Women make up 50.3 percent of the Texas population, over 14 million in all. They are working, going to school and caring for families. When the women of Texas are financially secure, families and communities are strong and stable. When women are healthy and well-educated, the entire state benefits. Texas women have made great strides over the last several decades by increasing their education and taking more leadership roles in the business world. But even with significant educational and economic gains, there are still gaps. This report highlights indicators around poverty, education, employment and earnings. How do Collin, Dallas and Denton Counties compare with Texas overall and with the United States? How are the lives of women of color different? This data is just the first step, but helps set a foundation for programs and projects that will have the greatest impact to build stronger communities.

Texas Women’s Foundation looks forward to exploring these issues further with partners from around Texas to build a better Texas.

The Economic Status of Texas Women in Collin, Dallas and Denton Counties

| TABLE 1 | Women’s Employment & Earnings |
| Collin County | Dallas County | Denton County | Texas | United States |
| Women’s Median Annual Earnings for Full-Time, Year-Round Workers | $51,709 | $38,782 | $47,388 | $40,000 | $40,000 |
| Ratio of Women’s to Men’s Earnings, Full-Time, Year-Round Workers | 0.70 | 0.86 | 0.78 | 0.86 | 0.80 |
| Women’s Labor Force Participation Rate | 62.2% | 61.4% | 62.2% | 65.9% | 61.6% |
| Percent of All Employed Women in Managerial or Professional Occupations | 54.0% | 58.3% | 47.9% | 51.2% | 42.4% |

Women in Texas aged 16 and older who work full-time, year-round have median annual earnings of $40,000, which is 61.6 cents on the dollar compared with similarly employed men. Women’s median earnings in Dallas County are similar to the state average, $38,782, and women in Denton and Collin counties have higher annual earnings ($47,388 and $51,709, respectively). The gender wage gap is smallest in Dallas County, where women earn 94.9 cents on the dollar compared with men. The gap is much wider in Denton County at 74.8 percent, and Collin County at 70.8 percent.

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• Nearly 56 percent of women in Texas aged 16 and older are in the labor force. The labor force participation rate in all three counties—Collin (62.2 percent), Dallas (61.4 percent), and Denton (62.7 percent)—is higher than the state overall.

• A growing share of employed women in Texas are in managerial or professional occupations. About 41 percent of women in Texas hold these positions, which tend to require a four-year degree and often have higher wages and employment benefits. The share of employed women in managerial or professional occupations varies by county, from a low of 30.3 percent in Dallas County to a high of 54 percent in Collin County.

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Special thanks to Institute for Women’s Policy Research (IWPR) for providing the data for this report. IWPR conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. 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.

For more information, visit: www.iwpr.org

www.txwf.org
### Table 2: Employment & Earnings Among Women of Color in Collin, Dallas, and Denton Counties, 2017

<table>
<thead>
<tr>
<th>County</th>
<th>Women’s Median Annual Earnings</th>
<th>Ratio of Women’s to White Men’s Earnings</th>
<th>Women’s Labor Force Participation Rate</th>
<th>Percent of Employed Women in Managerial or Professional Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collin</td>
<td>$53,779</td>
<td>55.7%</td>
<td>64.8%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Dallas</td>
<td>$53,094</td>
<td>56.3%</td>
<td>65.4%</td>
<td>4.5%</td>
</tr>
<tr>
<td>Denton</td>
<td>N/A</td>
<td>N/A</td>
<td>60.9%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

- Women’s Median Annual Earnings
- Ratio of Women’s to White Men’s Earnings
- Women’s Labor Force Participation Rate
- Percent of Employed Women in Managerial or Professional Occupations

### Table 3: Women’s Poverty & Opportunity in Collin, Dallas, and Denton Counties, 2017

<table>
<thead>
<tr>
<th>County</th>
<th>Percent of Women Aged 18 and Older in Poverty</th>
<th>Percent of Women Aged 25 and Older with a Bachelor’s Degree or Higher</th>
<th>Percent of Women Aged 18-64 with Health Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collin</td>
<td>11.5%</td>
<td>30.0%</td>
<td>86.7%</td>
</tr>
<tr>
<td>Dallas</td>
<td>12.9%</td>
<td>24.5%</td>
<td>87.8%</td>
</tr>
<tr>
<td>Denton</td>
<td>8.5%</td>
<td>37.3%</td>
<td>86.7%</td>
</tr>
</tbody>
</table>

- Percent of Women Aged 18 and Older in Poverty
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### Table 4: Poverty & Opportunity Among Women of Color in Collin, Dallas, and Denton Counties, 2017

<table>
<thead>
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<th>County</th>
<th>Percent of Women Aged 18-64 with Health Insurance</th>
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<th>Percent of Women Aged 18 and Older in Poverty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collin</td>
<td>89.2%</td>
<td>27.2%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Dallas</td>
<td>88.8%</td>
<td>26.4%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Denton</td>
<td>89.5%</td>
<td>25.0%</td>
<td>8.3%</td>
</tr>
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</table>

- Percent of Women Aged 18-64 with Health Insurance
- Percent of Women Aged 25 and Older with a Bachelor’s Degree or Higher
- Percent of Women Aged 18 and Older in Poverty

### Notes
- N/A = data not available. Calculated using three years of data (2015-2017).
- Racial groups are non-Hispanic.

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**If working women in Texas were paid the same as comparable men, their average annual earnings increase would be $7,300 and their poverty rate would be reduced by 50%.”**

- Nearby 78 percent of Texas women aged 16 to 64 have health insurance coverage, which is below the national average for women (87 percent). Nearly three in four women in Dallas County have health insurance (75 percent), while 87 percent of women in Denton and Collin Counties have that level of education.
- Among women, Black women have the highest labor force participation rates in Denton and Collin counties (60.5 percent and 78 percent), while women of other or two or more races have the highest rates in Dallas County (72 percent).
- Hispanic women in Collin, Dallas, and Denton counties are the most likely of any racial/ethnic group of women least likely to be employed in managerial or professional occupations.

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**In all three counties, Hispanic women are the least likely to have health insurance.**

- Educational attainment among women varies widely by race and ethnicity. Less than 11 percent of Hispanic women in Dallas County have a bachelor’s or advanced degree, while over 71 percent of Asian/Pacific Islander women in Collin County have that level of education.
- Comparing women in the three counties, White women in Collin County are the most likely to have a bachelor’s or advanced degree (while 56 percent of Black and Native American women in Dallas County have the highest poverty rates at 20.2 percent and 23.4 percent, respectively.

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**If current trends continue, women in Texas will not receive equal pay until 2059.”**

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