



The 2015 Report on the Status of Women and Girls in Boston, Massachusetts

Harvard Institute of Politics Women's Policy Group

The Boston Foundation



Big Sister Association
of Greater Boston



HARVARD UNIVERSITY
INSTITUTE OF POLITICS

Leadership Team

Bernadette Lim, Harvard '16

Anna Menzel, Demographics Section Leader, Harvard '15

Eva Shang, Education Section Leader, Harvard '17

Emilia San Miguel, Violence Section Leader, Harvard '16

Michelle S. Lee, Mental and Physical Health Section Leader, Harvard '16

Annie Ryu, Editor-in-Chief, Harvard '13

Contributing Authors

Abigail Gabrieli, Harvard '17

Anastasia Moran, Harvard '17

Diana Im, Harvard '17

Michelle Lee, Harvard '15

Johanna Lee, Harvard '16

Molly Dillaway, Harvard '15

Leena Raza, Harvard '16

Clara McNulty-Finn, Harvard '17

Board of Advisors and Editors

Laura Simolaris, Advisor, Women's Initiative in Leadership at the Harvard Institute of Politics

Gina Helfrich, Director, Harvard Women's Center

Chiwen Bao, Lecturer, Department of Social Studies and Studies of Women, Gender, and
Sexuality at Harvard University

Alicia Oeser, Education Specialist, Harvard Office of Sexual Assault and Prevention Response

Kalya Murray, Director, Girls' Initiative of Massachusetts

Amy Leung, Program Manager, Boston Women's Fund

Margot Phelps, Director, Big Sister Association of Greater Boston

Letter from the Authors

It is our pleasure to present the 2015 Report on the Status of Women and Girls in Boston, Massachusetts. As a team of 14 undergraduates hailing from nearly every corner of the nation, we sought to better understand a place we can call a home and city to all of us: Boston. As passionate advocates for women and girls, we are humbled to live in one of the most progressive cities in the nation. However, in spite of its progress, Boston still has work to do. Today, Boston still has a significant gender wage gap and violence in its neighborhoods that acutely affect the livelihood of women and girls today. Through this report, we aim to highlight Boston's progress for women and call attention to areas in need of improvement. Most of all, we aim to create a publicly accessible, accurate, easy-to-read resource for everyone to know the most recent status of women and girls in Boston in 2013.

During spring 2013, I took a class at the Harvard Kennedy School called Philanthropy and Public Problem Solving. Together with Annie Ryu (who was at the time a graduating senior), I analyzed the effectiveness of non-profit organizations throughout Boston that promoted the cause of girls' empowerment. As the first step of that process, Annie and I had to research underlying problem areas that particularly affected women and girls in Boston. We spent hours on Google scouring various sources and extrapolating statistics from dense research reports. The research process was exceptionally difficult, and our results were incomplete and inconclusive. We had a difficulty evaluating and interacting with girls' and women's organizations without knowledge of the problems that affected women and girls in Boston in the first place. There was no comprehensive resource that compiled the current state of women and girls in health, education, and violence in Boston.

In high school, I attended a conference that publicized the first report on women and girls in California held by Mount St. Mary's College. After realizing the difficulty of the research process in my philanthropy class, I realized that the creation of a similar report specific to Boston would be an invaluable resource to current and future government leaders, organizations, and philanthropists in Boston regarding policy and programming for women and girls in Boston. And so the fruition of this report began.

While this began in response to a class project, this report evolved into a collaborative effort among a passionate group of undergraduate women researchers. Together, we have authored and shaped this report. We have collected and analyzed secondary data from a multitude of sources dating as recent as 2013 and as far back as 2005 regarding the state of women and girls in Boston. As a research team, we gathered the most recent information about women and girls in four key areas: Demographics, Education and Earnings, Mental and Physical Health, and Violence. We have also included a special feature on women in the LGBTQ community, a topic that has long been neglected in reports about women and girls. Additionally, we include sections about political participation and representation, women in the military, and women in business.

We hope that this resource is of assistance, encouragement, and knowledge, and that one day, this report will reflect the equal opportunity and livelihood of women and girls in Boston.

On behalf of the Harvard Women's Policy Group,

Bernadette Lim

Why This Report Matters

This report is intended to:

- Highlight main issue areas, disparities, and gaps, and accomplishments regarding women and girls that are of the most current statistics
- Be a resource on problem-driven policy, solutions, and programs for stakeholders (i.e. policymakers, non-profit organizations, community leaders, etc.) involved in gender equity
- Be a call to action to 1) generate more recent and publicly accessible data for issue areas that lack data and 2) create and/or revamp programs and policies to better tackle pressing issue areas with the greatest need

How to the Read this Report

Each section highlights the status of women and girls in different areas. The four main sections are: Demographics, Education and Earnings, Mental and Physical Health, and Violence.

Each of these sections includes:

- A box of important points of interest, which highlight the important take-aways you should take from this section.
- A detailed analysis on various sub-topics within each section.
- We also have a special feature on LGBTQ Women, Political Participation and Representation of Women, Women in the Military, and Women in Business. These smaller sections were authored by Abigail Gabrieli and Anastasia Moran and apply a greater detailed analysis of the state of women in each of these areas.

We would like to thank the Boston Foundation, who played a facilitative and consultative role to the Harvard Women's Policy Group, referring resources and serving as the host of the Group's Girls' Empowerment Fund, funds of which were used to contract consultants, designers, and printers.

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DEMOGRAPHICS

By Anna Menzel, Michelle Lee, Abigail Gabrieli



IMPORTANT POINTS OF INTEREST:

The Boston female population is relatively young, with 34.6% of Boston's female population between the ages of 20-34. Overall, 52.1% of Boston's city population is women and girls.

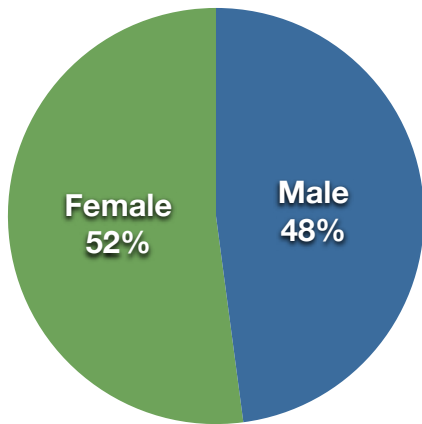
Boston females are the majority-minority, More than 80% of Roxbury, Dorchester, Mattapan, and East Boston are comprised of ethnic minorities. In contrast, over 60% of neighborhoods of Back Bay and Beacon Hill are white.

70.9% of family households in poverty in Boston are female-headed households without a husband present. This is compared to married-couple families as 21.2% and male-householder (no wife present) households as 7.8% of family households in poverty.

The race of females in poverty is different than the race of females overall in Boston. 69.7% of females in poverty in Boston are non-white, while only 54% of all females in Boston are non-white.

GENDER DEMOGRAPHICS OF BOSTON

Gender Demographics of Boston



Massachusetts' largest concentration of child poverty, with 42% of its children living in impoverished conditions.

Women account for 52.1% of Boston's population as home to 321,643 women and girls according to the 2010 U.S. Census Bureau. This is a 5.3% increase since 2000.

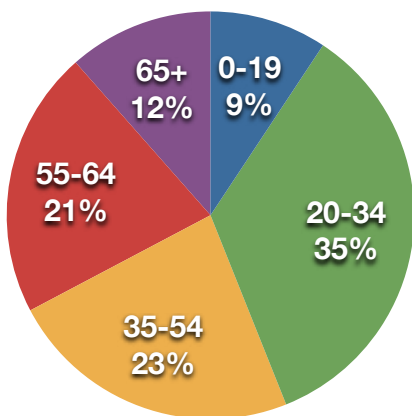
Dorchester has the highest female population of all Boston neighborhoods, accounting for 18.8% of the city's female population. Roxbury, Brighton, and Jamaica Plain have the next highest female populations.* (insert chart of populations in appendix) According to the Boston Foundation's 2011 "The Measure of Poverty: A Boston Indicators Project Special Report", households at or below poverty and those with low educational attainment are concentrated in Roxbury/Dorchester/Mattapan neighborhoods. This area also represents

AGE DEMOGRAPHICS OF BOSTON

Boston's population has remained relatively steady in the prior decade and is composed of a larger percentage of middle-aged individuals with the median age of residents at 31. Boston is composed of about 6% children under the age of 5, and 20% under the age of 18 (2012 American Community Survey). This is group is spread disproportionately throughout the neighborhoods and are especially concentrated in the southern neighborhoods of Boston as displayed above.

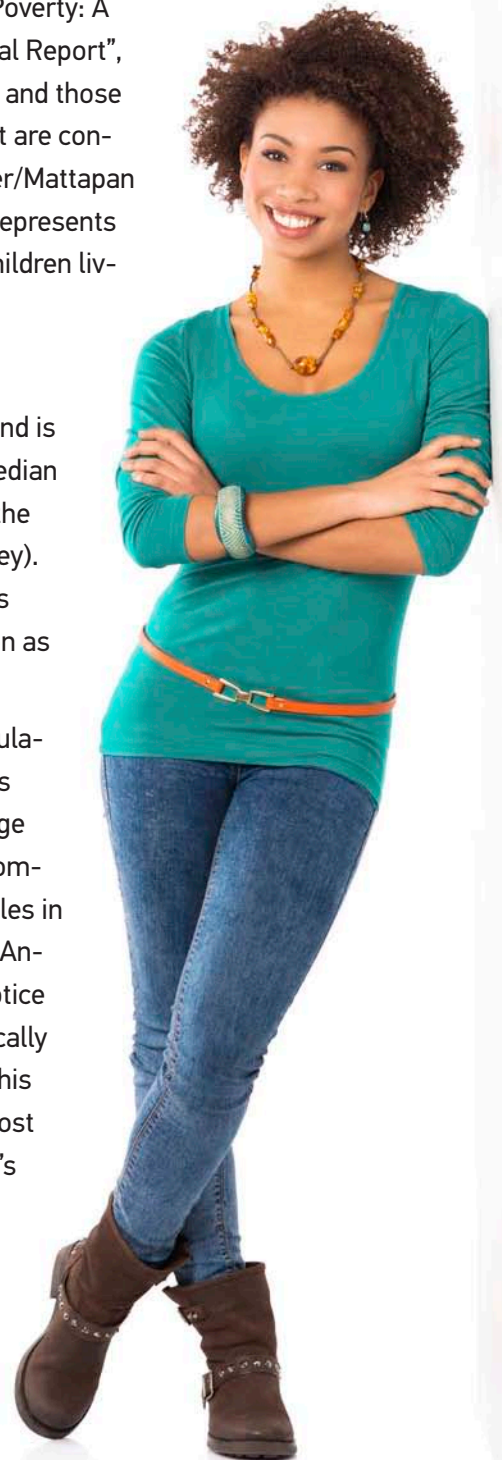
—Source: Census 2010

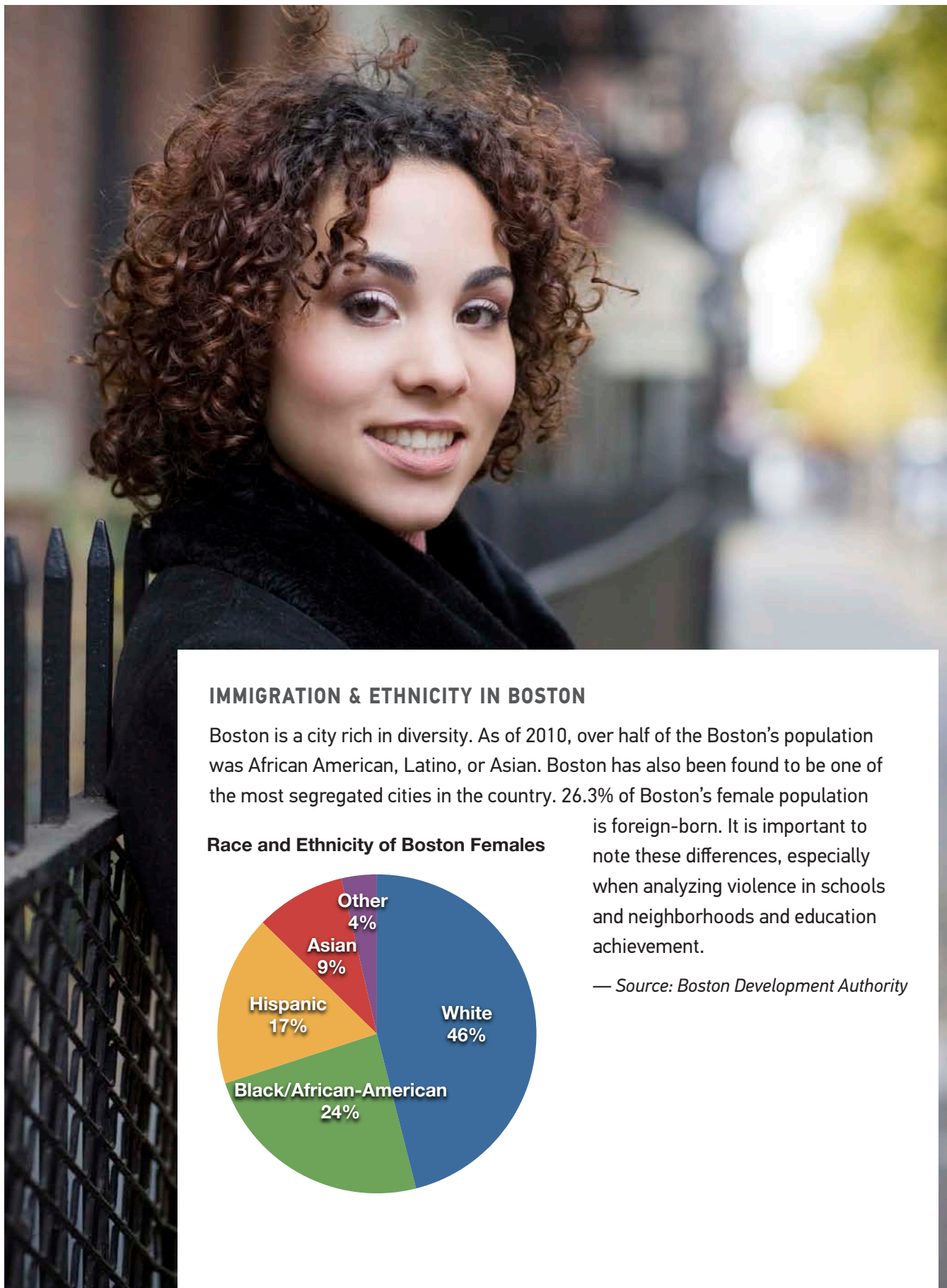
Age of Boston's Female Population



34.6% of Boston's female population is comprised of individuals 20-34, a reflection of the college and universities in the area. Comparatively, only 19.8% of females in the U.S. are in this age group. Another important element to notice is that the population dramatically drops for those over age 65. This is potentially due to the high cost of living in Boston and the city's image as a center for working professionals. According to

Forbes, Boston was ranked the #1 best city for recent college grads in 2012. — Source: American Community Survey 2012

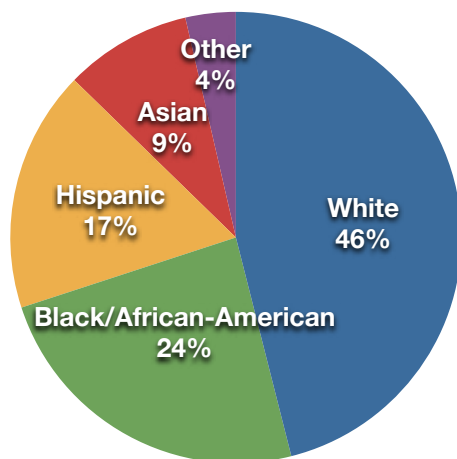




IMMIGRATION & ETHNICITY IN BOSTON

Boston is a city rich in diversity. As of 2010, over half of the Boston's population was African American, Latino, or Asian. Boston has also been found to be one of the most segregated cities in the country. 26.3% of Boston's female population

Race and Ethnicity of Boston Females



is foreign-born. It is important to note these differences, especially when analyzing violence in schools and neighborhoods and education achievement.

— Source: Boston Development Authority

HOUSING

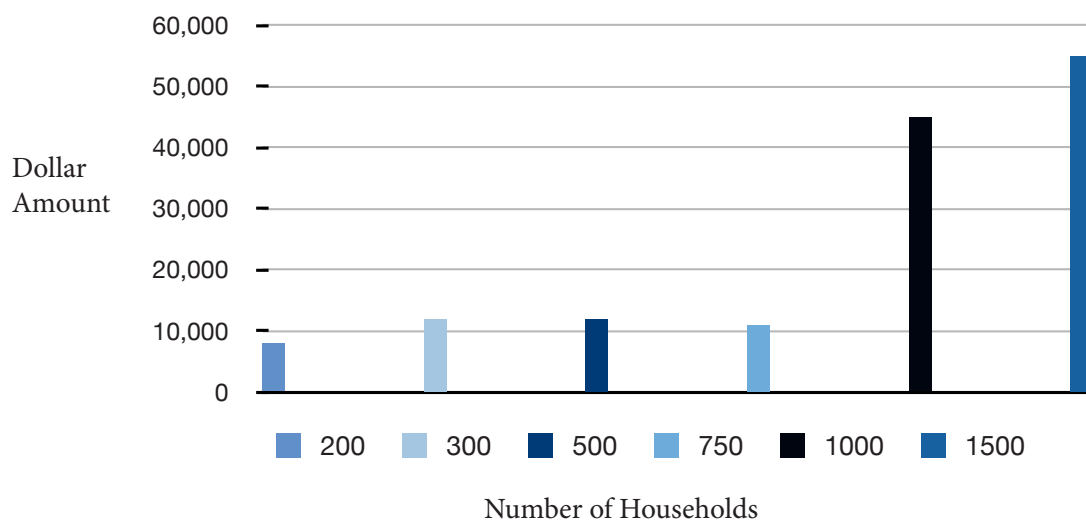
Housing in Boston is a key factor determining both racial and class divisions across Boston's neighborhoods. The exorbitant amount of housing costs may be seen as a barrier to women, specifically mothers. The median value of a owner-occupied home in Boston is \$370,000 contributing to the reason over 66% of Bostonians rent their housing. Rental costs are the third highest in the country after New York City and San Francisco (Greater Boston Housing Report Card 2012), with a majority of residents paying over 1,000 per month. Additionally over half of the housing units in Boston were built before 1939 further reducing the availability of accessible housing in Boston.

If current trends for population growth continue, the Greater Boston Housing Report Card finds that the region will need to produce 12,000 additional units of housing per year for the next decade to maintain affordability. This projection is more than double recent development activity. Without dramatic action, Boston could see migration and away from the city. Additionally, universities and colleges in Boston need to play a role to build more housing for their students rather than increasing neighborhood housing prices.

— Source: Boston Development Authority



Monthly Gross Rent in Boston 2012



EDUCATION AND EARNINGS

By Eva Shang, Johanna Lee, Molly Dillaway, Anastasia Moran



Girls are graduating from both high school and college at a higher rate than boys. Girls are excelling in Boston public schools in terms of graduation rate, and of those who graduate, girls are also more likely to seek higher education. Graduation rates are lower for girls of color and girls facing special needs and limited English proficiency.

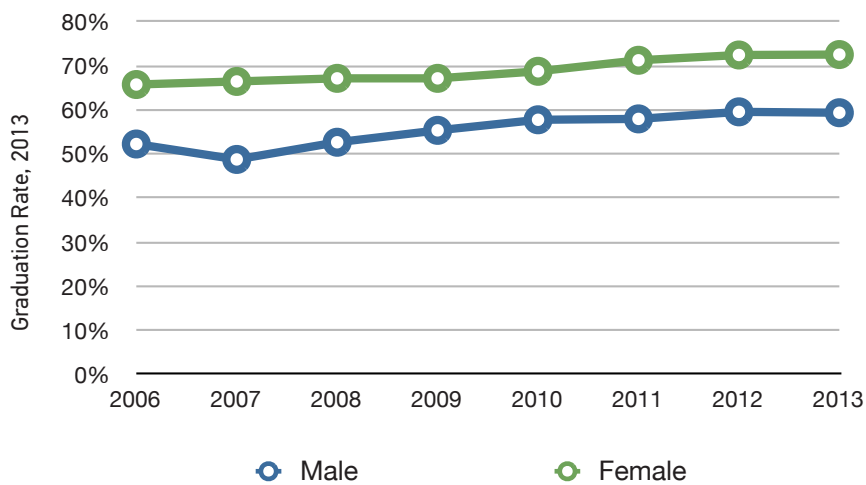
Men have a higher unemployment rate than women, but also have a higher Labor Force Participation Rate across all races. In other words, women are choosing to work less, but are also more likely to be employed should they desire to work.

Female students consistently performed higher than male students on the MCAS (Massachusetts Comprehensive Assessment System) **across all fields, but fall behind in math on the SAT.** Although girls consistently demonstrate higher achievement at each stage of stage testing, in all subjects from language arts to math, they fall behind on the SAT in the math section, possibly because of gender stereotypes surround girls' abilities in math.

Boston women have median weekly earnings of about 82% of the median for their male counterparts, which is on par with the national average of women's earnings as a percentage to men's earnings. Although Massachusetts as a whole has a slightly lower percentage for women's earnings, Boston women earn 82% of men's wages—on par with the national average. This gender wage gap is even higher for women of color

COLLEGE ATTENDANCE & GRADUATION RATES

Both male and female graduation rates have been increasing over time. In Boston, Girls are still graduating at a



higher rate than boys. This is on par with national statistics showing that the average high school graduation rate in the nation's 50 largest cities was 53 percent, compared with 71 percent in the suburbs. In 2013, males exhibited a lower graduation rate than that of females, individuals of a low-income background, and English Language Learners (ELL).

— Source: Department of Education

Based on data from the Class of 2013, a significantly higher percentage of female students (71%) graduated than male students (60%), revealing approximately 11% difference within four or five years from Boston public schools. As seen in Graph 2, girls with low income, special needs, or limited English proficiency face additional challenges, and have lower graduation rates.

Compared to other large cities, Boston has a relatively higher graduation rate. USA Today found in 2006 that fourteen urban school districts have on-time graduation rates lower than 50%; they include Detroit, Baltimore, New York, Milwaukee, Cleveland, Los Angeles, Miami, Dallas, Denver and Houston. By comparison, Boston's graduation rate of 71% for female students and 60% for male students is higher than most urban districts, especially that of girls.

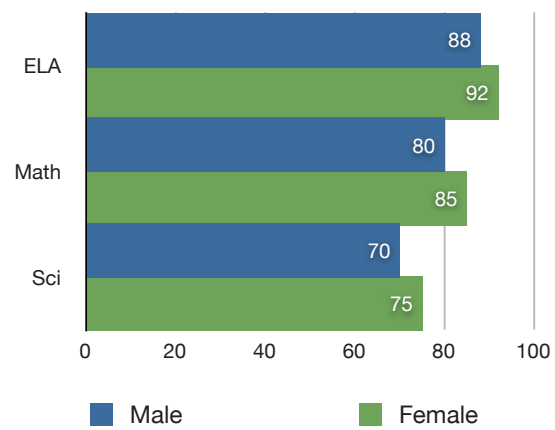


ACHIEVEMENT ON STATE TESTS

In 2012, 10th grade female students consistently performed higher than male students on the MCAS (Massachusetts Comprehensive Assessment System) across all fields - in the English Language Arts, Math and Science exams - as calculated through the Composite Performance Index.

— Source: Massachusetts Department of Education

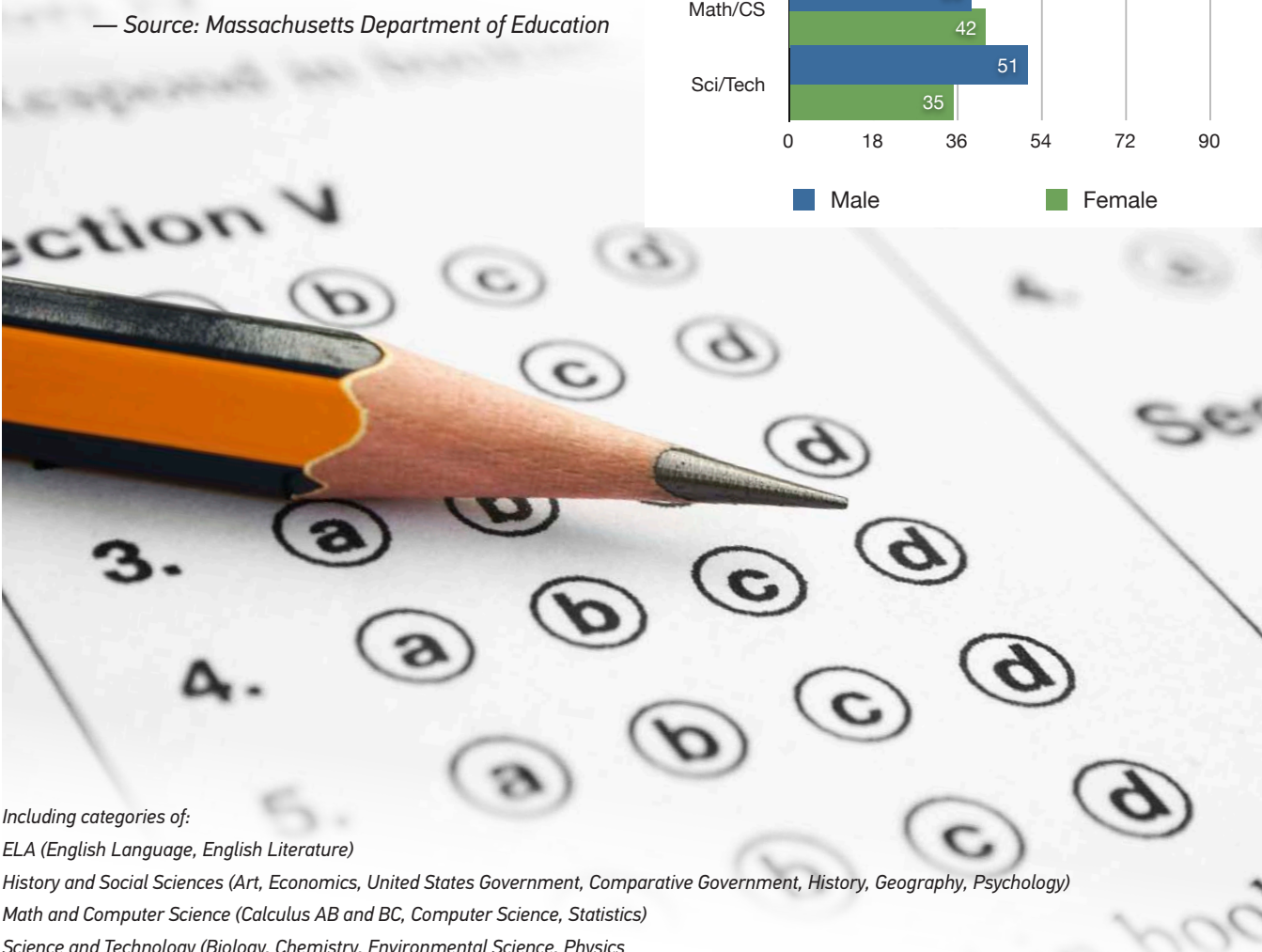
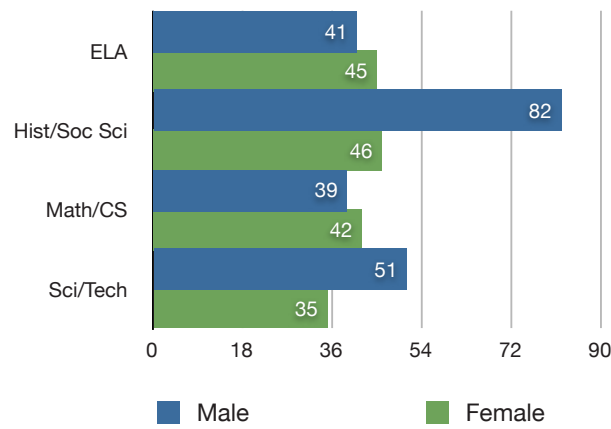
MCAS Composite Performance Index, 2012



A marginally higher percentage of females received competitive (ie 3-5) scores in the ELA and Math/CS exams, whereas a significantly higher percentage of males receive competitive scores in the History/Soc Sci and Sci/Tech exams.¹

— Source: Massachusetts Department of Education

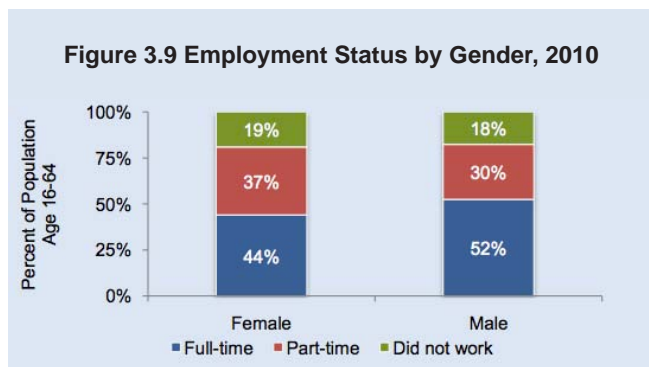
AP Performance, 2012



Including categories of:
ELA (English Language, English Literature)
History and Social Sciences (Art, Economics, United States Government, Comparative Government, History, Geography, Psychology)
Math and Computer Science (Calculus AB and BC, Computer Science, Statistics)
Science and Technology (Biology, Chemistry, Environmental Science, Physics)

EMPLOYMENT

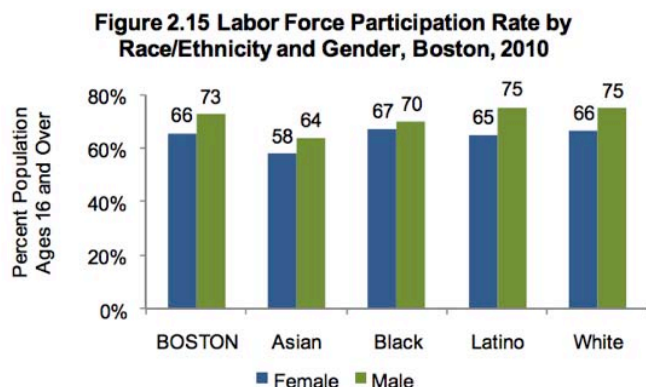
Boston has changed into a majority-minority city, according to Census data from 1980-2010. Therefore, it is important to examine the intersection of race and gender and investigate how race/ethnicity factors into the current employment status of women and men.



The employment status of female and males decreased by 2008 to 2010. The gap of females versus males reporting to not work in 2010 increased from 2008. Moreover, the gap of part-time and full-time female and male workers decreased within this time frame. In both years, a noticeably higher percentage of women have part-time jobs whereas a higher percentage of men have full-time jobs. When creating employment policies aimed at improving the employment status of women, it

may be worth examining this difference in full-time and part-time employment, determining whether it is a result of preference, access, and/or opportunity.

Men have a higher Labor Force Participation Rate (LFPR) than women overall (73% versus 66%), as well as for almost every racial/ethnic population (Asian, Black, Latino, White). The LFPR is highest among Latino and White men and the lowest among Asian women, Black women, and Black men.

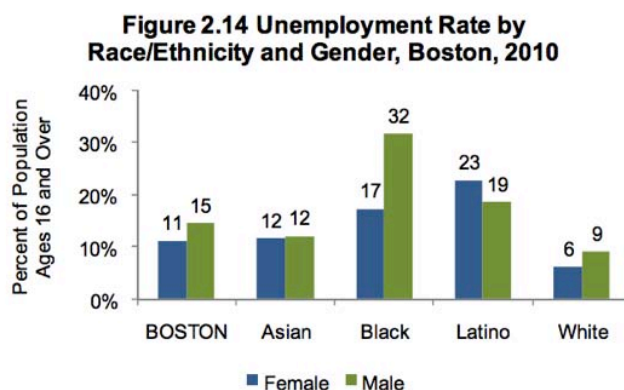


A higher percentage of men are unemployed than women in general and across nearly all races and ethnicities except for Asians. From 2008 to 2010, unemployment increased significantly for people of color. Unemployment for Black men is exceptionally high in comparison to their female counterparts. Comparing across the races/ethnicities, white females and males have lower unemployment rates than Asian, Black, and Latino residents. The unemployment rate of Black males is over three times of their white male counterparts.


Meanwhile, the unemployment rate of women of color is mostly more than twice that of white females, with the unemployment of Latina females nearly four times that of a white female.

This data suggests that employment policies focused on improving the economic status of women must take into account race/ethnicity and not just solely focus on gender. Black women, for example, may face different societal and structural barriers (i.e. racism) than white women). The data also implies deeper social issues, such as unequal education opportunities and job discrimination for women of different racial or ethnic backgrounds.

— Source: Boston Public Health Commission, 2008



DATA SOURCE: US Census Bureau, 2010 American Community Survey



EARNINGS

There is a significant pay gap among Boston women compared to their male counterparts. Among full time workers in Boston, the mean income of women is \$56,072, whereas for men the mean is \$69,895 --- meaning women earn just 80.2% of what men earn. Among part-time workers in Boston, the pay gap between men and women is smaller, with women earning 86.6% of what men earn.

The significance of gender pay gap is most apparent when broken down into race and ethnicity. Earning differences between genders are widest for Asian women, with Asian women earning only 69% of their Male counterparts. White men have the highest median income, at \$50,000 while Hispanic women have the lowest median income less than half of that of white men, at \$19,000.

	Men's Median Income	Women's Median Income	Ratio
White	\$50,000	\$41,400	0.83
Black/African-American	\$27,500	\$27,400	1.00
Hispanic/Latino	\$23,000	\$19,000	0.83
Asian	\$30,000	\$20,800	0.69
Other	\$28,000	\$25,000	0.89

THE PAY GAP AND EDUCATION

In terms of sex and educational attainment, men with professional degrees have the highest median income, at \$101,004. Women with less than a high school diploma have the lowest median income, at \$16,400.

	Men's Median Income	Women's Median Income	Ratio
Less than high school	\$21,800	\$16,400	0.75
HS diploma/GED	\$31,200	\$26,000	0.83
Some college/Associate's	\$38,700	\$31,200	0.81
Bachelor's degree	\$60,000	\$49,400	0.82
Master's degree	\$76,800	\$58,500	0.76
Professional degree	\$101,004	\$65,000	0.64
Doctorate degree	\$72,000	\$67,000	0.93

INDUSTRY AND OCCUPATIONS PAY GAP

■ The industries with the greatest pay gap between men and women are:

- Retail trade
- Utilities
- Finance and insurance

■ The industries with the greatest pay equality are:

- Construction
- Real estate and rental and leasing
- Arts, entertainment, and recreation
- Administrative support, waste management, and remediation services
- Wholesale trade

See appendix "Pay Gap & Industries" for ratios.

■ The occupations with the greatest pay gap between men and women are:

- Sales and related
- Protective services
- Legal
- Architecture and engineering
- Food preparation and serving related

■ The occupations with the greatest pay equality are:

- Healthcare practitioners and technical
- Office and administrative support
- Transportation and material moving
- Life, physical, and social science
- Community and social service

See appendix "Pay Gap & Occupations" for ratios.

MENTAL AND PHYSICAL HEALTH

By Michelle S. Lee, Diana Im, Clara McNulty-Finn



IMPORTANT POINTS OF INTEREST:

Boston has high rates of obesity among female teens. While the slight majority of females in grades 1-10 are healthy weight (58.0%), one out of five (21.6%) is considered obese, and another one out of five (18.6%) is overweight. Only 1.9% are underweight.

MA high school female students have high rates of feelings of hopelessness and thoughts of suicide. Of the student population in Boston public high schools in 2009, 36% of females reported feeling sad or hopeless for two weeks straight and 16% reported seriously considered suicide. Of these rates, a higher percentage of LGB students reported hopeless feelings and suicide considerations, and there are few significant differences among races and ethnicities.

High School girls have a lack of self-esteem that pushes them to lose weight. While the percentage of MA high school girls trying to lose weight by taking pills, vomiting, or not eating is below national averages, there remains a pervasive lack of self-esteem among high school girls, with nearly half of women trying to lose weight.

Massachusetts has one of the lowest rates of uninsured residents in the country. Women's health care is covered by MassHealth and most MA insurance plans.

Maternal and reproductive health issues fall heavily on the minority populations. Latinos had the highest rates of teen births, but the rate has decreased from 60 per 1000 to less than 40 in the past decade. Blacks also had the highest rates of low birth weight babies, at around 13%, compared to whites around 7%. Blacks also had the highest rates of preterm births, with a rate of about 10% in 2009, compared with whites, Asians, and Latinos, which all had a rate of around 8%.

NUTRITION AND OBESITY

49% of Boston girls do not get adequate physical activity

46.1% of Boston girls do not attend physical education class in an average week

28.2% of Boston girls watch 3+ hours of television per day

31.0% of Boston girls use the computer for 3+ hours per day for non-school related activities

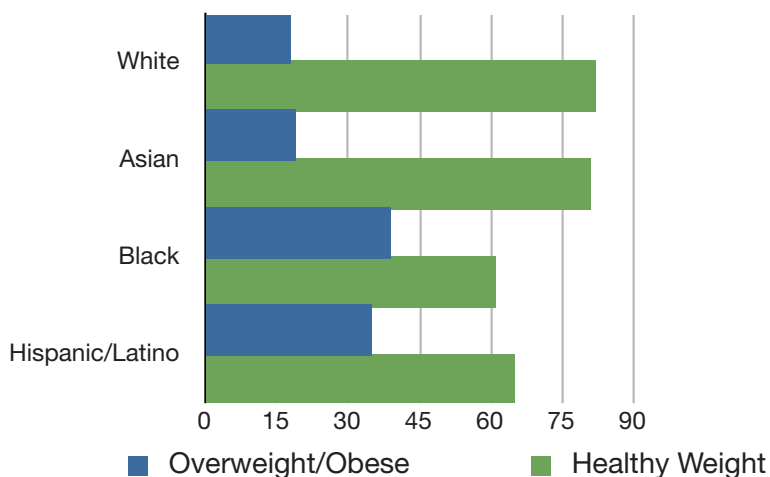
— Source: Center for Disease Control (2010)

50.4% of Boston women get regular physical activity every week.

29.6% of Boston women get 5+ servings of fruits and vegetables per day.

— Source: Boston Public Health Commission (2010)

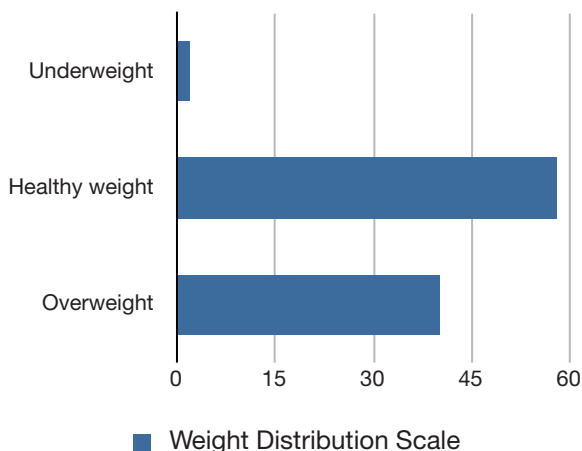
Rates of Obesity Among Female High School Students



Of Boston female high school students, 12% are overweight and 18% are obese, as compared to 18% and 17% of males, respectively. Of the females, 5% of Asians, 16% of Blacks, 11% of Latinos, and 6% of Whites are overweight. In terms of obesity, 14% of Asian, 23% of Blacks, 24% of Latinos, and 12% of Whites are considered obese. In the Black and Latino populations, females had higher rates of obesity.

— Source: Boston Public Health Commission (2010)

Weight of Distribution of Females Children and Teens in Boston (2010)

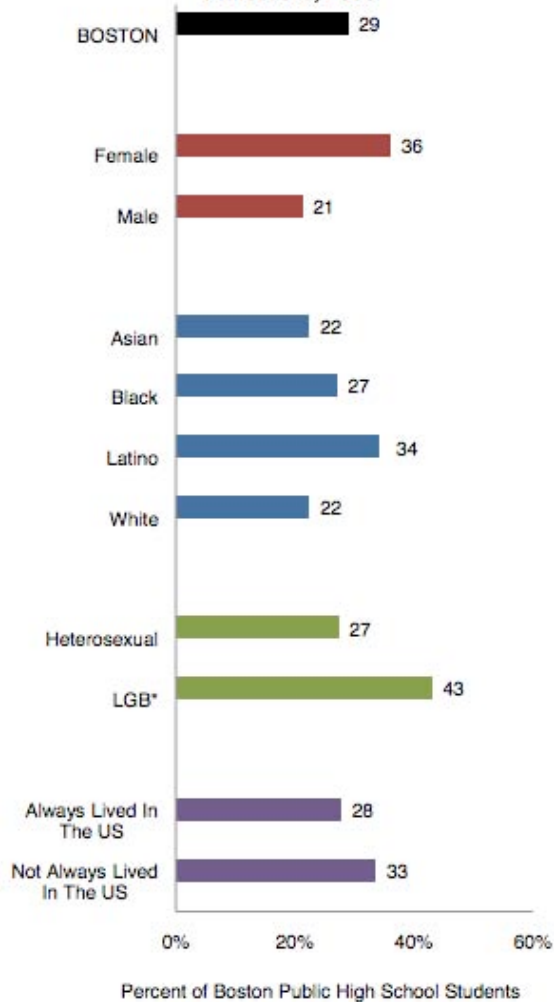
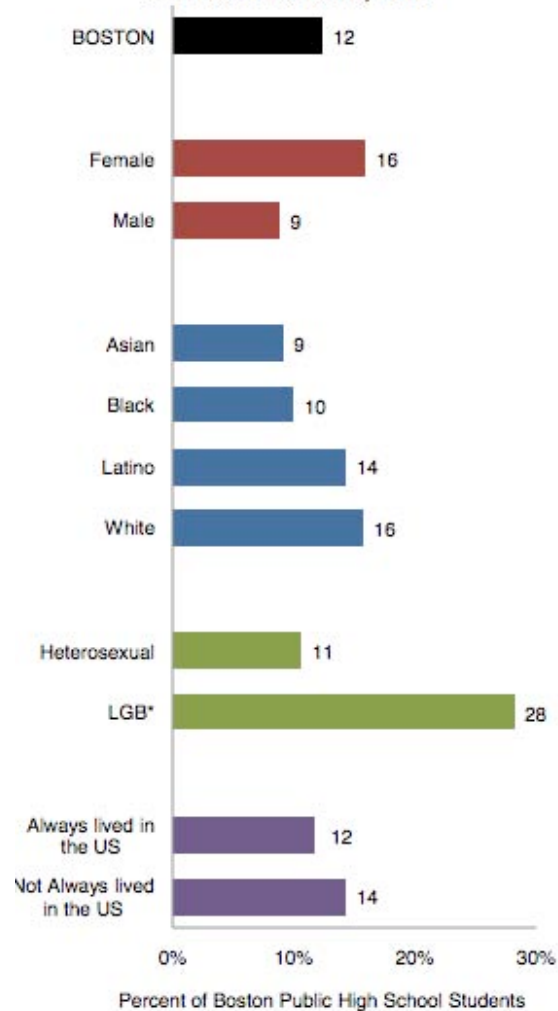


Of Boston female high school students, 30% are either overweight or obese compared to 35% of males

While the slight majority of females in grades 1-10 are healthy weight (58.0%), one out of five (21.6%) is considered obese, and another one out of five (18.6%) is overweight. Only 1.9% are underweight. This is based off of BMI measurement, where underweight is less than the 5th percentile, healthy weight is 5th to 85th percentile, overweight is 85th to 95th percentile, and obese is equal to or greater than the 95th percentile.

—Source: MassCHIP (2010)

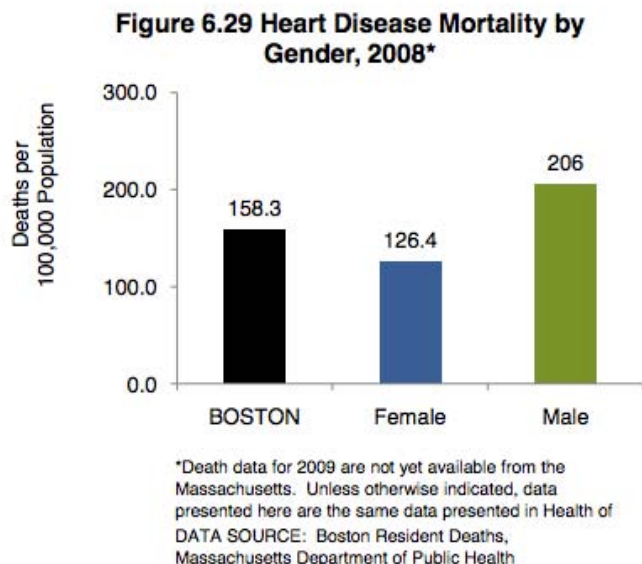
DEPRESSION AND SUICIDE

Figure 9.1 Sad or Hopeless for Two Weeks Straight During Past Year by Selected Indicators, 2009**Figure 9.2 Seriously Considered Attempting Suicide During Past Year by Selected Indicators, 2009**

Of the student population in Boston public high schools in 2009, 36% of females reported feeling sad or hopeless for two weeks straight and 16% reported seriously considered suicide. Of these rates, a higher percentage of LGB students reported hopeless feelings and suicide considerations, and there are few significant differences among races and ethnicities. The rate of attempted self-harm is considerably higher in the female population than in the males population, but the male suicide mortality rate is higher than females, showing that though more of the female demographic is considering and attempting suicide, more of the male demographic is committing suicide.

— Source: Boston Public Health Commission (2010)

Of the student population in Boston public high schools in 2009, 36% of females reported feeling sad or hopeless for two weeks straight and 16% reported seriously considered suicide



CHRONIC DISEASE

Chronic diseases, which are persistent, long-lasting health conditions requiring enduring health care, afflict the people of Boston to a great extent. Causal factors of such diseases range from limited educational opportunities to low income and high stress. According to the the Boston Public Health Commission, prevailing conditions of heart disease and diabetes stem from low income and education. Social determinants of health such as surrounding environment and socio-economic status also contribute to the increased risk of exposure to chronic diseases. Three major chronic diseases affecting the city of Boston are heart disease, asthma and diabetes.

—Source: Boston Public Health Commission (2010)

Heart disease is one of the the leading causes of death in the United States, as well as specifically in the city of Boston. Heart disease afflicts the adult population in Boston to a greater extent than youth. In 2008, there were 158.3 deaths due to heart disease per 100,000 Bostonians. Data states that the rate of female heart mortality is significantly lower than the total average as well as the male rate, showing that heart disease is a less alarming concern for women in Boston.

— Source: Boston Public Health Commission (2010)

Figure 6.2 Asthma Among Adults by Selected Indicators, 2010

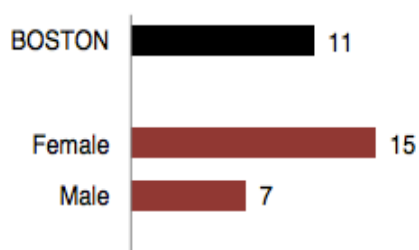
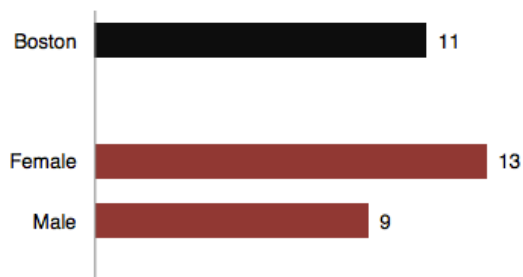
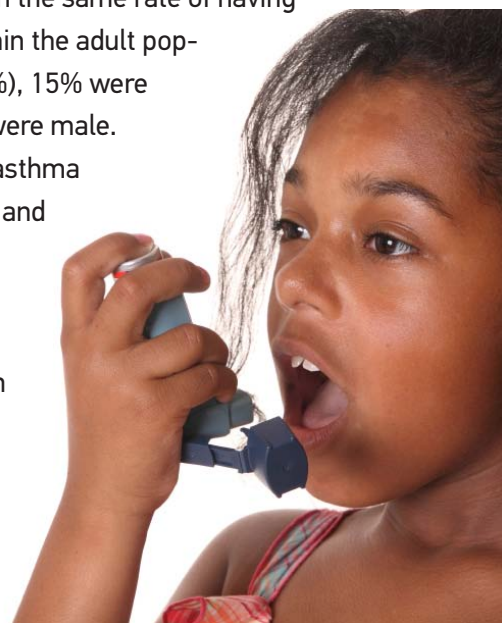


Figure 6.1 Asthma Among Public High School Students by Selected Indicators, 2009



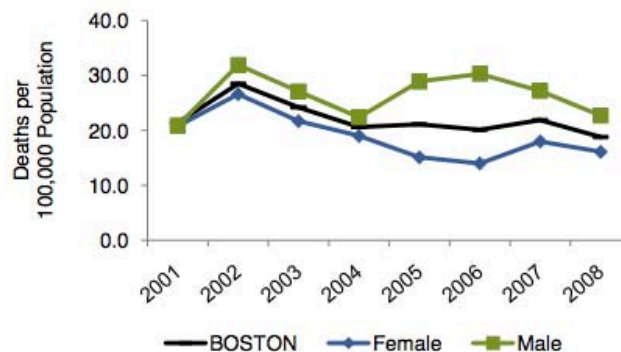
Asthma is a disease known to affect the lives of people of the full age spectrum, as the time of its onset varies according to the person. Of the student population in Boston public high schools reported having asthma in 2009 (11%), 13% were female, and 9% were male. Though the same rate of having asthma appeared within the adult population in Boston (11%), 15% were female, and only 7% were male.

This data shows that asthma affects both the youth and adult populations within Boston, but female adults are at a higher rate of affliction by asthma.



According to the Boston Public Health Commission, male diabetes mortality rates are higher than both the average rate in Boston and significantly higher than the female rate. This data shows that diabetes is a disease with a tendency towards the male population.

Figure 6.19 Diabetes Mortality by Gender, 2001-2008*



*Death data for 2009 are not yet available from the Massachusetts Department of Public Health. Unless otherwise indicated, data presented here are the same data presented in Health of Boston 2010.

DATA SOURCE: Boston Resident Deaths, Massachusetts Department of Public Health



SUBSTANCE ABUSE

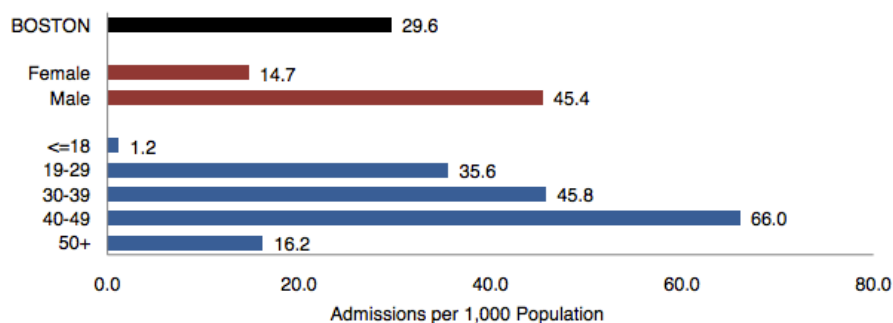
The abuse of alcohol, illegal substances including heroin, methamphetamines, marijuana, cocaine, and ecstasy, or legal substances such as prescription drugs in a non-prescribed way is defined as substance abuse. Substance abuse is an issue facing both the adult, young adult, and youth population in Boston, but statistics show that females are at a lower risk for substance abuse.

In 2008, San Diego reported approximately 13,600 total substance abuse treatment admissions (67% male, 33% female). Similarly, in 2008, Baltimore reported approximately 25,000 total substance abuse treatment admissions (66% male, 34% female). Therefore, it is observed that the rates for females seeking treatment for substance in Boston is low compared to the rates in other metropolitan cities.

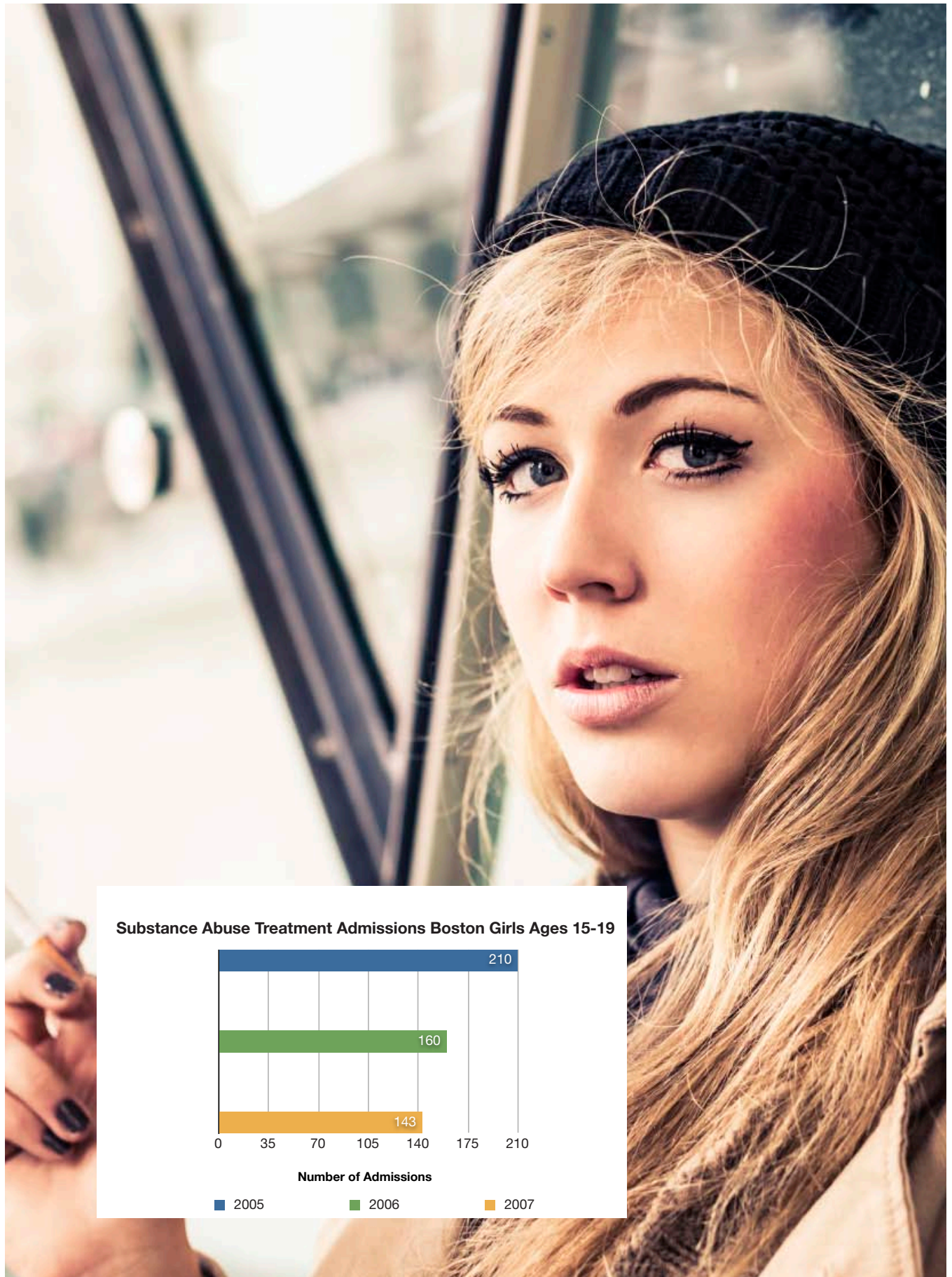
In 2010, an average of 14.7 out of 1000 women reported being treated for substance abuse, compared to 45.4 out of 1000 men. The proportion rose as the age increased, but tapered with the 50+ age group. The substance abuse treatment admission rate of youth under the age of 19 is low, with only 143 reported cases in 2007, proving that substance abuse is an issue that afflicts the female and youth population of Boston, but not to an immense degree.

—Source: Girls' Initiative:
Youth Policy Initiative

Figure 10.3 Substance Abuse Treatment Admissions by Gender and Age, 2010

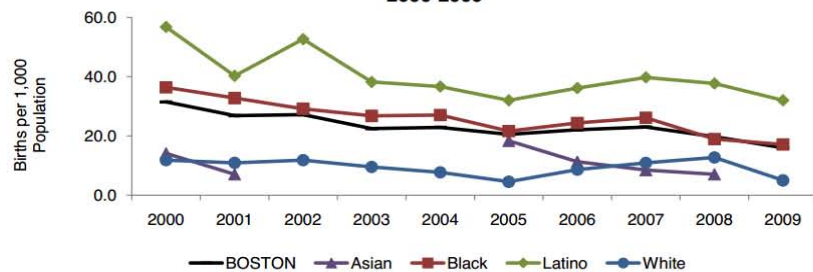


DATA SOURCE: Massachusetts Department of Public Health, Bureau of Substance Abuse



MATERNAL HEALTH

Figure 4.5 Births Among Adolescents Ages 15-17 by Race/Ethnicity, 2000-2009



DATA SOURCE: Boston resident live births, Massachusetts Department of Public Health

As shown in the graph, Latinos had the highest rates of teen births, but the rate has decreased from 60 per 1000 to less than 40 in the past decade. African Americans also had the highest rates of low birth weight babies, at around 13%, compared to whites around 7%. Blacks also had the highest rates of preterm births, with a rate of about 10% in 2009, compared with whites, Asians, and Latinos, which all had a rate of around 8%.

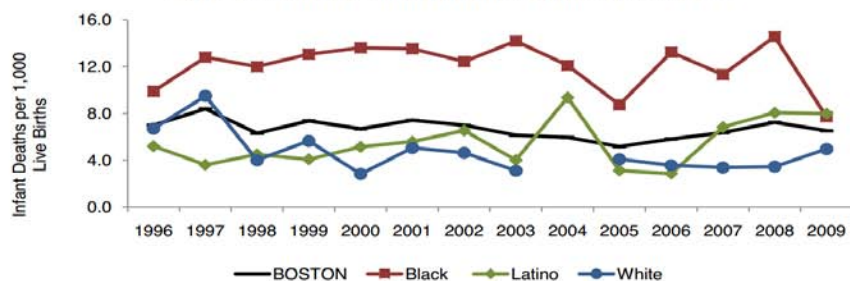
In 2009, about 45% of Boston Public High School females reported ever having sex, in contrast with 63% of males. It is interesting to note that 64% of high school girls report using a condom during their last sex, while 78% of men report this.

INFANT MORTALITY

African Americans have a disproportionate rate of infant mortality, although that rate has trended downward in recent years, equal to that of Latinos. Infant mortality among Latinos and Whites has been steadily increasing

—Massachusetts Department of Public Health (2010)

Figure 4.13 Infant Mortality by Race/Ethnicity, 1996-2009



VIOLENCE

By Emilia San Miguel, Leena Raza



IMPORTANT POINTS OF INTEREST:

Human trafficking is difficult to detect in Boston—only about 30 cases are reported per year. While Massachusetts has comprehensive legislation on the issue (uniting victims, prosecutors, academics, rehabilitation and law enforcement), the city of Boston is finding new ways to intercept cartels and traffickers. Most trafficked victims in Boston originate from China and Korea and are doubly trafficked in labor by day and sex by night.

The number of female offenders in Massachusetts is quite low due to Massachusetts' low overall incarceration rate. In 2008, women comprised 32% of all people detained by the Department of Corrections. The Department of Youth Services (DYS), meanwhile, oversees the detention of young women up to age 18 (and in certain cases up to age 21).

Girls are the number one victims of family domestic violence, but domestic violence as a whole is decreasing. Girls make up 70% of victims of family domestic violence in Massachusetts and are also the number one victims of family homicide. The main perpetrators of domestic violence for teenagers are romantic partners, and the second most common are their parents.

Girls constitute 90% of all victims of completed or attempted sexual assault, and physically challenged females are more prone to sexual assault than are girls who are not physically disabled.

Neighborhood and school violence perpetrated by girls has decreased over the years in Boston, but girls still report violence to be an issue. In neighborhoods, girls are less likely than boys to experience physical violence, but are equally likely to report mental concerns from it and therefore must be an issue that the community needs to address equally for boys and girls.

HUMAN TRAFFICKING

Since 2005, at least 480 children from Boston have been identified as having been victimized by Commercial Sexual Exploitation.

—Source: Roxbury Youth Works

Most come from the poorest neighborhoods in Boston: Mattapan, Hyde Park, Roxbury, Dorchester, Roslindale. Definition of commercial sexual exploitation includes any instance in which a child's body is traded or sold for sexual gratification. This includes stripping, prostitution, pornography, trafficking and survival sex.

In 2012, the National Human Trafficking Resource Center received 66 calls from Boston. 9 were documented as "red flag" situations.

—Source: National Human Trafficking Report (2013)

98%
of these victims
are girls and
65% are women
of color.

FEMALE OFFENDERS

13.5% of youth detained by the Department of Youth Services are girls.

Source: DYS Operations Report (2013)

Both boys and girls in the juvenile justice system report higher rates of voluntary and forced sexual activity, including sexual abuse, when compared to community samples.

According to the Boston Police Data, violent crimes among females fell from 408 crimes in 2008 to 217 crimes in 2012.

Source: Boston Police data

More high-profile violence created by girls has caused the city to put more emphasis on the issue. In the past, public funds up to 10 million dollars have been used to address violence perpetrated by boys, but girls have been largely ignored.

DOMESTIC VIOLENCE

70% of family domestic violence victims are girls and the gap between male and female victims decreases as girls become older. Therefore, young girls are at the highest risk.

According to the Massachusetts Report from the National Coalition against Domestic Violence, community-based domestic violence programs in Massachusetts served more than 33,000 women and children in 2005.

The main perpetrators of domestic violence are: boyfriends and parents. Moreover, domestic abuse for teenage girls from their boyfriends can take the form of stalking and rape and is highly underreported.

—Source: Girls LEAP

Half of the cases of domestic violence were caused by one's boyfriend/girlfriend. In over 20%, the parent/stepparent was the perpetrator and in over 14%, the sibling or step-sibling.



SEXUAL ASSAULT

Most sexual assaults occur by someone known to the victim. Children aged 8-11 are most vulnerable to sexual abuse. Nearly 1 in 2 women in MA have ever experienced sexual violence victimization other than rape, and nearly 1 in 3 women have experienced rape, physical violence and/or stalking by an intimate partner in their lives. In Massachusetts, a 2005 survey of high school students found that 10.8% of girls and 4.2% of boys from grades 9-12 were forced to have sexual intercourse at some time in their lives.

**1 in 7 women
in MA have
experienced
rape.**

— Source: Jane Doe Inc.

NEIGHBORHOOD AND SCHOOL VIOLENCE

**1 in 4 girls in Boston have been in a physical fight
this past year.**

**51% of girls in Boston have had a family
member or close friend murdered.**

**67% of girls in Boston reported gunshots/
shootings as problems in their neighborhood.**

— Source: Girls LEAP

In addition to the above statistics, 14% reported being punched, kicked or choked in a dating relationship in the past month, 18% reported being in a physical fight in the past month

Girls are less likely to personally face violence in neighborhoods, but are more likely to report mental health issues from it.

According to new research by the Massachusetts Youth Services, on juvenile female offenders indicate that they were more likely to be in an environment or a victim of abuse-effectively creating a cycle of abuse.

WOMEN IN THE LGBTQ COMMUNITY

By Abigail Gabrieli



IMPORTANT POINTS OF INTEREST:

As of 2005, Boston had the fourth highest estimated percentage of LGBTQ individuals of any urban area in the US, at 12.5% (around 50,540 LGBTQ citizens). That year, there were 4,876 same-sex couples in the city, of which 2,755 were male/male and 2,121 were female/female. Statistics on trans* women do not seem to be collected on the local level, but national data provides a rough estimate of a little under a thousand trans* women in Boston (based on the number of women in Boston and the estimate that .3% of the population is trans*).

TERMINOLOGY

This section attempts to use terminology in a way that balances being respectful to the diverse use of terms for self-identification within the communities being discussed and being precise for the purposes of the report.

To that end, we use the term “same-sex attracted women” to describe women who self-identify with terms including lesbian, gay, bisexual, pansexual, ambisexual, fluid, and queer: women who experience sexual attraction to more than just men. When we differentiate within this category between women who are solely attracted to one other gender and women who are attracted to more than one gender, we use the terms “lesbian” and “non-monosexual” (a category that includes identifications like bisexual, pansexual, ambisexual, fluid, and queer) respectively.

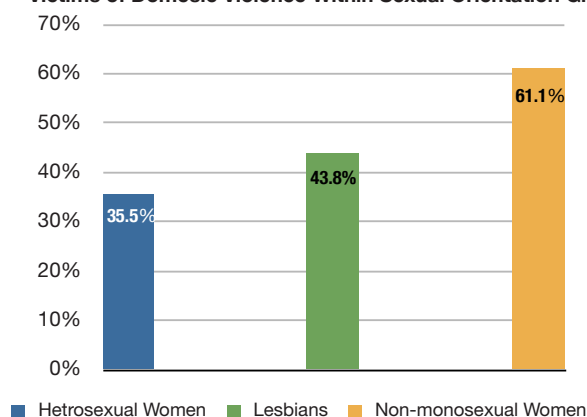
We use the term “trans*” to describe all individuals who do not identify solely with the gender which they were designated at birth (a group that includes, among others, transgender, gender-queer, genderfluid, agender, and bigender individuals), and “trans women” to describe individuals who were coercively designated male at birth and currently identify as female.

SAME-SEX ATTRACTED WOMEN

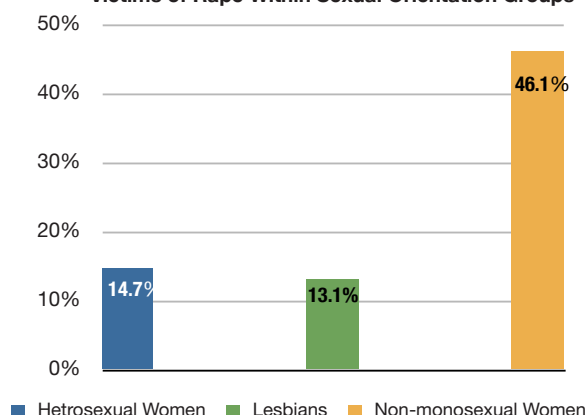
HEALTH CONCERNS

Same-sex attracted women are disproportionately affected by a variety of health concerns. They tend to have a higher incidence of risk factors for heart disease, like obesity, smoking, and stress. They are also less likely to be screened for cancer or receive pap smears for a variety of reasons, including not having health insurance and fear of discrimination from doctors. They also experience a higher rate of certain STIs (such as bacterial vaginosis). Additionally, they are more likely to drink and use drugs, behaviors that increase their risk factors for other diseases, like liver disease, hepatitis, and cirrhosis. Non-monosexual women are also much more likely than non-monosexual men to continue to suffer from depression and stress into their teenage years, while queer women in general have a higher rate of depression and suicidality than straight women.

Victims of Domestic Violence Within Sexual Orientation Groups



Victims of Rape Within Sexual Orientation Groups

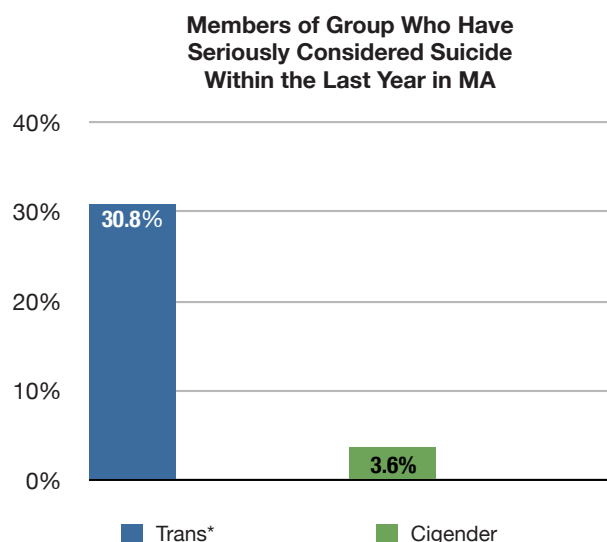


SAFETY CONCERNS

Lesbian and non-monosexual women are also far more likely to experience domestic violence. Additionally, non-monosexual women are significantly more likely to have been raped. Also, the assailants of queer women in general were less likely to be known by them, suggesting that rapes of queer women are more frequently motivated by anti-gay hate or a “corrective rape” mindset. Finally, same-sex attracted youth are far more likely to be homeless than their peers; despite representing somewhere between 3-5% of the population, somewhere between 20-40% of all homeless youths are queer, and many cite an unaccepting home environment as the cause. While homeless, these youths are disproportionately affected by mental health issues, more likely to engage in unsafe sexual behavior in order to procure resources, and particularly prone to substance abuse problems.

TRANS* WOMEN

HEALTH CONCERNS



The obstacles that trans* women face are, if anything, are even greater. In general, trans women in the US lack access to health care (27% of trans* individuals report being have been denied health care), partially due to lack of information about trans* health issues among the medical community and partially due to discrimination by doctors (22% of trans* people report being subjected to “harsh or abusive language” from health care professionals). Trans* individuals also have far higher suicide rates and are more likely to be depressed than any other segment of the queer or straight community; in one Massachusetts survey, individuals who identified as trans* were nearly ten times more likely than cisgender individuals to report having considered attempting suicide.

SAFETY CONCERNS

In Massachusetts, members of the trans* community were significantly more likely to have been threatened with violence by an intimate partner; over a third of trans* individuals reported threats of violence intimate partner, compared to just 13.6% of cisgender individuals. Trans women also experience worryingly high rates of violence: for instance, 53% of the victims of anti-LGBTQ homicides in the US in 2011 were trans women.

DISCRIMINATION

Homelessness rates among the trans* community are significantly higher than those of comparable populations; in 2006, 55% of trans women in the Greater Boston area reported having been homeless at some point. The trans* community tends to be underserved by shelters, which often split homeless individuals by birth sex, a practice that makes them unsafe spaces for trans* individuals. Trans women also have issues finding employment: in the same year, fewer than 25% of Bostonian transgender women had full-time jobs and only 20% held part-time jobs. Many report harassment or unsafe conditions in the workplace and discrimination as the cause of their firing. In part due to an inability to find work in the legal economy, members of the trans* community are often forced into unsafe, illegal jobs like sex work; nationwide, compared to approximately 1% of cisgender women involved in sex work, 15% of trans women report having been involved in sex work – a percentage also higher than the number of trans men (7%) involved in sex work. Trans women of color were far more likely to be involved in sex work than their white peers. In general, participation in sex work has been tied to higher rates of incarceration, HIV/AIDS, suicide attempts, and substance abuse issues.

GOVERNMENT ACTION

LEGAL PROTECTIONS

Massachusetts has extended a variety of protections to queer women that other states do not enjoy. For instance, Massachusetts has legalized gay marriage, an action that has helped destigmatize homosexuality (leading to lower levels of anti-gay hate crimes) and has led to increased access to health insurance among queer populations, thanks to individuals' now being able to receive health insurance on their partners' work health plans. Massachusetts also has significant legal anti-discrimination protections for queer women: laws are in place against discrimination in categories including employment, housing, public accommodations, credit, services, education, and insurance on the basis of sexual orientation, as well as against discrimination in employment, education, credit, and housing for trans* individuals. However, the trans* non-discrimination law did not extend to public accommodations, like public bathrooms, despite the fact that, in 2009, 58% trans* adults in Massachusetts reported verbal harassment in places of public accommodation and 22% of trans* adults reported having been denied equal treatment by a government agency or official.



POLITICAL REPRESENTATION

Boston has a history of being a pioneer city when it comes to electing queer women to political office: it was the first city in the nation to elect an out lesbian to the state legislature (Elaine Noble in 1974) as well as the first city to elect a trans* woman to the state legislature (Althea Garrison in 1993, although she was closeted at the time). However, Boston does not currently have any openly queer women serving either on the City Council or in the delegation to the state legislature.



POLITICAL REPRESENTATION & PARTICIPATION

By Abigail Gabrieli



IMPORTANT POINTS OF INTEREST:

FEMALE LEGISLATORS

Women are currently in the minority in Boston politics, but recent elections have been tentatively heralded as a sign of a shift in attitudes towards female candidates. **About 17% of Boston's delegation to the state government is female. Of these female political leaders, 75% are women of color.** Of Boston's seventeen state representatives, two are female and fourteen are male (one seat is open at present), while two of Boston's six state senators are female.



WOMEN IN BOSTON CITY COUNCIL

At present, Ayanna Pressley and Michelle Wu, both At-Large City Councilors, are the only women on the Boston City Council, as of the most recent City Council election. The current percentage of women on the Council (15%) is slightly below the average for the past two decades, which is approximately 17%. The number of women on the city council has never exceeded four out of thirteen total councilors at any given time in the past two decades. Two councilors represents an increase from the beginning of the year, however, when Pressley was the lone woman on the council.



The recent electoral cycle may have revealed some shifts in how women perform in Boston politics. First, the victory of Haitian-American Linda Dorcea Fory over Irish-American Nick Collins in the First Suffolk District seemed to be a small but critical watershed moment in Boston politics. The First Suffolk seat had long been known as the "Southie seat": despite containing significant portions of other, less homogenous neighborhoods, the First Suffolk seat had been seen as the domain of white, Irish-American men from South Boston. As a result, Dorcea Fory's upset victory over Nick Collins surprised many in the political establishment and was hailed as a symbol of the politics of a new Boston.

This most recent round of municipal elections also yielded surprising and encouraging results. Ayanna Pressley and Michelle Wu dominated the field in the At-Large City Council race, taking the top two spots respectively, despite Wu's status as a newcomer to the Boston political scene.

However, despite these seemingly promising gains, female candidates were conspicuously absent in one of the most significant races in the last two decades: the first mayor's race in nearly a generation. Despite a large field – in the end, twelve candidates competed in September's top-two primary – only a single female candidate ran for the office. Charlotte Golar Richie, a former state representative, member of the municipal cabinet, and adviser to Governor Deval Patrick, placed third (with 13.77% of the vote) in the non-partisan run-off primary and therefore failed to advance to the general election. The optimistic tenor with which many observers received recent electoral results should therefore be tempered with appropriate caution, in light of the disappointing lack of women in the field of candidates running for mayor of the city.

POLITICAL PARTICIPATION

Nationwide, women are both more likely to register to vote and more likely to turnout to vote than men. In 2010, 66.6 million women were registered to vote, compared to 63.5% of men; 50.6 million women reported voting (a turnout of 76%), compared to 45.4 million men (a turnout of 71.5%). Massachusetts voting reflects a similar gender gap, with women more likely to vote: in 2010, 52% of the electorate was female, while in 2012, 56% was. The voting gap between women and men in politics in Massachusetts has had some significant effects, due to women's tendency to lean to the left; for instance, in 2012, while the male vote was split evenly between Elizabeth Warren and Scott Brown, 60% of women voted for Warren, propelling her to victory.

Boston women are also more likely to be voters than Boston men. In 2008, approximately 159,425 women were active voters, compared with 128,020 men, making women about 55% of active voters. Women were also somewhat more likely to turnout, particularly in high stakes elections; in the 2008 general election, for instance, active female voters participated at a rate of 79%, compared to 75% of males, while in the 2008 presidential primary, they turned out at a rate of 49%, compared to 44% of males. The higher degree of political participation among Bostonian female voters seems to hold true regardless of age.



WOMEN IN THE MILITARY

By Anastasia Moran



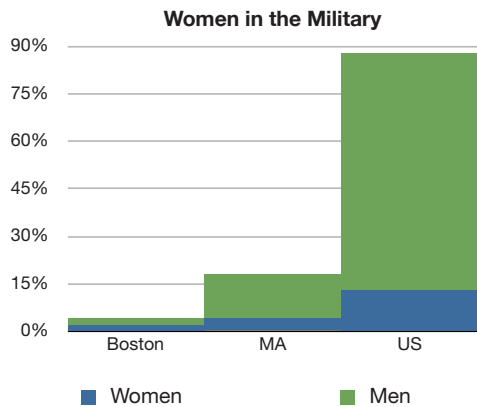
IMPORTANT POINTS OF INTEREST:

In general, homelessness among veterans is dropping nationwide. In Boston, these trends are even more evident, as Boston's homelessness rates for veterans is drastically falling. However, **the rate of homelessness of female veterans have been increasing.**

Women nationwide are underrepresented right now in the military, but this is especially true for women in Boston. Women in Boston are much less likely to be in the military right now, however, this seems to be a trend in Boston rather than a trend that is unique to women. This is one area where Boston men and women are equally represented.

When it comes to veterans, however, **Boston interestingly has much more military representation than the U.S. as a whole.** It is notable that Boston women have been more active in the military in the past, but currently their involvement has fallen far below the national average.

CURRENTLY IN ACTIVE DUTY

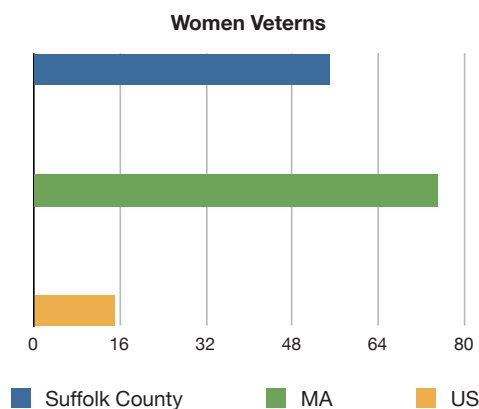


Men and women in Boston are about equally as likely to currently be in the military. However, they are much less likely than others in America to be a part of the military. Women are notably underrepresented in the military, regardless of location, but this lack of female involvement is especially significant in Boston.

—Source: Massachusetts Department of Veterans' Services, Women In Military Service For America Memorial Foundation, Inc.

VETERANS

While data unique to Boston was unavailable, evidence from Suffolk county, which Boston is located in, was used. Based on the evidence of women currently in the military, one would expect an overall lower involvement of Boston women in the military. However, this does not hold true when considering veterans. Women in the Boston

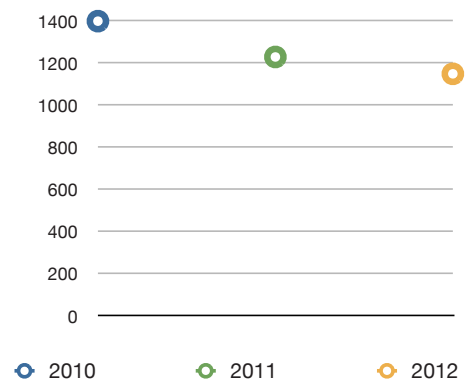


area, and especially in Massachusetts as a whole, are much more likely to be veterans. Their involvement in the military is still low though. Within veterans nationwide, women make up 8% of the veterans and that number is expected to increase to 14% by 2030. The military appears to be an area where women are extremely underrepresented and while their numbers are rising, they are doing so slowly. Still, Boston women fare slightly better than women nationwide do.

—Source: World Media Group, LLC.

HOMELESSNESS

As the graph shows, there has been a significant decrease in homelessness among veterans in Boston. Homelessness for them has decreased by 26% since 2010 and by 11% since 2011. In contrast, in the U.S. as a whole veteran homelessness has dropped by 17.2% since 2009 and by 7.2% since 2011. Boston is therefore decreasing homelessness much faster. Part of this decrease is likely due to the increased support from the government and the building of new housing and shelters for veterans. Unfortunately, 82% of the Boston veterans that are still homeless have a disabling condition, highlighting the need for increased support for them. Homelessness is also a problem especially for women in the military. Women who are in the military are four times more likely to end up homeless than women who are not. Furthermore, nationwide homelessness among female veterans has actually been increasing.



—Source: GateHouse Media, Inc.

WOMEN IN BUSINESS

By Anastasia Moran



IMPORTANT POINTS OF INTEREST:

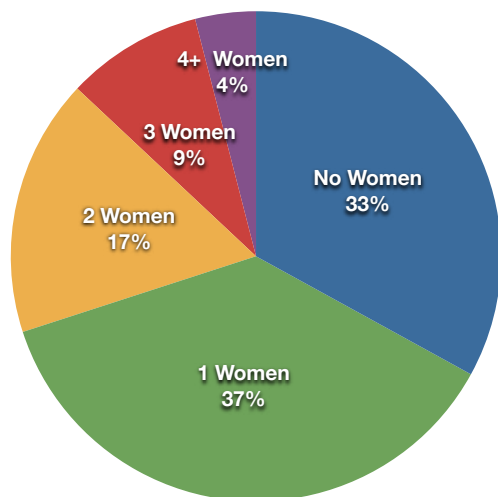
Women are significantly underrepresented in leadership positions, across multiple sectors. Both within Boston and across Massachusetts, this trend continues. Boston women's leadership in business is improving, but very slowly.

In terms of owning businesses, statistics about women in Boston are on par with those of women across the United States. Unfortunately, this means that women are once again underrepresented. However, the Boston women that do own businesses generate considerable revenue and provide thousands of jobs.

Problems with female representation in Boston businesses can possibly be linked to the environment for entrepreneurship, since it causes people to not only become involved in business but also to own their own. This opportunity is undermined for Boston women, though. Women there report that Boston creates an overall negative environment for female entrepreneurship.

LEADERSHIP AND OWNERSHIP

Representation of Women on Management Teams



As a Wellesley study finds, when boards have three or more women on them, it's a "critical mass" and the women begin to feel comfortable in their position. Unfortunately, the vast majority of businesses, 70%, have only one women, if any, on their management teams. The Boston Club reports that in the financial sector in Massachusetts, this trend follows, as women make up less than 15% of corporate directors and less than 9% of executive officers. Even more worrying, in all of Massachusetts only six financial companies' boards are 20% or more made up by women. Beyond only one sector, looking at all Massachusetts public companies, in 2011 only six of them have women as their chief executives. The most concerning aspect of this is that this is twice as many as there were the year prior.

— Source: New England Venture Capital Association

WOMEN-OWNED BUSINESSES

Women in Boston and the United States are almost equally likely to own businesses. Boston has a slightly higher percentage of women-owned businesses, but only by one percent. While 30% is still low for a city where women represent 52% of the population, their contributions are still significant. They own 15,000 businesses, which annually create over \$2.5 billion in sales and provide jobs for almost 29,000 people, contributing to the growth of Boston's economy.

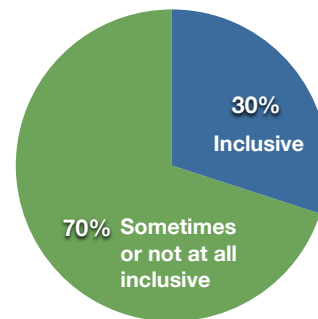
— Source: US Census Bureau

ENTREPRENEURSHIP

These statistics come from surveys of female entrepreneurs in Boston, demonstrating their negative views on their working environment. With Boston's significant young population, it is looking for ways to keep women from leaving the city and encourage them to start businesses here. The effect of this environment is clearly demonstrated in the evidence about women-owned businesses. Here, we see a possible correlation between the lack of encouragement for female entrepreneurship and the later gap in ownership of businesses.

— Source: *New England Venture Capital Association*

Inclusivity of Boston's startup community



Appendix

THE PAY GAP & INDUSTRIES

	Men's Median Income	Women's Median Income	Ratio
Utilities	\$ 80,100	\$53,020	0.66
Construction	\$ 32,600	\$40,000	1.23
Manufacturing	\$ 43,400	\$33,000	0.76
Wholesale Trade	\$ 43,500	\$40,000	0.92
Retail Trade	\$ 23,000	\$13,000	0.57
Transport and Storage	\$ 34,000	\$26,600	0.78
Information	\$ 52,000	\$40,000	0.77
Finance and Insurance	\$ 75,000	\$50,000	0.67
Real Estate and Rental and Leasing	\$ 40,000	\$46,500	1.16
Professional, Scientific, and Technical Services	\$ 72,000	\$54,000	0.75
Management of Companies and Enterprises	\$ 62,000	\$45,000	0.73
Admin. Support, Waste Mgmt, and Remediation Services	\$ 22,000	\$21,000	0.95
Educational Services	\$ 37,000	\$33,000	0.89
Health Care and Social Assistance	\$ 40,000	\$34,000	0.85
Arts, Entertainment, and Recreation	\$ 18,600	\$ 20,500	1.10
Accommodation and Food Services	\$ 20,000	\$ 15,000	0.75
Other Services (Except Public Admin)	\$ 26,300	\$ 20,000	0.76
Public Administration	\$ 60,000	\$48,000	0.80
Total	\$ 38,000	\$32,000	0.84

THE PAY GAP & OCCUPATIONS

	Men's Median Income	Women's Median Income	Ratio
Management	\$ 72,000	\$ 57,900	0.80
Business and Financial	\$ 63,000	\$ 50,000	0.79
Computer and Mathematical	\$ 70,500	\$ 53,000	0.75
Architecture and Engineering	\$65,000	\$ 45,000	0.69
Life, Physical, and Social Science	\$45,000	\$ 43,000	0.96
Community and Social Service	\$ 35,000	\$32,000	0.91
Legal	\$ 95,000	\$ 63,000	0.66
Education, Training, and Library	\$ 38,000	\$ 33,900	0.89
Arts, Design, Entertainment, Sports, and Media	\$ 40,000	\$ 35,250	0.88
Healthcare Practitioners and Technical	\$ 55,000	\$ 55,000	1.00
Healthcare Support	\$ 29,300	\$ 25,000	0.85
Protective Services	\$ 45,000	\$ 25,000	0.56
Food Preparation and Serving Related	\$20,000	\$ 14,000	0.70
Building and Grounds Cleaning and Maintenance	\$22,800	\$ 19,000	0.83
Personal Care and Service	\$ 20,000	\$ 15,000	0.75
Sales and Related	\$ 40,000	\$ 20,000	0.50
Office and Administrative Support	\$30,000	\$ 30,000	1.00
Constructions and Extractions	\$ 30,000	\$ 24,000	0.80
Production	\$ 30,700	\$ 21,500	0.70
Transportation and Material Moving	\$ 21,300	\$ 21,000	0.99
Total	\$ 37,000	\$ 31,300	0.85

Source: U.S. Census Bureau, 2008-2012 American Community Survey, PUMS, BRA Research Division Analysis

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DISABILITY

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EDUCATION AND EARNINGS

College Attendance and Graduation Rates

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