

Economic Indicators for Women in Arkansas: State, Region and County











### OUR MISSION

To Engage Our Community To Promote Women And Girls In Arkansas So They Can Realize Their Full Potential







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### INTRODUCTION

### Since the mid-90s, The Institute for Women's Policy Research

(IWPR) has routinely produced reports on women's status across a range of areas, including employment and earnings, political participation, poverty and opportunity, reproductive rights, health and well-being, and work and family. Arkansas consistently performs poorly on most of the indicators of women's status, both absolutely, and in comparison to other states. The 2015 Status of Women in the States Report ranks Arkansas 50th on a composite index assessing poverty and opportunity, and 47th on employment and earnings. The Women's Foundation of Arkansas is dedicated to improving the economic viability of women and girls; there is plenty of evidence to suggest that this work is urgently needed.

The WFA is dedicated to improving the economic viability of women and girls; there is plenty of evidence to suggest that this work is urgently needed.

Yet we also know that women's status is not uniform, that it varies according to many factors, including but not limited to age, social class, geographic location, and race/ethnicity. With this report we further our mission of engaging our community to promote women and girls in Arkansas by enhancing our understanding of the nuance and variation in women's economic status *within* our state. In this investigation we report economic status indicators at the state level by race and ethnicity, at the regional level where possible by two broad race/ethnic categories, and at the county level for all women.

By investigating several of the most common economic and employment indicators, we intend to provide a benchmark for future research

efforts (our own, and we hope, others) designed to better understand local constraints and opportunities experienced by women in our state. We also intend for this report to provide relevant information to stakeholders—community organizations, businesses, foundations and government—for use in grant and policy-making that will strengthen women's status. Doing so is imperative to the economic health of our state and the well being of the communities in which we live.

### ECONOMIC INDICATORS

e follow the methodological lead of the IWPR for most of the indicators we consider in this report. IWPR chose indicators based on the principles of "relevance, representativeness, reliability, efficiency, and comparability of data across all states and the District of Columbia" (Hess et al, 2015). Indicators of this quality from reliable data sources will serve as benchmarks over time as we work to improve the status of women in Arkansas. We rely on federally generated data, including the American Community Survey five year estimates (2012-2016), the 2012 Survey of Business Owners and The Integrated Public Use Microdata Series.

The IWPR Poverty and Opportunity Index is comprised of three indicators, Percent of Non-Elderly Women with Health Insurance, Percent Women with a Bachelor's Degree or Higher, and Percent of Women Above Poverty. We investigate these indicators, and include a fourth, Percent of Women-headed Households with Children in Poverty.

The IWPR Employment and Earnings Index is comprised of four indicators, Women's Median Annual Earnings, Ratio of Women's to White Men's Earnings, Women's Labor Force Participation, and Percent of Employed Women in Managerial or Professional Occupations. We include these indicators, as well as one assessing Women's Business Ownership.

Where possible, we look at each indicator at the state level for women and men by race/ethnicity, at the regional level for women of color and white women, and at the county level for all women. With some indicators, some data is not available for each level of analysis. Please see Appendix I: Methodology for information about indicators, data sources, and missing data.

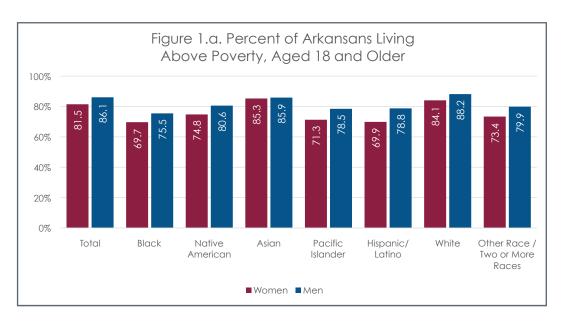
We adopted the regions used by the Arkansas Economic Development Institute to develop their Arkansas' REMI Model (Regional Economic Models Incorporated). In the current REMI Model, the state's counties are grouped into five regions. These regions are the Northwest Region, Northeast Region, Central Region, Southwest Region, and the Southeast Region.

### POVERTY AND OPPORTUNITY

#### **Living Above Poverty**

Across racial and ethnic groups, men are more likely than women to live above poverty levels, with 86.1 percent of all men living above poverty in contrast 81.5 percent of all women in Arkansas

- » More than 80 percent of Asian and White women live above poverty, at 85.3 percent and 84.1 percent, respectively.
- » In contrast, only around 70 percent of Pacific Islander, Hispanic, and Black women live above poverty.



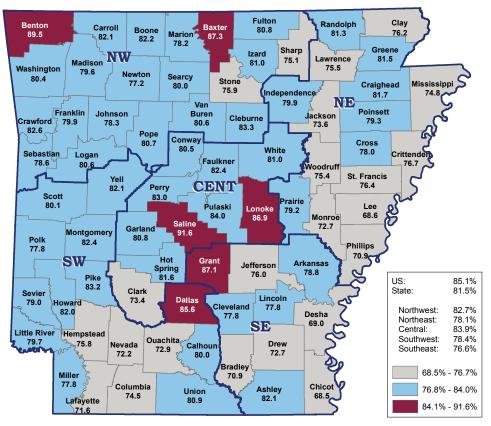
Women in Arkansas are less likely to live above the poverty level than women nationally. Statewide, 81.5 percent of women live above poverty, in contrast to 85.1 percent of women nationally.

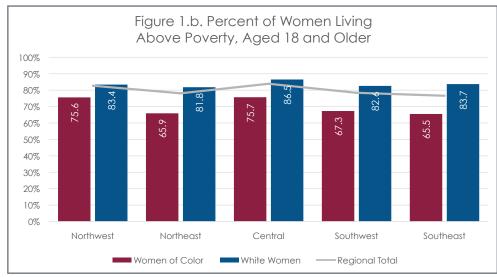
### AT THE REGIONAL LEVEL THERE ARE LARGE GAPS IN WOMEN'S POVERTY STATUS.

- » Women in Central and Northwest Arkansas are least likely to live in poverty, with 83.9 percent of women in Central Arkansas and 82.7 percent in Northwest Arkansas living above poverty.
- » Women in Northeast and Southeast Arkansas are least likely to live above poverty regardless of race/ethnicity, yet the race/ethnic gap in both regions is larger than the race/ethnic gap in Northwest or Central Arkansas.
- » The smallest racial/ethnic gap in women's poverty status is in Northwest Arkansas, with 75.6 percent of women of color and 83.4 percent of white women living above poverty.
- » The largest gap is in Southeast Arkansas, where 83.7 percent of white women live above poverty in contrast to 65.5 percent of women of color. This is an 18.2 percent gap.



Map 1a. Percent of Women Living Above Poverty, Aged 18 and Older





SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

### AT THE COUNTY LEVEL, THERE IS LARGE VARIATION IN WOMEN'S POVERTY STATUS.

- » In only 6 Arkansas counties do more than 84 percent of women live above poverty. Women are least likely to live in poverty in Saline, Benton, Baxter, Grant, Lonoke, and Dallas counties. Four of these counties, Saline, Lonoke, Grant and Dallas, cluster toward the central part of the state (though are in 3 different regions), and two, Benton and Baxter, are in the Northwest region.
- » 23 Arkansas counties are in the lowest category of women living above poverty. Within this group of counties, there are 3 in which fewer than 70 percent of women live above poverty, including Lee (Northeast Region), Desha (Southwest Region), and Chicot (Southwest Region). This means almost a third of women in these counties live in poverty.

23 Arkansas counties are in the lowest category of women living above poverty.

### POVERTY AND OPPORTUNITY

The rate of living in poverty for women headed households with children under 18 is higher in Arkansas than the national average, at 16 8%

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

NA = MARGIN OF ERROR IS TOO LARGE TO REPORT THE ESTIMATE (COEFFICIENT OF VARIATION EXCEEDS 25 PERCENT

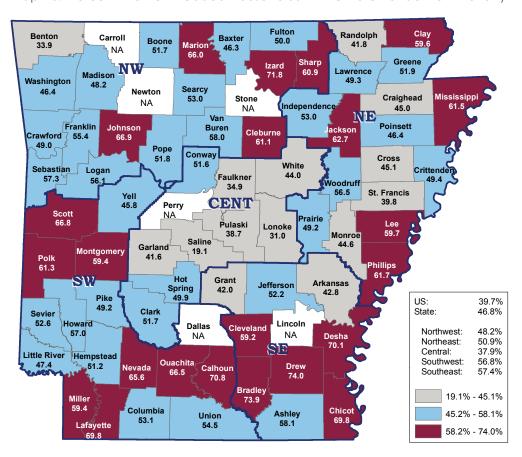
#### **Women Headed Household with Children in Poverty**

The American Community Survey does not offer data on women headed households in poverty by racial/ethnic status at the state level or county level. We offer this information for all women at the county and region level to better understand the concentration of poverty among women.

The rate of living in poverty for women headed households with children under 18 is higher in Arkansas than the national average, at 46.8 percent compared to 39.7 percent nationally. In Arkansas, almost half of women who head their own households and have children under 18 live in poverty.

- » Women householders with children in Central Arkansas are less likely to live in poverty than in any other region, at 37.9 percent. The next lowest rates are found in Northwest and Northeast Arkansas, at 48.2 percent and 50.9 percent respectively.
- » The rate of living in poverty for women householders with children in the Southwest and Southeast regions is virtually identical, at 56.8 percent and 57.4 percent, respectively.
- » The lowest rate living in poverty among women householders with children is in Saline County, at 19.1 percent. The highest rate is in Drew County, with approximately three-quarters of women householders with children living in poverty.

Map 1b. Percent Women-Headed Households with Children Under 18 in Poverty



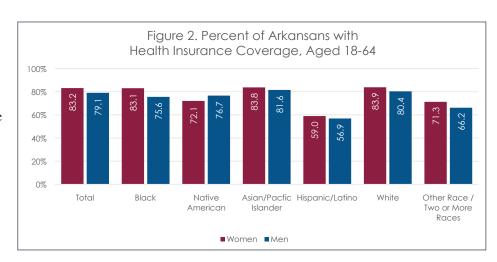
#### **Health Insurance among Non-Elderly Women**

Across all racial/ethnic categories, women are more likely than men to have health insurance coverage.

- » Over 80% of Black, Asian/Pacific Islander, and White women have health insurance coverage, at 83.1 percent, 83.8 percent, and 83.9 percent, respectively.
- » Health insurance coverage is the lowest among Hispanic women, of whom 59 percent have health insurance.

The percent of Arkansan women with health insurance coverage, at 83.2, is a little lower than the percent of women with health insurance nationally, at 85.3.

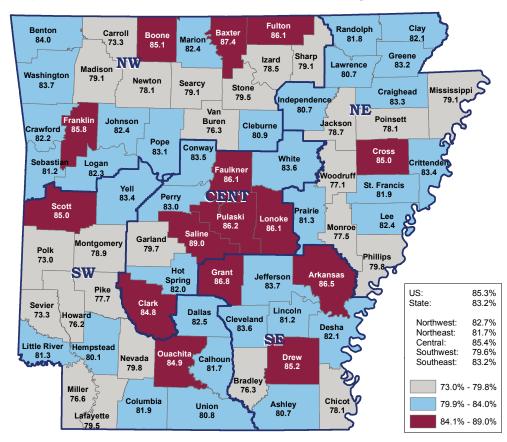
- » Women in Central Arkansas have the highest rate of insurance coverage at 85.4 percent, followed by women in Southeast Arkansas at 83.2 percent.
- » Women in Southwest Arkansas are the least likely to have health insurance coverage, at a rate of 79.6 percent.



### THE REGIONS MASK A GREAT DEAL OF VARIATION AT THE COUNTY LEVEL.

- » While 9 of the counties with the lowest rates of women's insurance are in Southwest Arkansas (Polk, Sevier, Howard, Miller, Pike, Montgomery, Lafayette, and Nevada), 8 are in Northwest Arkansas (Carroll, Van Buren, Newton, Izard, Madison, Searcy, Sharp, and Stone) and 6 in Northeast Arkansas (Woodruff, Monroe, Poinsett, Jackson, Mississippi, and Phillips).
- » Three counties in Southeast
  Arkansas have insurance rates
  higher than or approximately
  equivalent to the national average
  (Arkansas County at 86.5 percent,
  Drew County at 85.2 percent and
  Grant County at 86.8 percent),
  while two, Bradley and Chicot
  Counties, are below 80 percent.

Map 2. Percent of Women with Health Insurance, Aged 18-64



SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

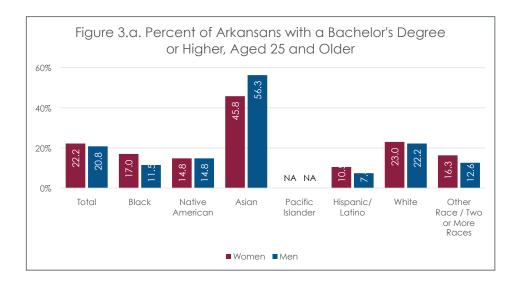
### EDUCATION

### **Bachelor Degree Completion**

More Arkansas women hold bachelor degrees than men, at 22.2 percent and 20.8 percent. This is true across racial/ethnic categories, except for Native women and men, with 14.8 percent of each holding bachelors degrees.

- » Asian women (45.8 percent) are more likely than women of any other race/ ethnic group to have completed a bachelor's degree. Yet the gender gap in degree completion is largest in this race/ethnic group, with 56.3 percent of Asian men holding a bachelors degree.
- » Bachelor degree attainment is lowest among Hispanic men and women, with 7.4 percent of men and 10.5 percent of women holding bachelor's degrees.

22.2% of women in Arkansas hold bachelor's degrees

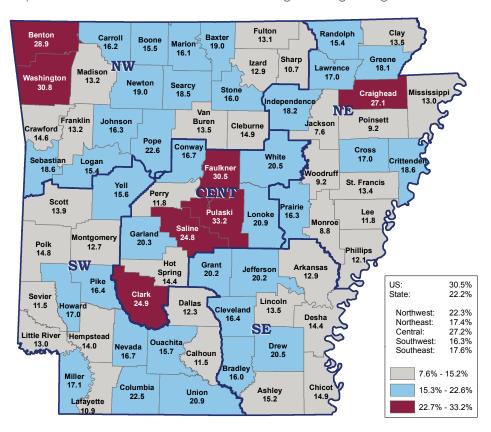


The percentage of women in Arkansas holding bachelor's degrees (22.2) is approximately 10 percent lower than the national figure of 30.5. Within the state, the percentage of women in Central Arkansas holding a bachelors degree is 27.2, closer to the national figure.

- The percentage of women holding bachelor's degrees in Northeast, Southeast, and Southwest Arkansas are very similar, at 17.4, 17.6 and 16.3 respectively. Approximately 10 percent fewer women in these regions have bachelor's degrees than in Central Arkansas (27.2 percent).
- » In Northwest Arkansas, the percentage of women of color with a bachelor's degree is marginally higher than white women, at 23.6 percent compared to 22.3 percent.
- » Degree attainment is similar across the two racial/ethnic groups in Southeast Arkansas, with 18.1 percent of women of color and 18.7 percent of white women holding at least a bachelor's degree.
- » The racial/ethnic gap is largest in Southwest Arkansas, with 11.6 percent of women of color having completed a bachelor's degree, in contrast to 18.3 percent of white women.

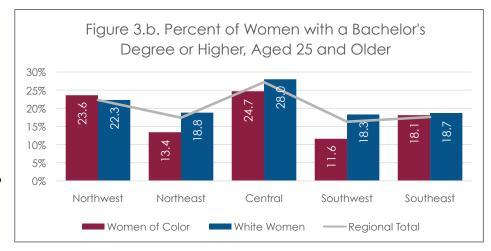
Map 3. Percent of Women with a Bachelor's Degree or Higher, Aged 25 and Older





# COUNTY-LEVEL VARIATION IN BACHELOR DEGREE HOLDING IS RELATED TO THE LOCATION OF LARGE INSTITUTIONS OF HIGHER EDUCATION.

» The seven counties with the highest percentage of women who have completed bachelor's degrees are the home to or adjacent to the coun0ties in which large institutions of higher education



are located. The University of Arkansas at Fayetteville is located in Washington County, which is adjacent to Benton County. Arkansas State University is located in Craighead County. The University of Arkansas at Little Rock is in Pulaski County, to which Saline County is adjacent. Faulker County houses the University of Central Arkansas. Henderson State University is located in Clark County.

» Jackson County (Northeast Region) is lowest on the ranking of counties in percent of women with a bachelor's degree, at 7.6. The three other counties in the state in which fewer than 10 percent of women have a bachelor's degree are also located in the Northeast Region (Poinsett, Woodruff, and Monroe). SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

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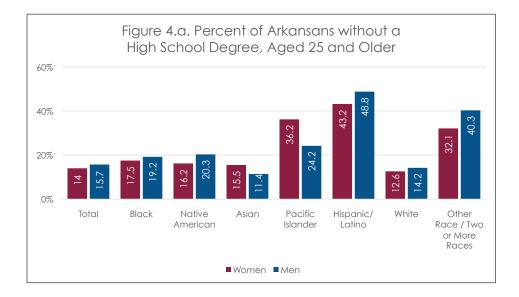
### EDUCATION

#### Less than high school education

More Arkansan men than Arkansan women have not finished high school, at 15.7 percent and 14 percent, respectively.

» In terms of race and ethnicity, we observe important differences in Arkansas. Four out of ten Hispanic women do not have a high school degree, (43.2 percent), followed by women who identify as other or with two or more races (32.1 percent). Among Black women, 17.5 percent have not completed high school, while 12.6 percent of White women do not have a high school degree.

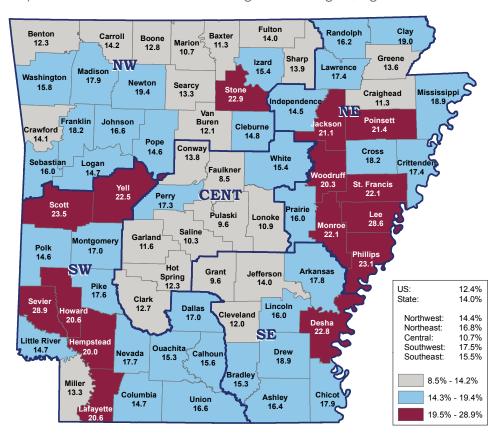
13.5% of women of color in Central Arkansas are without a high school degree.



While the percentage of women in Arkansas who have not completed high school (14) is higher than the national figure of 12.4 percent, the difference is much smaller than for bachelor degree attainment. Yet the regional patterns mirror those found for bachelor degree attainment.

- The lowest percent of women who have not completed a high school education is found in Central Arkansas (10.7 percent).
- » The percentage of women who have not completed a high school education is similar across the 4 remaining regions, ranging from 14.4 percent in Northwest Arkansas to 17.5 percent in Southwest Arkansas.
- » The difference in high school completion by racial/ethnic group is smallest in Central Arkansas, with 9.9 percent of white women and 13.5 percent of women of color who have not completed high school.
- » The largest racial/ethnic difference is found in Northwest Arkansas, with 13.3 percent of white women and 26.5 percent of women of color not having a high school degree.

Map 4. Percent of Women without a High School Degree, Aged 25 and Older



In the Southwest Region, 28.9% of women do not have a high school degree.

## IN 15 ARKANSAS COUNTIES, 20 PERCENT OR MORE OF WOMEN HAVE NOT COMPLETED HIGH SCHOOL.

» In two counties, almost onethird of women have not completed high school. In Sevier County, located in the

Figure 4.b. Percent of Women without a High School Degree, Aged 25 and Older 30% 25% 26.5 20% 15% 15.0 14.7 13.3 10% 12.7 ю . 5% 0% Northwest Northeast Central Southwest Southeast Regional Total Women of Color White Women

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

- Southwest Region, 28.9 percent of women have not completed high school. The percentage is almost identical in Lee County, located in the Northeast region, at 28.6 percent.
- » Women in Faulkner and Pulaski Counties are most likely to have completed high school, with only 8.5 percent of women in Faulkner and 9.6 percent in Pulaski without a high school degree.

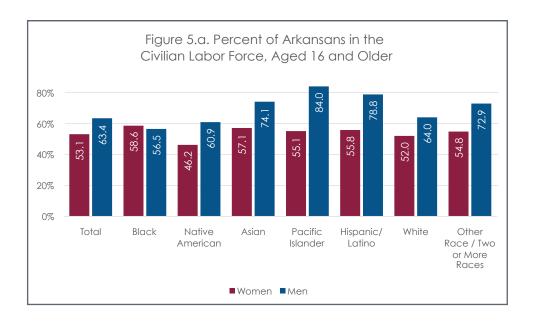
### EMPLOYMENT AND EARNINGS

Women's labor force participation rate in Arkansas is

### **Labor Force Participation**

Arkansan women's labor force participation rate is about 10 percent lower than men's at 53.1 percent compared to 63.4 percent.

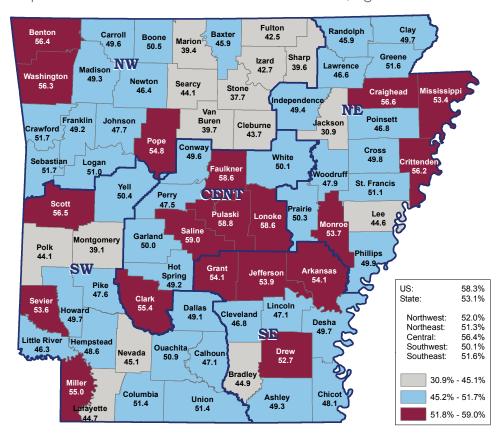
- » Black women are in the labor market at a higher rate (58.6) than Black men (56.5) and than women from other racial/ethnic categories.
- » Pacific Islanders (55.1 percent), Asian (57.1 percent), and Hispanic Women (55.8 percent) all have higher labor force participation rates than Native American (46.2 percent) and White women (52 percent).



Women's labor force participation rate is lower in Arkansas (53.1 percent) than the national rate of 58.3 percent.

- » Labor force participation among women is highest in Central Arkansas at 56.4 percent, and lowest in Southwest Arkansas at 50.1 percent.
- Women of color are more likely to be in the labor force than white women in each of the 5 regions.

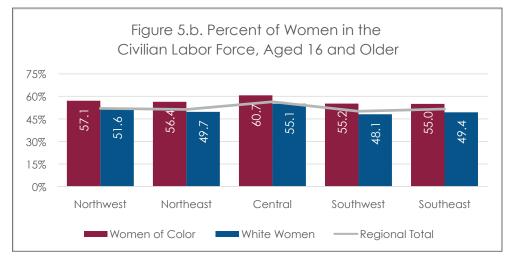
Map 5. Percent of Women in the Civilian Labor Force, Aged 16 and Older



Women's labor force participation is highest in four counties in the Central Region.

# NOT APPARENT AT THE REGIONAL LEVEL IS THE DRAMATIC COUNTY-LEVEL VARIATION IN WOMEN'S LABOR FORCE PARTICIPATION RATE.

» Women's labor force participation is highest in four counties in the Central Region: Saline (59 percent), Pulaski (58.8 percent), Lonoke (58.6 percent) and Faulkner (58.6 percent).



SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

- » The lowest rate of women's labor force participation, 30.9 percent is in Jackson County (Northeast region).
- » Eight (Marion, Searcy, Van Buren, Cleburne, Stone, Izard, Fulton and Sharp) of the fifteen counties in which women's labor force participation rates are lowest are located in the central area of the Northwest Region.



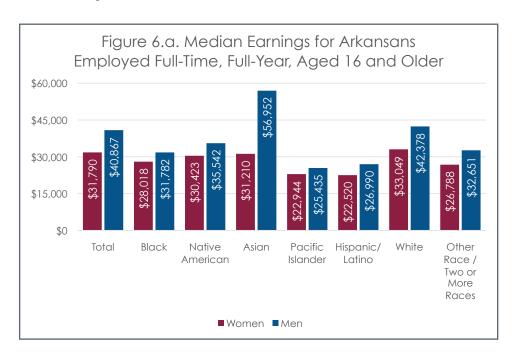
### EMPLOYMENT AND EARNINGS

In Southeast Arkansas, there is an approximate \$10,000 gap in median earnings between women of color.

#### **Earnings**

Median earnings for women in Arkansas, \$31,790, are lower than men's earnings at \$40,867.

- » Median earnings among White women are higher than for women of any other racial/ethnic background.
- » Earnings for Pacific Islander and Hispanic women are lower than that of women from other racial/ethnic backgrounds, at \$22,944 and \$22,520, respectively.
- » Earnings for Native (\$30,423) and Asian (\$31,210) women are higher than earnings for Black women (\$28,018).

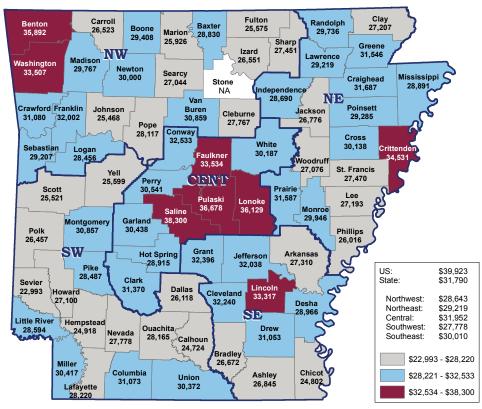


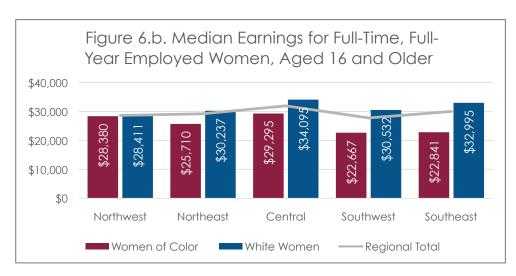
Median earnings for Arkansan women (\$31,790) are lower than that for women nationally, at \$39,923.

- Women in Central Arkansas have the highest median earnings (\$31,952) and women in Southwest Arkansas, the lowest (\$30,010).
- » There is essentially no racial/ethnic difference across our broad categories in women's earnings in the Northwest Region. Median earning among women of color is \$28,380 and among white women is \$28,411.
- » The racial/ethic difference in earnings is greatest in southern Arkansas. There is an approximate \$10,000 gap in median earnings between women of color (\$32,995) and white women (\$22,841) in Southeast Arkansas and an \$8000 gap in Southwest Arkansas.

Map 6. Median Earnings for Full-Time, Full-Year Employed Women, Aged 16 and Older







### ACROSS COUNTIES, MEDIAN EARNINGS RANGE FROM \$22,993 IN SEVIER COUNTY (SOUTHWEST REGION) TO \$38,300 IN SALINE COUNTY (CENTRAL REGION).

- » Four of the 8 counties in which women's median earnings are highest are in Central Arkansas (Falkner, Saline, Pulaski, and Lonoke). Two—Benton and Washington—are in the Northwest corner of the Northwest Region.
- » The counties in which women's median earnings are the lowest form a kind of circle around central Arkansas. Median wages are higher in counties in the corner of the Northeast and Southwest Regions.

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

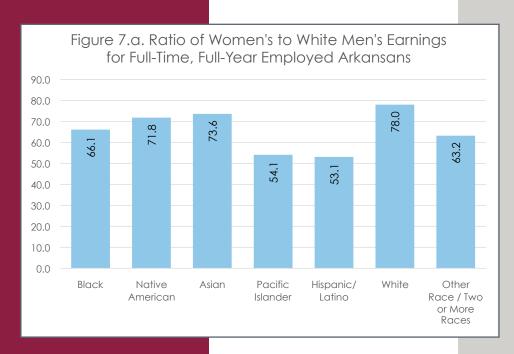
NA = MARGIN OF ERROR IS TOO LARGE TO REPORT THE ESTIMATE (COEFFICIENT OF VARIATION EXCEEDS 25 PERCENT

### EMPLOYMENT AND EARNINGS

#### **Earnings Ratio**

We constructed an earnings ratio, comparing earnings of women from different racial/ethnic group to the largest group in the labor market, white men.

» The gap is smallest for Asian women (who earn 73.6 percent of white men) and largest for Hispanic women (who earn 53.1 percent of white men), and Pacific Islanders (54.1 percent of white men). The ratio of median wages for Black women and white men is 66.1 percent.



THE EARNINGS RATIO FOR ALL MEN AND WOMEN IN ARKANSAS IS QUITE CLOSE TO THE NATIONAL FIGURE, AT 77.8 PERCENT AND 79.6 PERCENT, RESPECTIVELY. THERE IS LITTLE VARIATION IN THE GENDER EARNINGS RATIO FOR ALL WOMEN AND ALL MEN BY REGION.

- The gender gap in income is quite similar for Northwest (77.9 percent),
   Northeast (78.8 percent) and
   Southwest Regions (77.9 percent).
- » Central and Southwest Arkansas show larger gender gaps at 75.4 percent and 74.2 percent, respectively.

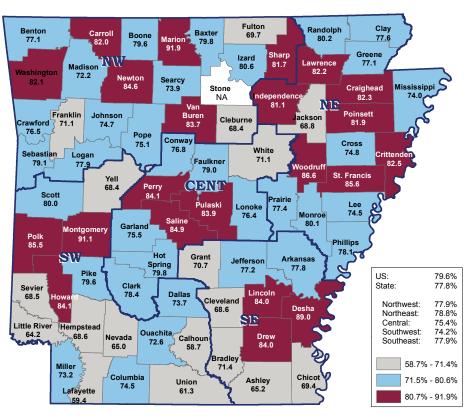
The earnings ratio for white women to white men shows a similar pattern, with little regional variation. However, the earnings ratio for women of color to white men varies by over 20% across regions.

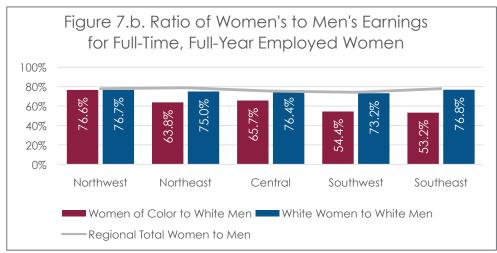
- » In Northwest Arkansas, women across both groups show similar gender gaps in earnings compared with white men, with women of color earnings 76.6 percent of white men's median earnings, and white women, 76.7 percent.
- » The gender gap for women of color is much greater in each of the other four regions, with women of color in Southwest and Southeast Arkansas earning almost 50% less than white men. The gender gap is 54.4 percent in Southwest Arkansas and 53.2 percent in Southeast Arkansas.

### THE GENDER GAP IN EARNINGS WE SEE FOR ALL WOMEN AND MEN AT THE COUNTY LEVEL IS LIKELY RELATED TO THE RACE/ETHNIC PATTERNS WE SEE AT THE REGIONAL LEVEL.

- » The smallest gender gaps are in Marion (Northwest Region) and Montgomery (Southwest Region) Counties, at 91.9 and 91.1 percent, respectively.
- » The largest gaps, at 58.7 and 59.4 percent are in Calhoun and Layfayette Counties, also located in the Southwest Region.

Map 7. Ratio of Women's to Men's Earnings for Full-Time, Full-Year Employed Women







SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

NA = MARGIN OF ERROR IS TOO LARGE TO REPORT THE ESTIMATE (COEFFICIENT OF VARIATION EXCEEDS 25 PERCENT

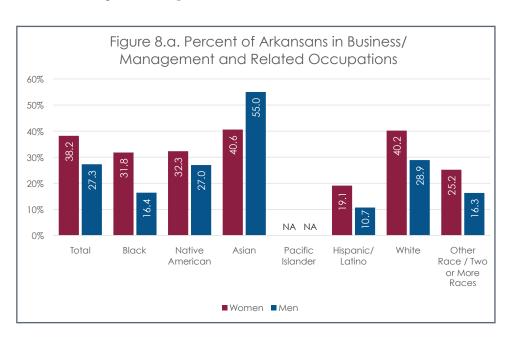
### EMPLOYMENT AND EARNINGS

The distribution of women in business and management occupations by racial/ethnic group is uneven across the state.

### Women in Business/Management and related occupations

Thirty-eight point two percent of Arkansan women in the labor force are in business/management or science and arts occupations, in contrast to 27.3 percent of men.

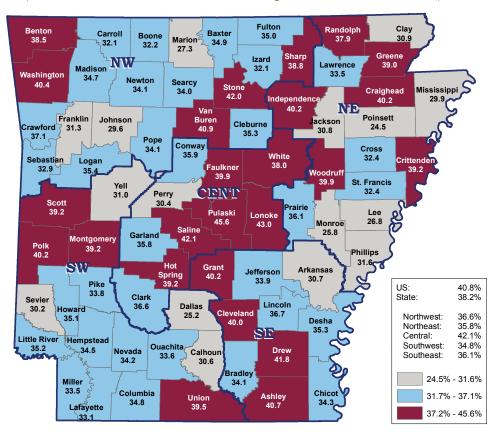
- » Asian and White women are more likely than women from other racial/ethnic backgrounds to be in business and management occupations, at 40.6 percent and 40.2 percent, respectively.
- » A lower percentage of Black women and Native American women are in business and management occupations, at 31.8 percent and 32.3 percent, respectively.
- » Hispanic women (19.1 percent) are the least likely to be employed in business and management occupations in Arkansas.



While the percentage of women in business and management occupations in the state is marginally lower than the percentage nationally (at 38.2 percent compared to 40.8 percent), the percentage of women in business and management in the Central Region (42.1 percent) is higher than the national average.

- » The other four regions show similar percentages of women in business and management occupations, ranging from 36.6 percent in the Northwest Region to 34.8 percent in the Southwest Region.
- » The distribution of women in business and management occupations by racial/ethnic group is uneven across the state. In Central Arkansas, 37.4 percent of women of color are in business/management occupations, in contrast to 43.7 percent of white women. This is an approximate 7 percent gap. In southwest Arkansas, the gap is much larger, at close to 15 percent, with 39.7 percent of white women in business and management occupations, and 24.8 percent of women of color.

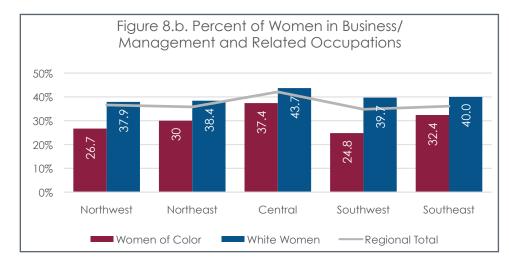
Map 8. Percent of Women in Business/Management and Related Occupations



Arkansas counties are in the highest category of percentage of women in business and management.



THE PERCENTAGE OF WOMEN IN BUSINESS AND MANAGEMENT OCCUPATIONS VARIES BY A RANGE OF 20 PERCENT ACROSS ARKANSAS COUNTIES.



- » The largest percentage of women in business and management occupations is in Pulaski County, at 45.6 percent, while the smallest is in Poinsett County, at 24.5 percent.
- » There is large variation within regions of percentage women in business and management occupations. For example, in Northeast Arkansas, 40.2 percent of women are employed in business or management occupations in Craighead County, which is adjacent to Poinsett County, the county with the lowest percentage of women (24.5) in these occupations.
- » Twenty-five Arkansas counties are in the highest category of percentage of women in business and management (37.2-45.6 percent) and 16 are in the lowest (24.5-31.6 percent)

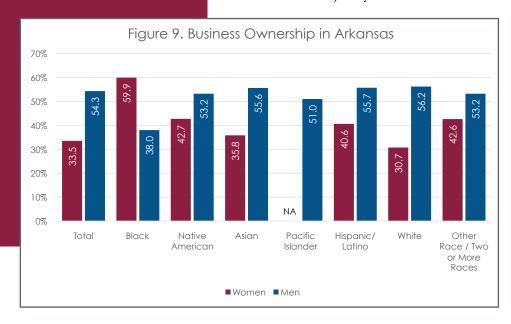
SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

NA = MARGIN OF ERROR IS TOO LARGE TO REPORT THE ESTIMATE (COEFFICIENT OF VARIATION EXCEEDS 25 PERCENT

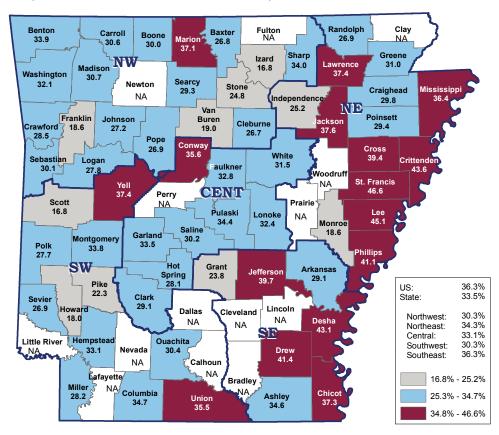
### EMPLOYMENT AND EARNINGS

#### **Businesses Owned by Women**

Women own thirty three percent of businesses in Arkansas while men own 54.3 percent. The totals for men and women do not sum to 100 percent because women and men own some businesses jointly.



Map 9. Percent of Businesses Owned by Women



» Men of every racial/ethnic background are more likely to own businesses than women of the same background with one exception. Of all businesses owned by Black individuals, Black women own 60 percent.

THE PERCENT OF BUSINESSES OWNED BY WOMEN IN ARKANSAS (33.5 PERCENT) IS LOWER THAN THE NATIONAL RATE OF 36.3 PERCENT. THERE IS LITTLE REGIONAL VARIATION IN WOMEN'S BUSINESS OWNERSHIP, BUT MUCH COUNTY-LEVEL VARIATION.

- » Percent of women-owned businesses in Southeast Arkansas (36.3 percent) is the same as the national rate.
- » The highest percentages of women's business ownership are found in the eastern part of the state, with 36.6 percent of businesses in the Southeast Region owned by women and 34.3 percent the Northeast Region. Of the 16 counties with the highest percentage of womenowned businesses, 12 are in eastern Arkansas.
- » Fifteen of the seventeen counties in the highest category of women's business ownership exceed the national rate of 36.3 percent.

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

NA = MARGIN OF ERROR IS TOO LARGE TO REPORT THE ESTIMATE (COEFFICIENT OF VARIATION EXCEEDS 25 PERCENT

### CONCLUSION

### t is common for reports such as these to conclude by providing policy recommendations for ways to improve

women's status. Indeed the WFA has produced or partnered with others on many such reports, suggesting pathways for policy-makers, advocates, and legislators to improving the status of women. Advocacy groups nationally and in the state have proposed solutions to poverty among women and children, to employment hurdles, and to address the gender gap in wages among full-time employed adults. We maintain that implementing policies aimed at improving women's status will improve the lives of individuals in our state.

However, our focus for this report is not to advocate for specific policy initiatives. Instead, we use this report to provide a foundation for future research that *intentionally investigates the nuance and variation in women's status*, and that seeks to provide data we need to answer pressing questions about women's status for all women in Arkansas. In this report we see that the economic status of Arkansan women is related to other aspects of women's lives, such as where women reside and women's race/ethnic background.

The advantage of using Census data for such a pursuit is that the data are reliable, representative, and replicates, so change in women's status can be measured. But Census data are limited in what is available. For example, while we can examine employment patterns, poverty status, and income, we cannot use Census data to answer questions about women's financial literacy, banking habits, or asset availability. To understand more about this behavior in our state requires a focused approach relying on other existing data sources, and the creation of new data to answer those questions.

Moreover, the Census data give us a snapshot of women's status but it does not explain why we see that patterns we do. We can make inferences based on the history of race and gender relations in our state about these patterns, but this knowledge doesn't help us understand all of what we see, especially when there are deviations from these patterns. That is why the next step for WFA is to

We invite stakeholders to join us in expanding the conversation about the indispensible role of women in the economic vitality of our state.

use this report in community conversations about what explains the findings herein, and what community members think might be helpful at a local level to improve the lives of women. We invite stakeholders to join us in expanding the conversation about the indispensible role of women in the economic vitality of our state.

#### References

Hess, Cynthia, Jessica Mill, Jeff Hayes, and Ariane Hegewisch. 2015. "The Status of Women in the States: 2015." Institute for Women's Policy Research: Washington DC.

- 1. Arkansas ranked 47 in political participation, 43 in reproductive rights, 47 in health and well being but 8 in work and family, a category that includes elder/dependent care and child care, on which Arkansas ranks relatively higher.
- 2. Sample size restrictions prevented a more nuanced investigation of women's status by race and ethnicity across regions.
- 3. These groupings of counties utilized several criteria. A primary criterion was the commuter patterns into the state's seven metropolitan statistical areas. It was desirable to have regions reflect the daily movement of people from their place of residence to their place of work as much as possible. A second consideration was the Fayetteville Natural Gas Play. Counties that participated in this play are likely to have similar economies and responses to changing economic conditions. A final major consideration for the county groupings was Arkansas's diagonal line that separates the mountainous areas of the state from the delta flatlands. In some research, this diagonal becomes a baseline to explore the state's demographic characteristics, economic activities, and differences in economic status.
- Racial/ethnic identification data is not available at the county-level for this variable so we are unable to make race/ethnic comparisons at the region level.
- 5. Small sample sizes for women of color mean that many counties were excluded from this indicator for women of color, which is the case for many indicators for women of color in Northwest Arkansas (see methodological appendix). Results for this region should be interpreted with this in mind.
- 6. This does not mean that there isn't racial ethnic variation in earnings in the region, but that our broad race/ethnic categories are similar. When we investigated this finding we found that the median earnings for Black women was \$28,210, White women, 28,411, and Hispanic women \$21,957.
- Small sample sizes mean we are unable to investigate ownership of business by race/ethnicity and region.
- 8. See, for example, 1973/2013: A Then and Now Report on the Status of Women in Arkansas, Our Common Journey: The Economics of Educating Women in Arkansas, and Women's Social and Economic Status in Arkansas, Interim Study. Find these and others online at http://womensfoundationarkansas.org/resources/research/.

### APPENDIX I METHODOLOGY

he data in Women in Arkansas: Economic Indicators report come from federal government agencies; tables, figures and

maps are based on the Arkansas Economic Development Institute analysis of two nationwide surveys, the American Community Survey (ACS) and the 2012 Survey of Business Owners (SBO). Most of the indicators were constructed using ACS summary tables with aggregate data, accessed through American FactFinder; when summary tables were not available, we used the Integrated Public Use Microdata Series (IPUMS) online data analysis system, Version 7.0, developed by the University of Minnesota (Ruggles et al. 2017).

The tables, figures, and maps present data for individuals or households, disaggregated by race and ethnicity. Race and ethnicity are self-identification categories in the sense that the information provided by the person determines the racial and ethnic group to which that person (and other household members) belongs. When the number of cases allowed it, our analysis distinguishes the following racial categories: White, Black (which includes those who identified as Black or African-American), Native American (which includes those who identified as American Indian or Alaska Native), Asian, Pacific Islander (which includes those who identified as Pacific Islander or Native Hawaiian), and other (which includes those who identified with two or more races). The indicators are also disaggregated by ethnicity, and we included data for Hispanics (or Latinos), which can be of any race. To prevent double-counting, our analysis separates Hispanics from racial categories.

One of the limitations of examining differences in economic indicators for women of different racial and ethnic affiliations, is that eventually the number of cases becomes very small to provide unbiased indicators, especially for small geographic areas or populations. For indicators at the regional-level, we present the information for two groups, white women and women of color. Women who indicated their race/ethnic category as "white" are included in the white women category. Under the category women of color, we included race/ethnic minorities, i.e. women who self-identified as Black or African-American, American Indian or Alaska Native, Asian, Native Hawaiian and Pacific Islander, or any race other than White. Women of two or more races were also included in this category of women of color. Since Hispanics can be of any race, both categories include Hispanics or Latinas.

Most of our indicators at county-level were constructed using five years of data (2012-2016) to ensure an adequate sample size. Five-year estimates provide the largest sample size for very small populations and geographic areas, and are the most reliable and precise estimations. We used margins of error to determine if the coefficient of variance for the data met the minimum threshold of 25 percent. When the CV was greater than 25 percent, the data are not presented. To be consistent and to provide the most recent data available in American FactFinder, we also used this combined data file to construct state and national-level indicators. The ACS 5-year estimates are constructed as period estimate and reflect the average characteristics over the entire 60 month period.

All ACS estimates accessed through American FactFinder are weighted with the corresponding individual or household weight. The indicators that were estimated using ACS IPUMS person-level data were also weighted using the appropriate sample weights. Weights included with the ACS IPUMS data adjust for the mixed geographic sampling rates, nonresponse rates, and individual sampling probabilities. Estimates from the ACS IPUMS samples may not be consistent with summary table ACS estimates due to the additional sampling error.

#### **Economic Indicators**

Percent Living Above Poverty. This report uses the official federal definition of poverty. Following the Office of Management and Budget's (OMB) Statistical Policy Directive 14, the Census Bureau uses a set of money income thresholds that vary by family size and composition to determine who is in poverty. If a family's total income is less than the family's threshold, then that family and every individual in it is considered in poverty. The official poverty thresholds do not vary geographically, but they are updated for inflation using the Consumer Price Index (CPI-U). The official poverty definition uses money income before taxes and does not include capital gains or noncash benefits (such as public housing, Medicaid, and food stamps).

Percent of Women 18-64 Years Old with Health Insurance. The Census Bureau broadly classifies health insurance coverage as private or public. Private health insurance is a plan provided through an employer or union, a plan purchased by an individual from a private company, or TRICARE or other military health care. Public coverage includes the federal programs Medicare, Medicaid, and VA Health Care (provided through the Department of Veterans Affairs); the Children's Health Insurance Program (CHIP); and local medical programs for indigents (this program is included only for the Pacific Islands). People who had no reported health coverage, or those whose only health coverage was Indian Health service, were considered uninsured.

Employed include all civilians 16 years old and over who were either (1) "at work" -- those who did any work at all during the reference week as paid employees, worked in their own business or profession, worked on their own farm, or worked 15 hours or more as unpaid workers on a family farm or in a family business; or (2) were "with a job but not at work" -- those who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons. Excluded from the employed are people whose only activity consisted of work around the house or unpaid volunteer work for religious, charitable, and similar organizations; also excluded are people on active duty in the United States Armed Forces.

Unemployed include all civilians 16 years old and over if they (1) were neither "at work" nor "with a job but not at work" during the reference week, and (2) were actively looking for work during the last 4 weeks, and (3) were available to accept a job. Also included as unemployed are civilians who did not work at all during the reference week, were waiting to be called back to a job from which they had been laid off, and were available for work except for temporary illness. The reference week is the calendar week preceding the date on which the respondents completed their questionnaires or were interviewed. This week may not be the same for all respondents.

*Earnings*. Following the Census Bureau, we defined earnings as the algebraic sum of wage or salary income and net income from self-employment. Earnings represent the amount of income received regularly before deductions for personal income taxes, Social Security, bond purchases, union dues, Medicare deductions, etc.

We used two indicators for earnings in this report. The first one corresponds to the median annual earnings of individuals aged 16 and older who worked full-time (35 hours or more per week), year round (50 to 52 weeks) in the last 12 months. The second indicator is the ratio of women's median earnings to white men's median earnings; this indicator was constructed for both white women's median earnings compared to white men's median earnings, and women of color's median earnings compared to white men's median earnings.

Percent of Women in Business, Management, Science, and Arts Occupations. Occupation describes the kind of work the person does on the job. For employed people, the data refer to the person's job during the reference week. For those who worked at two or more jobs, the data refer to the job at which the person worked the greatest number of hours. This indicator shows the percent of civilian employed women 16 years and over who worked in professional occupations including business, management, science, and arts occupations. Even though previous studies include only women in business and managerial positions, since our main interest was to provide information for different racial and ethnic categories, we had to work with a broader category of professional occupations as provided by ACS summary tables which also include science and arts to avoid small sample sizes.

Percent of Businesses Owned by Women. For this indicator, we used the 2012 Survey of Business Owners, which provides the latest information available on selected economic and demographic characteristics for businesses and business owners that can be accessed through American FactFinder. This survey includes all nonfarm businesses filing Internal Revenue Service tax forms as individual proprietorships, partnerships, or any type of corporation, and with receipts of \$1,000 or more. This indicator shows the percent of businesses, both with paid and no paid employees, that are owned by women, i.e., women have 51 percent or more of the stock or equity in the business.

#### References.

Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek. *Integrated Public Use Microdata Series: Version 7.0* [dataset]. Minneapolis: University of Minnesota, 2017. https://doi.org/10.18128/D010.V7.0.

### APPENDIX II WOMEN'S STATUS BY RACE/ETHNICITY

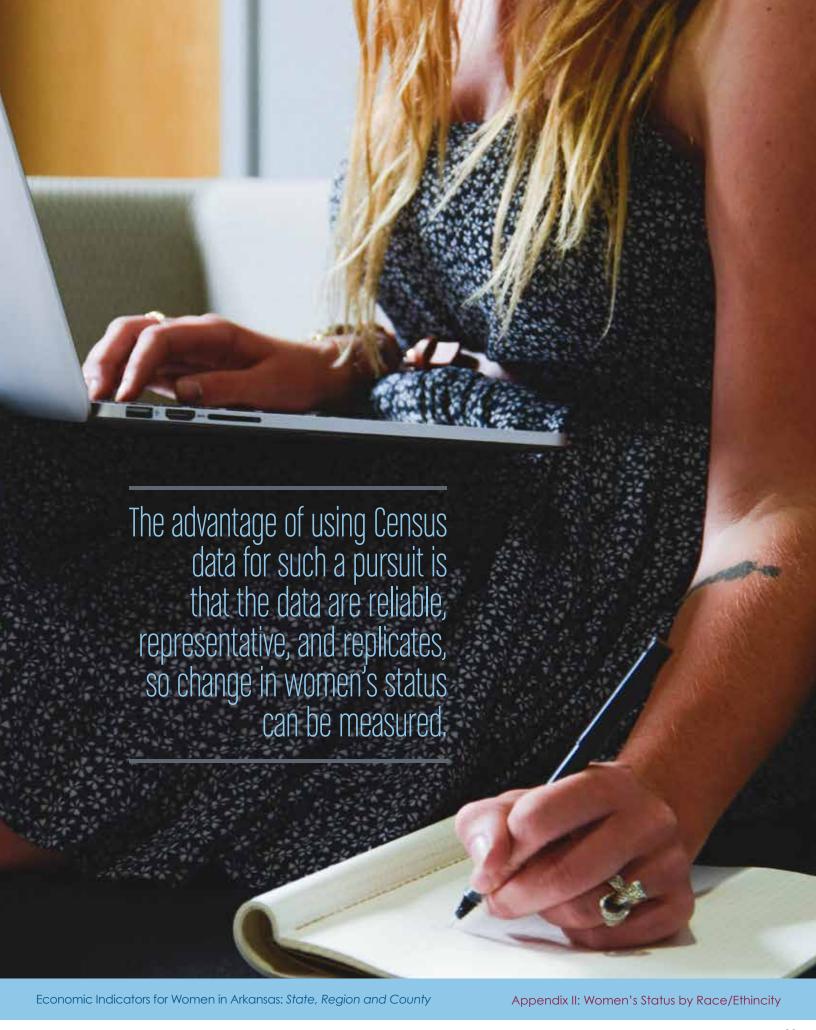
Women's Status by Race/Ethnicity, Arkansas and United States

Indicator	Black	Native American	Asian	Native Hawaiian/ Pacific Islander	Hispanic or Latino (of any race)	White	Other/ Two or More Races	Total
Percent of Women Living Above P	Poverty, Age	d 18 and C	lder					
Arkansas	69.7	74.8	85.3	71.3	69.9	84.1	73.4	81.5
United States	75.5	73.2	87.4	79.9	77.2	87.3	76.8	85.1
Percent of Women with Health In			d 18-64					
Arkansas	83.1	72.1		8.8	59.0	83.9	71.3	83.2
United States	83.2	72.8		'.2	70.4	86.7	74.3	85.3
Percent of Women with a Bachelo	r's Degree	or Higher, A	Aged 25 an	d Older				
Arkansas	17.0	14.8	45.8	NA	10.5	23.0	16.3	22.2
United States	22.2	15.2	49.8	16.4	16.1	31.5	18.2	30.5
Percent of Women without a High		gree, Aged	25 and Old					
Arkansas	17.5	16.2	15.5	36.2	43.2	12.6	32.1	14.0
United States	14.4	19.0	15.4	13.9	32.8	10.4	29.9	12.4
Percent of Women in the Civilian								
Arkansas	58.6	46.2	57.1	55.1	55.8	52.0	54.8	53.1
United States	62.3	55.5	58.2	62.0	58.9	57.4	60.9	58.3
Median Earnings for Women Emp								
Arkansas	\$28,018	. ,	\$31,210					\$31,790
United States	\$34,953	\$32,000	\$49,249	\$34,512	\$29,924	\$40,971	\$32,723	\$39,923
Ratio of Women's to White Men's	Earnings							
Arkansas	66.1	71.8	73.6	54.1	53.1	78.0	63.2	77.8
United States	67.4	61.7	94.9	66.5	57.7	79.0	63.1	79.6
Percent of Women in Business/Ma	anagement	and Relate	d Occupati	ons				
Arkansas	31.8	32.3	40.6	NA	19.1	40.2	25.2	38.2
United States	33.5	31.8	49.2	28.1	25.5	42.8	26.4	40.8
Percent of Business Owned by Wo	omen							
Arkansas	59.9	42.7	35.8	NA	40.6	30.7	42.6	33.5
United States	58.9	48.0	39.1	45.6	44.5	33.2	45.6	36.3

Basic Demographic Indicators for Women by Race/Ethnicity, Arkansas and United States

Indicator	Black	Native American	Asian	Native Hawaiian/ Pacific Islander	Hispanic or Latino (of any race)	White	Other/ Two or More Races	Total
Median Age								
Arkansas	33.6	35.9	33.7	23.2	23.5	41.8	21.6	39.2
United States	35.1	33.3	37.6	31.5	29.0	41.7	25.0	39.0
Percent of households headed by a woman, no husband pr								
Arkansas	28.8	11.0	9.1	NA	16.1	10.1	15.9	13.1
United States	28.3	21.3	9.2	17.6	19.9	10.1	20.2	12.9

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES



### APPENDIX III DEMOGRAPHIC TABLES

Distribution of Women of All Ages by Race/Ethnicity -Arkansas Counties, State, and US National Data

County	Black	Native American	Asian	Native Hawaiian/ Pacific Islander	Hispanic or Latino (of any race)	White	Other/ Two or More Races
Arkansas	28.1%	0.1%	0.0%	0.0%	3.0%	70.8%	1.0%
Ashley	27.0%	0.3%	0.0%	0.0%	4.7%	70.4%	2.3%
Baxter	0.1%	0.6%	0.6%	0.0%	2.0%	97.2%	1.4%
Benton	1.3%	1.5%	3.4%	0.4%	15.5%	88.8%	4.7%
Boone	0.4%	1.1%	0.7%	0.0%	2.4%	96.0%	1.7%
Bradley	30.3%	1.1%	0.0%	0.0%	11.7%	62.5%	6.1%
Calhoun	22.2%	0.2%	0.0%	0.6%	4.1%	76.4%	0.6%
Carroll	1.4%	0.7%	0.8%	0.6%	14.2%	93.6%	2.9%
Chicot	55.3%	0.4%	0.2%	0.0%	6.1%	42.0%	2.1%
Clark	24.5%	0.2%	0.9%	0.0%	4.5%	71.1%	3.4%
Clay	0.5%	0.4%	0.3%	0.0%	0.8%	97.1%	1.7%
Cleburne	0.1%	0.3%	0.7%	0.0%	1.9%	97.9%	0.9%
Cleveland	9.9%	0.1%	0.1%	0.0%	2.8%	89.0%	0.9%
Columbia	35.8%	0.3%	1.2%	0.0%	2.8%	58.7%	4.1%
Conway	12.2%	0.5%	0.1%	0.0%	4.0%	85.3%	1.8%
Craighead	14.5%	0.6%	1.1%	0.1%	4.2%	80.4%	3.3%
Crawford	1.5%	2.0%	1.8%	0.0%	6.8%	89.7%	5.0%
Crittenden	51.2%	0.2%	0.8%	0.1%	2.3%	43.8%	4.0%
Cross	23.5%	0.0%	0.3%	0.0%	2.2%	74.6%	1.6%
Dallas	41.7%	0.0%	2.6%	0.0%	2.6%	52.6%	3.2%
Desha	47.8%	0.2%	0.0%	0.0%	5.6%	48.5%	3.4%
Drew	28.8%	0.1%	0.1%	0.0%	3.6%	67.2%	3.8%
Faulkner	11.7%	0.3%	1.2%	0.1%	3.6%	83.5%	3.1%
Franklin	0.5%	3.4%	0.6%	0.2%	2.9%	93.5%	1.8%
Fulton	0.1%	0.6%	0.3%	0.0%	1.1%	96.5%	2.6%
Garland	7.8%	0.6%	0.8%	0.0%	4.8%	85.6%	5.2%
Grant	4.9%	0.4%	0.2%	0.0%	1.0%	93.1%	1.3%
Greene	0.9%	0.5%	0.1%	0.1%	2.9%	96.1%	2.3%
Hempstead	31.0%	0.2%	0.0%	0.0%	12.2%	62.2%	6.6%
Hot Spring	10.6%	0.5%	0.2%	0.0%	3.3%	85.8%	2.9%
Howard	21.6%	0.6%	0.2%	0.0%	11.3%	65.9%	11.8%
Independence	1.7%	0.5%	1.2%	0.0%	5.7%	92.7%	3.9%
Izard	0.1%	0.3%	0.3%	0.0%	1.2%	97.6%	1.7%
Jackson	17.6%	0.3%	0.2%	0.0%	3.0%	79.4%	2.5%
Jefferson	57.5%	0.1%	0.7%	0.0%	1.7%	39.7%	2.0%
Johnson	1.2%	0.4%	1.4%	0.0%	12.6%	92.9%	4.2%
Lafayette	39.6%	0.0%	0.4%	0.0%	1.1%	59.6%	0.4%
Lawrence	0.7%	0.4%	0.0%	0.0%	1.4%	97.3%	1.6%

### APPENDIX III DEMOGRAPHIC TABLES

### Median Age

County	Total	Male	Female
Arkansas	41.2	41.0	41.3
Ashley	41.5	39.5	42.9
Baxter	51.8	50.4	52.8
Benton	35.1	34.2	35.8
Boone	42.4	40.6	43.9
Bradley	40.9	38.9	43.3
Calhoun	44.9	42.5	46.8
Carroll	44.4	44.1	45.0
Chicot	43.7	40.9	45.7
Clark	33.6	31.6	35.7
Clay	44.0	42.7	45.8
Cleburne	47.9	46.7	49.3
Cleveland	42.5	41.0	43.8
Columbia	36.0	34.5	36.8
Conway	41.0	39.6	42.5
Craighead	33.9	32.6	35.2
Crawford	38.8	38.1	39.4
Crittenden	34.7	33.1	35.8
Cross	40.3	38.2	41.9
Dallas	43.4	41.0	45.2
Desha	39.3	39.3	39.3
Drew	36.8	34.0	39.4
Faulkner	31.9	31.5	32.4
Franklin	41.0	40.1	41.7
Fulton	48.2	46.8	48.9
Garland	44.1	42.8	45.6
Grant	39.3	39.1	39.6
Greene	38.2	36.9	39.3
Hempstead	38.5	37.3	39.6
Hot Spring	40.9	39.1	42.6
Howard	38.6	38.6	38.6
Independence	39.2	37.7	40.9
Izard	48.1	46.2	50.5
Jackson	40.8	40.2	41.8
Jefferson	38.7	36.5	40.8
Johnson	38.0	36.7	38.9
Lafayette	45.3	42.7	47.0
Lawrence	41.8	40.5	42.8
Lee	40.9	38.1	44.7
Lincoln	37.6	36.1	42.9
Little River	41.6	38.4	44.0

County	Total	Male	Female
Logan	42.8	42.7	42.8
Lonoke	35.8	34.6	36.8
Madison	42.3	41.4	43.3
Marion	51.5	50.9	51.9
Miller	37.6	36.1	40.4
Mississippi	35.9	34.0	37.7
Monroe	45.5	44.7	46.1
Montgomery	49.2	47.9	50.0
Nevada	44.0	36.4	46.7
Newton	47.9	47.2	48.7
Ouachita	42.8	41.9	43.8
Perry	43.7	42.5	44.9
Phillips	37.3	35.5	39.1
Pike	41.4	41.4	41.4
Poinsett	39.9	38.4	41.9
Polk	44.1	43.1	45.1
Pope	34.9	34.2	35.8
Prairie	45.4	44.7	46.9
Pulaski	36.5	34.9	37.9
Randolph	42.9	41.6	44.4
St. Francis	38.0	36.9	40.0
Saline	39.2	38.8	39.7
Scott	42.0	40.6	43.3
Searcy	47.5	47.1	48.2
Sebastian	37.1	35.9	38.6
Sevier	35.2	33.7	36.0
Sharp	47.9	47.1	48.6
Stone	49.1	47.1	51.0
Union	39.5	37.7	41.1
Van Buren	47.2	46.4	48.0
Washington	31.4	30.6	32.1
White	36.1	35.1	37.2
Woodruff	43.8	42.4	45.4
Yell	39.3	37.5	40.9
Southeast	38.5	37.0	40.2
Central	36.6	35.6	37.7
Southwest	39.1	37.7	40.6
Northeast	37.0	35.9	38.2
Northwest	36.9	36.1	37.8
Arkansas	37.7	36.4	39.2
United States	37.7	36.3	39.0

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

### Number of Women and Men, Arkansas Counties, State, and United States

County	Male	Female	Ratio (males per 100 females)
Arkansas	8,798	9,771	90.0
Ashley	10,185	10,804	94.3
Baxter	19,848	21,144	93.9
Benton	121,493	123,738	98.2
Boone	18,285	19,016	96.2
Bradley	5,485	5,611	97.8
Calhoun	2,679	2,531	105.8
Carroll	13,639	14,051	97.1
Chicot	5,452	5,737	95.0
Clark	10,769	11,915	90.4
Clay	7,490	7,712	97.1
Cleburne	12,731	12,856	99.0
Cleveland	4,216	4,205	100.3
Columbia	11,514	12,654	91.0
Conway	10,306	10,754	95.8
Craighead	50,128	52,756	95.0
Crawford	30,446	31,481	96.7
Crittenden	23,382	26,129	89.5
Cross	8,379	8,950	93.6
Dallas	3,748	3,990	93.9
Desha	5,608	6,626	84.6
Drew	9,034	9,654	93.6
Faulkner	59,053	61,364	96.2
Franklin	8,795	9,004	97.7
Fulton	6,031	6,155	98.0
Garland	46,875	50,244	93.3
Grant	8,867	9,179	96.6
Greene	21,558	22,187	97.2
Hempstead	10,653	11,555	92.2
Hot Spring	17,232	16,208	106.3
Howard	6,493	6,994	92.8
Independence	17,995	19,035	94.5
Izard	6,980	6,481	107.7
Jackson	8,579	8,916	96.2
Jefferson	35,626	36,759	96.9
Johnson	12,928	13,097	98.7
Lafayette	3,498	3,629	96.4
Lawrence	8,310	8,605	96.6
Lee	5,575	4,206	132.5
Lincoln	8,622	5,313	162.3
Little River	6,266	6,350	98.7

County	Male	Female	Ratio (males per 100 females)
Logan	10,961	10,974	99.9
Lonoke	35,076	36,203	96.9
Madison	7,918	7,843	101.0
Marion	8,105	8,299	97.7
Miller	21,577	22,089	97.7
Mississippi	21,480	22,719	94.5
Monroe	3,509	4,033	87.0
Montgomery	4,529	4,571	99.1
Nevada	4,489	4,179	107.4
Newton	4,013	3,975	101.0
Ouachita	11,647	13,081	89.0
Perry	5,104	5,142	99.3
Phillips	9,353	10,576	88.4
Pike	5,412	5,605	96.6
Poinsett	11,833	12,298	96.2
Polk	9,887	10,403	95.0
Pope	31,051	32,056	96.9
Prairie	4,093	4,241	96.5
Pulaski	187,819	203,987	92.1
Randolph	8,679	8,905	97.5
St. Francis	14,625	12,398	118.0
Saline	56,728	58,849	96.4
Scott	5,397	5,264	102.5
Searcy	3,974	3,964	100.3
Sebastian	62,214	65,137	95.5
Sevier	8,586	8,607	99.8
Sharp	8,345	8,682	96.1
Stone	6,341	6,162	102.9
Union	19,599	20,735	94.5
Van Buren	8,363	8,529	98.1
Washington	109,797	110,133	99.7
White	38,642	40,181	96.2
Woodruff	3,266	3,607	90.5
Yell	10,731	10,985	97.7
Southeast	101,893	103,659	98.3
Central	467,604	494,847	94.5
Southwest	146,705	153,222	95.7
Northeast	228,234	237,273	96.2
Northwest	512,258	522,777	98.0
Arkansas	1,456,694	1,511,778	96.4
United States	########	########	96.9

SOURCE: U.S. CENSUS BUREAU, 2012-2016 AMERICAN COMMUNITY SURVEY 5-YEAR ESTIMATES

м	ledian Earnings	Proportion Missing	Number Missing	Ratio of Median Earnings	Proport Missin		nber	ercent of females 25 years and over with less than a high school diploma	Proportion Missing	Number Missing
Numbe	er of Missing Counties	37.3%	28	Number of Missing Counties	37.3%	28	8	Number of Missing Counties	42.7%	32
	Northwest	66.7%	14	Northwest	66.7%			Northwest	71.4%	15
	Northeast	41.2%	7	Northeast	41.2%			Northeast	35.3%	6
	Central Southwest	20.0%	2	Central Southwest	20.0%			Central Southwest	30.0% 35.3%	3 6
	Southeast	10.0%	1	Southwest	10.0%			Southeast	20.0%	2
Baxter Count		Northwest Northwest		Baxter County, Arkansas	Northwes			exter County, Arkansas	Northwest Northwest	
Boone Count	inty, Arkansas	Southwest		Boone County, Arkansas  Calhoun County, Arkansas	Southwes			oone County, Arkansas Ilhoun County, Arkansas	Southwest	
Carroll Coun		Northwest		Carroll County, Arkansas	Northwes			ay County, Arkansas	Northeast	
Clay County,	Arkansas	Northeast		Clay County, Arkansas	Northeas	t	CI	eburne County, Arkansas	Northwest	
	unty, Arkansas	Northwest		Cleburne County, Arkansas	Northwes			eveland County, Arkansas	Southeast	
	ounty, Arkansas	Southeast		Cleveland County, Arkansas	Southeas			nway County, Arkansas	Central	
	ınty, Arkansas ty, Arkansas	Northwest Northwest		Franklin County, Arkansas Fulton County, Arkansas	Northwes Northwes			anklin County, Arkansas Ilton County, Arkansas	Northwest Northwest	
	nty, Arkansas	Northeast		Greene County, Arkansas	Northeas			ant County, Arkansas	Southeast	
	County, Arkansas	Central		Hot Spring County, Arkansas	Central			eene County, Arkansas	Northeast	
Independent	ce County, Arkansas	Northeast		Independence County, Arkansas	Northeas	t	Ho	ot Spring County, Arkansas	Central	
Izard County		Northwest		Izard County, Arkansas	Northwes			dependence County, Arkansas	Northeast	
	inty, Arkansas	Northeast		Jackson County, Arkansas	Northeas			ard County, Arkansas	Northwest	
Logan Count	ounty, Arkansas	Northeast Northwest		Lawrence County, Arkansas Logan County, Arkansas	Northeas Northwes			wrence County, Arkansas gan County, Arkansas	Northeast Northwest	
	unty, Arkansas	Northwest		Madison County, Arkansas	Northwes			adison County, Arkansas	Northwest	
	nty, Arkansas	Northwest		Marion County, Arkansas	Northwes			arion County, Arkansas	Northwest	
Montgomery	County, Arkansas	Southwest		Montgomery County, Arkansas	Southwes	st	M	ontgomery County, Arkansas	Southwest	
	nty, Arkansas	Southwest		Nevada County, Arkansas	Southwes			evada County, Arkansas	Southwest	-
	nty, Arkansas	Northwest		Newton County, Arkansas	Northwes	t		ewton County, Arkansas	Northwest	
Perry County Pike County,		Central Southwest		Perry County, Arkansas Pike County, Arkansas	Central Southwes	it I		erry County, Arkansas ke County, Arkansas	Central Southwest	
	ty, Arkansas	Northeast		Prairie County, Arkansas	Northeas			lk County, Arkansas	Southwest	
	ounty, Arkansas	Northeast		Randolph County, Arkansas	Northeas			pe County, Arkansas	Northwest	
	ty, Arkansas	Northwest		Searcy County, Arkansas	Northwes	t	Pr	airie County, Arkansas	Northeast	
Stone Count		Northwest		Stone County, Arkansas	Northwes			andolph County, Arkansas	Northeast	
Van Buren C	ounty, Arkansas	Northwest		Van Buren County, Arkansas	Northwes	t		ott County, Arkansas	Southwest	
								earcy County, Arkansas earp County, Arkansas	Northwest Northwest	
								one County, Arkansas	Northwest	
								n Buren County, Arkansas	Northwest	
	Percent of women 16 y	/ears		Percent of Females in				Percent of female		
Number	and older in the Civil	lian Propo		Management, Busines	ss. Pr		Number	householder, households	Proportion	
Missing	labor force	Missi	ng Missi	Science, and Arts Occupa	ations 1	Aissing	Missing	below poverty level, with children below 18	Missing	Missing
	Number of Missing Count	ties 24.0°	% 18	Number of Missing Countie	es (	62.7%	47	Number of Missing Counties	8.0%	6
	Northwest	61.9	% 13	Northwest		76.2%	16	Northwest	14.3%	3
	Northeast	17.6		Northeast		70.6%	12	Northeast	0.0%	0
-	Central Southwest	10.0		Central Southwest		20.0% 64.7%	2 11	Central Southwest	10.0% 5.9%	1
	Southeast	0.09		Southeast		60.0%	6	Southeast	10.0%	1
	Baxter County, Arkansas Clay County, Arkansas	Northwe Northea		Arkansas County, Arkansas Ashley County, Arkansas		utheast utheast		Carroll County, Arkansas  Dallas County, Arkansas	Northwest Southwest	
	Cleburne County, Arkansas	Northwe		Baxter County, Arkansas		rthwest		Lincoln County, Arkansas	Southeast	
	Franklin County, Arkansas	Northwe		Boone County, Arkansas		rthwest		Newton County, Arkansas	Northwest	
-	Fulton County, Arkansas Izard County, Arkansas	Northwe Northwe		Bradley County, Arkansas Calhoun County, Arkansas		utheast uthwest		Perry County, Arkansas Stone County, Arkansas	Central Northwest	
	Lawrence County, Arkansas	Northea		Carroll County, Arkansas		rthwest		Stolle County, Arkansas	Northwest	
	Logan County, Arkansas	Northwe	est	Clay County, Arkansas	No	rtheast				
	Madison County, Arkansas	Northwe		Cleburne County, Arkansas		rthwest				
	Marion County, Arkansas Montgomery County, Arkansa	Northwe as Southwe		Cleveland County, Arkansas Conway County, Arkansas		utheast ntral			+	+
	Newton County, Arkansas	Northwe		Cross County, Arkansas		rtheast			<u>t</u>	<u>t</u>
	Perry County, Arkansas	Central		Dallas County, Arkansas	Soi	uthwest	-			
	Randolph County, Arkansas	Northea		Franklin County, Arkansas		rthwest			+	+
	Searcy County, Arkansas Sharp County, Arkansas	Northwe Northwe		Fulton County, Arkansas Grant County, Arkansas		rthwest utheast			+	+
	Stone County, Arkansas	Northwe		Greene County, Arkansas		rtheast				
	Van Buren County, Arkansas	Northwe	est	Howard County, Arkansas		uthwest				
				Independence County, Arkansas Izard County, Arkansas		rtheast rthwest			+	+
				Jackson County, Arkansas		rthwest			+	+
				Johnson County, Arkansas		rthwest				
				Lafayette County, Arkansas		uthwest				
				Lawrence County, Arkansas		rtheast			+	+
				Lee County, Arkansas Lincoln County, Arkansas		rtheast utheast			+	+
				Little River County, Arkansas		uthwest				
				Logan County, Arkansas		rthwest				
-				Madison County, Arkansas		rthwest			+	+
				Marion County, Arkansas  Monroe County, Arkansas		rthwest rtheast			+	+
				Montgomery County, Arkansas		uthwest				
				Nevada County, Arkansas		uthwest				
	1			Newton County, Arkansas		rthwest			+	+
				Perry County, Arkansas Pike County, Arkansas		ntral uthwest			+	+
				Poinsett County, Arkansas		rtheast				
				Polk County, Arkansas	Soi	uthwest			4	4
	1			Prairie County, Arkansas		rtheast		+	+	+
				Randolph County, Arkansas Scott County, Arkansas		rtheast uthwest			+	+
				Searcy County, Arkansas		rthwest				
				Sharp County, Arkansas		rthwest				+-
				Stone County, Arkansas	No	rthwest				-
			1	Van Burg- County A 1		rthure -+				
				Van Buren County, Arkansas Woodruff County, Arkansas		rthwest rtheast				
				Van Buren County, Arkansas Woodruff County, Arkansas Yell County, Arkansas	No	rthwest rtheast uthwest			$\pm$	

Percent of females 25 years and over with a high school diploma (includes equivalency)	Proportion Missing	Number Missing	Percent of females 25 years and over with some college or Associate's degree	Proportion Missing	Number Missing	Percent of females 25 years and over with a Bachelor's degree or higher	Proportion Missing	Number Missing
Number of Missing Counties	32.0%	24	Number of Missing Counties	40.0%	30	Number of Missing Counties	66.7%	50
Northwest	66.7%	14	Northwest	71.4%	15	Northwest	81.0%	17
Northeast	23.5%	4	Northeast	35.3%	6	Northeast	64.7%	11
Central	10.0%	1	Central	10.0%	1	Central	30.0%	3
Southwest	23.5%	4	Southwest	35.3%	6	Southwest	76.5%	13
Southeast	10.0%	1	Southeast	20.0%	2	Southeast	60.0%	6
D 1 0 1 11	AL		D 0 1 11	N. II			0 11 1	
Baxter County, Arkansas	Northwest		Boone County, Arkansas	Northwest		Arkansas County, Arkansas	Southeast	
Boone County, Arkansas Carroll County, Arkansas	Northwest Northwest		Carroll County, Arkansas Clay County, Arkansas	Northwest Northeast		Baxter County, Arkansas Boone County, Arkansas	Northwest Northwest	
Clay County, Arkansas	Northeast Northwest		Cleburne County, Arkansas	Northwest		Bradley County, Arkansas	Southeast	
Cleburne County, Arkansas			Cleveland County, Arkansas	Southeast		Calhoun County, Arkansas	Southwest	
Cleveland County, Arkansas	Southeast		Franklin County, Arkansas	Northwest		Carroll County, Arkansas	Northwest	
Franklin County, Arkansas	Northwest		Fulton County, Arkansas	Northwest		Clay County, Arkansas	Northeast	
Fulton County, Arkansas	Northwest		Grant County, Arkansas	Southeast		Cleburne County, Arkansas	Northwest	
Greene County, Arkansas	Northeast		Greene County, Arkansas	Northeast		Cleveland County, Arkansas	Southeast	
Izard County, Arkansas	Northwest		Independence County, Arkansas	Northeast		Conway County, Arkansas	Central	
Lawrence County, Arkansas	Northeast		Izard County, Arkansas	Northwest		Cross County, Arkansas	Northeast	
Logan County, Arkansas	Northwest		Johnson County, Arkansas	Northwest		Dallas County, Arkansas	Southwest	
Madison County, Arkansas	Northwest		Lawrence County, Arkansas	Northeast		Drew County, Arkansas	Southeast	
Marion County, Arkansas	Northwest		Logan County, Arkansas	Northwest		Franklin County, Arkansas	Northwest	
Montgomery County, Arkansas	Southwest		Madison County, Arkansas	Northwest		Fulton County, Arkansas	Northwest	
Newton County, Arkansas	Northwest		Marion County, Arkansas	Northwest		Grant County, Arkansas	Southeast	
Perry County, Arkansas	Central		Montgomery County, Arkansas	Southwest		Greene County, Arkansas	Northeast	
Pike County, Arkansas	Southwest		Nevada County, Arkansas	Southwest		Hempstead County, Arkansas	Southwest	
Polk County, Arkansas	Southwest		Newton County, Arkansas	Northwest		Hot Spring County, Arkansas	Central	
Randolph County, Arkansas	Northeast		Perry County, Arkansas	Central		Howard County, Arkansas	Southwest	
Scott County, Arkansas	Southwest		Pike County, Arkansas	Southwest		Independence County, Arkansas	Northeast	
Searcy County, Arkansas	Northwest		Polk County, Arkansas	Southwest		Izard County, Arkansas	Northwest	
Stone County, Arkansas	Northwest		Prairie County, Arkansas	Northeast		Jackson County, Arkansas	Northeast	
Van Buren County, Arkansas	Northwest		Randolph County, Arkansas	Northeast		Johnson County, Arkansas	Northwest	
			Scott County, Arkansas	Southwest		Lafayette County, Arkansas	Southwest	
			Searcy County, Arkansas	Northwest		Lawrence County, Arkansas	Northeast	
			Sharp County, Arkansas	Northwest		Lincoln County, Arkansas	Southeast	
			Stone County, Arkansas	Northwest		Little River County, Arkansas	Southwest	
			Van Buren County, Arkansas	Northwest		Logan County, Arkansas	Northwest	
			Yell County, Arkansas	Southwest		Madison County, Arkansas	Northwest	
						Marion County, Arkansas	Northwest	
						Monroe County, Arkansas	Northeast	
						Montgomery County, Arkansas	Southwest	
						Nevada County, Arkansas	Southwest	
			1			Newton County, Arkansas	Northwest	
						Perry County, Arkansas	Central	
						Pike County, Arkansas	Southwest	
						Poinsett County, Arkansas	Northeast	
						Polk County, Arkansas	Southwest	
						Pope County, Arkansas	Northwest	
						Prairie County, Arkansas	Northeast	
						Randolph County, Arkansas	Northeast	
						Scott County, Arkansas	Southwest	
						Searcy County, Arkansas	Northwest	
						Sevier County, Arkansas	Southwest	
						Sharp County, Arkansas	Northwest	
						Stone County, Arkansas	Northwest	
						Van Buren County, Arkansas	Northwest	
						Woodruff County, Arkansas	Northeast	
						Yell County, Arkansas	Southwest	











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