

THE STATUS OF WOMEN IN LUBBOCK COUNTY, TEXAS

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**STATUS OF WOMEN
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About This Report

The Status of Women in Lubbock County, Texas was commissioned by the YWCA of Lubbock to explore factors related to women's access to opportunity, employment and earnings, economic security, health, and political participation. The report builds on the Institute for Women's Policy Research's long-standing report series, *The Status of Women in the States*, which has provided data on the status of women nationally and for all 50 states plus the District of Columbia since 1996. *The Status of Women in the States* publications use data from U.S. government and other sources to analyze women's status across multiple issue areas. These reports have been used to highlight women's progress and the obstacles they continue to face and to encourage policy and programmatic changes that can improve women's opportunities.

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The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. The Institute's research strives to give voice to the needs of women from diverse ethnic and racial backgrounds across the income spectrum and to ensure that their perspectives enter the public debate on ending discrimination and inequality, improving opportunity, and increasing economic security for women and families. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a diverse network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies and public policy and public administration programs at The George Washington University.

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The Status of Women in Lubbock County, Texas

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December 2017

Commissioned by the YWCA of Lubbock

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About the YWCA of Lubbock

The YWCA of Lubbock is a leading nonprofit membership organization founded in 1956 to serve the families of the South Plains region of West Texas. The YWCA of Lubbock is on a mission of eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all through a comprehensive array of social service initiatives. The YWCA members, staff, and volunteers are dedicated to cultivating and championing individual lives through education, advocacy, compassion and care. Current programs include early childhood education, after school programming, teen services, health and fitness, as well as countless community outreach efforts.

Acknowledgments

IWPR appreciates the staff who contributed to the report. Dr. Barbara Gault, Vice President and Executive Director, and Dr. Cynthia Hess, Associate Director of Research, reviewed the report and gave valuable feedback. Dr. Jessica Milli, Study Director, provided guidance on the data analysis. Jennifer Clark, Communications Director, and Nicolas Martinez, Communications Coordinator, oversaw the report dissemination. Mariam K. Chamberlain Fellow Erika Jauregui provided research assistance.

The YWCA of Lubbock gratefully acknowledges the funding and encouragement provided by The CH Foundation, which made this report possible.

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Introduction

This report provides critical data illuminating the status of women in Lubbock County, in terms of their civic engagement, health outcomes, vulnerability to poverty, and access to employment, education, and entrepreneurial opportunities. It examines how status may differ among women from different racial and ethnic groups, ages, marital status, and country of origin.

In terms of basic demographics, the 153,000 women residing in Lubbock County are younger, more likely to be single, and less likely to be immigrants than women in Texas or the United States overall (Appendix Table 1). The county is also less diverse in terms of race/ethnicity than Texas as a whole: White women comprise a larger share of the female population in Lubbock County than in the state overall (56.1 percent and 43.5 percent, respectively).

In Texas and across the country, women have made progress in narrowing the wage gap, attaining postsecondary degrees, and moving into professional and managerial jobs, yet significant areas for progress remain for women in Lubbock County, including increasing educational opportunities and reducing poverty. There are important steps that policymakers, advocates, and philanthropists can take to ensure that women and girls from all backgrounds and walks of life can prosper in Lubbock County.

Employment & Earnings

Families across the United States are increasingly dependent on women's earnings for their economic security. In Texas, about half (46.8 percent) of households with children under 18 have a breadwinner mother; over half (53.5 percent) of those households are headed by a single mother (Anderson et al. 2016).¹ Compared with women in Texas and the United States as a whole, women in Lubbock County are more likely to be in the labor force, yet those who work full-time, year-round have lower annual earnings than women in the state and nation overall and face a larger gender wage gap. They are also less likely to be employed in managerial or professional occupations, which typically offer higher earnings.

Women's Earnings

Women in Lubbock County who work full-time, year-round have median annual earnings of \$30,000, compared with \$42,000 for men in the county and \$36,000 for women in the state (Table 1; Institute for Women's Policy Research 2017a). Earnings in Lubbock County, as in the nation overall, vary by race and ethnicity. Among the largest racial and ethnic groups, Hispanic women have the lowest earnings (\$24,661 for women in Lubbock County aged 16 and older working full-time, year-round), followed by Black women (\$26,840; Table 2). White women earn substantially more (\$36,886).

¹ A breadwinner mother is defined as a single mother who is the main householder (irrespective of earnings) or a married mother who earns at least 40 percent of the couple's joint earnings; single mothers who live in someone else's household (such as with their parents) are not included.

Table 1. Women's Employment & Earnings, Lubbock County, Texas, and the United States, 2015

	Lubbock County	Texas	United States
Women's Median Annual Earnings	\$30,000	\$36,000	\$39,900
Ratio of Women's to Men's Earnings	71.4%	78.3%	79.8%
Women's Labor Force Participation Rate	59.3%	57.5%	58.1%
Percent of All Employed Women in Managerial or Professional Occupations	34.7%	39.7%	41.1%

Notes: Includes those aged 16 and older. Earnings are for those working full-time, year-round.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

The Gender Wage Gap

The gap in earnings between women and men is a persistent reality of the United States economy. In Lubbock County, the ratio of women's earnings to men's is 71.4 percent, meaning that women who work full-time, year-round earn 71 cents for every dollar that men working full-time, year-round earn (Table 1). The gender wage gap of 28.6 percent in Lubbock County is quite a bit wider than the wage gap in Texas (21.7 percent) and the United States (20.2 percent). If the earnings of women and men who are employed full-time and year-round change at the same rate as they have been since 1959, the gender wage gap in Texas will not close until 2049 (Institute for Women's Policy Research 2017b).

As with earnings, the wage gap ranges widely by race and ethnicity. While White women earn about three-quarters of what White men earn (73.8 percent), Black and Hispanic women have earnings that are about half of White men's earnings (53.7 and 49.3 percent, respectively; Table 2).

Increase in Earnings if Women Were Paid the Same as Comparable Men

Earnings inequality for working women translates into lower lifetime pay, higher rates of poverty, and less income for families, communities, and state economies. If working women in Texas aged 18 and older were paid the same as men of the same age, level of education, number of work hours, and urban or rural residency, women's average earnings would increase by \$7,297, a raise of nearly 20 percent (Institute for Women's Policy Research 2017c). Added up across all working women in Texas, this would amount to an earnings increase of \$43.6 billion, which is equivalent to 2.7 percent of the state's gross domestic product (GDP) in 2016.

Table 2. Employment & Earnings of Women in Lubbock County by Race and Ethnicity, 2015

	Women's Median Annual Earnings	Ratio of Women's to White Men's Earnings	Women's Labor Force Participation Rate	Percent of All Employed Women in Managerial or Professional Occupations
White	\$36,886	73.8%	59.1%	47.2%
Hispanic	\$24,661	49.3%	65.2%	23.7%
Black	\$26,840	53.7%	66.0%	27.1%
Asian/ Pacific Islander	N/A	N/A	60.2%	49.0%
Other Race or Two or More Races	N/A	N/A	61.5%	N/A

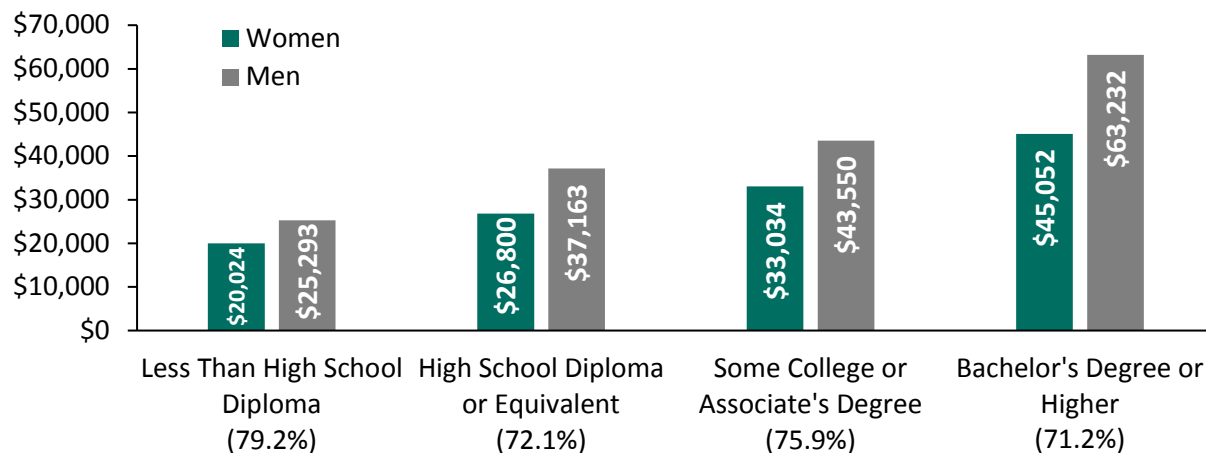
Notes: N/A=data not available. Calculated using five years of data (2011-2015). Includes those aged 16 and older. Earnings are for those working full-time, year-round. Racial groups are non-Hispanic.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

The Earnings Ratio by Educational Attainment

Higher levels of education lead to higher earnings for women and men, but education does not eliminate the wage gap. Women in Lubbock County with a bachelor's degree or higher earn 1.7 times what women with a high school diploma or the equivalent earn (or 68.1 percent more; Figure 1). When comparing women and men with the same level of educational attainment, the wage gap is smallest for those with less than a high school diploma or the equivalent (women earn 79.2 percent of men's earnings, for a gap of 20.8 percent), and largest for those with a bachelor's or advanced degree (a ratio of 71.2 percent for a wage gap of 28.8 percent). Women who attend some college or earn an associate's degree earn less than men whose highest level of education is high school, and women who complete a bachelor's degree or higher earn only slightly more (\$1,502 annually) than men who attend college or receive an associate's degree. These data indicate that women in Lubbock County need more educational qualifications than men to secure well-paying jobs.

Figure 1. Median Annual Earnings and the Gender Earnings Ratio for Women and Men at Different Educational Levels, Lubbock County, 2015



Notes: Calculated using five years of data (2011-2015). For women and men aged 25 and older employed full-time, year-round. Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Women's Labor Force Participation

Nearly three in five women (59.3 percent) in Lubbock County are in the labor force, meaning they are either employed or actively looking for work (Table 1). The labor force participation rate of women in the county is higher than in the state of Texas (57.5 percent) and in the United States overall (58.1 percent). Black and Hispanic women in Lubbock have the highest labor force participation rates (66.0 and 65.2 percent, respectively), followed by women who identify as multiracial or with another racial or ethnic group (61.5 percent) and Asian/Pacific Islander women (60.2 percent; Table 2). White women have the lowest labor force participation rate (59.1 percent).

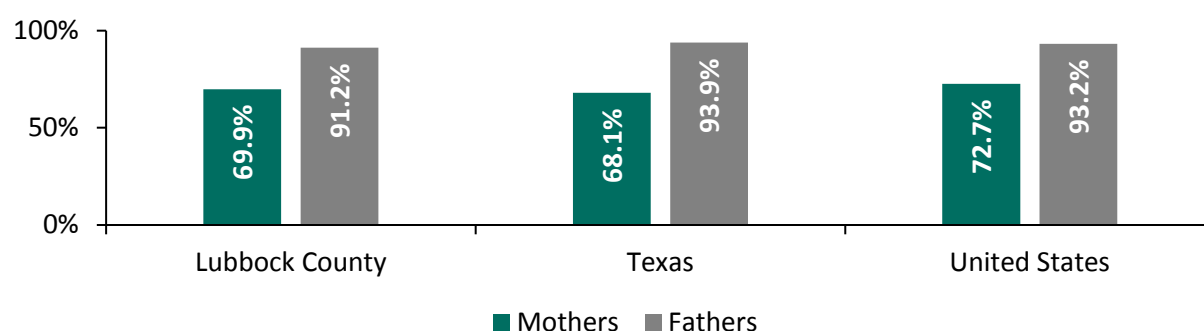
Labor Force Participation of Parents with Children Under Age 18

Since the 1960s, a growing share of expectant mothers are working during pregnancy, working closer to the time they give birth, and returning to work much more quickly (Laughlin 2011). Despite this trend, many workers lack benefits that would help them balance work and caregiving, and legal protections for pregnant workers are limited.

Only six in ten workers in the private sector have access to paid sick days and three in four receive paid vacation, but among low-income workers just one in three have paid sick days and less than half have paid vacation (Shaw et al. 2016). Low-wage workers often struggle with unpredictable schedules, which can make caregiving particularly challenging (Shaw et al. 2016).

While the difference between labor force participation of women and men in Lubbock County is less than nine percentage points (59.3 percent of women compared with 67.9 percent of men), the gap widens considerably for parents with children under the age of 18. Nearly seven in ten mothers (69.9 percent) and nine in ten fathers (91.2 percent) in Lubbock are in the labor force, a gap of 21.3 percentage points (Figure 2). Mothers in Lubbock County are more likely to be in the labor force than mothers in Texas, while fewer fathers in Lubbock are in the labor force compared with the state as a whole (Figure 2).

Figure 2. Labor Force Participation Rates for Parents of Children Under Age 18, Lubbock County, Texas, and the United States, 2015

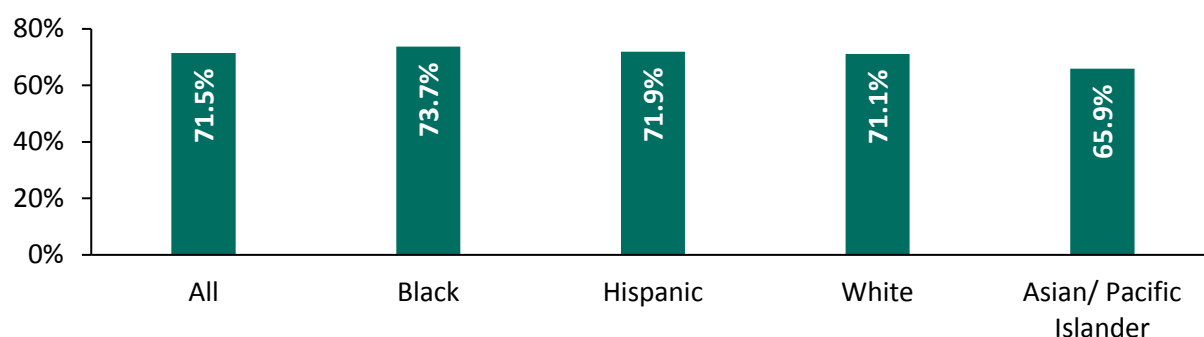


Notes: For parents aged 16 and older who are living with their own children (biological, adopted, or stepchildren) under age 18. Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Full- and Part-Time Employment

The majority of employed women and men in Lubbock County work full-time (71.5 percent and 79.9 percent, respectively; Figure 3 and Institute for Women’s Policy Research 2017a). Among the largest racial and ethnic groups, Black women in Lubbock are the most likely to be employed full-time (73.7 percent) and Asian/Pacific Islander women are the least likely (65.9 percent; Figure 3).

Figure 3. Percent of Employed Women Working Full-Time by Race and Ethnicity, Lubbock County, 2015



Notes: Calculated using five years of data (2011-2015). For women aged 16 and older. Racial groups are non-Hispanic. Data are not available for Native American women or those who identify as multiracial or of another race. Full-time is 35 or more hours per week.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Reasons for Part-Time Employment

Those who are employed part-time are less likely than full-time workers to receive benefits. Only 38 percent of part-time workers have access to a retirement plan or pension, 36 percent have access to paid sick leave, 19 percent have access to medical care plans, and 13 percent are offered employer-sponsored life insurance (U. S. Bureau of Labor Statistics 2017). Women work part-time for a variety of reasons, including child care challenges, and women are much more likely than men to cite child care problems as the reason they are not working full-time. In Texas, 7.1 percent of women attributed their part-time employment to child care-related issues, compared with 0.3 percent of men (U.S. Bureau of Labor Statistics 2015). Women provide the majority of unpaid caregiving to children and family members, yet those who work part-time to juggle work and family obligations face the loss of earnings and often the types of benefits that can help maintain economic stability for families.

Gender Differences in Employment by Occupation

More than one in three (34.7 percent) employed women in Lubbock County work in managerial or professional occupations, which tend to have higher earnings and are more likely to offer benefits such as paid sick leave and health insurance (Table 1; Hess et al. 2015; U. S. Bureau of Labor Statistics 2017). This group of occupations encompasses a range of jobs—managers, lawyers, doctors, nurses, teachers, accountants, engineers, and software developers—that typically require at least a four-year degree. The share of employed men in the county in these occupations (32.2 percent) is smaller than the share of women, a pattern that holds true for the state and nation as well (Institute for Women’s Policy Research 2017a). Compared with Texas or the United States, a smaller share of women in Lubbock hold managerial or professional positions (Table 1). Asian/Pacific Islander and White women in Lubbock County are nearly twice as likely as Hispanic and Black women to be employed in these occupations (Table 2).

In Lubbock County, women are much more likely than men to work in service occupations and in office/administrative support positions (Table 3). Men in the county are more evenly dispersed across occupations, yet they are considerably more likely than women to work in production, transportation, and material moving occupations and in natural resources, construction, and maintenance occupations. This occupational segregation contributes to the gender wage gap, since at every skill level—low, medium, high—earnings are highest in male-dominated occupations and lowest in female-dominated occupations (Hegewisch and Williams-Baron 2017; Hegewisch et al. 2016).

Women in Lubbock County earn less than men in every broad occupational group. Lubbock County women who work full-time, year-round in professional and related occupations have the highest earnings among women (\$42,736), while men in these occupations earn \$52,000 annually (Table 3). Like professional occupations, management, business, and financial occupations for women in the county are relatively well-paying (median annual earnings of \$40,046), yet they account for a small share of employed women, and women in these occupations earn only two-thirds of men’s earnings (Table 3). The nearly one in four (23.3 percent) women in the county in service occupations have the lowest earnings (\$20,646; Table 3). The occupational group with the largest disparity in earnings between women and men is sales and related jobs; women in these occupations earn about half (51.0 percent) of what men earn.

Table 3. Distribution of Women and Men Across Broad Occupational Groups and Median Annual Earnings, Lubbock County, 2015

	Women		Men		Ratio of Women's Earnings to Men's
	Share of Employed Women	Median Annual Earnings	Share of Employed Men	Median Annual Earnings	
Total Number of Women Workers	66,588		73,597		
Management, Business, and Financial	10.3%	\$40,046	13.6%	\$60,000	66.7%
Professional and Related	28.3%	\$42,736	17.1%	\$52,000	82.2%
Service	23.3%	\$20,646	16.5%	\$27,000	76.5%
Sales and Related	12.2%	\$25,808	11.0%	\$50,586	51.0%
Office and Administrative Support	21.0%	\$28,491	7.4%	\$33,579	84.8%
Natural Resources, Construction, and Maintenance	0.6%	N/A	18.9%	\$36,886	N/A
Production, Transportation, and Material Moving	4.2%	N/A	15.5%	\$32,200	N/A

Notes: Calculated using five years of data (2011-2015). Includes employed women and men aged 16 and older. Median annual earnings are for those working full-time, year-round.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Poverty & Opportunity

A growing share of women in the United States have health insurance coverage and more women are pursuing education and business opportunities, which are important pathways for women to achieve and sustain economic security. Despite the fact that women are more likely than men to earn a college degree and have health insurance, women have consistently higher poverty rates than men.

Table 4. Women's Poverty & Opportunity, Lubbock County, Texas, and the United States

	Lubbock County, TX	Texas	United States
Percent of Women Aged 18-64 with Health Insurance, 2015	81.7%	78.0%	88.4%
Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher, 2015	26.4%	28.3%	30.9%
Share of All Businesses That Are Women-Owned, 2012	31.9%	36.8%	35.8%
Percent of Women Aged 18 and Older in Poverty, 2015	18.1%	14.8%	13.9%

Sources: Data on women-owned businesses are from the U.S. Department of Commerce's 2012 Survey of Business Owners accessed through American Fact Finder. Remaining data are IWPR analysis of 2015 American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Women with Health Insurance

In Lubbock County, 81.7 percent of nonelderly women (aged 18-64) have health insurance coverage—a higher share than in the state overall (78.0 percent), but well below the national average for women (88.4 percent; Table 4). In 2016, 2.6 million nonelderly adults in the United States fell into the Medicaid coverage gap, meaning they had incomes between the federal poverty level and Medicaid eligibility (Kaiser Family Foundation 2016). More than one quarter (26 percent, or 684,000 adults) of those in the coverage gap lived in Texas; 56 percent are women and 68 percent are people of color.

Health insurance coverage among women in Lubbock County varies widely by race and ethnicity. White women have the highest rates of coverage (86.1 percent), followed by Asian/Pacific Islander women (74.9 percent) and Black women (73.3 percent; Table 5). Hispanic women have much lower rates of health insurance (61.4 percent).

Table 5. Poverty & Opportunity Among Women in Lubbock County by Race and Ethnicity, 2015

	Percent of Women Aged 18-64 with Health Insurance, 2015	Percent of Women Aged 25 and Older with a Bachelor's Degree or Higher, 2015	Percent of Women Aged 18 and Older in Poverty, 2015
White	86.1%	34.8%	14.5%
Hispanic	61.4%	10.0%	25.4%
Black	73.3%	12.3%	26.1%
Asian/ Pacific Islander	74.9%	61.6%	19.1%
Other Race or Two or More Races	70.9%	N/A	39.7%

Notes: Calculated using five years of data (2011-2015). Data for women-owned businesses in Lubbock County are not available by race and ethnicity. Racial groups are non-Hispanic. Data are not available for Native American women.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

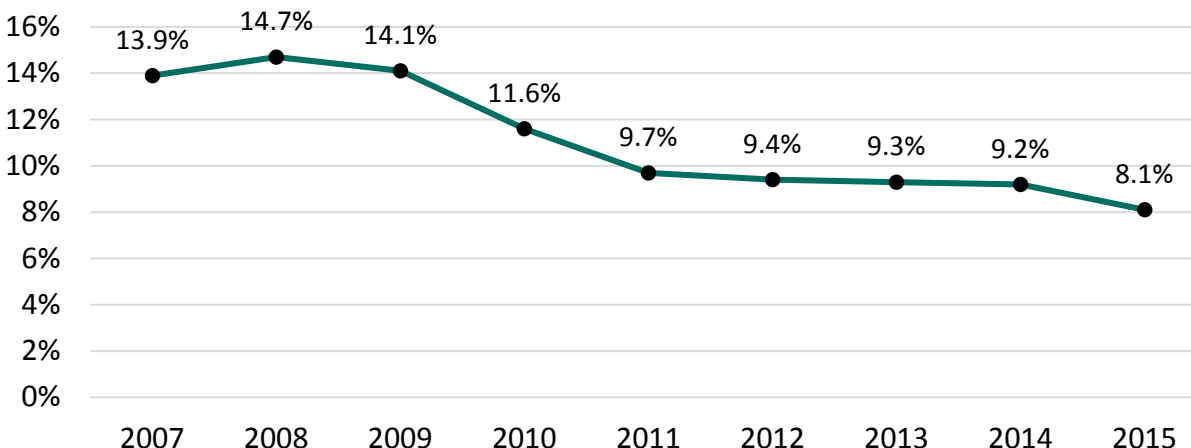
Women's Educational Attainment

Women in Lubbock County aged 25 and older are less likely than their counterparts in the state or the nation overall to have at least a bachelor's degree (26.4 percent in Lubbock, compared with 28.3 percent in Texas and 30.9 percent in the nation). The share of men in the county who have earned a bachelor's degree, 26.3 percent, is similar to the share of women (Institute for Women's Policy Research 2017a).

There are stark disparities in the educational attainment of women in Lubbock County by race and ethnicity. Nearly twice as many Hispanic women in the county as White women have a high school diploma or less as their highest level of educational attainment (59.4 percent and 31.2 percent, respectively), and 51.9 percent of Black women either did not complete high school or have only a high school diploma or the equivalent (Appendix Table 4). Only one in ten Hispanic women and 12.3 percent of Black women have a bachelor's or a more advanced degree, while over one-third of White women (34.8 percent) have this level of education (Table 5). Asian/Pacific Islander women are the most likely to have a bachelor's degree or higher (61.6 percent).

One factor that often limits a woman's educational attainment is teenage pregnancy. Only about half of teen mothers in the United States earn a high school diploma by the age of 22 and 30 percent of teen girls who drop out of high school point to pregnancy or parenthood as the reason (Ng and Kaye 2012). In Texas, the teen birth rate is 49 per 1,000 girls aged 15-19 (The Robert Wood Johnson Foundation and the University of Wisconsin Population Health Institute 2017). The birth rate varies widely by county, from a low of 17 per 1,000 in Collin County to a high of 124 per 1,000 in Brooks County. In Lubbock County, the share of all births to mothers aged 15-19 has been declining. Between 2007 and 2015, the peak was 14.7 percent of births to teen mothers; by 2015, 8.1 percent of births were to teens (Figure 4).

Figure 4. Share of Births to Mothers Aged 15-19, Lubbock County, 2007-2015



Source: Centers for Disease Control and Prevention Natality Public-Use Data 2007-2015 (2017).

Women Business Owners

Growing numbers of women have become business owners over the past decade. Between 2002 and 2012, the number of women-owned businesses in the nation grew from 6.5 million to 9.9 million, an increase of 52 percent (Institute for Women's Policy Research 2015a; Institute for Women's Policy Research 2017d). Texas, like many Southern states, experienced one of the largest increases in women-owned businesses over that time period (84.9 percent); the number of men-owned businesses in the state grew by 22.9 percent between 2002 and 2012 (Anderson et al. 2016). In Lubbock County, 31.9 percent of businesses are woman-owned, which is lower than the share of women-owned businesses in the state, 36.8 percent (Table 4).

Women-owned businesses are less likely than men-owned businesses to have any start-up capital and, among those that do, they typically have less capital and fewer assets (Premier Quantitative Consulting, Inc. 2015; U.S. Department of Commerce, Economics and Statistics Administration 2010). Despite a growing number of women-owned businesses, between 2002 and 2012, revenues for women-owned businesses declined by 22.2 percent; in comparison, revenue for men-owned businesses declined by 6.7 percent (Institute for Women's Policy Research 2015a; Institute for Women's Policy Research 2017d). In 2011, the eight year survival rate for businesses owned by women was 45 percent, compared with 55 percent for businesses overall (Premier Quantitative Consulting, Inc. 2015).

Poverty Among Women

Economic security is tied to women's own earnings, family members' earnings, and also income from sources such as government benefits, investments, retirement funds, and Social Security. While most women have adequate household income, many struggle to cover basic living expenses such as food, housing, utilities, transportation, and health care. For over 23,000 people in Texas (7,000 of whom are in families with children and another 7,000 of whom are without shelter), an extreme consequence of poverty is homelessness (Henry et al. 2016).²

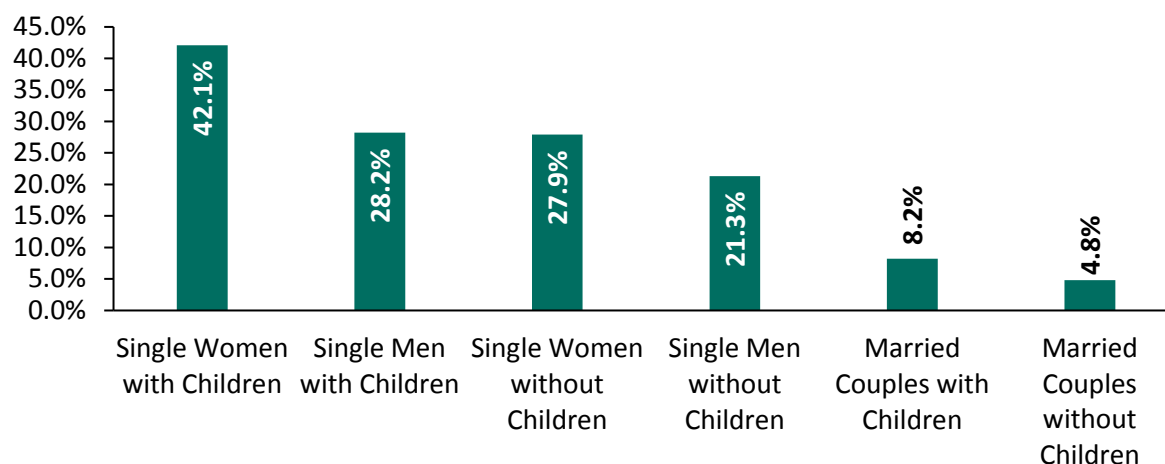
² Based on point-in-time unduplicated estimates of homeless populations conducted across the United States on a single night in January 2016.

Nearly one in five (18.1 percent) women aged 18 and older in Lubbock County live in poverty, a higher share than in Texas (14.8 percent) or the United States overall (13.9 percent; Table 4). In comparison, 16.2 percent of men in the county are in poverty (Institute for Women’s Policy Research 2017a). Almost 40 percent of women who identify as multiracial or of another race live in poverty, and about one-quarter of Hispanic and Black women are in poverty (Table 5).³ Asian/Pacific Islander and White women are the least likely to live in poverty.

Poverty by Household Type

Poverty rates also vary considerably by household type. There are 20,098 households in poverty in Lubbock County; of those, 5,694 are households with children under 18. Single mother households are the most likely to be in poverty (42.1 percent, or 3,185 households), followed by single men with children (28.2 percent) and single women without children (27.9 percent, Figure 5; Institute for Women’s Policy Research 2017a). Married couple households are much less likely to be in poverty; 8.2 percent of married couples with children and 4.8 percent of married couples without children live in poverty.

Figure 5. Percent of Households with Income Below Poverty by Household Type, Lubbock County, 2015



Notes: Calculated using five years of data (2011-2015). Households with children include those with own children (biological, adopted, or stepchildren) under age 18. Single women and men include those who are never married, married with an absent spouse, widowed, divorced, or separated.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Basic Economic Security

The federal poverty threshold was established by the federal government in the 1960s and is based on family size and the number of related children in a household. The threshold has been adjusted for inflation, but not increased to reflect widely accepted current standards of living (Fremstad 2010). In 2014, the poverty threshold for a family of four with two children was \$24,008 (U.S. Census Bureau 2014)—an amount that is not enough to make ends meet for most families in the United States.

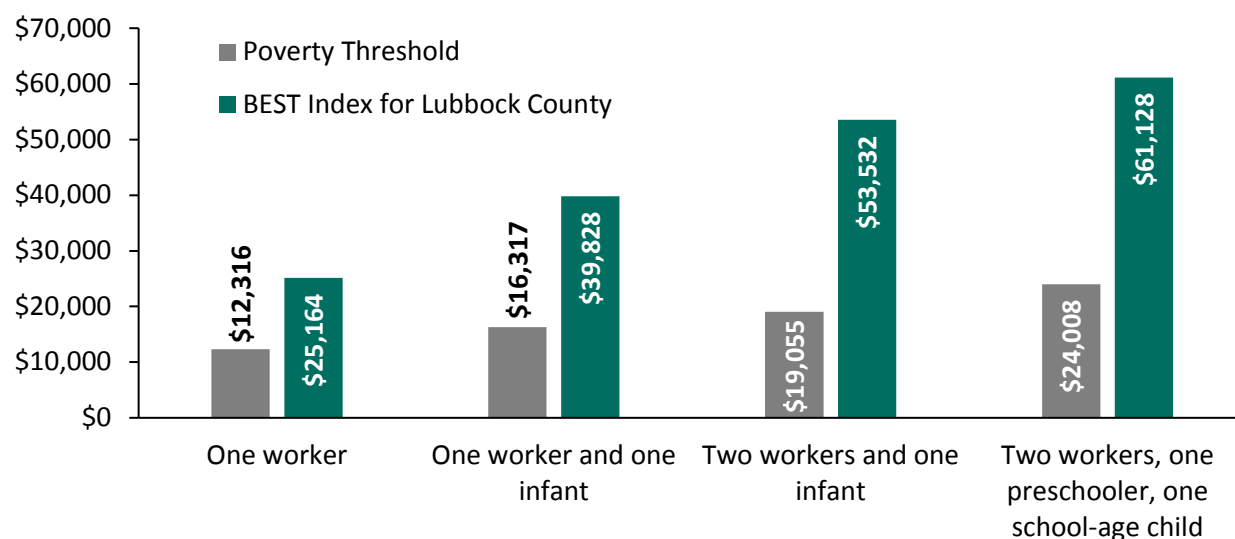
Developed as an alternative to the poverty measure, the Basic Economic Security Tables (BEST) Index is designed to better reflect a conservative estimate of the income required to meet basic needs without public or private assistance. BEST budgets include two types of basic savings that promote long-term and

³ Among the largest racial and ethnic groups of women in Lubbock County, women who identify as multiracial or of another race have the highest unemployment rate (13.5 percent), which likely contributes to their high poverty rate.

intergenerational economic security: monthly emergency savings, which protect families from unforeseen expenses, and retirement savings, which help workers achieve economic security in retirement. The BEST budget includes state or county costs for housing, utilities, food, transportation, child care, personal and household items, health care, emergency savings, retirement savings, taxes, and tax credits. There are no “extras,” such as vacations, entertainment, electronics, gifts, or eating out included in the BEST budget. Costs are based on the number of workers in a household, factoring in whether or not they receive employer-sponsored benefits (health insurance, retirement plan, and access to unemployment insurance), as well as the number and ages of children.

The BEST Index calculates that a single worker in Lubbock County with employer-sponsored benefits, such as health insurance and a retirement, would require \$25,164 annually to meet their basic needs, an amount that is more than double the poverty threshold of \$12,316 (Figure 6). A single worker with an infant would require \$39,828 to cover basic necessities, two workers with an infant need \$53,532, and two workers with two children need to earn \$61,128. As family size grows, the inadequacy of the poverty threshold increases (Figure 6).

Figure 6. Poverty Threshold and BEST Index for Families in Lubbock County, 2014



Notes: The 2014 federal poverty thresholds are for adults under age 65 and related children under age 18. The BEST Index is for a worker who receives benefits (employer-sponsored health insurance, employment-based retirement plans, and unemployment insurance coverage); the annual total needed for economic security would be higher for a worker without employment benefits. Infants are ages 0-3, preschoolers are ages 3-5, and school-age children are ages 6-12. For more information on the BEST methodology, see <http://www.basiceconomicsecurity.org/BEST/definition.aspx>.

Sources: The BEST (Basic Economic Security) Tables (Institute for Women’s Policy Research 2017e) and the U.S. Census Bureau (2014).

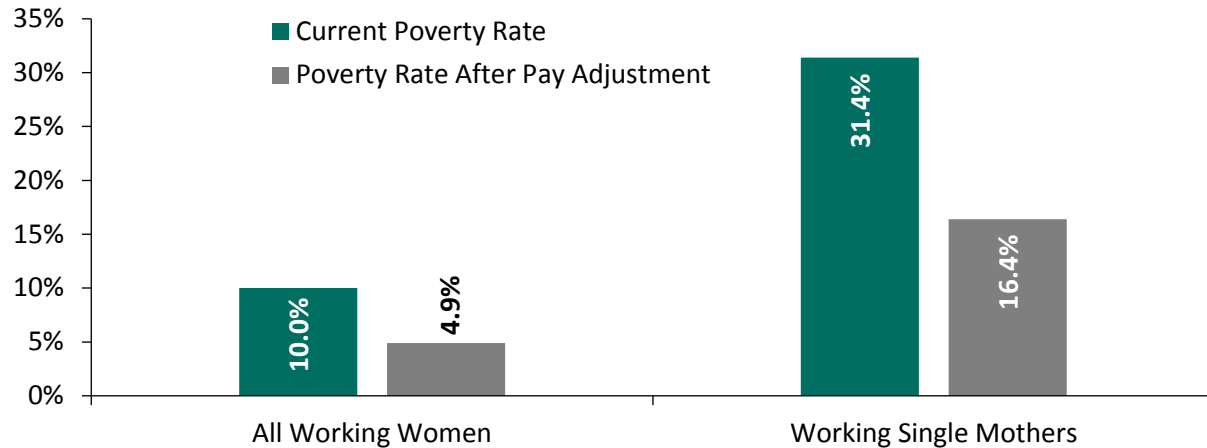
Decrease in Poverty if Women Were Paid the Same as Comparable Men

Closing the gender wage gap would not only increase women’s earnings, it would also reduce the poverty rate for working women in Texas by more than half (from the current rate of 10.0 percent to 4.9 percent; Figure 7). For families headed by single mothers, who have a significantly higher poverty rate (31.4 percent), it would drop to 16.4 percent.

The Cost of Child Care

For families with children, child care is often one of the largest expenses. In Texas, the annual cost for care for an infant in a child care center is \$9,207 (or 25.6 percent of the median annual earnings of women in Texas who work full-time, year-round) and for an infant plus a four-year-old to receive center-based care the cost is \$17,020 (or 47.3 percent of Texas women's median annual earnings; Child Care Aware of America 2016).

Figure 7. Current Poverty Rate and Estimated Rate if Working Women Earned the Same as Comparable Men, Texas, 2016



Source: IWPR calculations based on the Current Population Survey Annual Social and Economic supplements, 2014–2016 (for calendar years 2013–2015).

The Social Safety Net

Many low-income families rely on public assistance programs such as the Supplemental Nutrition Assistance Program (SNAP, formerly called food stamps) and Temporary Assistance for Needy Families (TANF) to reduce financial hardship. SNAP alleviates hunger and poverty and, for those who receive SNAP early in their life, corresponds to long-term improvements in educational performance, health, and economic self-sufficiency (Council of Economic Advisors, Executive Office of the President of the United States 2015). Receiving TANF is associated with reduced recidivism among those previously incarcerated, higher rates of employment and higher income, and improvement in children's academic performance (Pavetti 2014). Despite the positive outcomes, neither program reaches all of those who are eligible and funding has decreased over time (Falk 2016).

In September 2017, 42,938 individuals in Lubbock County received SNAP (Texas Health and Human Services 2017a). Of those, over half (51.3 percent) were aged 17 or younger. In July 2017, 537 people in the county received TANF; 84.1 percent of TANF recipients were dependents under the age of 19 (Texas Health and Human Services 2017b).

Low-income families may also receive child care subsidies. In 2014, the most recent year for which data are available, 3,836 children between the ages of 0 to 12 years received at least one day of subsidized child care in Lubbock County, representing 7.0 percent of the population of that age range (Center for Public Policy Priorities 2017). By comparison, only 3.7 percent of children in the state received subsidized child care.

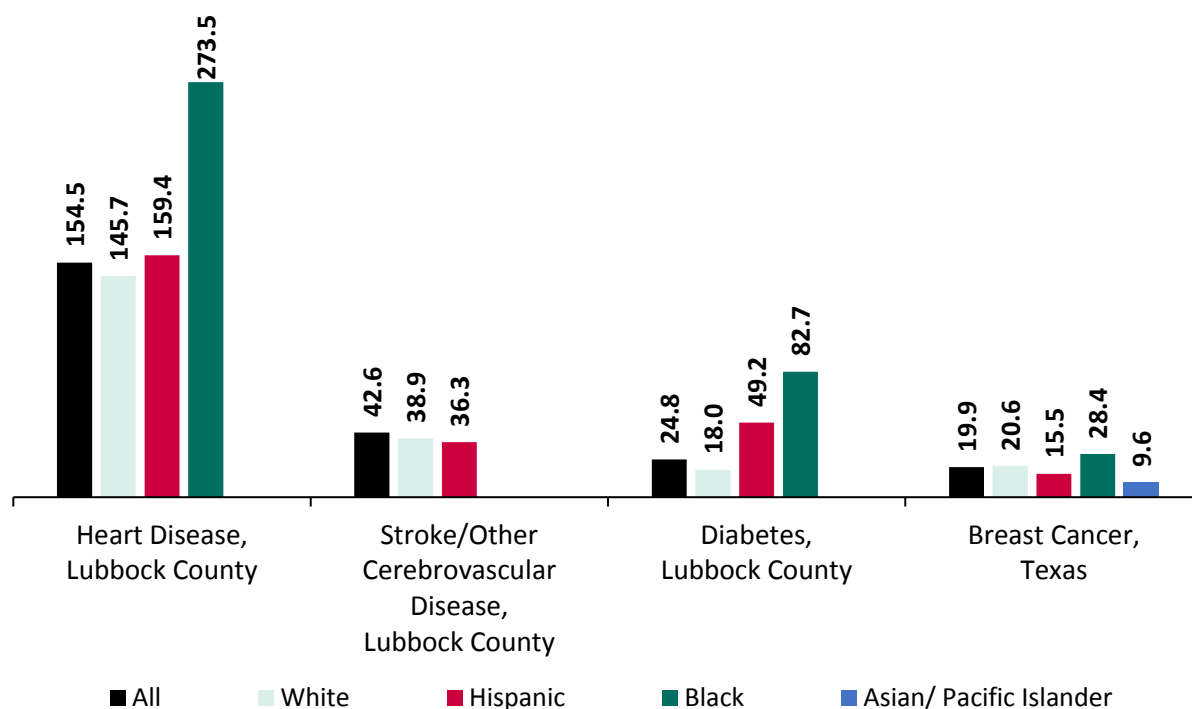
Health

Good health can be the foundation for women's well-being in many aspects of their lives, while health challenges such as chronic diseases, mental health issues, and rising rates of obesity can thwart women's educational attainment and employment and threaten their financial stability.⁴ In Lubbock County, as in the United States overall, physical and mental health outcomes vary across racial and ethnic groups.

Chronic Disease

Heart disease is the leading cause of death for both women and men in the United States. In 2014, heart disease accounted for 22.3 percent of women's deaths and 24.5 percent of men's deaths (Heron 2016). Women's mortality from heart disease varies widely by race and ethnicity. In Lubbock County, the heart disease mortality rate for women overall is 154.5 per 100,000 women of all ages. The mortality rate for Black women (273.5 per 100,000) is nearly double that of White women (145.7 per 100,000); Hispanic women have a rate of 159.4 per 100,000 (Figure 8).

Figure 8. Women's Mortality Rates from Chronic Diseases by Race and Ethnicity, Texas and Lubbock County, 2015



Notes: Mortality rates are average annual rates per 100,000 population, include women of all ages, and are age-adjusted to the 2000 U.S. standard population. Heart disease and breast cancer mortality rates are from 2013-2015; stroke/cerebrovascular disease and diabetes mortality rates are from 2011-2015. Racial groups are non-Hispanic. Data are not available for Native American women or those who identify as multiracial or of another race. Source: IWPR compilation of data from the Centers for Disease Control and Prevention (2016).

⁴ Rising rates of obesity are a growing health concern in the United States; nearly two-thirds (63.4 percent) of adults aged 18 and older in Lubbock are overweight or obese (Centers for Disease Control and Prevention 2015a).

For women overall, the mortality rate in Lubbock County from stroke or other cerebrovascular disease is 42.6 per 100,000 women (Figure 8). The mortality rate for White women in the county is 38.9 per 100,000 and for Hispanic women it is 36.3 per 100,000; data are unavailable for any other racial or other ethnic groups.

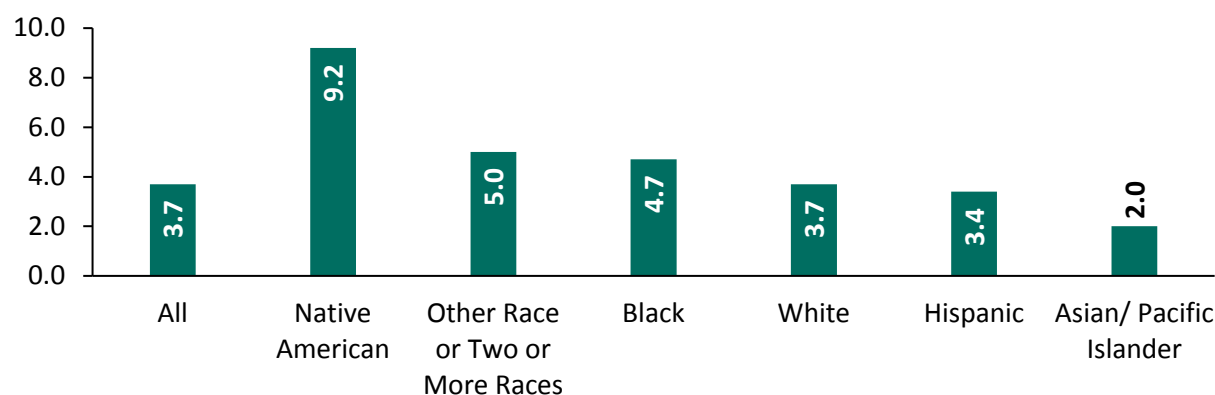
Deaths due to diabetes also vary substantially by race and ethnicity. In Lubbock County, the diabetes mortality rate for Black women is 82.7 per 100,000, which is 68.1 percent higher than the rate for Hispanic women (49.2 per 100,000) and over three times higher than the rate for White women (18.0 per 100,000; Figure 8).

Breast cancer mortality is lower than mortality due to the other three chronic diseases. In Texas, about 20 in every 100,000 women die from breast cancer, with mortality rates ranging from a low of 9.6 per 100,000 Asian/Pacific Islander women in the state to a high of 28.4 per 100,000 Black women (Figure 8).

Mental Health

In 2000, women in Texas aged 18 and older reported experiencing poor mental health on an average of 4.1 days per month; by 2015, this figure declined to 3.7 days per month (Caiazza et al. 2004; Figure 9).⁵ Native American women in the state report the most days of poor mental health (9.2), followed by women who identify as multiracial or of another race (5.0) and Black women (4.7 days). Asian/Pacific Islander report the fewest days per month of poor mental health (2.0).

Figure 9. Average Number of Days per Month of Poor Mental Health Among Texas Women by Race and Ethnicity, 2015

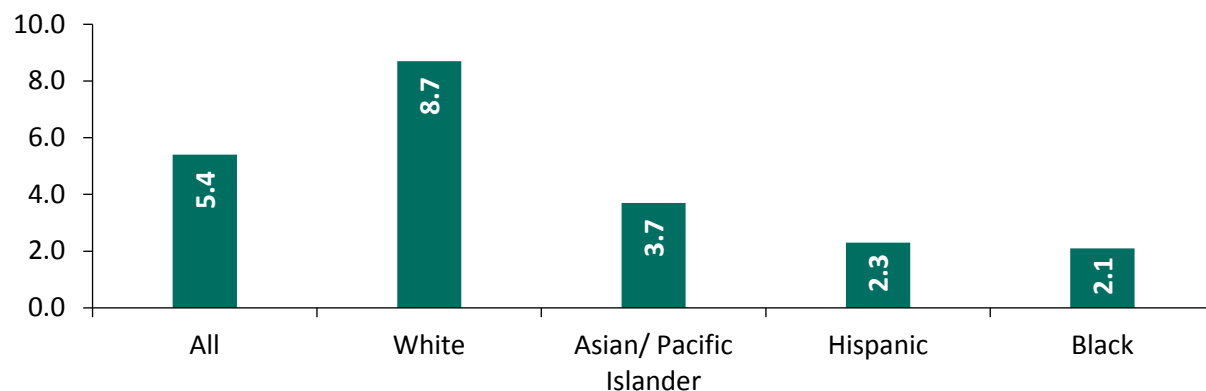


Notes: Calculated using three years of data (2013-2015). Mean number of days in the past 30 days on which mental health was not good, as self-reported by female respondents aged 18 and older to the BRFSS survey. Racial categories are non-Hispanic. Source: IWPR analysis of Behavioral Risk Factor Surveillance System microdata (2017f).

Suicide mortality among women in Texas is on the rise. In 2001, the suicide mortality rate in Texas was 4.1 per 100,000 women of all ages (Caiazza et al. 2004). By 2015, the rate increased to 5.4 per 100,000 women of all ages in Texas (Figure 10); for girls aged 13 to 19, the rate was 4.1 per 100,000 (Centers for Disease Control and Prevention 2015b). White women have the highest suicide mortality rate, 8.7 per 100,000, while Asian/Pacific Islander, Hispanic, and Black women have lower rates (3.7, 2.3, and 2.1 per 100,000, respectively).

⁵ The 2015 Behavioral Risk Factor Surveillance System Questionnaire asked respondents, "Now thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good?" (Centers for Disease Control and Prevention 2014).

Figure 10. Suicide Mortality Among Texas Women by Race and Ethnicity, 2015



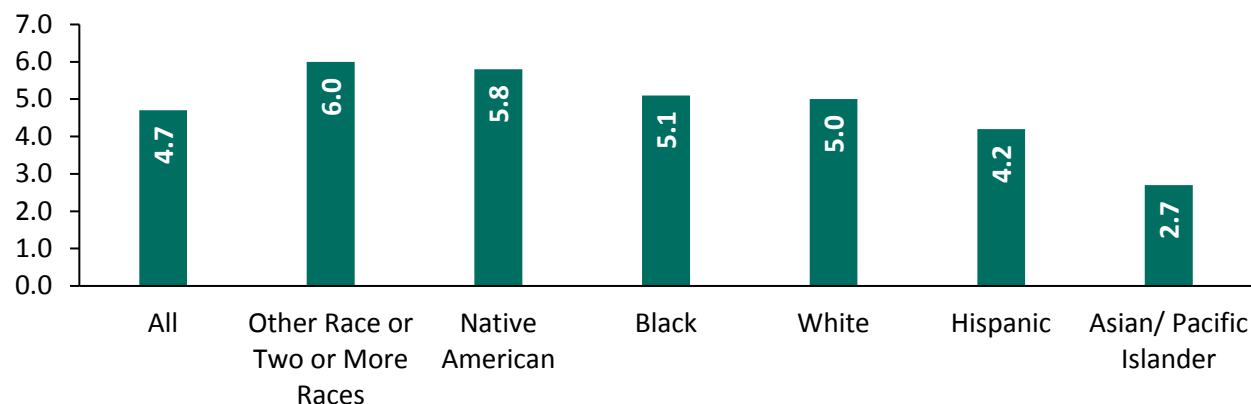
Notes: Three-year data (2013-2015) are used. Mortality rates are average annual rates per 100,000 population, include women of all ages, and are age-adjusted to the 2000 U.S. standard population. Racial categories are non-Hispanic. Data are not available for Native American women or those who identify as multiracial or of another race.

Source: IWPR compilation of data from the Centers for Disease Control and Prevention (2015b).

Limitations on Women's Activities

There has been a large increase in the number of days that women in Texas report that poor physical or mental health limited their activities. In 2000, women aged 18 and older reported an average of 3.8 days per month of limited activities; in 2015, women reported 4.7 days monthly, an increase of 23.7 percent (Caiazza et al. 2004; Figure 11). Asian/Pacific Islander and Hispanic women in Texas report the fewest days of activity limitations (2.7 and 4.2 days, respectively). Native American women and those who identify as multiracial or of another race have the most days of limited activities per month (5.8 and 6.0, respectively).

Figure 11. Average Number of Days per Month of Limited Activities Among Texas Women by Race and Ethnicity, 2015



Notes: Calculated using three years of data (2013-2015). Mean number of days in the past 30 days on which activities were limited due to poor physical or mental health, as self-reported by female respondents aged 18 and older to the BRFSS survey. Racial categories are non-Hispanic.

Source: IWPR analysis of Behavioral Risk Factor Surveillance System microdata (2017f).

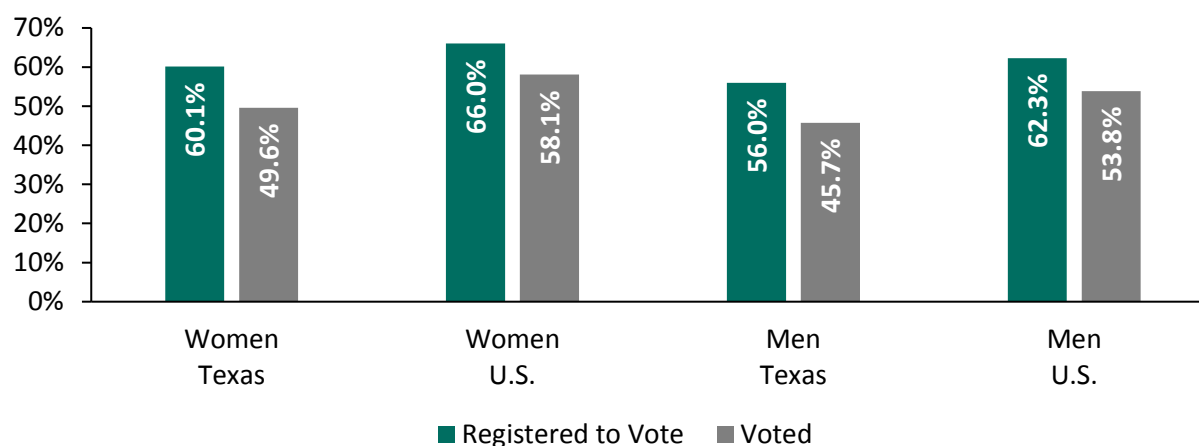
Political Participation

Women's equal participation and representation in politics and government are integral to building a strong and representative democracy. By exercising their right to vote and running for political office, women can shape laws and decision-making to reflect their needs and concerns, and the interests of children and families.

Voter Registration and Turnout

In the United States and in Texas, women are more likely than men to register to vote and to cast a ballot (Figure 12). About 60 percent of women aged 18 and older in Texas are registered to vote, and nearly half (49.6 percent) of women in the state voted in the November 2016 elections. In comparison, 56.0 percent of men in the state are registered to vote, and 45.7 percent of men voted in November 2016. The shares of women and men who register to vote and cast a ballot in Texas are lower than in the United States as a whole.⁶

Figure 12. Voter Registration and Turnout by Gender, Texas and the United States, November 2016



Note: Includes all women and men aged 18 and older who reported registering to vote or voting in the November 2016 elections.

Source: U.S. Census Bureau, based on the Current Population Survey (U.S. Census Bureau 2017).

Women in Elected Office

Women are underrepresented across the United States at every level of government. As of 2017, neither of the two U.S. senators from Texas was a woman, and only three of the state's 36 U.S. representatives were women (Table 6). In the Texas state legislature, 8 of the 31 state senators (25.8 percent) and 29 of the 150 state representatives are women (19.3 percent). Texas has nine elected executive offices—one of those offices is held by a woman.

⁶ This is likely due to the inclusion of all people aged 18 and older, not just citizens. Texas has a large population of residents who are not U.S. citizens. IWPR includes noncitizens because the inability of citizens to vote accurately reflects the lack of political voice for this population.

Table 6. Women in Elected Office, Texas, 2017

	Number	Percent
U.S. Senators Who Are Women	0 of 2	0.0%
Women of Color	0	0.0%
U.S. Representatives Who Are Women	3 of 36	8.3%
Women of Color	2	5.6%
State Senators Who Are Women	8 of 31	25.8%
Women of Color	2	6.5%
State Representatives Who Are Women	29 of 150	19.3%
Women of Color	21	14.0%
Statewide Elected Executive Offices Held by Women	1 of 9	11.1%
Women of Color	0	0.0%

Source: Center for American Women and Politics (2016a; 2016b; 2016c; 2016d).

Women of Color in Elected Office

Although women of color comprise 28.4 percent of all women in Texas, they are vastly underrepresented in all levels of government (Appendix Table 2; Institute for Women’s Policy Research 2017a). Only two of the state’s 38 members of the U.S. Congress are women of color (Table 6). Two of the 31 state senators are women of color, and 21 of the 150 state representatives are women of color. None of the Texas elected executive offices is held by a woman of color.

Policy Recommendations

Women in Lubbock County face challenges that deserve the attention of policymakers, advocates, employers, and funders. While in many ways women across the state and in Lubbock County are making progress, nearly one in five women in the county live in poverty, and too many lack access to health insurance, education, and adequate public assistance. Women also remain underrepresented at every level of political office. Often those disparities are even greater for women of color. The status of women in Lubbock County, as well as their families and the entire community, can be improved through policies and programs that address these inequities.

- Lawmakers can take steps to narrow the gender wage gap, especially the very large gap experienced by some women of color:
 - Proactively enforce existing legislation regarding fair labor standards and strengthen protections against retaliation for those who discuss their pay to determine whether they are being underpaid relative to comparable employees.
 - Pass legislation that bars employers from requiring potential employees to submit previous salary history (which can perpetuate wage inequality).
 - Require employers to increase transparency about gender and racial/ethnic disparities in their hiring, compensation, and promotion practices.
- To improve economic security for women, who are disproportionately represented among low-wage workers, increase the minimum wage in Texas.

- Like the vast majority of states, Texas has not passed paid leave legislation. Few low-wage workers in the state receive work-life supports such as paid sick and safe days, paid family and medical leave, and predictable schedules. Because women are more likely than men to have unpaid caregiving responsibilities, these benefits are vitally important to help women remain and advance in the workforce.
- To address income and racial/ethnic disparities in educational attainment, philanthropists and state and local government officials should focus investments on improving educational opportunities for low-income women through scholarship and grant programs.
- To build on the recent growth in women’s business ownership, the public and private sector can invest in encouraging women entrepreneurs through loan and entrepreneurship programs and providing technical assistance on identifying sound business and financing opportunities to help women start or grow their businesses. Increasing financing options for women could mitigate some of the risk of business ownership and encourage women, especially low-income women, to pursue business ownership as a path to financial stability.
- Texas can increase women’s access to health care services and improve outcomes by expanding public health programs to serve more low-income women. Given that 25 percent of the 2.6 million Americans who fall into the insurance coverage gap live in Texas, the state should exercise its option to expand Medicaid in the state.
- Lubbock County should take serious steps to increase women’s representation in political office. Initiatives can include expanding candidate trainings for women and tailoring training to women of color, asking and encouraging women to run for office, educating the public about the reality of “campaigning-while-female,” encouraging women’s organizations to get involved in electing more women of diverse racial and ethnic backgrounds to office, and holding political parties accountable for supporting and promoting women candidates.
- Lubbock County should protect the civil and human rights of immigrant women in the community by challenging excessive use of force, arrests and detention without warrants, dragnet raids, and racial profiling of immigrants. Legislators should designate schools, health care facilities, places of worship, religious or civil observances, and public demonstrations, and the immediate surrounding areas, as “sensitive locations,” where Immigration and Customs Enforcement (ICE) will generally avoid enforcement action. Although ICE has a policy regarding sensitive locations, a law would ensure permanence of these protected spaces.

Appendix I: Methodology

To analyze the status of women in Lubbock County, Texas, IWPR selected indicators that prior research and experience have shown illuminate issues that are integral to women's lives and that allow for comparisons with the state and the United States as a whole. The data in IWPR's *Status of Women in Lubbock County, Texas* report come from federal government agencies and other sources, which are noted in the text.

The tables and figures present data for individuals, often disaggregated by race and ethnicity. In general, race and ethnicity are self-identified; the person providing the information for the survey determines the group to which he or she (and other household members) belongs. People who identify as Hispanic or Latino may be of any race; to prevent double counting, IWPR's analysis separates Hispanics from racial categories—including White, Black (which includes those who identified as Black or African American), Asian/Pacific Islander (which includes those who identified as Chinese, Japanese, or other Asian or Pacific Islander), or Native American (which includes those who identified as American Indian or Alaska Native).

Employment & Earnings and Poverty & Opportunity

Much of the analysis relies on data from the U.S. Census Bureau's American Community Survey (ACS), from the Minnesota Population Center's Integrated Public Use Microdata Series, or IPUMS (Institute for Women's Policy Research 2017a; Ruggles et al. 2015). The ACS is a large annual survey of a representative sample of the entire resident population in the United States, including both households and group quarter (GQ) facilities. GQ facilities include places such as college residence halls, residential treatment centers, skilled nursing facilities, group homes, military barracks, correctional facilities, workers' dormitories, and facilities for people experiencing homelessness. GQ types that are excluded from ACS sampling and data collection include domestic violence shelters, soup kitchens, regularly scheduled mobile vans, targeted nonsheltered outdoor locations, commercial maritime vessels, natural disaster shelters, and dangerous encampments.

When analyzing state- and national-level ACS microdata, IWPR used 2015 data, the most recent available, for most indicators. To ensure sufficient sample sizes, when analyzing data by race and ethnicity IWPR combined three years of data for Texas (2013, 2014, and 2015) and five years 2011-2015 for Lubbock County. Data on median earnings are not presented if the unweighted sample size is less than 100 for any cell; data on other indicators are not presented if the sample size is less than 35 for any cell (for frequencies), or if the category total is less than 35 times the number of categories (for percentages).

IWPR used personal weights to obtain nationally representative statistics for person-level analyses of American Community Survey (ACS) microdata, and household weights for household-level analyses. Weights included with the IPUMS ACS for person-level data adjust for the mixed geographic sampling rates, nonresponses, and individual sampling probabilities. Estimates from IPUMS ACS samples may not be consistent with summary table ACS estimates available from the U.S. Census Bureau due to the additional sampling error and the fact that over time the Census Bureau changes the definitions and classifications for some variables. The IPUMS project provides harmonized data to maximize comparability over time; updates and corrections to the microdata released by the Census Bureau and IPUMS may result in minor variation in future analyses.

WOMEN'S MEDIAN ANNUAL EARNINGS: Median annual earnings of women aged 16 and older who worked full-time, year-round (50 or more weeks per year and 35 or more hours per week) in 2015.

Source: Calculations of 2015 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

RATIO OF WOMEN’S TO MEN’S EARNINGS: Median annual earnings of women aged 16 and older who worked full-time, year-round (50 or more weeks per year and 35 or more hours per week) in 2015 divided by the median annual earnings of men aged 16 and older who worked full-time, year-round in 2015. Source: Calculations of 2015 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

WOMEN’S LABOR FORCE PARTICIPATION: Percent of women aged 16 and older who were employed or looking for work in 2015. This includes those employed full-time, part-time voluntarily, or part-time involuntarily, and those who are unemployed but looking for work. Source: Calculations of 2015 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

WOMEN IN MANAGERIAL AND PROFESSIONAL OCCUPATIONS: Percent of employed women aged 16 and older who were employed in executive, administrative, managerial, or professional specialty occupations in 2015. Source: Calculations of 2015 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

PERCENT WITH HEALTH INSURANCE: Percent of women aged 18 through 64 who were insured in 2015. Source: Calculations of 2015 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

EDUCATIONAL ATTAINMENT: Percent of women aged 25 and older with a bachelor’s degree or higher in 2015. Source: Calculations of 2015 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

WOMEN’S BUSINESS OWNERSHIP: Percent of all firms (legal entities engaged in economic activity during any part of 2012 that filed an IRS Form 1040, Schedule C; 1065; any 1120; 941; or 944) owned by women. The Bureau of the Census 2012 Survey of Business Owners asked the sex of the owner(s); a business is classified as woman-owned based on the sex of those with a majority of the stock or equity in the business. Source: Calculations of data from the U.S. Department of Commerce, Bureau of the Census.

PERCENT OF WOMEN ABOVE POVERTY: Percent of women living above the federal poverty threshold, which varies by family size and composition, in 2015. In 2015, the poverty threshold for a family of four with two related children under the age of 18 was \$24,036 (U.S. Census Bureau 2016). This report uses the official federal definition of poverty that compares the cash income received by family members to an estimate of the minimum amount the family would need to meet their basic needs. Source: Calculations of 2015 American Community Survey microdata as provided by the Integrated Public Use Microdata Series at the Minnesota Population Center.

Health

The analysis of women’s health relies on data from the Centers for Disease Control and Prevention (CDC), including the CDC’s Wide-ranging OnLine Data for Epidemiologic Research (WONDER), Web-based Injury Statistics Query and Reporting System (WISQARS), and IWPR analysis of microdata from the Behavioral Risk Factor Surveillance System (BRFSS) survey. BRFSS is conducted by the CDC annually in conjunction with the states, the District of Columbia, and five U.S. territories. BRFSS measures behavioral risk factors for the noninstitutionalized adult population (aged 18 and older) living in the United States.

When analyzing state- and national-level BRFSS microdata by gender and race/ethnicity, IWPR combined three years of data (2013, 2014, and 2015) to ensure sufficient sample sizes. IWPR used sample weights provided by the CDC to obtain nationally representative statistics that adjust for sampling both landline and mobile telephone numbers.

MORTALITY FROM HEART DISEASE: Average annual mortality from heart disease among women of all ages per 100,000 population (in 2013–2015). Data are age-adjusted to the 2000 U.S. standard population. Source: Centers for Disease Control and Prevention.

MORTALITY FROM STROKE/OTHER CEREBROVASCULAR DISEASE: Average annual mortality from stroke or other cerebrovascular disease among women of all ages per 100,000 population (in 2011–2015). Data are age-adjusted to the 2000 U.S. standard population. Source: Centers for Disease Control and Prevention.

MORTALITY FROM DIABETES: Average annual mortality from diabetes among women of all ages per 100,000 population (in 2011–2015). Data are age-adjusted to the 2000 U.S. standard population. Source: Centers for Disease Control and Prevention.

MORTALITY FROM BREAST CANCER: Average annual mortality from breast cancer among women of all ages per 100,000 population (in 2013–2015). Data are age-adjusted to the 2000 U.S. standard population. Source: Centers for Disease Control and Prevention.

MEAN DAYS OF POOR MENTAL HEALTH: Mean number of days in the past 30 days on which mental health was not good, as self-reported by female respondents aged 18 and older in the BRFSS survey in 2015. Source: IWPR analysis of BRFSS 2015 microdata.

MORTALITY FROM SUICIDE: Average annual mortality from suicide among women of all ages per 100,000 population in 2013–2015. Data are age-adjusted to the 2000 U.S. standard population. Source: Centers for Disease Control and Prevention Web-based Injury Statistics Query and Reporting System.

MEAN DAYS OF ACTIVITY LIMITATIONS: Mean number of days in the past 30 days on which activities were limited due to health status, as self-reported by female respondents aged 18 and older in the BRFSS survey in 2015. Source: IWPR analysis of BRFSS 2015 microdata.

Political Participation

WOMEN’S VOTER REGISTRATION AND TURNOUT: Includes those aged 18 and older who reported registering to vote or voting in the November 2016 election, including noncitizens who are ineligible. IWPR selected the larger population base for this indicator because the inability of noncitizens to register accurately reflects the lack of political voice for this population. U.S. Census Bureau, based on the Current Population Survey.

WOMEN IN ELECTED OFFICE: Sources: Data were compiled by IWPR from the Center for American Women and Politics.

Appendix II: Tables

Appendix Table 1. Basic Demographic Statistics, Lubbock County, Texas, and the United States, 2015

	Total Population of All Ages by Gender		Median Age of Women	Proportion of Female Population Aged 65 and Older	Proportion of Female Population Under Age 35	Proportion of Women of All Ages Who Are Immigrants	Proportion of Women Aged 15 and Older Who Are Married
	Number of Women	Number of Men	Years	Percent	Percent	Percent	Percent
Lubbock County	152,922	146,931	31	13.2%	54.4%	5.5%	32.7%
Texas	13,838,345	13,630,769	35	12.9%	49.3%	16.7%	37.2%
United States	163,284,489	158,134,332	39	16.3%	44.7%	13.6%	37.6%

Note: Married does not include those who are married with an absent spouse.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Appendix Table 2. Distribution of Women of All Ages by Race and Ethnicity, Lubbock County, Texas, and the United States, 2015

	Total Number of Women	White	Hispanic	Black	Asian/Pacific Islander	Native American	Other Race or Two or More Races
Lubbock County	147,185	56.1%	33.0%	6.6%	1.9%	0.3%	2.1%
Texas	13,572,696	43.5%	38.1%	12.0%	4.4%	0.2%	1.7%
United States	161,930,855	61.9%	16.9%	12.7%	5.5%	0.7%	2.5%

Notes: Calculated using five years of data (2011-2015) for Lubbock County and three years of data (2013-2015) for Texas and the United States. Racial groups are non-Hispanic. Total number of women differs from Appendix Table 1, which uses a single year of data (2015).

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Appendix Table 3. Distribution of Households by Type, Lubbock County, Texas, and the United States, 2015

		Households Headed by Married Couples		Households Headed by Single Women		Households Headed by Single Men	
		With Children	Without Children	With Children	Without Children	With Children	Without Children
	Number	Percent	Percent	Percent	Percent	Percent	Percent
Lubbock County	108,485	16.6%	24.0%	7.0%	25.3%	3.4%	23.7%
Texas	9,421,410	22.3%	27.7%	8.0%	21.9%	2.4%	17.7%
United States	118,208,212	18.8%	29.2%	6.9%	24.3%	2.3%	18.6%

Notes: Households with children include those with own children (biological, adopted, or stepchildren) under age 18. Single women and men include those who are never married, married with an absent spouse, widowed, divorced, or separated.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

Appendix Table 4. Women's Highest Level of Educational Attainment by Race and Ethnicity, Lubbock County, 2015

	White	Hispanic	Black
Less Than High School Diploma	6.5%	31.7%	17.4%
High School Diploma or Equivalent	24.7%	27.7%	34.5%
Some College or Associate's Degree	34.0%	30.6%	35.8%
Bachelor's Degree or Higher	34.8%	10.0%	12.3%

Notes: Calculated using five years of data (2011-2015). For women aged 25 and older. Racial groups are non-Hispanic. Data are not available for Asian/Pacific Islander and Native American women or those who identify as multiracial or of another race. Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 6.0).

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