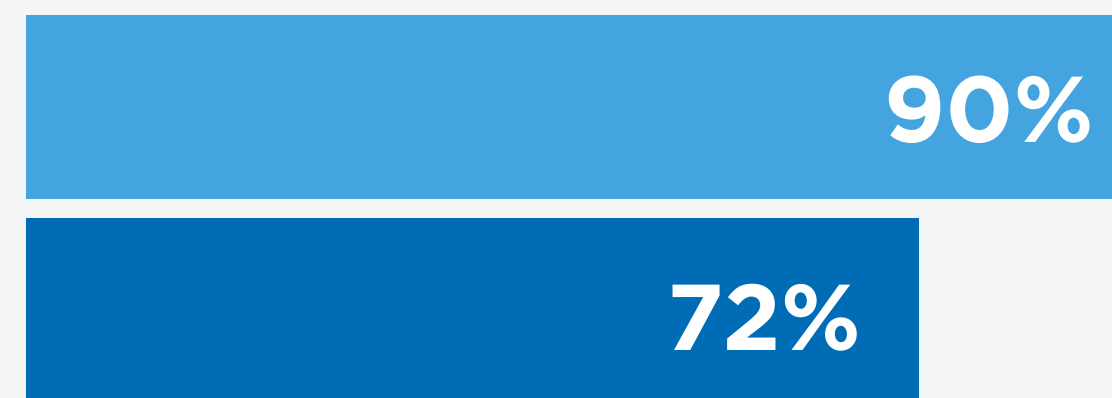


■ EXECUTIVES ■ TOTAL

BIRTH CONTROL IS CRITICAL TO TIMING PARENTHOOD

HOW IMPORTANT HAS ACCESS TO BIRTH CONTROL BEEN IN YOUR ABILITY TO PLAN THE SIZE OF YOUR FAMILY?³⁵

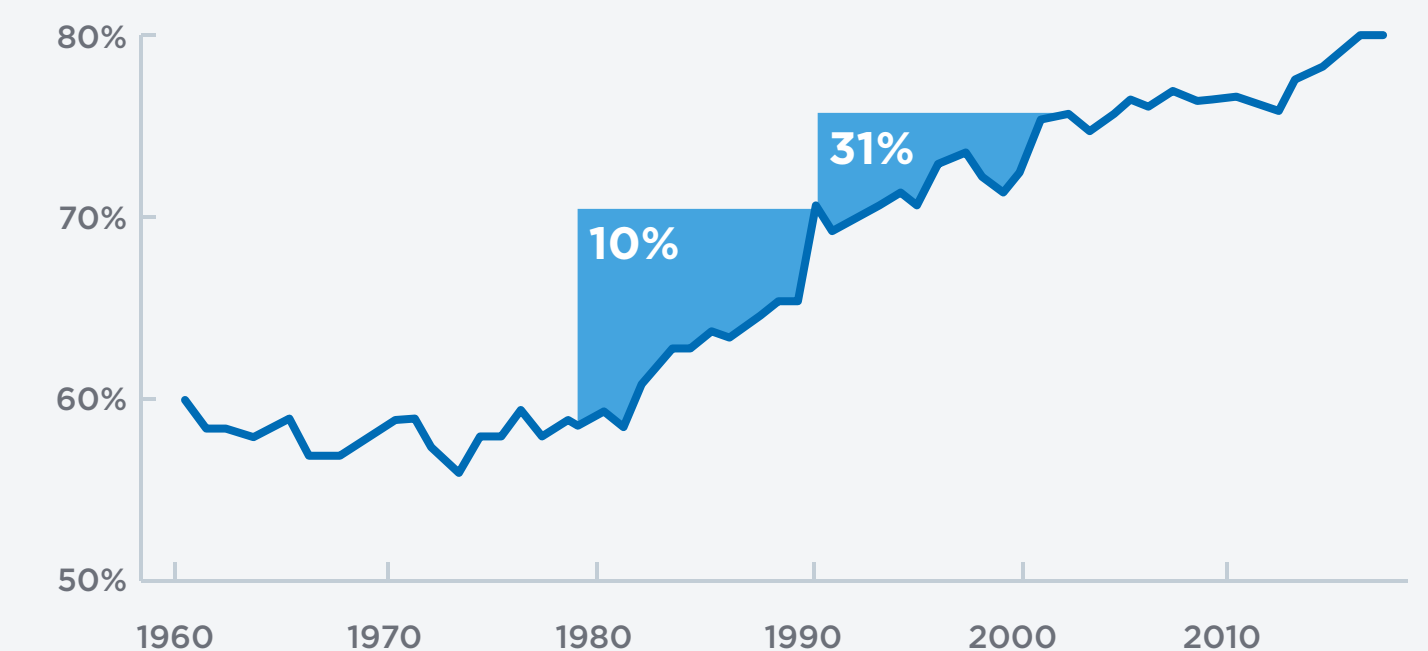
(PERCENT THAT BELIEVE IT IS IMPORTANT)



■ EXECUTIVES ■ TOTAL

LABOR FORCE PARTICIPATION AND BIRTH CONTROL

10% OF THE NARROWING OF THE GENDER PAY GAP DURING THE 1980S AND 31% DURING THE 1990S CAN BE ATTRIBUTED TO EARLY ACCESS TO THE PILL.³⁶

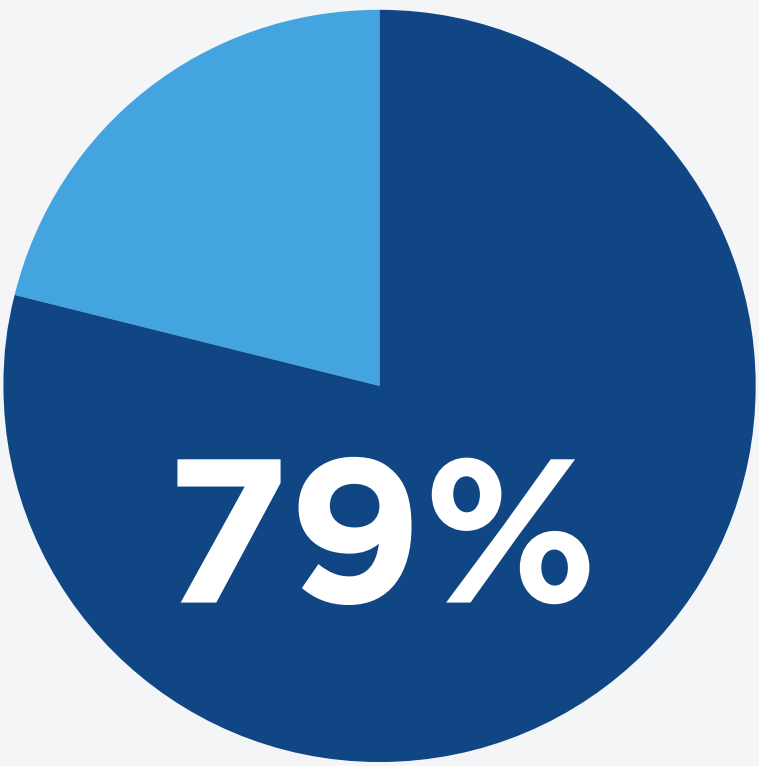


FEMALE SMALL BUSINESS OWNERS SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE

Nearly one-third of small businesses are owned by women. Their 11 million businesses contribute \$1.6 trillion to the U.S. economy each year. They are also more likely to provide health insurance to their employees than male small business owners. A survey of female small business owners by Small Business Majority (2018) demonstrates the importance of reproductive health care to their professional development and their families' financial security.³⁷

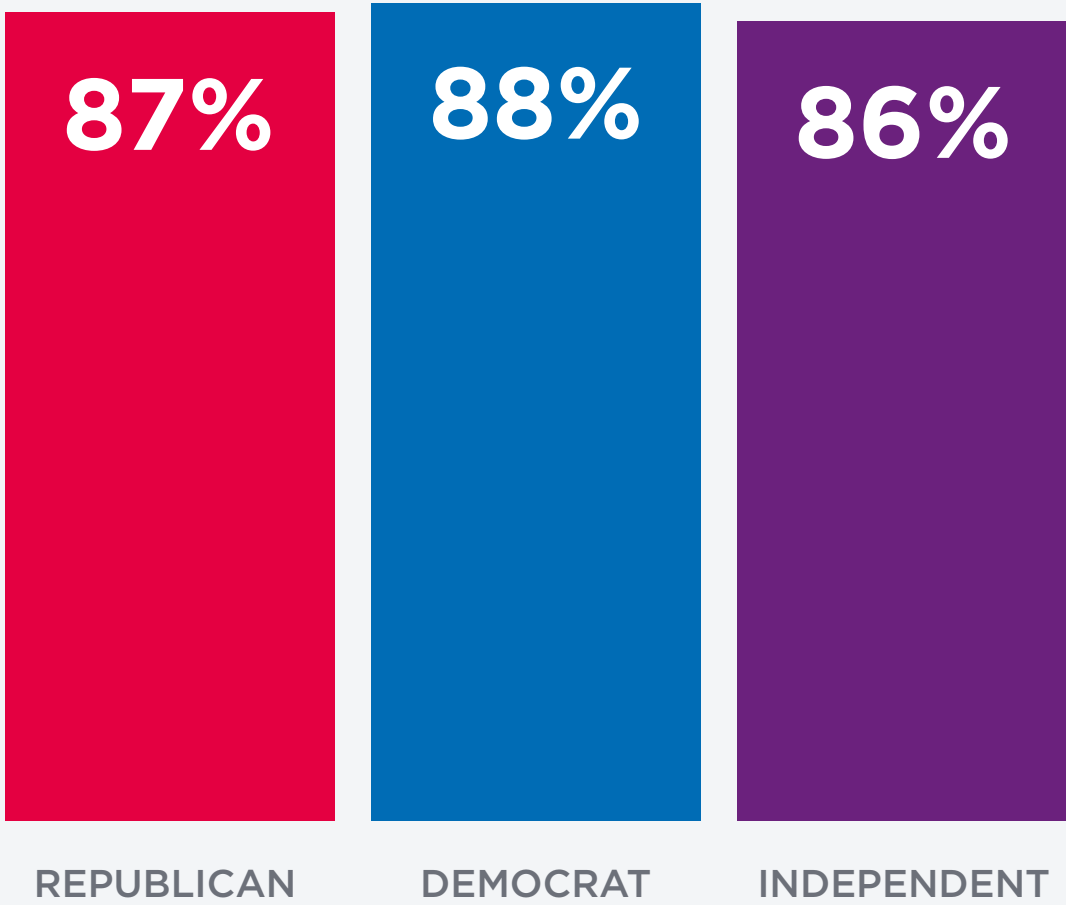
ACCESS TO HEALTH CARE

79% of female small business owners believe that access to reproductive health care is essential to women's economic security and wellbeing.³⁸



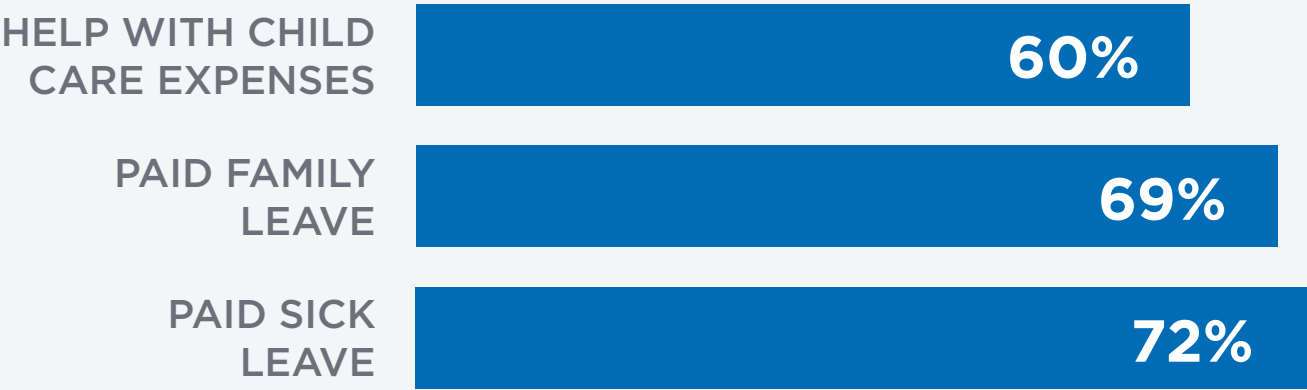
FREEDOM TO PLAN FAMILIES

Across party lines, female small business owners believe that women should have the freedom to plan if and when to have children.³⁹



FAMILY-FRIENDLY

Female small business owners generally support family-friendly policies.⁴⁰



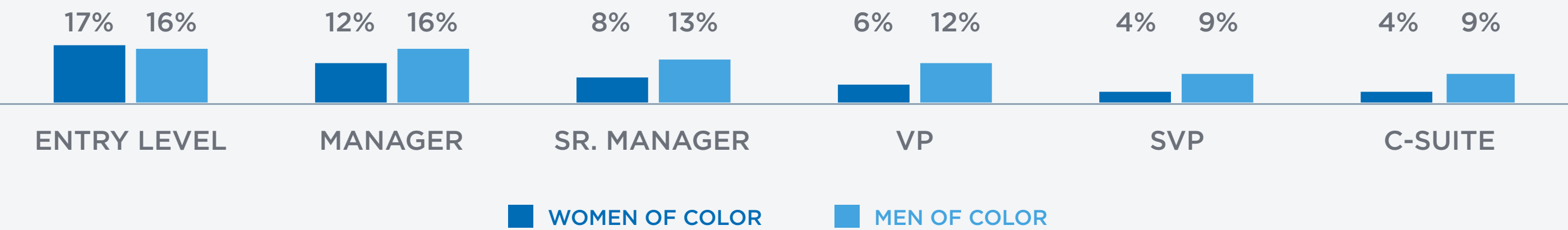
They are also more likely to provide health care to their workers.



FOR WOMEN OF COLOR WHO FACE ADDITIONAL BARRIERS IN THE WORKPLACE, ACCESS TO REPRODUCTIVE HEALTH CARE IS CRITICAL

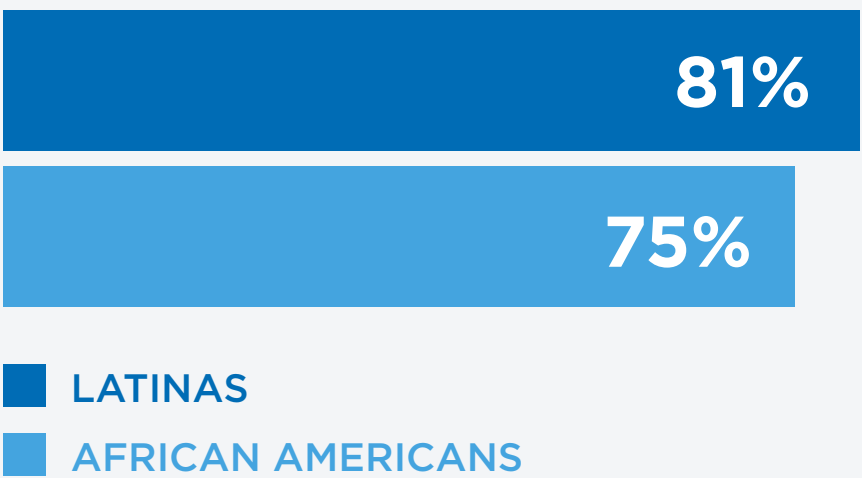
REPRESENTATION IN THE CORPORATE PIPELINE⁴¹

Women of color face greater institutional barriers to promotion in the workplace, and that suggests access to reproductive health care matters more to their careers.

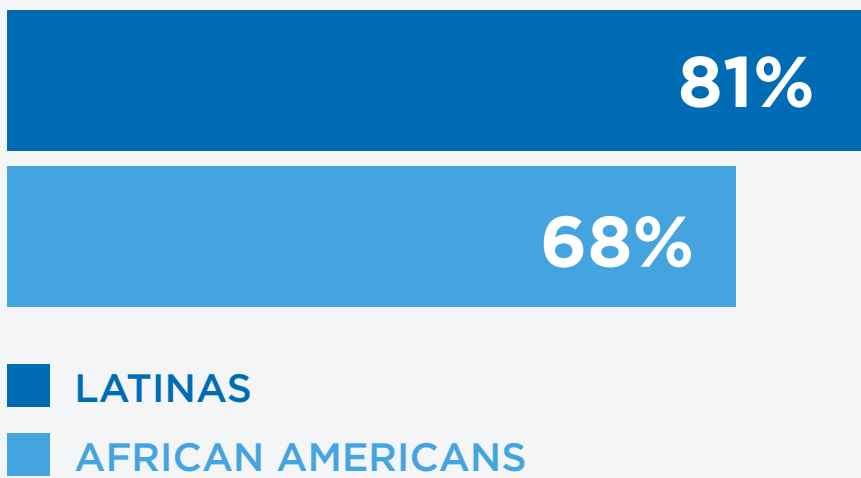


FREEDOM TO PLAN FAMILIES⁴²

How important has the ability to plan if and when to have children been for your ability to pursue your personal professional or career goals? (% that believe it's important)



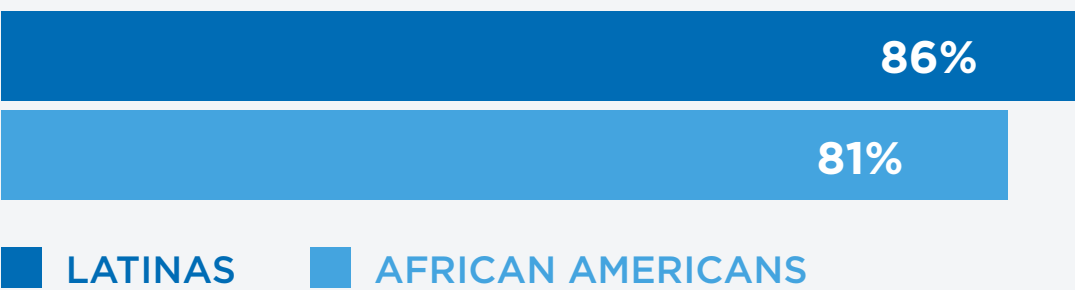
How important has access to birth control been in your ability to plan the size of your family? (% that believe it's important)



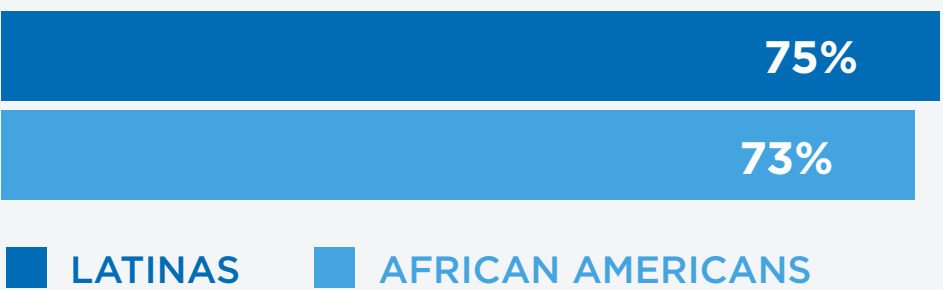
ACCESS TO BIRTH CONTROL AND HEALTH CARE⁴³

Women of color overwhelmingly support requiring insurance to cover birth control and making sure all women have coverage for routine medical care like mammograms and pap smears - even if they don't have health insurance.

REQUIRE COVERAGE FOR WOMEN'S ROUTINE MEDICAL CARE

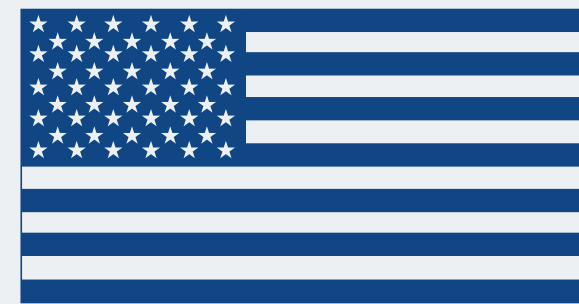


REQUIRE COVERAGE OF BIRTH CONTROL

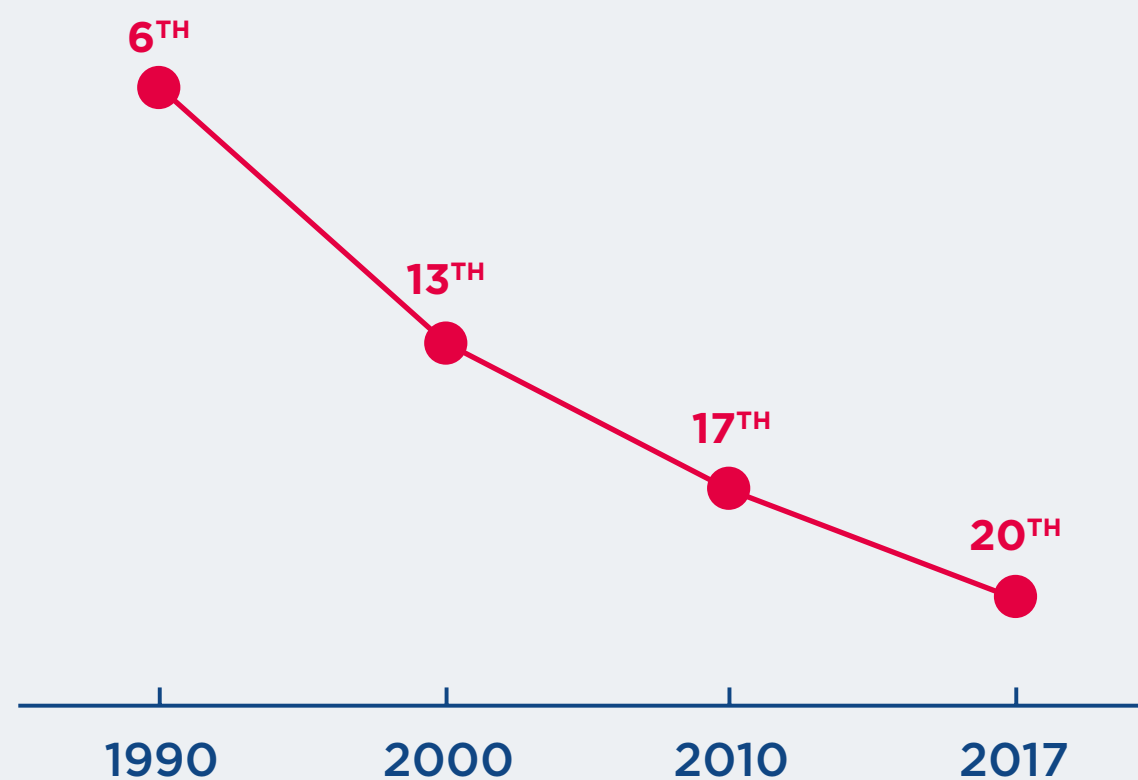


OUR GLOBAL COMPETITORS SPEND THREE TIMES MORE SUPPORTING WOMEN – AND IT’S BOOSTING THEIR ECONOMIES

Once a leader, the U.S. now ranks 20 out of 22 advanced economies in prime-age female labor participation.⁴⁴
In 2015, other OECD members spent more than three times more subsidizing family benefits (as a share of GDP) than the U.S.⁴⁵



U.S. RANKING FOR LABOR FORCE PARTICIPATION RATE, 1990-2017^{46, 47}



WOMEN'S LABOR FORCE PARTICIPATION RATE⁴⁹

U.S. = 66.2%
CANADA = 74%



The reason Canadian women are much more likely to be in the workforce than their U.S. counterparts comes down to three decades of public policies and business incentives.⁴⁸



- BETH ANN BOVINO
S&P GLOBAL

“While Canada began adjusting public policies and business incentives over three decades ago, the U.S. is just recently considering solutions, and these initiatives seem far from implementation.”

— Citi GPS,
Women in the Economy II
(November, 2017)



“If the U.S. expands women-friendly policies to the level of other European countries, the women’s labor force participation rate could reach 82.0%.”⁵⁰

— Blau & Kahn,
National Bureau of
Economic Research (2013)

TEXAS BUSINESS LEADERS SUPPORT ACCESS TO REPRODUCTIVE HEALTH CARE

Dear Elected Officials,

Here’s what business leaders know: The freedom to plan our futures — including if and when to have children — is key to a woman’s professional and personal success. Without robust contributions from more than half the U.S. population, our workforce grinds to a halt — and so does economic growth.

Current U.S. policies pose a threat to the country’s economy and hurt national productivity. After decades of headway, gender equity has stalled. Even as women earn more college degrees, men earn more money. Women’s workforce participation in our country is almost dead last —ranking 20th — among 22 advanced global economies.

If we advanced policies that help women participate in the workforce at the rate men do, the U.S. economy would grow by an additional \$1 trillion each year.

Instead of limiting access to women’s health care, public officials should support policies that allow working women to thrive. Protecting and expanding reproductive health care can drive economic growth. Our families will be more stable, our businesses more productive, and our workforce stronger.

NEARLY 350 TEXAS BUSINESS LEADERS SIGNED THIS STATEMENT, INCLUDING:

Alan B. Combs, Kyle
Alex Carrillo, El Paso
Alice Keller, Wichita Falls
Aline Corry, Webster
Alison Olson, Humble
Alyssa Artifex, Big Spring
Alyssa N, Big Spring
Andrew Fisher, Brownsville
Angela Fagg, Tomball
Angela Segura, San Antonio
Angelo Guiles, Arlington
Ann Waldrop, Caldwell
Anna Marvel, Wylie
Annie Hill, Sherman
Arlene Gottesfeld, Austin
Arlyn Fuqua, Art
Arthur Payne, Arlington
Arturo Robles, Houston
Barbara Roeder, Santa Fe
Barbara Yunker, Bedford
Barbara Dawson, Midlothian
Barbarah Lopez, Houston
Beth Kennedy, Austin
Betty Hagen, San Angelo
Betty Orwan, Fort Worth
Beverlee Couillard, Spring
Beverly Walker, Kingsland
Bill Dawson, Midlothian
Bill Weaver, Bedford
Bob Marvel, Wylie
Bobbie Upchurch, Fort Worth
Bonnie Lynn MacKinnon, Georgetown
Brenda Birdow, Texas City
Brenda Koegler, Austin
Brenda Matissen, Arlington
Brenda Sikes, Dallas
Brian Abram, The Colony
Bruce Ross, Katy
Calvin Meadows, Laredo
Candace Pruett, Denton
Candis Kalley, El Paso
Carol Burgett, Lubbock
Carol Cohen, Dallas
Carol Glickman, Denton
Carolyn Coquat, Boerne
Carolyn Engel, Mesquite
Catherine Motherwell, Spring
Catherine Nathan, Spring Branch
Cathy Bettoney, Clute
Charles Quinn, Conroe
Cheryl Blakely, Midland
Cheryl Watson, Galveston
Chet Mohr, Kingwood
Chris Draper, San Antonio
Chris Goldey, Pflugerville
Christie Shanafelt, Richardson
Christine Norton, Kyle
Claudia Richner, Kerrville
Constance Brown, Humble
Cyndie Steck, Katy
Cynthia Curtis, Garland
Cynthia Sanders, Fort Worth
Dannette Vasquez, Austin
Daryl Denman, San Antonio
Dave Sloan, Austin
David Fonner, Denton
David Lyle, Tomball
David Tuthill, Dallas
Debbie Lopez, Arlington
Debbie Nance, Cleburne
Deborah Dorsett, Bellaire

Deborah Krueger, Austin
Deborah White, Austin
Derrick McKinney, Lockhart
Diane Blackburn, Garland
Diane Ethridge, Conroe
Diane Olson, Eulless
Diane Pringle, Spring
Diane Womack, Terlingua
Diann Black, Jarrell
Donald Burke, San Antonio
Donald Pickett, Denton
Donna Cardinale, Houston
Donna Ferrier Johnson, Garland
Donna Marie, Cedar Creek
Donna Van Brunt, Bastrop
Dorothy White, Friendswood
Dwight Walls, Plainview
Edwin Woodson, Houston
Elia Patterson, Mesquite
Elizabeth Bustamante, Irving
Elizabeth Ferbert, Princeton
Elizabeth Harvey, Rhome
Elizabeth Hutchison, Pharr
Elizabeth Oneall, Garland
Elizabeth Schwartz, Donna
Elizabeth Welfel, Bryan
Elizcha Delrey, Kyle
Elsa Hafez, San Antonio
Elsa Martinez, San Antonio
Emily Branum, Nacogdoches
Emily Vaughn, Spring
Esther Womack, Granbury
Fradelle Jacob, Bryan
Fran Gosnell, Garland
Frances Wisdom, Killeen
Francis Skelly, Fort Worth
Gail Chock, Athens
Gail Ford, Frisco
Gail Montgomery, Austin
Gary Grubbs, Olney
Gene Gaynor, Corpus Christi
Genie Mims, Houston
George Mueller, Centerville
Georgena Askew, El Paso
Georgia Davis, San Antonio
Gertrude Carter, San Antonio
Glenn Richardson, Austin
Gloria Alvarado, El Paso
Gloria Gurley, Dallas
Gloria Long, Fort Worth
Gloria Mathews, Fort Worth
Goldyn Summitt, Forney
Guadalupe Yanez, El Paso
Guadalupe Zarate, Del Valle
Helen Richards, San Antonio
Helena Taylor, Tomball
Helga Smith, Grand Prairie
Hoyt McGuyer, Rowlett
Irma Saud, North Richland Hills
Isaac Miles, Bedford
J.K. Ray, Fort Worth
James Flanery, Van Alstyne
James Lowe, Manor
Jan Marsden, Terrell
Jane Oaks, Killeen
Janell Rath, Bandera
Janey Busby, Austin
Janis Hendrick, Rice
Janis Myer, San Antonio
Jayne Robinson, Wills Point
Jean Allen, Elgin

Jean Baker, Longview
Jean Cameron, College Station
Jean Evans, Houston
Jeanne Wentzell, Avinger
Jene Wyatt, Porter
Jennielee Dietz, San Antonio
Jessica Brown, Houston
Jian Schell, Dallas
Jo Boies, Austin
Jo LaCoss, San Antonio
Jo Newman, Mission
Joanne Little, Magnolia
Joe Hinman, Richardson
Joe Rogers, Austin
John Jumonville, San Antonio
John Mabary, Denison
Joseph Panozzo, Pasadena
Joy Keeping, Richmond
Joy Waddell, San Antonio
Joyce Bullock, Dallas
Julie Sisk, Taylor
Julie Teague, Cedar Hill
K. Verm, Austin
Karen Bertrand, San Antonio
Karin Ascot, Austin
Karin Soliday, Garland
Karla Zemler, Dallas
Kate Verm, Austin
Kathie Krager, Austin
Kathleen Monju, Portland
Kathryn Murray, Austin
Kathy Spera, Tyler
Katie Harrington, San Antonio
Ken Box, Austin
Kendra Farnwalt, Bay City
Kenneth Blow, Dallas
Kenneth Holzman, El Paso
Kevin Batey, Richardson
Kristopher Karli, Bryan
Lana Hassell, Clyde
Laquetta Pickett, Denton
Larry Moore, Austin
Laura Bresnahan, Spring
Laura Semar, Gladewater
Lauri Oberlander, Richardson
Leah Huddleston, Austin
Les Moyer, Cedar Creek
Lewis Carter, Arlington
L.G. Brumley, Llano
Lillian Beach, Arlington
Linda Busby, Wimberley
Linda Campbell, Austin
Linda Chudej, Lufkin
Linda Honadel, Natalia
Linda Shipp, Katy
Lindsey Simmer, Austin
Lisa English, San Antonio
Lisa Jordan, Dallas
Lois Richardson, Azle
Loni Brennan, Plano
Lora Zeis, Houston
Lori Perkins, Athens
Louis Koenig, New Braunfels
Lucinda Channon, Fort Worth
Lynn Nelson, Henderson
Lynn Scharoun, Dallas
Mabel Floyd, Kingwood
Margaret Pholler, Houston
Margaret Sellers, San Angelo
Margie Stroud, Kemp
Margo Branson, San Antonio

Margo Rivers, Pottsboro
Marie McGrath, Austin
Marie Robinson, Austin
Marilyn Mick, San Antonio
Marjorie Gauntt, Fort Worth
Marjorie Nash, Houston
Marlene Sinclair, Longview
Mary Adkins, Galveston
Mary Caliendo, Houston
Mary Daly, Kemah
Mary Gonzalez, Houston
Mary Hood, Camden
Mary Jackson, Gainesville
Mary Middleton, Denison
Mary Morrow, Bedford
Mary Watson, Houston
Mary Ann Linder, Burkburnett
Maryann Snow, Midland
Meg Titus, Plano
Melinda DeArman, San Antonio
Melinda Shelton, Converse
Meredith McGuire, Bulverde
M.G. Lewis, Weatherford
Michelle Canfield, Magnolia
Mike Watkins, Austin
Minelle Paloff, Mount Pleasant
Myron Morgan, Fort Worth
Nance Epstein, Hutto
Nancy McMurtrie, Austin
Napoleon Sanchez, Lytle
Nathaniel Williams, Grand Prairie
Neta Dixon, Argyle
Nistine Clark, Desoto
Norma Grogan, Malakoff
Odilia Leal-McBride, Austin
Oleta Bodine, Liberty Hill
Pam Sanders, Houston
Pamela Davis, Austin
Pamela Miller, Tolar
Pat Reichenbach, Pflugerville
Pat Schumacher, Brownsville
Patricia Emmert, Austin
Patricia Flynn-Williams, Midland
Patricia McCain, Bryan
Patricia Moore, Katy
Patricia Munoz-Elizondo, Flower Mound
Patricia Rodriguez, Katy
Patricia Schon, Bellaire
Paul Mitchell, Terrell
Paul Sawyer, Dallas
Paul Schmidt, Dallas
Pauline Thurston, Forney
Peggy Henley, Fort Worth
Peter Monie, San Antonio
Peter Selph, Balch Springs
Phil Samuelson, San Benito
Philip Mastromonico, Houston
Phyllis Beebe, Hurst
Rachel Blunt, Elgin
Raj Devasigamani, Allen
Rand Martin, Denison
Randolph Willoby, Webster
Randy Lopez, League City
Reba Davis, Abilene
Rebecca Jones, Tyler
Rev. Dr. Earle Lewis, Manor
Rhonda Williams, Conroe
Robert Eidson, Houston
Robert Inman, Irving
Robert Kelley, Houston
Robert Otto, Conroe

Robert Richey, Austin
Rodger Griffiths, Austin
Rogelio Esparaz, Corpus Christi
Rosemary Miranda, Edinburg
Ruth Baker, Bryan
Ruth Anne Hicks, Georgetown
S. Lewis, Arlington
Sabra Klein, Richardson
Sam Olsen, Frisco
Sandra Lewis, Weatherford
Sandra Anderson, Hurst
Sandra Camp, Brownfield
Sandra Cole, La Porte
Sandra Kemp, Burleson
Sandra McKinley, Mesquite
Sandra Miller, Georgetown
Sandra Spencer, Aubrey
Sara Holland-Adams, San Antonio
Sexton Lee, Fort Worth
Shakuntala Patel, Irving
Shari Thurber, Port Isabel
Sharon Chevalier, Clute
Sharron Stewart, Lake Jackson
Shawn Fricker, Seabrook
Shirley Splawn, Belton
Steve Groom, Plano
Sue Kaestner, Houston
Sumit Shah, Sugar Land
Susan Hughes, Bedford
Susan Janow, Lubbock
Susan Rackley, San Antonio
Susan Vaughn, Dallas
Susie Navarro, San Antonio
Suzy Brunt, El Paso
Sylvia Ashby, Lubbock
Sylvia Duncan, Plano
Tater Martin, Eustace
Teresa Dingus, Garland
Terry Kurz, Dallas
Tess Cahigas, San Antonio
Theresa Bradbury, Bryan
Thomas Mitchell, Austin
Tom Ufert, Haltom City
Tom Watson, Bridge City
Vera Stewart, Dallas
Vernon Berger, Austin
Veronica Guerra, Corpus Christi
Vincent Passiatore, La Vernia
Virginia Tagtow, Round Rock
Wana Kirkpatrick, Houston
Wanda Garcia, Austin
Wanda Littleton, Bastrop
Wanda Rurak, Whitney
Wesley Stafford, Kerrville
Zeanne Hallback, Round Rock

REFERENCES

For more resources on this topic see:

Center for American Progress - State Fact Sheets: Economic Security for Women and Families.

<https://www.americanprogress.org/issues/women/news/2018/10/23/459779/state-fact-sheets-economic-security-women-families/>

Center for American Progress - The Women's Leadership Gap.

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