

CLOSING THE GAPS

To Economic Opportunity for Texas Women

Texas Women's Foundation is a catalyst for positive change across the state, with a focused vision on building *Strong Women Better Texas* and a strong and vibrant Texas for ***all.*** A community-supported organization, Texas Women's Foundation invests in removing the barriers to women's economic security, stability, and success through research and advocacy, grantmaking and education.

Research is at the core of everything we do at Texas Women's Foundation. Our latest biennial report, "Closing the Gaps to Economic Opportunity for Texas Women," builds on 10 years of data reported in *The Economic Issues for Women in Texas Report,* published 2014-2024, and informs the Foundation's grantmaking, advocacy efforts and educational investments, with a dual focus on workforce development and leadership.

TEXAS WOMEN BY THE NUMBERS

16M
women and girls in Texas today.

18.7M
women and girls projected by 2040.

46%
of working Texans are women.

81¢
Women earn 81 cents for every dollar their male counterparts make.

15%
of women and girls live below the poverty level.

60%
of all degrees awarded in Texas go to women.

RESEARCH HIGHLIGHTS

Key Findings

1

Where a woman lives matters

We measured economic opportunity for women in every Texas county — looking at work, health, childcare, and education together. The results are starkly uneven: opportunity clusters in the suburban metros and thins out across West Texas and the southern border.

2

Childcare is the biggest barrier women face

Across Texas, childcare is where women's opportunities most often fall short. And it's failing them: full-time infant care eats up nearly a quarter of a working woman's income, and 1 in 6 young children with working parents lives in a "childcare desert" with too few spots to go around.

3

The gender wage gap is real and it's not closing

A Texas woman working full-time earns just 81 cents for every dollar a man earns, and that gap is wider for women of color. Over a career, that adds up to hundreds of thousands of dollars she never sees.

4

Most Texas counties lack adequate maternity care

In most Texas counties, women struggle to get the maternity care they need — 63% are maternity care deserts or offer only limited access. Where a woman lives can decide whether she gets care during pregnancy.

5

Women outpace men in degrees, but not in management leadership

35% of women have at least a bachelor's degree (compared with 33% of men), and 45% of working women hold professional occupations (compared with 37% of men). Yet only 22% of women in those roles hold management positions, compared with 34% of men.

6

Women-owned businesses tend to make less

Women own 44% of Texas businesses that have no employees but bring in only 26% of their revenue.

$115 million
invested since 1985

Since 1985, with support from our donors and partners, Texas Women's Foundation has invested more than $115 million in Texas women, their families, and their futures. To learn more about our work and to support our mission, visit www.txwf.org.

Texas Women's Foundation

In partnership with:

EVERY TEXAN

STRONG WOMEN. BETTER TEXAS.