



SOUNDING THE ALARM: The State of Women in Texas 2025

Texas boasts the nation's strongest economy with a staggering \$2.4 trillion in economic output. Yet, behind this success lies a troubling reality: Texas ranks a dismal 47th out of 50 states across 25 different indicators of women's economic security.

The recently released *2024 Economic Issues for Women in Texas Report* by the Texas Women's Foundation digs into the data around Texan women and families. It reveals alarming disparities that require urgent action.

While women comprise 46% of the state's workforce—driving its unprecedented growth—the systemic barriers they face are costing Texas billions of dollars each year in lost productivity and potential.

- Women in Texas earn just 83% compared to their male counterparts, resulting in a staggering \$47B in lost earnings and productivity annually.
- 27% of Texas women work in jobs with a median annual income of less than \$20,000, while only 4 percent work in jobs with a median annual income of over \$75,000.
- At 17%, Texas has the highest percentage of uninsured women nationwide; one in four full-time working women is uninsured.

- The cost of child care for an infant in Texas exceeds \$9,300 per year, nearly equal to one year's tuition at a state college.
- The childcare crisis is costing the state \$11.4B annually in lost economic output.
- Despite women earning 58% of all college degrees in Texas, men with bachelor's degrees make 41% more money; men with graduate degrees make 51% more.

The situation is even more dire for women of color, who represent 60% of Texas's working women. They face greater wage gaps, higher uninsured rates, and significant barriers to housing stability.

The time to act is now! By 2040, Texas's female population will grow to 18.5M, multiplying the impact of these disparities if left unaddressed. Without addressing the health insurance gap, for example, health losses in Texas are projected to reach \$178.5B annually by 2040.

Read the full report. For an in-depth look at the data surrounding the State of Women in Texas, you can access *The Economic Issues for Women in Texas Report* at txwf.org/research.



WHAT CAN BE DONE?

Since 1985, Texas Women's Foundation has invested nearly \$85M in Texas women and girls, but more support is urgently needed.

Here's how you can help:

1 | SUPPORT POLICY REFORM TO:

- Enhance workforce equity through equal pay and an increased minimum wage;
- Support women's educational advancement by addressing college affordability and student loan debt;
- Advocate and invest in universal and subsidized childcare programs;
- Increase health care coverage for Texas families by expanding Medicaid access and streamlining enrollment;
- Expand affordable housing options across Texas;

2 | ENCOURAGE BUSINESS LEADERS TO:

- Expand paid leave policies;
- Ensure equal representation in executive positions;
- Address funding disparities for women-owned businesses;

3 | GET ENGAGED:

- Raise awareness about these issues in your community and networks;
- Advocate for change with your local and state representatives;
- Support organizations working for Texas women and families;

"In order for the Texas economy to remain strong, we must address the barriers for Texas women and families by closing the wage gap, addressing the child care crisis, and increasing health care access, including reproductive care. These solutions require the collective effort of business leaders, policymakers, and community members. Every day of inaction equates to more women and families struggling, and billions in lost economic opportunity for Texas."

Karen Hughes White, President & CEO
Texas Women's Foundation

ABOUT TEXAS WOMEN'S FOUNDATION

Texas Women's Foundation is a community-inspired organization that invests in the power of women and girls to drive positive change. Together with our philanthropic partners, we are investing in research, advocacy, grantmaking and programs to support our vision for an equitable society in which women and girls can fully participate.



Nearly **\$85M** invested in Texas women and girls since 1985



Research-inspired advocacy aimed at driving meaningful systemic change



One of the largest women's funds in the world with nearly **\$28M** in assets under management



Award-winning grant-making process is an industry model

